

Mean Gender Pay Gap 19.1%

Median Gender Pay Gap 22.8%

Mean Bonus Gender Pay Gap 32.3%

Median Bonus Gender Pay Gap 47.6%

Relevant employees receiving a bonus:

Male 48.5%

Female 56.6%

QUARTILE	% of Men	% of Women
Lower	33%	67%
Lower Middle	46%	54%
Upper Middle	54%	46%
Upper Middle	64%	36%