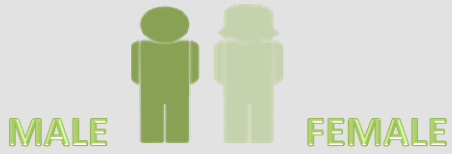


Key



Lower Quartile		Median Pay Gap -4.99%
		Mean Pay Gap -3.93%
lower middle quartile		Median Pay Gap 0.00%
		Mean Pay Gap -0.11%
upper middle quartile		Median Pay Gap -3.43%
		Mean Pay Gap -1.01%
upper quartile		Median Pay Gap 1.21%
		Mean Pay Gap 2.42%