

Current Salaries by Quartile: Executive and Investment Management Positions

| Classification | Salary Range | Q1 | Q2 | Q3 | Q4 |
|------------------------------------|---------------------|----|----|----|-----------------|
| Chief Executive Officer | \$224,000 - 336,000 | | | | 1 |
| Chief Actuary | \$206,000 - 310,000 | 1 | | | |
| Chief Financial Officer | \$210,000 - 310,000 | | 1 | | |
| General Counsel | \$214,000 - 322,000 | | | | 1 |
| Chief Investment Officer | \$408,000 - 612,000 | | 1 | | |
| Chief Operating Investment Officer | \$240,000 - 360,000 | | | | 1 |
| Sr. Investment Officer | \$262,000 - 392,000 | | 2 | | 3 |
| Sr. Portfolio Manager | \$188,000 - 282,000 | | 2 | 7 | 11 ¹ |
| Portfolio Manager | \$140,000 - 210,000 | 10 | 5 | 22 | 15 ² |

¹ Three (3) Sr. Portfolio Managers in the 4th Quartile are at the maximum of the salary range, and are not eligible to receive additional salary increases.

² Two (2) Portfolio Managers in the 4th Quartile are at the maximum of the salary range, and are not eligible to receive additional salary increases.