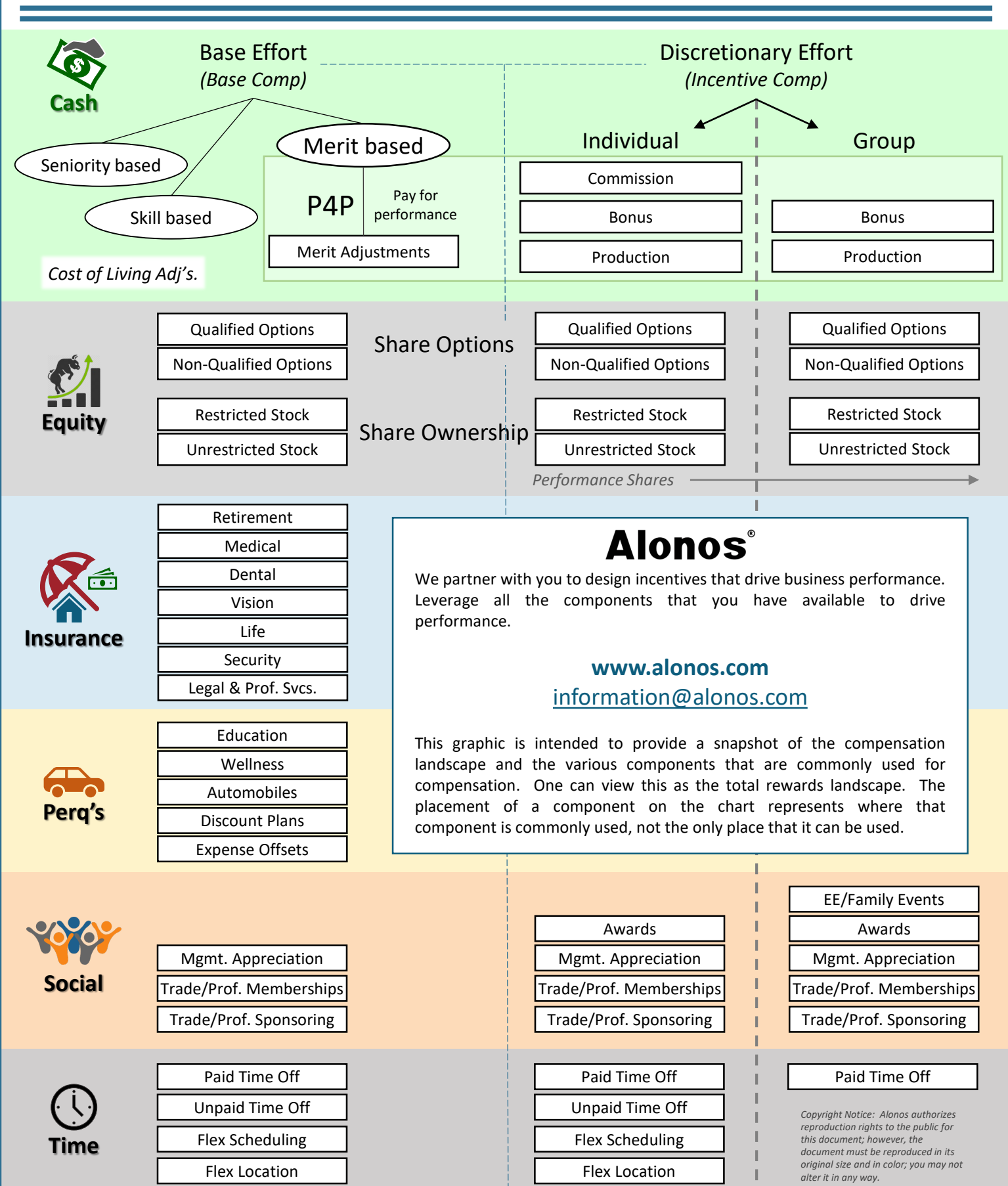


# Compensation Landscape



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This graphic is intended to provide a snapshot of the compensation landscape and the various components that are commonly used for compensation. One can view this as the total rewards landscape. The placement of a component on the chart represents where that component is commonly used, not the only place that it can be used.

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