

As a pension industry leader providing quality professional services in the high profile environment of the public sector, PERA recognizes that people are our primary asset, and our principal source of competitive advantage.

In order to achieve our vision to be the plan of choice for public employees, we must attract, retain, and motivate a highly qualified and competent work force. In accordance with that objective, our base pay will target the market's average pay for similar jobs in our peer companies, which will be obtained from external and custom salary surveys, for our management, professional, administrative, and technical personnel. For selected jobs, we will supplement base compensation through performance-based incentive programs to achieve PERA's mission and its goals. From this platform, we will utilize a job classification structure for all Divisions in seeking to create internal equity.

In addition to the total cash compensation opportunities, PERA will provide comprehensive benefit plans designed to address employees' health and welfare concerns, retirement and capital accumulation needs, and the company's working environment. These programs will be both contributory and non-contributory in nature, and designed in such a manner as to allow flexibility for choices and coverage consistent with individual employee needs and circumstances, and with practices in peer companies.



**Personal.
Innovative.
Secure.**