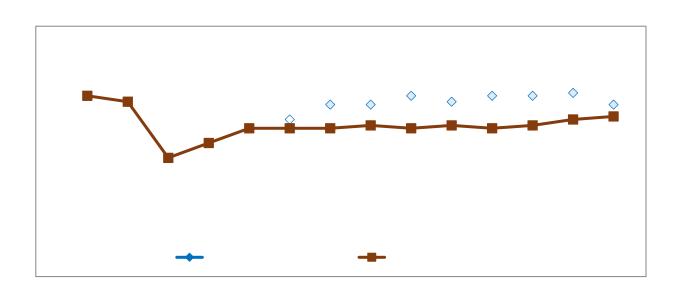


2021 Executive Comp.
Survey Highlights. How
the industry reacted in
2020 to the Pandemic.

2020 Actual and 2021 Executive Pay Forecast



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figures <u>with</u> zeros figures <u>without</u> zeros

Yes

The Final Word

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