

INVESTMENT MANAGEMENT POSITIONS | 2016-17 INCENTIVE PLAN DESIGN
INVESTMENT PERFORMANCE MEASURES

Performance Measures	Portfolio & Benchmark IDs	2015-16 Incentive Curves		2016-17 Incentive Curves	
Total Fund Performance Performance Period: 7/1/12 - 6/30/17	Portfolio SJ1CA1BO Policy Benchmark CPERSTO2	Variance (bps) from Benchmark	Payout Ratio	Variance (bps) from Benchmark	Rating
		+30	1.5	+35	1.50
		+20	1.0	+30	1.41
		0	0	+20	1.25
				+5	1.00
				0	0.76
				-15	0.05
				-16	0.00
Total Global Equity Performance Performance Period: 7/1/12 - 6/30/17	Portfolio SX2JA1 Policy Benchmark CPERSHM2	Variance (bps) from Benchmark	Payout Ratio	Variance (bps) from Benchmark	Rating
		+15	1.5	10.0	1.50
		+10	1.0	7.5	1.41
		0	0	2.5	1.25
				-5.0	1.00
				-7.4	0.76
				-14.5	0.05
				-15.0	0.00
Total Global Fixed Income Performance Performance Period: 7/1/12 - 6/30/17	Portfolio SJEKA1 Policy Benchmark CPERGF2	Variance (bps) from Benchmark	Payout Ratio	Variance (bps) from Benchmark	Rating
		+30	1.5	45.0	1.50
		+20	1.0	40.0	1.41
		0	0	30.0	1.25
				15.0	1.00
				10.3	0.76
				-4.0	0.05
				-5.0	0.00
Total Inflation Performance Performance Period: 7/1/12 - 6/30/17	Portfolio SX3CA2 Policy Benchmark CPERSINF	Variance (bps) from Benchmark	Payout Ratio	Variance (bps) from Benchmark	Rating
		+15	1.5	20.0	1.50
		+10	1.0	17.5	1.41
		0	0	12.5	1.25
				5.0	1.00
				2.6	0.76
				-4.5	0.05
				-5.0	0.00
Total Private Equity Performance Performance Period: 7/1/12 - 6/30/17	Portfolio SJAIM Policy Benchmark CPERYCX4	Variance (bps) from Benchmark	Payout Ratio	Variance (bps) from Benchmark	Rating
		+75	1.5	115.0	1.50
		+50	1.0	102.6	1.41
		0	0	77.5	1.25
				40.0	1.00
				28.2	0.76
				-7.5	0.05
				-10.0	0.00
Total Real Assets Performance Performance Period: 7/1/12 - 6/30/17	Portfolio SW3CA2BO Policy Benchmark CPERSRAB	Variance (bps) from Benchmark	Payout Ratio	Variance (bps) from Benchmark	Rating
		+45	1.5	65.5	1.50
		+30	1.0	57.5	1.41
		0	0	42.5	1.25
				20.0	1.00
				12.9	0.76
				-8.5	0.05
				-10.0	0.00