

Current Salaries by Quartile: Executive and Investment Management Positions

Classification	Salary Range	Q1	Q2	Q3	Q4	% of Incumbents in Q4
Chief Executive Officer	\$224,000 - 352,800			1		0%
Chief Actuary	\$206,000 - 310,000			1		0%
Chief Financial Officer (Vacant)	\$210,000 - 310,000					0%
General Counsel	\$214,000 - 338,100				1 ¹	100%
Chief Investment Officer	\$408,000 - 612,000			1		0%
Chief Operating Investment Officer	\$240,000 - 378,000				1 ²	100%
Managing Investment Director	\$262,000 - 411,400			2	4	67%
Investment Director	\$188,000 - 296,100		2	6	13	62%
Investment Manager	\$140,000 - 220,500	10	12	13	17 ³	33%
Associate Investment Manager	\$108,000 - 162,000	1	8			0%

¹ The General Counsel is in the 4th Quartile at the maximum of the salary range, and is not eligible to receive additional salary increases.

² The Chief Operating Investment Officer is in the 4th Quartile at the maximum of the salary range, and is 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.