

Actions Taken – Powers Reserved

Performance and Compensation Committee

1. Conduct goal setting and evaluation and set compensation for the CEO and CIO.
2. Conduct hiring/firing of the CEO and CIO with input from the CEO regarding the CIO hiring/firing.
3. Conduct long-term succession planning for the CEO and CIO.
4. Approve and oversee senior executive long-term succession planning.
5. Oversee setting of salary ranges, salary, and bonus schedule for the CFO, Chief Actuary, General Counsel, COIO and Investment Management positions according to the established Compensation Policies and Procedures.
6. Approve human resource executive compensation policies.
7. Advise CEO regarding hiring/firing of CFO, Chief Actuary, and General Counsel and retain veto authority on CEO decision