

**INTERIM ITEM  
COMMITTEE ON COMPENSATION  
DECEMBER 2007**

**APPOINTMENT SALARY FOR WILLIAM J. COAKER, II, AS SENIOR MANAGING  
DIRECTOR OF PUBLIC EQUITY INVESTMENTS, OFFICE OF THE PRESIDENT**

Action under interim authority was requested for the appointment of William J. Coaker in response to an immediate need to fill this position.

**Compensation:**

- (1) Appointment salary of \$275,000, slotted at SLCG Grade 110 as recommended by Mercer HR Consulting (Minimum \$239,700 Midpoint \$307,200 Maximum \$374,500). This is a 100 percent time appointment.
- (2) Effective January 14, 2008.

Additional Items of compensation include:

- Per policy, standard pension and health and welfare benefits, and standard Senior Management benefits which include Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.
- Per policy, eligible to participate in the Senior Management Supplemental Benefit Program.
- Per policy, University will pay for 100% of the actual moving expenses up to a maximum of \$10,000.
- Per policy, eligible to participate in the Mortgage Origination Program Loan (MOP). Participation subject to funding availability and program guidelines not to exceed \$1,300,000.
- Per policy, eligibility to participate in the University of California Office of the Treasurer Annual Incentive Plan with a maximum incentive payout of 120% of base salary. Target payout level is 60% of base salary and awards are paid out over a three (3) year period, with one third paid out in the first year and the remainder deferred over the next two (2) years.

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**

Mr. Coaker is an experienced and accomplished investment management professional. Over his fifteen-year investment career, Mr. Coaker has developed a rigorous manager selection and due diligence process and has evaluated asset allocation strategies for pensions and endowment funds.

[Compensation form attached.]

**APPOINTMENT SALARY FOR WILLIAM J. COAKER, SENIOR MANAGING DIRECTOR OF PUBLIC EQUITY  
INVESTMENTS, OFFICE OF THE PRESIDENT  
SLCG GRADE 110 – Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500**

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Accounting Manager

| ITEM   | RECEIVING |    | AMOUNT    | EXCEPTION<br>TO POLICY | APPROVAL<br>REQUIRED |
|--|-----------|----|-----------|------------------------|----------------------|
|  | YES       | NO |           |                        |                      |
| <b>SALARY AND OTHER CASH PAYMENTS</b>  |           |    |           |                        |                      |
| · Annual Base Salary   | X         |    | \$275,000 | 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 )<br><i>Amount reflective of 60% payout target.</i>   | X         |    | \$165,000 | NO                     | REGENTS              |
| · Senior Management Supplemental<br>Benefit Program - eligible to receive 5%<br>as contribution to retirement plan for total<br>annual amount at current base salary | X         |    | \$13,750  | NO                     |                      |
| <b>BENEFITS AND PERQUISITES</b>  |           |    |           |                        |                      |
| · Standard Benefits Package (Health,<br>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         |    |           | NO                     | REGENTS              |
| · Supplemental Home Loan Program (SHLP)  |           | X  |           |                        |                      |
| · University-provided Housing<br>(President/Chancellors)   |           | X  |           |                        |                      |
| · Educational Expenses   |           | X  |           |                        |                      |
| · Other Perqs - please list below  |           | X  |           |                        |                      |
| <b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>  |           |    |           |                        |                      |
| · Payment in Lieu of Sabbatical Pay  |           | X  |           |                        |                      |
| · Relocation Allowance   |           | X  |           |                        |                      |
| · Temporary Housing Allowance  |           | X  |           |                        |                      |
| · Payment in lieu of Vacation Pay  |           | X  |           |                        |                      |
| · Moving Expenses/Movement Household – <i>at 100%<br/>up to maximum of \$10,000</i>  | X         |    | \$10,000  |                        |                      |
| · House-hunting trips  |           | X  |           |                        |                      |

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| ITEM  | RECEIVING |    | AMOUNT    | EXCEPTION<br>TO POLICY | APPROVAL<br>REQUIRED |
|---|-----------|----|-----------|------------------------|----------------------|
|   | YES       | NO |           |                        |                      |
| <b>FUTURE BENEFITS</b>  |           |    |           |                        |                      |
| · 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  |           |                        |                      |
| <b>OTHER</b>  |           |    |           |                        |                      |
| · Administrative Fund Allocation  |           | X  |           |                        |                      |
| · Corporate Board Service   |           | X  |           |                        |                      |
| · Other (Specify)   |           | X  |           |                        |                      |
| <b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b><br>(Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other) |           |    |           |                        |                      |
|   |           |    | \$463,750 |                        |                      |

[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.