

**STATE INVESTMENT OFFICER
RETURN-LINKED COMPENSATION
for
FISCAL YEAR 2018**

Return-linked compensation maximum is 200% on base compensation of \$460,629.

Performance Period is the one year, four year and ten year annualized fiscal years payable in FY 2019

I. 60% OF PLAN BASED ON TOTAL FUND RESULTS

A) 30% BASED ON INVESTMENT COUNCIL'S CAPITAL MARKET BENCHMARK (CMB)

<u>Period</u>	<u>Basis Points Outperformance</u>	<u>% Payout</u>	<u>\$ Payout</u>
1 year	+ 60.63	50%	\$ 23,031.43
4 year	+ 68.37	90%	\$ 82,913.26
10 year	+174.75	100%	\$ 46,062.85
4 yr stretch	+ 68.37	0%	\$ 0
10 yr stretch	+ 174.75	100%	\$ 23,031.50

B) 30% BASED ON MELLON TOTAL BILLION DOLLAR FUNDS - CORPORATE UNIVERSE
(using yearly medians prior to FY 14 and CMB from FY 14 on)

<u>Period</u>	<u>Basis Points Outperformance</u>	<u>% Payout</u>	<u>\$ Payout</u>
1 year	+ 60.63	50%	\$ 23,031.43
4 year	+ 68.37	90%	\$ 82,913.26
10 year	+161.45	100%	\$ 46,062.85
4 yr stretch	+ 68.37	0%	\$ 0
10 yr stretch	+ 161.45	100%	\$ 23,031.50

II. 40% OF PLAN BASED ON AGGREGATE PORTFOLIO MANAGERS' RESULTS

Performance measurement based on the aggregate return-linked compensation of the assistant investment officers and portfolio managers divided by the aggregate potential return-linked compensation for the performance period, based on one year, 4 years, 10 years, 4 years stretch and 10 years stretch.

<u>Maximum Potential Compensation</u>	<u>Earned Return-linked Compensation</u>	<u>% Payout</u>	<u>\$ Payout</u>
\$7,718,804.80	\$ 4,020,779.19	52.0907%	<u>\$191,955.88</u>

TOTAL EARNED RETURN-LINKED COMPENSATION **\$542,033.96**
Percentage of Salary **117.673%***

*before reduction for support staff incentive