



4009 West 49th Street, Suite 300
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605-362-2820 – <https://sdic.sd.gov>

MEMORANDUM

TO: South Dakota Investment Council

FROM: Matthew L. Clark, CFA, State Investment Officer *MLC*
Samantha Rains, CPA, Chief Financial Officer *SR*

DATE: May 11, 2026

RE: Investment Performance Incentive Plan for **Research Analyst, Global Equity** effective Fiscal Year 2027

Overview:

This memo provides an overview and calculation details effective for the Fiscal Year 2027 (payable in FY 2028) incentive plan program for **Research Analyst, Global Equity**.

The incentive parts sum to a maximum of 225% of salary, subject to a 30% implementation phase-in for FY 2027. Incentives are earned on 1-year, 4-year annualized, and 10-year annualized returns measured relative to specific benchmarks and breakpoint schedules. SDRS time-weighted rates of return are used. The incentive structure is divided into two performance tiers. “Regular” targets total 150%, allocated across the 1-year (33 1/3%), 4-year (66 2/3%), and 10-year (50%) time periods. “Stretch” targets total 75%, allocated across the 4-year (50%) and 10-year (25%) time periods.

The incentive calculation is based 25% on the total public equity composite return and 75% on the total fund net return. FY 2027 will be the first year of the incentive plan program. Therefore, the 1-year return and 1–3-year breakpoint schedules will be used for the 1-year, 4-year, and 10-year incentive calculations.

The incentive plan will be updated for FY 2028. The use of any prior period years, along with calculation and implementation details, will be finalized and approved prior to the start of FY 2028.

Appendix:

The **1-year regular (33 1/3%)** incentive consists of two parts:

- 1) 25% is based on the 1-year return of the total public equity composite relative to the 1-year return of the total public equity benchmark with the difference applied to the public equity regular breakpoint schedule.
- 2) 75% is based on the 1-year net return of the total fund relative to the 1-year capital markets benchmark (CMB) return with the difference applied to the CMB total fund regular breakpoint schedule.

The **4-year regular (66 2/3%)** incentive consists of two parts:

- 1) 25% is based on the 4-year annualized return of the total public equity composite relative to the 4-year annualized return of the total public equity benchmark with the difference applied to the public equity regular breakpoint schedule.
- 2) 75% is based on the 4-year annualized net return of the total fund relative to the 4-year annualized CMB return with the difference applied to the CMB total fund regular breakpoint schedule.

The **10-year regular (50%)** incentive consists of two parts:

- 1) 25% is based on the 10-year annualized return of the total public equity composite relative to the 10-year annualized return of the total public equity benchmark with the difference applied to the public equity regular breakpoint schedule.
- 2) 75% is based on the 10-year annualized net return of the total fund relative to the 10-year annualized CMB return with the difference applied to the CMB total fund regular breakpoint schedule.

The **4-year stretch (50%)** incentive consists of two parts:

- 1) 25% is based on the 4-year annualized return of the total public equity composite relative to the 4-year annualized return of the total public equity benchmark with the difference applied to the public equity stretch breakpoint schedule.
- 2) 75% is based on the 4-year annualized net return of the total fund relative to the 4-year annualized CMB return with the difference applied to the CMB total fund stretch breakpoint schedule.

The **10-year stretch (25%)** incentive consists of two parts:

- 1) 25% is based on the 10-year annualized return of the total public equity composite relative to the 10-year annualized return of the total public equity benchmark with the difference applied to the public equity stretch breakpoint schedule.
- 2) 75% is based on the 10-year annualized net return of the total fund relative to the 10-year annualized CMB return with the difference applied to the CMB total fund stretch breakpoint schedule.

Formula

1-year regular: $\text{Salary} \times 33 \frac{1}{3}\% \times [(25\% \times \text{1-year total public equity composite incentive}) + (75\% \times \text{1-year CMB total fund incentive})]$

4-year regular: $\text{Salary} \times 66 \frac{2}{3}\% \times [(25\% \times \text{4-year total public equity composite incentive}) + (75\% \times \text{4-year CMB total fund incentive})]$

10-year regular: $\text{Salary} \times 50\% \times [(25\% \times \text{10-year total public equity composite incentive}) + (75\% \times \text{10-year CMB total fund incentive})]$

4-year stretch: $\text{Salary} \times 50\% \times [(25\% \times \text{4-year total public equity composite stretch incentive}) + (75\% \times \text{4-year CMB total fund stretch incentive})]$

10-year stretch: $\text{Salary} \times 25\% \times [(25\% \times \text{10-year total public equity composite stretch incentive}) + (75\% \times \text{10-year CMB total fund stretch incentive})]$

Total Earned Incentive: Sum of all parts $\times 30\%$ for FY 2027 (*maximum payout is 67.5% of salary*)

smr



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MEMORANDUM

TO: South Dakota Investment Council

FROM: Matthew L. Clark, CFA, State Investment Officer *MLC*
Samantha Rains, CPA, Chief Financial Officer *SR*

DATE: May 11, 2026

RE: Investment Performance Incentive Plan for **Executive Committee, Senior Portfolio Manager** effective Fiscal Year 2027

Overview:

This memo provides an overview and calculation details effective for the Fiscal Year 2027 (payable in FY 2028) incentive plan program for **Executive Committee, Senior Portfolio Manager**.

The incentive parts sum to a maximum of 225% of salary. Incentives are earned on 1-year, 4-year annualized, and 10-year annualized returns measured relative to specific benchmarks and breakpoint schedules. SDRS time-weighted rates of return are used. The incentive structure is divided into two performance tiers. “Regular” targets total 150%, allocated across the 1-year (33 1/3%), 4-year (66 2/3%), and 10-year (50%) time periods. “Stretch” targets total 75%, allocated across the 4-year (50%) and 10-year (25%) time periods.

The incentive calculation is based 40% on the global equity core portfolio return, 20% on the global large-cap equity composite return, 10% on the total public equity composite return, and 30% on the total fund net return. FY 2027 will be the first year of the global large-cap equity composite return for incentive purposes. Therefore, this component will be historically linked to the prior global equity core portfolio return. Historical returns for the 4-year and 10-year time periods will be retained and calculated using blended breakpoint schedules to reflect the change in allocation from 20% to 30% total fund.

Appendix:

The **1-year regular (33 1/3%)** incentive consists of four parts:

- 1) 40% is based on the 1-year return of the global equity core portfolio relative to the 1-year return of the global equity core benchmark with the difference applied to the global equity regular breakpoint schedule.
- 2) 20% is based on the 1-year return of the global large-cap equity composite relative to the 1-year return of the global large-cap equity benchmark with the difference applied to the global large-cap equity regular breakpoint schedule.
- 3) 10% is based on the 1-year return of the total public equity composite relative to the 1-year return of the total public equity benchmark with the difference applied to the public equity regular breakpoint schedule.
- 4) 30% is based on the 1-year net return of the total fund relative to the 1-year capital markets benchmark (CMB) return with the difference applied to the CMB total fund regular breakpoint schedule.

The **4-year regular (66 2/3%)** incentive consists of four parts:

- 1) 40% is based on the 4-year annualized return of the global equity core portfolio relative to the 4-year annualized return of the global equity core benchmark with the difference applied to the global equity regular breakpoint schedule.
- 2) 20% is based on the 4-year annualized return of the global large-cap equity composite relative to the 4-year annualized return of the global large-cap equity benchmark with the difference applied to a blended global large-cap equity regular breakpoint schedule.
- 3) 10% is based on the 4-year annualized return of the total public equity composite relative to the 4-year annualized return of the total public equity benchmark with the difference applied to a blended public equity regular breakpoint schedule.
- 4) 30% is based on the 4-year annualized net return of the total fund relative to the 4-year annualized CMB return with the difference applied to a blended CMB total fund regular breakpoint schedule.

The **10-year regular (50%)** incentive consists of four parts:

- 1) 40% is based on the 10-year annualized return of the global equity core portfolio relative to the 10-year annualized return of the global equity core benchmark with the difference applied to the global equity regular breakpoint schedule.
- 2) 20% is based on the 10-year annualized return of the global large-cap equity composite relative to the 10-year annualized return of the global large-cap equity benchmark with the difference applied to a blended global large-cap equity regular breakpoint schedule.
- 3) 10% is based on the 10-year annualized return of the total public equity composite relative to the 10-year annualized return of the total public equity benchmark with the difference applied to a blended public equity regular breakpoint schedule.
- 4) 30% is based on the 10-year annualized net return of the total fund relative to the 10-year annualized CMB return with the difference applied to a blended CMB total fund regular breakpoint schedule.

The **4-year stretch (50%)** incentive consists of four parts:

- 1) 40% is based on the 4-year annualized return of the global equity core portfolio relative to the 4-year annualized return of the global equity core benchmark with the difference applied to the global equity stretch breakpoint schedule.
- 2) 20% is based on the 4-year annualized return of the global large-cap equity composite relative to the 4-year annualized return of the global large-cap equity benchmark with the difference applied to a blended global large-cap equity stretch breakpoint schedule.
- 3) 10% is based on the 4-year annualized return of the total public equity composite relative to the 4-year annualized return of the total public equity benchmark with the difference applied to a blended public equity stretch breakpoint schedule.
- 4) 30% is based on the 4-year annualized net return of the total fund relative to the 4-year annualized CMB return with the difference applied to a blended CMB total fund stretch breakpoint schedule.

The **10-year stretch (25%)** incentive consists of four parts:

- 1) 40% is based on the 10-year annualized return of the global equity core portfolio relative to the 10-year annualized return of the global equity core benchmark with the difference applied to the global equity stretch breakpoint schedule.
- 2) 20% is based on the 10-year annualized return of the global large-cap equity composite relative to the 10-year annualized return of the global large-cap equity benchmark with the difference applied to a blended global large-cap equity stretch breakpoint schedule.
- 3) 10% is based on the 10-year annualized return of the total public equity composite relative to the 10-year annualized return of the total public equity benchmark with the difference applied to a blended public equity stretch breakpoint schedule.
- 4) 30% is based on the 10-year annualized net return of the total fund relative to the 10-year annualized CMB return with the difference applied to a blended CMB total fund stretch breakpoint schedule.

Formula

1-year regular: $\text{Salary} \times 33 \frac{1}{3}\% \times [(40\% \times \text{1-year global equity core portfolio incentive}) + (20\% \times \text{1-year global large-cap equity composite incentive}) + (10\% \times \text{1-year total public equity composite incentive}) + (30\% \times \text{1-year CMB total fund incentive})]$

4-year regular: $\text{Salary} \times 66 \frac{2}{3}\% \times [(40\% \times \text{4-year global equity core portfolio incentive}) + (20\% \times \text{4-year global large-cap equity composite incentive}) + (10\% \times \text{4-year total public equity composite incentive}) + (30\% \times \text{4-year CMB total fund incentive})]$

10-year regular: $\text{Salary} \times 50\% \times [(40\% \times \text{10-year global equity core portfolio incentive}) + (20\% \times \text{10-year global large-cap equity composite incentive}) + (10\% \times \text{10-year total public equity composite incentive}) + (30\% \times \text{10-year CMB total fund incentive})]$

4-year stretch: $\text{Salary} \times 50\% \times [(40\% \times \text{4-year global equity core portfolio stretch incentive}) + (20\% \times \text{4-year global large-cap equity composite stretch incentive}) + (10\% \times \text{4-year total public equity composite stretch incentive}) + (30\% \times \text{4-year CMB total fund stretch incentive})]$

10-year stretch: $\text{Salary} \times 25\% \times [(40\% \times \text{10-year global equity core portfolio stretch incentive}) + (20\% \times \text{10-year global large-cap equity composite stretch incentive}) + (10\% \times \text{10-year total public equity composite stretch incentive}) + (30\% \times \text{10-year CMB total fund stretch incentive})]$

Total Earned Incentive: Sum of all parts (*maximum payout is 225% of salary*)



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MEMORANDUM

TO: South Dakota Investment Council

FROM: Matthew L. Clark, CFA, State Investment Officer *MLC*
Samantha Rains, CPA, Chief Financial Officer *SR*

DATE: May 12, 2026

RE: Investment Performance Incentive Plan for **Executive Committee, Senior Portfolio Manager** effective Fiscal Year 2027

Overview:

This memo provides an overview and calculation details effective for the Fiscal Year 2027 (payable in FY 2028) incentive plan program for **Executive Committee, Senior Portfolio Manager**.

The incentive parts sum to a maximum of 225% of salary. Incentives are earned on 1-year, 4-year annualized, and 10-year annualized returns measured relative to specific benchmarks and breakpoint schedules. SDRS time-weighted rates of return are used. The incentive structure is divided into two performance tiers. “Regular” targets total 150%, allocated across the 1-year (33 1/3%), 4-year (66 2/3%), and 10-year (50%) time periods. “Stretch” targets total 75%, allocated across the 4-year (50%) and 10-year (25%) time periods.

The incentive calculation is based 40% on the individual small/mid-cap equity portfolio return, 20% on the small/mid-cap equity composite return, 10% on the total public equity composite return, and 30% on the total fund net return. Historical returns for the 4-year and 10-year time periods will be retained and calculated using blended breakpoint schedules to reflect the change in allocation from 20% to 30% total fund.

Appendix:

The **1-year regular (33 1/3%)** incentive consists of four parts:

- 1) 40% is based on the 1-year return of the individual small/mid-cap equity portfolio relative to the 1-year return of the individual small/mid-cap equity benchmark with the difference applied to the small/mid-cap equity regular breakpoint schedule.
- 2) 20% is based on the 1-year return of the small/mid-cap equity composite relative to the 1-year return of the small/mid-cap equity benchmark with the difference applied to the small/mid-cap equity regular breakpoint schedule.
- 3) 10% is based on the 1-year return of the total public equity composite relative to the 1-year return of the total public equity benchmark with the difference applied to the public equity regular breakpoint schedule.
- 4) 30% is based on the 1-year net return of the total fund relative to the 1-year capital markets benchmark (CMB) return with the difference applied to the CMB total fund regular breakpoint schedule.

The **4-year regular (66 2/3%)** incentive consists of four parts:

- 1) 40% is based on the 4-year annualized return of the individual small/mid-cap equity portfolio relative to the 4-year annualized return of the individual small/mid-cap equity benchmark with the difference applied to the small/mid-cap equity regular breakpoint schedule.
- 2) 20% is based on the 4-year annualized return of the small/mid-cap equity composite relative to the 4-year annualized return of the small/mid-cap equity benchmark with the difference applied to a blended small/mid-cap equity regular breakpoint schedule.
- 3) 10% is based on the 4-year annualized return of the total public equity composite relative to the 4-year annualized return of the total public equity benchmark with the difference applied to a blended public equity regular breakpoint schedule.
- 4) 30% is based on the 4-year annualized net return of the total fund relative to the 4-year annualized CMB return with the difference applied to a blended CMB total fund regular breakpoint schedule.

The **10-year regular (50%)** incentive consists of four parts:

- 1) 40% is based on the 10-year annualized return of the individual small/mid-cap equity portfolio relative to the 10-year annualized return of the individual small/mid-cap equity benchmark with the difference applied to the small/mid-cap equity regular breakpoint schedule.
- 2) 20% is based on the 10-year annualized return of the small/mid-cap equity composite relative to the 10-year annualized return of the small/mid-cap equity benchmark with the difference applied to a blended small/mid-cap equity regular breakpoint schedule.
- 3) 10% is based on the 10-year annualized return of the total public equity composite relative to the 10-year annualized return of the total public equity benchmark with the difference applied to a blended public equity regular breakpoint schedule.
- 4) 30% is based on the 10-year annualized net return of the total fund relative to the 10-year annualized CMB return with the difference applied to a blended CMB total fund regular breakpoint schedule.

The **4-year stretch (50%)** incentive consists of four parts:

- 1) 40% is based on the 4-year annualized return of the individual small/mid-cap equity portfolio relative to the 4-year annualized return of the individual small/mid-cap equity benchmark with the difference applied to the small/mid-cap equity stretch breakpoint schedule.
- 2) 20% is based on the 4-year annualized return of the small/mid-cap equity composite relative to the 4-year annualized return of the small/mid-cap equity benchmark with the difference applied to a blended small/mid-cap equity stretch breakpoint schedule.
- 3) 10% is based on the 4-year annualized return of the total public equity composite relative to the 4-year annualized return of the total public equity benchmark with the difference applied to a blended public equity stretch breakpoint schedule.
- 4) 30% is based on the 4-year annualized net return of the total fund relative to the 4-year annualized CMB return with the difference applied to a blended CMB total fund stretch breakpoint schedule.

The **10-year stretch (25%)** incentive consists of four parts:

- 1) 40% is based on the 10-year annualized return of the individual small/mid-cap equity portfolio relative to the 10-year annualized return of the individual small/mid-cap equity benchmark with the difference applied to the small/mid-cap equity stretch breakpoint schedule.
- 2) 20% is based on the 10-year annualized return of the small/mid-cap equity composite relative to the 10-year annualized return of the small/mid-cap equity benchmark with the difference applied to a blended small/mid-cap equity stretch breakpoint schedule.
- 3) 10% is based on the 10-year annualized return of the total public equity composite relative to the 10-year annualized return of the total public equity benchmark with the difference applied to a blended public equity stretch breakpoint schedule.
- 4) 30% is based on the 10-year annualized net return of the total fund relative to the 10-year annualized CMB return with the difference applied to a blended CMB total fund stretch breakpoint schedule.

Formula

1-year regular: Salary \times 33 1/3% \times [(40% \times 1-year individual small/mid-cap equity portfolio incentive) + (20% \times 1-year small/mid-cap equity composite incentive) + (10% \times 1-year total public equity composite incentive) + (30% \times 1-year CMB total fund incentive)]

4-year regular: Salary \times 66 2/3% \times [(40% \times 4-year individual small/mid-cap equity portfolio incentive) + (20% \times 4-year small/mid-cap equity composite incentive) + (10% \times 4-year total public equity composite incentive) + (30% \times 4-year CMB total fund incentive)]

10-year regular: Salary \times 50% \times [(40% \times 10-year individual small/mid-cap equity portfolio incentive) + (20% \times 10-year small/mid-cap equity composite incentive) + (10% \times 10-year total public equity composite incentive) + (30% \times 10-year CMB total fund incentive)]

4-year stretch: Salary \times 50% \times [(40% \times 4-year individual small/mid-cap equity portfolio stretch incentive) + (20% \times 4-year small/mid-cap equity composite stretch incentive) + (10% \times 4-year total public equity composite stretch incentive) + (30% \times 4-year CMB total fund stretch incentive)]

10-year stretch: Salary \times 25% \times [(40% \times 10-year individual small/mid-cap equity portfolio stretch incentive) + (20% \times 10-year small/mid-cap equity composite stretch incentive) + (10% \times 10-year total public equity composite stretch incentive) + (30% \times 10-year CMB total fund stretch incentive)]

Total Earned Incentive: Sum of all parts (*maximum payout is 225% of salary*)



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MEMORANDUM

TO: South Dakota Investment Council

FROM: Matthew L. Clark, CFA, State Investment Officer *MLC*
Samantha Rains, CPA, Chief Financial Officer *SR*

DATE: May 13, 2026

RE: Investment Performance Incentive Plan for **Executive Committee, Senior Portfolio Manager** effective Fiscal Year 2027

Overview:

This memo provides an overview and calculation details effective for the Fiscal Year 2027 (payable in FY 2028) incentive plan program for **Executive Committee, Senior Portfolio Manager**.

The incentive parts sum to a maximum of 225% of salary. Incentives are earned on 1-year, 4-year annualized, and 10-year annualized returns measured relative to specific benchmarks and breakpoint schedules. SDRS time-weighted rates of return are used. The incentive structure is divided into two performance tiers. “Regular” targets total 150%, allocated across the 1-year (33 1/3%), 4-year (66 2/3%), and 10-year (50%) time periods. “Stretch” targets total 75%, allocated across the 4-year (50%) and 10-year (25%) time periods.

The incentive calculation is based 60% on the total public equity composite return and 40% on the total fund net return. This is a change from the prior 40% on the total public equity composite return and 60% on the total fund net return. Historical returns for the 4-year and 10-year time periods for each component will be retained and calculated using the current incentive plan allocation. The 20% allocation shift from the total fund net return to the total public equity composite return will also use the 4-year or 10-year total public equity regular and stretch breakpoint schedules.

Appendix:

The **1-year regular (33 1/3%)** incentive consists of two parts:

- 1) 60% is based on the 1-year return of the total public equity composite relative to the 1-year return of the total public equity benchmark with the difference applied to the public equity regular breakpoint schedule.
- 2) 40% is based on the 1-year net return of the total fund relative to the 1-year capital markets benchmark (CMB) return with the difference applied to the CMB total fund regular breakpoint schedule.

The **4-year regular (66 2/3%)** incentive consists of two parts:

- 1) 60% is based on the 4-year annualized return of the total public equity composite relative to the 4-year annualized return of the total public equity benchmark with the difference applied to the public equity regular breakpoint schedule.
- 2) 40% is based on the 4-year annualized net return of the total fund relative to the 4-year annualized CMB return with the difference applied to the CMB total fund regular breakpoint schedule.

The **10-year regular (50%)** incentive consists of two parts:

- 1) 60% is based on the 10-year annualized return of the total public equity composite relative to the 10-year annualized return of the total public equity benchmark with the difference applied to the public equity regular breakpoint schedule.
- 2) 40% is based on the 10-year annualized net return of the total fund relative to the 10-year annualized CMB return with the difference applied to the CMB total fund regular breakpoint schedule.

The **4-year stretch (50%)** incentive consists of two parts:

- 1) 60% is based on the 4-year annualized return of the total public equity composite relative to the 4-year annualized return of the total public equity benchmark with the difference applied to the public equity stretch breakpoint schedule.
- 2) 40% is based on the 4-year annualized net return of the total fund relative to the 4-year annualized CMB return with the difference applied to the CMB total fund stretch breakpoint schedule.

The **10-year stretch (25%)** incentive consists of two parts:

- 1) 60% is based on the 10-year annualized return of the total public equity composite relative to the 10-year annualized return of the total public equity benchmark with the difference applied to the public equity stretch breakpoint schedule.
- 2) 40% is based on the 10-year annualized net return of the total fund relative to the 10-year annualized CMB return with the difference applied to the CMB total fund stretch breakpoint schedule.

Formula

1-year regular: $\text{Salary} \times 33 \frac{1}{3}\% \times [(60\% \times 1\text{-year total public equity composite incentive}) + (40\% \times 1\text{-year CMB total fund incentive})]$

4-year regular: $\text{Salary} \times 66 \frac{2}{3}\% \times [(60\% \times 4\text{-year total public equity composite incentive}) + (40\% \times 4\text{-year CMB total fund incentive})]$

10-year regular: $\text{Salary} \times 50\% \times [(60\% \times 10\text{-year total public equity composite incentive}) + (40\% \times 10\text{-year CMB total fund incentive})]$

4-year stretch: $\text{Salary} \times 50\% \times [(60\% \times 4\text{-year total public equity composite stretch incentive}) + (40\% \times 4\text{-year CMB total fund stretch incentive})]$

10-year stretch: $\text{Salary} \times 25\% \times [(60\% \times 10\text{-year total public equity composite stretch incentive}) + (40\% \times 10\text{-year CMB total fund stretch incentive})]$

Total Earned Incentive: Sum of all parts (*maximum payout is 225% of salary*)

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Breakpoint Schedules Basis Points Outperformance

FY 2026

Total Fund Capital Markets Benchmark (CMB)

Regular Breakpoint Percent	1-3 Years	4 & 10 Years	Stretch Breakpoint Percent	1 – 3 Years	4 & 10 Years
30%	0	0	20%	130	90
40%	13	8	40%	140	100
50%	39	18	60%	150	110
60%	61	32	80%	160	120
75%	77	37	100%	180	140
90%	98	58			
100%	120	80			

Public Global Equity & Public Small/Midcap Equity Total Composite, Core, Individual

Regular Breakpoint Percent	1-3 Years	4 & 10 Years	Stretch Breakpoint Percent	1 – 3 Years	4 & 10 Years
30%	0	0	20%	190	130
40%	23	14	40%	200	140
50%	65	30	60%	220	160
60%	85	45	80%	240	180
75%	115	55	100%	260	200
90%	135	80			
100%	180	120			

High Yield Fixed Income Individual & Composite

Regular Breakpoint Percent	1-3 Years	4 & 10 Years	Stretch Breakpoint Percent	1 – 3 Years	4 & 10 Years
30%	0	0	20%	105	65
40%	13	8	40%	110	70
50%	36	17	60%	120	80
60%	47	25	80%	130	90
75%	63	30	100%	140	100
90%	74	44			
100%	100	60			

Investment Grade Fixed Income

Regular Breakpoint Percent	1-3 Years	4 & 10 Years	Stretch Breakpoint Percent	1 – 3 Years	4 & 10 Years
30%	0	0	20%	*	*
40%	8	5	40%	*	*
50%	15	8	60%	*	*
60%	19	13	80%	*	*
75%	23	15	100%	*	*
90%	27	16			
100%	35	20			

*Total fund returns & breakpoints used for stretch incentives

Note: For the multi-year portions of the incentive, if the applicable performance history is less than 4 years, the 1-to-3-year breakpoints are used, and if 4 or more years, the 4 and 10 year breakpoints are used.