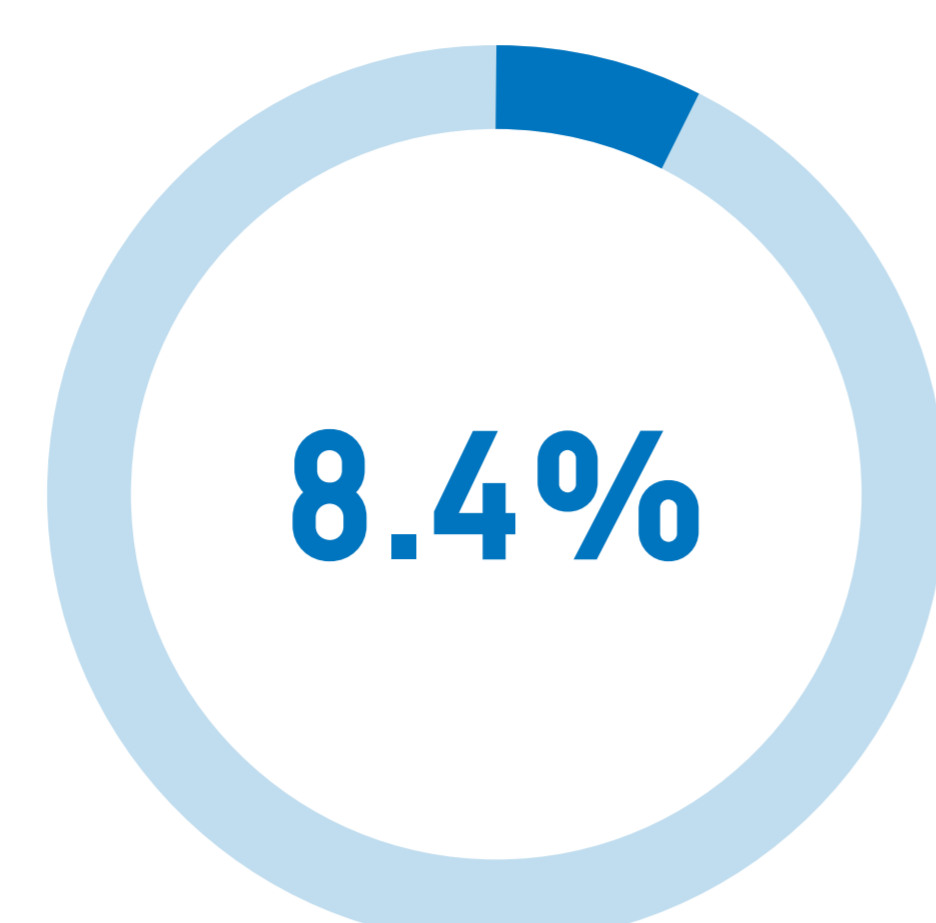


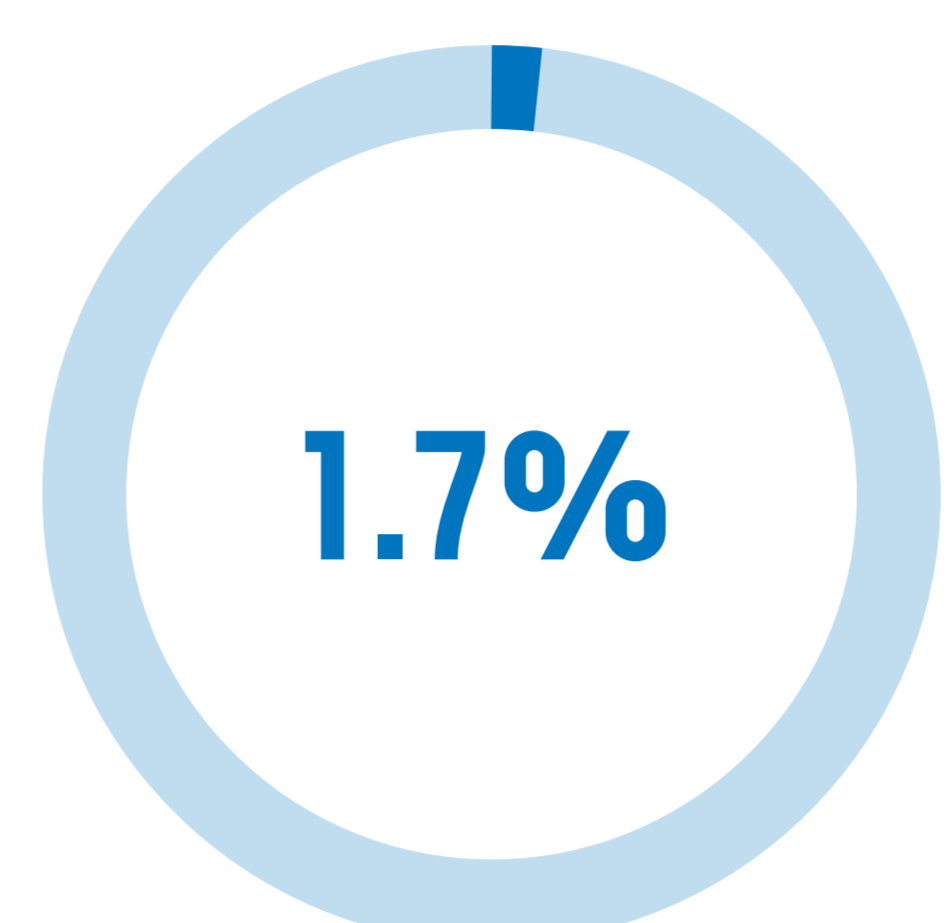
GENDER PAY GAP REPORT 2017

DIFFERENCE IN PAY...

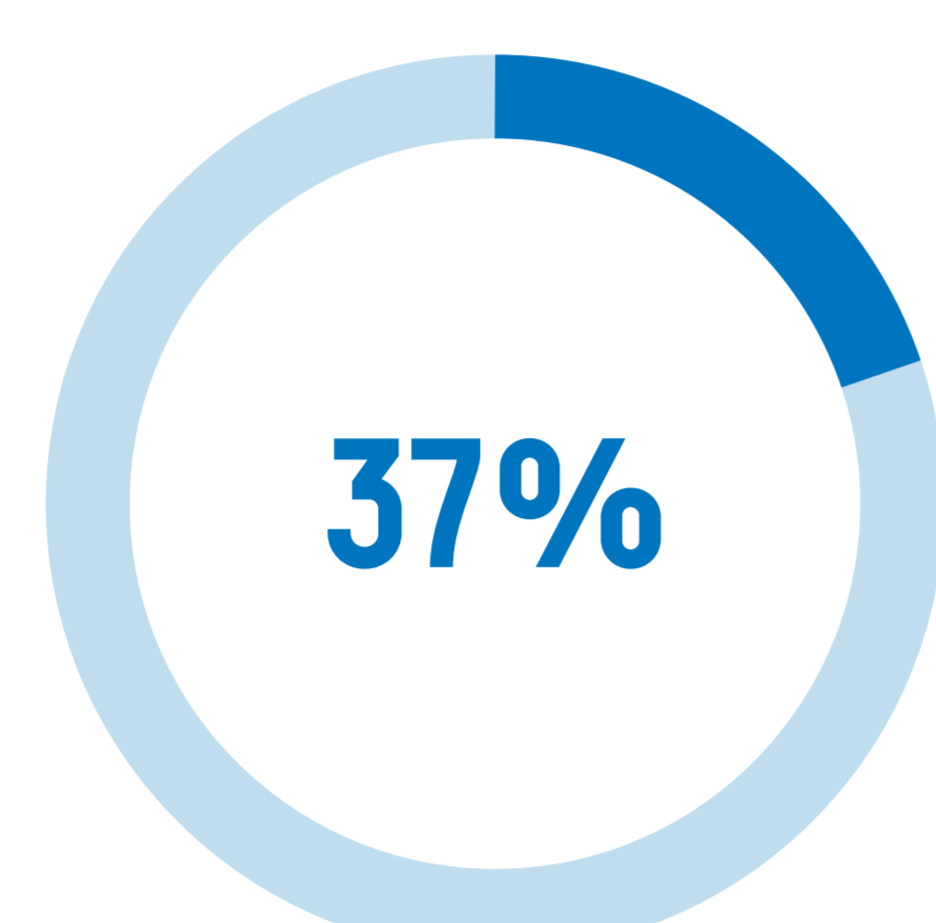
Difference in hourly rate of pay - mean



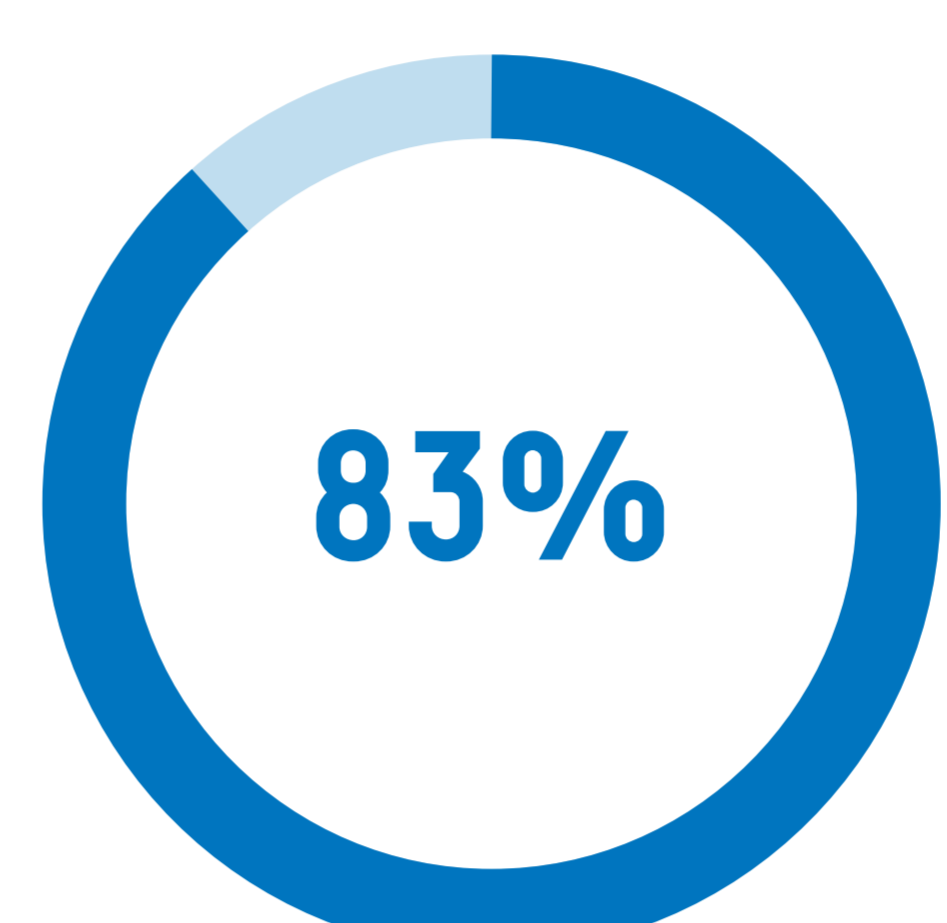
Difference in hourly rate of pay - median



Difference in bonus pay - mean

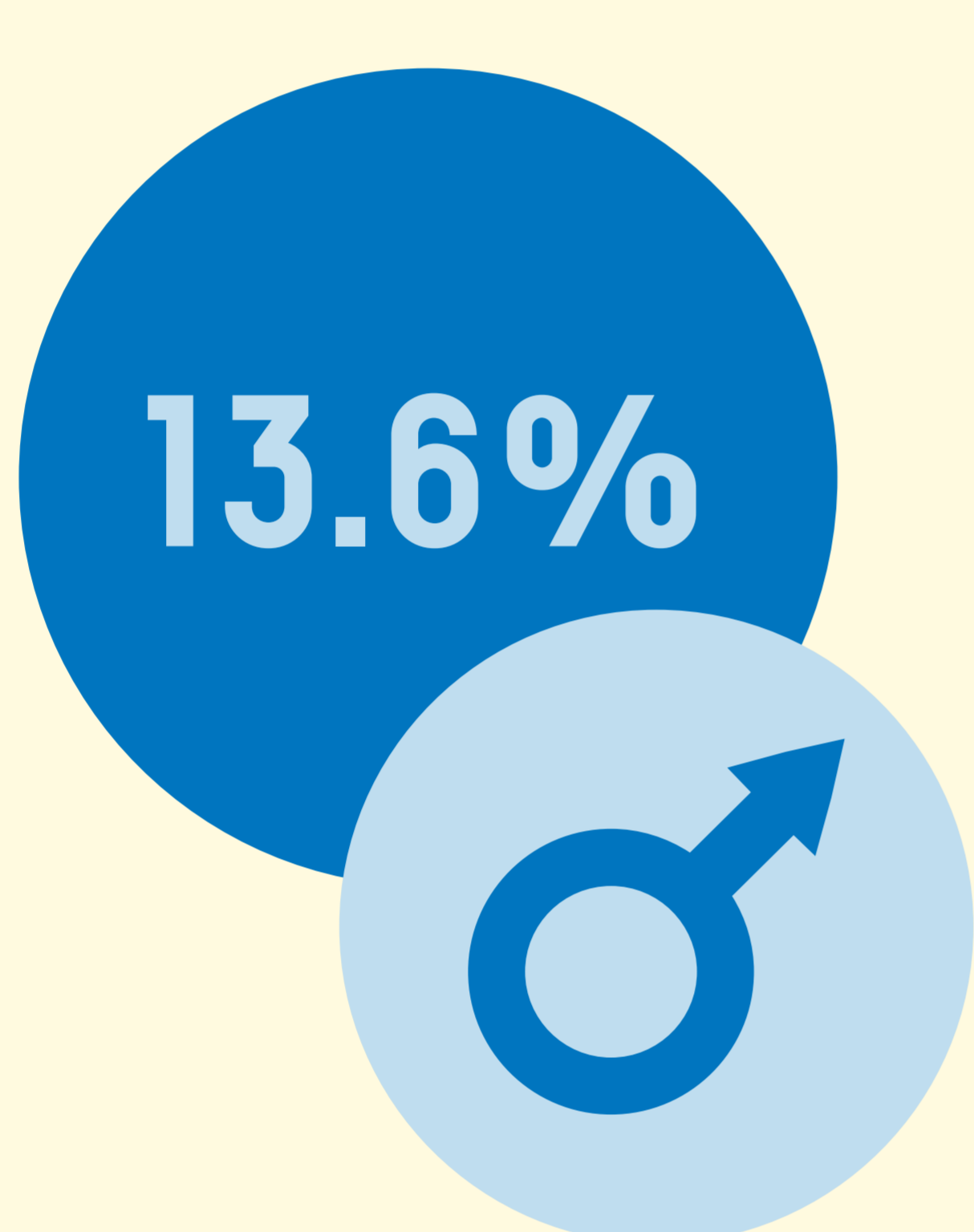


Difference in bonus pay - median

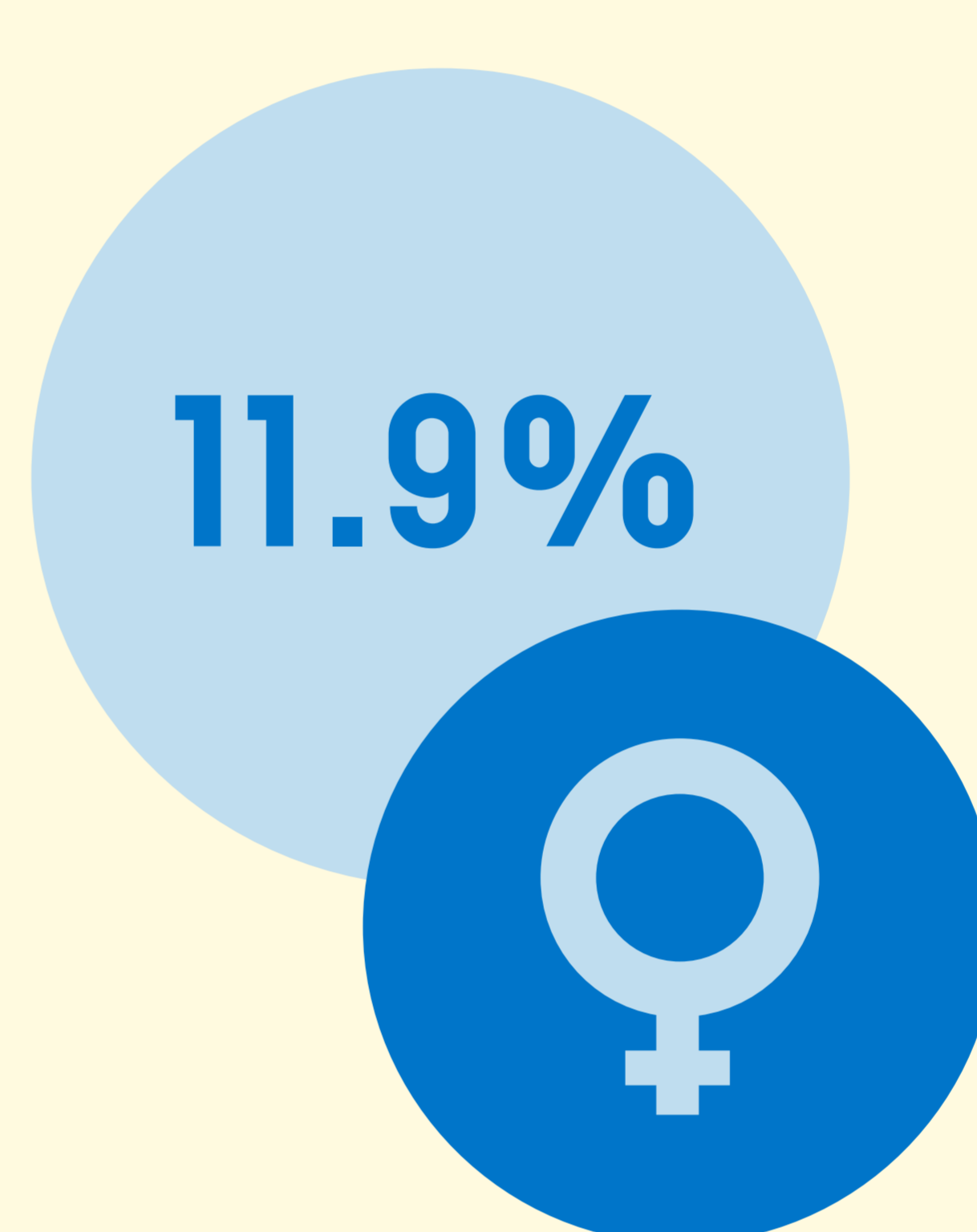


PERCENTAGE OF EMPLOYEES WHO RECEIVED BONUS PAY...

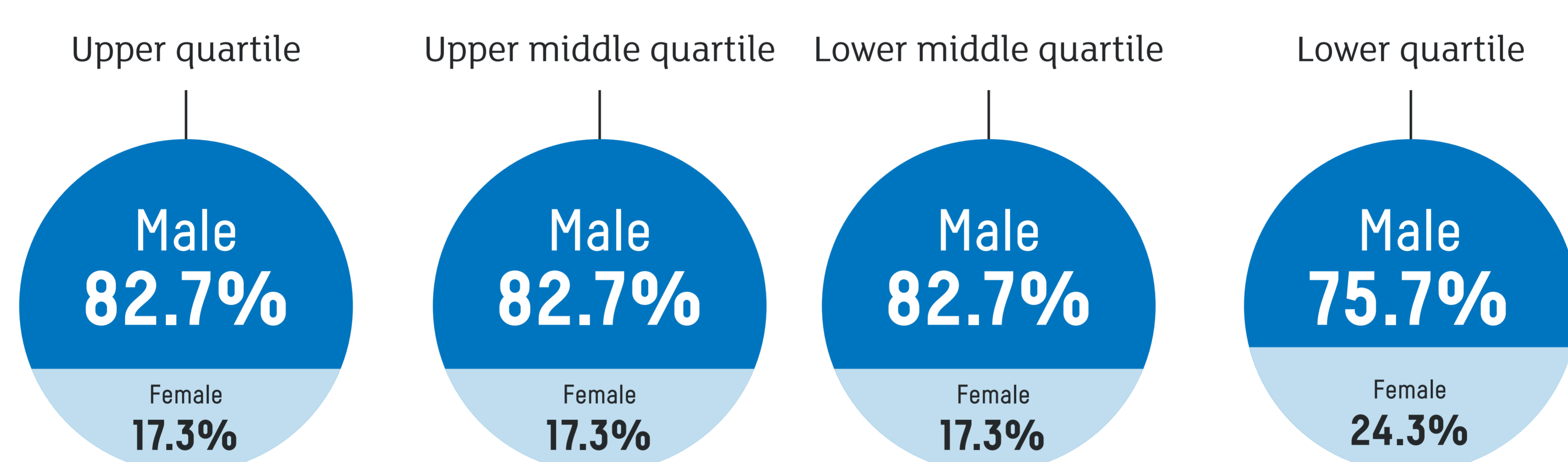
Males who received bonus pay:



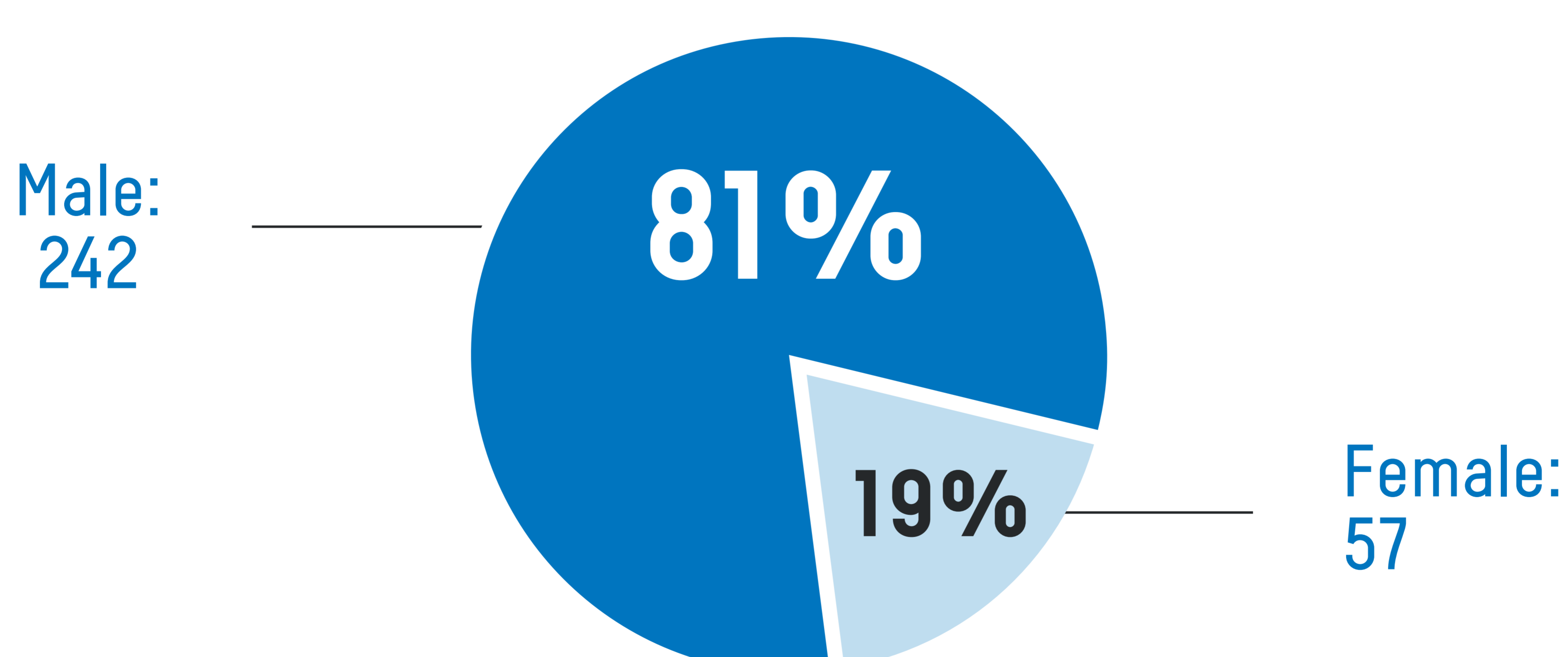
Females who received bonus pay:



EMPLOYEES BY PAY QUARTILE...



TOTAL EMPLOYEES = 299



350,000+
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