

COMPENSATION FOR KEITH E. ALLEY AS EXECUTIVE VICE CHANCELLOR AND PROVOST
MERCED CAMPUS

Salary Grade 108 - Minimum \$182,000, Midpoint \$232,000, Maximum \$282,000

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$230,000	NO	Regents
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program – eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		NO			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance or leased auto	YES		\$8,916	NO	
· Leased Automobile					
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			NO	
· Mortgage Origination Program (MOP) Loan		NO			
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs - please list below		NO			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance		NO			
· Temporary Housing Allowance		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods		NO			
· Other Payments - please list below		NO			

COMPENSATION FOR THE APPOINTMENT OF KEITH E. ALLEY AS EXECUTIVE VICE CHANCELLOR AND PROVOST
MERCED CAMPUS

Salary Grade 108 - Minimum \$182,000, Midpoint \$232,000, Maximum \$282,000

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave		NO			
· Special Health Benefits or Other Benefits		NO			
· Other Benefits - please list below		NO			
OTHER					
· Administrative Fund Allocation*	YES		\$5,000		
· Corporate Board Service		NO			
· Other (Specify)		NO			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$238,916		Regents

[Please note that all payments, reimbursements, special benefits, etc. should be listed on this form in order to be authorized by the President and The Regents. This information will be released to the Public]

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*Annual amount to be allocated from Chancellor's Administrative Fund Allocation for business entertainment expenses, governed by appropriate policy. These funds are not compensation.

**COMPENSATION FOR JOHN C. HEMMINGER AS DEAN-SCHOOL OF PHYSICAL SCIENCES
IRVINE CAMPUS**

Proposed Salary in Grade 107 - Minimum \$163,200, Midpoint \$207,100, Maximum \$251,000

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$218,900	YES *	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program – eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		NO			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			NO	
· Mortgage Origination Program (MOP) Loan		NO			
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs - please list below		NO			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance		NO			
· Temporary Housing Allowance		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods		NO			
· Other Payments - please list below		NO			

* This is an exception because it is more than a 25% increase in base pay. However, in addition to base pay of \$164,200, Mr. Hemminger currently receives 2.5 summer ninths pay for total compensation of \$198,408.

**COMPENSATION FOR JOHN C. HEMMINGER AS DEAN-SCHOOL OF PHYSICAL SCIENCES
IRVINE CAMPUS**

Proposed Salary in Grade 107 - Minimum \$163,200, Midpoint \$207,100, Maximum \$251,000

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave		NO			
· Special Health Benefits or Other Benefits		NO			
· Other Benefits - please list below		NO			
OTHER					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		YES	\$30,000 Annual discretionary research allowance	NO	EVC
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)				\$218,900 (plus \$30,000 research allowance)	

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COMPENSATION FOR MARGARITA M. BAGGETT AS CHIEF PATIENT CARE SERVICES OFFICER, UCSD MEDICAL CENTER, SAN DIEGO CAMPUS

Position Slotted in Grade 108 - Minimum \$182,200, Midpoint \$231,900, Maximum \$281,700

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$232,000	NO	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan	YES		\$46,400	NO	REGENTS
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary	YES		\$11,600	NO	REGENTS
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance per year		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			NO	
· Mortgage Origination Program (MOP) Loan		NO			
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs - please list below		NO			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance		NO			
· Temporary Housing Allowance		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods		NO			
· Other Payments - please list below		NO			

COMPENSATION FOR MARGARITA M. BAGGETT AS CHIEF PATIENT CARE SERVICES OFFICER, UCSD MEDICAL CENTER, SAN DIEGO CAMPUS

Position Slotted in Grade 108 - Minimum \$182,200, Midpoint \$231,900, Maximum \$281,700

FUTURE BENEFITS					
·	Post-retirement Employment Agreements		NO		
·	Consultant/Independent Contractor Compensation Agreement		NO		
·	Severance/Separation Agreement		NO		
·	Sabbatical/Administrative Leave		NO		
·	Special Health Benefits or Other Benefits		NO		
·	Other Benefits - please list below		NO		
OTHER					
·	Administrative Fund Allocation		NO		
·	Corporate Board Service		NO		
·	Other (Specify) –See below		NO		
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$290,000		

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**COMPENSATION FOR BRUCE MARGON AS VICE CHANCELLOR-RESEARCH
SANTA CRUZ CAMPUS**

Position Slotted in Grade 107 - Minimum \$163,200, Midpoint \$207,100, Maximum \$251,000

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$220,000	NO	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		NO			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance per year		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			NO	
· Mortgage Origination Program (MOP) Loan	YES		Amount to be determined. Per policy, up to \$1M	NO	PROVOST/ VICE CHANCELLOR
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs - please list below		NO			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance	YES		\$55,000	NO	
· Temporary Housing Allowance		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods - this \$20,000 also covers temporary housing costs	YES		Not to exceed \$20,000		
· Other Payments - please list below		NO			

**COMPENSATION FOR BRUCE MARGON AS VICE CHANCELLOR-RESEARCH
SANTA CRUZ CAMPUS
Position Slotted in Grade 107 - Minimum \$163,200, Midpoint \$207,100, Maximum \$251,000**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements - Currently tenured Faculty Position	YES		Concurrent Faculty position	NO	PROVOST/ VICE CHANCELLOR
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave	YES		Future Sabbatical in Accordance with APM 740, 758	NO	PROVOST/ VICE CHANCELLOR
· Special Health Benefits or Other Benefits		NO			
· Other Benefits - please list below		NO			
OTHER					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify) Research Support – Per policy, to pay for research expenses	YES		\$24,000	NO	
TOTAL ANNUAL EMPLOYEE COMPENSATION					
(Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other) * Does not include Research Account Money			\$295,000		

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COMPENSATION FOR KEITH E. BRANT AS VICE CHANCELLOR-EXTERNAL RELATIONS, SAN DIEGO CAMPUS
Position Slotted in Grade 109 - Minimum \$203,400, Midpoint \$259,800, Maximum \$316,100

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$230,000	NO	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary	YES		\$11,500	NO	REGENTS
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance per year	YES		\$8,916	NO	
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			NO	
· Mortgage Origination Program (MOP) Loan	YES			NO	
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs - please list below		NO			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance		NO			
· Temporary Housing Allowance	YES			NO	
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods	YES			NO	
· Other Payments - please list below		NO			

COMPENSATION FOR KEITH E. BRANT AS VICE CHANCELLOR-EXTERNAL RELATIONS, SAN DIEGO CAMPUS
Position Slotted in Grade 109 - Minimum \$203,400, Midpoint \$259,800, Maximum \$316,100

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FUTURE BENEFITS					
·	Post-retirement Employment Agreements		NO		
·	Consultant/Independent Contractor Compensation Agreement		NO		
·	Severance/Separation Agreement		NO		
·	Sabbatical/Administrative Leave		NO		
·	Special Health Benefits or Other Benefits		NO		
·	Other Benefits - please list below		NO		
OTHER					
·	Administrative Fund Allocation		NO		
·	Corporate Board Service		NO		
·	Other (Specify) –See below		NO		
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$250,416		

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**COMPENSATION FOR J. SHANNON O'KELLEY AS ASSOCIATE DIRECTOR, OPERATIONS-CLINICAL SERVICES,
UCLA HOSPITAL SYSTEM, LOS ANGELES CAMPUS**

Position not slotted-requesting Grade 108

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	x		\$215,000		
· Health Sciences Compensation Plan		x			
· Additional Salary (Stipend, add-ons, etc.)		x			
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at maximum of 20%	x		\$43,000		
· Any other bonuses/Incentives		x			
· Annual Incentive Plan (Treasurer's Office only)		x			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		x			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	x				
· Automobile Allowance		x			
· Leased Automobile		x			
· Senior Manager Life Insurance		x			
· Executive Business Travel Insurance		x			
· Exec. Salary Continuation for Disability		x			
· Mortgage Origination Program (MOP) Loan		x			
· Supplemental Home Loan Program (SHLP)		x			
· University-provided Housing (President/Chancellors)		x			
· Educational Expenses		x			
· Other Perqs - please list below		x			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		x			
· Relocation Allowance - 25% to be paid over a period of four years	x		\$53,750	no	
· Temporary Housing Allowance - 6 months requested while policy provides for 1 month	x		Up to \$24,000	yes	President in consultation with The Regents
· Payment in lieu of Vacation Pay		x			
· Moving Expenses/Movement of Household Goods	x		Actual expenses	no	
· Two house-hunting trips by coach fare	x		Actual	yes	President in

			expenses		consultation with The Regents
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**COMPENSATION FOR J. SHANNON O’KELLEY AS ASSOCIATE DIRECTOR, OPERATIONS-CLINICAL SERVICES,
UCLA HOSPITAL SYSTEM, LOS ANGELES CAMPUS
Position not slotted-requesting Grade 108**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		x			
· Consultant/Independent Contractor Compensation Agreement		x			
· Severance/Separation Agreement		x			
· Sabbatical/Administrative Leave		x			
· Special Health Benefits or Other Benefits		x			
OTHER					
· Administrative Fund Allocation		x			
· Corporate Board Service		x			
· Other (Specify)		x			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$311,750*		

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* Includes a relocation allowance of \$54,750 (25%) to be paid over a period of four years

**COMPENSATION FOR PAUL H. WATKINS AS ASSOCIATE DIRECTOR, SUPPORT SERVICES,
UCLA HOSPITAL SYSTEM, LOS ANGELES CAMPUS
Grade 106 - Minimum \$146,100, Midpoint \$184,900, Maximum \$223,700**

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$185,000	No	Regents
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at maximum of 20%	X		\$37,000	No	Regents
· Any other bonuses/Incentives		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		X			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			No	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance		X			
· Executive Business Travel Insurance		X			
· Exec. Salary Continuation for Disability		X			
· Mortgage Origination Program (MOP) Loan		X			
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing (President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs - please list below		X			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance - 25% to be paid over a period of four years	X		\$46,250	no	Regents
· Temporary Housing Allowance - 1 month per policy, requesting 4 months up to \$24,000	X		\$24,000	yes	Regents
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods	X			Actual expenses	

**COMPENSATION FOR PAUL H. WATKINS AS ASSOCIATE DIRECTOR, SUPPORT SERVICES,
 UCLA HOSPITAL SYSTEM, LOS ANGELES CAMPUS
 Grade 106 - Minimum \$146,100, Midpoint \$\$184,900, Maximum \$223,700**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		x			
· Consultant/Independent Contractor Compensation Agreement		x			
· Severance/Separation Agreement		x			
· Sabbatical/Administrative Leave		x			
· Special Health Benefits or Other Benefits		x			
OTHER					
· Administrative Fund Allocation		x			
· Corporate Board Service		x			
· Other (Specify)		N/A			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$268,250*		

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Includes a relocation allowance of \$46,250 (25.0%) to be paid over a period of four years.

**COMPENSATION FOR WILLIAM ZIOMEK AS INVESTMENT OFFICER, EXTERNALLY MANAGED INVESTMENTS
OFFICE OF THE TREASURER**

Grade 106 (range minimum \$146,100, midpoint \$184,900, maximum \$223,700)

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$181,125	No	REGENTS
· Health Sciences Compensation Plan					
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at maximum of 20%					
· Any other bonuses/Incentives					
· Annual Incentive Plan (Treasurer's Office only)	X		\$126,788	No	
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		X			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			No	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance		X			
· Executive Business Travel Insurance		X			
· Exec. Salary Continuation for Disability		X			
· Mortgage Origination Program (MOP) Loan		X			
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing (President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs - please list below		X			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance - 25%		X			
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods		X			

**COMPENSATION FOR WILLIAM ZIOMEK AS INVESTMENT OFFICER, EXTERNALLY MANAGED INVESTMENTS
OFFICE OF THE TREASURER**

Grade 106 (range minimum \$146,100, midpoint \$184,900, maximum \$223,700)

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave		X			
· Special Health Benefits or Other Benefits		X			
OTHER					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$307,913 (including incentive)		

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Note: Incentive Plan for William Ziomek is as follows:

The incentive award for target performance as a percent of base salary is 35%. The actual award may range from 15% for threshold performance up to 70% for maximum performance as defined in the incentive plan document previously approved by The Regents for this level Investment Officer. The awards are paid out over a three year period, with one third paid out in the first year and the remainder deferred over the next two years. Deferred awards are subject to a claw-back provision