Exhibit B: Page 1

Chief Investment Officer Incentive
Compensation Scorecard

Metric: Fund Performance — Total % 10%

	Excess Return Over Policy Benchmark	Absolute Return Over Stated Return
1-Year Performance	1%	3%
5-Year Performance	1%	5%
	How well staff executes versus policy benchmark	*How well plan executes mission*

Metric: Risk Component — 10%

	Alpha > 0%	Sharpe Ratio > 0.5
1-Year Performance	1%	3%
5-Year Performance	1%	5%
	How well staff executes versus policy benchmark	*Absolute return focus*

Metric: Peer Comparison — 10%

	Risk	Return
1-Year Performance	1%	3%
5-Year Performance	1%	5%
	> Median with investment consultant universe metrics for Sharpe ratio and Alpha	

Metric: SBCERA Implementation Benchmark — 10%

	Excess Return Over Implementation Benchmark
1-Year Performance	3%
5-Year Performance	7%

The Implementation Benchmark is calculated quarterly by NEPC and is based on a weighted average of the returns obtained from representative universes of asset classes in SBCERA's investment portfolio. A measure of staff's execution of the Asset Allocation ranges adopted by the SBCERA Board.

Metric: Board Perspective — 5% — *Overall evaluation* — 5%

Metric: CEO Perspective — 5% — *Overall evaluation* — 5%

Total (as % of Base Salary) — 50%

Exhibit B: Page 2

Senior Investment Officer Incentive
Compensation Scorecard

Metric: Fund Performance — Total %: 6%

	Excess Return Over Policy Benchmark	**Absolute Return Over Stated Return**
1-Year Performance	1%	1%
5-Year Performance	1%	3%
	How well staff executes versus policy benchmark	*How well plan executes mission*

Metric: Risk Component — 6%

	Alpha > 0%	**Sharpe Ratio > 0.5**
1-Year Performance	1%	1%
5-Year Performance	1%	3%
	How well staff executes versus policy benchmark	*Absolute return focus*

Metric: Peer Comparison — 6%

	Risk	**Return**
1-Year Performance	1%	1%
5-Year Performance	1%	3%
	> Median with investment consultant universe metrics for Sharpe ratio and Alpha	

Metric: SBCERA Implementation Benchmark — 6%

	Excess Return Over Implementation Benchmark
1-Year Performance	2%
5-Year Performance	4%

The Implementation Benchmark is calculated quarterly by NEPC and is based on a weighted average of the returns obtained from representative universes of asset classes in SBCERA's investment portfolio. A measure of staff's execution of the Asset Allocation ranges adopted by the SBCERA Board.

Metric	Scorecard	Total %
Metric: CEO Perspective	3% — *Overall evaluation*	3%
Metric: CIO Perspective	3% — *Overall evaluation*	3%
Total (as % of Base Salary)		30%

Exhibit B: Page 3

Investment Officer Incentive
Compensation Scorecard

Metric: Fund Performance — Total % 4%

	Excess Return Over Policy Benchmark	Absolute Return Over Stated Return
1-Year Performance	1%	0.5%
5-Year Performance	1%	1.5%
	How well staff executes versus policy benchmark	*How well plan executes mission*

Metric: Risk Component — 4%

	Alpha > 0%	Sharpe Ratio > 0.5
1-Year Performance	1%	0.5%
5-Year Performance	1%	1.5%
	How well staff executes versus policy benchmark	*Absolute return focus*

Metric: Peer Comparison — 4%

	Risk	Return
1-Year Performance	1%	0.5%
5-Year Performance	1%	1.5%
	> Median with investment consultant universe metrics for Sharpe ratio and Alpha	

Metric: SBCERA Implementation Benchmark — 4%

	Excess Return Over Implementation Benchmark
1-Year Performance	1%
5-Year Performance	3%

The Implementation Benchmark is calculated quarterly by NEPC and is based on a weighted average of the returns obtained from representative universes of asset classes in SBCERA's investment portfolio. A measure of staff's execution of the Asset Allocation ranges adopted by the SBCERA Board.

Metric: CEO Perspective — 2% — *Overall evaluation* — 2%

Metric: CIO Perspective — 2% — *Overall evaluation* — 2%

Total % — 20%

Exhibit B: Page 4

Associate Investment Officer Incentive
Compensation Scorecard

Metric: Fund Performance — Total %: 2%

	Excess Return Over Policy Benchmark	Absolute Return Over Stated Return
1-Year Performance	0.5%	0.25%
5-Year Performance	0.5%	0.75%
	How well staff executes versus policy benchmark	*How well plan executes mission*

Metric: Risk Component — 2%

	Alpha > 0%	Sharpe Ratio > 0.5
1-Year Performance	0.5%	0.25%
5-Year Performance	0.5%	0.75%
	How well staff executes versus policy benchmark	*Absolute return focus*

Metric: Peer Comparison — 2%

	Risk	Return
1-Year Performance	0.5%	0.25%
5-Year Performance	0.5%	0.75%
	> Median with investment consultant universe metrics for Sharpe ratio and Alpha	

Metric: SBCERA Implementation Benchmark — 2%

	Excess Return Over Implementation Benchmark
1-Year Performance	0.5%
5-Year Performance	1.5%

The Implementation Benchmark is calculated quarterly by NEPC and is based on a weighted average of the returns obtained from representative universes of asset classes in SBCERA's investment portfolio. A measure of staff's execution of the Asset Allocation ranges adopted by the SBCERA Board.

Metric: CEO Perspective — 2%

2%
Overall evaluation

Metric: CIO Perspective — 2%

2%
Overall evaluation

Total % — 12%