

The following base pay and incentive ranges became effective July 1, 2019:

Position	Base Pay Range	Incentive Range (Target)
Chief Investment Officer	\$424,500 – \$707,500	0 – 150% (100%)
Chief Operating Investment Officer	\$246,000 – \$410,000	0 – 75% (50%)
Managing Investment Director	\$309,000 – \$515,000	0 – 105% (70%)
Investment Director	\$240,750 – \$401,250	0 – 75% (50%)
Investment Manager	\$183,000 – \$305,000	0 – 60% (40%)
Associate Investment Manager	\$109,500 – \$182,500	0 – 40% (27%)