

**COMMITTEE ON COMPENSATION:
MARCH 2008**

**PROMOTIONAL INCREASE AND TITLE CHANGE FOR THOMAS LURQUIN AS
DIRECTOR – PRIVATE EQUITY, OFFICE OF THE PRESIDENT**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the promotional increase and title change for Thomas Lurquin as Director – Private Equity, Office of the President:

- (1) Promotion to Director – Private Equity SLCG 108 (Minimum \$192,300 Midpoint \$244,900 Maximum \$297,400) at 100 percent time.
- (2) A promotional increase of \$27,843 (15.0 percent) bringing the base salary from \$185,623 to \$213,466.
- (3) Effective March 1, 2008.

Additional items of compensation include:

- Per policy, Standard Pension and Health and Welfare benefits.
- Per policy, eligibility to participate in the University of California Office of the Treasurer Annual Incentive Plan with a maximum incentive payout of 90 percent of base salary. Target payout level is 45 percent 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

Since Mr. Lurquin's position was last reviewed, changes have occurred which have resulted in the addition of several new responsibilities and elevation of the level of many existing responsibilities. In addition, he serves as a critical resource to the Office of the Treasurer.

Mr. Lurquin is responsible for the full scope of his assigned portfolio which consists of thirty Private Equity firms with a market value of \$600 million or 30 percent of the overall Private Equity portfolio. Moreover, he is expected to work within the Private Equity team and across other asset classes to ensure that the Energy and the European Private Equity portfolio is complementary to both the global Private Equity portfolio and other asset classes. These responsibilities also require collaboration with other asset classes to understand global trends on the European economy, the global energy market and the Private Equity market. Mr. Lurquin is also responsible for ensuring the strategy is consistent with the risk and return objectives of the asset class. As a result of this responsibility, Mr. Lurquin is accountable for the performance and

results of his portfolio. In addition to the primary responsibilities noted above, Mr. Lurquin is playing a more pivotal role in the overall aspects of the Private Equity portfolio by providing input on all Private Equity strategies and investment decisions. He is expected to mentor and provide guidance to the Investment Officer, Senior Analyst and Analyst. Mr. Lurquin continues to demonstrate a comprehensive understanding of the Private Equity portfolio and has the ability to interact competently with the Regents.

[Compensation form attached.]

**PROMOTIONAL INCREASE AND TITLE CHANGE FOR THOMAS LURQUIN AS DIRECTOR - PRIVATE
EQUITY INVESTMENTS, OFFICE OF THE PRESIDENT
SLCG Grade 108 (Minimum \$192,300 Midpoint \$244,900 Maximum \$297,400)**

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$213,466	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) <i>Amount reflective of 45% payout target.</i>	X		\$96,060	NO	REGENTS
· Senior Management Supplemental Benefit Program		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		X			
· Temporary Housing Allowance		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		X			
· House-hunting trips		X			

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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)					
			\$309,526		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.