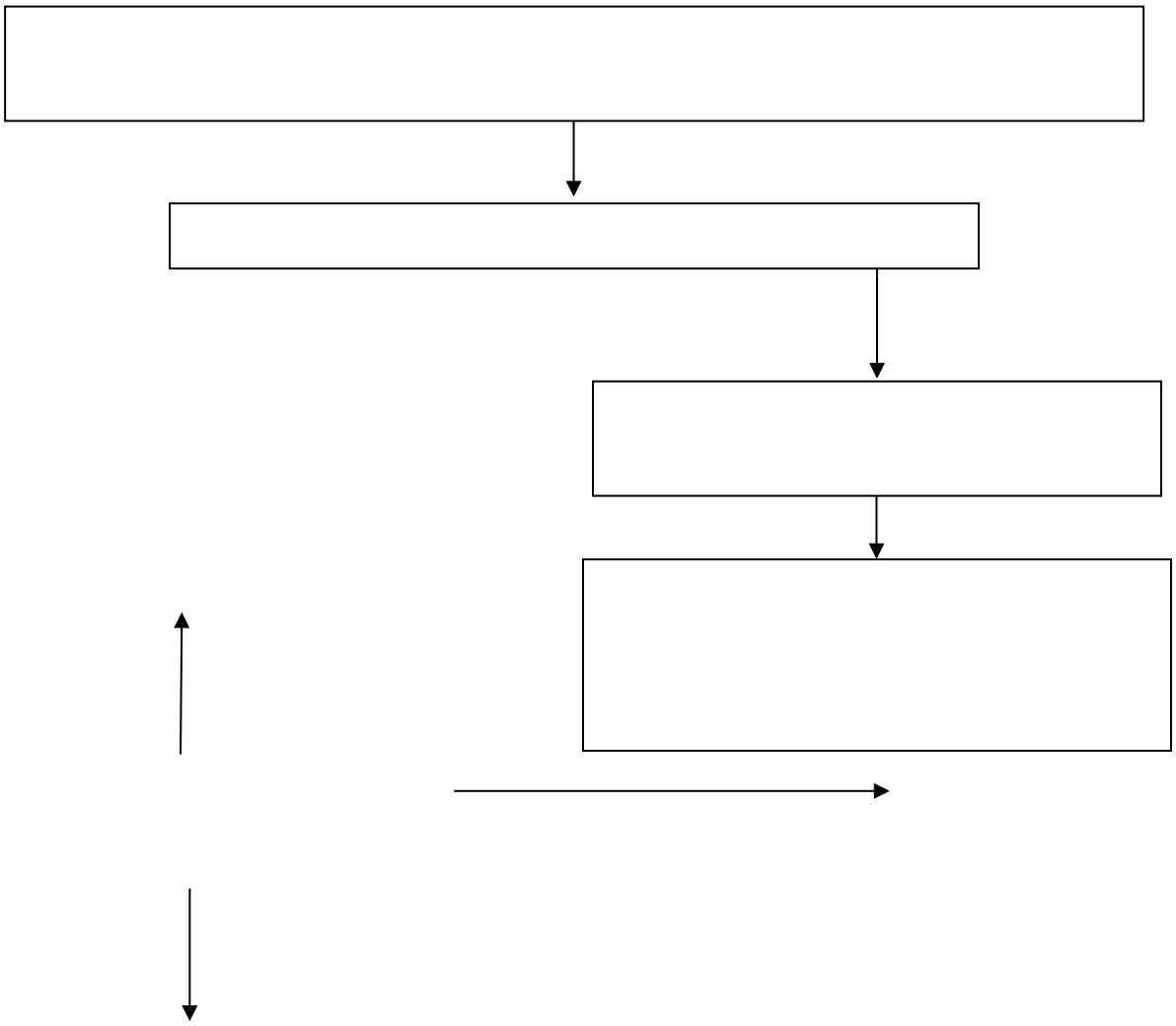

*equity salary adjustments

Internal equity:

External competitiveness: