

2019-20 Annual Compliance Plan

Strategic Objective: *Risk Management – Cultivate a risk-intelligent organization by enhancing compliance and risk functions throughout the enterprise.*

Strategic Measure: Compliance program maturity assessment

- Target an increase of one point by FY 2021-22, from the baseline score set in FY 2017-18 of 2+



Initiative 1 – Build Risk-Specific Mitigation Plans

Continue to strengthen and enhance oversight of the conflict of interest rules.



Initiative 2 – Embed Policies & Procedures into Operations

Strengthen existing Delegation of Authority and Policy governance practices.



Initiative 3 – Monitor Compliance Risk Exposure

Monitor business changes to make sure CalPERS complies with applicable laws and regulations.

Strategic Measure: Compliance employee awareness survey

- Target maintaining a 90 percent or greater positive response rate to the compliance survey question through June 2022 (baseline set in FY 2017-18 at 87 percent)



Initiative 4 – Develop Communication Content

Reinforce communications around laws and policies that inform team member ethical behavior.