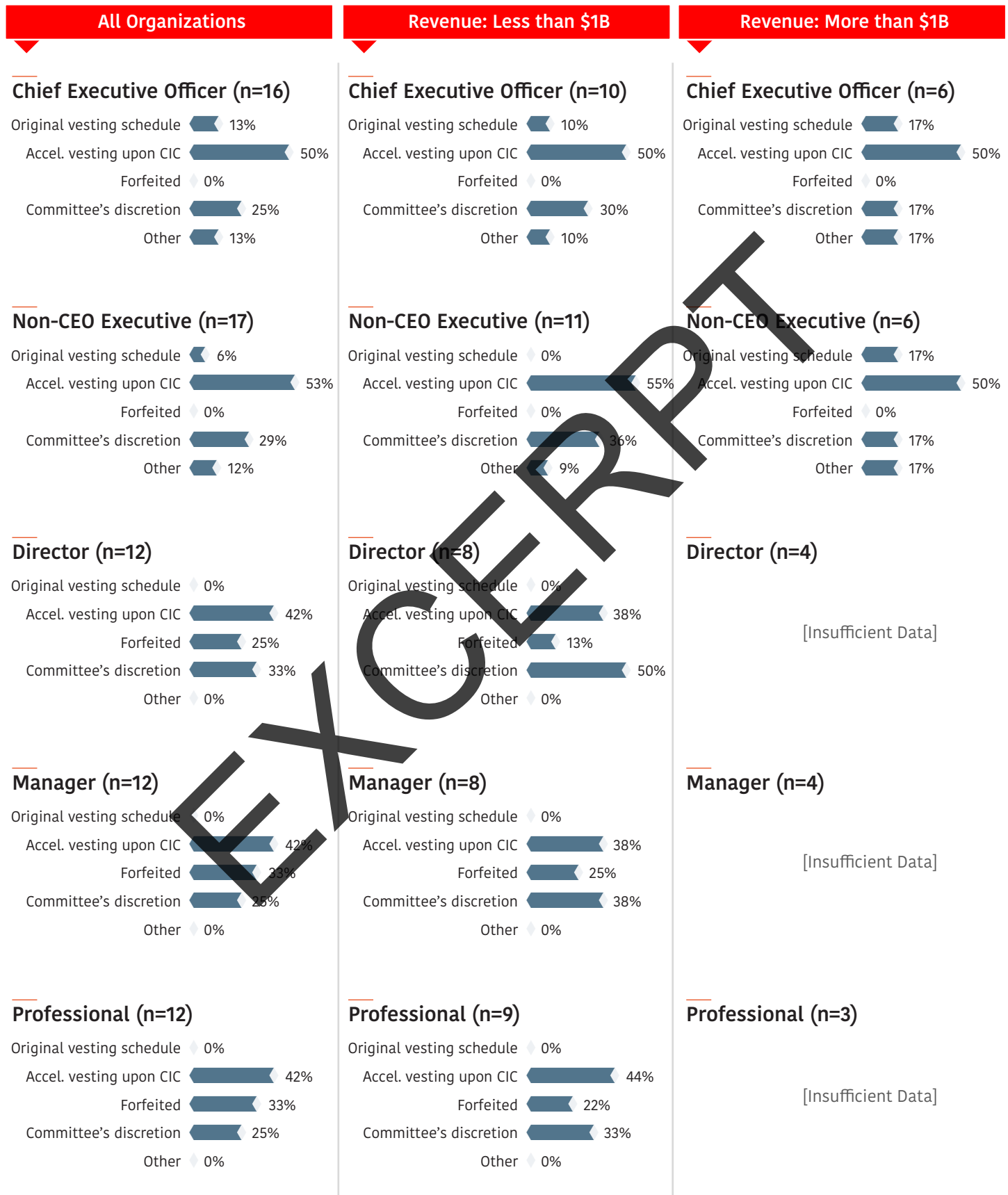


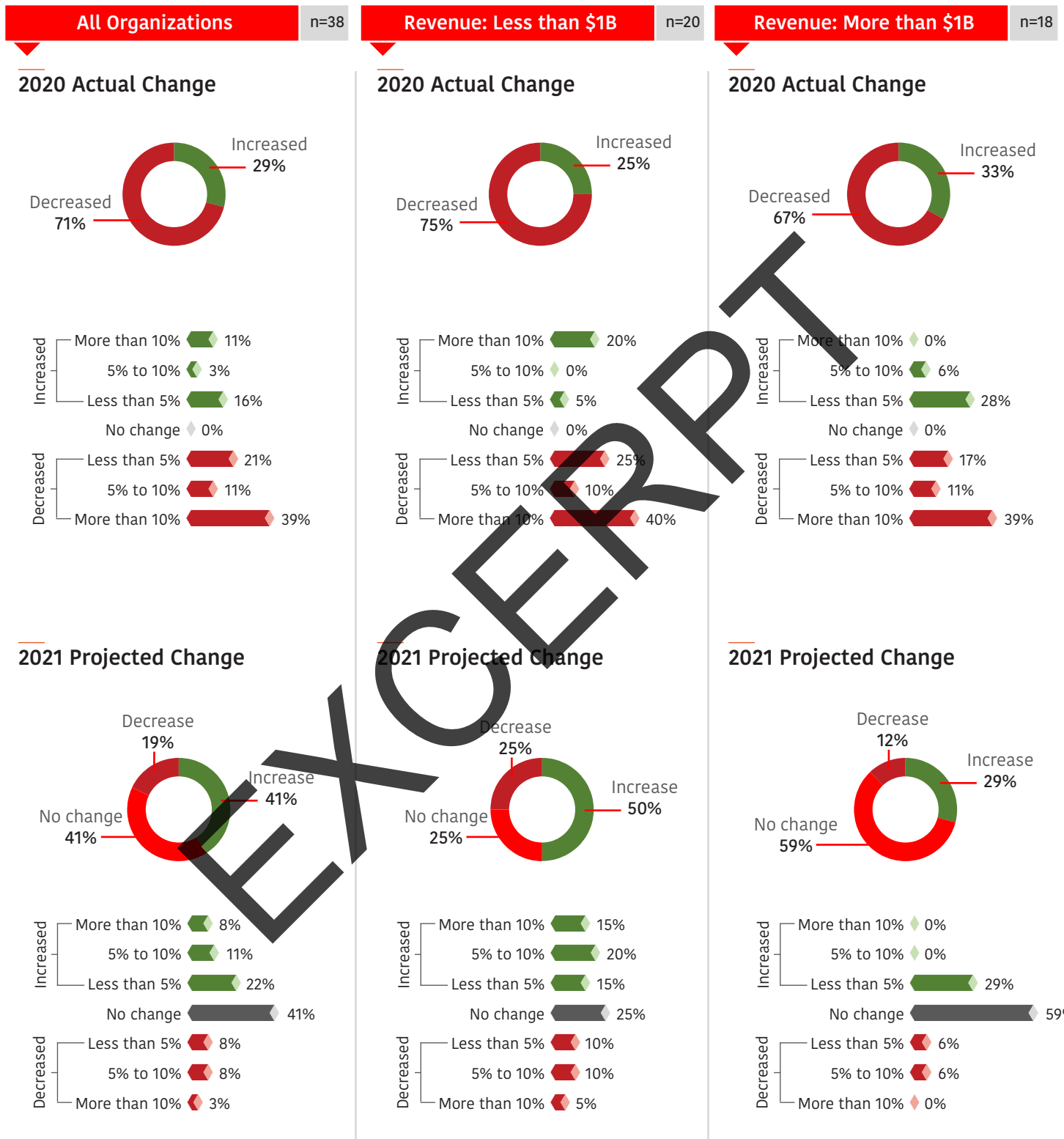
Unvested Equity Treatment

How are unvested equity awards treated under the severance plan (not associated with a CIC)?



2020 Actual vs. 2021 Projected Headcount Change

What was the actual change in your organization's employee population from 2019 to 2020?
 What is the projected change in your organization's employee population from 2020 to 2021?



2020 Actual vs. 2021 Projected Base Salary Budget

Indicate the 2020 Actual salary increase budget as a percentage of total base salary.

Indicate the 2021 Projected salary increase budget as a percentage of total base salary.



Formulaic vs. Discretionary AIP

On average, what percent of the executives' annual incentive plan award is considered formulaic?

On average, what percent of the executives' annual incentive plan award is considered discretionary?

