



# Performance, Compensation & Talent Management Committee

## Agenda Item Calendar 2018

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

**Updated:** August 3, 2018