

**COMMITTEE ON COMPENSATION
July 2008**

**APPOINTMENT SALARY FOR JAMES T. KRUPNICK AS CHIEF OPERATING
OFFICER AND ASSOCIATE LABORATORY DIRECTOR, LAWRENCE BERKELEY
NATIONAL LABORATORY**

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with the appointment of James T. Krupnick as Chief Operating Officer and Associate Laboratory Director, Lawrence Berkeley National Laboratory (LBNL):

1. Per policy, appointment salary of \$286,433 (LBNL Job Code 198.3, Salary Grade N17: Minimum \$260,400, Midpoint \$334,548, Maximum \$408,696) as Chief Operating Officer and Associate Laboratory Director, Lawrence Berkeley National Laboratory (LBNL). This represents a 15.0 percent increase in Mr. Krupnick's current base salary of \$249,072.
2. This appointment is 100 percent and is effective July 1, 2008, upon approval of the Regents.

Additional items of compensation include:

- Per policy, standard Pension and Health and Welfare benefits and standard Senior Management benefits, including Senior Management Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.
- Per policy, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program.

The source of funds for payment of this compensation item is DOE funds as provided under the University's contract with the DOE. DOE has approved this appointment salary at the level recommended.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

BACKGROUND

Since incumbent Chief Operating Officer David McGraw announced his retirement in March 2008, Berkeley Laboratory has conducted an active search for a successor. James Krupnick was the top candidate based upon his extensive Berkeley Laboratory and DOE experience coupled with his large-scale project management expertise. He brings to this role a strong understanding of LBNL, UC, and DOE policies and programs.

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LAWRENCE BERKELEY NATIONAL LABORATORY
LBNL – N17 – Minimum \$260,400, Midpoint \$334,548, Maximum \$408,696**

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| ITEM | RECEIVING | | AMOUNT | EXCEPTION TO POLICY | APPROVAL REQUIRED |
|---|-----------|----|-----------|------------------------|----------------------|
| | YES | NO | | | |
| SALARY AND OTHER CASH PAYMENTS | | | | | |
| · Annual Base Salary | X | | \$286,433 | NO | REGENTS |
| · Health Sciences Compensation Plan | | X | | | |
| · Additional Salary (Stipend, add-ons, etc.) | | X | | | |
| · Clinical Enterprise Management Recognition Plan | | X | | | |
| · 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 | | \$14,322 | NO | |
| BENEFITS AND PERQUISITES | | | | | |
| · Standard Benefits Package (Health, UCRP, Vision, Dental, etc.) | X | | | NO | |
| · Automobile Allowance | | X | | | |
| · Leased Automobile | | X | | | |
| · Senior Manager Life Insurance | X | | | NO | |
| · Executive Business Travel Insurance | X | | | NO | |
| · Exec. Salary Continuation for Disability | X | | | NO | |
| · 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 | | X | | | |
| · Temporary Housing Allowance | | X | | | |
| · Payment in lieu of Vacation Pay | | X | | | |
| · Moving Expenses/Movement of Household Goods | | X | | | |
| · Other Payments - please list below | | X | | | |

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|--|------------------|----|--------|------------------------|----------------------|
| | 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 Benefits - please list below | | 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) | \$300,755 | | | | 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]

The only compensation permitted is what is listed on the summary page that accompanied the item.