Chief Investment officer

Percentage of Incentive base compensation

	Portfolio Excess Returns Vs Bm	Portfolio Excess Vs. Discount Rate	Risk Adjusted Return	Annual MPP	
Plan A	0.4	0.2	0.3	0.1	
SJ P&F FY 22	30	20	30	10	90
SJ P&F FY 21	20	20	30	10	80
SJ P&F FY 20	0	10	10	10	30
SJ P&F FY 19	0	20	10	10	40
SJ P&F FY 18	0	10	0	10	20
SJ P&F FY 17	0	10	0	10	20
SJ FED FY 22	30	20	30	10	90
SJ FED FY 21	20	20	30	10	80
SJ FED FY 20	0	10	0	10	20
SJ FED FY 19	0	10	0	10	20
SJ FED FY 18	0	10	0	10	20
SJ FED FY 17	0	10	10	10	30

	Portfolio Excess Returns Vs Bm	Portfolio Excess Vs. Discount Rate	Risk Adjusted Return	Annual MPP	
Plan B	0.4	0.4	0.1	0.1	
SJ P&F FY 22	30	40	10	10	90
SJ P&F FY 21	20	40	10	10	80
SJ P&F FY 20	0	10	2	10	22
SJ P&F FY 19	0	40	4	10	54
SJ P&F FY 18	0	10	0	10	20
SJ P&F FY 17	0	10	0	10	20
SJ FED FY 22	30	40	10	10	90
SJ FED FY 21	20	40	10	10	80
SJ FED FY 20	0	10	0	10	20
SJ FED FY 19	0	10	0	10	20
SJ FED FY 18	0	10	0	10	20
SJ FED FY 17	0	10	4	10	24

	Portfolio Excess Returns Vs Bm	Portfolio Excess Vs. Discount Rate	Risk Adjusted Return	Annual MPP	
Plan C	0.45	0	0.45	0.1	
SJ P&F FY 22	30		45	10	85
SJ P&F FY 21	20		45	10	75
SJ P&F FY 20	0		15	10	25
SJ P&F FY 19	0		10	10	20
SJ P&F FY 18	0		0	10	10
SJ P&F FY 17	0		0	10	10
SJ FED FY 22	30		45	10	85
SJ FED FY 21	20		45	10	75
SJ FED FY 20	0		0	10	10
SJ FED FY 19	0		0	10	10

SJ FED FY 18	0	0	10	10
SJ FED FY 17	0	10	10	20