

Appendix I: GGA’s Detailed Recommendations for Consideration

- Areas highlighted in **GREEN** represent a proposed increase in weighting from Fiscal Year 2022-2023.
- Areas highlighted in **RED** represent a proposed decrease in weighting from Fiscal Year 2022-2023.

Participant/Group		Quantitative						Qualitative	
		Total Fund	Asset Class	Enterprise Operational Effectiveness	INVO CEM	Customer Service	Stakeholder Engagement	Leadership	Business Objectives
CEO	Proposed	15%	*	20%	10%	15%	15%	25%	*
	Current	15%	*	20%	10%	15%	15%	25%	*
CIO	Proposed	65%	*	*	10%	*	*	12.5%	12.5%
	Current	50%	*	*	10%	*	*	20%	20%
Deputy CIO	Proposed	65%	*	*	10%	*	*	12.5%	12.5%
	Current	50%	*	*	10%	*	*	20%	20%
Asset Class Investment Management Positions	Proposed	50%	15%	*	10%	*	*	12.5%	12.5%
	Current	50%	*	*	10%	*	*	20%	20%
General Counsel	Proposed	15%	*	15%	10%	5%	5%	20%	30%
	Current	*	*	20%	10%	10%	10%	20%	30%
Chief Actuary	Proposed	*	*	20%	10%	10%	10%	20%	30%
	Current	*	*	20%	10%	10%	10%	20%	30%
Chief Financial Officer	Proposed	15%	*	15%	10%	5%	5%	20%	30%
	Current	*	*	20%	10%	10%	10%	20%	30%
Chief Operating Officer	Proposed	15%	*	15%	10%	5%	5%	20%	30%
	Current	*	*	20%	10%	10%	10%	20%	30%
Chief Health Director	Proposed	*	*	20%	10%	10%	10%	20%	30%
	Current	*	*	20%	10%	10%	10%	20%	30%