

## **Executive Compensation Policy Revisions Resulting From Proposed Revisions to the Performance, Compensation and Talent Management Committee Delegation**

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1. **Salary Upon Appointment** | Page 8  
Revise narrative to reflect the CEO as the final approver of base salary for the CIO position.
2. **Development of Annual Incentive Plan** | Page 11  
Revise both approval tables to reflect the CEO as final approver of the CIO's Annual Incentive Plan and measures, respectively.
3. **Status Reports and Plan Changes** | Page 12  
Revise both approval tables to reflect the CEO as final approver of CIO's Semiannual status report and plan measure changes, respectively.
4. **Discretionary Performance Adjustments** | Page 17  
Revise authority to exercise discretion for the CIO fully to the CEO.
5. **Special Within-Range Base Pay Adjustment** | Page 21  
Revise approval table to reflect the CEO as final approver of any special within-range base pay adjustments for the CIO position, by delegation from the Board.
6. **Interim Appointments** | Page 22  
Revise approval table to reflect the CEO as final approver of interim appointments and temporary additional compensation for the CIO position, by delegation from the Board.
7. **Recruitment Differential** | Page 23  
Revise approval table to reflect the CEO as final approver of recruitment differentials for the CIO position.
8. **Performance Appraisal Process Overview** | Page 23  
Revise narrative to reflect that the CEO will complete performance appraisals and recommend base salary increases within the established ranges for covered positions, including the CIO.
9. **Performance Appraisal Approval Process** | Page 25  
Revise approval table to align the CIO position with the General Counsel, Chief Actuary, Chief Financial Officer. The Board would retain veto authority for the appraisal outcomes of the CIO, General Counsel, Chief Actuary, and Chief Financial Officer positions.