

2025-26 Incentive Award Disclosure
Executives and Investment Staff

Name	Asset Class/Function	Maximum Incentive Opportunity	Incentive Awarded as a % of Base Salary	Annual Base Salary for Incentive Calculation	Incentive Award
<u>Chief Executive Officer</u>					
Lichnock, Cassandra	CEO	150%	149.25%	\$502,536	\$750,035
<u>Chief Operating Officer</u>					
Blatnick, Lisa	COO	50%	50.00%	\$317,640	\$158,820
<u>Chief Financial Officer</u>					
Underwood, Julie	CFO	50%	50.00%	\$342,963	\$171,482
<u>System Actuary</u>					
Lamoureux, David	System Actuary	30%	30.00%	\$332,004	\$99,601
Reed, Rick ²	System Actuary	30%	27.00%	\$184,447	\$49,801
<u>Chief Investment Officer</u>					
Chan, Scott	CIO	200%	176.19%	\$571,104	\$1,006,231
<u>Senior Investment Director</u>					
Jenkinson, Kirsty ¹	Private Markets	150.00%	115.50%	\$372,999.00	\$430,814.00
Jimenez, Geraldine	Public Markets	150.00%	132.00%	\$430,008.00	\$567,611.00
Wilcox, April	Strategic Mgmt & Operations	150.00%	121.93%	\$387,852.00	\$472,902.00
<u>Investment Director</u>					
Lucchesini, Rosie	Fixed Income	125.00%	120.00%	\$336,372.00	\$403,646.00
Murphy, David	Global Equity	125.00%	121.25%	\$336,372.00	\$407,851.00
Donegan, Julie	Real Estate	125.00%	58.75%	\$323,076.00	\$189,807.00
Kohli, Puneet ¹	RMS	125.00%	96.88%	\$232,638.00	\$225,368.00
Wirth, Margot	Private Equity	125.00%	118.75%	\$423,948.00	\$503,438.00
Abel, Nick ¹	SISS	125.00%	84.61%	\$183,169.00	\$154,978.00
Jenkinson, Kirsty ¹	SISS	125.00%	91.64%	\$56,205.00	\$51,507.00
Diedesch, Josh ¹	Total Fund Mgmt	125.00%	103.59%	\$39,007.00	\$40,408.00
<u>Senior Portfolio Manager</u>					
Crawford, Jason ¹	Global Equity	125.00%	118.75%	\$193,069.00	\$229,269.00
Gish, John-Charles ¹	Inflation Sensitive	125.00%	118.13%	\$102,603.00	\$121,200.00
Blacet, Glen ¹	Innovative Strategies	125.00%	115.63%	\$209,294.00	\$241,996.00
Stocks, Sally	Real Estate	125.00%	57.50%	\$297,996.00	\$171,348.00
Ross, Robert	Private Equity	125.00%	117.50%	\$312,900.00	\$367,658.00
Mastagni, Aeisha ¹	SISS	125.00%	86.02%	\$260,750.00	\$224,286.00
Mastagni, Aeisha ¹	Strategic Initiatives	125.00%	104.14%	\$52,150.00	\$54,311.00
Diedesch, Josh ¹	Total Fund Mgmt	125.00%	106.09%	\$269,348.00	\$285,759.00
<u>Portfolio Manager</u>					
Altier, Kristian ¹	Fixed Income	125.00%	118.13%	\$76,986.00	\$90,940.00
Arani, Geetha	Fixed Income	125.00%	121.25%	\$235,464.00	\$285,500.00
Dhillon, Simranjit	Fixed Income	125.00%	122.50%	\$206,400.00	\$252,840.00
Disalvo, Cathy ²	Fixed Income	125.00%	115.00%	\$54,756.00	\$62,969.00
Gold, David	Fixed Income	125.00%	121.25%	\$279,024.00	\$338,317.00
Kennedy, Anthony ¹	Fixed Income	125.00%	118.13%	\$115,303.00	\$136,202.00
McCarty, Ian	Fixed Income	125.00%	120.00%	\$284,448.00	\$341,338.00
Ng, Debra ²	Fixed Income	125.00%	115.00%	\$81,793.00	\$94,062.00
Yi, Darin ¹	Fixed Income	125.00%	118.13%	\$127,064.00	\$150,094.00
Crawford, Jason ¹	Global Equity	125.00%	121.25%	\$75,712.00	\$91,801.00
Ramirez, Edgar ¹	Global Equity	125.00%	117.50%	\$11,426.00	\$13,426.00
Venner, Raymond	Global Equity	125.00%	118.75%	\$284,448.00	\$337,782.00
Webster, Shawn	Global Equity	125.00%	119.38%	\$199,087.00	\$237,660.00
Yee, Wilson	Global Equity	125.00%	116.88%	\$235,596.00	\$275,353.00
Yim, Wayne	Global Equity	125.00%	119.38%	\$218,412.00	\$260,729.00
Fitzpatrick, Charles ²	Inflation Sensitive	125.00%	118.75%	\$71,469.00	\$84,869.00
Gish, John-Charles ¹	Inflation Sensitive	125.00%	120.63%	\$147,629.00	\$178,077.00
Liu, Jackie ¹	Inflation Sensitive	125.00%	118.13%	\$97,575.00	\$115,260.00
Ostadalova, Marketa ¹	Inflation Sensitive	125.00%	118.13%	\$42,425.00	\$50,115.00
Warmerdam, Michael	Inflation Sensitive	125.00%	120.63%	\$213,684.00	\$257,756.00
Blacet, Glen ¹	Innovative Strategies	125.00%	119.38%	\$85,119.00	\$101,611.00
Lisonbee, Matt ¹	Innovative Strategies	125.00%	115.63%	\$62,292.00	\$99,843.00
Criss, Kelly	Investment Services	125.00%	103.39%	\$231,792.00	\$239,656.00
Dunigan, Mike ¹	Investment Services	125.00%	101.52%	\$69,460.00	\$70,514.00
Hasan, Shifat	Investment Services	125.00%	105.89%	\$249,180.00	\$263,864.00
Kingston, Harmony ¹	Investment Services	125.00%	101.52%	\$16,667.00	\$16,920.00
Yong, Albert	Investment Services	125.00%	100.89%	\$254,700.00	\$256,974.00
Arendt, Greg	Real Estate	125.00%	57.50%	\$206,400.00	\$118,680.00

Deutsch, Bruce	Real Estate	125.00%	56.88%	\$230,112.00	\$130,876.00
Feldhuhn, Andrew	Real Estate	125.00%	56.88%	\$252,000.00	\$143,325.00
McGowan, Michael	Real Estate	125.00%	60.00%	\$213,684.00	\$128,210.00
Palmieri, Don	Real Estate	125.00%	0.00%	\$284,448.00	\$0.00
Preston, Christopher	Real Estate	125.00%	57.50%	\$208,260.00	\$119,750.00
Swanigan, Orintheo	Real Estate	125.00%	57.50%	\$198,122.00	\$113,920.00
Thomas, Hank	Real Estate	125.00%	53.75%	\$284,448.00	\$152,891.00
Jaro, Jeffrey	RMS	125.00%	97.50%	\$230,112.00	\$224,359.00
Lo, Carrie	RMS	125.00%	97.50%	\$284,448.00	\$277,337.00
Ali, Aizaz	Private Equity	125.00%	120.63%	\$284,448.00	\$343,115.00
Baker, Tom	Private Equity	125.00%	119.38%	\$284,448.00	\$339,560.00
Hall, Seth	Private Equity	125.00%	119.38%	\$284,448.00	\$339,560.00
Monfiglio, Carlos	Private Equity	125.00%	119.38%	\$277,836.00	\$331,667.00
Pappas, Georgia	Private Equity	125.00%	119.38%	\$284,448.00	\$339,560.00
Abel, Nick ¹	SISS	125.00%	89.53%	\$95,245.00	\$85,274.00
Fackler, Katherine ¹	SISS	125.00%	83.91%	\$88,755.00	\$74,471.00
Garritson, Nile	SISS	125.00%	87.42%	\$206,400.00	\$180,439.00
Lau, Daniel	SISS	125.00%	86.72%	\$213,684.00	\$185,304.00
Paquin, Lynn	SISS	125.00%	87.42%	\$206,400.00	\$180,439.00
Rice, Brian	SISS	125.00%	85.31%	\$284,448.00	\$242,670.00
Maile, Sarah	Strategic Initiatives	125.00%	103.52%	\$202,560.00	\$209,686.00
Marzion, Ramona ¹	Strategic Initiatives	125.00%	101.02%	\$24,604.00	\$24,854.00
Malvini, Dante ¹	Total Fund Mgmt	125.00%	101.72%	\$24,604.00	\$25,027.00
Schmitz, Tony ¹	Total Fund Mgmt	125.00%	101.72%	\$30,159.00	\$30,677.00
Wang, Benjamin ¹	Total Fund Mgmt	125.00%	101.09%	\$267,876.00	\$270,804.00

Associate Portfolio Manager

Altier, Kristian ¹	Fixed Income	50.00%	49.00%	\$105,031.00	\$51,465.00
Clyde, Nicholas ¹	Fixed Income	50.00%	46.00%	\$66,875.00	\$30,763.00
Green, Debora ¹	Fixed Income	50.00%	46.00%	\$19,744.00	\$9,082.00
Greenfield, David ¹	Fixed Income	50.00%	47.50%	\$146,784.00	\$69,722.00
Guzman, Melanie ¹	Fixed Income	50.00%	46.00%	\$44,381.00	\$20,415.00
Kennedy, Anthony ¹	Fixed Income	50.00%	49.00%	\$72,315.00	\$35,434.00
Nicolas, Kimmie	Fixed Income	50.00%	47.25%	\$166,692.00	\$78,762.00
Schott, Matthew	Fixed Income	50.00%	46.50%	\$164,400.00	\$76,446.00
Yi, Darin ¹	Fixed Income	50.00%	48.75%	\$65,292.00	\$31,830.00
Jou, Sharon	Global Equity	50.00%	48.25%	\$169,008.00	\$81,546.00
Ramirez, Edgar ¹	Global Equity	50.00%	48.00%	\$180,638.00	\$86,706.00
Watson, Misty	Global Equity	50.00%	47.75%	\$153,168.00	\$73,138.00
Wiles, Justin	Global Equity	50.00%	48.00%	\$174,180.00	\$83,606.00
Dhillon, Guldip	Inflation Sensitive	50.00%	48.00%	\$153,168.00	\$73,521.00
Doris, Madison	Inflation Sensitive	50.00%	47.75%	\$161,628.00	\$77,177.00
Liu, Jackie ¹	Inflation Sensitive	50.00%	48.00%	\$105,528.00	\$50,653.00
Ostadalova, Marketa ¹	Inflation Sensitive	50.00%	48.00%	\$137,157.00	\$65,835.00
Lisonbee, Matt ¹	Innovative Strategies	50.00%	47.50%	\$95,783.00	\$45,497.00
Uribe, Miguel ¹	Innovative Strategies	50.00%	45.50%	\$38,362.00	\$17,455.00
Daronco, Melissa	Investment Services	50.00%	42.11%	\$198,456.00	\$83,564.00
Dey, Saumen	Investment Services	50.00%	41.36%	\$200,004.00	\$82,716.00
Dunigan, Mike ¹	Investment Services	50.00%	42.11%	\$132,304.00	\$55,709.00
Enos, Jen	Investment Services	50.00%	40.86%	\$169,008.00	\$69,052.00
Ferrer De Morais, Pedro	Investment Services	50.00%	41.86%	\$174,708.00	\$73,128.00
Kingston, Harmony ¹	Investment Services	50.00%	41.86%	\$159,093.00	\$66,592.00
Marzion, Ramona ¹	Investment Services	50.00%	41.86%	\$146,902.00	\$61,489.00
McDonnell, Kim	Investment Services	50.00%	41.86%	\$198,456.00	\$83,068.00
Schroeder, Matt	Investment Services	50.00%	41.61%	\$198,456.00	\$82,572.00
Sharief, Haytham	Investment Services	50.00%	41.86%	\$174,096.00	\$72,872.00
Singh, Sanjay	Investment Services	50.00%	42.11%	\$170,760.00	\$71,902.00
Thai, Daniel	Investment Services	50.00%	40.86%	\$155,820.00	\$63,664.00
O'Hagan, Jake	Real Estate	50.00%	23.00%	\$151,997.00	\$34,959.00
Posner, Helena	Real Estate	50.00%	23.25%	\$163,608.00	\$38,039.00
Salazar-Maynard, Kari ²	Real Estate	50.00%	23.25%	\$145,150.00	\$33,747.00
Sandhu, Novie	Real Estate	50.00%	22.50%	\$151,990.00	\$34,198.00
Wang, Renyi ¹	Real Estate	50.00%	23.00%	\$142,403.00	\$32,753.00
Yager, Michael	Real Estate	50.00%	22.50%	\$174,084.00	\$39,169.00
Dean, Dianna	RMS	50.00%	39.50%	\$160,656.00	\$63,459.00
Ehrlich, Sean	RMS	50.00%	38.75%	\$188,760.00	\$73,145.00
Coleman, Amanda	Private Equity	50.00%	47.75%	\$192,948.00	\$92,133.00
Ha, Henry	Private Equity	50.00%	46.00%	\$179,112.00	\$82,392.00
Koehler, Nicholas	Private Equity	50.00%	47.75%	\$153,168.00	\$73,138.00
Lee, Luke ¹	Private Equity	50.00%	47.25%	\$98,182.00	\$46,391.00
Misra, Geetika	Private Equity	50.00%	47.25%	\$198,456.00	\$93,770.00
Moore, Chris	Private Equity	50.00%	48.00%	\$170,436.00	\$81,809.00

Morris, Vanessa	Private Equity	50.00%	48.25%	\$168,708.00	\$81,402.00
Palomo, Delfina	Private Equity	50.00%	47.75%	\$198,456.00	\$94,763.00
Rico, Tyler	Private Equity	50.00%	47.75%	\$161,664.00	\$77,195.00
Rodota, Katherine	Private Equity	50.00%	48.25%	\$198,456.00	\$95,755.00
Song, Jinri	Private Equity	50.00%	47.50%	\$169,128.00	\$80,336.00
Chen, Douglas	SISS	50.00%	34.13%	\$169,008.00	\$57,674.00
Corradi, Jesse ¹	SISS	50.00%	33.56%	\$115,912.00	\$38,903.00
Fackler, Katherine ¹	SISS	50.00%	35.25%	\$121,279.00	\$42,751.00
Kim, Joshua	SISS	50.00%	35.25%	\$181,920.00	\$64,127.00
Kirchblum, Eric ¹	SISS	50.00%	34.13%	\$128,791.00	\$43,950.00
Malvini, Dante ¹	Total Fund Mgmt	50.00%	41.69%	\$165,234.00	\$68,881.00
Schmitz, Tony ¹	Total Fund Mgmt	50.00%	41.69%	\$149,810.00	\$62,452.00

Investment Officer III

Clyde, Nicholas ¹	Fixed Income	20.00%	19.50%	\$89,166.00	\$17,387.00
Green, Debora ¹	Fixed Income	20.00%	19.50%	\$131,820.00	\$25,705.00
Guzman, Melanie ¹	Fixed Income	20.00%	19.50%	\$109,101.00	\$21,275.00
Lau, Tiffany	Fixed Income	20.00%	19.30%	\$137,397.00	\$26,518.00
Song, Julie	Fixed Income	20.00%	19.60%	\$131,910.00	\$25,854.00
Williams, Solomiya ¹	Fixed Income	20.00%	18.50%	\$30,587.00	\$5,659.00
Bernardo, Adriana	Global Equity	20.00%	18.90%	\$131,910.00	\$24,931.00
Garcia, Jimmy ¹	Global Equity	20.00%	18.80%	\$74,767.00	\$14,056.00
Krishna, Shivi	Global Equity	20.00%	18.90%	\$148,392.00	\$28,046.00
Melvani, Mark	Global Equity	20.00%	19.20%	\$141,300.00	\$27,130.00
Phillips, Ryan	Global Equity	20.00%	16.64%	\$152,856.00	\$29,348.00
Ellis, Christopher	Inflation Sensitive	20.00%	18.80%	\$134,592.00	\$25,303.00
Krishna, Krishneel	Inflation Sensitive	20.00%	19.10%	\$138,519.00	\$26,457.00
Muasya, Selina ¹	Inflation Sensitive	20.00%	18.80%	\$144,420.00	\$27,151.00
Uribe, Miguel ¹	Innovative Strategies	20.00%	18.90%	\$111,856.00	\$21,141.00
Arakelyan, Lilit	Investment Services	20.00%	16.54%	\$144,834.00	\$23,960.00
Bradaric, Eli ¹	Investment Services	20.00%	16.14%	\$74,767.00	\$12,070.00
Carlson, Michael ¹	Investment Services	20.00%	16.24%	\$70,698.00	\$11,483.00
Hunter, Chris	Investment Services	20.00%	16.44%	\$152,856.00	\$25,134.00
Leu, Ron	Investment Services	20.00%	16.84%	\$152,856.00	\$25,745.00
Morgan, Richard ¹	Investment Services	20.00%	16.04%	\$106,325.00	\$17,058.00
Muasya, Selina ¹	Investment Services	20.00%	16.24%	\$6,948.00	\$1,129.00
Okino, Pamela	Investment Services	20.00%	16.84%	\$152,856.00	\$25,745.00
Osborn, Alicia	Investment Services	20.00%	16.24%	\$128,172.00	\$20,819.00
Rains, Nicole	Investment Services	20.00%	16.34%	\$128,172.00	\$20,947.00
Robinson, Monica	Investment Services	20.00%	16.34%	\$134,592.00	\$21,996.00
Sanchez, Diego	Investment Services	20.00%	16.64%	\$152,856.00	\$25,440.00
Sanchez, Sonia ¹	Investment Services	20.00%	16.24%	\$96,129.00	\$15,614.00
Smith, Ralph	Investment Services	20.00%	16.64%	\$152,856.00	\$25,440.00
Smith, Timothy	Investment Services	20.00%	16.44%	\$139,641.00	\$22,961.00
Traverso, Catrina	Investment Services	20.00%	16.34%	\$129,240.00	\$21,122.00
Tuason, Karen	Investment Services	20.00%	16.94%	\$152,856.00	\$25,898.00
Whitmer, Jessica	Investment Services	20.00%	16.54%	\$136,275.00	\$22,544.00
Willardsen, Thomas	Investment Services	20.00%	16.44%	\$141,300.00	\$23,234.00
Wong, Mami	Investment Services	20.00%	16.44%	\$152,856.00	\$25,134.00
Wu, Mylene	Investment Services	20.00%	16.44%	\$138,519.00	\$22,776.00
Chan, Cristine	Real Estate	20.00%	9.20%	\$128,172.00	\$11,792.00
Harry, Camille	Real Estate	20.00%	8.60%	\$128,706.00	\$11,069.00
Manzitto, Tiffany	Real Estate	20.00%	9.00%	\$152,856.00	\$13,757.00
McClain, Alicia	Real Estate	20.00%	9.20%	\$131,910.00	\$12,136.00
Phan, Samantha	Real Estate	20.00%	9.20%	\$131,910.00	\$12,136.00
Smith, Mauricio	Real Estate	20.00%	9.30%	\$134,592.00	\$12,517.00
Tran, Hiep	Real Estate	20.00%	9.20%	\$148,392.00	\$13,652.00
Wang, Renyi ¹	Real Estate	20.00%	9.20%	\$5,098.00	\$469.00
Aina, Ibukunoluwa	RMS	20.00%	7.00%	\$141,324.00	\$9,893.00
Bradaric, Stefanie	RMS	20.00%	15.60%	\$134,592.00	\$20,996.00
Paniagua, Michel	RMS	20.00%	15.70%	\$150,996.00	\$23,706.00
Thao, Zang	RMS	20.00%	15.50%	\$141,300.00	\$21,902.00
Young, Denny	RMS	20.00%	15.20%	\$128,172.00	\$19,482.00
Chung, Wayne	Private Equity	20.00%	19.50%	\$144,834.00	\$28,243.00
Samson, Samantha	Private Equity	20.00%	19.10%	\$139,080.00	\$26,564.00
Singh, Chris	Private Equity	20.00%	18.80%	\$148,764.00	\$27,968.00
Zaidi, Shajie	Private Equity	20.00%	19.10%	\$132,444.00	\$25,297.00
Demesa, Gabriel	SISS	20.00%	13.99%	\$138,519.00	\$19,375.00
Kropinova, Annie	SISS	20.00%	13.76%	\$128,172.00	\$17,640.00
Mahlberg, Joakim	SISS	20.00%	13.43%	\$141,300.00	\$18,970.00
Skonecki, Aaron ¹	SISS	20.00%	13.43%	\$74,767.00	\$10,037.00
Tsao, Taylor	SISS	20.00%	13.65%	\$140,202.00	\$19,138.00
Uyematsu, April	SISS	20.00%	13.65%	\$152,856.00	\$20,865.00
Vaitla, Rekha	SISS	20.00%	13.99%	\$128,172.00	\$17,928.00

Badelita, LaShae	Strategic Initiatives	20.00%	15.86%	\$152,856.00	\$24,247.00
Hogans, Erica	Strategic Initiatives	20.00%	16.36%	\$138,519.00	\$22,666.00
Carlson, Michael ¹	Total Fund Mgmt	20.00%	16.17%	\$57,474.00	\$9,296.00
Pevzner, Elena	Total Fund Mgmt	20.00%	16.67%	\$136,275.00	\$22,724.00
Toepel, Matthew	Total Fund Mgmt	20.00%	16.57%	\$152,856.00	\$25,336.00
Tran, Angela	Total Fund Mgmt	20.00%	16.37%	\$152,856.00	\$25,030.00
<u>Investment Officer II</u>					
Hunter, Aidan	Fixed Income	10.00%	9.35%	\$100,968.00	\$9,441.00
Prior, Allison	Fixed Income	10.00%	9.40%	\$100,968.00	\$9,491.00
Sekhon, Karamvir ¹	Fixed Income	10.00%	9.55%	\$60,935.00	\$5,819.00
Sweet , Nicholas ¹	Fixed Income	10.00%	9.35%	\$60,935.00	\$5,697.00
Williams, Solomiya ¹	Fixed Income	10.00%	9.60%	\$82,334.00	\$7,904.00
Bosley, Justin	Global Equity	10.00%	9.50%	\$120,048.00	\$11,405.00
Garcia, Jimmy ¹	Global Equity	10.00%	9.65%	\$41,960.00	\$4,049.00
Glaeser, Alex	Global Equity	10.00%	9.60%	\$109,680.00	\$10,529.00
Kong, Jessie	Global Equity	10.00%	9.50%	\$103,915.00	\$9,872.00
Mwiti, Jackee	Inflation Sensitive	10.00%	9.40%	\$107,505.00	\$10,105.00
Quader, Mohammad	Inflation Sensitive	10.00%	9.50%	\$104,764.00	\$9,953.00
Wallen, Kate	Innovative Strategies	10.00%	9.25%	\$112,891.00	\$10,442.00
Bradaric, Eli ¹	Investment Services	10.00%	8.22%	\$46,270.00	\$3,804.00
Chu, Edwin	Investment Services	10.00%	8.17%	\$100,704.00	\$8,229.00
Golub, Andrey	Investment Services	10.00%	8.17%	\$102,804.00	\$8,401.00
Hagerty, James	Investment Services	10.00%	8.27%	\$119,760.00	\$9,906.00
Henry, Taylor	Investment Services	10.00%	8.12%	\$100,608.00	\$8,171.00
Jensen, Christopher ¹	Investment Services	10.00%	8.12%	\$90,466.00	\$7,347.00
Morgan, Richard ¹	Investment Services	10.00%	8.42%	\$20,463.00	\$1,723.00
Ngo, Huy	Investment Services	10.00%	8.27%	\$120,048.00	\$9,930.00
Palugod, Brian ¹	Investment Services	10.00%	8.07%	\$113,227.00	\$9,139.00
Perera, Harshini	Investment Services	10.00%	8.22%	\$106,626.00	\$8,766.00
Sanchez, Sonia ¹	Investment Services	10.00%	8.27%	\$30,012.00	\$2,482.00
Taylor, Joanne	Investment Services	10.00%	8.17%	\$109,566.00	\$8,953.00
Tedla, Marcella	Investment Services	10.00%	8.12%	\$115,801.00	\$9,405.00
Parker, Gina	Real Estate	10.00%	4.55%	\$117,876.00	\$5,363.00
Raute, Wendy ¹	Real Estate	10.00%	4.80%	\$8,640.00	\$415.00
Raute, Wendy ¹	Real Estate	10.00%	4.80%	\$111,408.00	\$5,348.00
Tam, Aaron ¹	Real Estate	10.00%	4.50%	\$54,498.00	\$2,452.00
Tomlinson, Michael	RMS	10.00%	7.90%	\$99,116.00	\$7,830.00
Dhanoa, Rajveer ¹	SISS	10.00%	6.77%	\$60,935.00	\$4,125.00
Drake, Ilena	SISS	10.00%	6.83%	\$103,293.00	\$7,050.00
Saha, Matt	SISS	10.00%	6.54%	\$120,048.00	\$7,856.00
Sanchez, Nicole ¹	SISS	10.00%	6.77%	\$65,400.00	\$4,427.00
Skonecki, Aaron	SISS	10.00%	6.99%	\$48,460.00	\$3,389.00
Wilson, Michael	SISS	10.00%	6.77%	\$117,606.00	\$7,960.00
Brown, Ryan	Private Equity	10.00%	9.40%	\$102,804.00	\$9,664.00
Huckell, Scott	Private Equity	10.00%	9.55%	\$100,704.00	\$9,617.00
Ma, Arthur	Private Equity	10.00%	9.55%	\$103,915.00	\$9,924.00
Neidigh, Kylee ¹	Private Equity	10.00%	9.40%	\$60,935.00	\$5,728.00
Nguyen, Khoi	Private Equity	10.00%	9.50%	\$112,845.00	\$10,720.00
Paniagua, Jose ¹	Total Fund Mgmt	10.00%	8.09%	\$60,539.00	\$4,896.00
Travis, Denver	Total Fund Mgmt	10.00%	8.39%	\$97,516.00	\$8,179.00
					Total: \$21,892,673

Total incentive compensation as a percent of salary: 58.73% (sum of awards/sum of salaries)
Total incentive compensation as a percent of maximum incentive opportunity: 81.41% (sum of awards/sum of maximum incentive opportunity)

¹ Prorated Award - Mid-year appointment or promotion
² Eligible Separation - Award may be prorated