

**Considerations for Incentive Compensation Program  
for San José Retirement Plans' Investment Professionals**

1. Covered Positions
2. % of Base Salary Subject to Award
3. Eligibility
4. Performance Metrics – Quantitative, Qualitative
5. Performance Benchmarks
6. Performance Measurement Period(s)
7. Relative Weighting of Performance Metrics
8. Process of Determining, Measuring, Awarding Paying
9. Auditing and Verifying
10. Monitoring, Evaluating and Revising the Program