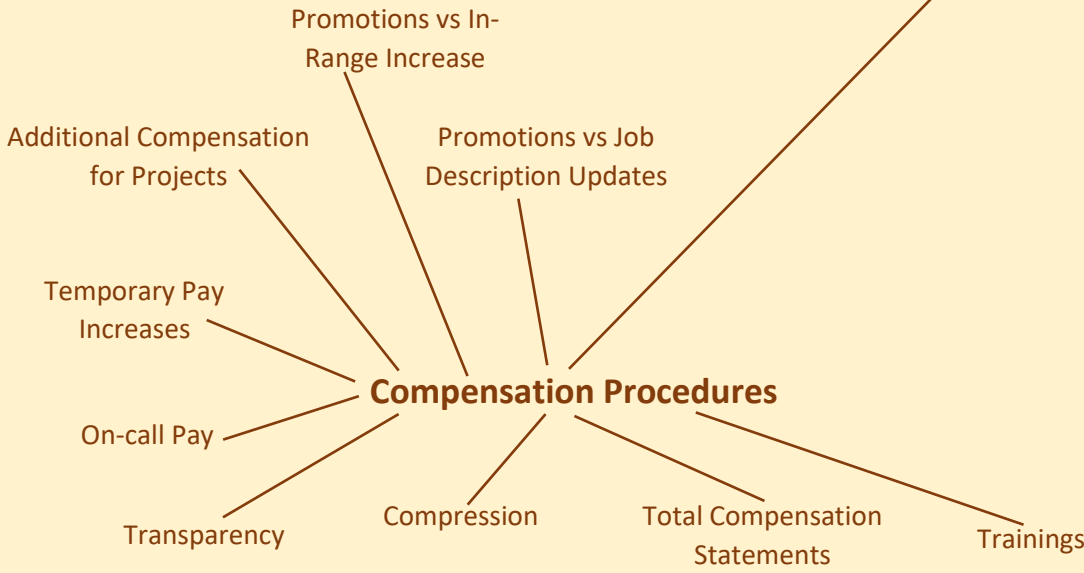
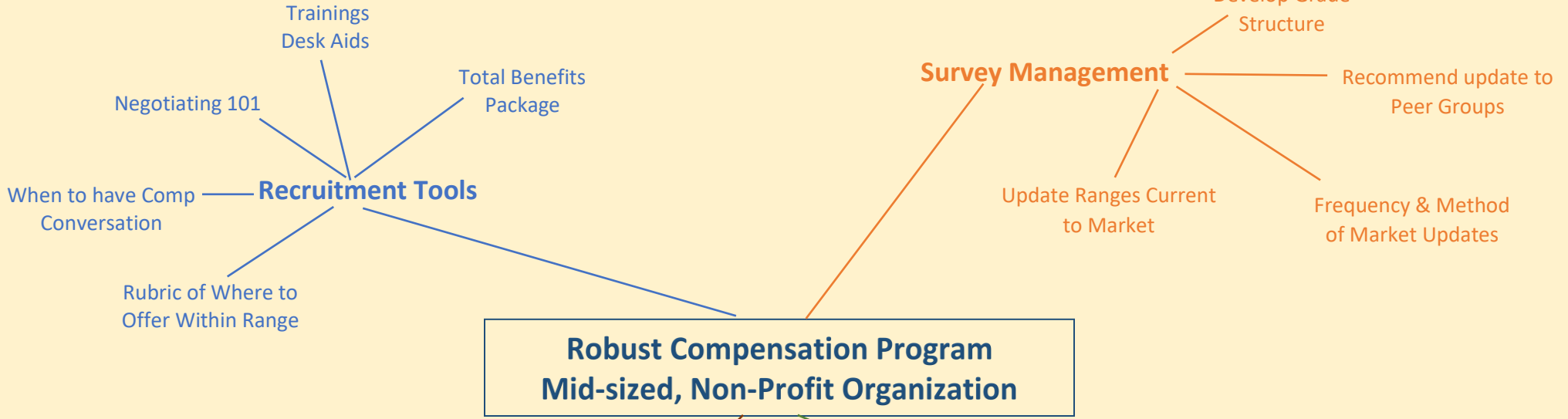


**FINAL PHASE BUILDOUT**

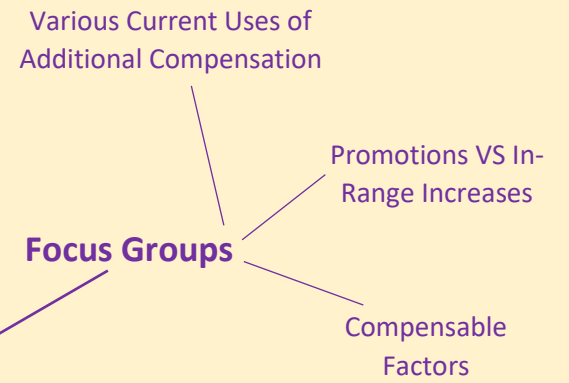
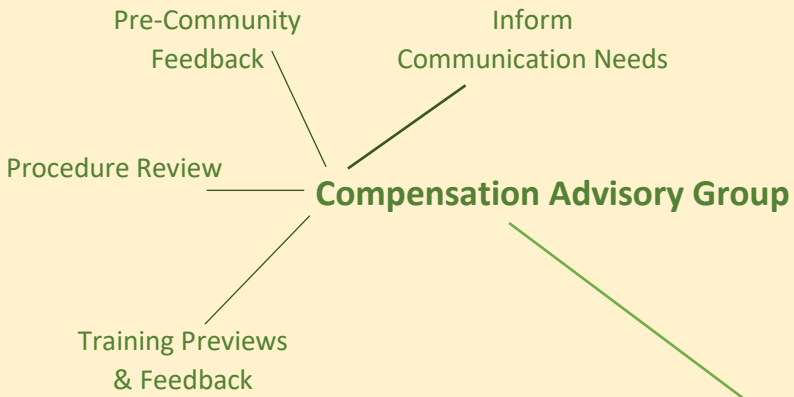


**FOUNDATIONS COMPLETED:**

Compensation Philosophy - Completed

Peer Groups Adopted for Market Data

Updated & Consistent Job Descriptions - Completed



**Community Engagement for Robust Compensation Program**

