

Compensation Policies and Procedures for Executive and Investment Management Positions: Inventory of Proposed Changes

Board Governance Alignment

Approval tables aligning the policy with the 2012 Board Governance changes and revised CEO and CIO Delegations of Authority have been added to the following sections of the policy:

Development of a Performance Plan.....	Page 9
Status Reports and Plan Changes	Page 11
Special Within-Range Base Pay Adjustment for Extraordinary Circumstances.....	Page 18
Interim Appointment	Page 18
Recruitment Differential.....	Page 18
Retention Differential.....	Page 19
Performance Appraisal Approval Process Overview.....	Page 20

Moved from Appendix to Policy

The following sections have been moved from an Appendix document into the body of the policy to further clarify existing provisions:

Merit Matrix (moved to <i>Base Salary Increase</i> §)	Page 8
Performance Award Computation (moved to <i>Performance Award</i> §).....	Page 12
Example of Application of Multi-Year Performance Award Calculation (moved to <i>Performance Award</i> §).....	Page 13
Special Within-Range Base Pay Adjustment criteria (moved to <i>Special Pay</i> §)	Page 17

Revised Appendix

The following appendix has been revised:

Performance Award Ranges (CFO Classification added)	Page 27
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New Appendices

The following appendices have been added to provide support and clarification for existing policy provisions:

Base Pay Ranges	Page 24
Sample Quantitative Performance Measure with Element Definitions	Page 25
Annual Compensation Program Cycle.....	Page 26
Performance Award Ranges	Page 27
Performance Measure Change Request Form	Page 29

Clarifying Narrative Added

The following definitions or clarifying narrative have been added to the body of the policy to further support existing policy provisions:

Covered Positions (added to *General Program Overview* §) Page 5
Program Elements (added to *General Program Overview* §)..... Page 5
Base Pay Overview (added to *General Program Overview* §) Page 5
Performance Award Overview (added to *General Program Overview* §) Page 5
Special Pay Overview (added to *General Program Overview* §)..... Page 6
Rating Scale for Qualitative Measures (added to *Performance Award* §) Page 14
Performance Appraisal Process Overview (added to *Year End Performance* §)..... Page 20
Performance Award Determination Process (added to *Year End Performance* §) Page 20
Overall Performance Rating Scale (added to *Base Pay Increase* §)..... Page 21