



# Performance, Compensation & Talent Management Committee Agenda Item Calendar 2018

<b>Month</b>		
<b>January</b> Board Offsite	<b>February</b> 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 & Talent Management Committee Delegation 4. Executive Compensation Policy: Discretionary Modifier	<b>March</b> 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
<b>April</b> No Meeting Scheduled	<b>May</b> 1. Pay Philosophy Discussion for Positions Covered Under the Board's Policy for Executive and Investment Management Positions	<b>June</b> 1. Executive Compensation Policy Updates 2. Revised Salary Ranges for Chief Investment Officer and Chief Financial Officer; and 2018-19 Incentive Design for the Chief Executive Officer 3. 2018-19 Incentive Metric Recommendations
<b>July</b> Board Offsite	<b>August</b> 1. 2018-19 Incentive Metric Recommendations 2. 2018-19 Incentive Plan for the Chief Executive Officer	<b>September</b> 1. Review of 2017-18 Performance: Chief Executive Officer 2. Chief Executive Officer's Report of 2017-18 Performance: Executive and Investment Management Positions
<b>October</b> No Meeting Scheduled	<b>November</b> 1. Pay Philosophy Discussion for Investment Management Positions	<b>December</b> No Meeting Scheduled

Updated: August 3, 2018



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<b>Month</b>		
<b>January</b> Board Offsite	<b>February</b> 1. Election of Committee Chair and Vice Chair 2. Semiannual Status Report on Incentive Plan of the Chief Executive Officer 3. Review of the Performance, Compensation & Talent Management Committee Delegation	<b>March</b> No Meeting Scheduled
<b>April</b> No Meeting Scheduled	<b>May</b> No Meeting Scheduled	<b>June</b> 1. 2019-20 Incentive Metric Recommendations 2. 2019-20 Incentive Plan of the Chief Executive Officer
<b>July</b> Board Offsite	<b>August</b> No Meeting Scheduled	<b>September</b> 1. Review of 2018-19 Performance: Chief Executive Officer 2. Chief Executive Officer's Report of 2018-19 Performance: Executive and Investment Management Positions
<b>October</b> No Meeting Scheduled	<b>November</b> No Meeting Scheduled	<b>December</b> No Meeting Scheduled

Updated: August 16, 2018