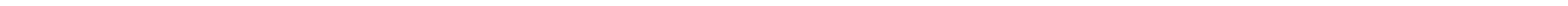


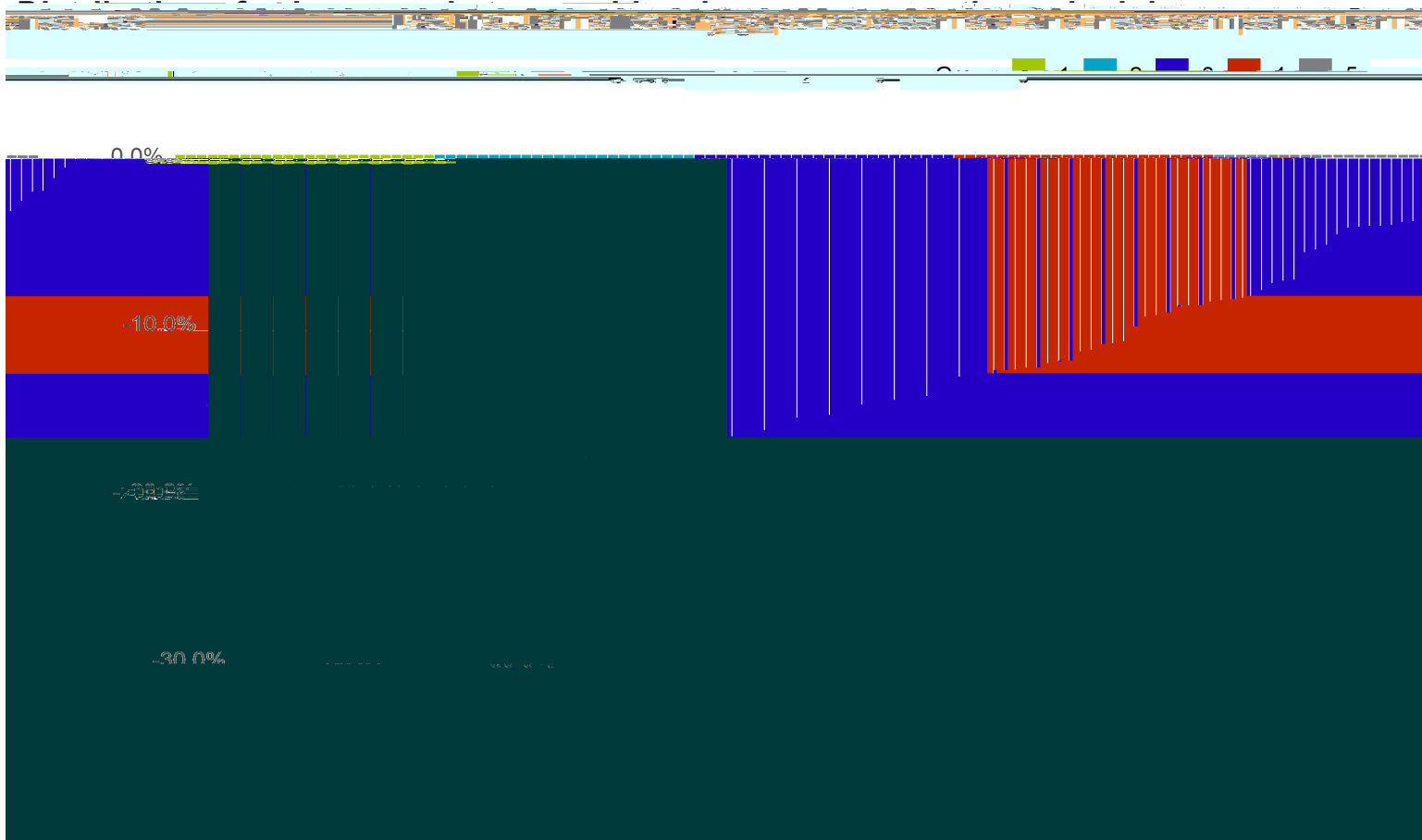
Rationale for Salary Changes



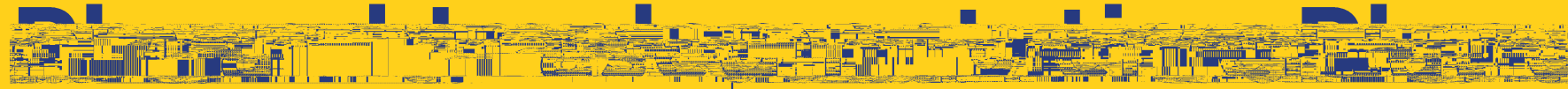








Group	Salary Gap (Mean)	Phase 1 Rate



Compensation Model
Component

Phase 1

Phase 2

Total

\$8,016,311

\$8,506,822



A-S (19) A-H (8)



