

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 ¹
Chief Investment Officer	\$408,000 - 612,000		1		
Chief Operating Investment Officer	\$240,000 - 360,000				1
Managing Investment Director	\$262,000 - 392,000		1		5
Investment Director	\$188,000 - 282,000	3	2	7	8 ²
Investment Manager	\$140,000 - 210,000	14	6	20	15 ³

¹ The General Counsel is at the maximum of the salary range, and is not eligible to receive additional salary increases.

² Three (3) Investment Directors in the 4th Quartile are at the maximum of the salary range, and are not eligible to receive additional salary increases.

³ Two (2) Investment Managers in the 4th Quartile are at the maximum of the salary range, and are not eligible to receive additional salary increases.