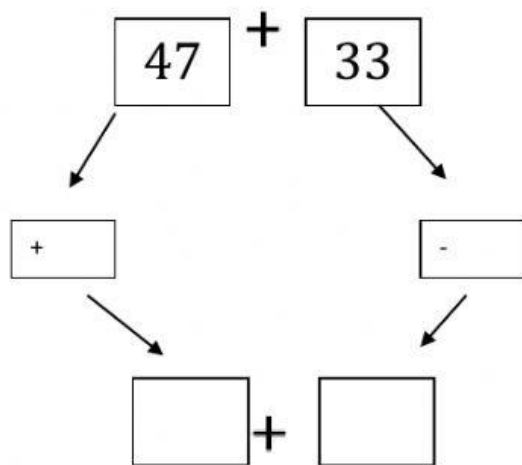
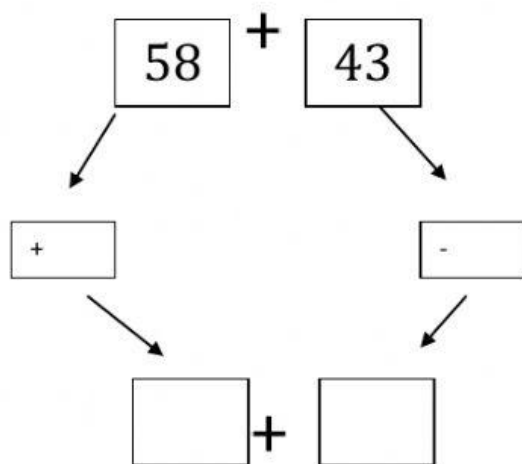


COMPENSATION STRATEGY



SUM:



SUM:

