

Risk Management | Risk Summary Report

Risk Category	Risk Domain	Previous Risk Ranking			Previous Trend	Proposed Ranking		Notes
		May-14	Oct-14	May-15		Nov-15	Projected Trend	
Strategic	Human Resources Management - Talent Acquisition - Pre-employment Screening - Knowledge Transfer - Automation Infrastructure - Staff Development - Succession Planning - Performance Compensation - Competency Modeling/Management - Turnover							This risk moved into the top risk area to recognize the challenge of ensuring that a talent pool is being developed to sustain the complex operations of CalPERS, and effect viable succession and knowledge transfer plans in light of changing demographics and talent needs. The trend from October 2014 to May 2015 was increased due to an increase in likelihood and impact in the subrisks of succession planning and turnover.

Residual Risk - Considering risk responses and the remaining risk exposure.	
	Minimal
	Moderate
	Elevated
	High

Trend - Considering risk management plans and environmental factors, the residual risk trend over the next 6 months.	
	Decrease
	Remain Constant
	Increase