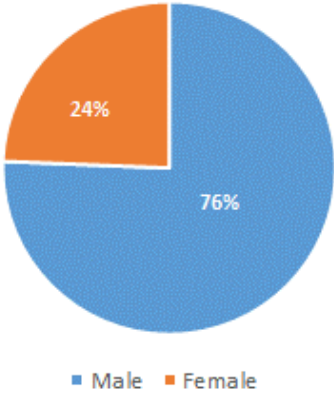


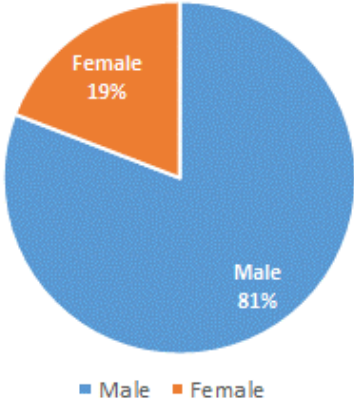
Pay Quartiles

Lowest Quartile



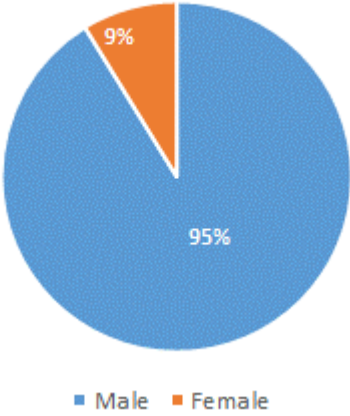
3.3% pay gap

Quartile 2



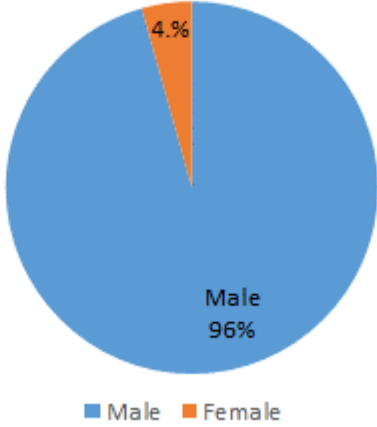
(5.3)% pay gap

Quartile 3



(22.3)% pay gap

Quartile 3



(25.2)% pay gap