

**2022-23 Incentive Award Disclosure
Executives and Investment Staff**

Name	Asset Class/Function	Max Incentive Oppor- tunity	Incentive Awarded as a % of Base Salary	Annual Salary for Incentive Calculation	Incentive Award
<u>Chief Executive Officer</u>					
Cassandra Lichnock	CEO	150%	143.50%	\$400,008	\$574,011
<u>Chief Operating Officer</u>					
Blatnick, Lisa	COO	50%	47.92%	\$250,008	\$119,796
<u>Chief Financial Officer</u>					
Underwood, Julie	CFO	50%	48.13%	\$296,004	\$142,452
<u>System Actuary</u>					
Lamoureux, David	Actuarial Svcs	30%	29.25%	\$308,004	\$90,091
Reed, Rick	Actuarial Svcs	30%	27.00%	\$289,536	\$78,175
<u>Chief Investment Officer</u>					
Christopher Ailman	CIO	200%	187.86%	\$612,000	\$1,149,686
<u>Deputy CIO</u>					
Chan, Scott	Deputy CIO	175%	158.29%	\$440,004	\$696,490
<u>Sr Investment Directors</u>					
DiRe, Michael ¹	Private Markets	150%	142.50%	\$179,295	\$255,495
Jimenez, Geraldine ¹	Public Markets	150%	123.25%	\$193,327	\$238,276
<u>Investment Directors</u>					
Hosokawa, Glenn	Fixed Income	125%	119.38%	\$392,004	\$467,955
Kim, June	Global Equity	125%	122.50%	\$392,004	\$480,205
Shantic, Paul	Inflation Sensitive	125%	119.38%	\$392,004	\$467,955
Wilcox, April	Investment Svcs	125%	114.64%	\$312,708	\$358,497
Wirth, Margot	Private Equity	125%	119.38%	\$392,004	\$467,955
DiRe, Michael ¹	Real Estate	125%	119.38%	\$221,245	\$264,111
Tong, Steven	RMS	125%	87.50%	\$392,004	\$343,004
Jenkinson, Kirsty	SISS	125%	103.26%	\$392,004	\$404,765

Name	Asset Class/Function	Max Incentive Opportunity	Incentive Awarded as a % of Base Salary	Annual Salary for Incentive Calculation	Incentive Award
Jimenez, Geraldine ¹	Strategy & Risk	125%	111.10%	\$191,145	\$212,364
<u>Portfolio Managers</u>					
Arani, Geetha	Fixed Income	125%	118.75%	\$203,400	\$241,538
Depner, Daniel	Fixed Income	125%	118.13%	\$224,244	\$264,888
DiSalvo, Cathy	Fixed Income	125%	117.50%	\$176,304	\$207,157
Gold, David	Fixed Income	125%	120.00%	\$258,000	\$309,600
Lucchesini-Jack, Rosie	Fixed Income	125%	122.50%	\$258,000	\$316,050
McCarty, Ian	Fixed Income	125%	121.25%	\$258,000	\$312,825
Ng, Debra	Fixed Income	125%	117.50%	\$184,908	\$217,267
Crawford, Jason	Global Equity	125%	121.88%	\$224,244	\$273,297
Murphy, David	Global Equity	125%	122.50%	\$258,000	\$316,050
Venner, Raymond	Global Equity	125%	118.75%	\$258,000	\$306,375
Yee, Wilson	Global Equity	125%	118.75%	\$198,780	\$236,051
Fitzpatrick, Charles	Inflation Sensitive	125%	121.25%	\$241,212	\$292,470
Gish, John-Charles ¹	Inflation Sensitive	125%	118.75%	\$50,169	\$59,576
Lau, Daniel ¹	Inflation Sensitive	125%	120.00%	\$79,737	\$95,684
Warmerdam, Michael ¹	Inflation Sensitive	125%	120.00%	\$145,946	\$175,135
Criss, Kelly	Investment Svcs	125%	110.27%	\$195,564	\$215,644
Hasan, Shifat	Investment Svcs	125%	110.89%	\$215,244	\$238,690
Yong, Albert ¹	Investment Svcs	125%	108.39%	\$128,338	\$139,109
Ali, Aizaz	Private Equity	125%	118.75%	\$258,000	\$306,375
Baker, Lyndall (Tom)	Private Equity	125%	118.75%	\$258,000	\$306,375
Hall, Seth	Private Equity	125%	120.00%	\$258,000	\$309,600
Pappas, Georgia	Private Equity	125%	120.00%	\$248,004	\$297,605
Ross, Robert	Private Equity	125%	121.25%	\$258,000	\$312,825
Clark, Daniel	Real Estate	125%	119.38%	\$229,992	\$274,553
Deutsch, Bruce	Real Estate	125%	119.38%	\$194,160	\$231,779
Donegan, Julie	Real Estate	125%	120.63%	\$241,175	\$290,917
McGowan, Michael ¹	Real Estate	125%	119.38%	\$157,674	\$188,223
Palmieri, Don	Real Estate	125%	118.75%	\$258,000	\$306,375
Pleis, Mitch	Real Estate	125%	120.00%	\$260,763	\$312,916

Name	Asset Class/Function	Max Incentive Opportunity	Incentive Awarded as a % of Base Salary	Annual Salary for Incentive Calculation	Incentive Award
Stocks, Sally	Real Estate	125%	120.00%	\$246,756	\$296,107
Thomas, Henry	Real Estate	125%	118.13%	\$258,000	\$304,763
Jaro, Jeffrey	RMS	125%	89.38%	\$194,160	\$173,531
Lo, Carrie	RMS	125%	88.13%	\$258,000	\$227,363
Abel, Nicholas ¹	SISS	125%	102.55%	\$72,973	\$74,835
Lau, Daniel ¹	SISS	125%	99.74%	\$66,209	\$66,037
Mastagni, Aeisha	SISS	125%	100.44%	\$258,000	\$259,142
Rice, Brian	SISS	125%	99.74%	\$258,000	\$257,328
Blacet, Glen	Strategy & Risk	125%	114.26%	\$268,750	\$307,063
Diedesch, Josh	Strategy & Risk	125%	110.48%	\$233,588	\$258,059
Wang, Benjamin	Strategy & Risk	125%	107.35%	\$237,048	\$254,474
<u>Assoc Portfolio Mgrs</u>					
Dhillon, Simranjit	Fixed Income	50%	48.25%	\$165,444	\$79,827
Kennedy, Anthony	Fixed Income	50%	48.25%	\$146,436	\$70,655
Malvani, Dante	Fixed Income	50%	47.50%	\$162,756	\$77,309
Yi, Darin	Fixed Income	50%	48.00%	\$154,716	\$74,264
Jou, Sharon	Global Equity	50%	47.75%	\$142,596	\$68,090
Ramirez, Edgar	Global Equity	50%	48.00%	\$165,444	\$79,413
Webster, Shawn	Global Equity	50%	48.25%	\$173,760	\$83,839
Wiles, Justin	Global Equity	50%	47.75%	\$150,468	\$71,848
Yim, Wayne	Global Equity	50%	48.50%	\$173,868	\$84,326
Gish, John-Charles ¹	Inflation Sensitive	50%	48.00%	\$103,488	\$49,674
Lau, Daniel ¹	Inflation Sensitive	50%	48.00%	\$22,627	\$10,861
Warmerdam, Michael ¹	Inflation Sensitive	50%	48.00%	\$23,324	\$11,196
DaRonco, Melissa	Investment Svcs	50%	44.11%	\$173,760	\$76,641
Dunigan, Michael	Investment Svcs	50%	44.61%	\$173,640	\$77,456
Enos, Jennifer ¹	Investment Svcs	50%	43.36%	\$118,830	\$51,521
Ferrer De Morais, Pedro	Investment Svcs	50%	44.61%	\$150,204	\$67,002
Kingston, Harmony	Investment Svcs	50%	44.61%	\$146,436	\$65,321
McDonnell, Kimberly	Investment Svcs	50%	44.61%	\$171,888	\$76,674
Schroeder, Matthew	Investment Svcs	50%	44.61%	\$171,888	\$76,674

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Sharief, Haytham	Investment Svcs	50%	44.11%	\$146,892	\$64,790
Adechoubou, Nadiath	Private Equity	50%	48.00%	\$180,000	\$86,400
Ha, Henry	Private Equity	50%	47.50%	\$154,716	\$73,490
Misra, Geetika	Private Equity	50%	47.00%	\$173,676	\$81,628
Morris, Vanessa	Private Equity	50%	48.00%	\$135,804	\$65,186
Palomo, Delfina	Private Equity	50%	48.00%	\$180,000	\$86,400
Rodota, Katherine	Private Equity	50%	48.00%	\$180,000	\$86,400
Ungar, Joshua	Private Equity	50%	48.00%	\$180,000	\$86,400
Arendt, Greg	Real Estate	50%	48.00%	\$146,100	\$70,128
McGowan, Michael ¹	Real Estate	50%	48.00%	\$13,125	\$6,300
Preston, Christopher	Real Estate	50%	47.75%	\$180,000	\$85,950
Salazar-Maynard, Kari	Real Estate	50%	47.75%	\$150,468	\$71,848
Swanigan, Orintheo ¹	Real Estate	50%	47.75%	\$70,658	\$33,739
Yager, Michael ¹	Real Estate	50%	48.00%	\$54,789	\$26,299
Dean, Dianna ¹	RMS	50%	35.75%	\$72,990	\$26,094
Ehrlich, Sean	RMS	50%	35.50%	\$163,068	\$57,889
Abel, Nicholas ¹	SISS	50%	41.02%	\$86,633	\$35,538
Chen, Douglas ¹	SISS	50%	39.61%	\$47,532	\$18,830
Garrison, Nile ¹	SISS	50%	40.18%	\$48,960	\$19,671
Liu, Xuan (Jackie)	SISS	50%	39.61%	\$178,500	\$70,712
Maile, Sarah	SISS	50%	39.90%	\$153,432	\$61,213
Lisonbee, Matthew	Strategy & Risk	50%	45.95%	\$142,428	\$65,449
Schmitz, Anthony	Strategy & Risk	50%	43.94%	\$152,388	\$66,960
<u>Investment Officer IIIs</u>					
Badelita, La Shae	Diversity	20%	16.21%	\$125,733	\$20,381
Clyde, Nicholas	Fixed Income	20%	19.10%	\$123,168	\$23,525
Guzman, Melanie	Fixed Income	20%	19.10%	\$123,168	\$23,525
Kong, Marina	Fixed Income	20%	19.10%	\$126,759	\$24,211
Nicolas, Thuy (Kimmie)	Fixed Income	20%	19.40%	\$138,184	\$26,808
Reichenberg, Stacey	Fixed Income	20%	19.00%	\$136,484	\$25,932
Schott, Matthew	Fixed Income	20%	19.20%	\$139,544	\$26,792

Name	Asset Class/Function	Max Incentive Opportunity	Incentive Awarded as a % of Base Salary	Annual Salary for Incentive Calculation	Incentive Award
Krishna, Shivangni	Global Equity	20%	19.00%	\$117,300	\$22,287
Watson, Misty	Global Equity	20%	19.10%	\$120,723	\$23,058
Dhillon, Guldip	Inflation Sensitive	20%	19.00%	\$121,212	\$23,030
Doris, Madison	Inflation Sensitive	20%	19.00%	\$128,811	\$24,474
Muasya, Selina	Inflation Sensitive	20%	19.00%	\$121,212	\$23,030
Arakelyan, Lilit ¹	Investment Svcs	20%	17.34%	\$68,425	\$11,867
Enos, Jennifer ¹	Investment Svcs	20%	17.84%	\$21,556	\$3,846
Leu, Ron	Investment Svcs	20%	17.84%	\$139,884	\$24,959
Marzion, Ramona	Investment Svcs	20%	17.94%	\$138,864	\$24,916
Munoz, David ²	Investment Svcs	20%	17.54%	\$139,884	\$24,540
Phillips, Ryan	Investment Svcs	20%	17.74%	\$126,246	\$22,400
Sanchez, Diego	Investment Svcs	20%	17.64%	\$139,204	\$24,560
Singh, Sanjay	Investment Svcs	20%	17.84%	\$139,884	\$24,959
Smith, Ralph	Investment Svcs	20%	17.64%	\$126,759	\$22,364
Thai, Daniel	Investment Svcs	20%	17.84%	\$134,726	\$24,039
Tuason, Karen	Investment Svcs	20%	17.84%	\$139,884	\$24,959
Uyematsu, April ¹	Investment Svcs	20%	17.74%	\$45,948	\$8,152
Wong, Mami	Investment Svcs	20%	17.54%	\$139,884	\$24,540
Chung, Wayne ¹	Private Equity	20%	19.00%	\$56,873	\$10,806
Koehler, Nicholas	Private Equity	20%	19.00%	\$122,679	\$23,309
Moore, Christopher	Private Equity	20%	19.60%	\$139,884	\$27,417
Rico, Tyler	Private Equity	20%	19.20%	\$129,336	\$24,833
Singh, Christopher	Private Equity	20%	18.80%	\$117,789	\$22,144
Uribe, Miguel	Private Equity	20%	19.00%	\$117,300	\$22,287
O'Hagan, Jake	Real Estate	20%	19.00%	\$120,234	\$22,844
Posner, Helena	Real Estate	20%	19.10%	\$136,824	\$26,133
Swanigan, Orintheo ¹	Real Estate	20%	19.20%	\$72,591	\$13,937
Tran, Hiep	Real Estate	20%	19.20%	\$117,789	\$22,615
Vispetto, Tiffany	Real Estate	20%	19.00%	\$139,884	\$26,578
Yager, Michael ¹	Real Estate	20%	19.20%	\$87,705	\$16,839
Aina, Ibukunoluwa	RMS	20%	14.00%	\$117,300	\$16,422

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Blardony, Jean Paul ²	RMS	20%	14.10%	\$136,484	\$19,244
Dean, Dianna ¹	RMS	20%	14.30%	\$53,164	\$7,602
Paniagua, Michel	RMS	20%	14.10%	\$123,168	\$17,367
Thao, Zang ¹	RMS	20%	14.10%	\$4,443	\$626
Chen, Douglas ¹	SISS	20%	15.85%	\$90,536	\$14,346
Garritson, Nile ¹	SISS	20%	16.07%	\$89,496	\$14,383
Uyematsu, April ¹	SISS	20%	15.96%	\$93,256	\$14,882
Altier, Kristian	Strategy & Risk	20%	18.68%	\$139,884	\$26,132
Green, Debora	Strategy & Risk	20%	18.38%	\$120,234	\$22,100
Toepel, Matthew	Strategy & Risk	20%	17.68%	\$130,414	\$23,052
Tran, Angela	Strategy & Risk	20%	17.38%	\$134,726	\$23,410
<u>Investment Officer IIs</u>					
Lau, Tiffany	Fixed Income	10%	9.65%	\$108,666	\$10,486
Song, Julie	Fixed Income	10%	9.50%	\$94,860	\$9,012
Williams, Solomiya ¹	Fixed Income	10%	9.35%	\$51,205	\$4,788
Bosley, Justin	Global Equity	10%	9.40%	\$100,380	\$9,436
Gutierrez, Adriana	Global Equity	10%	9.55%	\$90,992	\$8,690
Melvani, Varun	Global Equity	10%	9.70%	\$94,860	\$9,201
Ellis, Christopher	Inflation Sensitive	10%	9.45%	\$109,860	\$10,382
Krishna, Krishneel ¹	Inflation Sensitive	10%	9.55%	\$76,348	\$7,291
Tsao, Taylor	Inflation Sensitive	10%	9.55%	\$92,344	\$8,819
Arakelyan, Lilit ¹	Investment Svcs	10%	8.92%	\$44,450	\$3,966
Bradaric, Eli	Investment Svcs	10%	8.82%	\$90,342	\$7,969
Carlson, Michael	Investment Svcs	10%	8.82%	\$94,860	\$8,368
Hagerty, James	Investment Svcs	10%	8.77%	\$96,396	\$8,455
Hogans, Erica	Investment Svcs	10%	8.92%	\$91,074	\$8,125
Morgan, Richard	Investment Svcs	10%	8.57%	\$101,604	\$8,709
Ngo, Huy	Investment Svcs	10%	8.82%	\$104,922	\$9,256
Osborn, Alicia	Investment Svcs	10%	8.82%	\$103,306	\$9,113
Prabhakar, Ankur ²	Investment Svcs	10%	8.67%	\$91,134	\$7,903
Quan, Vicky ²	Investment Svcs	10%	8.47%	\$6,979	\$591

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Robinson, Monica	Investment Svcs	10%	8.77%	\$109,860	\$9,636
Sanchez, Sonia	Investment Svcs	10%	8.82%	\$109,860	\$9,691
Smith, Timothy	Investment Svcs	10%	8.82%	\$109,860	\$9,691
Tedla, Marcella ¹	Investment Svcs	10%	8.52%	\$54,929	\$4,681
Thao, Zang ¹	Investment Svcs	10%	8.82%	\$105,699	\$9,324
Willardsen, Thomas	Investment Svcs	10%	8.87%	\$99,601	\$8,836
Wu, Mylene	Investment Svcs	10%	8.82%	\$103,296	\$9,112
Chung, Wayne ¹	Private Equity	10%	9.60%	\$52,785	\$5,067
Latino, Dominic ²	Private Equity	10%	9.30%	\$7,113	\$662
Samson, Samantha	Private Equity	10%	9.50%	\$90,708	\$8,617
Chan, Cristine	Real Estate	10%	9.40%	\$109,860	\$10,327
Phan, Samantha	Real Estate	10%	9.60%	\$95,095	\$9,129
Smith, Mauricio	Real Estate	10%	9.60%	\$104,922	\$10,073
Tavarez, Gina	Real Estate	10%	9.55%	\$93,180	\$8,899
Meza, Stefanie	RMS	10%	7.05%	\$92,172	\$6,498
Young, Denny	RMS	10%	6.95%	\$100,380	\$6,976
DeMesa, Gabriel	SISS	10%	8.04%	\$103,306	\$8,301
Mahlberg, Joakim	SISS	10%	7.98%	\$89,244	\$7,121
Saha, Matthew	SISS	10%	7.64%	\$100,740	\$7,698
Vaitla, Rekha ¹	SISS	10%	7.92%	\$70,823	\$5,611
Wilson, Michael ¹	SISS	10%	7.92%	\$49,606	\$3,930
				Total:	\$20,567,741

Total incentive compensation as a percent of salary: 70.0% (sum of awards / sum of salaries)

Total incentive compensation as a percent of maximum incentive opportunity: 91.7% (sum of awards / sum of maximum incentive opportunity)

¹ Prorated Award – Mid-year appointment or promotion

² Eligible Separation – Award may be prorated