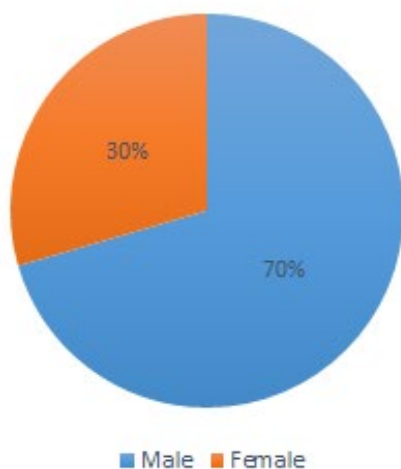
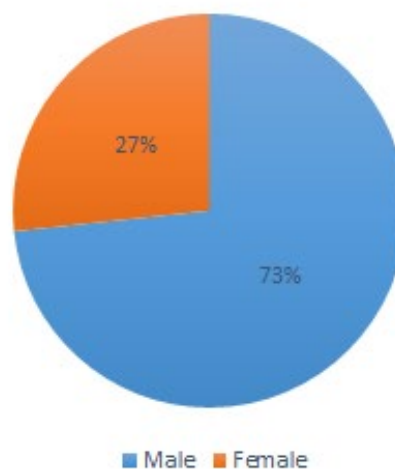


Lowest Quartile



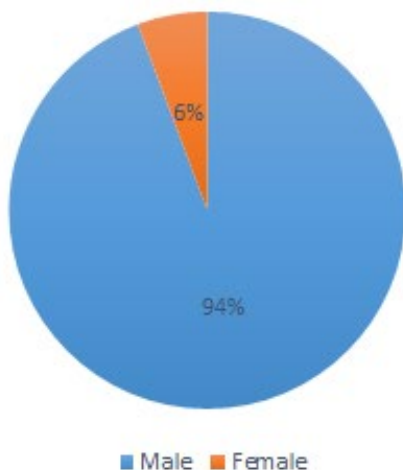
(4.5)%% pay gap

Quartile 2



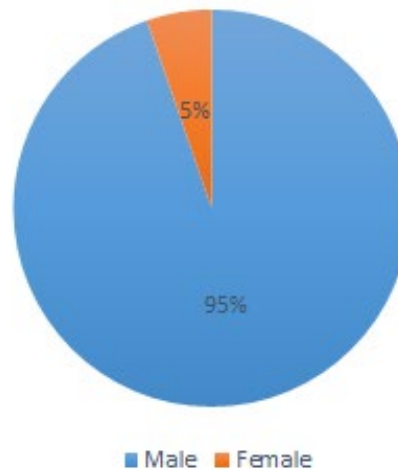
2.4% pay gap

Quartile 3



1.1% pay gap

Quartile 4



21.0% pay gap