

# Exhibit A: Page 1

## Chief Investment Officer Incentive Compensation Scorecard

### Metric: Fund Performance

	Excess Return Over Policy Benchmark	Absolute Return Over Stated Return	Total %
1-Year Performance	1%	3%	10%
5-Year Performance	1%	5%	
	<i>How well staff executes versus policy benchmark</i>	<i>How well plan executes mission</i>	

### Metric: Risk Component

	Alpha > 0%	Sharpe Ratio > 0.5	10%
1-Year Performance	1%	3%	
5-Year Performance	1%	5%	
	<i>How well staff executes versus policy benchmark</i>	<i>Absolute return focus</i>	

### Metric: Peer Comparison

	Risk	Return	10%
1-Year Performance	1%	3%	
5-Year Performance	1%	5%	
	<i>&gt; Median with investment consultant universe metrics for Sharpe ratio and Alpha</i>		

### Metric: Administration

10%	10%
<i>Active in industry groups</i> <i>Public Speaking</i> <i>Execution and Monitoring of Policy</i> <i>Management of Department</i> <i>Internal Business Processes</i> <i>Learning &amp; Growth</i>	

### Metric: Board Perspective

5%	5%
<i>Overall evaluation</i>	

### Metric: CEO Perspective

5%	5%
<i>Overall evaluation</i>	

Total %

50%

# Exhibit A: 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%
	<i>How well staff executes versus policy benchmark</i>	<i>How well plan executes mission</i>

### Metric: Risk Component

6%

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

### Metric: Peer Comparison

6%

	Risk	Return
1-Year Performance	1%	1%
5-Year Performance	1%	3%
	<i>&gt; Median with investment consultant universe metrics for Sharpe ratio and Alpha</i>	

### Metric: Administration

6%

6%
<i>Active in industry groups</i>
<i>Public Speaking</i>
<i>Execution and Monitoring of Policy</i>
<i>Department Initiatives</i>
<i>Internal Business Processes</i>
<i>Learning &amp; Growth</i>

### Metric: CEO Perspective

3%

3%
<i>Overall evaluation</i>

### Metric: CIO Perspective

3%

3%
<i>Overall evaluation</i>

Total %

30%

# Exhibit A: Page 3

## Investment Officer Incentive Compensation Scorecard

### Metric: Fund Performance

	Excess Return Over Policy Benchmark	Absolute Return Over Stated Return	Total %
1-Year Performance	1%	1%	4%
5-Year Performance	1%	1%	
	<i>How well staff executes versus policy benchmark</i>	<i>How well plan executes mission</i>	

### Metric: Risk Component

	Alpha > 0%	Sharpe Ratio > 0.5	4%
1-Year Performance	1%	1%	
5-Year Performance	1%	1%	
	<i>How well staff executes versus policy benchmark</i>	<i>Absolute return focus</i>	

### Metric: Peer Comparison

	Risk	Return	4%
1-Year Performance	1%	1%	
5-Year Performance	1%	1%	
	<i>&gt; Median with investment consultant universe metrics for Sharpe ratio and Alpha</i>		

### Metric: Administration

4%	4%
<i>Active in industry groups</i> <i>Public Speaking</i> <i>Execution and Monitoring of Policy</i> <i>Department Initiatives</i> <i>Internal Business Processes</i> <i>Learning &amp; Growth</i>	

### Metric: CEO Perspective

2%	2%
<i>Overall evaluation</i>	

### Metric: CIO Perspective

2%	2%
<i>Overall evaluation</i>	

Total % 20%