



Performance, Compensation & Talent Management Committee Agenda Item Calendar 2018

Month		
January Board Offsite	February 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	March 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
April No Meeting Scheduled	May 1. Pay Philosophy Discussion for Positions Covered Under the Board's Policy for Executive and Investment Management Positions	June 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
July Board Offsite	August 1. 2018-19 Incentive Metric Recommendations 2. 2018-19 Incentive Plan for the Chief Executive Officer	September 1. Review of 2017-18 Performance: Chief Executive Officer 2. Chief Executive Officer's Report of 2017-18 Performance: Executive and Investment Management Positions
October No Meeting Scheduled	November Meeting Postponed	December 1. Salary and Incentive Ranges for the Chief Operating Officer Position 2. Pay Philosophy Discussion for Investment Management Positions

Updated: November 15, 2018



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January Board Offsite	February 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 4. Salary and Incentive Options for Investment Management Positions 5. Pay Philosophy Discussion for Covered Executive Management Positions	March No Meeting Scheduled
April No Meeting Scheduled	May No Meeting Scheduled	June 1. 2019-20 Incentive Metric Recommendations 2. 2019-20 Incentive Plan of the Chief Executive Officer
July Board Offsite	August No Meeting Scheduled	September 1. Review of 2018-19 Performance: Chief Executive Officer 2. Chief Executive Officer's Report of 2018-19 Performance: Executive and Investment Management Positions
October No Meeting Scheduled	November No Meeting Scheduled	December No Meeting Scheduled

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