

Gender Pay Indicators

Employee Level	Ratio
Executive level (base salary only)	95%
%Executive level (base salary + other cash incentives)	91%
Management level (base salary only)	91%
Management level (base salary + other cash incentives)	95%
Non-management level (base salary only)	83%

Employee Level	Average Women Salary	Average Men Salary
Executive level (base salary only)	283,000	297,778
Executive level (base salary + other cash incentives)	868,500	957,566
Management level (base salary only)	124,796	137,043
Management level (base salary + other cash incentives)	257,247	270,411
Non-management level (base salary only)	58,050	69,676