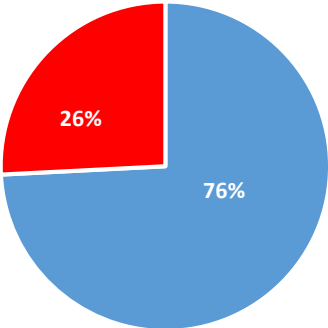


**Pay Quartiles**

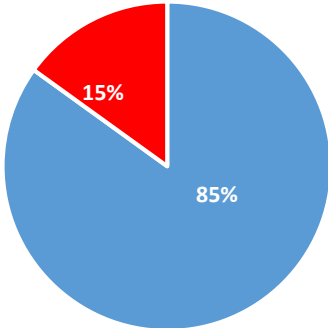
**Lowest Quartile**



■ Male ■ Female

(3.0)% pay gap

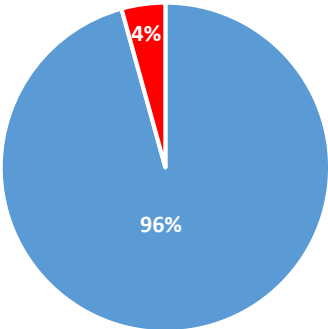
**Quartile 2**



■ Male ■ Female

1.6% pay gap

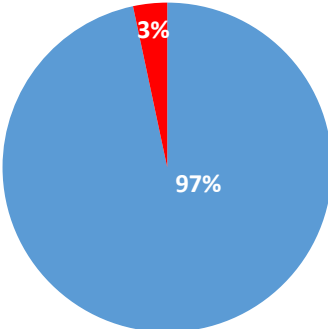
**Quartile 3**



■ Male ■ Female

1.5% pay gap

**Quartile 4**



■ Male ■ Female

18.9% pay gap