



Performance, Compensation & Talent Management Committee Agenda Item Calendar 2018

<p>January Board Offsite</p>	<p>February</p> <ol style="list-style-type: none"> 1. Election of Committee Chair and Vice Chair 2. Semiannual Status Reports on Incentive Plans of the Chief Executive Officer and Chief Investment Officer 3. Review of the Performance, Compensation and Talent Management Committee Delegation 4. Executive Compensation Policy: Discretionary Modifier 	<p>March</p> <ol style="list-style-type: none"> 1. Executive Compensation Policy: Cleanup and Minor Revisions 2. Review of the Performance, Compensation & Talent Management Committee Delegation 3. Review of Chief Executive Officer's Compensation Plan
<p>April No Meeting Scheduled</p>	<p>May</p> <ol style="list-style-type: none"> 1. Pay Philosophy Discussion for Positions Covered Under the Board's Policy for Executive and Investment Management Positions 	<p>June</p> <ol style="list-style-type: none"> 1. Revised Chief Executive Officer Position Salary Range 2. Executive and Investment Management Compensation Structure Discussion 3. 2018-19 Incentive Metric Recommendations
<p>July Board Offsite</p>	<p>August No Meeting Scheduled</p>	<p>September</p> <ol style="list-style-type: none"> 1. Executive Compensation Policy Updates <p>Closed Session:</p> <ol style="list-style-type: none"> 2. Review of 2017-18 Performance: Chief Executive Officer 3. Chief Executive Officer's Report of 2017-18 Performance: Executive and Investment Management Positions
<p>October No Meeting Scheduled</p>	<p>November No Meeting Scheduled</p>	<p>December No Meeting Scheduled</p>