

Summary of Fiscal Year 2019-20 Incentive Awards and Fiscal Year 2020-21 Base Pay Rates

Business Area	Position Title	Employee	Award Potential Range	2019-20 Award Amount	2020-21 Base Salary ¹
Actuarial Office	Chief Actuary	Scott Terando	0 - 40%	\$96,306	\$292,899
Enterprise Compliance	Chief Compliance Officer	Marlene Timberlake D'Adamo	0 - 40%	\$82,490	\$312,431
	Deputy Chief Compliance Officer	Kami Niebank	0 - 15%	\$20,679	\$184,830
Financial Office	Chief Financial Officer	Michael Cohen	0 - 40%	\$108,544	\$327,540
	Controller	Michele Nix	0 - 15%	\$31,346	\$235,664
Health Policy & Benefits	Chief Health Director	Donald Moulds	0 - 40%	\$83,200 ²	\$321,360
Legal Office	General Counsel	Matthew Jacobs	0 - 40%	\$126,772	\$375,000
Operations & Technology	Chief Operating Officer	William Hoffner	0 - 40%	\$58,885 ²	\$231,701
Investment Executive Office	Deputy Chief Investment Officer	Daniel Bienvenue	0 - 120%	\$277,597 ²	\$450,000
Board Governance & Strategy	Investment Director	Anne Simpson	0 - 75%	\$102,320	\$313,885
	Investment Manager	James Andrus	0 - 60%	\$62,486	\$225,039
		Divya Mankikar		\$58,926	\$184,830
Associate Investment Manager	Catherine Douglas	0 - 40%	\$31,575	\$151,381	
Global Equity	Investment Director	Steven Carden	0 - 75%	\$144,037	\$297,193
		John Cole		\$150,315	\$326,667
		Timothy Misik		\$122,728	\$261,533
		Simiso Nzima		\$117,354	\$245,565
		Christine Reese		\$107,399	\$245,565
	Investment Manager	Ron Chavez	0 - 60%	\$51,277	\$186,660
		Carl Guidi		\$64,564	\$223,046
		Derek Hayamizu		\$67,870	\$212,515
		Jason Stokes		\$59,989	\$197,915
		Sin Sai Vang		\$76,710	\$200,253
David Garmany	\$40,337 ²	\$184,830			

¹ 2020-21 Base Salary rates do not reflect the current 9.23% statewide reduction

² Pro-rated award based on time base in position

Business Area	Position Title	Employee	Award Potential Range	2019-20 Award Amount	2020-21 Base Salary ¹
	Associate Investment Manager	Christian Cardeno	0 - 40%	\$30,817	\$152,885
		Shazia Dawood		\$25,679	\$144,336
		Michelle Louie		\$37,433	\$144,337
		Todd Mattley		\$30,434	\$147,170
		Craig Rhines		\$30,434	\$147,170
Global Fixed Income	Managing Investment Director	Arnold Phillips	0 - 105%	\$286,242 ²	\$412,000
	Investment Director	John Johnson	0 - 75%	\$124,724	\$283,305
		Louis Zahorak		\$164,780	\$320,990
		Justin Scripps		\$122,251 ²	\$269,165
	Investment Manager	David Bader	0 - 60%	\$93,909	\$218,897
		Scott Grimberg		\$83,856	\$243,544
		Paul Kramer		\$72,889	\$212,079
		Todd Smith		\$95,574	\$239,774
	Associate Investment Manager	James Campbell	0 - 40%	\$42,945	\$154,529
		Matthew Cole		\$47,207	\$165,056
		Brandon Eng		\$28,801 ²	\$147,826
		Mary Low		\$34,452	\$142,922
		Brian Parks		\$42,893	\$170,165
Racel Sy		\$41,690		\$151,437	
Seweryn Sztalkoper		\$41,117		\$142,692	
Bashar Zakaria		\$52,457		\$145,023	
Investment Controls & Operational Risk	Investment Director	Katherine Crocker	0 - 75%	\$58,516	\$295,503
	Investment Manager	Rafael Garcia	0 - 60%	\$102,416	\$197,848
		Kevin Hirst		\$106,313	\$208,537
		Brian McQuade		\$101,238	\$207,826
Associate Investment Manager	Hassan Sami	0 - 40%	\$51,633	\$154,294	
Investment Risk and Performance	Investment Director	Michael Krimm	0 - 75%	\$216,619	\$318,740
	Investment Manager	Robert Paterson	0 - 60%	\$130,394	\$243,308

Business Area	Position Title	Employee	Award Potential Range	2019-20 Award Amount	2020-21 Base Salary ¹
		Dmitry Pevzner	0 - 40%	\$115,884	\$227,311
		Irene Rodriguez Gonzalez		\$124,438	\$238,584
	Associate Investment Manager	Wilbur Wai Pang Chan		\$47,694	\$147,121
	Alan Le	\$58,004		\$160,029	
	David McHenry	\$50,094		\$154,524	
	Angela Lyons	\$42,821 ²		\$145,023	
Investment Servicing Division	Investment Director	Matthew Flynn	0 - 75%	\$215,451	\$328,762
	Investment Manager	Thomas Kopkash II	0 - 60%	\$80,764	\$218,303
		Bertrand Mouton		\$131,648	\$245,648
	Associate Investment Manager	Valerie Abeyta	0 - 40%	\$36,185 ²	\$145,026
		Glenda Kiesz		\$50,711	\$146,947
		Troy Prather		\$30,979	\$149,995
		Heather Sison		\$48,601	\$138,731
		Anne Taylor		\$51,320	\$145,752
Rhonda Webb		\$49,810		\$144,337	
Opportunistic Strategies	Investment Director	Jean Hsu	0 - 75%	\$174,783 ²	\$316,096
		Thomas McDonagh		\$125,908	\$286,574
	Investment Manager	Jonathan Chen	0 - 60%	\$108,085	\$245,648
	Associate Investment Manager	Ryan Ong	0 - 40%	\$43,153	\$168,024
Private Asset Analytics	Investment Director	Christine Gogan	0 - 75%	\$89,391	\$296,515
	Investment Manager	Christopher Baggett	0 - 60%	\$96,624	\$186,660
		Michael Riffle		\$42,306	\$207,421
Private Equity	Managing Investment Director	Greg Ruiz	0 - 105%	\$359,333 ²	\$412,000
	Investment Director	Sarah Corr	0 - 75%	\$160,121 ²	\$320,719
		Mahboob Hossain		\$131,640	\$275,787
	Investment Manager	Joshua Bowman	0 - 60%	\$77,812	\$188,490
		Colin Crane		\$82,928	\$188,490
		John Greenwood		\$91,103	\$222,564
		Dennis Knueven		\$80,832	\$205,341

Business Area	Position Title	Employee	Award Potential Range	2019-20 Award Amount	2020-21 Base Salary ¹
		Roar Storebaug		\$80,586	\$220,263
		Thomas Szymoniak		\$87,128	\$222,444
		Dan Tanner		\$80,516	\$200,549
Real Assets	Investment Director	Jane Delfendahl	0 - 75%	\$79,074	\$276,738
		Michael Inglett		\$90,213 ²	\$269,233
		Edward Yrure		\$86,495	\$269,800
	Investment Manager	Niraj Agarwal	0 - 60%	\$42,676	\$184,830
		Jason Behl		\$50,925	\$186,660
		Fanny Bourdais Fauvelet		\$47,938	\$202,052
		Robert Eberhardt		\$58,147	\$224,513
		Juan Gaviria		\$56,674	\$222,801
		Henry Lam		\$56,950	\$186,660
		Rina Lessing		\$44,402	\$187,150
		Ping Liu		\$55,343	\$201,404
		Randy Pottle		\$51,927	\$238,584
		Eric Schlenker		\$53,232	\$220,717
	Associate Investment Manager	Alejo Gutierrez	0 - 40%	\$30,557	\$141,690
		Andrew Plank		\$37,946 ²	\$140,786
Research & Strategy Group	Managing Investment Director	Kevin Winter	0 - 105%	\$316,345	\$429,845
	Investment Director	Jonathon O'Donnell	0 - 75%	\$138,334	\$255,852
	Investment Manager	Nelson Da Conceicao	0 - 60%	\$64,880	\$226,635
		Saeed Daroogheha		\$87,785	\$201,124
		Daniel Kiefer		\$72,044	\$223,196
		Brian Leu		\$70,859	\$212,079
		Lauren Rosborough Watt		\$98,979	\$222,768
		Alan Seater		\$66,832	\$184,830
		Paul Zhang		\$60,767	\$242,783
	Associate Investment Manager	May Leung	0 - 40%	\$34,341	\$155,865
Mrityunjoy Pathak		\$27,362 ²		\$145,026	

Business Area	Position Title	Employee	Award Potential Range	2019-20 Award Amount	2020-21 Base Salary ¹
		Amrish Pattni		\$34,206 ²	\$145,026
Sustainable Investments	Investment Director	Don Pontes	0 - 75%	\$84,778	\$281,215
	Associate Investment Manager	James Chang	0 - 40%	\$33,584	\$144,337
Trust Level Portfolio Management	Managing Investment Director	Eric Baggesen	0 - 105%	\$204,449	\$447,987
	Investment Director	Clint Stevenson	0 - 75%	\$149,940	\$288,456
		Michael Rosborough		\$159,237	\$308,239
	Investment Manager	Diego Carrillo	0 - 60%	\$102,480	\$188,490
		Todd Eichman		\$56,486	\$207,251
		Andrew Karsh		\$73,383	\$222,382
		Alison Li		\$52,057	\$223,100
		William Sherwood-McGrew		\$63,809	\$229,800
		Thomas Sampson		\$61,282	\$197,808
		Dianne Sandoval		\$53,422	\$222,662
	Associate Investment Manager	Tamara Alexander	0 - 40%	\$36,977	\$144,267
Arvind Rao		\$34,247		\$151,437	
Nancy Ying He		\$31,217		\$136,073	
FY 2019-20 Total Awards	\$10,600,652.80				
FY 2018-19 Total Awards	\$9,928,973.00				