

April 21, 2006

To The Regents of the University of California:

We have recently completed the examination of compensation and other employment arrangements of selected University of California (the "University") employees ("Selected Employees") as presented in the Schedule of Employee Compensation and Schedule of Other Employment Arrangements (collectively the "Schedules") for the period January 1, 1996 through December 31, 2005 and reported on them. Our examination was not designed to provide assurance on the internal control structure and its operation. However, we noted certain matters that we are submitting for your consideration to assist the University make improvements in processes regarding compensation and other employment arrangements.

This document is intended for use by The Regents of the University of California and management of the University and has been completed in the context of our examination of compensation and other employment arrangements of selected University of California employees taken as a whole. The matters raised in this report are only those that have come to our attention that we believe need to be brought to you. They are not a complete listing of every potential matter arising from our procedures and we cannot be responsible for reporting all risks in your business nor internal control weaknesses. This report should not be quoted in whole or in part without PricewaterhouseCoopers' prior written consent. No responsibility for any third party is accepted as the report has not been prepared for, nor is intended for, any other purpose.

We look forward to discussing these matters with you.

PricewaterhouseCoopers LLP

University of California

Findings and Observations

Examination of Compensation and Other Employment Arrangements

I. Observations

1. Certain benefits promised or paid to Selected Employees were not approved by The Regents as required by Regental policies

Standing Order 100.3 and the 1993 Principles for Review of Executive Compensation require all compensation to selected top officers of the University be determined by the Board of Regents ("The Regents").¹ Based upon a reading of minutes for open and closed sessions of The Regents, we noted instances where certain elements of compensation were not brought to the Regents for approval.

Specifically, we noted that management generally sought Regental approval for base salary, additional salary and bonuses (including incentives, awards and by agreement payments). However, management generally did not seek approval for compensation paid to individual employees under programs specifically approved by The Regents (e.g. Senior Management Severance Payment Plan and Mortgage Origination Plan) nor for benefits afforded to individual employees as a direct consequence of the employee's position (e.g. automobile allowance, executive insurance or university-provided housing). Management generally did not seek approval for the following compensation items:

- Automobile allowance or leased automobile;
- Relocation allowance;
- Temporary housing allowance;
- Senior Management Severance Pay Plan (SMSPP) distributions or participation;
- Terminal vacation pay;
- Honoraria;
- Executive insurance (including life and travel insurance);

¹ Standing Order 100.3 requires "compensation of the Provost and Senior Vice President, Senior Vice Presidents, other Vice Presidents, University Auditor, Chancellors, and Laboratory Directors, including compensation upon appointment and subsequent changes in compensation, shall be determined by the Board upon recommendation of the President of the University through the Committee on Finance". Standing Order 100.3 does not define compensation, however, the Principles for Review of Executive Compensation and Bylaw 14.6 provide the following definition:

Executive compensation shall be defined as including base salary, retirement and other benefits, perquisites, severance payments (except those made in connection with a dismissal or a litigation settlement), all forms of deferred compensation, supplemental retirement, all components of housing allowances or any other form of compensation applicable to the Officers of the University and the Principal Officers of The Regents, as currently and as may subsequently be described in the Bylaws and Standing Orders of The Regents.

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- Other non-cash fringe benefits;
- Participation in the Mortgage Origination Program (MOP) or the Supplemental Home Loan Program (SHLP);
- University-provided housing;
- Non-taxable moving expenses;
- Post-separation employment;
- Specialized health benefits, and
- Sabbatical benefits.

See Attachments 1 and 2 to this letter for a summary of compensation and other employment arrangements of Selected Employees that came to our attention as lacking documentation of approval by The Regents.

2. Certain benefits promised or paid to Selected Employees were exceptions to University policies or standard practices and were not approved by The Regents

We noted that certain benefits promised or paid to Selected Employees were exceptions to University policies or standard practices and although generally approved by the President or his designee, were not approved by the Regents.

The 1993 Principles for Review of Executive Compensation require "information and background materials shall fully and clearly disclose all relevant and material facts related to executive compensation programs." Nonetheless, in general, Regents were not notified when a benefit was an exception to University policies or standard practices even though this information may be relevant and necessary to allow The Regents to make more informed decisions regarding compensation.²

See Attachment 3 to this letter for a summary of compensation items not approved by the Regents that were exceptions to University policies or standard practices.

² The University began identifying exceptions to policy as part of the compensation approval process at the March 2006 Regents Meeting.

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3. Certain of the compensation items described above were not disclosed to the public as required by Regental policies

The 1993 Principles for Review of Executive Compensation and Bylaw 14.6 require that "final action regarding compensation for the President, Vice Presidents, Chancellors, Treasurer, Associate Treasurer, General Counsel and Secretary shall occur in open session". The 1993 Principles for Review of Executive Compensation further require the University to produce "annual reports on the level of compensation and funding sources for Officers of the University and Principal Officers of The Regents".

There are a variety of methods by which executive compensation information is disclosed to the public. The following table summarizes common methods used by the University for disclosing compensation:

Method	Compensation Types Typically Reported	Distribution
Open Action Items	Base and additional salary	Available on the UCOP website and distributed at Regents' meetings
Annual Report on Compensation ³	Base salary, mortgage program, automobile leased/allowance, credit card, administrative fund, life insurance and SMSPP	Distributed at Regents' meetings, provided to legislative bodies and available upon request
Press Release	Various	Available on the UCOP website and released to the press

As noted above, the open action items did not include all compensation items. We found that if a benefit was not presented as an action item for approval by The Regents, it was generally not disclosed to the public unless subsequently included in the Annual Report on Compensation for Officers of the University and Principal Officers of the Regents ("Annual Report on Compensation")

³ The Annual Reports on Compensation for fiscal years 2003/2004 and 2004/2005 were presented to The Regents at the March 2006 meeting.

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The Annual Report on Compensation is listed on the Schedule of Reports approved by the Regents and was prepared by the University for fiscal years 1993 through 2002. The report disclosed base salary and selected senior manager benefits including MOP Loan participation, automobile benefit, UC provided housing, credit card, administrative fund, life insurance, SMSPP eligibility, relocation and in some instances, bonuses and stipends. We reviewed these reports and noted the following omissions:

- Participation in MOP (Robert Berdahl, Winston Doby and Joseph Martin);
- Temporary housing allowance (David Callender, Mark Laret, Richard Liekweg, David Russ, Winston Doby, Wyatt Hume and Celeste Rose);
- Relocation allowance (Michael Drake, George Nanos, David Russ and M.R.C. Greenwood);
- Life insurance (not disclosed until 2001);
- Additional salary (Martin Chemers and Manuel Gomez);
- Bonuses (David Callender, Ralph Cygan, Denice Denton, Marye Anne Fox, Richard Liekweg, Frank Loge, George Nanos, Patricia Small, Joseph Mullinix, and Celeste Rose);
- Senior Management Severance Pay Plan (Martin Chemers);
- Supplemental retirement (Martin Chemers, Frank Loge and Karl Pister), and
- Automobile allowance or leased automobile (Manuel Gomez).

II. Recommendations

We understand The Regents' Task Force on Compensation, Accountability and Transparency provided recommendations regarding changes to the University's policies and procedures governing compensation. We also understand The Regents are considering forming a Compliance Office. Our recommendations relate to improvements in processes regarding compliance with compensation policies. Specifically, we recommend the following:

- Consider implementing a "checklist" format for documenting elements of compensation. This standard format could be used to capture all agreements during the hiring process and subsequently be used for approval and disclosure purposes;⁴

⁴ The University utilized a compensation checklist as part of the compensation action items presented at the March 2006 Regents' Meeting.

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II. Recommendations (continued)

- Review the format of the Annual Report on Compensation to ensure that all elements of compensation requiring disclosure under Regental policies are included;
- Utilize payroll data to generate or validate the accuracy and completeness of the Annual Report on Compensation;
- Review mechanisms for disclosing compensation information to the public to ensure that data is provided in accordance with internal and external requirements, and
- Perform on-going monitoring and oversight to ensure adherence to policies and procedures for Regental approval and public disclosure.

Attachment 1

Schedule of Employee Compensation

Name, Position, Tenure in Position	Year	Total Taxable Income	Cash Compensation											Imputed Income			
			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits	
Chancellors																	
Robert Berdahl	1997	\$ 95,979	\$ 93,400	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,087	\$ 306	\$ 186
Chancellor - UCB, 7/1/1997 - 11/15/2004	1998	243,989	236,900	-	-	-	-	-	-	-	-	-	-	-	6,449	640	-
Sabbatical, 11/16/2004 - 12/31/2005	1999	285,315	275,250	-	-	-	-	-	-	-	-	-	-	-	6,336	3,729	-
	2000	304,102	296,217	-	-	-	-	-	-	-	-	-	-	-	4,612	3,273	-
	2001	312,793	305,816	-	-	-	-	-	-	-	-	-	-	-	4,805	2,173	-
	2002	323,299	311,680	-	-	-	-	-	-	-	-	-	-	-	8,705	2,914	-
	2003	328,339	315,600	-	-	-	-	-	-	-	-	-	-	-	9,606	2,733	400
	2004	327,821	315,600	-	-	-	-	-	-	-	-	-	-	-	9,632	2,589	-
	2005	317,727	317,727	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Robert Birgeneau	2004	67,539	65,000	-	-	1,486	-	-	-	-	-	-	-	-	1,053	-	-
Chancellor - UCB, 10/1/2004 - Present	2005	504,284	391,667	-	-	8,916	-	97,500	-	-	-	-	-	-	6,201	-	-
J Michael Bishop	1998	123,141	122,383	-	-	-	-	-	-	-	-	-	-	-	758	-	-
Chancellor - UCSF, 7/1/1998 - Present	1999	333,373	325,250	-	-	-	-	-	-	-	-	-	-	-	7,446	477	-
	2000	342,717	336,950	-	-	-	-	-	-	-	-	-	-	-	5,291	476	-
	2001	358,140	347,850	-	-	-	-	-	-	-	-	-	-	-	9,701	589	-
	2002	365,609	354,483	-	-	-	-	-	-	-	-	-	-	-	10,754	371	-
	2003	370,204	358,900	-	-	-	-	-	-	-	-	-	-	-	10,917	387	-
	2004	371,407	358,900	-	-	-	-	-	-	-	-	-	-	-	10,942	565	-
	2005	371,813	360,416	-	-	-	-	-	-	-	-	-	-	-	10,942	454	-
Albert Carnesale	1997	98,594	92,792	-	-	3,715	-	-	-	-	-	-	-	-	2,087	-	-
Chancellor - UCLA, 7/1/1997 - Present	1998	252,686	237,508	-	-	8,916	-	-	-	-	-	-	-	-	6,262	-	-
	1999	289,291	275,250	-	-	8,916	-	-	-	-	-	-	-	-	5,125	-	-
	2000	309,615	296,217	-	-	8,916	-	-	-	-	-	-	-	-	4,483	-	-
	2001	323,258	305,817	-	-	8,916	-	-	-	-	-	-	-	-	8,526	-	-
	2002	330,048	311,683	-	-	8,916	-	-	-	-	-	-	-	-	9,449	-	-
	2003	334,122	315,600	-	-	8,916	-	-	-	-	-	-	-	-	9,606	-	-
	2004	334,148	315,600	-	-	8,916	-	-	-	-	-	-	-	-	9,632	-	-
	2005	334,148	315,600	-	-	8,916	-	-	-	-	-	-	-	-	9,632	-	-
Marsha Chandler	2003	48,206	35,433	11,103	1,486	-	-	-	-	-	-	-	-	-	183	-	-
Acting Chancellor - UCSD, 10/2/2003 - 8/15/2004	2004	291,814	212,600	68,100	8,916	-	-	-	-	-	-	-	-	-	2,198	-	-
Sabbatical, 8/16/2004 - 8/15/2005	2005	215,877	161,076	48,114	6,687	-	-	-	-	-	-	-	-	-	-	-	-
Martin Chemers	2004	186,893	108,267	71,200	5,920	-	-	-	-	-	-	-	-	-	1,506	-	-
Acting Chancellor - UCSC, 4/1/2004 - 2/13/2005	2005	302,140	247,795	21,805	1,813	-	-	-	-	-	-	-	-	-	861	-	-
Sabbatical, 2/14/2005 - 2/13/2006																	
Ralph Cicerone	1998	91,573	89,758	-	-	-	-	-	-	-	-	-	-	-	374	1,441	-
Chancellor - UCI, 7/1/1998 - 6/29/2005	1999	245,959	239,000	-	-	-	-	-	-	-	-	-	-	-	3,229	3,730	-
	2000	268,807	261,867	-	-	-	-	-	-	-	-	-	-	-	2,649	4,291	-
	2001	278,526	271,650	-	-	-	-	-	-	-	-	-	-	-	2,788	4,088	-
	2002	282,790	276,600	-	-	-	-	-	-	-	-	-	-	-	2,850	3,340	-
	2003	287,334	281,383	-	-	-	-	-	-	-	-	-	-	-	4,186	1,765	-
	2004	287,240	280,700	-	-	-	-	-	-	-	-	-	-	-	4,451	2,089	-
	2005	361,198	162,677	-	-	-	-	-	-	152,492	-	-	-	-	2,967	917	-
France Cordova	2002	115,797	111,167	-	-	3,715	-	-	-	-	-	-	-	-	915	-	-
Chancellor - UCR, 7/1/2002 - Present	2003	280,895	269,200	-	-	8,916	-	-	-	-	-	-	-	-	2,780	-	-
	2004	280,670	269,200	-	-	8,916	-	-	-	-	-	-	-	-	2,554	-	-
	2005	282,036	270,333	-	-	8,916	-	-	-	-	-	-	-	-	2,786	-	-

Legend:

Approved by The Regents.

Attachment 1 Schedule of Employee Compensation (continued)

Name, Position, Tenure in Position	Year	Total Taxable Income	Cash Compensation											Imputed Income					
			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits			
Haile Debas Chancellor - UCSF, 7/1/1997 - 6/30/1998	1997	168,185	\$ 104,792	\$ 60,417	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,976	\$ -	\$ -
	1998	240,359	151,375	84,584	-	-	-	-	-	-	-	-	-	-	-	-	4,400	-	-
Denice Denton Chancellor - UCSC, 2/14/2005 - Present	2005	295,124	218,854	-	7,143	16,113	21,885	-	-	-	-	-	-	-	-	-	745	-	30,383
Michael Drake VP-Health Affairs, 7/1/2000 - 6/30/2005 Chancellor - UCI, 7/1/2005 - Present	2000	155,661	109,386	42,302	3,715	-	-	-	-	-	-	-	-	-	-	-	258	-	-
	2001	348,068	268,347	70,805	8,916	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	2002	352,176	272,455	70,805	8,916	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	2003	356,539	276,818	70,805	8,916	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	2004	357,166	306,947	41,303	8,916	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	2005	391,924	351,500	-	8,916	-	30,000	-	-	-	-	-	-	-	-	-	1,508	-	-
Marye Anne Fox Chancellor - UCSD, 8/16/2004 - Present	2004	200,499	103,410	-	2,634	5,598	87,500	-	-	-	-	-	-	-	451	906	-	-	
	2005	612,038	351,500	-	8,916	248,000	-	-	-	-	-	-	-	-	-	3,622	-	-	
Joseph Martin Chancellor - UCSF, 7/1/1993 - 6/30/1997	1996	255,302	250,467	-	-	-	-	-	-	-	-	-	-	-	-	-	4,455	381	
	1997	262,865	152,133	-	-	-	-	-	-	103,929	-	2,998	350	-	-	-	3,096	359	
Raymond Orbach Chancellor - UCR, 7/1/1992 - 3/12/2002	1996	182,470	175,417	-	-	-	-	-	-	-	-	-	-	-	-	-	5,251	1,802	
	1997	195,547	186,667	-	-	-	-	-	-	-	-	-	-	-	-	-	5,167	3,714	
	1998	209,236	199,833	-	-	-	-	-	-	-	-	-	-	-	-	-	5,433	3,969	
	1999	240,205	232,500	-	-	-	-	-	-	-	-	-	-	-	-	-	3,821	3,884	
	2000	263,088	251,667	-	-	-	-	-	-	-	-	-	-	-	-	-	7,513	3,908	
	2001	272,346	260,867	-	-	-	-	-	-	-	-	-	-	-	-	-	7,874	3,605	
	2002	272,773	69,458	-	-	-	-	-	-	161,674	-	36,135	-	-	-	-	3,348	2,158	
Carol Tomlinson-Keasey Chancellor - UCM, 8/1/1999 - Present	1999	80,101	76,667	-	2,972	-	-	-	-	-	-	-	-	-	-	-	462	-	
	2000	248,114	236,667	-	8,916	-	-	-	-	-	-	-	-	-	-	-	2,531	-	
	2001	256,436	245,000	-	8,916	-	-	-	-	-	-	-	-	-	-	-	2,520	-	
	2002	262,004	250,717	-	8,916	-	-	-	-	-	-	-	-	-	-	-	2,371	-	
	2003	267,135	254,217	-	8,916	-	-	-	-	-	-	-	-	-	-	-	4,002	-	
	2004	266,539	253,600	-	8,916	-	-	-	-	-	-	-	-	-	-	-	4,023	-	
Larry Vanderhoef Chancellor - UCD, 4/6/1994 - Present	2005	266,539	253,600	-	8,916	-	-	-	-	-	-	-	-	-	-	-	4,023	-	
	1996	271,965	188,467	-	8,916	-	-	-	71,710	-	-	-	-	-	-	-	2,872	-	
	1997	251,109	196,967	-	8,916	-	-	-	41,710	-	-	-	-	-	-	-	3,516	-	
	1998	240,255	210,433	-	8,916	-	-	-	17,240	-	-	-	-	-	-	-	3,666	-	
	1999	256,970	244,583	-	8,916	-	-	-	-	-	-	-	-	-	-	-	3,471	-	
	2000	275,127	263,533	-	8,916	-	-	-	-	-	-	-	-	-	-	-	2,678	-	
	2001	285,047	272,100	-	8,916	-	-	-	-	-	-	-	-	-	-	-	4,031	-	
	2002	290,574	277,283	-	8,916	-	-	-	-	-	-	-	-	-	-	-	4,374	-	
	2003	294,057	280,700	-	8,916	-	-	-	-	-	-	-	-	-	-	-	4,440	-	
	2004	294,067	280,700	-	8,916	-	-	-	-	-	-	-	-	-	-	-	4,451	-	
Laurel Wilkening Chancellor - UCI, 7/1/1993 - 6/30/1998	2005	295,234	281,867	-	8,916	-	-	-	-	-	-	-	-	-	-	-	4,451	-	
	1996	190,035	186,406	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,629	
	1997	199,232	196,300	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,932	
1998	177,565	119,842	-	-	-	-	-	-	53,425	-	2,101	-	-	-	-	-	2,197		

Legend:
 Approved by The Regents.

Attachment 1

Schedule of Employee Compensation (continued)

Name, Position, Tenure in Position	Year	Total Taxable Income	Cash Compensation											Imputed Income			
			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits	
Henry Yang Chancellor - UCSB, 6/23/1994 - Present	1996	\$ 193,166	\$ 181,100	\$ -	\$ 8,916	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,150	\$ -	\$ -
	1997	207,821	195,650	-	8,916	-	-	-	-	-	-	-	-	-	3,255	-	-
	1998	219,494	207,017	-	8,916	-	-	-	-	-	-	-	-	-	3,561	-	-
	1999	253,577	241,250	-	8,916	-	-	-	-	-	-	-	-	-	3,411	-	-
	2000	276,317	263,533	-	8,916	-	-	-	-	-	-	-	-	-	3,868	-	-
	2001	284,398	271,200	-	8,916	-	-	-	-	-	-	-	-	-	4,282	-	-
	2002	289,890	276,600	-	8,916	-	-	-	-	-	-	-	-	-	4,374	-	-
	2003	294,057	280,700	-	8,916	-	-	-	-	-	-	-	-	-	4,440	-	-
2004	294,067	280,700	-	8,916	-	-	-	-	-	-	-	-	-	4,451	-	-	
2005	297,495	280,700	-	8,916	-	-	-	-	-	-	-	-	-	7,879	-	-	
Charles Young Chancellor - UCLA, 9/1/1968 - 6/30/1997	1996	274,039	214,467	-	8,916	-	-	41,710	-	-	-	-	-	-	8,946	-	-
	1997	343,055	129,908	-	5,201	-	-	24,331	158,207	-	-	17,998	-	-	7,409	-	-
Karl Pister Chancellor - UCSC, 4/1/1992 - 6/30/1996 Special Assistant to the President, 10/1/1996 - 6/30/2000	1996	172,350	101,092	-	5,201	-	-	-	58,089	-	-	7,968	-	-	-	-	-
	1997	84,089	84,089	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	1998	73,180	72,180	-	-	-	-	-	-	-	-	-	1,000	-	-	-	-
	1999	72,180	72,180	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	2000	48,792	42,105	-	6,687	-	-	-	-	-	-	-	-	-	-	-	-
DOE Laboratory Directors																	
Michael Anastasio DOE Laboratory Director - LLNL, 6/4/2002 - Present	2002	137,158	131,542	-	3,715	-	-	-	-	-	-	-	-	-	1,902	-	-
	2003	352,590	340,217	-	8,916	-	-	-	-	-	-	-	-	-	3,457	-	-
	2004	362,768	350,250	-	8,916	-	-	-	-	-	-	-	-	-	3,602	-	-
	2005	372,144	359,533	-	8,916	-	-	-	-	-	-	-	-	-	3,695	-	-
John Browne DOE Laboratory Director - LANL, 11/3/1997 - 1/5/2003 DOE Laboratory Associate Director [at Large] - LANL, 1/6/2003 - 6/25/2003 Lab Associate Staff - LANL, 9/9/2003 - 9/2/2005	1997	38,349	36,500	-	1,486	-	-	-	-	-	-	-	-	-	363	-	-
	1998	250,416	238,851	-	8,916	-	-	-	-	-	-	-	-	-	2,650	-	-
	1999	280,101	267,504	-	8,916	-	-	-	-	-	-	-	-	-	3,682	-	-
	2000	293,943	282,158	-	8,916	-	-	-	-	-	-	-	-	-	2,869	-	-
	2001	311,882	299,913	-	8,916	-	-	-	-	-	-	-	-	-	3,053	-	-
	2002	334,216	320,299	-	8,916	-	-	-	-	-	-	-	-	-	5,001	-	-
	2003	390,615	151,912	-	-	-	-	-	194,831	-	-	41,662	-	-	2,209	-	-
	2004	14,254	14,254	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2005	5,345	5,345	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Steven Chu DOE Laboratory Director - LBNL, 8/1/2004 - Present	2004	186,219	116,668	-	-	-	50,000	-	-	-	-	-	-	18,347	1,204	-	-
	2005	369,504	350,004	-	11,888	-	-	-	-	-	-	4,000	-	-	3,612	-	-
Siegfried Hecker DOE Laboratory Director - LANL, 1/15/1986 - 11/3/1997 Senior Fellow, Laboratory Fellow, Senior Advisor to the President and Director, Emeritus - LANL and Office of the President, 11/4/1997 - Present	1996	233,882	222,397	-	8,916	-	-	-	-	-	-	-	-	-	2,569	-	-
	1997	233,823	223,769	-	7,430	-	-	-	-	-	-	-	-	-	2,624	-	-
	1998	194,250	192,119	-	-	-	-	-	-	-	-	-	-	-	2,131	-	-
	1999	193,944	191,254	-	-	-	-	-	-	-	-	-	-	-	2,690	-	-
	2000	203,135	201,081	-	-	-	-	-	-	-	-	-	-	-	2,054	-	-
	2001	208,506	206,390	-	-	-	-	-	-	-	-	-	-	-	2,116	-	-
	2002	221,665	219,446	-	-	-	-	-	-	-	-	-	-	-	2,219	-	-
	2003	228,568	225,004	-	-	-	-	-	-	-	-	-	-	-	3,564	-	-
	2004	234,801	231,158	-	-	-	-	-	-	-	-	-	-	-	3,643	-	-
	2005	392,961	126,014	-	-	-	-	-	232,307	-	-	32,778	-	-	1,862	-	-
Robert Kuckuck Interim DOE Laboratory Director - LANL, 5/15/2005 - Present	2005	203,330	196,391	-	-	-	-	-	-	-	-	-	-	3,038	-	3,901	

Legend:

Approved by The Regents.

Attachment 1

Schedule of Employee Compensation (continued)

Name, Position, Tenure in Position	Year	Total Taxable Income	Cash Compensation											Imputed Income			
			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits	
George Nanos	2002	\$ 25,000	\$ -	\$ -	\$ -	\$ 25,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Interim DOE Laboratory Director - LANL, 1/6/2003 - 7/12/2003	2003	340,507	332,499	-	5,944	-	-	-	-	-	-	-	-	-	2,064	-	-
DOE Laboratory Director - LANL, 7/13/2003 - 5/15/2005	2004	364,577	352,062	-	8,916	-	-	-	-	-	-	-	-	-	3,600	-	-
Principal Deputy Associate Director - LANL, 5/16/2005 - Present	2005	322,059	286,989	-	2,972	-	-	26,462	-	-	-	-	-	-	5,636	-	-
Charles Shank	1996	212,050	202,846	-	8,916	-	-	-	-	-	-	-	-	-	288	-	-
DOE Laboratory Director - LBNL, 9/1/1989 - 7/31/2004	1997	224,675	215,451	-	8,916	-	-	-	-	-	-	-	-	-	308	-	-
DOE Laboratory Associate Director [at Large] - LBNL, 8/1/2004 - 12/31/2004	1998	237,526	228,333	-	8,916	-	-	-	-	-	-	-	-	-	277	-	-
Sabbatical, 1/1/2005 - 12/31/2005	1999	271,420	262,138	-	8,916	-	-	-	-	-	-	-	-	-	366	-	-
	2000	288,322	279,166	-	8,916	-	-	-	-	-	-	-	-	-	240	-	-
	2001	308,523	299,338	-	8,916	-	-	-	-	-	-	-	-	-	269	-	-
	2002	321,531	312,342	-	8,916	-	-	-	-	-	-	-	-	-	273	-	-
	2003	334,166	324,470	-	8,916	-	-	-	-	-	-	-	-	-	780	-	-
	2004	352,504	338,266	-	8,916	-	-	-	-	-	-	-	-	-	5,322	-	-
	2005	344,916	336,000	-	8,916	-	-	-	-	-	-	-	-	-	-	-	-
C. Bruce Tarter	1996	218,016	209,100	-	8,916	-	-	-	-	-	-	-	-	-	-	-	-
Acting DOE Laboratory Director - LLNL, 5/1/94 to 12/6/1994	1997	230,916	222,000	-	8,916	-	-	-	-	-	-	-	-	-	-	-	-
DOE Laboratory Director - LLNL, 12/7/1994- 6/30/2002	1998	244,216	235,300	-	8,916	-	-	-	-	-	-	-	-	-	-	-	-
DOE Laboratory Associate Director [at Large] - LLNL, 7/1/2002 - 1/5/2004	1999	280,399	271,483	-	8,916	-	-	-	-	-	-	-	-	-	-	-	-
Special Assistant to the Director in the Director's Office - LLNL, 2/9/2004 - 2/8/2005	2000	274,916	266,000	-	8,916	-	-	-	-	-	-	-	-	-	-	-	-
Director, Emeritus - LLNL, 2/9/2005 - Present	2001	293,233	284,317	-	8,916	-	-	-	-	-	-	-	-	-	-	-	-
	2002	307,200	302,742	-	4,458	-	-	-	-	-	-	-	-	-	-	-	-
	2003	272,500	272,500	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	2004	383,243	147,421	-	-	-	-	-	-	203,195	-	32,627	-	-	-	-	-
	2005	129,065	129,065	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical Center Directors																	
David Callender	2004	316,567	249,040	-	4,224	-	-	52,000	10,670	-	-	-	-	34	600	-	-
Medical Center Director - UCLA, 7/1/2004 - Present	2005	610,145	518,951	-	8,916	-	41,600	39,000	-	-	-	-	-	238	1,440	-	-
Robert Chason	1999	219,994	117,867	48,800	-	51,000	-	-	-	-	-	-	-	-	2,327	-	-
Interim Medical Center Director - UCSD, 12/1/1998 - 7/11/1999	2002	357,906	222,081	61,917	7,430	64,420	-	-	-	-	-	-	-	-	2,059	-	-
Medical Center Director - UCD, 2/1/2002 - Present	2003	463,962	363,231	25,317	8,916	61,500	-	-	-	-	-	-	-	-	4,998	-	-
	2004	507,104	410,000	-	8,916	82,000	-	-	-	-	-	-	-	-	6,188	-	-
	2005	496,669	411,717	-	8,916	69,700	-	-	-	-	-	-	-	-	6,336	-	-
Ralph Cygan	2000	209,667	178,542	28,750	1,486	-	-	-	-	-	-	-	-	-	889	-	-
Medical Center Director - UCI, 4/15/2000 - 1/31/2006	2001	409,036	316,050	35,117	8,916	47,250	-	-	-	-	-	-	-	-	1,703	-	-
	2002	436,805	321,300	35,700	8,916	67,830	-	-	-	-	-	-	-	-	3,059	-	-
	2003	433,575	354,667	8,633	8,916	57,984	-	-	-	-	-	-	-	-	3,375	-	-
	2004	437,153	362,400	-	8,916	62,151	-	-	-	-	-	-	-	-	3,686	-	-
	2005	486,922	362,400	-	8,916	111,860	-	-	-	-	-	-	-	-	3,746	-	-
Michael Karpf	1996	382,685	275,541	40,029	8,173	-	-	56,000	-	-	-	-	-	-	2,755	-	187
Medical Center Director - UCLA, 10/1/1995 - 10/31/2003	1997	394,320	291,400	39,100	8,916	44,176	7,000	-	-	-	-	-	-	-	3,728	-	-
	1998	419,572	298,313	57,470	8,916	44,365	7,000	-	-	-	-	-	-	-	3,364	-	144
	1999	413,265	312,217	45,000	8,916	44,432	-	-	-	-	-	-	-	-	2,634	-	67
	2000	409,856	323,683	45,000	8,916	28,962	-	-	-	-	-	-	-	-	3,295	-	-
	2001	527,412	400,349	46,000	8,916	68,460	-	-	-	-	-	-	-	-	3,686	-	-
	2002	517,322	437,680	-	8,916	66,712	-	-	-	-	-	-	-	-	4,014	-	-
	2003	727,367	406,175	-	8,173	63,198	-	-	167,600	-	78,093	-	-	-	4,128	-	-

Legend:

Approved by The Regents.

Attachment 1

Schedule of Employee Compensation (continued)

Name, Position, Tenure in Position	Year	Total Taxable Income	Cash Compensation											Imputed Income				
			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits		
Sumiyo Kastelic	1996	\$ 5,610	\$ 5,610	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Acting Medical Center Director - UCSD, 12/9/1996 - 3/31/1998	1997	225,217	146,769	49,535	9,088	17,350	-	-	-	-	-	-	-	-	-	-	2,476	-
Medical Center Director - UCSD, 4/1/1998 - 6/27/2003	1998	244,690	190,146	13,085	8,916	27,144	-	-	-	-	-	-	-	-	-	-	5,399	-
	1999	248,965	207,706	-	8,919	29,409	-	-	-	-	-	-	-	-	-	-	2,931	-
	2000	254,069	217,337	-	8,918	25,640	-	-	-	-	-	-	-	-	-	-	2,174	-
	2001	353,390	295,973	-	8,916	45,988	-	-	-	-	-	-	-	-	-	-	2,513	-
	2002	399,475	330,221	-	8,916	55,526	-	-	-	-	-	-	-	-	-	-	4,812	-
	2003	386,592	187,906	-	452	25,238	-	-	-	143,182	-	26,269	-	-	-	-	3,546	-
Mark Laret	1996	201,160	193,200	-	-	-	-	-	-	-	-	-	-	-	-	-	783	7,177
Medical Center Director - UCI, 8/28/1995 - 4/13/2000	1997	270,130	227,025	-	-	34,290	-	-	-	-	-	-	-	-	-	-	811	8,005
Medical Center Director - UCSF, 4/14/2000 - Present	1998	291,441	243,817	-	-	38,365	-	-	-	-	-	-	-	-	-	-	952	8,307
	1999	300,833	268,733	-	-	22,729	-	-	-	-	-	-	-	-	-	-	1,361	8,010
	2000	441,058	376,839	-	-	40,000	-	14,092	-	-	-	-	-	-	-	-	1,212	8,915
	2001	470,695	419,924	-	-	42,000	-	-	-	-	-	-	-	-	-	-	1,440	7,331
	2002	488,519	427,562	-	-	55,640	-	-	-	-	-	-	-	-	-	-	1,440	3,877
	2003	505,139	449,388	-	-	47,784	-	-	-	-	-	-	-	-	-	-	1,440	6,527
	2004	519,524	432,744	-	-	79,495	-	-	-	-	-	-	-	-	-	-	2,080	5,205
	2005	509,297	435,041	-	-	65,160	-	-	-	-	-	-	-	-	-	-	2,208	6,888
Richard Liekweg	2003	476,392	331,661	-	6,858	17,943	108,750	5,707	-	-	-	-	-	4,832	-	-	640	-
Medical Center Director - UCSD, 3/24/2003 - Present	2004	517,767	433,326	-	8,916	74,564	-	-	-	-	-	-	-	-	-	-	960	-
	2005	508,182	434,579	-	8,916	63,727	-	-	-	-	-	-	-	-	-	-	960	-
Frank Loge	1996	219,136	207,667	-	9,378	-	-	-	-	-	-	-	-	-	-	-	2,091	-
Medical Center Director - UCD, 6/16/1987 - 11/30/1998	1997	300,272	241,083	-	8,916	47,600	-	-	-	-	-	-	-	-	-	-	2,673	-
	1998	331,023	275,000	-	8,916	44,000	-	-	-	-	-	-	-	-	-	-	3,107	-
	1999	150,139	-	-	-	-	-	-	101,412	-	48,727	-	-	-	-	-	-	-
Martha Marsh	1999	240,335	128,750	-	3,479	25,000	82,500	-	-	-	-	-	-	-	-	-	607	-
Medical Center Director - UCD, 7/12/1999 - 2/28/2002	2000	414,354	337,617	-	8,916	66,000	-	-	-	-	-	-	-	-	-	-	1,822	-
	2001	463,018	376,950	-	8,916	75,140	-	-	-	-	-	-	-	-	-	-	2,012	-
	2002	158,203	95,800	-	2,229	-	-	-	47,436	-	12,039	-	-	-	-	-	699	-
William Kerr	1996	288,172	278,952	-	-	-	-	-	-	-	-	-	-	-	-	-	3,034	6,186
Medical Center Director - UCSF, 7/1/1977 - 3/23/1997	1997	187,376	86,278	-	-	-	-	-	94,910	-	-	-	-	-	-	-	3,610	2,577
Principal Officers of the Regents																		
Marie Berggren	2005	284,729	102,292	13,294	-	168,260	-	-	-	-	-	-	-	-	-	-	884	-
Interim Treasurer & Interim VP-Investments, 7/8/2005 - Present																		
James Holst	1996	219,660	206,483	-	-	-	-	-	-	-	-	-	-	-	-	-	3,672	9,505
General Counsel-VP Legal Affairs, 12/1/1985 - Present	1997	238,906	225,567	-	-	-	-	-	-	-	-	-	-	-	-	-	3,972	9,367
	1998	266,487	250,833	-	1,013	-	-	-	-	-	-	-	-	-	-	-	6,522	8,118
	1999	272,859	259,500	-	-	-	-	-	-	-	-	-	-	-	-	-	6,155	7,204
	2000	281,234	269,167	-	-	-	-	-	-	-	-	-	-	-	-	-	4,558	7,509
	2001	293,186	280,933	-	-	-	-	-	-	-	-	-	-	-	-	-	4,401	7,852
	2002	298,465	285,600	-	-	-	-	-	-	-	-	-	-	-	-	-	4,514	8,351
	2003	307,378	290,617	-	-	-	-	-	-	-	-	-	-	-	-	-	8,121	8,640
	2004	306,836	289,900	-	1,132	-	-	-	-	-	-	-	-	-	-	-	8,839	6,965
	2005	308,122	290,367	-	8,916	-	-	-	-	-	-	-	-	-	-	-	8,839	-

Legend:

Approved by The Regents.

Attachment 1 Schedule of Employee Compensation (continued)

Name, Position, Tenure in Position	Year	Total Taxable Income	Cash Compensation										Imputed Income				
			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits	
David Russ Treasurer & VP-Investments, 6/1/2001 - 7/8/2005	2001	\$ 211,120	\$ 137,500	\$ -	\$ 4,458	\$ -	\$ 68,750	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 413	\$ -	\$ -
	2002	294,427	275,000	-	8,916	-	-	8,181	-	-	-	-	1,340	990	-	-	
	2003	347,329	279,783	-	8,916	-	57,200	-	-	-	-	-	-	1,430	-	-	
	2004	416,670	279,100	-	8,916	-	127,113	-	-	-	-	-	-	1,541	-	-	
	2005	508,143	187,764	-	5,201	-	214,199	-	-	61,882	-	37,938	-	1,159	-	-	
Patricia Small Treasurer & VP-Investments, 8/7/1996 - 12/31/2000 Treasurer & VP-Investments (former), 1/1/2001 - 5/31/2002	1996	84,726	81,233	-	2,972	-	-	-	-	-	-	-	-	521	-	-	
	1997	259,160	247,525	-	8,916	-	-	-	-	-	-	-	-	2,719	-	-	
	1998	269,957	258,100	-	8,916	-	-	-	-	-	-	-	-	2,941	-	-	
	1999	277,264	265,833	-	8,916	-	-	-	-	-	-	-	-	2,515	-	-	
	2000	284,338	229,100	-	5,201	-	-	-	-	-	47,200	-	-	2,837	-	-	
	2001	378,225	-	-	1,486	-	48,827	-	-	-	284,852	40,146	-	2,914	-	-	
	2002	400,277	-	-	-	-	-	-	-	179,405	182,679	36,187	-	2,006	-	-	
Patricia Trivette Secretary, 11/1/1993 - Present	1996	116,844	107,183	-	8,916	-	-	-	-	-	-	-	-	745	-	-	
	1997	121,665	111,975	-	8,916	-	-	-	-	-	-	-	-	774	-	-	
	1998	126,952	116,783	-	8,916	-	-	-	-	-	-	-	-	1,263	-	-	
	1999	131,960	121,900	-	8,916	-	-	-	-	-	-	-	-	1,144	-	-	
	2000	134,269	124,579	-	8,916	-	-	-	-	-	-	-	-	774	-	-	
	2001	147,121	137,450	-	8,916	-	-	-	-	-	-	-	-	755	-	-	
	2002	144,319	134,632	-	8,916	-	-	-	-	-	-	-	-	771	-	-	
	2003	152,066	141,800	-	8,916	-	-	-	-	-	-	-	-	1,350	-	-	
	2004	152,182	141,800	-	8,916	-	-	-	-	-	-	-	-	1,465	-	-	
	2005	152,182	141,800	-	8,916	-	-	-	-	-	-	-	-	1,465	-	-	
Herbert Gordon Treasurer & VP-Investments, 1/1/1978 - 8/6/1996	1996	302,006	168,208	-	-	-	-	-	-	80,623	-	41,589	-	5,365	6,221	-	
Office of the President																	
Richard Atkinson President, 10/1/1995 - 10/1/2003 Former President, 10/2/2003 - 12/31/2003	1996	257,446	245,133	-	-	-	-	-	-	-	-	-	-	12,298	-	15	
	1997	265,801	254,150	-	-	-	-	-	-	-	-	-	-	11,651	-	-	
	1998	284,706	271,400	-	-	-	-	-	-	-	-	-	-	13,306	-	-	
	1999	336,675	315,300	-	-	-	-	-	-	-	-	-	-	21,375	-	-	
	2000	355,755	339,267	-	-	-	-	-	-	-	-	-	-	16,488	-	-	
	2001	367,472	350,267	-	-	-	-	-	-	-	-	-	-	17,205	-	-	
	2002	374,576	356,983	-	-	-	-	-	-	-	-	-	-	17,592	-	-	
	2003	379,662	361,400	-	-	-	-	-	-	-	-	-	-	17,856	406	-	
2004	385,615	30,117	-	-	-	-	-	-	322,534	-	29,981	-	2,983	-	-		
William Baker VP-University & External Relations, 10/1/1983 - 5/31/1997	1996	197,959	187,533	-	-	-	-	-	-	-	-	-	-	5,261	5,165	-	
	1997	188,797	96,850	-	-	-	-	-	-	72,244	-	13,544	-	3,145	3,013	-	
Anne Broome VP-Financial Management, 2/1/1998 - Present	1998	154,283	145,367	-	7,430	-	-	-	-	-	-	-	-	1,486	-	-	
	1999	199,181	187,633	-	8,916	-	-	-	-	-	-	-	-	2,632	-	-	
	2000	213,102	201,967	-	8,916	-	-	-	-	-	-	-	-	2,220	-	-	
	2001	219,551	208,500	-	8,916	-	-	-	-	-	-	-	-	2,135	-	-	
	2002	223,639	212,534	-	8,916	-	-	-	-	-	-	-	-	2,190	-	-	
	2003	245,815	215,200	-	19,475	-	-	-	-	-	-	-	-	2,224	-	-	
	2004	248,839	215,200	21,500	8,916	-	-	-	-	-	-	-	-	3,223	-	-	
2005	249,315	215,200	21,500	8,916	-	-	-	-	-	-	-	-	3,699	-	-		

Legend:

Approved by The Regents.

Attachment 1 Schedule of Employee Compensation (continued)

Name, Position, Tenure in Position	Year	Total Taxable Income	Cash Compensation											Imputed Income				
			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits		
Bruce Darling VP-University & External Relations, 11/1/1996 - 5/8/2000 Sr. VP-University & External Relations, 5/9/2000 - 5/6/2002 Sr. VP-University Affairs, 5/7/2002 - Present	1996	\$ 17,017	\$ 15,833	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 558	\$ -	\$ 626
	1997	202,486	190,633	-	9,659	-	-	-	-	-	-	-	962	-	1,231	-	-	
	1998	209,118	198,833	-	8,916	-	-	-	-	-	-	-	-	-	1,369	-	-	
	1999	218,022	207,917	-	8,916	-	-	-	-	-	-	-	-	-	1,189	-	-	
	2000	234,358	224,583	-	8,916	-	-	-	-	-	-	-	-	-	859	-	-	
	2001	245,538	235,783	-	8,916	-	-	-	-	-	-	-	-	-	839	-	-	
	2002	256,854	246,693	-	8,916	-	-	-	-	-	-	-	-	-	1,245	-	-	
	2003	335,880	269,000	56,501	8,916	-	-	-	-	-	-	-	-	-	1,463	-	-	
	2004	279,407	269,000	-	8,916	-	-	-	-	-	-	-	-	-	1,490	-	-	
	2005	279,407	269,000	-	8,916	-	-	-	-	-	-	-	-	-	1,490	-	-	
Winston Doby VP-Educational Outreach, 1/1/2002 - Present	2002	264,677	193,950	-	8,173	-	-	59,205	-	-	-	-	-	-	3,237	-	113	
	2003	266,790	214,200	-	8,916	-	-	39,900	-	-	-	-	-	-	3,395	-	379	
	2004	267,531	214,200	-	8,916	-	-	39,900	-	-	-	-	-	-	3,406	-	1,109	
	2005	269,243	214,200	-	8,916	-	-	39,900	-	-	-	-	-	-	6,029	-	198	
Robert Dynes Chancellor - UCSD, 7/1/1996 - 10/1/2003 President, 10/2/2003 - Present	1996	83,723	79,417	-	3,715	-	-	-	-	-	-	-	-	-	591	-	-	
	1997	209,133	196,967	-	8,916	-	-	-	-	-	-	-	-	-	3,251	-	-	
	1998	223,015	210,433	-	8,916	-	-	-	-	-	-	-	-	-	3,666	-	-	
	1999	256,970	244,583	-	8,916	-	-	-	-	-	-	-	-	-	3,471	-	-	
	2000	275,119	263,533	-	8,916	-	-	-	-	-	-	-	-	-	2,669	-	-	
	2001	283,806	272,100	-	8,916	-	-	-	-	-	-	-	-	-	2,790	-	-	
	2002	290,324	277,283	-	8,916	-	-	-	-	-	-	-	-	-	4,124	-	-	
	2003	318,206	299,339	-	6,687	-	-	-	-	-	-	-	-	-	4,963	-	7,217	
	2004	426,661	395,000	-	9,659	-	-	-	-	-	-	-	-	-	6,273	-	15,729	
2005	410,189	395,000	-	8,916	-	-	-	-	-	-	-	-	-	6,273	-	-		
S. Robert Foley VP-Laboratory Management, 11/1/2003 - Present	2003	73,104	29,242	-	-	-	-	43,863	-	-	-	-	-	-	-	-	-	
	2004	421,032	350,900	-	8,916	-	-	43,863	-	-	-	-	-	-	17,353	-	-	
	2005	387,469	361,200	-	8,916	-	-	-	-	-	-	-	-	-	17,353	-	-	
W.R. Gomes VP-Agriculture Natural Resources, 9/1/1995 - Present	1996	192,881	176,167	-	-	-	-	12,000	-	-	-	-	-	-	3,150	1,564	-	
	1997	195,725	182,608	-	-	-	-	8,000	-	-	-	-	-	-	3,270	1,847	-	
	1998	196,694	190,417	-	-	-	-	-	-	-	-	-	-	-	4,995	1,282	-	
	1999	205,682	198,667	-	-	-	-	-	-	-	-	-	-	-	4,676	2,339	-	
	2000	216,323	213,233	-	-	-	-	-	-	-	-	-	-	-	1,399	1,690	-	
	2001	225,246	220,133	-	-	-	-	-	-	-	-	-	-	-	3,464	1,649	-	
	2002	235,036	224,367	-	6,475	-	-	-	-	-	-	-	-	-	3,538	657	-	
	2003	242,499	227,200	-	8,916	-	-	-	-	-	-	-	-	-	6,363	-	-	
	2004	243,065	227,200	-	8,916	-	-	-	-	-	-	-	-	-	6,949	-	-	
	2005	243,065	227,200	-	8,916	-	-	-	-	-	-	-	-	-	6,949	-	-	
Manuel Gomez Interim VP-Educational Outreach, 5/14/2001 - 12/31/2001	2001	125,778	93,867	25,886	4,910	-	-	-	-	-	-	-	-	-	1,115	-	-	
	2002	18,260	13,600	3,917	743	-	-	-	-	-	-	-	-	-	-	-	-	

Legend:

Approved by The Regents.

Attachment 1 Schedule of Employee Compensation (continued)

Name, Position, Tenure in Position	Year	Total Taxable Income	Cash Compensation											Imputed Income				
			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits		
M.R.C. Greenwood Chancellor - UCSC, 7/1/1996 - 3/31/2004 Provost & Sr. VP-Academic Affairs, 4/1/2004 - 11/4/2005 Sabbatical, 11/5/2005 - 12/31/2005	1996	\$ 76,549	\$ 72,167	\$ -	\$ 3,715	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 668	\$ -	\$ -
	1997	194,387	183,467	-	8,916	-	-	-	-	-	-	-	-	-	-	2,004	-	-
	1998	209,267	197,167	-	8,916	-	-	-	-	-	-	-	-	-	-	3,184	-	-
	1999	244,688	232,500	-	8,916	-	-	-	-	-	-	-	-	-	-	3,272	-	-
	2000	263,127	251,667	-	8,916	-	-	-	-	-	-	-	-	-	-	2,544	-	-
	2001	271,591	260,000	-	8,916	-	-	-	-	-	-	-	-	-	-	2,675	-	-
	2002	278,344	266,735	-	8,916	-	-	-	-	-	-	-	-	-	-	2,694	-	-
	2003	282,128	269,199	-	8,916	-	-	-	-	-	-	-	-	-	-	4,013	-	-
	2004	500,235	343,067	-	8,916	-	-	125,000	17,950	-	-	-	-	-	-	5,302	-	-
	2005	389,622	374,671	-	8,916	-	-	-	-	-	-	-	-	-	-	6,035	-	-
William Gurtner VP-Clinical Services Development, 1/3/1996 - Present	1996	276,689	270,833	-	-	-	-	-	-	-	-	-	-	-	2,808	2,947	101	
	1997	410,626	325,833	-	-	-	75,000	-	-	-	-	-	-	-	5,499	4,171	123	
	1998	421,589	337,000	-	-	-	75,000	-	-	-	-	-	-	-	6,015	3,574	-	
	1999	435,636	351,833	-	-	-	75,000	-	-	-	-	-	-	-	5,325	3,233	245	
	2000	456,579	378,200	-	-	-	75,000	-	-	-	-	-	-	-	1,617	1,762	-	
	2001	470,256	389,200	-	-	-	75,000	-	-	-	-	-	-	-	4,001	2,055	-	
	2002	471,667	389,200	-	-	-	75,000	-	-	-	-	-	-	-	5,819	1,648	-	
	2003	481,524	395,967	-	-	-	75,000	-	-	-	-	-	-	-	6,178	4,380	-	
	2004	480,162	395,000	-	-	-	75,000	-	-	-	-	-	-	-	6,257	3,905	-	
	2005	484,465	395,000	-	7,430	-	75,000	-	-	-	-	-	-	-	6,273	762	-	
Lawrence Hershman VP-Budget, 2/1/1998 - Present	1998	143,250	133,700	-	7,430	-	-	-	-	-	-	-	-	-	2,120	-	-	
	1999	190,532	177,500	-	8,916	-	-	-	-	-	-	-	-	-	4,116	-	-	
	2000	203,804	191,667	-	8,916	-	-	-	-	-	-	-	-	-	3,221	-	-	
	2001	212,738	200,667	-	8,916	-	-	-	-	-	-	-	-	-	3,155	-	-	
	2002	216,656	204,517	-	8,916	-	-	-	-	-	-	-	-	-	3,223	-	-	
	2003	221,838	207,100	-	8,916	-	-	-	-	-	-	-	-	-	5,822	-	-	
	2004	222,356	207,100	-	8,916	-	-	-	-	-	-	-	-	-	6,340	-	-	
2005	222,356	207,100	-	8,916	-	-	-	-	-	-	-	-	-	6,340	-	-		
Cornelius Hopper VP-Health Affairs, 1/1/1983 - 1/2/2000	1996	199,775	185,533	-	8,916	-	-	-	-	-	-	-	-	-	5,195	-	131	
	1997	206,943	192,342	-	8,916	-	-	-	-	-	-	-	-	-	5,359	-	327	
	1998	215,976	200,500	-	8,916	-	-	-	-	-	-	-	-	-	5,579	-	981	
	1999	224,008	206,000	-	8,916	-	-	-	-	-	-	-	-	-	8,220	-	872	
	2000	136,089	21,256	-	920	-	-	-	-	111,556	-	788	-	-	1,570	-	-	
Wyatt Hume VP-Health Affairs, 9/1/2005 - 11/6/2005 VP-Health Affairs, Acting Provost & Sr. VP-Academic Affairs, 11/7/2005 - Present	2005	112,007	73,750	-	2,229	-	-	24,583	9,000	-	-	-	-	1,666	779	-	-	
V. Wayne Kennedy Sr. VP-Business and Finance, 6/1/1993 - 8/31/2000 Senior Associate to the President, 9/1/2000 - 4/1/2001 Reappointed Senior Associate to the President, 5/1/2001 - 4/30/2003 Special Advisor to Laboratory Management, 5/1/2003 - Present	1996	215,040	195,583	-	8,916	-	-	-	-	-	-	-	-	-	3,510	-	-	
	1997	216,244	203,683	-	8,916	-	7,031	-	-	-	-	-	-	-	3,645	-	-	
	1998	227,155	212,667	-	8,916	-	-	-	-	-	-	-	-	-	5,573	-	-	
	1999	240,825	226,667	-	8,916	-	-	-	-	-	-	-	-	-	5,243	-	-	
	2000	273,272	260,000	-	8,916	-	-	-	-	-	-	-	-	-	4,356	-	-	
	2001	286,897	124,583	-	2,972	-	-	-	140,698	-	18,927	-	-	-	1,716	-	-	
	2002	65,000	65,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	2003	65,000	65,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2004	65,000	65,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
2005	65,000	65,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

Legend:

Approved by The Regents.

Attachment 1 Schedule of Employee Compensation (continued)

Name, Position, Tenure in Position	Year	Total Taxable Income	Cash Compensation										Imputed Income				
			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits	
C. Judson King Interim Provost & Sr. VP-Academic Affairs, 8/1/1995 - 3/14/1996 Provost & Sr. VP-Academic Affairs, 3/15/1996 - 7/25/2003 Reappointed Provost & Sr. VP-Academic Affairs, 9/2/2003 - 3/31/2004	1996	\$ 205,722	\$ 187,021	\$ 3,220	\$ 7,622	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,521	\$ 3,339	\$ -
	1997	217,240	204,683	-	-	-	-	-	-	-	-	-	-	-	5,597	6,956	-
	1998	227,129	213,667	-	-	-	-	-	-	-	-	-	-	-	5,939	7,523	-
	1999	245,293	227,833	-	-	-	-	-	-	-	-	-	-	-	8,811	8,648	-
	2000	280,822	263,667	-	-	-	-	-	-	-	-	-	-	-	8,443	8,712	-
	2001	289,430	272,900	-	-	-	-	-	-	-	-	-	-	-	8,265	8,265	-
	2002	294,902	278,100	-	-	-	-	-	-	-	-	-	-	-	8,448	8,354	-
	2003	480,985	252,983	-	-	2,229	-	-	-	-	177,998	-	33,823	-	7,859	6,094	-
2004	112,583	93,867	-	-	2,972	-	-	-	-	-	-	10,826	-	4,918	-	-	
John McTague VP-Laboratory Management, 6/1/2001 - 1/5/2003	2001	156,438	150,000	-	-	4,458	-	-	-	-	-	-	-	-	1,980	-	-
	2002	337,951	324,283	-	-	8,916	-	-	-	-	-	-	-	-	4,752	-	-
	2003	90,209	56,283	-	-	872	-	-	-	27,638	-	2,906	-	-	2,509	-	-
Joseph Mullinix Sr. VP-Business and Finance, 7/1/2000 - Present	2000	97,919	92,000	-	-	2,972	-	2,250	-	-	-	-	-	-	697	-	-
	2001	351,176	282,933	-	-	8,916	30,000	26,438	-	-	-	-	-	-	2,890	-	-
	2002	351,207	288,317	-	-	8,916	30,000	19,688	-	-	-	-	-	-	4,287	-	-
	2003	352,260	325,792	-	-	8,916	-	12,938	-	-	-	-	-	-	4,615	-	-
	2004	410,494	350,000	-	-	8,916	40,000	6,188	-	-	-	-	-	-	5,391	-	-
	2005	384,460	350,000	-	-	8,916	20,000	-	-	-	-	-	-	-	5,544	-	-
Alex M. Saragoza VP-Educational Outreach, 7/1/2000 - 6/30/2001	2000	98,588	84,503	-	-	3,715	10,000	-	-	-	-	-	-	-	370	-	-
	2001	173,263	120,750	-	-	743	-	-	-	-	-	34,500	15,862	-	756	651	-
Other Selected Employees																	
Celeste Rose Assistant VP for University Relations, 11/1/1992 - 8/5/1997 Vice Chancellor for University Relations - UCD, 7/1/1998 - 6/30/2005 Senior Advisor to the Chancellor - UCD, 7/1/2005 - Present	1996	126,203	125,333	-	-	-	-	-	-	-	-	-	-	-	870	-	-
	1997	120,356	87,361	-	-	-	-	-	-	32,097	-	-	-	-	899	-	-
	1998	96,508	70,000	-	-	3,715	-	16,800	5,000	-	-	-	-	-	933	-	-
	1999	192,433	168,983	-	-	8,916	-	12,600	1,000	-	-	-	-	-	934	-	-
	2000	194,697	174,950	-	-	8,916	1,530	8,400	-	-	-	-	-	-	901	-	-
	2001	194,906	180,800	-	-	8,916	-	4,200	-	-	-	-	-	-	989	-	-
	2002	194,196	184,267	-	-	8,916	-	-	-	-	-	-	-	-	1,013	-	-
	2003	196,545	186,600	-	-	8,916	-	-	-	-	-	-	-	-	1,029	-	-
	2004	196,548	186,600	-	-	8,916	-	-	-	-	-	-	-	-	1,032	-	-
2005	251,248	194,267	-	-	5,201	-	-	-	-	-	50,000	-	-	1,780	-	-	

Percentage of compensation items greater than zero, which were approved by The Regents

92% 89% 3% 90% 41% 29% 0% 60% 0% 0% 13% 3% 1% 0%

Legend:

Approved by The Regents.

Attachment 2 Schedule of Other Employment Arrangements

Name	Last Selected Position Held	Travel Insurance	Home Loan Programs	University-Provided Housing	Senior Management Severance Pay Plan	Separation Arrangements	Post-Separation Employment	Supplemental Retirement	Specialized Health Benefits	Sabbatical Benefits	Supplemental Vacation
Chancellors											
Robert Berdahl	Chancellor - UCB	●	●	●	●					●	●
Robert Birgeneau	Chancellor - UCB	●		●	●			●	●	●	●
J Michael Bishop	Chancellor - UCSF	●		●						●	
Albert Carnesale	Chancellor - UCLA	●		●	●					●	●
Marsha Chandler	Acting Chancellor - UCSD	●	●							●	●
Martin Chemers	Acting Chancellor - UCSC	●			●					●	
Ralph Cicerone	Chancellor - UCI	●		●	●					●	
France Cordova	Chancellor - UCR	●		●	●					●	●
Haile Debas	Chancellor - UCSF	●		●	●					●	
Denice Denton	Chancellor - UCSC	●		●	●				●	●	●
Michael Drake	Chancellor - UCI	●		●	●					●	
Marye Anne Fox	Chancellor - UCSD	●		●	●					●	●
Joseph Martin	Chancellor - UCSF	●	●	●	●					●	
Raymond Orbach	Chancellor - UCR	●		●	●					●	
Carol Tomlinson-Keasey	Chancellor - UCM	●		●	●					●	
Larry Vanderhoef	Chancellor - UCD	●		●	●					●	
Laurel Wilkening	Chancellor - UCI	●		●	●					●	
Henry Yang	Chancellor - UCSB	●		●	●					●	
Charles Young	Chancellor - UCLA	●	●	●	●			●		●	
Karl Pister	Chancellor - UCSC	●		●	●	●		●		●	
DOE Laboratory Directors											
Michael Anastasio	DOE Laboratory Director - LLNL	●			●						
John Browne	DOE Laboratory Director - LANL	●			●	●					
Steven Chu	DOE Laboratory Director - LBNL	●	●		●			●		●	●
Siegfried Hecker	DOE Laboratory Director - LANL	●			●	●					
Robert Kuckuck	Interim DOE Laboratory Director - LANL	●			●						
George Nanos	DOE Laboratory Director - LANL	●			●	●					
Charles Shank	DOE Laboratory Director - LBNL	●			●	●				●	
C. Bruce Tarter	DOE Laboratory Director - LLNL	●			●	●					

Legend:

- Indicates employee is entitled to this benefit.
- Approved by The Regents.

Attachment 2 Schedule of Other Employment Arrangements (continued)

Name	Last Selected Position Held	Travel Insurance	Home Loan Programs	University-Provided Housing	Senior Management Severance Pay Plan	Separation Arrangements	Post-Separation Employment	Supplemental Retirement	Specialized Health Benefits	Sabbatical Benefits	Supplemental Vacation
Medical Center Directors											
David Callender	Medical Center Director - UCLA	●			●						●
Robert Chason	Medical Center Director - UCD	●			●						
Ralph Cygan	Medical Center Director - UCI	●			●						
Michael Karpf	Medical Center Director - UCLA	●	●		●					●	
Sumiyo Kastelic	Medical Center Director - UCSD	●			●						
Mark Laret	Medical Center Director - UCSF	●	●		●						
Richard Liekweg	Medical Center Director - UCSD	●			●	●					
Frank Loge	Medical Center Director - UCD	●			●			●			
Martha Marsh	Medical Center Director - UCD	●			●						
William Kerr	Medical Center Director - UCSF	●			●						
Principal Officers of the Regents											
Marie Berggren	Interim Treasurer & Interim VP-Investments	●			●						●
James Holst	General Counsel-VP Legal Affairs	●			●						
David Russ	Treasurer & VP-Investments	●	●		●						●
Patricia Small	Treasurer & VP-Investments	●			●	●					
Patricia Trivette	Secretary	●			●						
Herbert Gordon	Treasurer & VP-Investments	●			●						
Office of the President											
Richard Atkinson	President	●		●	●		●			●	
William Baker	VP-University & External Relations	●			●						
Anne Broome	VP-Financial Management	●			●						
Bruce Darling	Sr. VP-University Affairs	●	●		●						
Winston Doby	VP-Educational Outreach	●	●		●						
Robert Dynes	President	●		●	●					●	
S. Robert Foley	VP-Laboratory Management	●	●		●						
W.R. Gomes	VP-Agriculture Natural Resources	●	●		●					●	
Manuel Gomez	Interim VP-Educational Outreach	●			●						
M.R.C. Greenwood	Provost & Sr. VP-Academic Affairs	●	●	●	●	●				●	
William Gurtner	VP-Clinical Services Development	●	●		●						
Lawrence Hershman	VP-Budget	●			●						
Cornelius Hopper	VP-Health Affairs	●			●						
Wyatt Hume	VP-Health Affairs, Acting Provost, & Sr. VP-Academic Affairs	●			●						●
V. Wayne Kennedy	Sr. VP-Business and Finance	●	●		●		●				
C. Judson King	Provost & Sr. VP-Academic Affairs	●			●					●	
John McTague	VP-Laboratory Management	●			●					●	●
Joseph Mullinix	Sr. VP-Business and Finance	●			●						●
Alex Saragoza	VP-Educational Outreach	●			●	●				●	
Other Selected Employees											
Celeste Rose	Vice Chancellor - UCD	●	●		●	●	●		●		

Percentage of compensation items greater than zero, which were approved by The Regents

3% 0% 24% 7% 17% 0% 80% 0% 0% 0%

Legend:

- Indicates employee is entitled to this benefit.
- Approved by The Regents.

Attachment 3
Exceptions to University Policies or Standard Practices
Not Approved by The Regents

Name	Compensation Item	Issue
Robert Berdahl	Senior Management Severance Pay Plan	Employee participated in SMSPP while holding a dual academic appointment.
	Base Salary	Waiver of the requirement to return to active University service for a period equal to the leave after the sabbatical was completed and a waiver of the obligation to refund the salary received for the period of a regular sabbatical leave.
	Leased Automobile	Omitted in one or more years from the employee's Form W-2 for tax reporting purposes.
	Home Loan Programs	Concurrently had a home loan and University-provided housing. Home loan granted six months prior to the end of his appointment as Chancellor.
	Supplemental Vacation	Vacation accrued at 24 days per year.
Robert Birgeneau	Sabbatical Benefits	University agreed to honor sabbatical credits earned at a former employer.
	Senior Management Severance Pay Plan	Employee participated in SMSPP while holding a dual academic appointment.
	Supplemental Vacation	Vacation accrued at 24 days per year.
	Specialized Health Benefits	Accelerated vesting arrangement for retirement health and dental coverage. The agreement states that should employee retire within four months following the date on which he completes five years of service, employee will be eligible to receive 50% of the University contribution; if employee completes ten years of University service, employee will be eligible to receive 100% of the University's contribution to the University-sponsored medical and dental coverage.
J Michael Bishop	Honoraria	Received honoraria from the University, which did not relate to teaching University extension courses.
	Leased Automobile	Omitted in one or more years from the employee's Form W-2 for tax reporting purposes.
Albert Carnesale	Senior Management Severance Pay Plan	Employee participated in SMSPP while holding a dual academic appointment.
	Supplemental Vacation	Vacation accrued at 24 days per year.

Attachment 3
Exceptions to University Policies or Standard Practices
Not Approved by The Regents

Name	Compensation Item	Issue
Marsha Chandler	Supplemental Vacation	Restoration of vacation days and vacation accrued at 24 days per year.
	Additional Salary	Stipend while on sabbatical.
	Automobile Allowance	Automobile allowance paid while the employee held a senior management position in an acting capacity and on sabbatical.
Martin Chemers	Automobile Allowance	Automobile allowance paid while the employee held a senior management position in an acting capacity.
	Base Salary	Base salary included stipend while on sabbatical.
France Cordova	Supplemental Vacation	Vacation accrued at 24 days per year.
	Senior Management Severance Pay Plan	Employee participated in SMSPP while holding a dual academic appointment.
Haile Debas	University-Provided Housing	Elected not to occupy the University-provided house.
Denice Denton	Bonuses, Incentives, Awards and By Agreement Payments	Pay for work performed prior to employment in a Selected Position (grossed up for tax purposes).
	Other Non-Cash Fringe Benefits	Personal improvements to a University-provided house.
	Supplemental Vacation	Vacation accrued at 24 days per year.
	Sabbatical Benefits	University agreed to honor sabbatical credits earned at a former employer.
	Senior Management Severance Pay Plan	Employee participated in SMSPP while holding a dual academic appointment.
	Specialized Health Benefits	Accelerated vesting arrangement for retirement health coverage. The employee is eligible to continue University programs into retirement with 100 percent of the University contribution after employee completes 10 years of service as Chancellor or as a faculty member.

Attachment 3
Exceptions to University Policies or Standard Practices
Not Approved by The Regents (continued)

Name	Compensation Item	Issue
Michael Drake	Senior Management Severance Pay Plan	Employee participated in SMSPP while holding a dual academic appointment.
Marye Anne Fox	Bonuses, Incentives, Awards and By Agreement Payments	Bonus to compensate for sabbatical benefits earned at former employer.
	Supplemental Vacation	Vacation accrued at 24 days per year.
	Bonuses, Incentives, Awards and By Agreement Payments	Paid for work performed prior to employment in a Selected Position (grossed up for tax purposes).
Joseph Martin	Honoraria	Received honoraria from the University, which did not relate to teaching University extension courses.
	Leased Automobile	Omitted in one or more years from the employee's Form W-2 for tax reporting purposes.
	Home Loan Programs	Concurrently had a home loan and University-provided housing. Home loan was granted prior to appointment as Chancellor and was paid-off during tenure as Chancellor.
Carol Tomlinson-Keasey	Life Insurance	Omitted in one or more years from the employee's Form W-2 for tax reporting purposes.
Charles Young	Home Loan Programs	Home loan was granted while the employee was receiving temporary housing allowance in lieu of University-provided housing (grossed up for tax purposes).
Karl Pister	Honoraria	Received honoraria from the University, which did not relate to teaching University extension courses.
	Automobile Allowance	Automobile allowance paid for a period of time during post-separation employment.
John Browne	Travel Insurance	Los Alamos National Laboratory provides separate travel insurance in the amount of \$100,000 while the University has committed to provide coverage in the amount of \$250,000.

Attachment 3
Exceptions to University Policies or Standard Practices
Not Approved by The Regents (continued)

Name	Compensation Item	Issue
Steven Chu	Honoraria	Received honoraria from the University, which did not relate to teaching University extension courses.
	Supplemental Vacation	Vacation accrued at 24 days per year.
	Moving Expenses	Compensation to gross up payments for tax purposes.
	Sabbatical Benefits	University agreed to honor sabbatical credits earned at a former employer.
	Senior Management Severance Pay Plan	Employee participated in SMSPP while holding a dual academic appointment.
Robert Kuckuck	Other Non-Cash Fringe Benefits	University paid for spouse travel for other non-business purposes omitted in one or more years from the employee's Form W-2 for tax reporting purposes.
	Travel Insurance	Los Alamos National Laboratory provides separate travel insurance in the amount of \$100,000 while the University has committed to provide coverage in the amount of \$250,000.
George Nanos	Separation Arrangements	Arrangement for continued employment by the University for up to two years and four months after this resignation as Director of Los Alamos National Laboratory and an agreement to reimburse up to \$200,000 on the loss of the sale of his home.
	Bonuses, Incentives, Awards and By Agreement Payments	Signing bonus.
	Automobile Allowance	Automobile allowance paid for a period of time during post-separation employment.
	Travel Insurance	Los Alamos National Laboratory provides separate travel insurance in the amount of \$100,000 while the University has committed to provide coverage in the amount of \$250,000.
	Relocation Allowance	Relocation allowance granted to reimburse for removal expenses.

Attachment 3
Exceptions to University Policies or Standard Practices
Not Approved by The Regents (continued)

Name	Compensation Item	Issue
Charles Shank	Automobile Allowance	Automobile allowance paid during sabbatical.
	Base Salary	Employee did not return to active University service for a period equal to the leave after the sabbatical was completed and did not comply with the obligation to refund the salary received for the period of a regular sabbatical leave.
David Callender	Temporary Housing Allowance	Temporary housing allowance received in excess of 30 days.
	Supplemental Vacation	Vacation accrued at 24 days per year.
Robert Chason	Additional Salary	Stipend granted in excess of 15% of base salary.
Sumiyo Kastelic	Automobile Allowance	Automobile allowance paid while the employee held a senior management position in an acting capacity.
	Senior Management Severance Pay Plan	Reduced monthly contributions to the Senior Management Severance Pay Plan.
Mark Laret	Temporary Housing Allowance	Temporary housing allowance received in excess of 30 days and omitted in one or more years from the employee's Form W-2 for tax reporting purposes.
	Leased Automobile	Omitted in one or more years from the employee's Form W-2 for tax reporting purposes.
Richard Liekweg	Separation Arrangements	Arrangement for up to twelve months base salary if terminated within the initial 60 months of his employment contract.
	Temporary Housing Allowance	Temporary housing allowance received in excess of 30 days. Omitted in one or more years from the employee's Form W-2 for tax reporting purposes.
Frank Loge	Supplemental Retirement	An additional temporary annuity of \$47.08 per month was paid as a result of an administrative error and was discontinued in June 1999.

Attachment 3
Exceptions to University Policies or Standard Practices
Not Approved by The Regents (continued)

Name	Compensation Item	Issue
William Kerr	Leased Automobile	Omitted in one or more years from the employee's Form W-2 for tax reporting purposes.
Marie Berggren	Supplemental Vacation	Vacation accrued at 25 days per year plus one personal day.
James Holst	Leased Automobile	Omitted in one or more years from the employee's Form W-2 for tax reporting purposes.
David Russ	Supplemental Vacation	Vacation accrued at 24 days per year.
	Temporary Housing Allowance	Temporary housing allowance received in excess of 30 days.
Richard Atkinson	Base Salary	Received leave with pay for three months while on-call under the title of Former President.
William Baker	Leased Automobile	Omitted in one or more years from the employee's Form W-2 for tax reporting purposes.
Bruce Darling	Other Non-Cash Fringe Benefits	Personal travel paid by the University and omitted in one or more years from the employee's Form W-2 for tax reporting purposes.
Winston Doby	Home Loan Programs	Simultaneously received a temporary housing allowance and MOP and SHLP loans.
	Other Non-Cash Fringe Benefits	Personal travel paid by the University and omitted in one or more years from the employee's Form W-2 for tax reporting purposes.
	Temporary Housing Allowance	Temporary housing allowance received in excess of 30 days (grossed up for tax purposes).
Robert Dynes	Other Non-Cash Fringe Benefits	Spouse continued to reside in University-provided Chancellor's house after employee moved into University-provided President's house. Omitted in one or more years from the employee's Form W-2 for tax reporting purposes.

Attachment 3
Exceptions to University Policies or Standard Practices
Not Approved by The Regents (continued)

Name	Compensation Item	Issue
W. R. Gomes	Leased Automobile	Omitted in one or more years from the employee's Form W-2 for tax reporting purposes.
Manuel Gomez	Additional Salary	Stipend granted in excess of 15% of base salary.
	Automobile Allowance	Automobile allowance paid while the employee held a senior management position in an acting capacity.
M.R.C. Greenwood	Relocation Allowance	Relocation allowance in excess of the maximum recruitment allowance.
	Home Loan Programs	Concurrently had a home loan and University-provided housing. Home loan was granted prior to appointment as Chancellor and was paid-off during tenure as Chancellor.
	Temporary Housing Allowance	Temporary housing allowance received in excess of 30 days.
Wyatt Hume	Supplemental Vacation	Vacation accrued at 24 days per year.
	Temporary Housing Allowance	Temporary housing allowance received in excess of 30 days.
John McTague	Supplemental Vacation	Vacation accrued at 24 days per year.
Joseph Mullinix	Supplemental Vacation	Vacation accrued at 24 days per year.
Alex Saragoza	Severance Pay	Payment for two months salary as severance pay.
	Bonuses, Incentives, Awards and By Agreement Payments	Pay for work performed prior to employment in a Selected Position.

Attachment 3
Exceptions to University Policies or Standard Practices
Not Approved by The Regents (continued)

Name	Compensation Item	Issue
Celeste Rose	Specialized Health Benefits	Continuation of health benefits while employed by another entity.
	Temporary Housing Allowance	Temporary housing allowance received in excess of 30 days.
	Separation Arrangements	Agreement to cease working for the University as Vice Chancellor of University Relations effective June 30, 2005 and assume the role of Senior Advisor to the Chancellor with duties to be mutually-agreed upon by the Chancellor and Celeste Rose, for the period of July 1, 2005 through June 30, 2007.
	Severance Pay	Payment of transition expenses including employment placement services.