Directions: Submit all documents and submittal questions to Energy Division Central Files via email EnergyDivisionCentralFiles@cpuc.ca.gov

- 1. Fill out coversheet completely. Coversheet can be embedded as page 1 of the electronic compliance filing or can be submitted as a separate document that is attached to the email that delivers the compliance filing.
- 2. If the coversheet is submitted as separate document, please name the coversheet file with the same document name used in your primary document (see Section A) + plus the word "cov" (for coversheet). For example, the name of the coversheet file will be something like: *West Coast Gas Company Monthly Gas Report 201602 COV.docx*
- 3. If the document is confidential add CONF (for confidential). For example, the name of the coversheet file will be something like: West Coast Gas Company Monthly Gas Report 201602 CONF.docx and West Coast Gas Company Monthly Gas Report 201602 COV CONF.docx
- 4. All documents are required to be submitted in an electronically *searchable* format.
- 5. Documents need to reference the reason for the mandate that ordered the filing in Section B or C. If you are unable to reference a proceeding or explain the origin of your filing, please contact Energy Division Central Files.
- To find a proceeding number (if you only have a decision number), go to
 http://docs.cpuc.ca.gov/DecisionsSearchForm.aspx; enter the decision number, and the results shown include the proceeding number.

NOTE: It is Energy Division's preference to have document components combined into one PDF document with the top sheets being the cover sheet, the next an executive's letter (as applicable), and the compliance data as the third element.

A. Document Name

Today's Date: 6/2/2025

- 1. Utility Name: Southern California Gas Company (SoCalGas)
- 2. Document Submission Frequency (Annual, Semi-Annual, YTD, Quarterly, Monthly, Weekly, Ad-hoc, Once, Other Event): Annual
- 3. Report Name: General Order (GO) 77-M Report
- 4. Reporting Interval (for this submission, e.g., 2015 Q1 that data date): 2024
- 5. Document File Name (format as 1+2 + 3 + 4): SoCalGas Annual General Order (GO) 77-M Report 2024
- 6. Append the confidential and/or cover sheet notation, as appropriate. COVERSHEET REDACTED VERSION

Sample Document Names:

Utility Name + Submittal Frequency + Report Name + Year + Reporting Interval + (COV or CONF or both or neither)

SCE Annual Procurement Report 2015	West Coast Gas Company Monthly Gas Report 201602 CONF
SDG&E Quarterly DR Forecast 2015Q1	West Coast Gas Company Daily Gas Report 20160230 COV
West Coast Gas Company Monthly Gas Report	West Coast Gas Company Monthly Gas Report 201602 COV
201602	CONF
West Coast Gas Company Daily Gas Report	SCE Annual Procurement Report 2015 LTR
20160230	

- 7. Identify whether this filing is \boxtimes original or \square revision to a previous filing.
 - a. If revision, identify date of the original filing: N/A

ver.4/27/2023

B. Documents Related to a Proceeding

All submittals should reference both a proceeding and a decision, if applicable. If not applicable, leave blank and fill out Section C.

- 1. Proceeding Number (starts with R, I, C, A, or P plus 7 numbers): R.03-08-019
- 2. Decision Number (starts with D plus 7 numbers): D.05-04-030 which modified D.04-08-055
- 3. Ordering Paragraph (OP) Number from the decision: OP 2

B (i). Documents Related to a Data Request Only

1. Data Request with not affiliated Proceeding Number/Decision Number or Ordering Paragraph: N/A

C. Documents Submitted as Requested by Other Requirements

If the document submitted is in compliance with something other than a proceeding, (e.g., Resolution, Ruling, Staff Letter, Public Utilities Code, or sender's own motion), please explain: General Order 77-M

D. Document Summary

Provide a Document Summary that explains why this report is being filed with the Energy Division. This information is often contained in the cover letter, introduction, or executive summary.

Utility data on compensation, dues, donations, subscriptions, contributions, and legal fees.

E. Sender Contact Information

- 1. Sender Name: Tariff-Regulatory Affairs
- 2. Sender Organization: SoCalGas
- 3. Sender Phone: (213) 244-2424
- 4. Sender Email: Tariffs@socalgas.com

F. Confidentiality

- 1. Is this document confidential? \boxtimes No \square Yes
 - a. If Yes, provide an explanation of why confidentiality is claimed and identify the expiration of the confidentiality designation (e.g. Confidential until December 31, 2020), and a signed declaration of confidentiality.

G. CPUC Routing

Energy Division's Deputy Executive Director, Leuwam Tesfai, requests that you <u>not</u> copy her on filings sent to Energy Division Central Files. Identify below any Commission staff that were copied on the submittal of this document.

1. Names of Commission staff that sender copied on the submittal of this Document: Mr. Franz Cheng

ver.4/27/2023

BEFORE THE PUBLIC UTILITIES COMMISSION OF THE STATE OF CALIFORNIA

DECLARATION OF SARA P. MIJARES
REGARDING CONFIDENTIALITY OF CERTAIN DATA

I, Sara P. Mijares, do declare as follows:

1. I am the Vice President, Chief Accounting Officer ("CAO") and Controller

for Southern California Gas Company ("SoCalGas"). I have reviewed the confidential

information included within the Southern California Gas Company Pursuant to CPUC

General Order No. 77-M for the year ended December 31, 2024 ("Confidential 2024 GO

77-M Report") submitted concurrently herewith. I am personally familiar with the facts

and representations in this Declaration and, if called upon to testify, I could and would

testify to the following based upon my personal knowledge and/or information and belief.

2. I hereby provide this Declaration in accordance with PUC Section 583,

Decision ("D.") 21-09-020 and General Order ("GO") 66-D Revision 2 to demonstrate

that the confidential information ("Protected Information") provided in the Confidential

2024 GO 77-M Report is within the scope of data protected as confidential under

applicable law.

3. In accordance with the narrative justification described in Attachment A, the

Protected Information should be protected from public disclosure.

I declare under penalty of perjury under the laws of the State of California that the

foregoing is true and correct to the best of my knowledge.

Executed this June 2, 2025, at Los Angeles, California.

Sara P Mijares

Vice President, CAO and Controller

of SoCalGas

1

ATTACHMENT A

Confidentiality Justification for Protected Information as Provided in the Confidential 2024 GO 77-M Report

(Confidential Protected Information provided in the document has been highlighted)

Location of	Legal Citations	Narrative Justification
Location of Data Highlighted information in Confidential 2024 GO 77-M Report.	CPUC General Order 77-M. CPRA Exemption, Gov't Code § 7927.700 ("disclosure of which would constitute an unwarranted invasion of personal privacy") CPRA Exemption, Gov't Code § 7927.705 ("Records, the disclosure of which is exempted or prohibited pursuant to federal or state law") • Valley Bank of Nev. v. Superior Court, 15 Cal. 3d 652, 658 (1975) (Financial information is protected – especially of non-parties) • Britt v. Superior Court, 20 Cal. 3d 844, 855-856 (1978) (even highly relevant information may be shielded from discovery if its disclosure would impair a person's inalienable right of privacy provided by the California Constitution) • Cal. Const., art. 1, § 1 ("All people have inalienable rights. Among these are privacy."); • Bd. of Trustees v. Superior Court, 119 Cal. App. 3d 516,	General Order 77-M recognizes that employee salaries are confidential and permits SoCalGas to redact employee names in the public version of the General Order 77-M. The public disclosure of salary information tied to specific individuals, whether by name or title, also implicates employees' right to privacy and cannot be disclosed absent "compelling need."
	529 (1981) (affirming the right to privacy in employment records, and finding that such records are not discoverable	

Location of Data	Legal Citations	Narrative Justification
	absent a "compelling need"); • Garcia v. City of Imperial, 270 F.R.D. 566, 572–73 (S.D. Cal. 2010), reversed on other grounds, 2010 WL 3719081 (S.D. Cal. Sept. 17, 2010) (denying motion to compel production of information seeking employees "annual salary, assets, liabilities, and net worth" on grounds that plaintiff's need for the financial information did not outweigh employees' privacy rights under the California Constitution)	

SOUTHERN CALIFORNIA GAS COMPANY PURSUANT TO CPUC GENERAL ORDER NO. 77- M FOR THE YEAR ENDED DECEMBER 31, 2024

REDACTED VERSION

INDEX

SECTION TITLE	Page	_
AGREED-UPON PROCEDURES REPORT	1	
EXECUTIVE OFFICERS AND EXECUTIVES OF THE UTILITY'S HOLDING COMPANY	10	
PROPORTION OF COMPENSATION PAID DIRECTLY OR INDIRECTLY BY UTILITY CUSTOMERS COMPENSATION	16	
PAID TO EMPLOYEES WITH A BASE SALARY OF \$125,000 OR MORE PER ANNUM	17	
PAYMENTS TO ATTORNEYS WHO ARE EMPLOYEES OF SOUTHERN CALIFORNIA GAS COMPANY AND SEMPRA	53	
PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS	55	
DUES, DONATIONS, SUBSCRIPTIONS AND CONTRIBUTIONS	56	

NOTE: Per the requirements of GO 77-M Utilities (those with over \$1 billion annual operating revenues) are directed to include an internet site-link to all publicly available documents filed with the Securities and Exchange Commission (SEC) and with the California Public Utilities Commission that relate to executive compensation. Southern California Gas Company's links are:

https://investor.sempra.com/sec-filings

http://www.socalgas.com/regulatory/cpuc.shtml



Southern California Gas Company Independent Accountant's Report On Applying Agreed-Upon Procedures General Order No. 77-M Year Ended December 31, 2024



655 N. Central Avenue Suite 1550 Glendale, CA 91203



213-873-1700 OFFICE

\LOS ANGELES \SAN DIEGO \IRVINE \SACRAMENTO \FRESNO \PHOENIX \LAS VEGAS \MANILA, PH



Independent Accountant's Report on Applying Agreed-Upon Procedures

To the Board of Directors of Southern California Gas CompanySan Diego, CA 92101

We have performed the procedures enumerated below related to Southern California Gas Company's ("SoCalGas" or "Company") compliance with the disclosure requirements of subsections (a) and (c) of the California Public Utilities Commission's ("CPUC") General Order No. 77-M ("GO 77-M") for the year ended December 31, 2024. The Company's management is responsible for its compliance with the specified requirements.

The Company's management has agreed to and acknowledged that the procedures performed are appropriate to meet the intended purpose of assisting users in determining whether the Company complied with the GO 77-M requirements 1) that the elements of the 2024 Tables (the 2024 Tables are included in the Company's GO 77-M 2024 Annual Report and consist of the Company's Executive Officers and Employees with a Base Salary of \$250,000 or More Per Annum and Executive Officers of the Utility's Holding Company Summary of Compensation Table, 2024 Options Exercised and Stock Vested Table, 2024 Annual Pension Cost and Above-Market Interest Table, and 2024 All Other Compensation Table) are fully disclosed, clearly described, and comprehensive, and 2) that they are consistent with the books and records of the Company, authorization by the Company's Board of Directors, as applicable, and the documents filed with the Securities and Exchange Commission and other sources available on the internet. This report may not be suitable for any other purpose. The procedures performed may not address all the items of interest to a user of this report and may not meet the needs of all users of this report and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes.

The procedures performed were not intended to address legal issues as to whether an item is required to be disclosed nor are they designed to address compensation disclosures required by GO 77-M subsections other than subsections (a) and (c).

For purposes of performing these agreed-upon procedures, no exceptions were reported for differences of \$1,000 or less resulting solely from the rounding of amounts disclosed.



The procedures performed in relation to the 2024 Tables and associated findings are as follows:

I. Executive Officers and Employees with a Base Salary of \$250,000 or More per Annum and Executive Officers of the Utility's Holding Company Summary of Compensation Table (Summary of Compensation Table)

Procedures Performed:

A. Column headed "Name" and "Title"

- 1. We agreed the "Name" and "Title" of the Executive Officers of SoCalGas listed in the Summary of Compensation Table to a report extracted from Sempra's ADP Vantage HCM system identifying employees with a 2024 base salary of \$250,000 or more. For retired officers, we agreed the individual's name to Sempra's ADP Vantage HCM system.
- 2. We agreed the "Name" and "Title" of the Executive Officers of SoCalGas listed in the respective columns per the Summary of Compensation Table to the "2024 Sempra Annual Report". For non-officers and retired officers not included in the 2024 Sempra Annual Report, we agreed the respective individual's "Name" and "Title" to a report generated from Sempra's ADP Vantage HCM system.
- 3. We agreed the "Name" and "Title" of the named Executive Officers of Sempra Corporate listed in the respective columns per the Summary of Compensation Table to Sempra's Notice of 2025 Annual Meeting of Shareholders and Proxy Statement as shown below:

NAME	TITLE
Jeffrey W. Martin	Chairman, Chief Executive Officer and President
Karen L. Sedgwick	Executive Vice President and Chief Financial Officer
Justin C. Bird	Executive Vice President
Diana L. Day	Chief Legal Counsel
Trevor I. Mihalik	Executive Vice President and Group President, California

No exceptions were noted as a result of performing these procedures.

B. Column headed "Base Salary (\$)"

1. We agreed the dollar amount shown in the "Base Salary (\$)" column for each of the Executive Officers listed in the Summary of Compensation Table to the Compensation History - by EE ID report extracted from Sempra's ADP Vantage HCM system. For retired officers, we agreed the respective individual's base salary listed in the Summary of Compensation Table to Sempra's ADP Vantage HCM system. Amounts reported under the column headed "Base Salary (\$)" did not include payouts of accrued time off balances in connection with retirements and terminations.



C. Column headed "Bonus (\$)"

1. We agreed the dollar amount shown in the "Bonus (\$)" column for each of the Executive Officers and Employees listed in the Summary of Compensation Table to the total dollar amount listed within the 2024 bonus report of recognition, discretionary and special bonuses generated from Sempra's ADP Vantage HCM system.

No exceptions were noted as a result of performing this procedure.

D. Column headed "Non-Equity Incentive Plan Compensation (\$)"

1. We agreed the dollar amount shown in the "Non-Equity Incentive Plan Compensation (\$)" column for each of the Executive Officers listed in the Summary of Compensation Table to a report generated from Sempra's ADP Vantage HCM system.

No exceptions were noted as a result of performing this procedure.

E. Column headed "Stock Awards (\$)"

 We agreed the date and quantity of performance-based and time-based restricted stock units granted in 2024 for each officer and non-officer listed in the respective columns per the Summary of Compensation Table to the Options and Awards Granted report generated from Sempra's E-Trade Equity Edge system.

No exceptions were noted as a result of performing this procedure.

F. Column headed "Annual Pension Cost and Nongualified Deferred Compensation Earnings (\$)"

1. We agreed the dollar amount shown in the "Annual Pension Cost and Nonqualified Deferred Compensation Earnings (\$)" column for each of the Executive Officers and Employees listed in the Summary of Compensation Table to the total dollar amount in the table titled: Executive Officers and Employees with a Base Salary of \$250,000 or More Per Annum and Executive Officers of the Utility's Holding Company 2024 Annual Pension Cost and Above-Market Interest for the Year Ended December 31, 2024.

No exceptions were noted as a result of performing this procedure.

G. Column headed "All Other Compensation (\$)"

1. We agreed the dollar amount shown in the "All Other Compensation (\$)" column for each of the Executive Officers and Employees listed in the Summary of Compensation Table to the total dollar amount in the table titled: Executive Officers and Employees with a Base Salary of \$250,000 or More Per Annum and Executive Officers of the Utility's Holding Company 2024 All Other Compensation for the Year Ended December 31, 2024.



H. Column headed "Allocation"

We did not perform any procedures related to the three columns listed under the "Allocation" column.

II. Executive Officers and Employees with a Base Salary of \$250,000 or More per Annum and Executive Officers of the Utility's Holding Company 2024 Options Exercised and Stock Vested Table (2024 Options Exercised and Stock Vested Table)

Procedures Performed:

- A. Column headed "Option Awards (Service-Based Stock Options)"
 - We agreed the amount shown in the "Number of Shares Acquired on Exercise" column and the dollar amount shown in the "Value Realized on Exercise (\$)" column for each of the Executive Officers and Employees listed in the 2024 Options Exercised and Stock Vested Table to the Confirmation of Exercise report generated from Sempra's E-Trade Equity Edge system.

No exceptions were noted as a result of performing this procedure.

- B. Column headed "Stock Awards (Performance-Based Restricted Stock)"
 - We agreed the amount shown in the "Number of Shares Acquired on Vesting" column and the dollar amount shown in the "Value Realized on Vesting (\$)" column for each of the Executive Officers and Employees listed in the 2024 Options Exercised and Stock Vested Table to the 1) 2024 Awards Released report generated from Sempra's E-Trade Equity Edge system; and 2) the 2024 Trailing Dividend Calc report prepared by Company management.

No exceptions were noted as a result of performing this procedure.

III. Executive Officers and Employees with a Base Salary of \$250,000 or More per Annum and Executive Officers of the Utility's Holding Company 2024 Annual Pension Cost and Above-Market Interest Table (2024 Annual Pension Cost and Above-Market Interest Table)

Procedures Performed:

- A. Column headed "Annual Pension Cost (\$)"
 - We agreed the dollar amount shown in the "Annual Pension Cost (\$)" column for each of the Executive Officers and Employees listed in the 2024 Annual Pension Cost and Above-Market Interest Table to the exhibit prepared by Willis Towers Watson, Sempra's actuarial consulting firm.



B. Column headed "Above-Market Interest (\$)"

- 1. We agreed the dollar amount shown in the "Above Market Interest (\$)" column for each of the Executive Officers and Employees listed in the 2024 Annual Pension Cost and Above-Market Interest Table who earned above-market interest to the 2024 Excess Interest report prepared by Company management.
- 2. We agreed the sum of the "Annual Pension Cost (\$)" column and the "Above-Market Interest (\$)" column for each of the Executive Officers and Employees listed in the 2024 Annual Pension Cost and Above-Market Interest Table to the "Total" column per the table.

No exceptions were noted as a result of performing these procedures.

IV. Executive Officers and Employees with a Base Salary of \$250,000 or More per Annum and Executive Officers of the Utility's Holding Company 2024 All Other Compensation Table (2024 All Other Compensation Table)

Procedures Performed:

- A. Column headed "Company 401(k) and Related Plan Contributions (\$)"
 - 1. We agreed the dollar amount shown in the "Company 401(k) and Related Plan Contributions (\$)" column for each of the Executive Officers and Employees listed in the 2024 All Other Compensation Table to the totals shown for Match and Excess Match on the 2024 Deferrals reports extracted from Sempra's ADP Vantage HCM system.

No exceptions were noted as a result of performing this procedure.

B. Column headed "Insurance Premiums (\$)"

1. We agreed the dollar amount shown in the "Insurance Premiums (\$)" column for each of the Executive Officers and Employees listed in the 2024 All Other Compensation Table to the dollar amount shown on the 2024 W-2 Summary Report extracted from Sempra's ADP Vantage HCM system for personal liability insurance and executive life insurance unless such benefits were covered under the executive benefit program allowance. For each of the respective individuals, we summed the dollar amounts for executive medical, Medjet, and individual supplemental disability insurance from the Executive Medical Premium Schedule provided by Company management, the Medjet Membership Renewal Report, and the Met Life Supplemental Disability invoice and agreed the resulting total dollar amount to the "Insurance Premiums (\$)" column.



C. Column headed "Other Benefits (\$)"

1. We agreed the dollar amount shown in the "Other Benefits (\$)" column for each of the Executive Officers and Employees listed in the 2024 All Other Compensation Table to the total dollar amount shown for financial planning, executive benefit program allowance, and tax gross-ups on the 2024 Exec W-2 Summaries Report extracted from Sempra's ADP Vantage HCM system. For each of the respective individuals, we summed the dollar amounts for personal use of company cars, drivers and corporate airplane, non-cash gifts, residential security, severance, and charitable matching contributions per schedules prepared by Company management, which shows the list of executives for whom these items are applicable, and agreed the resulting total dollar amount to the "Other Benefits (\$)" column. Amounts reported under the "Other Benefits (\$)" column did not include estimates of costs for benefits provided to retired executives following their retirements or relocation costs for employees who relocated at the Company's request.

No exceptions were noted as a result of performing this procedure.

D. Column headed "Health & Welfare Benefits (\$)"

We agreed the dollar amount shown in the "Health & Welfare Benefits (\$)" column for each
of the Executive Officers and Employees listed in the 2024 All Other Compensation Table
to the dollar amount shown for the Company's flexible benefits contributions on the
2024_Co_Cost_for_Benefits_for_GO-77_Filing report extracted from Sempra's ADP
Vantage HCM system.

No exceptions were noted as a result of performing this procedure.

V. 2024 Tables

Procedures Performed:

We recalculated the mathematical accuracy of the following tables:

- A. Summary of Compensation Table, except for the three columns listed under the "Allocation" column, for which we did not perform any procedures.
- B. 2024 Options Exercised and Stock Vested Table.
- C. 2024 Annual Pension Cost and Above-Market Interest Table.
- D. 2024 All Other Compensation Table.



We were engaged by the Company's management to perform this agreed-upon procedures engagement and conducted our engagement in accordance with attestation standards established by the American Institute of Certified Public Accountants. We were not engaged to and did not conduct an examination or review engagement, the objective of which would be the expression of an opinion or conclusion, respectively, on compliance of the 2024 Tables with subsections (a) and (c) of the CPUC's GO 77-M. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

We are required to be independent of the Company and to meet other ethical responsibilities in accordance with relevant ethical requirements related to our agreed-upon procedures engagement.

This report is intended solely for the information and use of the Audit Committee of Sempra, Board of Directors and management of SoCalGas, and the CPUC and is not intended to be, and should not be, used by anyone other than these specified parties.

Glendale, California

ragnez 4 Company LLP

May 21, 2025



SOUTHERN CALIFORNIA GAS COMPANY EXECUTIVE OFFICERS AND EMPLOYEES WITH A BASE SALARY OF \$250,000 OR MORE PER ANNUM AND EXECUTIVE OFFICERS OF THE UTILITY'S HOLDING COMPANY SUMMARY OF COMPENSATION FOR THE YEAR ENDED DECEMBER 31, 2024

Title (1)

Non Equity Incentive Plan

Annual Pension Cost and Nonqualified Deferred Compensation

Short Title Base Salary (\$)(2) Bonus (\$) (3) Comp Stock Awards (\$) Option Awards (\$) Earnings (\$) Compensation (\$) (4) Total (\$) Award date fair Annual pension cost value of 2024 and above-market Award date fair interest on non-Performance-based restricted stock value of 2024 stock qualified deferred annual cash honus ontion award compensation SDG&E SCG Other Attorney 5,000 183,433 111,609 23,522 36,329 673,393 100% irector 254 311 9 114.094 91.001 \$ 22 967 \$ 30.568 512 940 95% 3% 2% Officer 411.600 \$ 351.900 524.373 \$ 48.689 \$ 94.962 1.431.523 100% 29,537 324.839 135.762 115.864 39.712 645.714 100% Director 512,600 525,900 1,020,562 2,511,047 63,009 4,633,117 100% fficer /ice President 313.500 241 300 266 245 \$ 57 268 \$ 53.408 931.721 100% ice President 278.300 214.200 236.403 \$ 20.348 \$ 42.234 791.485 100% 57,207 \$ 25.972 \$ 30.890 100% Attorney 278,431 76.864 469.364 505,300 518,400 858,205 \$ 144,005 \$ 86,734 2,112,644 100% Officer Attorney 348,496 203,909 124,403 41,947 50,792 100% Attorne 316.836 163 513 106 693 \$ 27 407 \$ 36 451 650 899 100% Officer 403,400 344.900 663.953 \$ 45.133 \$ 47.680 1.505.066 100% 250,000 \$ 1,104,600 279,052 Officer 760.000 1.693.779 \$ 76.733 \$ 4.164.164 100% 37,470 253,763 25,000 \$ 106,057 90,609 21,917 534,817 100% Director irector 265,000 60.000 \$ 137.759 85 694 18.252 \$ 37 878 604 583 38% 57% 5% Director 258.520 2.492 S 118.140 92.784 \$ 21.636 \$ 19.074 512.645 98% 2% \$250, 57,780 100% Attorney 282,999 102.888 22.743 \$ 19.800 486,210 Director 310.324 181,303 158.108 29,023 42,768 721,526 100% ₽ irector 272 532 113,901 97 126 \$ 25.530 \$ 30.674 539.763 100% Salary Attorney 252.334 179 \$ 82.277 51.749 \$ 28.874 \$ 34.000 449.411 100% ice President 314.300 241.900 266.970 \$ 67.547 70.080 960.797 100% 266,338 76,855 55,127 22,182 42,183 462,685 100% Attorney ice President 417.000 375,700 531.041 47.769 S 43,868 1.415.379 54% 43% 2% Attorney 262 467 109.695 79.656 \$ 23.292 \$ 10.789 485.899 100% Attornev 318.794 186.531 113.210 \$ 36.032 \$ 30.542 685,110 100% 302,980 104,471 61.795 22,845 34,516 526,607 100% Attorney ice President 295.200 227,200 250.798 40.928 \$ 47.181 861,307 100% /ice President 342.100 750 \$ 291.600 290.623 \$ 37.357 \$ 61.697 1.024.127 98% 2% 1% ice President 310,707 6.837 \$ 198.841 161.335 \$ 34.243 \$ 24.576 736,539 49% 51% 15,000 \$ 179,347 119,002 31,228 30,892 715,470 35% 46% 19% Attorney 340,000 /ice President 340,200 290,900 325.141 39.726 \$ 62,962 1,058,929 100% gu Attorney 267.214 \$ 87.128 54 642 \$ 24.007 \$ 16.269 110 310 100% Officer 284.000 - S 218,600 234.141 \$ 34.954 \$ 76.724 848.419 100% ice President 371.800 \$ 335.000 473.682 \$ 36.858 \$ 107.524 1.324.864 50% 50% - S ř ice President 352,000 301,000 439,731 41,272 57,548 1,191,551 100% ice President 291,000 223,900 247.268 30.745 \$ 51,228 844.141 100% Office Attorney 303.000 12,500 \$ 111.544 59.954 \$ 24.661 S 38.678 550.337 28% 39% 32% ice President 307.800 236,900 261.418 100% 61.515 \$ 72.380 940.013 Attorney 268,773 112,162 82,070 24,718 \$ 16,430 504,153 100% 107,381 irecto 254,484 7,447 \$ 91.001 24,564 \$ 25.545 510,421 100% Attorney 252,000 105.320 76,518 \$ 21 051 \$ 20.151 475 030 100% 29.587 46% 3% Architect 250.009 59.659 19.003 \$ 358.258 51% ice President 425,700 364,000 542.234 103,137 63,253 1,498,323 10% 90% ice President 265,000 1,000 \$ 159,117 137,489 19,058 \$ 13,166 594,831 43% 57% ice President 384.200 \$ 346.200 480 375 S 59.147 \$ 71.722 1.350.644 43% 57% 100% ice President 397.100 339.500 505.787 \$ 45.922 \$ 16.499 1.304.808 Director 338,810 197,946 172,679 31,672 \$ 29,435 770,541 100% ice President 205,400 23,386 \$ 202,018 100% 266.900 226.748 924,452 irector 256.321 106.966 91.486 \$ 22.463 \$ 31.533 508.769 100% 24 747 \$ ice President 353 000 \$ 301.800 \$ 449 696 \$ 58 990 \$ 1 188 233 100% ice President 264,400 203,500 324,492 21,045 \$ 49,509 862,946 100% 209,600 26,003 54,623 787,112 100% ice Presiden 272,400 224,486 ice President 341.600 \$ 292,100 326.439 \$ 23,784 \$ 54,713 \$ 1.038.636 100% Attornev 305 215 \$ 118 977 \$ 93 414 \$ 28 079 \$ 23 323 \$ 569 008 100% /ice President 408,100 \$ 100,000 \$ 348,900 \$ 519,785 \$ 51,400 \$ 64,433 \$ 1,492,617 100% 100% ice President 262,600 \$ 202,100 \$ 223,130 \$ 20,840 \$ 53,924 \$ 762,594 Exec VP Executive Vice President 780,000 \$ 150,000 \$ 1,003,400 \$ 1,396,187 \$ 639,341 \$ 266,128 \$ 145,776 4.380.832 Bird, Justin C Day, Diana L Attorney Chief Legal Counsel 510,000 \$ 437,400 \$ 866.171 \$ 59.478 \$ 78.464 1,951,513 32% 43% 25% 4 241 667 S Martin, Jeffrey W Chairman, CEO, & President Chairman, Chief Executive Officer and President 1 600 000 \$ 4.002.100 \$ 9 262 310 \$ 1 191 677 \$ 780 959 \$ 21 078 714 0% 0% 100% Mihalik Trevor I Fxec VP & President Executive Vice President and Group President, California 950.000 \$ - S 1.357.900 \$ 2.766.049 \$ 1.266.671 567.632 \$ 216.805 7.125.057 21% 30% 49% 35% 36% Sedawick, Karen L Exec VP & CFO Executive Vice President and Chief Financial Officer 630.000 - S 810.500 \$ 1.458.030 \$ 667.682 \$ 58.574 \$ 104.123 \$ 3.728.909 29% Wall. Peter R VP, Controller, & CAO 37% Senior Vice President, Controller and Chief Accounting Officer 460.000 \$ 796,170 \$ 54.593 \$ 72.416 \$ 29% 35% - S 328.800 \$ 1.711.979 \$ 23,100,098 \$ 636,205 \$ 20.538.940 \$ 31.651.426 \$ 6.815.361 \$ 6.688.799 \$ 4.270.516 \$ 93.701.345

¹⁾ Job titles according to the Annual Report or, if not included in Annual Report, title as of December 31, 2024 according to the ADP Vantage HCM system.

⁽²⁾ Annualized salaries as of December 31, 2024 (or, if the employee separated from service during 2024, the date of separation from service) without proration for salary changes, hires or separations during 2024

⁽³⁾ Represents cash recognition awards.

⁽⁴⁾ Amounts consist of company 401(k) and deferred compensation plan contributions, health and welfare benefits, and certain executive benefits and perquisites. For Ms. Brown and Messrs. Barrett, Bird, Drury and Martin, amounts include the incremental cost to the company attributable to security-related services, including the use of a car and security personnel, such as an accurity driver, for commuting and other transportation needs, home security for Mr. Martin, and personal use of the company's aircraft service for Mr. Martin, for Mr. Drury and Ms. Vallay-Paz, relocation-related housing and/or associated tax gross-ups provided in connection with a work location transfer (these relocation benefits are consistent with the relocation benefits are consistent with the relocation benefits are consistent with the relocation transfer. (the provided to salaried employees who relocate at the company's request). Amounts also include company contributions to charitable, educational and other non-profit organizations to match personal contributions on a dollar-for-dollar basis up to an annual maximum match or as a double-match under the special special double-match under the special double-match under foundation is funded by Sempra and which double-match program was available to all employees

SOUTHERN CALIFORNIA GAS COMPANY EXECUTIVE OFFICERS AND EMPLOYEES WITH A BASE SALARY OF \$250,000 OR MORE PER ANNUM AND EXECUTIVE OFFICERS OF THE UTILITY'S HOLDING COMPANY 2024 OPTIONS EXERCISED AND STOCK VESTED FOR THE YEAR ENDED DECEMBER 31, 2024

			Option (Servic Stock (e-Ba	sed	(Perforn	nanc	wards ce-Based Stock)
		Short Title	Number of Shares Acquired on Exercise		Value Realized on xercise (\$)	Number of Shares Acquired on Vesting		Value Realized on Vesting (\$)
		Attorney	011 Exercise	\$		1,066	\$	77,442
		Director	0	\$	-	1,762	\$	127,666
		Officer	0	\$	-	7,657	\$	557,282
		Director	0	\$	-	2,402	\$	174,001
		Officer Vice President	0	\$ \$	-	19,370 5,460	\$ \$	1,409,080 395,528
		Vice President	0	\$	- -	4,758	\$	344,672
		Attorney	0	\$	-	1,205	\$	87,272
		Officer	0	\$	-	19,888	\$	1,461,921
		Attorney	0	\$	-	2,500	\$	181,061
		Attorney	0	\$ \$	-	1,323	\$	96,015
		Officer Officer	0	\$ \$		6,802 32,577	\$ \$	493,888 2,385,914
		Director	0	\$	-	1,867	\$	135,196
† ÷		Director	0	\$	-	1,648	\$	119,411
0,0		Director	0	\$	-	1,913	\$	138,532
522		Attorney	0	\$	-	1,205	\$	87,272
Ję St		Director	0	\$	-	3,271	\$	236,920
2		Director Attorney	0	\$ \$	-	1,997 1,060	\$ \$	144,642 76,800
<u>a</u>		Vice President	0	\$	-	5,479	\$	396,877
ဇ		Attorney	0	\$	-	1,168	\$	84,580
Executive Officers of SCG and Employees with a Base Salary of \$250,000+		Vice President	0	\$	-	13,513	\$	988,904
a H		Attorney	0	\$	-	1,107	\$	80,462
ŧ		Attorney	0	\$	-	2,309	\$	167,252
> σ		Attorney	0	\$ \$	-	1,286	\$	93,145
9		Vice President Vice President	0	э \$	-	5,080 5,880	\$ \$	367,992 426,002
်		Vice President	0	\$	-	3,327	\$	240,966
Ë		Attorney	0	\$	-	2,342	\$	169,711
H H		Vice President	0	\$	-	6,229	\$	454,232
ä		Attorney	0	\$	-	1,139	\$	82,516
ဗ္ဗ		Officer Vice President	0	\$ \$	-	2,141 10,218	\$	156,511
S		Vice President	0	э \$	-	5,868	\$ \$	742,021 427,166
ဖွ		Vice President	0	\$	-	5,074	\$	367,518
<u> </u>		Attorney	0	\$	-	1,244	\$	90,136
E S		Vice President	0	\$	-	5,351	\$	387,593
ě		Attorney	0	\$	-	1,146	\$	83,321
Ė		Director	0	\$	-	1,946	\$	140,912
Se .		Attorney Architect	0	\$ \$	-	1,005 0	\$ \$	72,754
ú		Vice President	0	\$	- -	11,120	\$	805,504
		Vice President	0	\$	-	1,869	\$	135,357
		Vice President	0	\$	-	9,976	\$	722,667
		Vice President	0	\$	-	9,876	\$	715,568
		Director	0	\$	-	2,500	\$	181,061
		Vice President Director	0	\$ \$	-	2,040 1,894	\$ \$	149,220 137,183
		Vice President	0	φ \$	-	9,224	\$	668,165
		Vice President	0	\$	_	2,110		154,213
		Vice President	0	\$	-	2,148	\$	156,914
		Vice President	0	\$	-	5,717	\$	414,678
		Attorney	0	\$	-	1,413	\$	102,686
		Vice President Vice President	0	\$ \$	-	10,661 4,565		772,265 330,706
	Bird,Justin C	Exec VP	0	\$	-	29,494	\$	2,164,269
<u>۾</u> ي	Day,Diana L	Attorney	0	\$	-	11,406	\$	827,864
Sempra Corporate	Martin, Jeffrey W	Chairman, CEO, & President	0	\$	-	164,232	\$	11,739,842
em orp(Mihalik,Trevor I	Exec VP & President	143,944	\$	4,392,030	44,791		3,201,768
တ ပ	Sedgwick,Karen L	Exec VP & CFO	0	\$	-	13,603		992,081
	Wall, Peter R	VP, Controller, & CAO	0	\$	-	15,839		1,157,676
	1	, , , , , , , , , , , , , , , , , , , ,	143,944		4,392,030	557,061		40,280,777

SOUTHERN CALIFORNIA GAS COMPANY

EXECUTIVE OFFICERS AND EMPLOYEES WITH A BASE SALARY OF \$250,000 OR MORE PER ANNUM AND EXECUTIVE OFFICERS OF THE UTILITY'S HOLDING COMPANY 2024 ANNUAL PENSION COST AND ABOVE-MARKET INTEREST FOR THE YEAR ENDED DECEMBER 31, 2024

		_		Annual				
				Pension	A	Above-Market		
	_	Short Title		Cost (\$) (1)		Interest (\$)		Total (\$)
		Attorney	\$	23,522	\$	-	\$	23,522
		Director	\$	21,611	\$	1,356	\$	22,967
		Officer	\$	43,502	\$	5,187	\$	48,689
		Director	\$	29,537	\$	-	\$	29,537
		Officer	\$	2,510,295	\$	752	\$	2,511,047
		Vice President	\$	33,806	\$	23,462	\$	57,268
		Vice President	\$	20,348	\$	-	\$	20,348
		Attorney	\$	25,972	\$	-	\$	25,972
		Officer	\$	31,904	\$	112,101	\$	144,005
		Attorney	\$	34,022	\$	7,925	\$	41,947
		Attorney	\$	26,493	\$	914	\$	27,407
		Officer	\$	45,133	\$	-	\$	45,133
		Officer	\$	61,019	\$	15,714	\$	76,733
		Director	\$	21,917	\$	-	\$	21,917
ė		Director	\$	18,252	\$	-	\$	18,252
0,0		Director	\$	21,636	\$	-	\$	21,636
25(Attorney	\$	22,743	\$	-	\$	22,743
\$		Director	\$	29,023	\$	-	\$	29,023
° ×		Director	\$	25,530	\$		\$	25,530
<u>a</u>		Attorney	\$	22,553	\$	6,321	\$	28,874
Sa		Vice President	\$	31,376	\$	36,171	\$	67,547
Se		Attorney	\$	22,182	\$	-	\$	22,182
Ва		Vice President	\$	47,769	\$	-	\$	47,769
a		Attorney	\$	23,292	\$	-	\$	23,292
ŧ		Attorney	\$	30,774	\$	5,258	\$	36,032
s s		Attorney	\$	22,845	\$	- 44.470	\$	22,845
9		Vice President	\$	26,758	\$	14,170	\$	40,928
<u>6</u>		Vice President	\$	33,764	\$	3,593	\$	37,357
윧		Vice President	\$	34,243	\$	-	\$	34,243
ū		Attorney	\$	31,228	\$	0.704	\$	31,228
밀		Vice President	\$	30,965	\$	8,761	\$	39,726
e G		Attorney	\$	23,000	\$	1,097	\$ \$	24,097
ပ္ထိ		Officer Vice President	\$ \$	30,307 36,858	\$ \$	4,647	\$	34,954 36,858
,		Vice President	\$	34,053	\$	7,219	\$	41,272
ē		Vice President	\$	30,725	\$	20	\$	30,745
<u>e</u>		Attorney	\$	24,661	\$	-	\$	24,661
Executive Officers of SCG and Employees with a Base Salary of \$250,000+		Vice President	\$	28,590	\$	32,925	\$	61,515
Ø		Attorney	\$	24,718	\$	32,323	\$	24,718
Ę		Director	\$	24,564	\$		\$	24,564
100		Attorney	\$	21,951	\$	-	\$	21,951
ă		Architect	\$	19,003	\$	-	\$	19,003
		Vice President	\$	33,244	\$	69,893	\$	103,137
		Vice President	\$	19,058	\$	-	\$	19,058
		Vice President	\$	44,357	\$	14,790	\$	59,147
		Vice President	\$	45,922	\$, . 30	\$	45,922
		Director	\$	31,672	\$	-	\$	31,672
		Vice President	\$	23,185	\$	201	\$	23,386
		Director	\$	22,463	\$	-	\$	22,463
		Vice President	\$	16,355	\$	8,392	\$	24,747
		Vice President	\$	21,045	\$	-	\$	21,045
		Vice President	\$	25,861	\$	142	\$	26,003
		Vice President	\$	21,492	\$	2,292		23,784
		Attorney	\$	28,079	\$	-	_	28,079
		Vice President	\$	35,284	\$	16,116	\$	51,400
	1	Vice President	\$	20,840	\$	-	\$	20,840
	Bird,Justin C (3)	Exec VP	\$	255,531	\$	10,597	\$	266,128
, o	Day,Diana L ⁽³⁾	Attorney	\$	42,545		16,933		59,478
ora	Martin, Jeffrey W (3)	Chairman, CEO, & President	\$	1,116,750		74,927		1,191,677
Ĕ œ	Mihalik,Trevor I ⁽³⁾	Exec VP & President		543,747				
Sempra Corporate			\$			23,885		567,632
1	Sedgwick,Karen L	Exec VP & CFO	\$	41,658		16,916		58,574
	Wall, Peter R ⁽³⁾	VP, Controller, & CAO	\$	48,648		5,945		54,593
	(1) 5	sarvice cost for services rendered during	\$	6,140,180		548,619		6,688,799

⁽¹⁾ Represents the actuarily determined service cost for services rendered during the year under all defined benefit and actuarial pension plans plus the impact from plan amendments. There were no plan amendments to defined benefit and actuarial pension plans during 2024 that resulted in adjustments for prior service costs.

 $^{^{\}left(2\right)}$ Includes plan amendment for the participant's addition to the SERP plan.

 $^{^{(3)}}$ Reflects remeasurement for the participants under the Sempra SERP/Cash Balance Restoration Plan.

SOUTHERN CALIFORNIA GAS COMPANY EXECUTIVE OFFICERS AND EMPLOYEES WITH A BASE SALARY OF \$250,000 OR MORE PER ANNUM AND EXECUTIVE OFFICERS OF THE UTILITY'S HOLDING COMPANY 2024 ALL OTHER COMPENSATION FOR THE YEAR ENDED DECEMBER 31, 2024

Company

				401(k) and							
	_			Related Plan		Insurance		Other	н	lealth & Welfare	
		Short Title	(Contributions (\$)		Premiums (\$)		Benefits (\$)	•	Benefits (\$)	Total (\$) (1)
		Attorney	\$	10,559	\$	-	\$	-	\$	25,771	\$ 36,329
		Director	\$	11,341	\$	-	\$	1,260	\$	17,967	\$ 30,568
		Officer	\$	29,554	\$	3,560	\$	36,077	\$	25,771	\$ 94,962
		Director	\$	13,800	\$	-	\$	4,870	\$	21,042	\$ 39,712
		Officer	\$	11,135	\$	3,560	\$	22,544	\$	25,771	\$ 63,009
		Vice President	\$	21,538	\$	3,560	\$	10,000	\$	18,311	\$ 53,408
		Vice President	\$	18,502	\$	3,560	\$	1,160	\$	19,012	\$ 42,234
		Attorney	\$	14,322	\$		\$	640	\$	15,928	\$ 30,890
		Officer	\$	39,552	\$	11,128	\$	21,100	\$	14,953	\$ 86,734
		Attorney	\$	21,321	\$	-	\$	3,700	\$	25,771	\$ 50,792
		Attorney	\$	15,595	\$	0.500	\$	2,820	\$	18,036	\$ 36,451
		Officer Officer	\$	15,346 13,800	\$	3,560	\$	3,050 236,799	\$	25,725	\$ 47,680 279,052
		Director	\$	9,239	\$	10,486	\$	2,461	\$	17,967 25,771	\$ 37,470
±		Director	\$	12.107	\$	-	\$	2,401	\$	25,771	\$ 37,878
8		Director	\$	11,171	\$		\$		\$	7,903	\$ 19,074
20,		Attorney	\$	11,137	\$		\$	320	\$	8,343	\$ 19,800
\$2		Director	\$	11,224	\$	220	\$	5,553	\$	25,771	\$ 42,768
\$		Director	\$	9,632	\$	-	\$	-	\$	21,042	\$ 30,674
Salary of \$250,000+		Attorney	\$	12,958	\$	_	\$	_	\$	21,042	\$ 34,000
<u>8</u>		Vice President	\$	21,590	\$	3,560	\$	19,160	\$	25,771	\$ 70,080
8		Attorney	\$	13,412	\$	-,-50	\$	3,000	\$	25,771	\$ 42,183
Base		Vice President	\$	12,675	\$	3,560	\$	12,600	\$	15,034	\$ 43,868
а Ш		Attorney	\$	8,383	\$	· -	\$	750	\$	1,656	\$ 10,789
Ë		Attorney	\$	15,429	\$	-	\$	160	\$	14,953	\$ 30,542
₹		Attorney	\$	15,706	\$	-	\$	500	\$	18,311	\$ 34,516
Employees with		Vice President	\$	20,279	\$	3,560	\$	15,000	\$	8,343	\$ 47,181
8		Vice President	\$	12,005	\$	3,560	\$	21,350	\$	24,783	\$ 61,697
픮		Vice President	\$	9,464	\$	-	\$	400	\$	14,712	\$ 24,576
I .F.		Attorney	\$	9,851	\$	-	\$	-	\$	21,042	\$ 30,892
귤		Vice President	\$	23,031	\$	3,560	\$	10,600	\$	25,771	\$ 62,962
SCG and		Attorney	\$	7,781	\$		\$	145	\$	8,343	\$ 16,269
8		Officer	\$	19,086	\$	3,560	\$	28,308	\$	25,771	\$ 76,724
		Vice President	\$	27,524	\$	3,560	\$	50,669	\$	25,771	\$ 107,524
0		Vice President	\$	24,698	\$	3,560	\$	19,750	\$	9,541	\$ 57,548
2		Vice President Attorney	\$	8,808 12,990	\$	3,560	\$	13,090 400	\$	25,771 25,288	\$ 51,228 38,678
I≗		Vice President	\$	21,279	\$	3,560	\$	26,500	\$	21,042	\$ 72,380
ŏ		Attorney	\$	4,787	\$	3,300	\$	3,300	\$	8,343	\$ 16,430
<u>.8</u>		Director	\$	10,622	\$	_	\$	6,580	\$	8,343	\$ 25,545
l ä		Attorney	\$	8,508	\$	_	\$	3,300	\$	8,343	\$ 20,151
Executive Officers of		Architect	\$	8,545	\$	_	\$	-	\$	21,042	\$ 29,587
ш		Vice President	\$	27,083	\$	3,560	\$	14,300	\$	18,311	\$ 63,253
1		Vice President	\$	10,579	\$	-,-50	\$	822	\$	1,766	\$ 13,166
		Vice President	\$	27,891	\$	3,560	\$	14,500	\$	25,771	\$ 71,722
		Vice President	\$	11,283	\$	3,560	\$	-	\$	1,656	\$ 16,499
1		Director	\$	12,701	\$	-	\$	1,700	\$	15,034	\$ 29,435
		Vice President	\$	15,595	\$	3,560	\$	158,563	\$	24,300	\$ 202,018
		Director	\$	13,406	\$	-	\$	160	\$	17,967	\$ 31,533
1		Vice President	\$	25,377	\$	3,560	\$	15,100	\$	14,953	\$ 58,990
		Vice President	\$	17,635	\$	3,560	\$	13,361	\$	14,953	\$ 49,509
		Vice President	\$	16,522	\$	3,560	\$	13,500	\$	21,042	\$ 54,623
		Vice President	\$	21,541	\$	3,560	\$	10,600	\$	19,012	\$ 54,713
		Attorney	\$	8,290	\$	2.500	\$	10.500	\$	15,034	\$ 23,323
		Vice President	\$	15,523	\$	3,560	\$	19,580	\$	25,771	\$ 64,433
<u> </u>		Vice President	\$	11,354	\$	3,560	\$	13,240	\$	25,771	\$ 53,924
	Pird Justin C	Evon VD	\$	76 400	•	0.405	•	26.000	\$	24.644	\$ 145,776
_ ø	Bird,Justin C Day,Diana L	Exec VP Attorney	\$	76,420 37,203	\$	8,485 3,560	\$	36,260 17,000	\$	24,611 20,701	\$ 78,464
pra	Martin,Jeffrey W	Chairman, CEO, & President	\$	249,175	\$	73,877	\$	433,296	\$	24,611	\$ 780,959
<u>F</u> &	Mihalik,Trevor I	Exec VP & President	\$	102,500	\$	9,693	\$	80,000	\$	24,611	\$ 216,805
Sempra Corporate	Sedgwick,Karen L	Exec VP & CFO	\$	31,491	\$	6,980	\$	41,040	\$	24,611	\$ 104,123
ı	Wall, Peter R	VP, Controller, & CAO	\$	33,733	\$	3,560	\$	11,500	\$	23,623	\$ 72,416
	•		\$	1,395,586	\$	216,978	\$	1,482,439	\$		\$ 4,270,516

⁽¹⁾ Amounts consist of company 401(k) and deferred compensation plan contributions, health and welfare benefits, and certain executive benefits and perquisites. For Ms. Brown and Messrs. Barrett, Bird, Drury and Martin, amounts include the incremental cost to the company attribus exercity-related services, including the use of a car and security personnel, such as a security driver, for commuting and other transportation needs, home security for Mr. Martin, and personal use of the company's aricraft service for Mr. Martin, for Mr. Drury and Martin, amounts also include to the company services in the related housing and/or associated tax goods—up provided to salarided employees with enclosure the related employees with enclosure that the control of the company services. In a control of the company services in the control of the control of the company services in th

Southern California Gas Company Narrative Statement Describing Compensation Elements For the Year Ended December 31, 2024

This narrative statement and the amounts reported herein generally follow the presentation included in the Sempra proxy statement and Southern California Gas Company (SoCalGas or the company) information statement prepared for their annual meetings of shareholders held on May 13, 2025 and June 5, 2025, respectively.

1. Base Salaries

SoCalGas' executive compensation program emphasizes performance-based pay. This includes annual cash bonuses and long-term equity-based incentives. However, base salaries remain a common and necessary element of compensation for attracting and retaining outstanding employees at all levels.

Base salaries for officers are reviewed annually and the following factors, among others, are considered:

- Market salary data from multiple surveys
- Individual contribution and performance
- Labor market conditions
- Complexity of roles and responsibilities
- Succession planning
- Retention needs
- Reporting relationships
- Internal pay equity
- Experience

Base salaries also may be reviewed and adjusted during the year (between annual reviews) for various reasons, including in the event of promotions or other job title changes, modifications to reporting relationships or job functions, or changes to any of the other factors described above or other circumstances considered relevant.

2. Performance-Based Annual Bonuses

Each year the SoCalGas Board of Directors establishes performance measures and dollar guidelines for performance-based cash bonus payments under the SoCalGas Executive Incentive Compensation Plan. The safety measures and measures related to safety management systems are also reviewed by the board's Safety Committee. Consistent with our pay-for-performance philosophy, the performance measures do not provide for any bonus payment unless the company meets the threshold (minimum) performance level for the year. Bonus opportunities increase from 14% of target for performance at the threshold level to 200% of target for performance at the maximum level. For a detailed description of individual bonus opportunities, performance measures and 2024 results, please refer to pages 51-55 and 102-104 of the Sempra proxy statement and pages 15-18 of the SoCalGas information statement.

Potential bonus opportunities at threshold, target and maximum company performance are expressed as a percentage of each officer's base salary. Extraordinary company or individual performance may result in the payment of bonuses above the guidelines.

3. Long-Term Equity-Based Incentives

Long-term equity-based incentives are a large component of each officer's target total direct compensation package. In 2024, the long-term incentive plan award was in the form of performance-based and time-based Sempra restricted stock units. This equity award structure was approved after considering many variables, including alignment with shareholder interests, retention, plan expense, share usage, market trends and feedback from Sempra's shareholder engagement.

Performance-based restricted stock units:

Each annual performance-based restricted stock unit granted in 2024 represents the right to receive between zero and 2.0 shares of Sempra common stock. The 2024 annual performance-based

Southern California Gas Company Narrative Statement Describing Compensation Elements For the Year Ended December 31,2024

restricted stock unit awards are based on two performance measures – relative total shareholder return and earnings per share growth.

Time-based restricted stock units:

Time-based restricted stock units granted in 2024 vest in equal installments of one-third over a 3-year period, subject to continued employment through each vesting date. The primary purpose of these awards is to promote retention.

For a detailed description of the 2024 awards and the results for the 2022-2024 award cycle, please refer to pages 55-58 of the Sempra proxy statement and pages 18-21 of the SoCalGas information statement.

Benefit Plans

Officers also participate in other benefit programs including: 1) Health, Life Insurance and Disability Plans, and Other Benefits; 2) Retirement Plans; and 3) Savings and Deferred Compensation Plans. These benefits are described on pages 59-61 of the Sempra proxy statement and pages 22-24 of the SoCalGas Information Statement.

Regular Employee Benefits

The SEC's proxy rules, for the most part, do not require reporting of broad-based employee benefit plans such as those providing medical, dental, life or disability coverage. However, amounts related to broad-based pension benefits and the 401(k) savings plan are discussed in the Compensation Discussion and Analysis and reported in the executive compensation tables.

The companies' flexible benefits plan allows employees to select the types and levels of benefits that best meet their needs and those of their families. Benefit options include:

- Medical plans (choice of HMO's and a high-deductible health plan)
- Dental plans (choice of Delta Dental plan and dental HMO)
- Long-term disability coverage
- Life insurance
- Accident insurance
- Healthcare, dependent day care and transportation flexible spending accounts

Each benefit option has a price tag reflecting the employee's cost for coverage. The amounts shown in the All Other Compensation table in this report reflect the portion of the benefit costs paid by the company.

In addition to the flexible benefit plan, the company also provides short-term counseling and referral services under the employee assistance plans and various wellness programs.

SOCALGAS COMPANY PROPORTION OF COMPENSATION PAID DIRECTLY OR INDIRECTLY BY UTILITY CUSTOMERS FOR THE YEAR ENDED DECEMBER 31, 2024

In the Test Year (TY) 2024 General Rate Cases (GRC), Southern California Gas Company (SoCalGas) did not seek recovery of all compensation. Consistent with P.U. Code Section 706 and Resolution E-4963, SoCalGas did not seek recovery of forecasted compensation and benefits costs for SoCalGas' officers in the TY 2024 GRC. In addition, SoCalGas voluntarily excluded forecasted Long-Term Incentive Plan (LTIP) costs for all eligible employees and forecasted compensation and benefits costs for Sempra SEC Rule 240.3b-7 officers.

For employees of SoCalGas who are not Resolution E-4963 officers, in Decision (D.) 24-12-074, the California Public Utilities Commission resolved Southern California Gas Company's (SoCalGas') 2024 General Rate Case ("2024 GRC"), authorizing SoCalGas to recover the costs set forth below.

- **Base Salaries:** the costs for SoCalGas employee base salaries, except as expressly noted in D.24-12-074;
- Spot Cash and Employee Recognition ("Bonus" column in schedule): the costs for SoCalGas employee spot cash and employee recognition;
- ICP/Variable Pay (Non-Equity Incentive Plan Compensation column in schedule):
 - 31% of the forecast costs for SoCalGas Executive ICP;
 - 41% of the forecast costs for SoCalGas Non-Executive ICP;

• Pension:

- The costs for SoCalGas' qualified pension plan;
- 43% of the forecast costs for SoCalGas' nonqualified pension and nonqualified savings plan;

• All Other Compensation:

- o the costs for SoCalGas' qualified 401(k) retirement savings plan;
- o none of the costs for certain other executive benefits, such as financial planning, which were not requested in the 2024 GRC; and
- o a portion of the forecast costs for health and welfare benefits for employees.

REDACTED VERSION	сом	PENSATION*	EXPENSES	TOTAL
OFFICERS:				
	\$	- \$	-	\$ -
OTHER EMPLOYEES:				
Lead	\$	153,093 \$	-	\$ 153,093
Specialist		265,953	-	265,953
Supervisor		142,984	-	142,984
Analyst		195,743	930	196,673
Manager		218,959	4,475	223,434
Account Executive		161,131	846	161,977
Advisor		153,254	-	153,254
Manager		169,327	2,241	171,568
Lead		155,380	973	156,353
Lead		164,527	1,761	166,288
Manager		228,121	9,605	237,726
Engineer		93,611	387	93,998
Engineer		172,205	588	172,793
Lead		146,538	_	146,538
Supervisor		146,728	681	147,409
Director		428,124	1,220	429,344
Manager		247,692	, -	247,692
Lead		142,043	287	142,330
Supervisor		186,673	-	186,673
Specialist		168,640	530	169,170
Lead		181,186	-	181,186
Lead		146,159	150	146,309
Supervisor		150,224	72	150,296
Supervisor		180,463	3,429	183,892
Specialist		205,303	-	205,303
Manager		154,608	_	154,608
Manager		216,609	2,889	219,498
Manager		199,693	24,176	223,869
Manager		203,155	4,820	207,975
Supervisor		146,186	105	146,291
Lead		161,817	880	162,697
Supervisor		153,329	912	154,241
Advisor		162,215	-	162,215
Advisor		161,494	1,816	163,310
Manager		195,988	3,862	199,850
Lead		177,266	5,741	183,007
Manager		163,075	1,136	164,211
Advisor		145,365	-	145,365
Lead		157,300	2,143	159,443
Engineer		176,454	738	177,192
Manager		192,406	9,462	201,868
Manager		181,258	54	181,312
Advisor		154,251	3,418	157,669
Advisor		149,487	19,946	169,433
Lead		169,042	-	169,042
Lead		151,186	-	151,186
Manager		251,379	17,316	268,695
Lead		158,838	128	158,966
Lead		140,262	10,925	151,187
Manager		172,225	2,349	174,574
Supervisor		181,955	-	181,955
Manager		98,987	5,161	104,148
Manager		169,667	-	169,667
Manager		160,904	-	160,904
Lead		131,528	-	131,528
				*

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL		
Manager	187,650	3,997	191,647		
Manager	144,027	-	144,027		
Manager	159,701	2,738	162,439		
Account Executive	163,464	284	163,748		
Manager	204,343	150	204,493		
Manager	146,354	6,968	153,322		
Advisor	149,408	12,666	162,074		
Engineer	208,815	-	208,815		
Advisor	149,137	-	149,137		
Manager	166,968	-	166,968		
Manager	149,692	2,493	152,185		
Manager	179,493	4,649	184,142		
Manager	177,785	327	178,112		
Engineer	36,217	150	36,367		
Director	259,740	1,319	261,059		
Engineer	138,280	-	138,280		
Advisor	151,642	241	151,883		
Specialist	256,758		256,758		
Director	415,262	9,612	424,874		
Engineer	150,366 161,312	839 -	151,205 161,312		
Supervisor	175,479	3,824	179,303		
Manager	•				
Lead Director	164,409 248,468	3,145 9,491	167,554 257,959		
	153,276	-	153,276		
Manager Director	416,155	2,109	418,264		
Manager	162,619	3,115	165,734		
Engineer	136,415	-	136,415		
Lead	165,297	2,904	168,201		
Lead	192,921	3,064	195,985		
Manager	166,220	-	166,220		
Lead	213,156	12,503	225,659		
Manager	144,832	1,417	146,249		
Supervisor	145,654	-	145,654		
Engineer	146,589	157	146,746		
Architect	227,212	=	227,212		
Advisor	148,415	-	148,415		
Manager	144,902	-	144,902		
Supervisor	149,133	150	149,283		
Manager	269,054	3,905	272,959		
Supervisor	166,831	125	166,956		
Engineer	172,380	1,329	173,709		
Manager	222,965	2,126	225,091		
Manager	244,562	62,022	306,584		
Developer	152,186	-	152,186		
Manager	217,206	1,849	219,055		
Manager	192,031	8,710	200,741		
Manager	140,566	-	140,566		
Manager	153,887	-	153,887		
Manager	168,385	2,549	170,934		
Manager	220,669	934	221,603		
Director	455,136	3,715	458,851		
Manager	151,865	241	152,106		
Manager	174,024	35	174,059		
Engineer	161,807	-	161,807		
Engineer	175,496	6,634	182,130		
Lead	149,686	100	149,786		
Specialist	238,639	-	238,639		
Manager	166,502	11,055	177,557		
Advisor	150,650	45	150,695		

Manager 155,940 305 156,248 Manager 164,828 1,554 1,554 156,482 Lead 159,974 7,512 167,882 162,882 Manager 136,351 11,496 147,842 Advisor 151,826 - 151,826 Advisor 153,055 34 153,081 Manager 175,120 - 175,120 Advisor 181,804 543 181,144 Manager 175,120 - 175,120 Manager 175,450 9,368 184,813 Manager 175,450 9,368 184,813 Specialist 155,666 5,751 161,217 Manager 155,466 5,751 161,217 Manager 156,466 5,751 161,217 Manager 159,433 - 128,433 Leiger 159,443 - 128,433 Manager 159,443 - 159,434 Manager	REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL		
Manager 154,828 1,54 16,628 Lead 159,974 7,512 167,486 Manager 202,967 2,916 20,886 Advisor 151,826 - 151,826 4 Advisor 151,826 - 151,308 Manager 127,330 2,762 232,112 Advisor 181,604 543 182,147 Manager 175,120 - 175,130 Advisor 127,474 19,613 147,087 Manager 176,403 3,306 158,381 Specialit 155,034 3,306 158,381 Specialit 155,034 3,306 158,381 Manager 156,66 5,751 161,217 Manager 156,66 5,751 161,217 Manager 158,334 3,366 158,381 Manager 158,231 3,556 186,781 Manager 158,233 3,556 186,782 Manager 178,231 <th< td=""><td>Account Executive</td><td>143,300</td><td>1,236</td><td colspan="2">144,536</td></th<>	Account Executive	143,300	1,236	144,536		
Lead 159,974 7,512 167,486 Manager 202,967 2,916 120,583 Manager 136,351 11,496 147,847 Advisor 153,055 34 153,089 Manager 127,000 - 153,089 Advisor 181,604 5-8 182,147 Manager 164,943 - 164,943 Advisor 127,474 13,613 147,087 Manager 175,500 9,368 184,818 Specialist 155,046 5,751 161,217 Manager 155,466 5,751 161,217 Manager 155,466 5,751 161,217 Manager 155,466 5,751 161,217 Manager 155,466 5,751 161,217 Manager 158,463 - 123,463 Manager 158,463 - 123,463 Manager 158,343 - 159,463 Piritor 422,464 -	Manager	155,940	305	156,245		
Manager 20,967 2,916 205,883 Manager 136,351 11,496 147,847 151,826 -1 151,826 151,8	Manager	164,828	1,654	166,482		
Manager 136,351 11,496 147,847 Advisor 151,826 - 151,826 Advisor 181,604 543 182,447 Advisor 181,604 543 182,447 Advisor 175,100 - 175,100 - 175,100 - 175,100 - 175,100 - 175,100 - 175,100 - 175,100 - 175,100 - 175,100 - 175,100 - 175,100 - 175,100 - 151,941 16,943 - 164,943 Advisor 175,450 9,368 184,818 Specialist 155,044 3,306 155,340 Elegineer 155,046 3,306 155,340 Ranger 155,046 3,306 155,340 Ranger 155,046 3,751 161,217 - 175,721 - 175,7	Lead					
Advisor 151,826 - 151,826 151,	Manager	202,967		•		
Advisor 153,055 3,4 153,089 Advisor 181,604 5-3 182,147 Advisor 181,604 5-3 182,147 Manager 175,120 - 175,120 Manager 175,120 - 164,943 Manager 164,943 - 164,943 Manager 175,450 9,368 184,818 Specialist 155,034 3,306 158,340 Engineer 155,034 3,306 158,340 Engineer 155,034 3,306 158,340 Engineer 155,034 3,306 158,340 Engineer 155,034 3,306 158,340 Manager 256,662 15,777 272,439 Manager 157,921 - 157,921 Manager 158,434 - 158,434 Manager 158,639 2,357 159,206 Manager 158,639 2,357 159,206 Manager 158,634 2,357 159,206 Manager 158,639 2,357 159,206 Manager 158,834 - 158,834 Manager 158,834 - 158,834 Manager 158,834 - 158,834 Manager 158,834 - 158,834 Manager 158,835 - 168,535 Manager 158,836 - 158,836 Manager 158,836 - 158,836 Manager 158,836 - 158,836 Manager 158,836 - 158,836 Manager 158,837 - 159,026 Manager 159,026 177,749 4,316 Manager 159,037 159,036 Manager 159,037 159,037 Manager 159,038 159,038 Manager 159,037 159,038 Manager 159,038 159,03	Manager		11,496			
Manager 227,350 2,762 230,112 Ackvisor 1818,604 543 182,124 Manager 175,120 - 175,120 Ackvisor 127,474 19,613 147,087 Manager 175,450 9,368 186,380 Engineer 155,044 3,06 158,380 Engineer 155,046 5,751 161,217 Manager 218,665 5,751 161,217 Manager 218,663 - 218,633 Manager 159,913 - 159,143 Director 442,466 - 442,446 Advisor 159,143 - 198,394 Manager 198,394 - 198,394 Lead 166,024 1,325 167,349 Pincipal 156,849 2,357 159,665 Manager 165,740 - 167,762 Advisor 165,740 - 167,762 Advisor 148,813 -	Advisor		-			
Advisor 181,004 543 182,147 Manager 175,120 - 175,130 Manager 164,943 - 164,943 Manager 127,474 19,613 147,067 Manager 175,450 9,368 184,818 Specialist 155,034 3,306 158,340 Manager 155,046 5,751 161,217 Manager 256,662 15,777 272,439 Manager 256,662 15,777 272,439 Manager 157,921 - 218,463 Manager 157,921 - 157,921 Manager 159,143 - 198,349 Manager 158,849 - 198,349 Manager 178,522 3,156 181,679 Lead 166,024 1,325 167,349 Manager 178,522 3,156 181,679 Lead 156,020 375 159,265 Manager 165,740 165,740 Manager 165,740 165,740 Manager 166,740 165,740 Manager 166,740 165,740 Manager 178,935 2,862 148,815 Manager 178,935 2,862 148,815 Manager 179,992 1,717 180,899 Manager 186,588 - 185,588 Manager 196,588 1,623 159,781 Manager 196,588 1,673 1,573 1,574,584 Manager 196,588 1,574 1,575,589 Manager 196,588 1,574 1,575,589 Manager 196,588 1,574 1,575,589 Manager 196,588 1,574 1,575,589 Mana						
Manager 175,120 - 175,120 - 169,432 - 169,434	_					
Manager 164,943 - 164,943 Advisor 127,447 19.613 147,087 Manager 175,450 9.368 128,181 Eiglineer 155,044 3.306 158,340 Eiglineer 155,466 5,751 161,217 Manager 228,663 - 2,128,463 Manager 157,921 - 157,921 Director 442,446 - 442,446 Advisor 159,143 - 159,143 Manager 178,523 3,156 181,679 Manager 178,523 3,156 181,673 Principal 156,849 2,357 159,043 Manager 155,849 2,357 159,000 Principal 156,849 2,357 159,000 Manager 155,840 2,357 159,000 Advisor 155,840 2,357 159,000 Lead 156,405 3,75 156,465 Engineer 198,352 36 198,438 Manager						
Advisor 127,474 19,613 147,087 19,618 147,087 175,450 9,368 184,818 5pecialist 155,034 3,306 158,340 158,041 3,306 158,340 158,041 3,306 158,340 158,041 3,306 158,340 158,041 3,306 158,340 158,041 3,306 158,340 158,041 3,306 158,340 158,041 3,306 158,340 158,041 3,306 158,340 158,041 3,306 158,0	•					
Manager 175,450 3,368 184,818 Specialist 155,044 3,306 158,340 Engineer 155,466 5,751 161,217 Manager 256,662 15,777 272,439 Manager 157,921 - 157,921 Director 442,446 - 442,446 Advisor 159,143 - 198,394 Manager 178,523 3,156 181,679 Manager 178,523 3,156 181,673 Principal 156,849 2,357 159,266 Manager 155,740 - 165,740 Advisor 165,740 - 165,740 Lead 156,090 375 156,640 Manager 158,432 8 198,432 Manager 158,432 8 198,438 Manager 158,436 - 158,436 Manager 158,436 - 158,436 Manager 158,456 - <t< td=""><td>5</td><td></td><td></td><td></td></t<>	5					
Specialist 155,034 3,306 158,340 Enginer 155,466 5,751 161,217 Manager 256,662 15,777 272,493 Manager 115,7921 - 157,921 Director 442,466 - 442,466 Advisor 159,143 - 159,143 Manager 198,394 - 159,143 Manager 198,394 - 159,143 Manager 198,394 - 159,143 Lead 166,024 1,325 167,349 Pincipal 156,894 2,357 159,206 Manager 155,895 2,167 167,762 Lead 156,909 375 156,465 Engineer 198,352 86 198,483 Manager 156,465 158,490 Lead 156,909 375 156,465 Engineer 198,352 86 198,483 Manager 104,180 405 164,585 <td></td> <td></td> <td></td> <td></td>						
Engineer 155,466 5,751 161,217 Manager 256,662 15,777 272,439 Manager 157,921 - 179,721 Director 442,446 - 422,466 Advisor 159,143 - 159,143 Manager 178,533 3,156 181,679 Lead 166,024 1,325 167,349 Principal 156,849 2,357 159,206 Manager 155,849 2,357 159,206 Manager 155,740 - 165,740 Lead 156,090 375 156,465 Engineer 198,332 86 198,438 Manager 158,690 375 156,465 Engineer 198,332 86 198,438 Manager 158,695 12,177 157,804 Manager 150,876 - 152,884 Markisor 142,953 2,862 145,815 Manager 150,672 150,876 <td>_</td> <td></td> <td></td> <td></td>	_					
Manager 256,662 15,777 272,439 Manager 218,463 - 218,463 Manager 157,921 - 157,921 Director 442,446 - 422,446 Advisor 159,143 - 159,143 Manager 198,394 - 158,394 Manager 198,394 - 158,394 Lead 166,024 1,325 167,349 Principal 165,024 1,325 167,349 Principal 155,649 2,357 159,206 Advisor 155,740 - 165,740 Lead 156,090 375 156,465 Engineer 198,352 86 198,438 Manager 122,884 - 152,884 Advisor 142,953 2,862 145,815 Lead 164,180 405 164,585 Manager 19,092 1,717 180,809 Manager 19,087 2,114 160,	•					
Manager 218,463 - 218,463 Manager 157,921 - 157,921 Director 442,446 - 442,446 Advisor 159,143 - 159,143 Manager 178,533 3,156 181,679 Lead 166,024 1,325 167,349 Principal 155,849 2,357 159,206 Manager 165,740 - 165,740 Lead 156,090 375 156,465 Engineer 158,384 - 152,884 Manager 152,884 - 152,884 Advisor 142,953 2,862 158,184 Manager 150,600 375 156,465 Engineer 152,884 - 152,884 Mariager 150,672 150,876 - 152,884 Manager 150,673 - 150,876 - 150,876 Lead 154,810 405 165,785 - 165,785	_					
Manager 157,921 - 157,921 Director 442,446 - 442,446 Advisor 159,143 - 198,394 Manager 178,523 3,156 181,679 Lead 166,024 1,325 167,349 Pincipal 156,849 2,357 159,206 Manager 165,740 - 165,740 Lead 156,849 2,357 159,206 Manager 165,740 - 165,740 Lead 156,809 375 156,465 Engineer 198,352 86 198,438 Manager 142,953 2,862 145,815 Lead 164,180 405 165,858 Lead 166,763 121 166,884 Advisor 142,953 2,862 145,815 Lead 166,763 121 166,884 Manager 150,876 - 150,876 Lead 160,533 - 160,533 <	_					
Director 442,446 - 442,446 Advisor 159,143 - 159,133 Manager 198,394 - 159,143 Manager 178,523 3,156 181,679 Lead 166,024 1,325 157,20 Principal 156,849 2,357 159,206 Manager 165,595 2,167 167,762 Advisor 165,700 - 165,740 Lead 156,090 375 156,465 Engineer 198,352 86 198,438 Manager 152,884 - 152,884 Advisor 142,953 2,862 145,815 Lead 164,180 405 164,585 Manager 190,876 - 150,876 Lead 160,763 121 106,884 Manager 190,876 - 150,876 Lead 160,133 - 160,733 Lead 160,133 - 160,532 <td>_</td> <td></td> <td></td> <td></td>	_					
Advisor 159,143 - 159,143 - 159,143 Manager 198,394 - 198,394 Manager 178,523 3,156 181,679 tead 166,024 1,325 167,349 Principal 156,849 2,357 159,206 Manager 165,595 2,167 167,762 Advisor 165,740 - 165,740 - 165,740 tead 156,090 375 156,465 Engineer 152,884 - 152,884 Advisor 142,953 2,862 145,815 tead 164,180 405 164,855 tead 164,180 405 164,855 tead 164,180 405 164,855 tead 164,180 405 164,855 tead 166,180 405 164,855 tead 160,533 - 160,876 - 150,876 - 150,876 tead 160,533 - 160,533 tead 160,533			-			
Manager 198,394 - 198,394 Lead 166,024 1,325 167,349 Principal 156,849 2,357 159,206 Manager 165,795 2,167 167,762 Advisor 165,740 - 165,740 Lead 156,849 3,375 156,645 Engineer 198,352 86 198,438 Manager 152,884 - 152,884 Advisor 142,953 2,862 154,815 Lead 164,180 405 164,838 Manager 179,092 1,717 180,809 Manager 179,092 1,717 180,809 Manager 150,876 - 150,876 Lead 160,533 - 150,876 Lead 160,533 - 150,876 Lead 160,533 - 160,533 Manager 124,476 2,196 216,672 Lead 160,533 - 160,533 Manager 124,76 2,196 216,722 Engineer 125,804 - 145,585 Manager 126,588 - 166,588 Manager 148,4773 - <			-			
Manager 178,523 3,156 181,679 Lead 166,024 1,325 167,349 Principal 156,849 2,357 159,206 Manager 165,790 - 167,622 Advisor 156,740 - 156,740 Lead 156,090 375 156,465 Engineer 198,352 86 198,438 Advisor 142,953 2,862 145,815 Lead 164,180 405 164,585 Manager 164,180 405 164,585 Manager 179,092 1,717 180,809 Manager 150,876 - 150,876 Lead 160,533 - 160,533 Manager 124,476 2,196 216,672 Lead 160,533 - 160,533 Manager 185,588 - 165,589 Manager 185,588 - 185,589 Engineer 220,564 552 221,116 <td></td> <td></td> <td></td> <td></td>						
Lead 166,024 1,325 167,349 Principal 156,849 2,357 159,206 Manager 165,790 - 165,740 Advisor 165,740 - 165,740 Lead 156,090 375 156,655 Engineer 198,352 86 198,438 Manager 152,884 - 152,884 Advisor 142,953 2,862 145,815 Lead 164,180 405 164,885 Manager 106,763 121 106,884 Manager 150,876 - 150,876 Manager 150,876 - 150,876 Lead 160,533 - 160,533 Manager 214,476 2,196 216,672 Engineer 220,564 552 221,116 Manager 145,773 - 145,773 Lead 145,773 - 145,773 Lead 177,749 4,316 182,065 Director 289,687 2,047 291,734	_					
Principal 156,849 2,357 159,206 Manager 165,759 2,167 167,762 Advisor 165,740 - 155,740 Lead 156,090 375 156,645 Engineer 198,352 86 198,488 Manager 152,884 - 152,884 Advisor 142,953 2,862 145,815 Lead 164,180 405 164,852 Manager 106,763 121 106,884 Manager 179,092 1,717 180,809 Manager 150,876 - 150,876 Lead 160,533 - 160,533 Lead 160,533 - 160,533 Lead 160,533 - 160,533 Manager 186,588 - 186,588 Manager 186,588 - 186,588 Manager 186,588 - 186,588 Director 289,587 2,047 291,734	=					
Manager 165,955 2,167 167,762 Advisor 165,740 - 165,740 Lead 156,090 375 156,465 Engineer 198,352 86 198,438 Manager 152,884 - 152,884 Advisor 142,953 2,862 145,815 Lead 164,180 405 164,585 Manager 179,092 1,717 180,809 Manager 179,092 1,717 180,809 Manager 150,876 - 150,876 Lead 160,533 - 160,533 Manager 121,476 2,196 216,672 Engineer 220,564 552 221,116 Manager 186,588 - 186,588 Manager 161,188 6,222 222,390 Engineer 145,773 - 145,773 Lead 177,749 4,316 182,065 Director 289,687 2,047 291,734 Advisor 151,018 18,317 169,335 Manager 152,180 - 152,180 Manager 162,604 780 163,84 Lead 174,033						
Advisor 165,740 - 165,740	•					
Lead 156,090 375 156,465 Engineer 198,352 86 198,438 Manager 152,884 - 152,884 Advisor 142,953 2,862 145,815 Lead 164,180 405 164,585 Manager 197,902 1,717 180,809 Manager 150,876 - 150,876 Lead 160,533 - 160,533 Manager 144,476 2,196 216,672 Engineer 220,564 552 221,116 Manager 186,588 - 186,588 Manager 161,672 164,572 124,573 Engineer 186,588 - 145,773 Lead 177,749 4,316 182,065 Director 289,687 2,047 291,734 Advisor 181,018 18,317 169,338 Engineer 149,376 5,328 154,704 Advisor 182,180 - <t< td=""><td>=</td><td></td><td></td><td></td></t<>	=					
Engineer 198,352 86 198,438 Manager 152,884 - 152,884 Advisor 164,180 405 164,585 Lead 164,180 405 164,585 Manager 106,763 121 106,884 Manager 179,092 1,717 180,809 Manager 160,533 - 160,533 Lead 160,533 - 160,533 Manager 186,588 - 186,588 Engineer 220,564 552 221,116 Manager 186,588 - 185,588 Manager 145,773 - 145,773 Lead 177,749 4,316 182,065 Director 289,687 2,047 291,734 Advisor 151,018 18,317 169,335 Manager 193,376 5,328 154,704 Advisor 152,180 - 152,180 Manager 160,604 780 163,384						
Manager 152,884 - 152,884 Advisor 142,953 2,862 145,815 Lead 164,180 A405 164,585 Manager 106,763 121 106,884 Manager 179,092 1,717 180,809 Manager 150,876 - 150,876 Lead 160,533 - 160,533 Manager 214,476 2,196 216,673 Engineer 220,564 552 221,116 Manager 186,588 - 186,588 Manager 145,773 - 145,773 Lead 177,749 4,316 182,065 Director 289,687 2,047 291,734 Advisor 151,018 18,317 169,338 Engineer 149,376 5,328 154,704 Advisor 152,180 - 152,180 Manager 169,384 50 163,384 Lead 171,403 2,166 1						
Advisor 142,953 2,862 145,815 Lead 164,180 405 164,585 Manager 106,763 121 106,884 Manager 179,092 1,717 180,809 Manager 150,876 - 150,876 126,4672 150,876 127 160,533 127 160,533 128 166,533 129 165,538 129 165,538 129 165,538 129 129 129 129 129 129 129 129 129 129	_					
Lead 164,180 405 164,585 Manager 106,763 121 106,884 Manager 179,092 1,717 180,809 Manager 150,876 - 150,876 Lead 160,533 - 160,533 Manager 214,476 2,196 216,672 Engineer 220,564 552 221,116 Manager 186,588 - 186,588 Manager 145,773 - 185,788 Begineer 145,773 - 145,773 Lead 177,749 4,316 182,065 Director 289,687 2,047 291,734 Advisor 151,18 18,317 169,335 Manager 149,376 5,328 154,704 Advisor 152,180 - 152,180 Manager 162,604 780 163,384 Lead 174,03 2,166 173,569 Manager 158,117 169 158,2	=					
Manager 106,763 121 106,884 Manager 179,092 1,717 180,809 Manager 150,876 - 150,876 Lead 160,533 - 160,533 Manager 214,476 2,196 216,672 Engineer 220,564 552 221,116 Manager 186,588 - 186,588 Manager 145,773 - 145,773 Lead 177,749 4,316 182,065 Director 289,687 2,047 291,734 Advisor 151,018 18,317 169,335 Manager 149,376 5,328 154,704 Advisor 152,180 - 152,180 Manager 162,604 780 163,384 Lead 156,358 1,623 157,981 Advisor 156,358 1,623 157,981 Manager 162,604 780 163,384 Lead 171,403 2,166 173,569 Manager 158,171 169 158,286						
Manager 179,092 1,717 180,809 Manager 150,876 - 150,876 Lead 160,533 - 160,533 Manager 214,476 2,196 216,672 Engineer 220,564 552 221,116 Manager 186,588 - 186,588 Manager 1216,168 6,222 222,390 Engineer 145,773 - 145,773 Lead 177,749 4,316 182,065 Director 289,687 2,047 291,734 Advisor 151,018 18,317 169,335 Manager 231,095 7,743 238,838 Engineer 149,376 5,328 154,704 Advisor 152,180 - 152,180 Manager 162,604 780 163,384 Lead 171,403 2,166 173,569 Manager 158,117 169 158,286 Lead 171,403 2,166 173,569 Manager 145,171 - 145,175 Manager 141,850 - 145,171 Manager 170,343 275 170,618 Manager 170,343						
Manager 150,876 - 150,876 Lead 160,533 - 160,533 Manager 214,476 2,196 216,672 Engineer 220,564 552 221,116 Manager 186,588 - 186,588 Manager 145,773 - 145,773 Lead 177,749 4,316 182,065 Director 289,687 2,047 291,734 Advisor 151,018 18,317 169,335 Manager 231,095 7,743 238,838 Engineer 149,376 5,328 154,704 Advisor 152,180 - 152,180 Manager 162,604 780 163,384 Lead 156,358 1,623 157,981 Advisor 146,848 50 146,898 Lead 171,403 2,166 173,569 Manager 158,117 169 158,286 Lead 174,850 - 141,8	_					
Lead 160,533 - 160,533 Manager 214,476 2,196 216,672 Engineer 220,564 552 221,116 Manager 186,588 - 186,588 Manager 126,168 6,222 222,390 Engineer 145,773 - 145,773 Lead 177,749 4,316 182,065 Director 289,687 2,047 291,734 Advisor 151,018 18,317 169,335 Manager 193,376 5,328 154,704 Advisor 152,180 - 152,180 Manager 162,604 780 163,384 Lead 174,403 2,166 173,981 Advisor 146,848 50 146,898 Lead 171,403 2,166 173,569 Manager 158,117 169 158,286 Lead 174,5171 - 145,171 Manager 174,5171 - 145,171 Manager 174,5171 - 145,171						
Manager 214,476 2,196 216,672 Engineer 220,564 552 221,116 Manager 186,588 - 186,588 Manager 216,168 6,222 222,390 Engineer 145,773 - 145,773 Lead 177,749 4,316 182,065 Director 289,687 2,047 291,734 Advisor 151,018 18,317 169,335 Manager 231,095 7,743 238,838 Engineer 149,376 5,328 154,704 Advisor 152,180 - 152,180 Manager 162,604 780 163,384 Lead 174,403 2,166 173,569 Manager 156,358 1,623 157,981 Manager 158,117 169 158,286 Lead 174,403 2,166 173,569 Manager 145,171 - 145,171 Manager 144,850 -						
Engineer 220,564 552 221,116 Manager 186,588 - 186,588 Manager 216,168 6,222 222,390 Engineer 145,773 - 145,773 Lead 177,749 4,316 182,065 Director 289,687 2,047 291,734 Advisor 151,018 18,317 169,335 Manager 231,095 7,743 238,838 Engineer 49,376 5,328 154,704 Advisor 152,180 - 152,140 Advisor 162,604 780 163,384 Lead 156,358 1,623 157,981 Advisor 146,848 50 146,898 Lead 171,403 2,166 173,569 Lead 145,171 - 145,171 Manager 158,117 169 158,286 Lead 145,171 - 145,171 Manager 141,850 - 145,171 Manager 170,618 499 133,965						
Manager 186,588 - 186,588 Manager 216,168 6,222 222,390 Engineer 145,773 - 145,773 Lead 177,749 4,316 182,065 Director 289,687 2,047 291,734 Advisor 151,018 18,317 169,335 Manager 231,095 7,743 238,838 Engineer 149,376 5,328 154,704 Advisor 152,180 - 152,180 Manager 162,604 780 163,384 Lead 156,358 1,623 157,981 Advisor 146,848 50 146,898 Lead 171,403 2,166 173,569 Manager 158,117 169 158,286 Lead 145,171 - 145,171 Manager 141,850 - 145,171 Manager 170,343 275 170,618 Manager 170,343 275 170,618 Manager 178,254 - 178,254 <t< td=""><td>_</td><td></td><td></td><td></td></t<>	_					
Manager 216,168 6,222 222,390 Engineer 145,773 - 145,773 Lead 177,749 4,316 182,065 Director 289,687 2,047 291,734 Advisor 151,018 18,317 169,335 Manager 231,095 7,743 238,838 Engineer 149,376 5,328 154,704 Advisor 152,180 - 152,180 Manager 162,604 780 163,384 Lead 156,358 1,623 157,981 Lead 171,403 2,166 173,569 Manager 158,117 169 158,286 Lead 145,171 - 145,171 Manager 148,500 - 148,500 Specialist 133,466 499 133,965 Manager 179,243 275 170,618 Manager 178,254 - 178,254 Specialist 255,265 - 255,265 Advisor 158,048 - 158,048						
Engineer 145,773 - 145,773 Lead 177,749 4,316 182,065 Director 289,687 2,047 291,734 Advisor 151,018 18,317 169,335 Manager 231,095 7,743 238,838 Engineer 149,376 5,328 154,704 Advisor 152,180 - 152,180 Manager 162,604 780 163,384 Lead 156,358 1,623 157,981 Advisor 146,848 50 146,898 Lead 171,403 2,166 173,569 Manager 158,117 169 158,286 Lead 145,171 - 145,171 Manager 141,850 - 141,850 Specialist 133,466 499 133,965 Manager 170,343 275 170,618 Manager 170,343 275 170,618 Manager 170,243 275 170,618 Manager 170,243 275 170,618	_		6.222			
Lead 177,749 4,316 182,065 Director 289,687 2,047 291,734 Advisor 151,018 18,317 169,335 Manager 231,095 7,743 238,838 Engineer 149,376 5,328 154,704 Advisor 152,180 - 152,180 Manager 162,604 780 163,384 Lead 156,358 1,623 157,981 Advisor 146,848 50 146,898 Lead 171,403 2,166 173,569 Manager 158,117 169 158,286 Lead 145,171 - 145,171 Manager 141,850 - 145,171 Manager 133,466 499 133,965 Manager 170,343 275 170,618 Manager 178,254 - 178,254 Specialist 255,265 - 255,265 Advisor 158,048 - 158,048	_					
Director 289,687 2,047 291,734 Advisor 151,018 18,317 169,335 Manager 231,095 7,743 238,838 Engineer 149,376 5,328 154,704 Advisor 152,180 - 152,180 Manager 162,604 780 163,384 Lead 156,358 1,623 157,981 Advisor 146,848 50 146,898 Lead 171,403 2,166 173,569 Manager 158,117 169 158,286 Lead 145,171 - 145,171 Manager 141,850 - 141,850 Specialist 133,466 499 133,965 Manager 170,343 275 170,618 Manager 178,254 - 178,254 Specialist 255,265 - 255,265 Advisor 158,048 - 158,048	Lead		4,316			
Advisor 151,018 18,317 169,335 Manager 231,095 7,743 238,838 Engineer 149,376 5,328 154,704 Advisor 152,180 - 152,180 Manager 162,604 780 163,384 Lead 156,358 1,623 157,981 Advisor 146,848 50 146,898 Lead 171,403 2,166 173,569 Manager 158,117 169 158,286 Lead 145,171 - 145,171 Manager 141,850 - 141,850 Specialist 133,466 499 133,965 Manager 170,343 275 170,618 Manager 178,254 - 178,254 Specialist 255,265 - 255,265 Advisor 158,048 - 158,048	Director					
Manager 231,095 7,743 238,838 Engineer 149,376 5,328 154,704 Advisor 152,180 - 152,180 Manager 162,604 780 163,384 Lead 156,358 1,623 157,981 Advisor 146,848 50 146,898 Lead 171,403 2,166 173,569 Manager 158,117 169 158,286 Lead 145,171 - 145,171 Manager 141,850 - 141,850 Specialist 133,466 499 133,965 Manager 170,343 275 170,618 Manager 178,254 - 178,254 Specialist 255,265 - 255,265 Advisor 158,048 - 158,048	Advisor					
Advisor 152,180 - 152,180 Manager 162,604 780 163,384 Lead 156,358 1,623 157,981 Advisor 146,848 50 146,898 Lead 171,403 2,166 173,569 Manager 158,117 169 158,286 Lead 145,171 - 145,171 Manager 141,850 - 141,850 Specialist 133,466 499 133,965 Manager 170,343 275 170,618 Manager 178,254 - 178,254 Specialist 255,265 - 255,265 Advisor 158,048 - 158,048	Manager					
Advisor 152,180 - 152,180 Manager 162,604 780 163,384 Lead 156,358 1,623 157,981 Advisor 146,848 50 146,898 Lead 171,403 2,166 173,569 Manager 158,117 169 158,286 Lead 145,171 - 145,171 Manager 141,850 - 141,850 Specialist 133,466 499 133,965 Manager 170,343 275 170,618 Manager 178,254 - 178,254 Specialist 255,265 - 255,265 Advisor 158,048 - 158,048	Engineer	149,376	5,328	154,704		
Lead 156,358 1,623 157,981 Advisor 146,848 50 146,898 Lead 171,403 2,166 173,569 Manager 158,117 169 158,286 Lead 145,171 - 145,171 Manager 141,850 - 141,850 Specialist 133,466 499 133,965 Manager 170,343 275 170,618 Manager 178,254 - 178,254 Specialist 255,265 - 255,265 Advisor 158,048 - 158,048	Advisor		-	152,180		
Advisor 146,848 50 146,898 Lead 171,403 2,166 173,569 Manager 158,117 169 158,286 Lead 145,171 - 145,171 Manager 141,850 - 141,850 Specialist 133,466 499 133,965 Manager 170,343 275 170,618 Manager 178,254 - 178,254 Specialist 255,265 - 255,265 Advisor 158,048 - 158,048	Manager	162,604	780	163,384		
Lead 171,403 2,166 173,569 Manager 158,117 169 158,286 Lead 145,171 - 145,171 Manager 141,850 - 141,850 Specialist 133,466 499 133,965 Manager 170,343 275 170,618 Manager 178,254 - 178,254 Specialist 255,265 - 255,265 Advisor 158,048 - 158,048	Lead	156,358	1,623	157,981		
Manager 158,117 169 158,286 Lead 145,171 - 145,171 Manager 141,850 - 141,850 Specialist 133,466 499 133,965 Manager 170,343 275 170,618 Manager 178,254 - 178,254 Specialist 255,265 - 255,265 Advisor 158,048 - 158,048	Advisor	146,848	50	146,898		
Lead 145,171 - 145,171 Manager 141,850 - 141,850 Specialist 133,466 499 133,965 Manager 170,343 275 170,618 Manager 178,254 - 178,254 Specialist 255,265 - 255,265 Advisor 158,048 - 158,048	Lead		2,166			
Manager 141,850 - 141,850 Specialist 133,466 499 133,965 Manager 170,343 275 170,618 Manager 178,254 - 178,254 Specialist 255,265 - 255,265 Advisor 158,048 - 158,048	Manager	158,117	169	158,286		
Specialist 133,466 499 133,965 Manager 170,343 275 170,618 Manager 178,254 - 178,254 Specialist 255,265 - 255,265 Advisor 158,048 - 158,048	Lead	145,171	-	145,171		
Manager 170,343 275 170,618 Manager 178,254 - 178,254 Specialist 255,265 - 255,265 Advisor 158,048 - 158,048	Manager					
Manager 178,254 - 178,254 Specialist 255,265 - 255,265 Advisor 158,048 - 158,048	Specialist	133,466	499	133,965		
Specialist 255,265 - 255,265 Advisor 158,048 - 158,048	Manager		275			
Advisor 158,048 - 158,048	Manager		-			
	Specialist		-			
Manager 164,419 604 165,023	Advisor					
	Manager	164,419	604	165,023		

Manager 188,645 5,588 194,233 Lead 165,256 - 145,576 124,576 160,063 160,063 160,063 160,063 175,079 175,079 175,079 175,079 175,079 175,079 175,079 160,630 - 140,631 - 140,631 - 140,631 - 140,631 - 140,741 - 140,631 - 140,741 - 140,631 - 140,741 - 140,631 - 140,831 - 140,831 - 140,831	REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL		
Manager 188,645 5,588 194,233 Lead 145,526 - 145,526 Manager 168,228 835 160,063 Lead 167,495 7,594 175,079 Technologist 149,630 - 149,630 Lead 149,671 1,009 150,680 Manager 153,237 7,015 160,272 Lead 145,716 - 145,746 Lead 149,281 6,846 155,127 Manager 193,078 7,119 200,137 Lead 149,281 6,846 155,127 Manager 193,078 7,119 200,137 Lead 175,990 - 175,990 Manager 170,598 330 170,838 Manager 170,598 330 170,838 Manager 193,093 887 191,196 Manager 193,093 887 191,196 Manager 193,393 173,788	Lead	166,089	541	166,630		
Lead 145,526 - 145,526 Manager 168,228 85 150,063 Led 167,495 7,594 175,079 Technologist 149,671 1,009 150,680 Manager 152,277 7,015 160,272 Lead 145,716 - 145,716 Architect 228,731 1,896 230,622 Lead 149,281 6,846 155,127 Manager 262,012 1,052 263,064 Lead 149,281 6,846 155,127 Manager 193,078 7,19 200,197 Lead 175,990 - 175,990 Manager 161,846 - 161,846 Manager 154,933 - 154,493	Manager	176,776	446	177,222		
Manager 166,228 835 169,063 Lead 167,495 7,584 175,079 126,630 - 149,630 - 149,630 - 149,630 - 149,630 - 149,630 - 149,630 - 149,630 - 149,630 - 149,630 - 149,630 - 149,630 - 149,630 - 149,630 - 149,630 - 149,630 - 149,630 - 149,630 - 149,630 - 149,531 16,002 - 145,746 - 145,746 - 145,746 - 145,746 - 145,746 - 145,430 - 140,620 150,222 - 160,222 - 160,222 - 175,900 - 175,900 - 175,900 - 175,900 - 175,900 - 175,900 - 175,900 - 175,900 - 175,900 - 175,900 - 175,900 - 175,	Manager	188,645	5,588	194,233		
Information 167,495 7,584 175,079 126,050 12	Lead					
Technologist 149,630 - 149,630 Icad 149,671 1,009 150,688 Manager 153,257 7,015 160,272 Icad 145,716 - 145,716 Architect 228,731 1,896 230,627 Architect 228,731 1,896 230,627 Manager 199,078 7,119 200,137 Icad 175,990 - 175,990 Icad 175,990 - 175,990 Manager 161,846 - 161,846 Manager 170,598 330 170,838 Manager 170,598 330 170,838 Manager 190,399 87 191,196 Manager 190,399 87 191,196 Manager 190,399 887 191,196 Manager 190,399 887 191,196 Manager 190,399 887 191,196 Manager 190,393 354 10	Manager	168,228				
Lead			7,584			
Manager 153,257 7,015 160,272 Lead 145,716 - 145,716 Architect 228,731 1,896 230,627 Manager 262,012 1,052 250,621 Manager 193,078 7,119 200,197 Manager 175,990 - 175,990 Manager 161,846 - 161,846 Manager 175,990 - 175,990 Manager 161,846 - 161,846 Manager 175,990 - 154,493 Manager 154,493 - 154,493 Manager 19,300 87 191,196 Manager 19,309 87 191,56 Manager 190,309 87 191,56 Manager 124,587 5,63 247,750 Manager 20,853 3,54 201,207 Supervisor 157,255 5,736 163,851 Manager 261,238 - 206,138	Technologist					
Lead						
Architect 128,731 1,896 230,627 Manager 262,012 1,052 28,046 Lead 149,281 6,846 155,127 Manager 193,078 7,119 200,137 Lead 175,990 - 1 175,990 Manager 116,846 330 170,838 Manager 175,938 33 170,838 Manager 119,301 11,79 280,483 Manager 193,307 11,719 280,483 Manager 193,309 87 191,369 Manager 193,309 87 191,369 Manager 193,309 87 191,569 Manager 193,309 87 191,56 Manager 242,687 5,03 247,750 Manager 200,853 354 201,207 Manager 261,238 5 261,238 Manager 261,238 - 261,238 Manager 163,355 -	_					
Manager 262,012 1,052 263,064 Lead 149,281 6,486 156,127 Manager 133,078 7,119 200,157 Lead 175,990 - 175,990 Manager 161,846 - 161,846 Manager 170,508 330 170,838 Manager 194,493 - 154,493 Manager 193,001 11,179 230,480 Manager 193,009 887 191,196 Manager 190,309 887 191,196 Manager 190,309 887 191,196 Manager 190,309 887 191,196 Manager 190,809 887 191,196 Manager 190,809 887 191,196 Manager 190,809 887 191,196 Manager 190,809 887 191,196 Manager 126,281 - 261,238 Specialist 261,238 - 2						
Lead 149,281 6,846 156,127 Lead 193,078 7,19 200,197 Lead 175,990 - 165,846 Manager 161,846 - 161,846 Manager 170,508 330 170,838 Manager 154,493 - 154,893 Manager 193,309 887 191,196 Manager 190,309 887 191,196 Manager 129,201 11,79 220,480 Engineer 143,430 4,746 145,175 Manager 120,209 887 191,196 Manager 20,283 354 201,207 Manager 20,883 354 201,207 Manager 20,883 354 201,207 Manager 20,883 354 201,207 Manager 261,238 - 261,238 Spectalist 20,6814 - 20,818 Manager 167,042 3,318 178,91 </td <td></td> <td></td> <td></td> <td></td>						
Manager 193,078 7,119 200,197 Lead 175,990 - 175,990 Manager 161,846 - 161,846 Manager 154,493 - 154,493 Manager 193,010 11,179 230,480 Manager 193,009 887 191,196 Manager 190,009 887 191,196 Manager 242,687 5,663 247,750 Supervisor 172,695 73 172,686 Manager 200,853 354 201,207 Supervisor 157,925 5,736 163,651 Manager 261,228 - 261,228 Specialist 266,814 - 206,814 Manager 163,355 - 163,355 Manager 167,045 9,549 176,594 Manager 167,045 9,549 176,594 Manager 167,045 9,549 176,594 Manager 167,942 3,318	_					
Lead 175,990 - 175,900 Manager 161,846 - 161,846 Manager 170,508 330 170,838 Manager 191,901 11,179 230,480 Engineer 143,430 4,746 148,176 Manager 190,309 887 191,316 Manager 242,687 5,063 247,750 Manager 200,883 354 201,207 Manager 200,883 354 201,207 Manager 261,238 7,366 163,661 Manager 261,814 - 266,814 Manager 261,814 - 266,814 Manager 163,055 - 163,355 Manager 167,042 3,318 179,810 Manager 167,042 3,318 179,810 Manager 167,042 3,318 179,810 Manager 167,042 3,318 179,810 Supervisor 167,392 -						
Manager 161,846 - 161,846 Manager 170,508 330 170,838 Manager 154,493 - 154,493 Manager 191,301 11,179 230,480 Engineer 190,309 887 191,196 Manager 242,687 5,063 247,750 Supervisor 172,695 73 172,768 Manager 200,833 334 201,207 Supervisor 157,925 5,736 163,661 Manager 261,238 - 261,238 Specialist 26,814 - 206,814 Manager 248,915 265 249,180 Manager 163,355 - 163,355 Manager 167,045 9,549 176,594 Manager 167,045 9,549 176,594 Manager 167,045 9,549 176,594 Manager 167,045 9,549 176,594 Manager 167,045 9,549	_					
Manager 170,508 330 170,838 Manager 154,493 - 154,493 Manager 129,301 11,179 230,408 Engineer 134,340 4,746 188,176 Manager 242,687 5,063 247,750 Supervisor 172,695 73 127,758 Manager 200,853 354 201,207 Supervisor 157,925 5,736 163,661 Manager 261,238 - 261,238 Specialist 206,814 - 206,814 Manager 163,355 - 163,355 Manager 167,045 9,549 176,594 Manager 167,045 9,549 176,949 Manager 169,472 6,429 175,910 Supervisor 167,342 - 163,355 Manager 169,472 6,429 175,901 Supervisor 167,392 - 167,392 Specialist 151,391						
Manager 154,493 - 154,493 Manager 219,301 11,179 230,480 Engineer 143,430 4,746 148,176 Manager 190,309 887 191,196 Manager 242,687 5,063 247,750 Supervisor 172,695 73 172,768 Manager 200,883 354 201,207 Supervisor 157,925 5,736 163,661 Manager 261,238 - 261,238 Specialist 206,814 - 261,238 Manager 163,355 - 163,355 Manager 167,045 9,549 176,594 Manager 167,045 9,549 176,594 Manager 167,045 9,549 176,594 Manager 167,045 9,549 176,594 Manager 169,472 6,429 175,901 Supervisor 169,472 6,429 175,901 Supervisor 169,472	_					
Manager 219,301 11,779 230,480 Engineer 143,430 4,746 148,176 Manager 190,309 887 191,196 Manager 242,687 5,063 247,750 Supervisor 177,905 73 127,786 Manager 200,853 354 201,207 Supervisor 157,925 5,736 163,661 Manager 261,238 - 261,238 Specialist 206,814 - 268,814 Manager 163,355 - 163,855 Manager 163,355 - 163,355 Manager 167,045 5,549 176,941 Manager 176,492 3,318 179,810 Manager 169,472 6,429 175,901 Supervisor 167,392 - 167,392 Specialist 151,391 - 151,391 Director 404,338 5,848 410,186 Lead 141,952	_					
Engineer 143,430 4,746 148,176 Manager 190,309 887 191,196 Manager 242,687 5,063 247,750 Supervisor 172,695 73 172,768 Manager 200,853 354 201,278 Supervisor 157,925 5,736 163,661 Manager 261,238 - 261,238 Specialist 206,814 - 261,814 Manager 163,355 - 163,851 Manager 167,045 9,549 176,994 Manager 167,045 9,549 176,994 Manager 167,045 9,549 176,994 Manager 167,042 3,318 179,810 Engineer 130,813 - 130,813 Technician 130,813 - 150,834 Manager 167,392 6,229 175,901 Specialist 167,392 6,229 175,901 Specialist 16,392						
Manager 190,309 887 191,196 Manager 242,687 5,063 247,750 Supervisor 172,695 73 172,768 Manager 200,853 354 201,207 Supervisor 157,925 5,736 163,661 Manager 261,238 - 261,338 Specialist 206,814 - 206,814 Manager 248,915 265 249,180 Manager 163,355 - 163,355 Manager 167,045 9,549 176,594 Manager 176,492 3,318 179,810 Manager 130,813 - 130,813 Technician 130,813 - 130,813 Manager 169,472 6,429 175,901 Supervisor 167,392 - 167,392 Specialist 151,391 - 151,391 Director 404,388 5,848 410,186 Lead 141,952 457 </td <td>_</td> <td></td> <td></td> <td></td>	_					
Manager 242,687 5,063 247,750 Supervisor 172,695 7,3 172,768 Manager 200,653 354 201,207 Supervisor 157,925 5,736 163,661 Manager 261,238 - 261,238 Specialist 206,814 - 206,814 Manager 163,355 - 163,355 Manager 167,045 9,549 176,934 Manager 167,045 9,549 176,934 Manager 167,0492 3,318 179,810 Echnician 130,813 - 140,888 Manager 169,472 6,429 175,901 Supervisor 167,392 - 167,392 Specialist 151,391 - 167,392 Engineer 208,769 12,742 221,511 Dijervisor 169,472 6,429 175,901 Supervisor 152,235 - 152,235 Supervisor 152,235						
Supervisor 172,695 73 172,768 Manager 200,853 354 201,207 Supervisor 157,925 5,736 163,661 Manager 261,238 - 261,388 Specialist 206,814 - 266,814 Manager 248,915 265 249,180 Manager 163,355 - 163,355 Manager 167,045 9,549 176,594 Manager 176,492 3,318 179,810 Begineer 136,564 7,494 144,058 Technician 130,813 - 150,313 Manager 169,472 6,429 175,901 Supervisor 167,392 - 167,392 Specialist 151,391 - 151,391 Engineer 208,769 12,742 221,511 Director 404,338 5,848 410,186 Lead 141,952 457 142,409 Manager 180,621 <t< td=""><td></td><td></td><td></td><td></td></t<>						
Manager 200,833 354 201,207 Supervisor 157,925 5,736 135,616 Manager 261,238 - 261,636 Specialist 206,814 - 260,814 Manager 248,915 265 249,180 Manager 163,355 - 163,355 Manager 167,045 9,549 176,594 Manager 136,564 7,494 140,588 Technician 130,813 - 130,813 Engineer 169,472 6,429 175,901 Specialist 151,391 - 167,392 Specialist 151,391 151,391 151,391 Director 404,338 5,848 410,186 Lead 141,952 457 142,409 Manager 189,454 10,543 19,997 Supervisor 152,235 - 152,235 Supervisor 140,585 2,488 143,073 Manager 140,585	-					
Supervisor 157,925 5,736 163,661 Manager 261,238 - 261,238 Specialist 206,814 - 206,814 Manager 163,355 - 163,355 Manager 167,045 9,549 176,594 Manager 176,492 3,318 179,810 Engineer 136,564 7,494 144,058 Technician 130,813 - 130,813 Respectivor 167,392 - 167,392 Supervisor 167,392 457 142,409 Manager 189,454 10,543 19,995 Supervisor 152,235	•					
Manager 261,238 - 261,238 Specialist 206,814 - 206,814 Manager 163,355 265 249,180 Manager 167,045 9,549 176,594 Manager 176,492 3,318 179,810 Engineer 136,564 7,494 144,058 Technician 130,813 - 130,813 Manager 169,472 6,429 175,901 Supervisor 167,392 - 167,392 Specialist 151,391 - 151,391 Specialist 151,391 - 151,392 Specialist 151,392 457 142,492 Lead 141,952 457 142,493 Manager 189,454 10,543 199,997 Supervisor 152,235 - 152,235 Supervisor 152,355 2,488 143,073 Manager 140,565 2,488 143,073 Manager 147,679	-					
Specialist 206,814 - 206,814 Manager 248,915 265 249,80 Manager 163,355 - 163,355 Manager 167,045 9,549 176,594 Manager 176,492 3,318 179,810 Englineer 130,813 - 130,813 Technician 130,813 - 130,813 Manager 169,472 6,429 175,901 Supervisor 167,392 - 167,392 Specialist 151,391 - 151,391 Engineer 208,769 12,742 221,511 Director 208,769 12,742 221,511 Director 404,338 5,848 410,186 Lead 141,952 457 142,409 Manager 189,454 10,543 19,997 Supervisor 140,585 2,488 143,073 Manager 180,511 65 180,661 Engineer 147,679	•					
Manager 248,915 265 249,180 Manager 163,355 - 163,355 Manager 176,045 9,549 176,594 Manager 176,692 3,318 179,810 Erchnician 130,613 - 130,813 Manager 169,472 64,29 175,901 Supervisor 167,392 - 167,392 Specialist 151,391 - 151,391 Engineer 208,769 12,742 221,511 Director 404,338 5,848 410,186 Lead 141,952 457 142,409 Manager 189,454 10,543 199,997 Supervisor 152,235 - 152,235 Supervisor 140,585 2,488 143,073 Manager 180,621 65 180,686 Manager 147,679 - 174,797 Engineer 147,634 - 147,634 Advisor 144,66 127	-					
Manager 163,355 - 163,355 Manager 167,045 9,549 176,984 Manager 176,492 3,318 179,810 Engineer 136,564 7,494 144,058 Technician 130,813 - 130,813 Anager 169,472 6,429 175,901 Supervisor 167,392 - 167,392 Specialist 151,391 - 151,391 Engineer 208,769 12,742 221,511 Director 404,338 5,848 410,186 Lead 141,952 457 142,409 Manager 189,854 10,543 199,997 Supervisor 152,235 - 152,235 Supervisor 140,585 2,488 143,073 Manager 180,621 65 180,686 Manager 144,041 1,183 145,224 Supervisor 144,763 1,79 - 174,797 Engineer	•					
Manager 167,045 9,549 176,594 Manager 176,492 3,318 179,810 Engineer 136,564 7,494 144,058 Technician 130,813 - 130,813 Manager 169,472 6,429 175,901 Supervisor 167,392 - 167,392 Specialist 151,391 - 151,391 Engineer 208,769 12,742 221,511 Director 404,338 5,848 410,186 Lead 141,952 457 142,409 Manager 189,454 10,543 199,997 Supervisor 140,885 2,488 143,073 Manager 180,621 65 180,686 Manager 147,979 - 174,797 Engineer 147,697 - 147,697 Advisor 144,764 1,183 145,224 Supervisor 144,764 1,091 148,803 Lead 148,614	_					
Manager 176,492 3,318 179,810 Engineer 136,564 7,494 144,058 Technician 130,813 - 130,813 Manager 169,472 6,429 175,901 Supervisor 167,392 - 167,392 Specialist 151,391 - 151,391 Engineer 208,769 12,742 221,511 Director 404,338 5,848 410,186 Lead 141,952 457 142,409 Manager 189,454 10,543 199,997 Supervisor 152,235 - 152,235 Supervisor 140,585 2,488 143,073 Manager 180,621 65 180,686 Manager 174,797 - 174,797 Engineer 147,694 1,183 145,224 Supervisor 144,766 127 144,893 Director 274,198 11,967 286,165 Lead 148,044	_					
Engineer 136,564 7,494 144,058 Technician 130,813 - 130,813 Manager 169,472 6,429 175,901 Supervisor 167,392 - 167,392 Specialist 151,391 - 151,391 Engineer 208,769 12,742 221,511 Director 404,338 5,848 410,186 Lead 141,952 457 142,409 Manager 189,454 10,543 199,997 Supervisor 152,235 - 152,235 Supervisor 140,585 2,488 143,073 Manager 180,621 65 180,686 Manager 174,797 - 174,797 Engineer 147,634 - 147,634 Advisor 144,041 1,183 145,224 Supervisor 144,041 1,183 145,224 Supervisor 144,041 1,183 145,224 Supervisor 144,041 <td>_</td> <td></td> <td></td> <td></td>	_					
Technician 130,813 - 130,813 Manager 169,472 6,429 175,901 Supervisor 167,392 - 167,392 Specialist 151,391 - 151,391 Engineer 208,769 12,742 221,511 Director 404,338 5,848 410,186 Lead 141,952 457 142,409 Manager 189,454 10,543 199,997 Supervisor 152,235 - 152,235 Supervisor 140,585 2,488 143,073 Manager 180,621 65 180,686 Manager 147,677 - 174,797 Engineer 147,634 - 147,634 Advisor 144,764 1,183 145,224 Supervisor 144,766 127 144,883 Director 274,198 11,967 286,165 Lead 186,540 1,001 148,031 Lead 193,073 <td< td=""><td>_</td><td></td><td></td><td></td></td<>	_					
Manager 169,472 6,429 175,901 Supervisor 167,392 - 167,392 Engineer 208,769 12,742 221,511 Director 404,338 5,848 410,186 Lead 141,952 457 142,409 Manager 189,454 10,543 199,997 Supervisor 152,235 - 152,235 Supervisor 140,585 2,488 143,073 Manager 180,621 65 180,663 Manager 147,679 - 174,797 Engineer 147,634 - 147,634 Advisor 144,041 1,183 145,224 Supervisor 144,041 1,183 145,224 Director 274,198 11,967 286,165 Lead 146,940 1,091 148,014 Lead 186,754 4,008 190,762 Specialist 154,806 2,260 157,066 Advisor 154,806	_					
Supervisor 167,392 - 167,392 Specialist 151,391 - 151,391 Engineer 208,769 12,742 221,511 Director 404,338 5,848 410,186 Lead 141,952 457 142,409 Manager 189,454 10,543 199,997 Supervisor 152,235 - 152,235 Supervisor 140,585 2,488 143,073 Manager 180,621 65 180,686 Manager 147,697 - 174,797 Engineer 144,041 1,183 145,224 Supervisor 144,041 1,183 145,224 Supervisor 144,041 1,183 145,224 Supervisor 144,041 1,183 145,224 Lead 146,940 1,091 148,031 Lead 186,754 4,008 190,762 Specialist 150,991 - 150,991 Lead 193,073						
Specialist 151,391 - 151,391 Engineer 208,769 12,742 221,511 Director 404,338 5,848 410,186 Lead 141,952 457 142,409 Manager 189,454 10,543 199,997 Supervisor 152,235 - 152,235 Supervisor 140,588 2,488 143,073 Manager 180,621 65 180,686 Manager 174,797 - 174,797 Engineer 147,634 - 147,634 Advisor 144,041 1,183 145,224 Supervisor 144,041 1,183 145,224 Supervisor 144,041 1,183 145,224 Supervisor 146,940 1,091 148,031 Lead 186,754 4,008 190,762 Specialist 152,235 2,260 157,066 Advisor 143,124 815 143,939 Supervisor 148,614 </td <td>-</td> <td></td> <td></td> <td></td>	-					
Engineer 208,769 12,742 221,511 Director 404,338 5,848 410,186 Lead 141,952 457 142,409 Manager 189,454 10,543 199,997 Supervisor 152,235 - 152,235 Supervisor 140,585 2,488 143,073 Manager 180,621 65 180,686 Manager 174,797 - 174,797 Engineer 147,634 - 147,634 Advisor 144,041 1,183 145,224 Supervisor 144,766 127 144,893 Director 274,198 11,967 286,165 Lead 186,754 4,008 190,762 Specialist 154,806 2,260 157,066 Advisor 154,806 2,260 157,096 Advisor 143,124 815 143,939 Supervisor 148,614 - 148,614 Advisor 148,614	•		_			
Director 404,338 5,848 410,186 Lead 141,952 457 142,409 Manager 189,454 10,543 199,997 Supervisor 152,235 - 152,235 Supervisor 140,585 2,488 143,073 Manager 180,621 65 180,686 Manager 174,797 - 174,797 Engineer 147,634 - 147,634 Advisor 144,041 1,183 145,234 Supervisor 144,766 127 144,893 Director 274,198 11,967 286,165 Lead 146,940 1,091 148,031 Lead 186,754 4,008 190,762 Specialist 150,991 - 150,991 Lead 193,073 3,991 197,064 Advisor 193,073 3,991 197,064 Advisor 148,614 - 148,614 Advisor 148,614 -	•		12.742			
Lead 141,952 457 142,409 Manager 189,454 10,543 199,997 Supervisor 152,235 - 152,235 Supervisor 140,585 2,488 143,073 Manager 180,621 65 180,688 Manager 174,797 - 174,797 Engineer 147,634 - 147,634 Advisor 144,041 1,183 145,224 Supervisor 144,766 127 144,893 Director 274,198 11,967 286,165 Lead 146,940 1,091 148,031 Lead 186,754 4,008 190,762 Specialist 154,806 2,260 157,066 Advisor 150,991 - 150,991 Lead 193,073 3,991 197,064 Advisor 143,124 815 143,939 Supervisor 148,614 - 148,614 Advisor 148,614 - 148,614 Advisor 147,576 297 147,873	=					
Manager 189,454 10,543 199,997 Supervisor 152,235 - 152,235 Supervisor 140,585 2,488 143,073 Manager 180,621 65 180,688 Manager 174,797 - 147,697 Engineer 147,634 - 147,634 Advisor 144,041 1,183 145,224 Supervisor 144,766 127 144,893 Director 274,198 11,967 286,165 Lead 146,940 1,091 148,031 Lead 186,754 4,008 197,066 Advisor 150,991 - 150,991 Lead 193,073 3,991 197,064 Advisor 143,124 815 143,939 Supervisor 148,614 - 148,614 Advisor 148,614 - 148,614 Advisor 147,576 297 147,873 Lead 142,961 - 142,961 Manager 56,451 754 57,205						
Supervisor 152,235 - 152,235 Supervisor 140,585 2,488 143,073 Manager 180,621 65 180,686 Manager 174,797 - 174,797 Engineer 147,634 - 147,634 Advisor 144,041 1,183 145,244 Supervisor 144,766 127 144,893 Director 274,198 11,967 286,165 Lead 146,940 1,091 148,031 Lead 186,754 4,008 190,762 Specialist 154,806 2,260 157,066 Advisor 150,991 - 150,991 Lead 193,073 3,991 197,064 Advisor 143,124 815 143,939 Supervisor 148,614 - 148,614 Advisor 147,576 297 147,873 Lead 142,961 - 142,961 Manager 56,451 754 57,205 Manager 166,379 379 166,772 </td <td></td> <td></td> <td></td> <td></td>						
Supervisor 140,585 2,488 143,073 Manager 180,621 65 180,686 Manager 174,797 - 174,797 Engineer 147,634 - 147,634 Advisor 144,041 1,183 145,224 Supervisor 144,766 127 144,893 Director 274,198 11,967 286,165 Lead 146,940 1,091 148,031 Lead 186,754 4,008 190,762 Specialist 154,806 2,260 157,066 Advisor 150,991 - 150,991 Lead 193,073 3,991 197,064 Advisor 143,124 815 143,939 Supervisor 148,614 - 148,614 Advisor 147,676 297 147,873 Lead 147,576 297 147,873 Lead 147,576 297 147,873 Lead 147,576 297 147,873 Lead 147,873 148,614 - 148,	-					
Manager 180,621 65 180,686 Manager 174,797 - 174,797 Engineer 147,634 - 147,634 Advisor 144,041 1,183 145,224 Supervisor 144,766 127 144,893 Director 274,198 11,967 286,165 Lead 146,940 1,091 148,031 Lead 186,754 4,008 190,762 Specialist 150,991 - 150,991 Lead 193,073 3,991 197,066 Advisor 193,073 3,991 197,064 Advisor 148,614 - 148,614 Advisor 148,614 - 148,614 Advisor 147,576 297 147,873 Lead 142,961 - 142,961 Manager 56,451 754 57,205 Manager 166,379 379 166,752	•		2,488			
Manager 174,797 - 174,797 Engineer 147,634 - 147,634 Advisor 144,041 1,183 145,224 Supervisor 144,766 127 144,893 Director 274,198 11,967 286,165 Lead 146,940 1,091 148,031 Lead 186,754 4,008 190,762 Specialist 154,806 2,260 157,066 Advisor 150,991 - 150,991 Lead 193,073 3,991 197,064 Advisor 143,124 815 143,939 Supervisor 148,614 - 148,614 Advisor 147,576 297 147,873 Lead 142,961 - 142,961 Manager 56,451 754 57,205 Manager 166,379 379 166,758	-					
Engineer 147,634 - 147,634 Advisor 144,041 1,183 145,224 Supervisor 144,766 127 144,893 Director 274,198 11,967 286,165 Lead 146,940 1,091 148,031 Lead 186,754 4,008 190,762 Specialist 154,806 2,260 157,066 Advisor 150,991 - 150,991 Lead 193,073 3,991 197,064 Advisor 143,124 815 143,939 Supervisor 148,614 - 148,614 Advisor 147,576 297 147,873 Lead 142,961 - 142,961 Manager 56,451 754 57,205 Manager 166,379 379 166,758						
Advisor 144,041 1,183 145,224 Supervisor 144,766 127 144,893 Director 274,198 11,967 286,165 Lead 146,940 1,091 148,031 Lead 186,754 4,008 190,762 Specialist 154,806 2,260 157,066 Advisor 150,991 - 150,991 Lead 193,073 3,991 197,064 Advisor 143,124 815 143,939 Supervisor 148,614 - 148,614 Advisor 147,576 297 147,873 Lead 142,961 - 142,961 Manager 56,451 754 57,205 Manager 166,379 379 166,758	=		=			
Supervisor 144,766 127 144,893 Director 274,198 11,967 286,165 Lead 146,940 1,091 148,031 Lead 186,754 4,008 190,762 Specialist 154,806 2,260 157,066 Advisor 150,991 - 150,991 Lead 193,073 3,991 197,064 Advisor 143,124 815 143,939 Supervisor 148,614 - 148,614 Advisor 147,576 297 147,873 Lead 142,961 - 142,961 Manager 56,451 754 57,205 Manager 166,379 379 166,758	-		1,183			
Lead 146,940 1,091 148,031 Lead 186,754 4,008 190,762 Specialist 154,806 2,260 157,066 Advisor 150,991 - 150,991 Lead 193,073 3,991 197,064 Advisor 143,124 815 143,939 Supervisor 148,614 - 148,614 Advisor 147,576 297 147,873 Lead 142,961 - 142,961 Manager 56,451 754 57,205 Manager 166,379 379 166,758	Supervisor	144,766		144,893		
Lead 186,754 4,008 190,762 Specialist 154,806 2,260 157,066 Advisor 150,991 - 150,991 Lead 193,073 3,991 197,064 Advisor 143,124 815 143,939 Supervisor 148,614 - 148,614 Advisor 147,576 297 147,873 Lead 142,961 - 142,961 Manager 56,451 754 57,205 Manager 166,379 379 166,758	Director	274,198	11,967	286,165		
Specialist 154,806 2,260 157,066 Advisor 150,991 - 150,991 Lead 193,073 3,991 197,064 Advisor 143,124 815 143,939 Supervisor 148,614 - 148,614 Advisor 147,576 297 147,873 Lead 142,961 - 142,961 Manager 56,451 754 57,205 Manager 166,379 379 166,758	Lead	146,940	1,091	148,031		
Specialist 154,806 2,260 157,066 Advisor 150,991 - 150,991 Lead 193,073 3,991 197,064 Advisor 143,124 815 143,939 Supervisor 148,614 - 148,614 Advisor 147,576 297 147,873 Lead 142,961 - 142,961 Manager 56,451 754 57,205 Manager 166,379 379 166,758						
Advisor 150,991 - 150,991 Lead 193,073 3,991 197,064 Advisor 143,124 815 143,939 Supervisor 148,614 - 148,614 Advisor 147,576 297 147,873 Lead 142,961 - 142,961 Manager 56,451 754 57,205 Manager 166,379 379 166,758	Specialist	154,806	2,260			
Lead 193,073 3,991 197,064 Advisor 143,124 815 143,939 Supervisor 148,614 - 148,614 Advisor 147,576 297 147,873 Lead 142,961 - 142,961 Manager 56,451 754 57,205 Manager 166,379 379 166,758	Advisor			150,991		
Advisor 143,124 815 143,939 Supervisor 148,614 - 148,614 Advisor 147,576 297 147,873 Lead 142,961 - 142,961 Manager 56,451 754 57,205 Manager 166,379 379 166,758	Lead		3,991	197,064		
Advisor 147,576 297 147,873 Lead 142,961 - 142,961 Manager 56,451 754 57,205 Manager 166,379 379 166,758	Advisor					
Lead 142,961 - 142,961 Manager 56,451 754 57,205 Manager 166,379 379 166,758	Supervisor	148,614	-	148,614		
Manager 56,451 754 57,205 Manager 166,379 379 166,758	Advisor	147,576	297	147,873		
Manager 166,379 379 166,758	Lead	142,961	-	142,961		
Manager 166,379 379 166,758	Manager	56,451	754	57,205		
Specialist 164,366 1,370 165,736	Manager	166,379	379	166,758		
	Specialist	164,366	1,370	165,736		

Developer	REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Supervisor 155,133 322 155,636 Manager 174,957 1239 175,156 Manager 211,772 749 212,572 Lead 154,756 - 154,756 Lead 158,594 - 158,596 Lead 178,154 4,510 158,696 Lead 193,474 6,641 201,178 Lead 170,744 5,543 176,286 Manager 160,000 49 160,351 Manager 160,000 49 160,351 Manager 178,805 - 178,805 Lead 157,805 - 178,805 Elead 159,622 - 189,622 Supervisor 142,429 - 142,739 Manager 140,000 49 140,339 Manager 142,438 - 142,838 Manager 142,438 - 142,838 Manager 140,439 - 14,838	Manager	164,988	-	164,988
Manager 174,957 1,239 175,196 Manager 211,772 749 212,521 Lead 154,756 - 158,756 Lead 178,154 4,510 182,666 Lead 178,154 4,510 182,666 Lead 160,704 1,079 10,783 Lead 170,744 5,543 150,882 Manager 168,482 1,069 169,515 Manager 169,090 49 160,138 Supervisor 162,821 909 163,730 Ead 159,622 - 129,622 Advisor 147,871 - 147,871 Advisor 147,871 - 147,871 Advisor 147,871 - 147,871 Manager 189,625 3,037 192,662 Manager 162,817 220 163,037 Manager 169,842 - 163,037 Manager 169,842 - 182,330	Developer	166,113	-	166,113
Manager 211,772 749 212,521 Lead 158,756 - 158,594 - 158,594 - 158,594 - 158,594 - 158,594 - 158,594 - 158,594 - 158,594 - 158,594 - 158,594 - 158,594 - 158,594 - 158,594 - 158,595 - 10,795 151,783 - 162,627 - 162,627 - 162,627 - 162,627 - 162,627 - 162,627 - 178,805	Supervisor			155,455
Lead	Manager			176,196
Lead	5		749	
Lead 178,156 4,510 182,664 Lead 193,474 6,64 200,112 Principal 100,704 1,079 161,783 Manager 168,882 1,069 169,551 Manager 160,000 49 160,373 Supervisor 162,821 909 163,730 End 159,622 - 178,805 Led 159,627 - 189,622 Led 159,627 - 159,622 Advisor 142,429 - 159,622 Advisor 142,238 - 142,838 Advisor 142,238 3,037 192,626 Analyst 151,558 36 151,994 Manager 162,817 20 163,033 Manager 143,880 193 149,573 Manager 149,380 193 149,573 Manager 19,478 2,852 182,33 Manager 19,479 2,852 182,33	Lead			
Lead 193,474 6,641 200,1518 Lead 170,744 5,543 176,287 Manager 160,848 1,069 169,581 Manager 140,099 49 140,139 Supervisor 162,821 909 163,730 Eed 159,622 - 178,805 Lead 199,622 - 142,429 Advisor 147,471 - 147,471 Advisor 147,4871 - 147,871 Advisor 199,625 3,037 192,662 Manager 199,625 3,037 192,662 Manager 19,487 220 163,037 Manager 19,487 220 163,037 Manager 19,478 8,852 182,330 Manager 19,478 8,852 182,330 Manager 19,478 8,951 148,00 Advisor 158,125 4,710 162,935 Manager 15,610 1,90 1,				
Principal				
Leaf				
Manager 168,482 1,069 49 140,139 Supervisor 162,821 909 163,730 Elead 178,805 - 178,805 Lead 159,622 - 159,622 Supervisor 142,429 - 142,836 Advisor 142,838 - 147,871 Advisor 142,838 - 3037 192,662 Analyst 151,958 36 151,994 Analyst 151,958 36 151,994 Analyst 151,858 36 151,994 Manager 149,330 193 149,573 Manager 193,318 8,931 148,093 Manager 193,918 8,931 148,093 Manager 194,750 - 249,750 Manager 195,819 180 155,993 Lead 154,409 11,404 165,813 Advisor 175,001 - 175,001 Lead 156,547	•			
Manager 140,090 49 140,132 Engineer 178,805 - 178,605 Engineer 178,805 - 159,622 Supervisor 142,429 - 142,429 Advisor 147,871 - 147,833 Manager 189,625 3,037 192,662 Manager 189,625 3,037 192,662 Manager 162,817 220 163,037 Manager 162,817 220 163,037 Manager 193,118 8,931 148,049 Advisor 194,380 193 149,578 Manager 199,478 2,852 182,330 Manager 199,478 2,852 182,330 Manager 199,478 2,852 182,330 Advisor 158,129 180 155,899 Manager 199,478 2,852 4,710 162,935 Lead 154,409 11,404 165,813 165,819 Lead				
Supervisor 162,821 909 163,736 Lead 159,622 - 159,622 Lead 159,622 - 159,622 Advisor 142,429 - 142,429 Advisor 142,838 - 142,829 Advisor 142,838 - 147,871 Advisor 142,838 - 3037 199,662 Analyst 151,958 36 151,998 Analyst 151,858 36 151,998 Manager 149,380 193 149,573 Manager 193,118 8,531 148,509 Manager 139,118 8,531 148,509 Manager 139,118 8,531 146,509 Manager 155,819 180 155,999 Manager 155,819 180 155,999 Manager 155,819 180 155,999 Advisor 175,001 - 175,001 Lead 173,400 3,339	_			
Engineer 178,805 - 178,805 Lead 159,622 - 159,622 Supervisor 142,429 - 142,429 Advisor 147,871 - 142,838 Manager 189,625 3,037 192,662 Analyst 181,958 36 151,994 Manager 162,817 220 163,037 Manager 162,817 220 163,037 Manager 194,380 193 149,573 Manager 197,478 2,852 182,230 Manager 197,478 2,852 182,230 Manager 198,118 8,931 148,049 Advisor 188,225 4,710 162,935 Manager 195,819 180 155,599 Lead 194,409 11,404 165,813 Lead 174,942 3,559 178,301 Manager 194,532 3 143,966 Lead 176,574 4,059 <td< td=""><td>_</td><td></td><td></td><td></td></td<>	_			
Lead 159,622 - 159,622 Advisor 147,871 - 147,871 Advisor 147,871 - 147,871 Advisor 142,838 - 142,838 Manager 186,625 3,037 192,662 Analyst 151,958 36 151,994 Manager 162,817 220 163,037 Manager 193,300 193 149,573 Manager 193,318 8,931 148,095 Advisor 158,225 4,710 162,935 Manager 194,778 2,852 182,230 Manager 194,770 - 249,750 - Lead 154,409 11,404 165,813 Advisor 175,001 - 175,001 Manager 174,942 3,359 178,300 Lead 160,647 - 160,647 Advisor 175,001 - 175,001 Manager 176,574 4,099 186,633 Lead 173,400 311 173,751 Manager 175,604 3,959 151,253 Lead 176,604 3,359 151,253 Lead 178,604				
Supervisor 142,429 - 142,429 Advisor 147,871 - 147,871 Advisor 142,838 - 142,838 Manager 189,625 3,037 192,662 Analyst 151,958 36 151,996 Manager 162,817 20 163,037 Manager 193,300 193 149,533 Manager 179,478 2,852 182,330 Manager 193,118 8,931 148,049 Advisor 158,225 4,710 169,955 Manager 249,750 - 249,750 Manager 158,819 180 155,999 Lead 154,409 11,404 165,813 Advisor 175,001 - 175,001 Advisor 174,942 3,359 178,301 Lead 160,647 - 160,647 Advisor 151,253 - 151,253 Lead 175,504 4,09 180,6	_			
Advisor 147,871 - 147,871 Advisors 142,838 - 142,838 Manager 189,625 3,037 192,662 Analyst 151,958 36 151,994 Manager 162,817 220 163,037 Manager 199,478 2,852 182,330 Manager 199,478 2,852 182,330 Manager 199,478 2,852 182,330 Manager 199,478 2,852 182,330 Manager 199,478 2,852 4,710 162,935 Maniser 199,750 - 249,750 Manager 155,819 180 155,999 Lead 154,409 11,404 165,813 Advisor 175,001 - 175,001 Lead 160,647 - 160,647 Advisor 141,123 2,843 143,966 Manager 176,574 4,059 180,633 Lead 173,440 311 175,751 Manager 176,608 338 179				
Advisor	-		-	
Manager 189,625 3,037 192,662 Analyst 151,958 36 151,994 Manager 162,817 220 163,037 Manager 149,380 193 149,573 Manager 179,478 2,852 182,335 Manager 139,118 8,931 148,049 Advisor 158,225 4,710 162,935 Manager 249,750 - 249,750 Lead 154,409 11,404 165,819 Lead 154,409 11,404 165,819 Advisor 175,001 - 175,001 Manager 174,942 3,559 178,301 Lead 160,647 - 160,647 Advisor 171,123 2,843 143,966 Manager 179,608 338 179,946 Advisor 151,253 - 151,253 Lead 173,440 311 173,751 Manager 179,608 338			-	
Analyst 151,958 36 151,994 Manager 162,817 220 163,037 Manager 149,380 193 149,573 Manager 179,478 2,852 182,330 Manager 139,118 8,931 148,049 Advisor 158,225 4,710 162,935 Manager 249,750 - 249,750 Lead 154,409 11,404 165,813 Advisor 175,501 - 175,501 Manager 174,942 3,359 178,301 Lead 160,647 - 160,647 Advisor 141,123 2,843 143,966 Manager 175,574 4,059 180,633 Lead 173,440 311 173,751 Manager 179,608 338 179,946 Advisor 151,253 - 152,253 Lead 173,440 311 173,751 Manager 179,608 338 179,946 Advisor 151,253 - 152,53 Lead 152,53 - 152,53 Lead 132,878 - 157,611 Manager 157,611 - <t< td=""><td></td><td></td><td></td><td></td></t<>				
Manager 162,817 220 163,037 Manager 149,380 193 149,573 Manager 179,478 2,852 182,330 Manager 139,118 8,931 148,049 Advisor 158,225 4,710 162,935 Manager 249,750 - 249,750 Lead 154,409 11,404 165,813 Advisor 175,001 - 175,001 Manager 174,942 3,359 178,301 Lead 160,647 - 160,647 Advisor 141,123 2,843 143,966 Manager 173,440 311 173,751 Lead 173,440 311 173,751 Manager 179,608 338 179,968 Advisor 151,253 - 151,253 Lead 154,342 - 154,843 Supervisor 157,611 - 157,611 Manager 179,608 38 -	_			
Manager 149,380 193 149,578 Manager 179,478 2,852 182,330 Manager 139,118 8,931 148,049 Advisor 158,225 4,710 162,935 Manager 294,750 - 249,750 Manager 155,819 180 155,999 Lead 154,009 11,404 165,813 Advisor 175,001 - 175,001 Manager 174,942 3,359 178,301 Lead 160,647 - 160,647 Advisor 141,123 2,843 143,966 Manager 176,574 4,059 180,633 Lead 173,440 311 173,751 Manager 179,568 338 179,968 Advisor 151,253 - 151,253 Lead 179,608 338 179,948 Advisor 157,611 - 157,611 Lead 158,432 - 157,611 Supervisor 157,611 - 157,612 Supervisor 157,611 - 17,604 Manager 161,233 - 163,543 Lead 132,878 -				
Manager 179,478 2,852 182,330 Manager 139,118 8,931 148,049 Advisor 158,225 4,710 162,935 Manager 249,750 - 249,750 Lead 155,819 180 155,999 Lead 154,409 11,404 165,813 Advisor 175,001 - 175,001 Lead 160,647 - - 160,647 Advisor 141,123 2,843 143,966 Manager 176,574 4,059 180,633 Lead 173,440 311 173,751 Manager 179,608 338 179,946 Advisor 151,253 - 151,253 Lead 158,432 - 158,432 Supervisor 157,611 - 157,651 Manager 127,815 7,562 225,377 Supervisor 154,535 - 152,458 Lead 158,432 - 157,651 Manager 166,03 - 166,103	_			
Manager 139,118 8,931 148,049 Advisor 158,225 4,710 162,935 Manager 249,750 - 249,750 Manager 155,819 180 155,999 Lead 154,409 11,404 165,813 Advisor 175,001 - 175,001 Manager 160,647 - 160,647 Lead 160,647 - 160,647 Advisor 141,123 2,843 143,966 Manager 176,574 4,059 180,633 Lead 173,440 311 173,751 Manager 179,608 338 179,946 Advisor 151,253 - 151,253 Lead 158,432 - 157,611 Manager 179,608 338 179,946 Advisor 151,253 - 152,637 Supervisor 157,611 - 157,611 Manager 179,561 - 157,611 Lead 132,878 - 132,878 Man	_			
Advisor 158,225 4,710 162,935 Manager 249,750 - 249,750 Manager 155,819 180 155,919 Lead 154,409 11,404 165,813 Advisor 174,942 3,359 178,301 Lead 160,647 - 160,647 Advisor 141,123 2,843 143,966 Manager 176,574 4,059 180,633 Lead 173,440 311 173,751 Manager 179,608 338 179,946 Advisor 151,253 - 151,253 Lead 158,432 - 158,432 Supervisor 157,611 - 158,432 Supervisor 175,611 - 157,611 Manager 176,574 1,552 225,377 Supervisor 157,611 - 158,432 Supervisor 194,352 178 194,530 Lead 132,878 - 193,530 Lead 152,657 33,183 157,862 <tr< td=""><td>_</td><td></td><td></td><td></td></tr<>	_			
Manager 249,750 - 249,750 Manager 155,819 180 155,919 Lead 154,409 11,404 165,813 Advisor 175,001 - 175,001 Manager 174,942 3,359 178,301 Lead 160,647 - 160,647 Advisor 141,123 2,843 143,966 Manager 176,574 4,059 180,633 Lead 173,440 311 173,751 Manager 179,608 338 179,946 Advisor 151,253 - 151,253 Lead 152,533 - 152,878 Lead 158,432 - 158,432 Supervisor 157,611 - 157,611 Manager 177,611 - 157,611 Manager 177,604 1,950 179,554 Manager 162,305 33,183 195,488 Manager 162,305 33,183 195,488 Manager 166,103 - 166,103	_			
Manager 155,819 180 155,999 Lead 154,409 11,404 165,813 Advisor 175,001 - 175,001 Manager 174,942 3,359 178,301 Lead 160,647 - 160,647 Advisor 141,123 2,843 143,966 Manager 176,574 4,059 180,633 Lead 173,440 311 173,751 Manager 179,608 338 179,946 Advisor 151,253 - 151,253 Lead 158,432 - 158,432 Supervisor 157,611 - 157,611 Manager 177,611 - 175,611 Manager 177,611 - 175,612 Lead 132,878 - 132,878 Manager 177,604 1,950 179,554 Manager 162,305 33,183 195,488 Manager 162,305 33,183 195,488<				
Lead 154,409 11,404 165,813 Advisor 175,901 - 175,001 Manager 174,942 3,359 178,301 Lead 160,647 - 160,647 Advisor 141,123 2,843 143,966 Manager 176,574 4,059 180,633 Lead 173,440 311 173,751 Manager 151,253 - 151,253 Lead 158,432 - 158,432 Supervisor 157,611 - 157,611 Manager 177,604 1,950 178,534 Lead 132,878 - 132,878 Lead 132,878 - 132,878 Manager 164,243 3,374 167,617 Manager 164,243 3,374 167,617 <tr< td=""><td></td><td></td><td></td><td></td></tr<>				
Advisor 175,001 - 175,001 Manager 174,942 3,359 178,301 Lead 160,647 - 160,647 Advisor 141,123 2,843 143,966 Manager 176,574 4,059 180,633 Lead 173,440 311 173,751 Manager 179,608 338 179,946 Advisor 151,253 - 151,253 Lead 158,432 - 157,611 Supervisor 157,611 - 157,611 Manager 217,815 7,562 225,377 Supervisor 194,352 178 194,532 Lead 132,878 - 152,878 Manager 177,604 1,950 179,554 Manager 164,243 3,374 167,617 Manager 164,243 3,374 167,617 Manager 166,103 - 166,103 Lead 132,465 5,779 138,248 Manager 148,523 6,559 255,082 Manager 148,183 2,445 144,628 Advisor 137,000 826 138,026 Engineer 147,906				
Manager 174,942 3,359 178,301 Lead 160,647 - 160,647 Advisor 141,123 2,843 143,966 Manager 176,574 4,059 180,633 Lead 173,440 311 173,751 Manager 179,608 338 179,946 Advisor 151,253 - 151,253 Lead 158,432 - 158,432 Supervisor 157,611 - 157,611 Manager 177,611 - 157,611 Manager 177,611 - 157,611 Manager 194,352 178 194,530 Lead 132,878 - 132,878 Manager 164,243 3,374 167,617 Manager 164,243 3,374 167,617 Manager 166,103 - 166,103 Lead 132,465 5,779 138,244 Manager 166,103 - 166,103 Lead 137,200 826 138,026 Eng				
Lead 160,647 - 160,647 Advisor 141,123 2,843 143,966 Manager 176,574 4,059 180,633 Lead 173,440 311 173,751 Manager 179,608 338 179,946 Advisor 151,253 - 151,253 Lead 158,432 - 158,432 Supervisor 157,611 - 157,611 Manager 127,815 7,562 225,377 Supervisor 194,352 178 194,552 Lead 132,878 - 132,878 Manager 177,604 1,950 179,554 Manager 162,305 33,183 195,488 Manager 164,243 3,374 167,617 Manager 166,103 - 166,103 Lead 132,465 5,779 138,248 Manager 148,523 6,559 255,082 Manager 181,636 667 182,303 Lead 137,200 826 138,026				
Advisor 141,123 2,843 143,966 Manager 176,574 4,059 180,633 Lead 173,440 311 173,751 Manager 179,608 338 179,946 Advisor 151,253 - 151,253 Lead 158,432 - 157,611 Supervisor 157,611 - 157,611 Manager 117,815 7,562 225,377 Supervisor 194,352 178 194,530 Lead 132,878 - 132,878 Lead 164,243 3,374 167,617 Manager 164,243 3,374 167,617 Manager 162,305 33,183 195,488 Manager 166,103 - 166,103 Lead 132,465 5,779 138,244 Manager 181,636 667 182,303 Lead 142,183 2,445 144,628 Advisor 137,000 826 138,026 Engineer 142,25 1,302 143,524	_			
Manager 176,574 4,059 180,633 Lead 173,440 311 173,751 Manager 179,608 338 179,946 Advisor 151,253 - 151,253 Lead 158,432 - 158,432 Supervisor 157,611 - 157,611 Manager 217,815 7,562 225,377 Supervisor 194,352 178 194,530 Lead 132,878 - 132,878 Manager 177,604 1,950 179,554 Manager 164,243 3,374 167,617 Manager 162,305 33,183 195,488 Manager 166,103 - 166,103 Lead 132,465 5,779 138,244 Manager 181,636 667 182,303 Lead 142,183 2,445 144,628 Advisor 137,200 82,6 138,026 Engineer 142,425 1,302 143,727 Manager 166,103 - 1,2 138,026				
Lead 173,440 311 173,751 Manager 179,608 338 179,946 Advisor 151,253 - 151,253 Lead 158,432 - 158,432 Supervisor 157,611 - 157,611 Manager 217,815 7,562 225,377 Supervisor 194,352 178 194,530 Lead 132,878 - 132,878 Manager 177,604 1,950 179,554 Manager 164,243 3,374 167,617 Manager 162,305 33,183 195,488 Manager 166,103 - 166,103 Lead 132,465 5,779 138,244 Manager 181,636 667 182,303 Lead 132,465 5,779 138,244 Advisor 137,200 826 138,026 Engineer 142,425 1,302 143,727 Manager 168,400 3,166 71,566 Lead 147,406 635 148,541 <t< td=""><td></td><td></td><td></td><td></td></t<>				
Manager 179,608 338 179,946 Advisor 151,253 - 151,253 Lead 158,432 - 158,432 Supervisor 157,611 - 157,611 Manager 217,815 7,562 225,377 Supervisor 194,352 178 194,530 Lead 132,878 - 132,878 Manager 164,243 3,374 167,617 Manager 164,243 3,374 167,617 Manager 162,305 33,183 195,488 Manager 166,103 - 166,103 Lead 132,665 5,779 138,244 Manager 248,523 6,567 182,303 Lead 142,183 2,445 144,628 Advisor 137,200 826 138,026 Engineer 147,906 635 148,544 Account Executive 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849	_			
Advisor 151,253 - 151,253 Lead 158,432 - 158,432 Supervisor 157,611 - 157,611 Manager 217,815 7,562 225,377 Supervisor 194,352 178 194,530 Lead 132,878 - 132,878 Manager 177,604 1,950 179,554 Manager 164,243 3,374 167,617 Manager 162,305 33,183 195,488 Manager 166,103 - 166,103 Lead 132,465 5,779 138,244 Manager 181,636 667 182,303 Lead 142,183 2,445 144,628 Advisor 137,200 826 138,026 Engineer 147,906 635 148,541 Account Executive 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849 Account Executive 168,000 3,166 171,566				
Lead 158,432 - 158,432 Supervisor 157,611 - 157,611 Manager 194,352 178 194,530 Supervisor 194,352 178 194,530 Lead 132,878 - 132,878 Manager 177,604 1,950 179,554 Manager 164,243 3,374 167,617 Manager 166,103 - 166,103 Manager 166,103 - 166,103 Lead 132,465 5,779 138,244 Manager 181,636 667 182,303 Lead 142,183 2,445 144,628 Advisor 181,636 667 182,303 Lead 142,183 2,445 144,628 Advisor 137,000 826 138,028 Engineer 147,906 635 148,541 Account Executive 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849	=			
Supervisor 157,611 - 157,611 Manager 217,815 7,562 225,377 Supervisor 194,352 178 194,530 Lead 132,878 - 132,878 Manager 177,604 1,950 179,554 Manager 164,243 3,374 167,617 Manager 162,305 33,183 195,488 Manager 166,103 - 166,103 Lead 132,465 5,779 138,244 Manager 248,523 6,559 255,082 Manager 181,636 667 182,303 Lead 142,183 2,445 144,628 Advisor 137,200 826 138,026 Engineer 147,906 635 148,541 Account Executive 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849 Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,689 938 157,627				
Manager 217,815 7,562 225,377 Supervisor 194,352 178 194,530 Lead 132,878 - 132,878 Manager 177,604 1,950 179,554 Manager 164,243 3,374 167,617 Manager 166,203 3 3,183 195,488 Manager 166,103 - 166,103 Lead 132,465 5,779 138,244 Manager 248,523 6,559 255,082 Manager 181,636 667 182,303 Lead 142,183 2,445 144,628 Advisor 137,200 826 138,026 Engineer 142,425 1,302 143,727 Manager 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849 Account Executive 184,640 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 -			-	
Supervisor 194,352 178 194,530 Lead 132,878 - 132,878 Manager 177,604 1,950 179,554 Manager 164,243 3,374 167,617 Manager 166,103 - 166,103 Lead 132,465 5,779 138,244 Manager 248,523 6,559 255,082 Manager 181,636 667 182,303 Lead 142,183 2,445 144,628 Advisor 137,200 826 138,026 Engineer 142,425 1,302 143,727 Manager 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849 Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,685 555 157,410 </td <td>-</td> <td></td> <td>7.562</td> <td></td>	-		7.562	
Lead 132,878 - 132,878 Manager 177,604 1,950 179,554 Manager 164,243 3,374 167,617 Manager 162,305 33,183 195,488 Manager 166,103 - 166,103 Lead 132,465 5,779 138,244 Manager 248,523 6,559 255,082 Manager 181,636 667 182,303 Lead 142,183 2,445 144,628 Advisor 137,200 826 138,026 Engineer 147,906 635 148,541 Account Executive 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849 Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,845 565 157,410				
Manager 177,604 1,950 179,554 Manager 164,243 3,374 167,617 Manager 162,305 33,183 195,488 Manager 166,103 - 166,103 Lead 132,465 5,779 138,244 Manager 248,523 6,559 255,082 Manager 181,636 667 182,303 Lead 142,183 2,445 144,628 Advisor 137,200 826 138,026 Engineer 142,425 1,302 143,727 Manager 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 183,560 72 183,632 Engineer 143,849 - 143,849 Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,845 565 157,410	•			
Manager 164,243 3,374 167,617 Manager 162,305 33,183 195,488 Manager 166,103 - 166,103 Lead 132,465 5,779 138,244 Manager 248,523 6,559 255,082 Manager 181,636 667 182,303 Lead 142,183 2,445 144,628 Advisor 137,200 826 138,026 Engineer 142,425 1,302 143,727 Manager 147,906 635 148,541 Account Executive 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849 Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,845 565 157,410			1,950	
Manager 162,305 33,183 195,488 Manager 166,103 - 166,103 Lead 132,465 5,779 138,244 Manager 248,523 6,559 255,082 Manager 181,636 667 182,303 Lead 142,183 2,445 144,628 Advisor 137,200 826 138,026 Engineer 142,425 1,302 143,727 Manager 147,906 635 148,541 Account Executive 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849 Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,845 565 157,410	Manager			
Manager 166,103 - 166,103 Lead 132,465 5,779 138,244 Manager 248,523 6,559 255,082 Manager 181,636 667 182,303 Lead 142,183 2,445 144,628 Advisor 137,200 826 138,026 Engineer 142,425 1,302 143,727 Manager 147,906 635 148,541 Account Executive 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849 Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,845 565 157,410	9			195,488
Lead 132,465 5,779 138,244 Manager 248,523 6,559 255,082 Manager 181,636 667 182,303 Lead 142,183 2,445 144,628 Advisor 137,200 826 138,026 Engineer 142,425 1,302 143,727 Manager 147,906 635 148,541 Account Executive 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849 Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,845 565 157,410				166,103
Manager 248,523 6,559 255,082 Manager 181,636 667 182,303 Lead 142,183 2,445 144,628 Advisor 137,200 826 138,026 Engineer 142,425 1,302 143,727 Manager 147,906 635 148,541 Account Executive 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849 Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,845 565 157,410	Lead		5,779	138,244
Manager 181,636 667 182,303 Lead 142,183 2,445 144,628 Advisor 137,200 826 138,026 Engineer 142,425 1,302 143,727 Manager 147,906 635 148,541 Account Executive 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849 Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,845 565 157,410	Manager			255,082
Lead 142,183 2,445 144,628 Advisor 137,200 826 138,026 Engineer 142,425 1,302 143,727 Manager 147,906 635 148,541 Account Executive 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849 Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,845 565 157,410	Manager			182,303
Advisor 137,200 826 138,026 Engineer 142,425 1,302 143,727 Manager 147,906 635 148,541 Account Executive 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849 Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,845 565 157,410	Lead			144,628
Engineer 142,425 1,302 143,727 Manager 147,906 635 148,541 Account Executive 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849 Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,845 565 157,410	Advisor			138,026
Manager 147,906 635 148,541 Account Executive 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849 Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,845 565 157,410	Engineer			143,727
Account Executive 168,400 3,166 171,566 Lead 183,560 72 183,632 Engineer 143,849 - 143,849 Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,845 565 157,410	Manager	147,906		148,541
Lead 183,560 72 183,632 Engineer 143,849 - 143,849 Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,845 565 157,410	Account Executive			171,566
Engineer 143,849 - 143,849 Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,845 565 157,410	Lead			183,632
Specialist 261,548 - 261,548 Supervisor 156,689 938 157,627 Principal 156,845 565 157,410	Engineer		-	143,849
Principal 156,845 565 157,410	Specialist	261,548	-	261,548
Principal 156,845 565 157,410	Supervisor	156,689	938	157,627
Manager 196,897 353 197.250	Principal		565	157,410
	Manager	196,897	353	197,250

Manager 178.073 5.026 19.079 Engineer 169.945 4.100 74.755 Lead 198,980 5.173 20.04,053 Suppervisor 160,330 6.00 165,733 Advisor 143,440 - 144,9910 Advisor 148,786 1,124 149,910 Advisor 156,457 4,521 160,932 Advisor 156,457 4,521 160,932 Supervisor 156,657 4,521 160,932 Advisor 156,659 410 156,669 Engineer 158,897 765 165,669 Engineer 158,897 765 160,669 Advisor 156,623 410 156,669 Engineer 158,897 765 160,669 Advisor 151,569 77 158,069 Engineer 158,062 - 14,060 Supervisor 151,569 77 158,069 Supervisor 150,981	REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Manager 170,911 13,855 184,766 Enginere 69,945 4,810 74,755 Lead 198,880 5,173 204,053 Supervisor 160,330 6,400 166,730 Manager 225,948 11,249 237,197 Advisor 148,766 1,124 149,910 Advisor 156,547 4,521 160,922 Manager 171,216 2,198 173,414 Supervisor 161,002 - 161,002 Advisor 156,299 410 156,669 Reginerer 168,897 765 160,602 Manager 199,051 2,309 201,300 Advisor 136,623 - 136,603 Manager 157,999 77 156,605 Manager 157,999 77 156,005 Supervisor 160,891 6,787 160,091 Supervisor 160,333 6,678 167,073 Engineer 144,966	Manager	202,055	1,512	203,567
Enginere 69,945 4,810 74,755 Loed 198,880 5,173 20,603 5,00 166,730 6,400 166,730 3,00 16,033 6,400 166,730 Advisor 143,440 143,440 143,440 143,440 143,440 Advisor 148,440 143,640 143,640 143,640 143,640 143,640 143,640 143,640 143,640 143,640	Manager	188,073	5,026	193,099
Lead 198,880 5,173 20,063 Manager 225,948 11,249 237,197 Advisor 148,440 - 143,440 Supervisor 148,786 1,124 149,910 Advisor 156,457 4,521 160,928 Manager 171,216 2,138 173,414 Supervisor 161,062 - 161,062 Advisor 156,259 410 156,669 Engineer 168,897 765 169,662 Manager 199,051 2,309 201,300 Advisor 136,633 - 166,669 Manager 157,799 75 156,669 Manager 157,799 77 158,016 Supervisor 151,534 9,157 166,691 Supervisor 151,534 9,157 166,691 Supervisor 151,534 9,157 166,691 Supervisor 151,534 9,157 166,691 Supervisor 152,505	Manager			
Supervisor 160,330 6,400 167,720 Advisor 143,440 - 143,440 Advisor 143,440 - 143,440 Advisor 156,457 4,521 169,978 Advisor 156,457 4,521 169,978 Manager 171,1216 2,198 173,414 Supervisor 156,659 410 156,659 Engineer 158,857 755 169,652 Manager 199,051 2,309 201,350 Advisor 156,623 - 136,653 Manager 157,959 77 150,605 Manager 157,959 77 150,055 Supervisor 151,534 9,157 160,691 Supervisor 150,333 6,678 160,691 Supervisor 151,534 9,157 160,691 Supervisor 151,534 9,157 160,691 Supervisor 151,534 9,157 160,691 Supervisor 153,5	Engineer			
Manager 225,948 11,249 237,197 Advisor 148,440 - 149,910 Supervisor 166,657 4,521 169,928 Manager 172,216 2,198 173,414 Manager 172,216 2,198 173,414 Supervisor 166,062 - 160,062 Advisor 156,259 410 156,669 Engineer 168,897 765 169,662 Manager 199,051 2,309 201,360 Advisor 166,413 192 165,609 Manager 157,799 77 156,016 Supervisor 160,333 6,678 167,071 Supervisor 160,333 6,678 167,071 Engineer 144,946 100 145,046 Engineer 144,946 100 145,046 Manager 237,557 800 238,387 Engineer 144,940 10 145,046 Manager 149,300	Lead			
Advisor	Supervisor			
Supervisor 148,786 1,124 149,910 Advisor 156,457 4,521 169,938 Manager 177,1216 2,198 173,414 Supervisor 161,062 - 161,062 Advisor 156,359 410 156,669 Engineer 168,897 765 120,309 Advisor 136,623 - 136,623 Lead 163,413 192 165,623 Manager 157,959 77 158,036 Manager 151,534 9,157 160,839 Supervisor 163,933 6,678 167,071 Supervisor 131,005 - 131,005 Supervisor 131,005 - 131,005 Supervisor 131,005 - 131,005 Supervisor 131,005 - 131,005 Supervisor 134,940 10 - Supervisor 144,946 100 - Supervisor 144,946 100 </td <td>_</td> <td></td> <td></td> <td></td>	_			
Advisor 15-6457 4,521 160,978 173,216 2,198 173,416 150,978 174,216 2,198 173,416 150,978 150,				
Manager 173,1216 2,198 173,414 Supervisor 161,062 - 610,062 - 610,062 - 610,062 - 610,062 - 610,062 - 156,599 410 156,669 156,669 156,669 156,603 130,623 - 136,623 - 136,623 - 136,603 163,603 <td></td> <td></td> <td></td> <td></td>				
Supervisor 151,062 - 161,062 10 156,629 410 156,629 110 156,629 110 156,629 110 156,629 110 156,629 110 156,629 110 166,623 - 114,623 -				
Advisor 156,259 410 156,629 108,897 765 169,662 Manager 19,051 2,309 20,1300 130,607 136,623 - 136,623 122 136,605 146,605 157,509 177 158,036 159,602 157,509 177 158,036 159,602 157,509 177 158,036 159,000 151,534 9,157 160,691 151,534 9,157 160,691 151,534 9,157 160,691 151,534 9,157 160,691 151,534 9,157 160,691 150,000 1	_			
Engineer 168,897 765 199,051 2,309 201,360 Advisor 136,623 - 146,600 - 146,600 - 146,600 - 146,600 - 146,800 - 144,890 - 144,890 - 144,890 - 144,890 - 144,890 - 144,890 - 144,890 - <td>·</td> <td></td> <td></td> <td></td>	·			
Manager 199,051 2,300 20,136 Advisor 136,623 - 136,623 Lead 163,413 192 163,603 Manager 157,959 77 158,036 Supervisor 160,939 6,678 167,071 Engineer 144,946 100 145,046 Supervisor 131,005 - 131,005 Technologist 149,910 - 149,910 Account Executive 166,486 727 167,155 Manager 144,890 - 144,890 Lead 157,160 - 147,123 Lead 167,160 - 167,160 Engineer 185,334 58 185,932 Specialist 139,822 - 167,160 Advisor 145,590 7,619 153,209 Manager 185,334 58 188,932 Advisor 139,987 523 140,510 Advisor 158,466 9,547				
Advisor	_			
Lead 163,413 192 163,605 Manager 157,959 77 158,036 Supervisor 160,393 6,678 167,071 Engineer 144,946 100 145,046 Supervisor 131,005 - 131,005 Supervisor 131,005 - 131,005 Manager 237,587 800 238,387 Technologist 149,910 - 149,910 Account Executive 166,468 727 167,195 Manager 144,890 - 144,890 Lead 139,693 5,882 145,575 Lead 167,160 - 167,160 Engineer 185,334 598 185,932 Specialist 139,582 - 139,582 Advisor 145,590 7,619 153,209 Manager 183,703 5,846 9,547 168,013 Advisor 149,918 95 148,883 Supervisor 152	_			
Manager 157,599 77 158,036 Supervisor 151,534 9,157 160,693 Supervisor 160,333 6,678 167,071 Engineer 144,946 100 145,046 Supervisor 131,005 - 131,005 Manager 237,587 800 238,387 Etchnologist 149,910 - 149,910 Account Executive 166,468 77 167,195 Manager 14,890 - 144,890 Lead 139,693 5,882 145,575 Lead 167,160 - 167,160 Lead 167,160 - 167,160 Elead 188,334 598 185,932 Specialist 139,582 - 193,582 Lead 153,395 7,619 153,209 Manager 188,734 598 185,932 Specialist 139,582 - 135,209 Advisor 188,466 9,547				
Supervisor 151,534 9,157 160,691 Supervisor 160,393 6,678 167,071 Engineer 144,946 100 145,046 Supervisor 131,005 - 131,005 Technologist 149,910 - 149,910 Account Executive 166,688 727 167,195 Manager 144,890 - 144,890 Lead 139,693 5,882 145,755 Lead 167,160 - 167,160 Engineer 185,334 598 185,932 Specialist 139,582 - 193,582 Advisor 145,590 7,619 153,209 Manager 183,703 5,884 189,987 Advisor 145,590 7,619 153,209 Mariager 184,666 9,547 166,013 Advisor 149,918 965 148,83 Supervisor 152,355 - 152,355 Engineer 140,791				
Supervisor 160,333 6,678 167,071 Engineer 144,946 100 145,046 Supervisor 131,005 - 131,005 Manager 237,587 800 238,387 Technologist 149,910 - 149,910 Account Executive 166,648 727 167,195 Manager 144,890 - 144,890 Lead 139,693 5,882 145,575 Lead 167,160 - 167,160 Engineer 185,334 598 185,932 Specialist 139,582 - 139,582 Advisor 145,590 7,619 133,209 Manager 183,703 5,884 189,587 Advisor 158,466 9,547 168,013 Advisor 147,918 965 148,83 Supervisor 122,355 1,249 124,804 Advisor 147,918 965 148,83 Supervisor 152,555	_			
Engineer 144,946 100 145,046 Manager 237,587 800 238,387 Technologist 149,910 - 149,910 Account Executive 166,468 727 167,195 Manager 144,890 - 144,890 Lead 139,993 5,882 145,575 Lead 167,160 - 167,160 Engineer 185,334 598 185,932 Specialist 139,582 - 139,582 Advisor 145,590 7,619 153,209 Manager 183,703 5,884 189,573 Advisor 145,590 7,619 153,209 Manager 183,703 5,884 189,587 Advisor 158,466 9,547 168,013 Advisor 158,466 9,547 168,013 Advisor 158,466 9,547 168,013 Advisor 158,466 9,547 168,013 Advisor 159,235	•			
Supervisor 131,005 - 131,005 Manager 237,587 800 238,387 Technologist 149,910 - 167,195 Account Executive 166,468 727 167,195 Manager 144,890 - 144,890 Lead 138,957 2,266 141,223 Lead 167,160 - 167,160 Engineer 185,334 598 185,932 Specialist 139,582 - 193,582 Advisor 145,590 7,619 153,090 Manager 183,303 5,884 189,582 Advisor 158,466 9,547 168,013 Advisor 139,987 523 140,510 Advisor 147,918 96 148,883 Supervisor 152,355 - 152,355 Engineer 194,537 2,253 196,790 Manager 164,142 1,585 15,797 Manager 164,142	•			
Manager 237,587 800 238,387 Technologist 149,910 - 149,910 Account Executive 166,468 727 167,195 Manager 144,890 - 144,890 Lead 139,693 5,882 145,575 Lead 167,160 - 167,160 Engineer 185,334 598 185,932 Specialist 139,582 - 139,582 Advisor 145,590 7,619 153,209 Manager 183,703 5,884 185,932 Advisor 158,466 9,547 168,013 Advisor 139,987 523 140,510 Advisor 147,918 965 148,883 Supervisor 152,355 - 152,355 Engineer 194,537 2,253 196,790 Manager 194,537 2,253 196,790 Manager 194,537 2,236 153,950 Manager 194,337 <t< td=""><td>_</td><td></td><td></td><td></td></t<>	_			
Technologist 149,910 - 149,910 Account Executive 166,468 727 167,195 Manager 144,890 - 144,890 Lead 139,693 5,882 145,575 Lead 167,160 - 167,160 Engineer 185,334 598 185,932 Specialist 139,582 - 139,582 Advisor 145,590 7,619 153,209 Manager 183,703 5,884 189,587 Advisor 158,466 9,547 168,013 Advisor 147,918 965 148,883 Supervisor 147,918 965 148,883 Supervisor 147,918 965 148,883 Supervisor 147,918 965 148,883 Supervisor 152,355 1,249 214,804 Manager 194,537 2,253 196,709 Account Executive 157,551 478 158,009 Manager 164,	•			
Account Executive 166,468 727 167,195 Manager 144,890 - 144,890 Lead 139,693 5,882 144,575 Lead 138,957 2,266 141,223 Lead 167,160 - 167,160 Engineer 185,334 598 185,932 Specialist 139,582 - 139,582 Advisor 145,590 7,619 153,209 Manager 183,703 5,884 189,587 Advisor 158,466 9,547 160,103 Advisor 147,918 965 148,883 Supervisor 152,355 1,249 14,883 Supervisor 152,355 1,249 14,883 Manager 194,537 2,253 196,790 Account Executive 157,551 478 158,029 Manager 164,142 1,585 165,727 Manager 164,342 1,586 199,990 Engineer 162,422 </td <td>_</td> <td></td> <td></td> <td></td>	_			
Manager 144,890 - 144,890 Lead 139,693 5,882 145,575 Lead 167,160 - 167,160 Engineer 185,334 598 185,932 Specialist 139,582 - 139,582 Advisor 145,590 7,619 153,209 Manager 183,703 5,884 189,587 Advisor 158,466 9,547 168,013 Advisor 149,987 523 140,510 Advisor 152,355 - 152,355 Engineer 131,355 1,249 214,804 Manager 194,537 2,253 196,709 Manager 157,551 478 158,029 Manager 151,624 2,326 153,950 Manager 18,324 11,666 199,990 Engineer 151,624 2,326 153,950 Manager 180	_			
Lead 139,693 5,882 145,575 Lead 138,957 2,266 141,223 Lead 167,160 - 167,160 Engineer 185,334 598 185,932 Specialist 139,582 - 139,582 Advisor 145,590 7,619 153,209 Manager 183,703 5,884 189,587 Advisor 158,466 9,547 168,013 Advisor 147,918 965 148,883 Supervisor 152,355 - 152,355 Engineer 194,537 2,253 196,790 Account Executive 157,551 478 158,029 Manager 194,537 2,253 196,790 Account Executive 157,551 478 158,029 Manager 184,142 1,585 165,727 Manager 184,142 1,585 165,727 Manager 18,008 3,577 183,666 Manager 190,235 <td></td> <td></td> <td></td> <td></td>				
Lead 138,957 2,266 141,223 Lead 167,160 - 167,160 Engineer 185,334 598 185,932 Specialist 139,582 - 139,582 Advisor 145,590 7,619 153,003 Manager 183,703 5,884 189,587 Advisor 158,466 9,547 168,013 Advisor 147,918 965 148,883 Supervisor 152,355 - 152,355 Engineer 194,557 2,253 196,790 Account Executive 157,551 478 158,029 Manager 184,324 11,666 199,990 Engineer 151,624 2,326 153,950 Manager 188,324 11,666 199,990 Engineer 150,624 2,326 153,950 Manager 180,088 3,577 183,657 Manager 180,088 3,577 183,666 Analyst 146,297 <td>_</td> <td></td> <td></td> <td></td>	_			
Lead 167,160 - 167,160 Engineer 188,334 598 185,932 Specialist 139,582 - 139,582 Advisor 145,590 7,619 153,209 Manager 183,703 5,884 189,587 Advisor 189,886 9,547 168,013 Advisor 147,918 965 148,883 Supervisor 152,355 - 152,355 Engineer 194,537 2,253 196,790 Manager 194,537 2,253 196,790 Manager 194,537 2,253 196,790 Manager 164,142 1,585 165,727 Manager 164,142 1,585 165,727 Manager 188,324 11,666 199,990 Manager 180,328 3,577 183,665 Manager 180,088 3,577 183,665 Manager 190,235 - 192,235 Principal 146,297				
Engineer 185,334 598 185,932 Specialist 139,582 - 139,582 Advisor 145,590 7,619 153,209 Manager 183,703 5,884 189,587 Advisor 158,866 9,547 168,013 Advisor 147,918 965 148,883 Supervisor 152,355 - 152,355 Engineer 194,537 2,253 196,790 Account Executive 157,551 478 158,029 Manager 164,142 1,585 165,727 Manager 188,324 11,666 199,990 Engineer 151,624 2,326 153,950 Manager 188,324 11,666 199,990 Engineer 151,624 2,326 153,950 Manager 180,088 3,577 183,665 Manager 180,088 3,577 183,665 Manager 164,297 1,688 147,985 Developer <td< td=""><td></td><td></td><td></td><td></td></td<>				
Specialist 139,582 - 139,582 Advisor 145,590 7,619 153,209 Manager 183,703 5,884 189,587 Advisor 158,466 9,547 168,013 Advisor 139,987 523 140,510 Advisor 147,918 965 148,883 Supervisor 152,355 - 152,355 Engineer 194,537 2,253 196,790 Account Executive 157,551 478 158,029 Manager 164,142 1,585 165,727 Manager 164,142 1,585 165,727 Manager 164,142 1,586 199,990 Engineer 151,624 2,326 153,950 Manager 188,324 11,666 199,990 Engineer 151,624 2,326 153,950 Manager 180,088 3,577 183,665 Manager 180,088 3,577 183,665 Manager 146				
Advisor 145,590 7,619 153,209 Manager 183,703 5,844 189,877 Advisor 158,466 9,547 168,013 Advisor 139,987 523 140,510 Advisor 147,918 965 148,883 Supervisor 152,355 - 152,355 Engineer 213,555 1,249 214,804 Manager 194,537 2,253 196,790 Account Executive 157,551 478 158,029 Manager 164,142 1,585 165,727 Manager 164,142 1,585 165,727 Manager 188,324 11,666 199,990 Engineer 151,624 2,326 153,950 Manager 180,088 3,577 183,665 Manager 180,088 3,577 183,665 Manager 146,297 1,688 147,985 Developer 146,297 1,688 147,985 Developer <td< td=""><td>5</td><td></td><td>390</td><td></td></td<>	5		390	
Manager 183,703 5,884 189,587 Advisor 158,466 9,547 168,013 Advisor 139,987 523 140,510 Advisor 147,918 965 148,883 Supervisor 152,355 - 152,355 Engineer 213,555 1,249 214,804 Manager 194,537 2,253 196,790 Account Executive 157,551 478 158,029 Manager 164,142 1,585 165,727 Manager 188,324 11,666 199,990 Manager 151,624 2,326 153,950 Manager 147,174 2,009 249,183 Lead 130,338 - 130,328 Manager 129,999 3,877 233,876 Analyst 146,297 1,688 147,985 Developer 146,297 1,688 147,985 Developer 146,297 1,688 147,985 Principal 149,752 - 149,725 Manager 192,325 -	·		7 610	
Advisor 158,466 9,547 168,013 Advisor 139,987 523 140,510 Advisor 147,918 965 148,883 Supervisor 152,355 152,355 Engineer 213,555 1,249 214,804 Manager 194,537 2,253 196,790 Account Executive 157,551 478 158,029 Manager 164,142 1,585 165,727 Manager 188,324 11,666 199,990 Manager 151,624 2,326 153,950 Manager 151,624 2,326 153,950 Manager 180,038 3,577 183,665 Manager 180,038 3,577 183,665 Manager 129,999 3,877 233,876 Analyst 146,297 1,688 147,985 Developer 146,298 3,513 149,721 Manager 192,355 - 192,235 Principal 19				
Advisor 139,987 523 140,510 Advisor 147,918 965 148,883 Supervisor 152,355 - 152,355 Engineer 194,537 2,253 196,790 Account Executive 157,551 478 158,029 Manager 164,142 1,585 165,727 Manager 188,324 11,666 199,990 Engineer 151,624 2,326 153,950 Manager 247,174 2,009 249,183 Lead 130,328 - 130,328 Manager 180,088 3,577 183,665 Manager 180,088 3,577 233,876 Analyst 146,297 1,688 147,985 Developer 146,297 1,688 147,985 Principal 149,752 - 192,235 Principal 198,859 4,775 203,634 Lead 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 176,660 1,428	_			
Advisor 147,918 965 148,883 Supervisor 152,355 - 152,355 Engineer 213,555 1,249 214,004 Manager 194,537 2,253 196,790 Account Executive 157,551 478 158,029 Manager 164,142 1,585 165,727 Manager 188,324 11,666 199,990 Engineer 151,624 2,326 153,950 Manager 247,174 2,009 249,183 Lead 130,328 - 130,328 Manager 180,088 3,577 183,665 Manager 180,088 3,577 183,665 Manager 146,297 1,688 147,985 Developer 146,297 1,688 147,985 Developer 149,752 - 192,235 Principal 149,752 - 194,752 Manager 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 172,497 -				
Supervisor 152,355 - 152,355 Engineer 213,555 1,249 214,804 Manager 194,537 2,253 196,790 Account Executive 157,551 478 158,029 Manager 164,142 1,585 165,727 Manager 188,324 11,666 199,990 Engineer 247,174 2,009 249,183 Manager 130,328 - 130,328 Lead 130,328 - 130,328 Manager 180,088 3,577 183,665 Manager 180,088 3,577 183,665 Manager 180,088 3,577 183,665 Manager 146,297 1,688 147,985 Developer 146,297 1,688 147,985 Principal 149,752 - 192,235 Principal 149,752 - 192,235 Principal 191,147 - 194,752 Manager 192,235				
Engineer 213,555 1,249 214,804 Manager 194,537 2,253 196,790 Account Executive 157,551 478 158,029 Manager 164,142 1,585 165,727 Manager 188,324 11,666 199,990 Engineer 151,624 2,326 153,950 Manager 247,174 2,009 249,183 Lead 130,328 - 130,328 Manager 188,088 3,577 183,656 Manager 229,999 3,877 233,876 Analyst 146,297 1,688 147,985 Developer 146,208 3,513 149,721 Manager 192,235 - 192,235 Principal 149,752 - 192,235 Manager 198,859 4,775 203,634 Lead 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 176,660 1,428 178,088 Advisor 172,497 -				
Manager 194,537 2,253 196,790 Account Executive 157,551 478 158,029 Manager 164,142 1,585 165,727 Manager 188,324 11,666 199,990 Engineer 151,624 2,326 153,950 Manager 247,174 2,009 249,183 Lead 130,328 - 130,328 Manager 180,088 3,577 183,665 Manager 129,999 3,877 233,876 Analyst 146,297 1,688 147,985 Developer 146,208 3,513 149,721 Manager 192,235 - 192,235 Principal 149,752 - 192,235 Principal 198,859 4,775 203,634 Lead 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 176,660 1,428 178,088 Advisor 177,839 1,634 179,473 Supervisor 163,510 -	•		1.249	
Account Executive 157,551 478 158,029 Manager 164,142 1,585 165,727 Manager 188,324 11,666 199,990 Engineer 151,624 2,326 153,950 Manager 247,174 2,009 249,183 Lead 130,328 - 130,328 Manager 180,088 3,577 183,665 Manager 180,088 3,577 233,876 Analyst 146,297 1,688 147,985 Developer 146,208 3,513 149,721 Manager 192,235 - 192,235 Principal 149,752 - 192,335 Manager 198,859 4,775 203,634 Lead 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 176,660 1,428 178,088 Advisor 177,839 1,634 179,473 Supervisor 163,510 - 163,510 Advisor 151,320 -	_			
Manager 164,142 1,585 165,727 Manager 188,324 11,666 199,990 Engineer 151,624 2,326 153,950 Manager 247,174 2,009 249,183 Lead 130,328 - 130,328 Manager 180,088 3,577 183,665 Manager 229,999 3,877 233,876 Analyst 146,208 3,513 149,721 Manager 192,235 - 192,235 Principal 149,752 - 192,235 Principal 149,752 - 149,752 Manager 198,859 4,775 203,634 Lead 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 176,660 1,428 178,088 Advisor 172,497 - 172,497 Manager 177,493 1,634 179,473 Supervisor 163,510 - 163,510 Advisor 151,320 - 163,510	_			
Manager 188,324 11,666 199,990 Engineer 151,624 2,326 153,950 Manager 247,174 2,009 249,183 Lead 130,328 - 130,328 Manager 180,088 3,577 183,665 Manager 229,999 3,877 233,876 Analyst 146,297 1,688 147,985 Developer 146,208 3,513 149,721 Manager 192,235 - 192,235 Principal 149,752 - 149,752 Manager 198,859 4,775 203,634 Lead 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 176,660 1,428 178,088 Advisor 177,839 1,634 179,473 Supervisor 163,510 - 163,510 Advisor 151,320 - 151,320				•
Engineer 151,624 2,326 153,950 Manager 247,174 2,009 249,183 Lead 130,328 - 130,328 Manager 180,088 3,577 183,665 Manager 229,999 3,877 233,876 Analyst 146,297 1,688 147,985 Developer 146,208 3,513 149,721 Manager 192,235 - 192,235 Principal 149,752 - 149,752 Manager 198,859 4,775 203,634 Lead 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 176,660 1,428 178,088 Advisor 172,497 - 172,497 Manager 177,839 1,634 179,473 Supervisor 163,510 - 163,510 Advisor 151,320 - 151,320	_	188,324		199,990
Manager 247,174 2,009 249,183 Lead 130,328 - 130,328 Manager 180,088 3,577 183,665 Manager 229,999 3,877 233,876 Analyst 146,297 1,688 147,985 Developer 146,208 3,513 149,721 Manager 192,235 - 192,235 Principal 149,752 - 149,752 Manager 198,859 4,775 203,634 Lead 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 176,660 1,428 178,088 Advisor 172,497 - 172,497 Manager 177,839 1,634 179,473 Supervisor 163,510 - 163,510 Advisor 151,320 - 151,320	Engineer			
Lead 130,328 - 130,328 Manager 180,088 3,577 183,665 Manager 229,999 3,877 233,876 Analyst 146,297 1,688 147,985 Developer 146,208 3,513 149,721 Manager 192,235 - 192,235 Principal 149,752 - 149,752 Manager 198,859 4,775 203,634 Lead 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 176,660 1,428 178,088 Advisor 172,497 - 172,497 Manager 177,839 1,634 179,473 Supervisor 163,510 - 163,510 Advisor 151,320 - 151,320	Manager			
Manager 229,999 3,877 233,876 Analyst 146,297 1,688 147,985 Developer 146,208 3,513 149,721 Manager 192,235 - 192,235 Principal 149,752 - 149,752 Manager 198,859 4,775 203,634 Lead 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 176,660 1,428 178,088 Advisor 172,497 - 172,497 Manager 177,839 1,634 179,473 Supervisor 163,510 - 163,510 Advisor 151,320 - 151,320	Lead			
Manager 229,999 3,877 233,876 Analyst 146,297 1,688 147,985 Developer 146,208 3,513 149,721 Manager 192,235 - 192,235 Principal 149,752 - 149,752 Manager 198,859 4,775 203,634 Lead 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 176,660 1,428 178,088 Advisor 172,497 - 172,497 Manager 177,839 1,634 179,473 Supervisor 163,510 - 163,510 Advisor 151,320 - 151,320	Manager	180,088	3,577	183,665
Developer 146,208 3,513 149,721 Manager 192,235 - 192,235 Principal 149,752 - 149,752 Manager 198,859 4,775 203,634 Lead 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 176,660 1,428 178,088 Advisor 172,497 - 172,497 Manager 177,839 1,634 179,473 Supervisor 163,510 - 163,510 Advisor 151,320 - 151,320	Manager	229,999		233,876
Developer 146,208 3,513 149,721 Manager 192,235 - 192,235 Principal 149,752 - 149,752 Manager 198,859 4,775 203,634 Lead 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 176,660 1,428 178,088 Advisor 172,497 - 172,497 Manager 177,839 1,634 179,473 Supervisor 163,510 - 163,510 Advisor 151,320 - 151,320	Analyst	146,297	1,688	147,985
Principal 149,752 - 149,752 Manager 198,859 4,775 203,634 Lead 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 176,660 1,428 178,088 Advisor 172,497 - 172,497 Manager 177,839 1,634 179,473 Supervisor 163,510 - 163,510 Advisor 151,320 - 151,320	Developer	146,208		149,721
Manager 198,859 4,775 203,634 Lead 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 176,660 1,428 178,088 Advisor 172,497 - 172,497 Manager 177,839 1,634 179,473 Supervisor 163,510 - 163,510 Advisor 151,320 - 151,320	Manager	192,235	-	192,235
Manager 198,859 4,775 203,634 Lead 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 176,660 1,428 178,088 Advisor 172,497 - 172,497 Manager 177,839 1,634 179,473 Supervisor 163,510 - 163,510 Advisor 151,320 - 151,320	Principal		-	
Lead 191,147 - 191,147 Supervisor 182,837 1,341 184,178 Manager 176,660 1,428 178,088 Advisor 172,497 - 172,497 Manager 177,839 1,634 179,473 Supervisor 163,510 - 163,510 Advisor 151,320 - 151,320	Manager		4,775	203,634
Manager 176,660 1,428 178,088 Advisor 172,497 - 172,497 Manager 177,839 1,634 179,473 Supervisor 163,510 - 163,510 Advisor 151,320 - 151,320	Lead	191,147	-	191,147
Advisor 172,497 - 172,497 Manager 177,839 1,634 179,473 Supervisor 163,510 - 163,510 Advisor 151,320 - 151,320	Supervisor	182,837	1,341	184,178
Manager 177,839 1,634 179,473 Supervisor 163,510 - 163,510 Advisor 151,320 - 151,320	Manager	176,660	1,428	178,088
Supervisor 163,510 - 163,510 Advisor 151,320 - 151,320	Advisor	172,497	-	172,497
Advisor 151,320 - 151,320	Manager	177,839	1,634	179,473
Advisor 151,320 - 151,320	Supervisor	163,510	=	163,510
Manager 171,050 673 171,723	Advisor		=	151,320
	Manager	171,050	673	171,723

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Engineer	165,415	508	165,923
Engineer	158,485	132	158,617
Manager	154,051	-	154,051
Supervisor	177,114	18,027	195,141
Manager	153,283	185	153,468
Manager	187,820	9,125	196,945
Advisor	194,084	3,642	197,726
Advisor	155,242	1,166	156,408
Lead	171,095	2,970	174,065
Manager	176,697	25	176,722
Supervisor	171,364	1,323	172,687
Manager	157,388	3,389	160,777
Manager	247,648	1,630	249,278
Advisor	69,178 153,789	-	69,178
Developer Manager	153,788 171,131	2,117	153,788 173,248
_	149,618		151,975
Manager	164,343	2,357 134	164,477
Lead Manager	216,458	4,603	221,061
Manager	164,855	6,581	171,436
Manager	136,939	4,563	141,502
Analyst	157,218	4,503	157,298
Specialist	160,789	1,545	162,334
Manager	145,014	1,882	146,896
Manager	160,079	123	160,202
Analyst	157,029	-	157,029
Lead	148,358	1,414	149,772
Lead	165,780	-, 121	165,780
Manager	208,151	4,550	212,701
Lead	169,880	11,615	181,495
Lead	166,413	89	166,502
Manager	154,760	-	154,760
Lead	144,564	4,039	148,603
Developer	189,793	750	190,543
Supervisor	154,027	62	154,089
Manager	265,989	20,793	286,782
Manager	158,238	4,210	162,448
Lead	179,381	5,457	184,838
Engineer	168,603	168	168,771
Lead	187,167	-	187,167
Manager	167,335	-	167,335
Lead	168,718	161	168,879
Manager	219,964	21,532	241,496
Manager	151,631	1,332	152,963
Manager	150,311	56	150,367
Manager	178,666	1,085	179,751
Manager	216,584	10,423	227,007
Manager	237,169	-	237,169
Engineer	192,041	447	192,488
Lead	144,712	-	144,712
Manager	190,349	18,027	208,376
Lead	179,675	4,331	184,006
Analyst	171,862	366	172,228
Manager	156,346	2,772	159,118
Lead	136,567	-	136,567
Manager	205 225	-	205,335
Inspector	205,335		
	205,335 147,540	-	147,540
Lead		- 7,149	147,540 163,529
Lead Manager Lead	147,540	- 7,149 498	

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Manager	168,100	-	168,100
Specialist	190,228	-	190,228
Advisor	159,220	9,796	169,016
Advisor	151,219	2,102	153,321
Lead	187,087	394	187,481
Advisor	181,438	498	181,936
Manager	145,788	4,688	150,476
Lead	172,305	1,297	173,602
Manager	186,539	798	187,337
Manager	147,702	467	148,169
Lead	169,341	4,855	174,196
Developer	147,858	-	147,858
Manager	158,258	- 16 242	158,258
Manager	190,395	16,342	206,737
Manager	161,919	1,216	163,135
Engineer	185,315	400 258	185,715
Lead	170,562 260,813	495	170,820 261,308
Manager Engineer	164,715	-	164,715
Developer	168,817	- -	168,817
Manager	165,693	2,287	167,980
Specialist	245,245	-	245,245
Manager	210,757	- 2,154	212,911
Advisor	168,088	1,106	169,194
Supervisor	148,382	2,177	150,559
Manager	149,469	-	149,469
Supervisor	144,387	3,596	147,983
Lead	160,276	4,986	165,262
Specialist	146,098	-	146,098
Manager	172,893	1,517	174,410
Manager	142,554	2,662	145,216
Manager	170,842	1,026	171,868
Manager	251,298	4,918	256,216
Lead	157,086	-	157,086
Manager	168,986	1,832	170,818
Specialist	145,447	78	145,525
Manager	199,633	2,327	201,960
Supervisor	140,845	-	140,845
Manager	166,446	-	166,446
Advisor	97,240	-	97,240
Manager	172,805	513	173,318
Manager	166,262	-	166,262
Lead	147,692	-	147,692
Engineer	199,475	1,720	201,195
Developer	169,601	-	169,601
Manager	172,954	313	173,267
Lead	154,297	453	154,750
Lead	143,957	1,033	144,990
Manager	205,065	-	205,065
Manager	144,210	2,304	146,514
Manager	189,218	-	189,218
Analyst	151,161	-	151,161
Lead	153,912	-	153,912
Engineer	19,695	-	19,695
Manager	208,941	842	209,783
Lead	155,008	433	155,441
Analyst	177,154	2,013	179,167
Lead	132,301	-	132,301
Manager	177,410	985	178,395
Lead	163,607	714	164,321

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Account Executive	169,169	8,130	177,299
Engineer	148,638	-	148,638
Analyst	157,562	-	157,562
Analyst	144,407	-	144,407
Engineer	179,227	-	179,227
Analyst	144,157	121	144,278
Manager	241,125	2,291	243,416
Manager	214,981	1,716	216,697
Lead	143,000	-	143,000
Manager	206,199	3,230	209,429
Supervisor	127,348	31	127,379
Manager	211,550	125	211,675
Supervisor	161,147	-	161,147
Manager	179,534	5,772	185,306
Lead	177,663	12,992	190,655
Supervisor	155,298	79 150	155,377
Engineer	177,177	150	177,327
Inspector	141,389 195,407	2,019 1,798	143,408 197,205
Master		1,790	
Lead	212,735 159,813	-	212,735 159,813
Specialist Advisor	140,648	- 52	140,700
Manager	•	5,473	200,278
Manager	194,805 188,568	1,565	190,133
Manager	168,552	-	168,552
Specialist	194,962	- -	194,962
Supervisor	163,847	13,672	177,519
Advisor	148,092	750	148,842
Manager	153,012	13,928	166,940
Manager	158,346	290	158,636
Engineer	154,801	4,761	159,562
Analyst	153,144	165	153,309
Advisor	152,265	7,503	159,768
Instructor	148,904	1,264	150,168
Manager	213,250	567	213,817
Lead	158,341	-	158,341
Manager	223,256	2,680	225,936
Engineer	21,838	1,515	23,353
Engineer	194,108	150	194,258
Manager	173,795	1,958	175,753
Lead	129,510	7,402	136,912
Advisor	64,426	1,290	65,716
Scheduler	145,611	-	145,611
Manager	221,732	3,828	225,560
Lead	162,578	-	162,578
Manager	153,393	310	153,703
Scheduler	150,572	-	150,572
Manager	168,270	444	168,714
Advisor	160,009	646	160,655
Manager	245,638	1,501	247,139
Manager	191,128	-	191,128
Master	159,213	-	159,213
Manager	149,321	10,795	160,116
Supervisor	157,574	7,154	164,728
Lead	157,250	-	157,250
Manager	161,663	-	161,663
Advisor	157,505	3,526	161,031
Manager	114,071	-	114,071
Lead	160,885	796	161,681
Manager	151,215	6,843	158,058

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Lead	159,921	60	159,981
Manager	207,073	43,164	250,237
Manager	232,014	3,679	235,693
Lead	173,776	799	174,575
Lead	162,993	4,719	167,712
Supervisor	166,254	152	166,406
Manager	204,456	3,280	207,736
Manager	165,054	12,349	177,403
Manager	189,712	2,933	192,645
Manager	159,356	2,994	162,350
Manager	175,442	478	175,920
Analyst	170,655	621	171,276
Manager	142,104	308	142,412
Manager Principal	172,243 166,568	8,075 209	180,318 166,777
Manager	147,739	2,927	150,666
Engineer	193,209	18,271	211,480
Engineer	153,205	180	157,353
Lead	157,804	497	158,301
Technologist	67,095	-	67,095
Manager	172,821	3,183	176,004
Advisor	160,502	-	160,502
Manager	202,668	2,073	204,741
Manager	178,754	20,173	198,927
Manager	252,507	4,199	256,706
Manager	176,554	, -	176,554
Manager	146,883	1,763	148,646
Manager	140,592	2,067	142,659
Analyst	172,590	-	172,590
Director	296,768	2,251	299,019
Manager	225,079	6,040	231,119
Lead	203,295	998	204,293
Manager	141,036	656	141,692
Manager	161,691	4,051	165,742
Lead	165,100	-	165,100
Manager	198,054	1,066	199,120
Lead	183,429	1,146	184,575
Supervisor	172,869	-	172,869
Manager	239,831	3,432	243,263
Advisor	165,234	-	165,234
Manager	173,729	4,053	177,782
Manager	146,001	805	146,806
Supervisor	200,279	245	200,524
Manager	241,281	12,098	253,379
Manager Supervisor	226,773	416 251	227,189
•	161,950	-	162,201 150,942
Manager Engineer	150,942 146,877	1,497	148,374
Manager	215,837	1,617	217,454
Lead	180,604	-	180,604
Manager	156,447	- -	156,447
Manager	191,915	6,215	198,130
Manager	216,846	5,822	222,668
Specialist	130,874	-	130,874
Manager	198,330	13,629	211,959
Manager	193,603	18,481	212,084
Manager	210,721	981	211,702
Analyst	142,995	-	142,995
Analyst	150,329	-	150,329
Developer	160,317	-	160,317
•	/		,

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Manager	162,983	=	162,983
Principal	156,937	-	156,937
Lead	194,878	-	194,878
Specialist	141,568	60,214	201,782
Manager	141,715	3,566	145,281
Principal	136,388	-	136,388
Director	298,698	3,554	302,252
Lead	83,183	-	83,183
Manager	212,169	9,379	221,548
Supervisor	147,825	-	147,825
Manager	137,020	-	137,020
Engineer	184,233	442	184,675
Manager	148,990	3,457	152,447
Engineer	159,991	749	160,740
Manager	154,845	- 2.700	154,845
Lead	154,042	2,708	156,750
Manager	211,035	-	211,035
Manager	201,298	750	202,048
Supervisor	194,174	-	194,174
Supervisor	155,607	72	155,679
Manager	229,191	1,786	230,977
Manager	173,895	-	173,895
Manager	168,630	-	168,630
Manager	162,776	1,519	164,295
Engineer	170,183	186	170,369
Lead	146,980	2,761	149,741
Supervisor	153,261	-	153,261
Manager	179,582	-	179,582
Manager	142,976	-	142,976
Supervisor	144,567	34	144,601
Manager	160,404	2,265	162,669
Lead	152,741	1,981	154,722
Manager	225,703	6,162	231,865
Supervisor Manager	178,394 148,148	2,991 10,042	181,385 158,190
	181,109	-	
Specialist Lead	143,813	- -	181,109 143,813
Engineer	124,240	2,708	126,948
Manager	187,738	8,063	195,801
Lead	171,695	689	172,384
Manager	151,100	6,726	157,826
Director	416,288	5,345	421,633
Supervisor	161,892	111	162,003
Lead	149,621	3,964	153,585
Advisor	145,758	341	146,099
Manager	218,201	956	219,157
Supervisor	136,483	-	136,483
Manager	164,181	808	164,989
Supervisor	159,956	-	159,956
Specialist	132,811	782	133,593
Lead	159,598	-	159,598
Lead	196,717	476	197,193
Manager	178,393	2,093	180,486
Supervisor	163,021	966	163,987
Manager	208,427	3,080	211,507
Advisor	156,895	-	156,895
Manager	150,265	9,791	160,056
Manager	186,288	9,698	195,986
Manager	262,167	-	262,167
Trader	222,492	3,620	226,112
	££2,73£	3,020	220,112

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Engineer	151,958	14,465	166,423
Lead	176,429	18	176,447
Engineer	178,962	310	179,272
Estimator	97,520	435	97,955
Manager	178,977	-	178,977
Engineer	189,567	-	189,567
Manager	190,535	463	190,998
Lead	195,640	8,401	204,041
Manager	174,623	-	174,623
Supervisor	154,450	-	154,450
Supervisor	94,748	311	95,059
Manager	165,145	-	165,145
Director	401,557	2,300	403,857
Ergonomist	152,517	4,070	156,587
Analyst	152,812	381	153,193
Manager	154,790	- 1.640	154,790
Lead	169,233	1,648	170,881
Lead	159,122	2,019	161,141
Manager	182,678	9,198	191,876
Manager	167,776	1,447	169,223
Director	323,535	14,672	338,207
Supervisor	151,310	539	151,849
Manager	158,763	794 775	159,557
Manager	165,117	775	165,892
Manager	159,925	1,825	161,750
Inspector	151,952	220	152,172
Lead	139,509	2,176	141,685
Manager	173,478	534 909	174,012
Manager	155,081		155,990
Manager	210,922 173,581	2,427 -	213,349 173,581
Accountant Engineer	161,056	5,250	166,306
Engineer	168,008	4,637	172,645
Manager	173,658	-,037	172,643
Manager	164,004	_	164,004
Lead	148,081	4,648	152,729
Advisor	155,038	653	155,691
Manager	144,196	2,083	146,279
Lead	159,789	500	160,289
Lead	152,167	368	152,535
Manager	155,480	18,283	173,763
Manager	152,074	4,150	156,224
Manager	160,676	1,722	162,398
Manager	240,556	6,269	246,825
Lead	161,637	1,836	163,473
Manager	151,258	361	151,619
Technologist	149,880	350	150,230
Director	418,839	1,459	420,298
Supervisor	124,393	-	124,393
Manager	253,857	83	253,940
Lead	158,298	362	158,660
Advisor	159,311	-	159,311
Advisor	162,945	350	163,295
Manager	184,341	911	185,252
Manager	155,360	1,136	156,496
Manager	189,252	2,539	191,791
Engineer	144,201	2,207	146,408
Engineer	172,827	964	173,791
Manager	200,048	3,392	203,440
Specialist	148,661	2,585	151,246
epiece et	1.0,001	2,555	101,210

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Account Executive	149,405	1,135	150,540
Manager	179,193	1,960	181,153
Manager	211,102	-	211,102
Manager	174,389	2,126	176,515
Supervisor	148,892	-	148,892
Supervisor	144,683	1,517	146,200
Engineer	8,679	-	8,679
Lead	158,438	1,643	160,081
Manager	226,148	12,502	238,650
Engineer	220,528	6,057	226,585
Manager	175,586	16,399	191,985
Manager	150,682	1,175	151,857
Advisor	164,956	264	165,220
Manager	153,620	6,528	160,148
Instructor	163,945	119	164,064
Instructor	146,681	1,995	148,676
Engineer	142,337	1,975	144,312
Analyst	151,039	184	151,223
Supervisor	146,590	11,632	158,222
Developer	202,441	-	202,441
Advisor	154,287	24,826	179,113
Manager	192,608	-	192,608
Lead Lead	202,869 175,370	- 1 214	202,869 176,584
		1,214	
Manager Lead	160,366 143,782	- -	160,366 143,782
Advisor	143,782	- -	167,272
Manager	169,845	1,838	171,683
Manager	180,223	3,993	184,216
Manager	179,302	6,484	185,786
Instructor	149,522	5,100	154,622
Director	407,310	10,177	417,487
Lead	151,911	1,496	153,407
Supervisor	149,944	-,	149,944
Supervisor	142,976	429	143,405
Lead	153,233	-	153,233
Manager	166,213	1,242	167,455
Advisor	147,112	4,645	151,757
Developer	172,296	-	172,296
Manager	182,252	-	182,252
Manager	171,368	6,302	177,670
Advisor	172,089	3,256	175,345
Manager	151,683	516	152,199
Lead	164,358	207	164,565
Lead	184,503	2,252	186,755
Scheduler	139,883	-	139,883
Specialist	259,236	-	259,236
Supervisor	150,097	283	150,380
Manager	242,123	7,577	249,700
Manager	188,895	1,874	190,769
Manager	51,824	916	52,740
Manager	245,680	45,575	291,255
Trader	169,989	2,515	172,504
Developer	169,917	-	169,917
Specialist	157,880	-	157,880
Manager	195,821	11,791	207,612
Manager	180,844	3,003	183,847
Advisor	145,585	240	145,825
Director	263,924	1,907	265,831
Manager	158,939	-	158,939

Account Executive 15,269 2,64 15,269 Manager 203,417 3,127 206,5 Manager 15,5955 977 157,269 Engineer 17,582 1,934 124,2 Advisor 15,0183 96 193,2 Instructor 15,068 3,244 148,3 Manager 274,533 8,078 282,3 Supervisor 155,968 283 6,07 193,6 Manager 167,356 - 193,6 - 193,6 Manager 6,70,88 283 63,7 193,2 193,2 193,2 193,2 193,2 193,2 193,2 193,2 193,2 193,2 193,2 193,2 193,2 193,2 194,2 193,2 194,2 <t< th=""><th>REDACTED VERSION</th><th>COMPENSATION*</th><th>EXPENSES</th><th>TOTAL</th></t<>	REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Manager 203.417 3,127 200.848 207 15.75 15.75 Engineer 155,965 977 15.75 Engineer 172,582 1,934 12.74 12.75 15.75 Engineer 150,083 3,94 18.36 18.20 15.06 3,244 18.36 3,244 18.36 18.22 15.06 28.22 18.20 19.77 18.22 19.77<	Lead	156,417	-	156,417
Manager 156,965 977 157,565 Engineer 172,582 1,344 174,564 Advitor 150,183 96 150,463 Manager 274,533 8,078 282,56 Manager 157,556 9 156,66 Manager 167,356 - 193,66 Manager 23,050 - 233,67 Manager 182,31 1,223 184,61 Manager 241,486 - 241,486 Lead 157,267 119 157,61 Lead 153,379 4,091 157,61 Lead 154,374 6,243 160,61 Lead 153,431 18 196,61 Lead 153,431 1 - 183,10 Lead 153,431 1 - 183,20 Lead 153,432 340 153,30 Manager 122,260 495 223,40 Manager 164,432 1,12 <	Account Executive	152,269	2,644	154,913
Engineer 172,582 1,934 174,540vior Advioro 150,183 36 150,183 Advioro 145,063 3,244 148,283 Manager 155,968 92 156,683 Supervisor 159,786 - 197,756 Engineer 62,808 283 63,757 Figineer 62,808 283 63,757 Annager 122,951 1,223 184,758 Manager 122,951 1,223 184,758 Lead 153,579 4,091 157,757 119 157,757 Account Executive 154,374 6,243 180,958 188 196,958 188 196,958 188 196,958 188 188 196,958 189 190,958 189 190,958 189 190,958 183 180,958 183 180,958 189 190,958 189 190,959 190,959 190,959 190,959 190,959 193,959 193,959 193,959 193,959<	Manager	203,417		206,544
Advisor	Manager			157,942
Instructor Manager	Engineer			174,516
Manager 274,533 8,078 282,6 Manager 197,356 - 197,256 Engineer 62,808 28 63,7 Manager 122,050 - 222,21 Manager 124,951 1,22 184,4 Manager 241,486 - 241,4 Lead 135,797 4,091 157,6 Lead 157,267 119 157,2 Account Executive 143,747 6,243 180,0 Lead 155,451 818 196,6 Lead 153,382 340 153,3 Supervisor 169,267 - 160,00 Manager 222,690 495 223,1 Lead 152,171 - 152,20 Manager 190,267 - 160,00 Manager 190,200 2,356 152,2 Advisor 150,220 2,356 152,2 Manager 190,416 1,210 194,6 <tr< td=""><td>Advisor</td><td></td><td></td><td>150,279</td></tr<>	Advisor			150,279
Supervisor				148,307
Manager 197,356 - 197,256 Enginere 6,2808 283 6,31 Manager 132,050 - 232,0 Manager 182,331 1,223 184,1 Manager 241,486 - 241,486 Lead 155,579 119 157,67 Account Executive 157,374 6,243 160,61 Lead 159,545 1818 196,241 Lead 153,382 340 153,382 Supervisor 169,676 - 169,267 Manager 122,580 495 223,483 Lead 132,171 - 132,243 Advisor 150,220 2,356 152,243 Advisor 150,220 2,356 152,244 Manager 190,416 1,210 191,444 Manager 144,332 1,373 165,144 Marisor 126,791 11,399 138,145 Instructor 144,133 4,549	_			282,611
Engineer 62,808 283 63,000 Manager 182,931 1,223 184,1 Manager 214,866 - 241,486 Lead 155,579 4,991 157,6 Lead 157,267 119 157,2 Lead 159,374 6,243 160,0 Lead 155,352 340 155,3 Supervisor 169,677 - 169,67 Manager 222,690 495 223,1 Lead 132,171 - 132,2 Advisor 150,202 2,366 152,20 Advisor 150,202 2,366 152,20 Manager 190,416 1,210 191,6	-			156,060
Manager 232,050 - 232,1 1,23 184,1 182,1 1,23 184,1 Manager 241,486 - 241,4 - 241,4 - 241,4 - 241,4 - 153,779 4,091 157,2 119 157,2 119 157,2 121,2 184,3 160,62 119,345 1818 196,2 160,24 160,24 160,24 160,24 160,24 153,34 160,62 160,24 160,24 160,24 153,34 160,24 153,34 160,24 153,34 160,24 153,34 160,24 153,34 160,24 153,34 160,24 153,34 160,24 153,34 160,24 153,34 160,24 153,34 160,24 153,34 160,24 153,34 160,24 153,34 160,24 153,34 160,24 153,34 160,24 153,34 160,24 153,34 160,24 160,24 160,24 160,24 160,24 160,24 160,24 160,24 160,24 160,24 160,24 <td>_</td> <td></td> <td></td> <td>197,356</td>	_			197,356
Manager 182,931 1,223 184,186 Manager 241,486 - 241,286 Lead 153,759 4,091 157,287 Lead 154,374 6,243 160,6 Lead 195,451 818 196,6 Lead 153,382 340 153,3 Supervisor 169,267 - 169,3 Lead 132,171 - 132,21 Lead 132,171 - 132,21 Lead 120,200 2,356 152,2 Advisor 150,220 2,356 152,2 Manager 190,416 1,210 191,6 Manager 161,532 433 161,8 <t< td=""><td>_</td><td></td><td></td><td>63,091</td></t<>	_			63,091
Manager 241,486 - 241,586 Lead 153,579 4,091 157,68 Lead 157,267 119 157,267 Account Executive 154,374 6,243 160,20 Lead 153,382 340 153,382 Supervisor 169,267 - 169,27 Manager 222,660 495 223,40 Lead 132,171 - 132,73 Advisor 150,220 2,356 152,52 Manager 190,416 1,210 191,6 Manager 190,416 1,210 191,6 Manager 144,332 1,373 145,7 Advisor 126,791 1,399 138,1 Instructor 173,118 608 173,7 Instructor 173,118 608 173,7 Instructor 193,549 27 139,9 Advisor 114,199 - 144,9 Alvisor 119,269 1,9 19 </td <td>_</td> <td></td> <td></td> <td>232,050</td>	_			232,050
Lead 153,579 4,91 157,67 Account Executive 154,374 6,243 160,151 Lead 155,351 818 196,251 Lead 153,382 340 153,352 Supervisor 169,267 - 169,353 Supervisor 169,267 - 169,353 Lead 132,171 - 132,220 Lead 150,220 2,356 152,25 Manager 190,416 1,210 191,46 Manager 190,416 1,210 191,415 Manager 144,332 1,373 145,74 Advisor 126,791 11,399 138,11 Instructor 173,118 608 173,75 Engineer 161,372 433 161,67 Instructor 139,549 27 139,69 Advisor 144,199 - 144,199 Advisor 144,199 - 144,199 Manager 19,509 195,19				184,154
Lead 157,267 119 157,267 Account Executive 154,374 6,243 169,6 Lead 195,451 818 196,2 Lead 153,382 340 153,3 Manager 222,690 495 223,3 Lead 132,171 - 132,2 Advisor 150,220 2,356 152,2 Manager 190,416 1,210 191,4 Manager 190,416 1,210 191,4 Manager 144,332 1,373 145,7 Advisor 126,791 11,339 138,1 Instructor 173,118 608 173,7 Instructor 173,118 608 173,7 Instructor 139,549 27 139,8 Instructor 144,193 - 144,1 Instructor 144,199 - 144,1 Instructor 144,219 - 144,2 Instructor 153,519 2 153,2 <td></td> <td></td> <td></td> <td>241,486</td>				241,486
Account Executive 154,374 6,243 160,6 Lead 195,451 818 196,7 Lead 153,382 340 155,7 Supervisor 169,267 - 169,2 Manager 222,600 495 223,3 Lead 132,171 - 132,2 Advisor 150,220 2,356 152,2 Manager 190,416 1,210 191,6 Manager 190,416 1,210 191,6 Manager 190,416 1,210 191,6 Manager 190,416 1,210 191,6 Manager 126,791 11,339 138,3 Instructor 131,318 608 173,3 Instructor 139,549 27 139,9 Engineer 161,372 433 161,8 Instructor 139,549 27 139,9 Advisor 144,199 - 144,1 Manager 177,82 361 177,5				157,670
Lead 195,451 818 196,2 Lead 153,382 340 153,7 Supervisor 169,267 - 169,2 Manager 222,690 495 223,1 Lead 133,171 - 132,2 Advisor 150,220 2,356 152,2 Manager 144,332 1,373 145,7 Advisor 126,791 11,399 138,1 Instructor 144,133 4,549 148,6 Instructor 173,118 608 173,7 Engineer 161,372 433 161,8 Instructor 139,549 27 139,5 Advisor 144,199 - 144,19 Manager 19,269 1,959 121,2 Manager 19,269 1,959 121,2 Manager 19,269 1,959 121,2 Manager 197,782 361 177,7 Lead 153,519 - 162,6 <				157,386
Lead 153,382 340 153,7 Manager 169,267 - 169,27 Manager 222,690 495 223,1 Lead 132,771 - 132,2 Advisor 150,202 2,356 152,2 Manager 190,416 1,210 191,6 Advisor 126,791 11,399 138,1 Instructor 134,133 4,549 148,6 Instructor 131,371 433 161,5 Instructor 139,549 27 139,9 Instructor 139,549 27 139,9 Advisor 144,199 - 144,1 Manager 119,269 1,999 121,7 Lead 135,519 - 153,3 Manager 187,382 600 187,5 Mavisor 162,675 - 162,6 Manager 187,382 600 187,5 Mavisor 162,675 - 162,6				160,617
Supervisor 169,267 - 169,267 Manager 222,690 495 223,1 Lead 132,171 - 132,2 Advisor 150,220 2,256 152,5 Manager 190,416 1,210 191,2 Manager 144,332 1,373 145,7 Advisor 126,791 11,399 138,1 Instructor 144,133 4,549 148,8 Instructor 173,118 608 173,7 Eigheer 161,372 433 161,8 Instructor 19,569 27 139,54 Advisor 144,199 27 139,54 Advisor 144,199 27 139,54 Manager 177,182 361 177,7 Lead 153,519 6 153,54 Manager 177,182 361 177,7 Lead 152,57 - 162,6 Manager 162,675 - 162,6 <				196,269
Manager 222,690 495 223,1 Lead 132,171 - 132,2 Advisor 150,220 2,356 152,5 Manager 190,416 1,210 191,6 Manager 144,332 1,373 145,5 Advisor 126,791 11,399 138,1 Instructor 173,118 608 173,2 Engineer 161,372 433 161,8 Instructor 139,549 27 139,9 Advisor 144,199 - 144,19 Advisor 119,699 1,599 122,2 Manager 19,599 1,259 122,2 Manager 177,182 361 177,2 Lead 153,519 - 162,6 Manager 162,675 - 162,6 Advisor 162,675 - 162,6 Manager 167,313 2,98 20 183,3 Lead 19,625 872 99,4				
Lead 132,171 - 132, Advisor 150,220 2,356 152, Manager 190,416 1,210 191,6 Manager 144,332 1,373 145,7 Advisor 126,791 11,399 138,1 Instructor 144,133 4,549 148,8 Instructor 173,118 608 173,7 Engineer 161,372 433 161,8 Instructor 139,549 27 139,9 Advisor 144,199 - 144,19 Advisor 144,199 - 144,19 Advisor 144,199 - 144,19 Manager 142,253 78 244,253 Manager 17,182 361 177,7 Lead 153,519 - 153,8 Manager 162,675 - 162,67 Amiager 163,063 - 163,68 Lead 163,063 - 163,68	·			169,267
Advisor 150,220 2,356 152,2 Manager 190,416 1,210 191,6 Manager 144,332 1,373 145,7 Advisor 126,791 11,399 138,1 Instructor 173,118 608 173,7 Engineer 161,372 433 161,8 Instructor 139,549 27 139,549 Advisor 144,199 - 144,9 Advisor 119,669 1,959 121,2 Manager 119,269 1,959 121,2 Manager 18,338 600 187,5 Lead 120,665 872 98,4				
Manager 190,416 1,210 191,6 Manager 144,332 1,373 145,7 Advisor 126,791 11,399 138,3 Instructor 144,133 4,549 148,8 Instructor 173,118 608 173,7 Engineer 161,372 433 161,8 Instructor 139,549 27 139,8 Advisor 144,199 - 144,1 Manager 244,253 78 244,2 Manager 119,669 1,959 121,2 Manager 177,182 361 177,5 Lead 153,519 - 153,5 Manager 187,382 600 187,6 Advisor 162,675 - 162,6 Manager 147,318 2,984 150,3 Lead 163,063 - 162,6 Manager 169,010 7,800 176,8 Lead 172,200 1,183 173,				132,171
Manager 144,332 1,373 145,7 Advisor 126,791 11,399 138,3 Instructor 144,133 4,549 148,6 Instructor 173,118 608 173,7 Engineer 161,572 433 161,8 Instructor 139,549 27 139,9 Advisor 144,199 - 144,1 Manager 119,269 1,959 121,2 Manager 177,182 361 177,5 Lead 153,519 - 153,5 Manager 187,382 600 187,7 Advisor 162,675 - 162,6 Manager 163,033 - 162,6 Analyst 163,063 - 163,0 Lead 172,00 1,183 173,3 Analyst 169,010 7,800 176,8 Lead 172,00 1,183 173,3 Analyst 142,475 720 143,1 <tr< td=""><td></td><td></td><td></td><td></td></tr<>				
Advisor 126,791 11,399 138.1 Instructor 144,133 4,549 148,6 Instructor 173,118 608 173,7 Engineer 161,372 433 161,8 Instructor 139,59 27 139,5 Advisor 144,199 - 144,4 Manager 244,253 78 244,2 Manager 177,182 361 177,5 Lead 153,519 - 153,5 Advisor 162,675 - 162,6 Manager 147,318 2,984 150,3 Lead 153,519 - 162,6 Manager 162,675 - 162,6 Manager 162,675 - 162,6 Manager 163,063 - 162,6 Manager 169,00 7,800 176,8 Lead 172,200 1,183 173,3 Manager 169,00 7,800 158,7	_			
instructor 144,133 4,549 148,66 instructor 173,118 608 173,7 Engineer 161,372 433 161,6 instructor 139,549 27 139,5 Advisor 144,199 - 144,1 Manager 244,253 78 244,2 Manager 119,269 1,959 121,2 Manager 177,182 361 177,2 Lead 153,519 - 153,3 Advisor 162,675 - 162,67 Anager 147,318 2,984 150,3 Lead 201,573 339 201,5 Analyst 163,063 - 163,0 Lead 180,003 - 163,0 Lead 189,010 7,800 176,8 Lead 122,000 1,183 173,3 Advisor 154,223 - 154,2 Supervisor 151,371 163 151,5	9			
instructor 173,118 608 173,75 Engineer 161,372 433 161,88 Instructor 139,549 27 139,84 Advisor 144,199 - 144,14 Manager 244,253 78 244,24 Manager 119,269 1,959 121,24 Manager 177,182 361 177,5 Lead 153,519 - 153,5 Advisor 162,675 - 162,6 Manager 147,318 2,984 150,3 Advisor 162,675 - 162,6 Manager 147,318 2,984 150,3 Lead 201,573 339 201,5 Lead 38,625 872 99,4 Manager 169,010 7,800 176,8 Lead 172,200 1,183 173,3 Analyst 142,475 720 143,3 Anysty 154,223 - 154,2				
Engineer 161,372 433 161,8 Instructor 139,549 27 139,5 Advisor 144,199 - 144,1 Manager 244,253 78 244,2 Manager 177,182 361 177,5 Lead 153,519 - 153,5 Manager 187,382 600 187,5 Advisor 162,675 - 162,6 Manager 147,318 2,984 150,3 Lead 201,573 339 201,5 Analyst 163,663 - 162,6 Lead 98,625 872 99,4 Manager 169,010 7,800 176,8 Lead 172,200 1,183 173,3 Manager 154,272 720 143,3 Advisor 154,272 72 143,4 Supervisor 151,371 163 151,5 Manager 167,025 6,122 173,2 <td< td=""><td></td><td></td><td></td><td></td></td<>				
İnstructor 139,549 27 139,549 Advisor 144,199 - 144,199 Manager 244,253 78 244,24,253 Manager 119,269 1,959 121,2 Manager 177,182 361 177,52 Lead 153,519 - 153,51 Manager 187,382 600 187,52 Advisor 162,675 - 162,675 Manager 147,318 2,984 150,31 Lead 201,573 339 201,563 Lead 163,063 - 163,663 Lead 188,625 872 99,4 Manager 169,010 7,800 176,86 Lead 172,200 1,183 173,3 Manager 158,319 473 158,3 Advisor 154,223 - 154,2 Supervisor 151,371 163 151,5 Manager 167,025 6,122 177,0				
Advisor 144,199 - 144,49 Manager 244,253 78 244,3 Manager 119,269 1,959 121,2 Manager 177,182 361 177,5 Lead 153,519 - 153,3 Manager 187,382 600 187,5 Advisor 162,675 - 162,6 Manager 147,318 2,984 150,3 Lead 201,573 339 201,5 Analyst 163,063 - 163,06 Lead 163,063 - 163,06 Lead 169,010 7,800 176,8 Lead 172,200 1,183 173,3 Manager 158,319 473 158,7 Analyst 142,475 720 143,4 Advisor 154,223 - 154,2 Supervisor 151,371 163 151,5 Manager 167,427 3,015 170,4 Engineer 154,503 2,542 157,0 Lead 147,200 </td <td>-</td> <td></td> <td></td> <td></td>	-			
Manager 244,253 78 244,54 Manager 119,269 1,959 122,2 Manager 177,182 361 177,5 Lead 153,519 - 153,3 Manager 187,382 600 187,5 Advisor 162,675 - 162,6 Manager 147,318 2,984 150,3 Lead 201,573 339 201,5 Analyst 163,063 - 163,0 Lead 98,625 872 99,4 Manager 169,010 7,800 176,8 Lead 172,200 1,183 173,3 Manager 158,319 473 158,7 Analyst 142,475 720 143,3 Avisor 154,223 - 154,2 Supervisor 151,371 163 151,5 Manager 167,205 6,122 173,3 Supervisor 167,427 3,015 170,4			27	
Manager 119,69 1,959 121,7 Manager 177,182 361 177,5 Lead 153,519 - 153,5 Manager 187,382 600 187,9 Advisor 162,675 - 162,6 Manager 147,318 2,984 150,3 Lead 201,573 339 201,5 Analyst 163,063 - 163,0 Lead 98,625 872 99,4 Manager 169,010 7,800 176,8 Lead 172,200 1,183 173,3 Manager 169,010 7,800 176,8 Lead 172,200 1,183 173,3 Manager 158,319 473 158,7 Analyst 142,475 720 143,4 Advisor 151,371 163 151,5 Manager 167,225 6,122 173,3 Supervisor 167,427 3,015 170,4 Lead 169,404 - 169,4 Lead 148,525 <td></td> <td></td> <td>78</td> <td>244,331</td>			78	244,331
Manager 177,182 361 177,52 Lead 153,519 - 153,53 Manager 187,382 600 187,52 Advisor 162,675 - 162,6 Manager 147,318 2,984 150,3 Lead 201,573 339 201,5 Analyst 163,063 - 163,0 Lead 98,625 872 99,4 Manager 169,010 7,800 176,8 Lead 172,200 1,183 173,3 Manager 158,319 473 158,7 Analyst 142,475 720 143,4 Supervisor 151,371 163 151,4 Supervisor 151,371 163 151,5 Manager 167,427 3,015 170,0 Supervisor 167,427 3,015 170,0 Eead 169,404 - 169,4 Supervisor 170,00 3,347 150,5 Lead 148,525 - 184,5 Developer <td< td=""><td>_</td><td></td><td></td><td>121,228</td></td<>	_			121,228
Lead 153,519 - 153,51 Manager 187,382 600 187,5 Advisor 162,675 - 162,675 Manager 147,318 2,984 150,3 Lead 201,573 339 201,5 Analyst 163,063 - 163,6 Lead 98,625 872 99,4 Manager 169,010 7,800 176,6 Lead 172,200 1,183 173,3 Manager 158,319 473 158,7 Analyst 142,475 720 143,4 Advisor 154,423 - 154,4 Supervisor 151,371 163 151,5 Manager 167,205 6,122 173,3 Supervisor 170,427 3,015 170,4 Ead 169,404 - 169,4 Supervisor 170,4 3,015 170,4 Lead 147,200 3,347 150,5 Lead 144,396 837 145,4 Lead 144,396 <td>_</td> <td></td> <td></td> <td></td>	_			
Manager 187,382 600 187,52 Advisor 162,675 - 162,6 Manager 147,318 2,984 150,3 Lead 201,573 339 201,5 Analyst 163,063 - 163,0 Lead 98,625 872 99,4 Manager 169,010 7,800 176,8 Lead 172,200 1,183 173,3 Manager 158,319 473 158,7 Analyst 124,475 720 143,1 Advisor 154,223 - 154,2 Supervisor 151,371 163 151,5 Supervisor 167,427 3,015 170,6 Engineer 154,503 2,542 157,0 Lead 169,404 - 169,4 Supervisor 147,200 3,347 150,5 Lead 148,525 - 148,5 Developer 154,127 - 154,1 Lead 144,396 837 145,2 Architect 20	_			153,519
Advisor 162,675 - 162,66 Manager 147,318 2,984 150,3 Lead 201,573 339 201,5 Analyst 163,063 - 163,0 Lead 98,625 872 99,4 Manager 169,010 7,800 176,8 Lead 172,200 1,183 173,3 Manager 158,319 473 158,7 Analyst 142,475 720 143,3 Advisor 154,223 - 154,2 Supervisor 151,371 163 151,5 Manager 167,427 3,015 170,4 Euglineer 154,503 2,542 157,0 Lead 169,404 - 169,4 Supervisor 147,200 3,347 150,5 Lead 169,404 - 169,4 Lead 144,750 3,347 150,5 Lead 144,306 837 145,2 Developer 154,127 - 148,5 Lead 144,396 <td></td> <td></td> <td></td> <td>187,982</td>				187,982
Manager 147,318 2,984 150,32 Lead 201,573 339 201,573 Analyst 163,063 - 163,07 Lead 98,625 872 99,94 Manager 169,010 7,800 176,8 Lead 172,200 1,183 173,3 Manager 158,319 473 158,7 Analyst 124,475 720 143,1 Advisor 151,371 163 151,2 Supervisor 151,371 163 151,2 Manager 167,427 3,015 170,4 Engineer 154,503 2,542 157,0 Lead 169,404 - 169,4 Supervisor 147,200 3,347 150,5 Lead 169,404 - 169,4 Lead 148,525 - 148,5 Developer 154,127 - 154,2 Lead 144,396 837 145,2 Architect 204,346 185 204,5 Manager 20	_			162,675
Lead 201,573 339 201,573 Analyst 163,063 - 163,063 Lead 98,625 872 99,4 Manager 169,010 7,800 176,8 Lead 172,200 1,183 173,3 Manager 158,319 473 185,7 Analyst 142,475 720 143,1 Advisor 154,223 - 154,2 Supervisor 151,371 163 151,5 Manager 167,205 6,122 173,3 Supervisor 167,427 3,015 170,4 Lead 169,404 - 169,4 Supervisor 147,200 3,347 150,5 Lead 148,525 - 148,5 Developer 154,127 - 154,1 Lead 144,396 837 145,2 Architect 204,346 185 204,5 Manager 209,066 - 209,06 Manager 152,948 1,314 154,2 Manager <td< td=""><td></td><td></td><td>2.984</td><td>150,302</td></td<>			2.984	150,302
Analyst 163,063 - 163,063 Lead 98,625 872 99,48 Manager 169,010 7,800 176,8 Manager 172,200 1,183 173,3 Manager 158,319 473 184,7 Analyst 720 143,7 Advisor 154,223 - 154,22 Supervisor 151,371 163 151,51 Manager 167,205 6,122 173,3 Supervisor 167,427 3,015 170,4 Lead 154,503 2,542 157,0 Lead 169,404 - 169,40 Supervisor 147,200 3,347 150,5 Lead 148,525 - 148,5 Developer 154,127 - 154,3 Lead 144,396 837 145,2 Architect 204,346 185 204,5 Manager 209,066 - 209,06 Manager 152,948 1,314 154,2 Manager 176,254	5			201,912
Lead 98,625 872 99,42 Manager 169,010 7,800 176,68 Lead 172,200 1,183 173,33 Manager 158,319 473 158,7 Analyst 142,475 720 143,1 Advisor 154,223 - 154,23 Supervisor 151,371 163 151,57 Manager 167,205 6,122 173,3 Supervisor 167,427 3,015 170,4 Ead 169,404 - 169,4 Supervisor 147,200 3,347 150,5 Lead 148,525 - 148,5 Developer 154,127 - 154,1 Lead 144,396 837 145,2 Developer 154,127 - 154,1 Lead 144,396 837 145,2 Developer 204,346 185 204,54 Manager 209,066 - 209,06 Manager 152,948 1,314 154,2 Manager				163,063
Manager 169,010 7,800 176,50 Lead 172,200 1,183 173,33 Manager 158,319 473 158,77 Analyst 124,475 720 183,13 Advisor 154,223 - 154,22 Supervisor 151,371 163 151,51 Manager 167,205 6,122 173,3 Supervisor 167,427 3,015 170,4 Engineer 154,503 2,542 157,0 Lead 169,404 - 169,4 Supervisor 147,200 3,347 150,5 Lead 148,525 - 148,5 Developer 154,127 - 154,1 Lead 144,396 837 145,2 Architect 204,346 185 204,5 Manager 209,066 - 209,05 Manager 152,948 1,314 154,2 Manager 176,254 1,833 178,0	•			99,497
Lead 172,200 1,183 173,3 Manager 158,319 473 158,7 Analyst 142,475 720 143,1 Advisor 154,223 - 154,22 Supervisor 151,371 163 151,5 Manager 167,205 6,122 173,3 Supervisor 167,427 3,015 170,4 Engineer 154,503 2,542 157,0 Lead 169,404 - 169,4 Supervisor 147,200 3,347 150,5 Lead 148,525 - 148,5 Developer 154,127 - 154,5 Lead 144,396 837 145,2 Architect 204,346 185 204,5 Manager 209,066 - 209,0 Manager 152,948 1,314 154,2 Manager 176,254 1,833 178,0				176,810
Manager 158,319 473 158,75 Analyst 142,475 720 143,14 Advisor 154,223 - 154,22 Supervisor 151,371 163 151,57 Manager 167,427 3,015 170,4 Engineer 154,503 2,542 157,0 Lead 169,404 - 169,40 Supervisor 147,200 3,347 150,5 Lead 148,525 - 148,5 Developer 154,127 - 148,5 Lead 144,396 837 145,2 Architect 204,346 185 204,5 Manager 209,066 - 209,0 Manager 152,948 1,314 154,2 Manager 176,254 1,833 178,0	_			173,383
Analyst 142,475 720 143,1 Advisor 154,223 - 154,2 Supervisor 151,371 163 151,5 Manager 167,205 6,122 173,3 Supervisor 167,427 3,015 170,4 Engineer 154,503 2,542 157,0 Lead 169,404 - 169,4 Supervisor 147,200 3,347 150,5 Lead 148,525 - 148,5 Developer 154,127 - 154,1 Lead 144,396 837 145,2 Architect 204,346 185 204,5 Manager 209,066 - 209,0 Manager 152,948 1,314 154,2 Manager 176,254 1,833 178,0				158,792
Advisor 154,223 - 154,223 Supervisor 151,371 163 151,57 Manager 167,205 6,122 173,33 Supervisor 167,427 3,015 170,47 Engineer 154,503 2,542 157,07 Lead 169,404 - 169,40 Supervisor 147,200 3,347 150,55 Lead 148,525 - 148,55 Developer 154,127 - 154,12 Lead 144,396 837 145,2 Architect 204,346 185 204,5 Manager 209,066 - 209,06 Manager 152,948 1,314 154,2 Manager 176,254 1,833 178,0	•			143,195
Supervisor 151,371 163 151,57 Manager 167,205 6,122 173,33 Supervisor 167,427 3,015 170,47 Engineer 154,503 2,542 157,07 Lead 169,404 - 169,40 Supervisor 147,200 3,347 150,55 Lead 148,525 - 148,55 Developer 154,127 - 154,12 Lead 144,396 837 145,2 Architect 204,346 185 204,5 Manager 209,066 - 209,06 Manager 152,948 1,314 154,2 Manager 176,254 1,833 178,0	•			154,223
Manager 167,205 6,122 173,33 Supervisor 167,427 3,015 170,42 Engineer 154,503 2,542 157,02 Lead 169,404 - 169,42 Supervisor 147,200 3,347 150,55 Lead 148,525 - 148,52 Developer 154,127 - 154,12 Lead 144,396 837 145,2 Architect 204,346 185 204,5 Manager 209,066 - 209,06 Manager 152,948 1,314 154,2 Manager 176,254 1,833 178,0	Supervisor		163	151,534
Supervisor 167,427 3,015 170,427 Engineer 154,503 2,542 157,02 Lead 169,404 - 169,42 Supervisor 147,200 3,347 150,52 Lead 148,525 - 148,52 Developer 154,127 - 154,12 Lead 144,396 837 145,22 Architect 204,346 185 204,52 Manager 209,066 - 209,06 Manager 152,948 1,314 154,22 Manager 176,254 1,833 178,02	-			173,327
Engineer 154,503 2,542 157,00 Lead 169,404 - 169,40 Supervisor 147,200 3,347 150,50 Lead 148,525 - 148,52 Developer 154,127 - 154,12 Lead 144,396 837 145,2 Architect 204,346 185 204,5 Manager 209,066 - 209,0 Manager 152,948 1,314 154,2 Manager 176,254 1,833 178,0	_	167,427		170,442
Lead 169,404 - 169,404 Supervisor 147,200 3,347 150,50 Lead 148,525 - 148,52 Developer 154,127 - 154,12 Lead 144,396 837 145,22 Architect 204,346 185 204,50 Manager 209,066 - 209,06 Manager 176,254 1,833 178,00	·			157,045
Supervisor 147,200 3,347 150,50 Lead 148,525 - 148,52 Developer 154,127 - 154,12 Lead 144,396 837 145,2 Architect 204,346 185 204,5 Manager 209,066 - 209,06 Manager 152,948 1,314 154,2 Manager 176,254 1,833 178,00	_			169,404
Lead 148,525 - 148,525 Developer 154,127 - 154,127 Lead 144,396 837 145,22 Architect 204,346 185 204,52 Manager 209,066 - 209,06 Manager 152,948 1,314 154,22 Manager 176,254 1,833 178,00			3,347	150,547
Developer 154,127 - 154,127 Lead 144,396 837 145,22 Architect 204,346 185 204,52 Manager 209,066 - 209,06 Manager 152,948 1,314 154,22 Manager 176,254 1,833 178,00	-			148,525
Lead 144,396 837 145,2 Architect 204,346 185 204,5 Manager 209,066 - 209,0 Manager 152,948 1,314 154,2 Manager 176,254 1,833 178,0				154,127
Architect 204,346 185 204,5 Manager 209,066 - 209,0 Manager 152,948 1,314 154,2 Manager 176,254 1,833 178,0	•		837	145,233
Manager 209,066 - 209,0 Manager 152,948 1,314 154,2 Manager 176,254 1,833 178,0				204,531
Manager 152,948 1,314 154,2 Manager 176,254 1,833 178,0				209,066
Manager 176,254 1,833 178,0				154,262
	_			178,087
Lead 178.665 9.869 188.5	Lead	178,665	9,869	188,534

Lead 151,084 - 148,224 Lead 148,224 - 148,224 Manager 221,588 - 217,009 Engineer 146,285 - 147,388 Manager 108,686 1,303 150,990 Lead 147,737 1,049 148,686 Manager 164,177 5,725 169,992 Lead 147,337 1,049 148,686 Manager 167,048 100 157,488 Manager 167,048 100 157,488 Advisor 166,229 41,605 20,483 Manager 197,145 - 197,145 Developer 18,831 - 158,331 Manager 197,145 - 197,145 Developer 18,831 - 158,331 Manager 197,075 340 160,902 Lead 15,062 3,032 189,512 Manager 19,255 344 163,002	REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
iced 148,224 - 148,224 icenhologist 173,912 3,097 177,009 Engineer 166,265 - 140,265 Manager 170,828 3,057 173,855 Manager 188,966 1,303 190,999 Manager 164,177 5,725 169,902 tead 147,387 1,049 120,40 kead 157,048 100 157,148 Manager 104,733 5,497 210,20 kead 157,148 100 157,148 Manager 197,415 - 197,145 kead 158,331 - 158,331 Manager 122,502 2,015 223,537 Manager 190,775 380 191,155 Manager 190,775 380 191,155 Manager 190,775 380 191,155 Manager 162,657 344 163,001 Read 180,757 344 163,0	Engineer	159,776	-	159,776
Manager 221,568 - 221,568 Erchnologist 173,912 3,097 170,009 Engineer 146,265 - 146,265 Manager 188,696 1,303 190,999 Manager 164,177 5,725 169,902 Lead 147,397 1,049 148,446 Manager 204,743 5,497 210,230 Lead 157,048 100 157,148 Advicor 166,229 41,605 207,834 Manager 197,145 - 197,145 Manager 197,145 - 197,145 Developer 158,331 - 158,331 Manager 197,145 - 197,145 Manager 197,075 300 191,155 Manager 197,075 30 191,155 Manager 197,075 30 191,155 Manager 197,075 30 191,155 Manager 196,262 199,299 <	Lead	161,084	-	161,084
Technologist	Lead		-	148,224
Teginner 146,265	Manager	•		
Manager 170,888 3,057 173,885 Manager 188,566 1,303 190,999 Lead 147,397 1,049 16,9902 Manager 204,743 5,497 210,240 Lead 157,048 100 157,148 Advisor 166,229 41,605 207,834 Manager 197,145 - 158,331 Developer 158,331 - 158,331 Manager 190,775 300 191,155 Manager 190,775 300 191,155 Manager 190,775 300 191,155 Manager 147,272 2,226 149,488 Lead 186,620 3,032 181,652 Lead 186,620 3,032 181,652 Lead 176,661 3,270 181,851 Lead 176,661 3,270 181,951 Lead 151,799 1,528 153,318 Manager 199,599 8,602	Technologist		3,097	
Manager 189,696 1.303 190,999 Lead 147,397 1,049 148,466 Manager 204,743 5,497 210,200 Lead 157,048 100 157,188 Arkivor 166,229 41,005 207,834 Manager 197,145 - 197,145 Developer 158,331 - 155,317 Manager 190,775 380 191,155 Manager 190,775 380 191,155 Manager 147,272 2,225 119,488 Lead 186,620 3,032 188,652 Planner 195,994 2,902 186,856 Planner 195,994 2,902 186,856 Planner 195,994 2,902 186,856 Planner 195,994 2,902 186,856 Lead 176,681 3,70 181,951 Manager 199,997 8,602 199,999 Lead 151,750 1,528	Engineer			
Manager 164.177 5,725 169,902 184,466 147,397 1,049 148,466 147,397 1,049 148,466 157,048 100 157,148 157,148 157,	_			
147,397 1,049 148,446 149,446 149,446 149,446 149,446 157,048 100 157,148 100 157,148 100 157,148 100 157,148 100 157,148 100 157,148 100 157,148 100 157,148 100 157,148 100 157,148 100 157,148 100 157,148 100 157,148 100,149	_			
Manager 204,743 5,497 210,240 Lead 157,048 100 157,248 Advisor 166,229 41,605 207,834 Developer 158,331 - 158,331 Developer 158,331 - 158,331 Manager 190,775 380 191,155 Manager 162,657 344 163,001 Ead 186,520 3,032 189,552 Hander 195,994 2,902 189,886 Manager 175,035 - 175,035 Lead 175,035 - 175,035 - 173,035 Lead 175,035 - 173,035 - 173,035 - 173,035 - 173,035 - 173,035 - 173,035 - 173,035 - 173,035 - 173,035 - 173,035 - 173,035 - 173,035 - 173,035 - 173,035 - 173,035 -	_			
Lead 157,048 100 157,148 Advisor 166,229 41,605 207,834 Manager 197,145 - 158,331 Manager 121,502 2,015 223,517 Manager 190,775 380 191,155 Manager 162,657 344 163,001 Lead 186,602 3,032 188,652 Planner 195,994 2,902 198,896 Lead 178,681 3,270 181,951 Lead 151,170 1,528 153,184 Manager 199,395 688 200,083 Manager 153,612 - 173,785 Specialist 211,225 - 173,85 Lead 153,842 3,944 157,7				
Advisor 166,229 41,005 207,844 1,005 207,844 1,005 207,844 1,005 197,145 197,145 197,145 197,145 197,145 197,145 197,145 197,145 198,331 - 158,331 - 158,331 190,775 330 191,155 330 195,195 391 391,1	9			
Manager 197,145 - 158,331 - 158,331 Manager 221,502 2,015 223,517 380 191,155 380 191,155 380 191,155 380 191,155 380 191,155 380 191,155 380 191,155 380 191,155 380 191,155 380 191,155 380 191,155 380 191,155 380 191,155 381 180,602 198,806 189,602 198,806 180,602 198,806 198,806 198,509 180,602 198,509 180,602 198,509 181,951 181,952 181,952 181,952 181,952 181,952 181,952 181,952 181,952 <td< td=""><td></td><td></td><td></td><td></td></td<>				
Developer 158,331 - 152,351 2.015 2.23,517 Manager 1221,502 2.015 2.23,517 Manager 190,775 380 191,155 Manager 162,657 344 163,001 191,155 Manager 162,657 344 163,001 189,692 198,896 1,902 189,896 1,902 198,896 1,902 198,896 1,902 198,896 1,902 198,896 1,902 198,896 1,902 198,896 1,902 198,896 1,902 198,896 1,903				
Manager 221,502 2,015 223,517 Manager 190,775 380 191,155 Manager 162,657 344 163,001 Engineer 147,272 2,226 149,488 Lead 185,620 3,032 188,652 Planner 195,994 2,902 198,896 Manager 175,035 - 175,035 Lead 18,861 3,270 181,951 Manager 190,997 8,602 199,599 Lead 151,700 1,528 153,318 Manager 199,395 688 200,083 Manager 153,612 - 153,612 Lead 151,384 3,944 157,788 Lead 153,844 3,944 157,788 Advisor 177,395 - 177,395 Director 414,404 11,414 45,284 Manager 166,382 1,282 167,664 Manager 166,382 1,282	_			
Manager 190,775 380 191,155 Manager 162,657 344 163,001 Lead 185,620 3,032 189,652 Planner 195,994 2,902 198,896 Manager 175,035 - 175,035 Lead 175,035 - 175,035 Lead 180,997 8,602 199,599 Lead 151,790 1,528 153,318 Manager 190,997 8,602 199,599 Lead 151,790 1,528 153,318 Manager 193,395 668 200,683 Manager 153,612 - 153,612 Specialist 211,325 - 211,325 Lead 153,844 3,944 157,788 Advisor 177,395 - 177,395 Director 441,404 11,441 452,845 Manager 263,823 13,492 277,315 Director 485,878 55,833 <	•			
Manager 162,657 344 163,001 Enginere 147,272 2,226 149,498 Lead 186,620 3,032 189,652 Planner 195,994 2,902 188,886 Manager 175,035 - 175,035 Lead 178,681 3,770 181,951 Manager 190,997 8,602 199,599 Lead 151,790 1,528 153,318 Manager 193,352 - 153,612 Specialist 211,325 - 153,612 Lead 153,844 3,944 157,788 Advisor 177,395 - 177,395 Director 414,404 11,411 452,845 Manager 166,382 1,822 167,664 Manager 166,382 1,822 157,664 Menager 263,823 13,492 277,315 Director 485,878 5,833 541,711 Architect 263,823 13,4	_			
Engineer 147,272 2,26 149,488 Lead 186,620 3,032 189,652 Planner 195,994 2,902 198,886 Manager 175,035 - 175,035 Lead 180,997 8,602 199,599 Lead 151,790 1,528 153,318 Manager 199,395 688 200,083 Manager 193,3612 - 153,612 Specialist 211,325 - 153,612 Lead 153,844 3,944 157,788 Advisor 177,395 - 177,395 Director 411,404 11,411 452,845 Manager 166,382 1,282 167,644 Specialist 147,240 2,986 150,226 Manager 263,823 13,492 277,315 Director 485,878 55,833 541,711 Activisor 122,916 5,005 148,121 Manager 198,633	_			
Lead 186,620 3,032 189,652 Planner 195,994 2,902 198,896 Manager 175,035 - 175,035 Lead 178,681 3,270 181,951 Manager 190,997 8,602 199,595 Lead 151,790 1,528 153,318 Manager 199,395 688 200,833 Manager 153,612 - 153,612 Specialist 211,325 - 211,325 Lead 153,844 3,944 157,788 Advisor 177,395 - 177,395 Director 441,404 11,441 452,845 Manager 166,382 1,282 167,664 Specialist 147,240 2,986 150,226 Manager 263,823 134,922 277,315 Director 485,878 5,583 541,711 Achisor 142,916 5,005 148,121 Manager 198,683 241	_			
Planner 195,994 2,902 198,896 Manager 175,035 - 175,035 Lead 176,681 3,270 181,951 Manager 190,997 8,602 199,599 Lead 151,790 1,528 153,318 Manager 199,395 688 200,083 Manager 153,612 - 153,612 Specialist 211,325 - 211,325 Lead 153,844 3,944 157,884 Advisor 177,395 - 177,395 Director 441,404 11,411 452,845 Specialist 147,240 2,986 150,266 Manager 166,382 1,349 277,315 Director 485,878 55,833 541,711 Activisor 142,916 5,055 143,811 Manager 198,683 241 198,294 Advisor 198,683 241 198,294 Manager 197,362 5,5	_			
Manager 175,035 - 175,035 Lead 178,681 3,270 181,951 Manager 190,997 8,602 199,599 Lead 151,790 1,528 153,318 Manager 199,395 688 200,083 Manager 153,612 - 153,612 Lead 153,844 3,944 157,788 Advisor 177,395 - 177,395 Director 441,404 11,411 452,845 Manager 166,382 1,282 167,648 Specialist 147,240 2,986 150,226 Manager 166,382 13,492 277,315 Director 485,878 55,833 541,711 Architect 236,343 - 236,343 Advisor 142,916 5,205 148,121 Manager 197,362 5,593 20,955 Engineer 221,216 - 221,216 Manager 187,799 478 187,657 Manager 187,179 478 187,653 Manager 187,179 478 187,653 Manager 187,179 478 187,653 Manager				
Lead 178,681 3,270 181,951 Manager 190,997 8,602 199,599 Lead 151,790 1,528 153,318 Manager 199,395 688 200,893 Manager 153,612 - 211,325 Specialist 211,325 - 211,325 Lead 153,844 3,944 157,898 Advisor 177,395 - 177,395 Director 441,404 11,441 452,845 Specialist 147,240 2,986 150,226 Manager 166,382 1,282 167,664 Specialist 147,240 2,986 150,226 Manager 263,823 13,492 277,315 Director 485,878 5,833 541,711 Architect 236,343 - 236,343 Advisor 142,916 5,005 148,121 Advisor 142,916 5,505 148,121 Manager 197,362 5,593 202,955 Engineer 221,216 - 221,216 Manager 197,362 5,593 20,955 Specialist 158,379 1,010 159,389 Manag				
Manager 190,997 8,602 199,999 Lead 151,790 1,528 153,318 Manager 199,995 688 200,083 Manager 153,612 - 153,612 Specialist 211,325 - 211,325 Lead 153,844 3,944 3,944 157,788 Advisor 177,395 - 177,395 Director 441,404 11,441 452,845 Manager 166,382 1,282 167,664 Specialist 147,240 2,986 150,226 Manager 263,823 13,492 277,315 Director 485,878 55,833 541,711 Architect 236,343 - 236,343 Advisor 142,916 5,205 148,121 Manager 198,683 241 198,924 Manager 198,683 241 198,924 Manager 198,683 241 198,934 Developer 1	_			
Lead 151,790 1,528 153,318 Manager 199,395 688 200,083 Manager 193,612 - 153,612 Specialist 211,325 - 211,325 Lead 153,844 3,944 157,788 Advisor 177,395 - 177,395 Director 441,404 11,411 452,845 Manager 166,382 1,282 167,644 Specialist 147,240 2,986 150,226 Manager 263,823 13,492 277,315 Director 485,878 55,833 541,711 Activisor 142,916 5,005 148,121 Manager 198,683 241 198,924 Manager 197,362 5,593 202,955 Engineer 197,362 5,593 202,955 Ranger 197,362 5,593 202,955 Specialist 158,379 1,010 159,389 Manager 195,335				
Manager 199,395 688 200,083 Manager 153,612 - 153,612 Specialist 211,325 - 211,325 Lead 153,844 3,944 157,788 Advisor 177,395 - 177,395 Director 441,404 11,441 452,845 Manager 166,382 1,282 167,664 Specialist 147,240 2,986 150,226 Manager 263,823 13,492 277,315 Director 485,878 55,833 541,711 Architect 226,343 - 236,343 Advisor 142,916 5,205 148,121 Manager 198,683 241 198,294 Manager 197,362 5,983 202,955 Engineer 221,216 - 221,216 Manager 187,179 478 187,657 Specialist 188,379 1,010 159,389 Supervisor 188,191	_			
Manager 153,612 - 153,612 Specialist 211,325 - 211,325 Lead 153,844 3,944 157,788 Advisor 177,395 - 177,395 Director 441,404 11,441 452,845 Manager 166,382 1,282 167,664 Specialist 147,240 2,986 150,226 Manager 63,823 13,492 277,315 Director 485,878 5,583 541,711 Architect 236,343 - 236,343 Advisor 142,916 5,205 148,121 Manager 198,683 241 198,244 Manager 198,683 241 198,244 Manager 197,362 5,593 202,955 Engineer 21,216 - 221,216 Manager 187,179 478 187,657 Specialist 158,739 1,010 159,389 Manager 168,711 <td< td=""><td></td><td></td><td></td><td></td></td<>				
Specialist 211,325 - 211,325 Lead 153,844 3,944 157,788 Advisor 177,395 - 177,395 Director 411,404 11,441 452,845 Specialist 166,382 1,282 167,664 Specialist 147,240 2,986 150,226 Manager 263,823 13,492 277,315 Director 485,878 55,833 541,711 Architect 236,343 - 236,343 Advisor 142,916 5,005 148,121 Manager 197,362 5,593 20,2955 Engineer 221,216 - 221,126 Manager 187,179 478 187,657 Specialist 188,171 478 187,657 Specialist 188,191 - 162,739 Developer 162,739 - 162,739 Supervisor 188,191 - 168,191 Lead 152,704				
Lead 153,844 3,944 157,788 Advisor 177,395 - 177,395 Director 441,404 11,441 452,845 Manager 166,382 1,282 167,664 Specialist 147,240 2,986 150,226 Manager 263,823 13,492 277,315 Director 485,878 55,833 541,711 Architect 236,343 - 236,343 Advisor 198,683 241 198,924 Manager 198,683 241 198,924 Manager 198,683 241 198,924 Manager 197,362 5,593 202,955 Engineer 197,362 5,593 202,955 Manager 187,79 478 187,652 Specialist 188,179 478 187,652 Specialist 188,179 478 187,653 Manager 195,335 4,012 199,347 Developer 162,739				
Advisor 177,395 - 177,395 177,397 177,397	•			
Director 441,404 11,441 452,845 Manager 166,382 1,282 167,664 Specialist 147,740 2,986 150,226 Manager 263,823 13,492 277,315 Director 485,878 55,833 541,711 Architect 236,343 - 236,343 Activator 142,916 5,205 148,121 Manager 198,683 241 198,924 Manager 197,362 5,593 202,955 Engineer 221,216 - 221,216 Manager 187,179 478 187,657 Specialist 158,379 1,010 159,389 Manager 195,335 4,012 199,347 Developer 162,739 - 162,739 Supervisor 168,191 - 168,191 Lead 152,704 1,929 154,633 Manager 159,155 441 159,556 Lead 156,332			3,344	
Manager 166,382 1,282 167,664 Specialist 147,240 2,986 150,226 Manager 263,823 13,492 277,315 Director 485,878 55,833 541,711 Architect 236,343 - 236,343 Advisor 142,916 5,205 148,121 Manager 197,362 5,593 202,955 Engineer 221,216 - 221,216 Manager 187,179 478 187,657 Specialist 158,379 1,010 159,389 Manager 195,335 4,012 199,347 Developer 162,739 - 162,739 Supervisor 168,191 - 168,191 Lead 152,704 1,929 154,633 Manager 168,191 - 168,191 Lead 152,704 1,929 154,633 Manager 168,905 16 165,081 Manager 156,332 <t< td=""><td></td><td></td><td>11 ///1</td><td></td></t<>			11 ///1	
Specialist 147,240 2,986 150,226 Manager 263,823 13,492 277,315 Director 485,878 55,833 541,711 Architect 236,343 - 236,343 Advisor 142,916 5,205 148,121 Manager 198,683 241 198,924 Manager 197,362 5,593 202,955 Engineer 221,216 - 221,216 Manager 222,673 2,411 225,084 Manager 187,179 478 187,657 Specialist 158,379 1,010 159,389 Manager 195,335 4,012 199,347 Developer 162,739 - 162,739 Supervisor 168,191 - 162,739 Lead 152,704 1,929 154,633 Manager 165,065 16 165,081 Manager 159,115 441 159,556 Lead 152,024 <t< td=""><td></td><td></td><td></td><td></td></t<>				
Manager 263,823 13,492 277,315 Director 485,878 55,833 541,711 Architect 236,343 - 236,343 Advisor 142,916 5,205 148,121 Manager 198,683 241 198,924 Manager 197,362 5,593 202,955 Engineer 221,216 - 221,216 Manager 187,179 478 187,657 Specialist 158,379 1,010 159,389 Manager 195,335 4,012 199,347 Developer 162,739 - 162,739 Supervisor 168,191 - 162,739 Lead 152,704 1,929 154,633 Manager 165,065 16 165,081 Manager 159,115 441 159,554 Lead 153,987 - 153,987 Advisor 145,094 17,039 162,133 Applex 193,820 - <td></td> <td></td> <td></td> <td></td>				
Director 485,878 55,833 541,711 Architect 236,343 - 236,343 Advisor 142,916 5,205 148,121 Manager 198,683 241 198,925 Manager 197,362 5,593 202,955 Engineer 221,216 - 221,216 Manager 187,179 478 187,657 Specialist 158,379 1,010 159,389 Manager 195,335 4,012 199,347 Developer 162,739 - 162,739 Supervisor 168,191 - 168,191 Lead 152,704 1,929 154,633 Manager 165,065 16 168,191 Lead 152,704 1,929 154,633 Manager 159,315 441 159,556 Lead 150,332 362 156,694 Supervisor 153,987 - 153,987 Advisor 145,094 17,039 </td <td>•</td> <td></td> <td></td> <td></td>	•			
Architect 236,343 - 236,343 Advisor 142,916 5,205 148,121 Manager 198,683 241 198,924 Manager 197,362 5,593 202,955 Engineer 221,216 - 221,216 Manager 187,179 478 187,657 Specialist 158,379 1,010 159,389 Manager 195,335 4,012 199,347 Developer 162,739 - 162,739 Supervisor 168,191 - 168,191 Lead 152,704 1,929 154,633 Manager 165,065 16 165,081 Manager 159,115 441 159,556 Lead 150,332 362 156,081 Manager 159,387 - 153,987 Advisor 143,987 - 153,987 Advisor 145,987 - 153,987 Advisor 145,818 7,360 242,178 Manager 150,322 1,302 162,494 <td>_</td> <td></td> <td></td> <td></td>	_			
Advisor 142,916 5,205 148,121 Manager 198,683 241 198,924 Manager 197,362 5,593 202,955 Engineer 221,216 - 221,216 Manager 187,179 478 187,657 Specialist 188,379 1,010 159,389 Manager 195,335 4,012 199,347 Developer 162,739 - 162,739 Supervisor 168,191 - 168,191 Lead 152,704 1,929 154,633 Manager 165,065 16 165,081 Manager 159,115 441 159,556 Lead 156,332 362 156,694 Supervisor 153,987 - 153,987 Advisor 145,094 17,039 162,133 Manager 193,820 - 193,820 Manager 193,820 - 193,820 Manager 194,094 17,039 162,133 Manager 194,094 17,039 162,494			-	
Manager 198,683 241 198,924 Manager 197,362 5,593 202,955 Engineer 221,216 - 221,216 Manager 221,216 - 221,216 Manager 187,179 478 187,657 Specialist 158,379 1,010 159,389 Manager 195,335 4,012 199,347 Developer 162,739 - 162,739 Supervisor 168,191 - 168,191 Lead 152,704 1,929 154,633 Manager 165,065 16 165,081 Manager 159,115 441 159,556 Lead 156,332 362 156,694 Supervisor 153,987 - 153,694 Advisor 145,094 17,039 162,133 Analyst 193,820 - 193,820 Manager 161,192 1,302 162,494 Manager 161,192 1,302 162,494 Manager 169,392 - 169,392 <			5,205	
Manager 197,362 5,593 202,955 Engineer 221,216 - 221,216 Manager 222,673 2,411 225,084 Manager 187,179 478 187,657 Specialist 158,379 1,010 159,389 Manager 195,335 4,012 199,347 Developer 162,739 - 162,739 Supervisor 168,191 - 163,939 Lead 152,704 1,929 154,633 Manager 165,065 16 165,081 Manager 159,115 441 159,556 Lead 156,332 362 156,694 Supervisor 153,987 - 153,987 Advisor 145,094 17,039 162,133 Analyst 193,820 - 193,820 Manager 161,192 1,302 162,494 Manager 161,192 1,302 162,494 Manager 169,392 - 195,537 Engineer 169,392 - 169,392				
Engineer 221,216 - 221,216 Manager 222,673 2,411 225,084 Manager 187,179 478 187,657 Specialist 158,379 1,010 159,389 Manager 195,335 4,012 199,347 Developer 162,739 - 162,739 Supervisor 168,191 - 168,191 Lead 152,704 1,929 154,633 Manager 165,065 16 165,081 Manager 159,115 441 159,555 Supervisor 156,332 362 156,694 Supervisor 153,987 - 153,987 Advisor 145,094 17,039 162,133 Analyst 193,820 - 193,820 Manager 161,192 1,302 162,494 Manager 161,192 1,302 162,494 Manager 169,392 - 195,537 Engineer 169,392 - 169,392 Manager 169,392 - 169,392				
Manager 222,673 2,411 225,084 Manager 187,179 478 187,657 Specialist 158,379 1,010 159,389 Manager 195,335 4,012 199,347 Developer 162,739 - 162,739 Supervisor 168,191 - 168,191 Lead 152,704 1,929 154,633 Manager 165,065 16 165,081 Manager 159,115 441 159,556 Lead 156,332 362 156,694 Supervisor 153,987 - 153,987 Advisor 145,094 17,039 162,133 Analyst 193,820 - 193,820 Manager 234,818 7,360 242,178 Manager 161,192 1,302 162,494 Manager 169,392 - 195,537 Engineer 169,392 - 195,537 Engineer 169,392 - 169,392 Manager 193,522 4,027 197,549	_			
Specialist 158,379 1,010 159,389 Manager 195,335 4,012 199,347 Developer 162,739 - 162,739 Supervisor 168,191 - 168,191 Lead 152,704 1,929 154,633 Manager 165,065 16 165,081 Manager 159,115 441 159,556 Lead 156,332 362 156,694 Supervisor 153,987 - 153,987 Advisor 145,094 17,039 162,133 Analyst 193,820 - 193,820 Manager 234,818 7,360 242,178 Manager 161,192 1,302 162,494 Manager 195,537 - 195,537 Engineer 169,392 - 169,392 Manager 193,522 4,027 197,549 Advisor 141,787 - 141,787	Manager		2,411	
Manager 195,335 4,012 199,347 Developer 162,739 - 162,739 Supervisor 168,191 - 168,191 Lead 152,704 1,929 154,633 Manager 165,065 16 165,081 Manager 159,115 441 159,556 Lead 156,332 362 156,694 Supervisor 153,987 - 153,987 Advisor 145,094 17,039 162,133 Analyst 193,820 - 193,820 Manager 234,818 7,360 242,178 Manager 161,192 1,302 162,494 Manager 169,392 - 195,537 Engineer 169,392 - 169,392 Manager 169,392 - 169,392 Manager 193,522 4,027 197,549 Advisor 141,787 - 141,787	Manager	187,179	478	187,657
Developer 162,739 - 162,739 Supervisor 168,191 - 168,191 Lead 152,704 1,929 154,633 Manager 165,065 16 165,081 Manager 159,115 441 159,556 Lead 156,332 362 156,694 Supervisor 153,987 - 153,987 Advisor 145,094 17,039 162,133 Analyst 193,820 - 193,820 Manager 234,818 7,360 242,178 Manager 161,192 1,302 162,494 Manager 195,537 - 195,537 Engineer 169,392 - 169,392 Manager 193,522 4,027 197,549 Advisor 141,787 - 141,787	Specialist	158,379	1,010	159,389
Supervisor 168,191 - 168,191 Lead 152,704 1,929 154,633 Manager 165,065 16 165,081 Manager 159,115 441 159,556 Lead 156,332 362 156,694 Supervisor 153,987 - 153,987 Advisor 145,094 17,039 162,133 Analyst 193,820 - 193,820 Manager 234,818 7,360 242,178 Manager 161,192 1,302 162,494 Manager 195,537 - 195,537 Engineer 169,392 - 169,392 Manager 193,522 4,027 197,549 Advisor 141,787 - 141,787	Manager	195,335	4,012	199,347
Lead 152,704 1,929 154,633 Manager 165,065 16 165,081 Manager 159,115 441 159,556 Lead 156,332 362 156,694 Supervisor 153,987 - 153,987 Advisor 145,094 17,039 162,133 Analyst 193,820 - 193,820 Manager 234,818 7,360 242,178 Manager 161,192 1,302 162,494 Manager 195,537 - 195,537 Engineer 169,392 - 169,392 Manager 193,522 4,027 197,549 Advisor 141,787 - 141,787	Developer		-	
Manager 165,065 16 165,081 Manager 159,115 441 159,556 Lead 156,332 362 156,694 Supervisor 153,987 - 153,987 Advisor 145,094 17,039 162,133 Analyst 193,820 - 193,820 Manager 234,818 7,360 242,178 Manager 161,192 1,302 162,494 Manager 195,537 - 195,537 Engineer 169,392 - 169,392 Manager 193,522 4,027 197,549 Advisor 141,787 - 141,787	Supervisor	168,191	-	168,191
Manager 159,115 441 159,556 Lead 156,332 362 156,694 Supervisor 153,987 - 153,987 Advisor 145,094 17,039 162,133 Analyst 193,820 - 193,820 Manager 234,818 7,360 242,178 Manager 161,192 1,302 162,494 Manager 195,537 - 195,537 Engineer 169,392 - 169,392 Manager 193,522 4,027 197,549 Advisor 141,787 - 141,787	Lead	152,704	1,929	154,633
Lead 156,332 362 156,694 Supervisor 153,987 - 153,987 Advisor 145,094 17,039 162,133 Analyst 193,820 - 193,820 Manager 234,818 7,360 242,178 Manager 161,192 1,302 162,494 Manager 195,537 - 195,537 Engineer 169,392 - 169,392 Manager 193,522 4,027 197,549 Advisor 141,787 - 141,787	Manager	165,065	16	165,081
Supervisor 153,987 - 153,987 Advisor 145,094 17,039 162,133 Analyst 193,820 - 193,820 Manager 234,818 7,360 242,178 Manager 161,192 1,302 162,494 Manager 195,537 - 195,537 Engineer 169,392 - 169,392 Manager 193,522 4,027 197,549 Advisor 141,787 - 141,787	Manager	159,115	441	159,556
Advisor 145,094 17,039 162,133 Analyst 193,820 - 193,820 Manager 234,818 7,360 242,178 Manager 161,192 1,302 162,494 Manager 195,537 - 195,537 Engineer 169,392 - 169,392 Manager 193,522 4,027 197,549 Advisor 141,787 - 141,787	Lead	156,332	362	156,694
Analyst 193,820 - 193,820 Manager 234,818 7,360 242,178 Manager 161,192 1,302 162,494 Manager 195,537 - 195,537 Engineer 169,392 - 169,392 Manager 193,522 4,027 197,549 Advisor 141,787 - 141,787	Supervisor			
Manager 234,818 7,360 242,178 Manager 161,192 1,302 162,494 Manager 195,537 - 195,537 Engineer 169,392 - 169,392 Manager 193,522 4,027 197,549 Advisor 141,787 - 141,787	Advisor	145,094	17,039	162,133
Manager 161,192 1,302 162,494 Manager 195,537 - 195,537 Engineer 169,392 - 169,392 Manager 193,522 4,027 197,549 Advisor 141,787 - 141,787	Analyst	193,820	-	193,820
Manager 195,537 - 195,537 Engineer 169,392 - 169,392 Manager 193,522 4,027 197,549 Advisor 141,787 - 141,787	Manager			
Engineer 169,392 - 169,392 Manager 193,522 4,027 197,549 Advisor 141,787 - 141,787	Manager	161,192	1,302	162,494
Manager 193,522 4,027 197,549 Advisor 141,787 - 141,787	Manager	195,537	-	195,537
Advisor 141,787 - 141,787	Engineer	169,392	-	169,392
	Manager		4,027	
Manager 192,652 2,126 194,778	Advisor		-	
	Manager	192,652	2,126	194,778

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Lead	178,517	-	178,517
Lead	176,552	180	176,732
Engineer	155,728	1,870	157,598
Manager	160,714	3,926	164,640
Advisor	147,077	198	147,275
Lead	161,441	-	161,441
Manager	204,653	942	205,595
Manager	235,813	6,085	241,898
Manager	145,876	483	146,359
Advisor	154,775	188	154,963
Manager	168,862	-	168,862
Supervisor	134,971	160	135,131
Advisor	149,287	-	149,287
Manager	164,699	14,667	179,366
Advisor	140,241	3,563	143,804
Lead	195,857	150	195,857
Supervisor	132,023 148,525	150 3,104	132,173 151,629
Lead Manager	140,323	5,104	162,568
	140,081	211	140,292
Manager Manager	169,007	2,616	171,623
Account Executive	146,838	101	146,939
Advisor	143,865	116	143,981
Manager	182,489	-	182,489
Specialist	178,080	_	178,080
Manager	250,263	317	250,580
Analyst	153,411	-	153,411
Developer	145,007	-	145,007
Engineer	161,498	1,977	163,475
Lead	168,455	5,051	173,506
Manager	181,994	3,411	185,405
Advisor	143,450	317	143,767
Designer	151,522	77	151,599
Manager	235,589	166	235,755
Analyst	145,515	-	145,515
Manager	213,132	318	213,450
Engineer	175,290	9,918	185,208
Supervisor	154,216	45	154,261
Lead	180,926	624	181,550
Manager	313,085	-	313,085
Manager	152,694	299	152,993
Supervisor	144,375	64	144,439
Advisor	179,533	778	180,311
Technician	202,465	-	202,465
Manager	154,852	2,958	157,810
Lead	214,030	14,691	228,721
Supervisor	145,562	-	145,562
Lead	201,617	-	201,617
Lead	157,471	240	157,711
Engineer	175,104	3,292	178,396
Scheduler	143,941	-	143,941
Manager	165,148	348	165,496
Manager	207,805	36,274	244,079
Analyst	156,241	100	156,341
Manager	166,598	8,581	175,179
Manager	167,202	804	168,006
Trader	149,271	-	149,271
Specialist	237,088	-	237,088
Manager	189,759	16,828	206,587
Manager	164,078	4,455	168,533

Advisor 150,891 - 150,891 - 150,891	REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Lead 178,180 1,324 178 Manager 161,909 - 161 Engineer 166,800 164 165 Developer 182,474 - 182 Manager 201,904 1,290 20 Advisor 148,840 14,770 168 Manager 197,759 1,679 19 Developer 153,158 - 125 Lead 178,945 648 17 Manager 161,033 4,301 16 Manager 164,043 4,301 16 Manager 164,043 4,301 12 Manager 164,043 4,301 12 Ranger 164,043 4,301 12 Ranger 122,679 6,011 22 Righeer 182,647 68 18 Lead 152,312 - 15 Lead 152,312 - 15 Lead 156,244	Director	444,259	5,276	449,535
Architect Manager 16,4990 -16,6990 -16,6990 -16,6990 -16,6990 -16,6990 -16,6990 -16,6990 -16,6990 -16,6990 -16,6990 -10,004 -1,200 -20,004 -1,200 -20,004 -1,200 -20,004 -1,200 -20,004 -1,200 -20,004 -1,200	Advisor		-	150,891
Manager 161,909 - 16 Enginere 166,890 164 16 Developer 122,474 - 18 Manager 201,904 1,20 20 Advisor 148,840 14,70 16 Manager 192,759 1,679 19 Developer 153,158 - 15 Lead 17,9345 648 17 Manager 163,368 4,00 16 Manager 164,043 4,301 16 Manager 216,679 6,011 22 Engineer 182,455 68 18 Lead 152,312 - 15 Manager 200,566 - 20 Manager 200,566 - 20 Manager 200,577 9,829 22 Lead 157,164 675 15 Supervisor 166,343 79 16 Lead 157,164 <t< td=""><td></td><td></td><td></td><td>179,504</td></t<>				179,504
Engineer 166,390 1.64 1.6 Developer 182,474 - 1.8 Manager 201,904 1,290 2.0 Advisor 148,840 14,779 1.6 Manager 153,158 - 1.5 Lead 178,345 648 1.7 Manager 256,144 939 2.5 Manager 161,048 4,301 1.6 Manager 126,679 6,011 2.2 Engineer 182,455 68 1.8 Lead 182,455 68 1.8 Manager 29,666 - 2.0 Manager 200,577 1,766 2.3 Engineer 200,527 9,829 1.2 Lead 158,284 3,73 1,7 Specialist 66,938 338 6 Kegerilist 68,998 338 6 Specialist 69,998 338 6 Manager <t< td=""><td></td><td></td><td></td><td>185,691</td></t<>				185,691
Developer 182,474 - 18 Manager 201,904 1,290 20 Advisor 148,840 14,770 15 Developer 153,358 - 15 Lead 178,345 68 37 Manager 163,868 4,020 16 Manager 164,043 4,301 16 Manager 164,043 4,301 16 Manager 126,679 6,011 22 Lead 15,312 - 15 Manager 20,666 - 20 Manager 20,566 - 20 Manager 20,566 - 20 Manager 20,577 9,829 22 Lead 168,284 3,373 17 Supervisor 166,434 799 16 Lead 157,164 675 15 Specialist 69,98 38 6 Todar 21,273 1,4				161,909
Manager 201,904 1,290 2,20 Advisor 18,88,00 1,4770 15 Manager 192,759 1,679 19 Developer 133,138 19 Lead 178,945 648 17 Manager 256,144 939 25 Manager 164,043 4,020 16 Manager 124,679 6,011 22 Elead 182,455 68 18 Lead 152,312 - 15 Manager 209,666 - 20 Manager 200,257 9,829 22 Elead 152,312 - 15 Lead 152,312 - 1	-			167,054
Advisor	•			182,474
Manager 192,759 1,679 9 Developer 133,158 - 15 Lead 178,945 648 17 Manager 256,144 939 25 Manager 164,043 4,020 16 Manager 121,6679 6,011 22 Engineer 182,455 68 8 Lead 152,312 - 15 Manager 209,666 - 20 Manager 200,257 9,829 22 Iead 168,284 3,373 17 Lead 157,164 675 15 Specialist 6,4998 338 6 Tader 241,273 1,436 24 Manager 214,273 1,436	_			203,194
Developer 153,158 - 154 Lead 178,945 648 17 Manager 256,144 939 25 Manager 164,043 4,301 16 Manager 216,679 6,011 22 Engineer 182,455 68 18 Lead 152,312 - 15 Manager 200,666 - 20 Manager 200,257 9,829 22 Lead 188,284 3,373 17 Supervisor 166,424 799 16 Lead 157,164 675 15 Specialist 64,998 338 6 Trader 241,273 1,436 24 Manager 204,772 642 20 Manager 173,160 16,536 18 Manager 173,160 16,536 18 Manager 173,160 16,536 18 Manager 174,609 <td></td> <td></td> <td></td> <td>163,610</td>				163,610
Lead 178,945 648 1.7 Manager 255,144 939 25 Manager 163,368 4,020 16 Manager 164,043 4,301 16 Manager 1216,679 6,011 22 Engineer 182,455 68 18 Manager 209,566 - 20 Manager 200,566 - 20 Manager 200,566 - 20 Engineer 200,257 9,829 22 Lead 166,434 799 16 Lead 157,164 675 15 Specialist 66,998 338 6 Trader 241,273 1,436 24 Trader 241,273 1,436 24 Ranager 104,712 642 20 Engineer 188,619 2,115 19 Manager 127,120 16,536 18 Engineer 163,191				194,438
Manager 256,144 939 25 Manager 163,368 4,020 16 Manager 164,043 4,301 16 Manager 216,679 6,011 22 Ead 152,312 - 15 Lead 152,312 - 15 Manager 200,666 - 20 Manager 200,257 9,829 22 Lead 166,824 3,373 17 Supervisor 166,834 799 16 Lead 157,164 675 15 Specialist 64,998 38 6 Trader 241,273 1,486 24 Manager 204,772 642 20 Manager 173,160 16,536 18 Eighneer 188,619 2,115 19 Manager 173,160 16,536 18 Eighneer 163,191 8,149 17 Manager 176,499 <td>•</td> <td></td> <td></td> <td>153,158</td>	•			153,158
Manager 163,88 4,020 15 Manager 164,043 4,301 16 Manager 216,679 6,011 22 Engineer 182,455 68 18 Lead 152,312 - 15 Manager 209,566 - 20 Manager 200,577 9,829 22 Engineer 200,257 9,829 22 Lead 166,824 3,373 17 Speristor 166,844 799 16 Lead 157,164 675 15 Specialist 64998 338 6 Trader 241,273 1,436 24 Manager 104,273 1,436 24 Regineer 188,619 2,115 19 Manager 163,191 8,149 17 Manager 163,191 8,149 17 Advisor 168,131 2,202 17 Manager 17,64				179,593
Manager 164,043 4,301 15 Manager 216,679 6,011 22 Engineer 182,455 68 18 Manager 209,666 - 20 Manager 202,7877 11,766 23 Engineer 202,577 9,829 21 Lead 168,324 3,373 1,7 Supervisor 166,434 799 16 Lead 157,164 675 15 Specialist 64,998 338 6 Trader 241,273 1,436 24 Manager 204,772 642 20 Engineer 188,619 2,115 19 Manager 173,160 16,536 18 Engineer 188,191 8,149 17 Manager 17,781 8,49 17 Manager 17,781 8,49 17 Manager 17,782 3,40 14 Advisor <t< td=""><td></td><td></td><td></td><td>257,083</td></t<>				257,083
Manager 216,679 6,011 22 Engineer 182,455 6.8 1.8 Manager 209,666 - 20 Manager 227,877 11,766 23 Engineer 200,257 9,829 221 Lead 168,284 3,373 1,77 Supervisor 166,434 799 16 Lead 157,164 675 15 Specialist 64,998 338 6 Trader 241,273 1,436 24 Manager 204,772 642 20 Engineer 188,619 2,115 19 Manager 173,160 16,536 18 Engineer 163,191 8,149 17 Manager 127,812 442 22 Manager 143,568 531 14 Advisor 168,131 2,202 17 Engineer 176,099 - 17 Manager	_			167,388
Engineer 182,455 68 18 Lead 152,312 - 15 Manager 209,666 - 20 Manager 207,577 11,66 23 Engineer 200,257 9,829 21 Lead 168,284 3,373 1,77 Supervisor 166,434 799 16 Lead 157,164 675 15 Specialist 64,998 338 6 Trader 204,772 642 20 Engineer 173,160 16,536 18 Manager 173,160 16,536 18 Engineer 163,191 8,149 17 Manager 174,812 42 22 Manager 168,311 2,002 17 Engineer 176,409 - 17 Manager 188,380 443 18 Advisor 188,380 443 18 Engineer 177,659<	_			168,344
Lead 152,312 - 155 Manager 209,666 - 20 Manager 227,877 11,766 23 Engineer 200,257 9,829 21 Lead 166,824 3,373 17 Supervisor 166,434 799 16 Lead 157,164 675 15 Specialist 64,998 338 6 Trader 241,273 1,436 24 Manager 204,772 642 20 Engineer 188,619 2,115 19 Manager 173,160 16,536 18 Engineer 173,160 16,534 14 Manager 173,160 16,534 14 Manager 176,499 - 17 Manager 176,499 - 17 Manager 176,499 - 17 Manager 176,499 - 17 Manager 176,499	_			222,690
Manager 209,666 - 20 Manager 227,877 11,766 23 Engineer 200,257 9,829 21 Lead 168,284 3,373 17 Supervisor 166,434 799 16 Lead 157,164 675 15 Specialist 64,998 338 6 Trader 241,273 1,436 24 Manager 204,772 642 20 Engineer 183,619 2,115 19 Manager 173,160 16,536 18 Engineer 163,191 8,149 17 Manager 173,160 16,536 18 Engineer 183,301 44 21 Manager 173,160 16,536 18 Engineer 183,308 531 14 Advisor 186,131 2,202 17 Engineer 176,409 - 17 Manager	_			182,523
Manager 227,87 11,766 23 Engineer 200,257 9,829 21 Lead 168,284 3,373 17 Supervisor 166,434 799 16 Lead 157,164 675 15 Specialist 64,998 338 6 Trader 241,273 1,436 24 Manager 204,772 642 20 Engineer 188,619 2,115 19 Manager 173,160 16,536 18 Engineer 163,191 8,149 21 Manager 173,60 16,536 18 Manager 173,160 16,536 18 Manager 173,160 16,536 18 Manager 174,649 2.1 17 Engineer 176,409 - 17 Engineer 176,409 - 17 Engineer 176,409 - 17 Engineer <				152,312
Engineer 200,257 9,829 21 Lead 166,434 7,793 16 Lead 157,164 675 15 Specialist 64,998 338 6 Trader 241,273 1,436 24 Manager 204,772 642 20 Engineer 188,619 2,115 19 Manager 173,160 16,536 18 Engineer 163,191 8,149 17 Manager 163,191 8,149 17 Manager 163,191 8,149 17 Manager 163,191 8,149 17 Manager 168,131 2,202 17 Engineer 176,409 - 17 Manager 176,409 - 17 Manager 177,629 2,54 36 15 Engineer 176,594 376 15 Manager 177,625 2,540 18 Mana	_			209,666
Lead 168,284 3,373 17 Supervisor 166,434 799 16 Lead 157,164 675 15 Specialist 64,998 338 6 Trader 241,273 1,436 24 Manager 204,772 642 20 Engineer 188,619 2,115 19 Manager 163,191 8,149 17 Manager 163,191 8,149 17 Manager 173,150 16,536 18 Engineer 163,191 8,149 17 Manager 173,150 16,536 18 Engineer 176,409 - 17 Engineer 176,409 - 17 Manager 120,756 453 14 Advisor 144,676 453 14 Manager 176,259 2,540 18 Manager 176,252 2,540 18 Manager <td< td=""><td>_</td><td></td><td></td><td>239,643</td></td<>	_			239,643
Supervisor 166,434 799 16 Lead 157,164 675 15 Specialist 64,998 338 6 Trader 241,273 1,436 24 Manager 204,772 642 20 Engineer 188,619 2,115 19 Manager 173,100 16,536 18 Regineer 163,191 8,149 17 Manager 143,368 531 14 Advisor 168,131 2,202 17 Engineer 176,409 - 17 Engineer 176,409 - 17 Manager 144,676 453 14 Advisor 144,676 453 14 Engineer 157,954 376 15 Manager 210,756 5,290 21 Manager 144,675 5,290 21 Manager 149,935 - 14 Lead 176,998				210,086
Lead 157,164 675 15 Specialist 64,998 338 6 Trader 241,273 1,436 24 Manager 204,772 642 20 Engineer 188,619 2,115 19 Manager 163,191 8,149 17 Manager 217,812 442 221 Manager 143,368 531 14 Advisor 166,131 2,202 17 Manager 176,409 - 17 Manager 188,380 443 18 Advisor 144,676 453 14 Engineer 157,954 376 15 Manager 120,756 5,290 21 Manager 120,756 5,290 21 Manager 144,676 453 14 Lead 148,253 918 14 Lead 148,253 918 14 Lead 175,998				171,657
Specialist 64,998 338 6 Trader 241,273 1,436 24 Manager 204,772 642 20 Engineer 188,619 2,115 19 Manager 173,160 16,536 18 Engineer 163,191 8,149 17 Manager 217,812 442 221 Manager 143,368 531 14 Advisor 168,131 2,202 17 Engineer 176,409 - 17 Manager 144,676 453 18 Engineer 157,954 376 15 Manager 19,756 5,290 21 Manager 267,129 11,456 27 Engineer 176,525 2,540 18 Manager 267,129 11,456 27 Lead 148,253 918 14 Lead 176,998 5,003 18 Manager <t< td=""><td>•</td><td></td><td></td><td>167,233 157,839</td></t<>	•			167,233 157,839
Trader 241,273 1,436 24 Manager 204,772 642 20 Engineer 188,619 2,115 19 Manager 173,160 16,536 18 Engineer 163,191 8,149 17 Manager 117,812 442 21 Manager 143,368 531 14 Advisor 168,131 2,202 17 Engineer 176,499 - 17 Manager 188,380 443 18 Advisor 144,676 453 14 Engineer 157,954 376 15 Manager 210,756 5,290 21 Manager 177,625 2,540 18 Manager 149,935 - 14 Lead 148,253 918 14 Instructor 143,593 - 14 Lead 176,998 5,003 18 Manager 127,555				•
Manager 204,772 642 20 Engineer 188,619 2,115 19 Manager 173,160 16,536 18 Engineer 163,191 8,149 17 Manager 217,812 442 21 Manager 143,368 531 14 Advisor 168,131 2,202 17 Engineer 176,409 - 17 Manager 188,380 443 18 Advisor 144,676 453 14 Engineer 157,954 376 15 Manager 210,756 5,290 21 Manager 210,756 5,290 21 Manager 177,025 2,540 18 Manager 149,935 - 14 Lead 148,253 918 14 Lead 148,253 918 14 Lead 194,935 1,52 19 Lead 182,153	•			65,336
Engineer 188,619 2,115 19 Manager 173,160 16,536 18 Engineer 163,191 8,149 17 Manager 217,812 442 22 Manager 183,368 531 14 Advisor 168,131 2,202 17 Engineer 176,409 - 17 Manager 188,380 443 18 Advisor 144,676 453 18 Engineer 157,954 376 15 Manager 210,756 5,290 21 Manager 210,756 5,290 21 Manager 177,625 2,540 18 Manager 149,935 - 14 Lead 148,253 918 14 Lead 176,998 5,003 18 Manager 172,355 33,223 20 Advisor 194,935 1,152 19 Lead 176,9				242,709
Manager 173,160 16,536 18 Engineer 163,191 8,149 17 Manager 217,812 442 21 Manager 143,368 531 14 Advisor 168,131 2,202 17 Engineer 176,409 - 17 Manager 188,380 443 18 Advisor 144,676 453 14 Engineer 157,954 376 15 Manager 210,756 5,290 221 Manager 210,756 5,290 21 Manager 267,129 11,456 27 Technologist 149,935 - 14 Lead 148,253 918 14 Instructor 143,593 - 14 Lead 176,998 5,03 18 Manager 172,355 33,523 20 Advisor 194,935 1,152 19 Lead 1				205,414
Engineer 163,191 8,149 17 Manager 217,812 442 21 Manager 143,368 531 14 Advisor 168,131 2,202 17 Engineer 176,409 - 17 Manager 188,380 443 18 Advisor 144,676 453 14 Engineer 157,954 376 15 Manager 210,756 5,290 21 Manager 267,129 11,456 27 Technologist 149,935 - 14 Lead 148,253 918 14 Instructor 148,253 918 14 Lead 176,998 5,003 18 Manager 127,355 33,523 20 Advisor 194,935 1,152 19 Lead 156,998 5,003 18 Manager 167,373 3,844 17 Manager	_			190,734 189,696
Manager 217,812 442 21 Manager 143,368 531 14 Advisor 168,131 2,202 17 Engineer 176,409 - 17 Manager 188,380 443 18 Advisor 144,676 453 14 Engineer 157,954 376 15 Manager 210,756 5,290 21 Manager 177,625 2,540 18 Manager 149,935 - 14 Lead 148,253 918 14 Instructor 143,593 - 14 Lead 176,998 5,003 18 Manager 172,355 33,523 20 Advisor 194,935 1,152 19 Lead 176,998 5,003 18 Manager 194,935 1,152 19 Lead 182,153 6,071 18 Manager 167,373 3,844 17 Manager 167,373 3,844 17	_			171,340
Manager 143,368 531 14 Advisor 168,131 2,002 17 Engineer 176,409 - 17 Manager 188,380 443 18 Advisor 144,676 453 14 Engineer 157,954 376 15 Manager 210,756 5,290 21 Manager 177,625 2,540 18 Manager 267,129 11,456 27 Technologist 149,935 - 14 Lead 148,253 918 14 Instructor 143,593 - 14 Lead 176,998 5,003 18 Manager 172,355 33,523 20 Advisor 194,935 1,152 19 Lead 182,153 6,071 18 Manager 167,373 3,844 17 Manager 210,516 3,093 22 Manager 233,843 4,406 23 Manager 177,037 791	_			218,254
Advisor 168,131 2,202 17 Engineer 176,409 - 17 Manager 188,380 443 18 Advisor 144,676 453 14 Engineer 157,954 376 15 Manager 177,625 2,540 18 Manager 267,129 11,456 27 Technologist 149,935 - 14 Lead 143,593 - 14 Instructor 143,593 - 14 Lead 176,998 5,003 18 Manager 172,355 33,523 20 Advisor 194,935 1,152 19 Lead 182,153 6,071 18 Manager 221,833 136 22 Lead 158,924 2,260 16 Manager 167,373 3,844 17 Manager 210,516 3,093 21 Lead 157,999 - 15 Developer 156,915 - 15 <td>_</td> <td></td> <td></td> <td>143,899</td>	_			143,899
Engineer 176,409 - 17 Manager 188,380 443 18 Advisor 144,676 453 14 Engineer 157,954 376 15 Manager 210,756 5,290 21 Manager 177,625 2,540 18 Manager 267,129 11,456 27 Technologist 149,935 - 14 Lead 148,253 918 14 Instructor 143,593 - 14 Lead 176,998 5,003 18 Manager 172,355 33,523 20 Advisor 172,355 33,523 20 Lead 182,153 6,071 18 Manager 121,833 136 22 Lead 188,153 6,071 18 Manager 21,833 3,04 21 Manager 21,037 3,093 21 Director 233,843 4,406 23 Manager 217,037 791 <				170,333
Manager 188,380 443 18 Advisor 144,676 453 14 Engineer 157,954 376 15 Manager 1210,756 5,290 21 Manager 177,625 5,240 88 Manager 267,129 11,456 27 Technologist 149,935 - 14 Lead 143,593 - 14 Instructor 143,593 - 14 Lead 176,998 5,003 18 Manager 172,355 33,523 20 Advisor 194,935 1,152 19 Lead 182,153 6,071 18 Manager 121,833 136 22 Lead 182,153 6,071 18 Manager 167,373 3,844 17 Manager 167,373 3,844 17 Manager 210,516 3,093 21 Director 233,843 4,406 23 Manager 217,037 791				176,409
Advisor 144,676 453 144 Engineer 157,954 376 15 Manager 210,756 5,290 21 Manager 267,129 11,456 27 Technologist 149,935 - 14 Lead 148,253 918 14 Instructor 143,593 - 14 Lead 176,998 5,003 18 Manager 172,355 33,523 20 Advisor 194,935 1,152 19 Lead 182,153 6,071 18 Manager 221,833 136 22 Lead 158,924 2,260 16 Manager 167,373 3,844 17 Manager 210,516 3,093 21 Director 233,843 4,406 23 Manager 217,037 791 21 Lead 157,999 - 15 Developer 156,915 - - 15 Manager 156,915 -<	_			188,823
Engineer 157,954 376 15 Manager 210,756 5,290 21 Manager 177,625 2,540 18 Manager 267,129 11,456 27 Technologist 149,935 - 14 Lead 148,253 918 14 Instructor 143,593 - 14 Lead 176,998 5,003 18 Manager 172,355 33,523 20 Advisor 194,935 1,152 19 Lead 182,153 6,071 18 Manager 182,153 136 22 Lead 182,153 136 22 Manager 182,153 136 22 Lead 182,153 136 22 Manager 167,373 3,844 17 Manager 210,516 3,093 21 Director 233,843 4,406 23 Manager 157,999 - 15 Developer 156,915 - 1	_			145,129
Manager 210,756 5,290 21 Manager 177,625 2,540 18 Manager 267,129 11,456 27 Lead 149,935 - 14 Instructor 143,593 - 14 Lead 176,998 5,003 18 Manager 172,355 33,523 20 Advisor 194,935 1,152 19 Lead 182,153 6,071 18 Manager 121,833 136 22 Lead 182,153 6,071 18 Manager 158,924 2,260 16 Manager 167,373 3,844 17 Manager 210,516 3,093 21 Director 233,843 4,406 23 Manager 17,093 791 21 Lead 157,999 - 15 Developer 156,915 - 15 Manager 305,814 1,929 30 Manager 17,024 2,314 1				158,330
Manager 177,625 2,540 18 Manager 267,129 11,456 27 Technologist 149,935 - 14 Lead 143,593 - 14 Instructor 143,593 - 14 Lead 176,998 5,003 18 Manager 172,355 33,523 20 Advisor 194,935 1,152 19 Lead 182,153 6,071 18 Manager 221,833 136 22 Lead 158,924 2,260 16 Manager 167,373 3,844 17 Manager 210,516 3,093 21 Director 233,843 4,406 23 Manager 217,037 791 21 Lead 157,999 - 15 Developer 156,915 - 15 Manager 305,814 1,929 30 Lead 171,024 2,314 17	•			216,046
Manager 267,129 11,456 27 Technologist 149,935 - 14 Lead 148,253 918 14 Instructor 143,593 - 14 Lead 176,998 5,003 18 Manager 172,355 33,523 20 Advisor 194,935 1,152 19 Lead 182,153 6,071 18 Manager 221,833 136 22 Lead 158,924 2,260 16 Manager 167,373 3,844 17 Manager 210,516 3,093 21 Director 233,843 4,406 23 Manager 217,037 791 21 Lead 157,999 - 15 Developer 156,915 - 15 Manager 305,814 1,929 30 Lead 171,024 2,314 17				180,165
Technologist 149,935 - 144 Lead 148,253 918 14 Instructor 143,593 - 14 Lead 176,998 5,003 18 Manager 172,355 33,523 20 Advisor 194,935 1,152 19 Lead 182,153 6,071 18 Manager 21,833 136 22 Lead 158,924 2,260 16 Manager 167,373 3,844 17 Manager 210,516 3,093 21 Director 233,843 4,406 23 Manager 217,037 791 21 Lead 157,999 - 15 Developer 156,915 - 15 Manager 305,814 1,929 30 Lead 171,024 2,314 17	_			278,585
Lead 148,253 918 14 Instructor 143,593 - 14 Lead 176,998 5,003 18 Manager 172,355 33,523 20 Advisor 194,935 1,152 19 Lead 182,153 6,071 18 Manager 221,833 136 22 Lead 158,924 2,260 16 Manager 167,373 3,844 17 Manager 210,516 3,093 21 Director 233,843 4,406 23 Manager 157,099 - 15 Lead 157,999 - 15 Developer 156,915 - 15 Manager 305,814 1,929 30 Lead 171,024 2,314 17	_			149,935
Instructor 143,593 - 144 Lead 176,998 5,003 18 Manager 172,355 33,523 20 Advisor 194,935 1,152 19 Lead 182,153 6,071 18 Manager 221,833 136 22 Lead 158,924 2,260 16 Manager 167,373 3,844 17 Manager 210,516 3,093 21 Director 233,843 4,406 23 Manager 217,037 791 21 Lead 157,999 - 15 Developer 156,915 - 15 Manager 305,814 1,929 30 Lead 171,024 2,314 17	_		918	149,171
Lead 176,998 5,003 18 Manager 172,355 33,523 20 Advisor 194,935 1,152 19 Lead 182,153 6,071 18 Manager 221,833 136 22 Lead 158,924 2,260 16 Manager 167,373 3,844 17 Manager 210,516 3,093 21 Director 233,843 4,406 23 Manager 217,037 791 21 Lead 157,999 - 15 Developer 156,915 - 15 Manager 305,814 1,929 30 Lead 171,024 2,314 17				143,593
Manager 172,355 33,523 20 Advisor 194,935 1,152 19 Lead 182,153 6,071 18 Manager 221,833 136 22 Lead 158,924 2,260 16 Manager 167,373 3,844 17 Manager 210,516 3,093 21 Director 233,843 4,406 23 Manager 217,037 791 21 Lead 157,999 - 15 Developer 156,915 - 15 Manager 305,814 1,929 30 Lead 171,024 2,314 17	Lead		5,003	182,001
Advisor 194,935 1,152 19 Lead 182,153 6,071 18 Manager 221,833 136 22 Lead 158,924 2,260 16 Manager 167,373 3,844 17 Manager 210,516 3,093 21 Director 233,843 4,406 23 Manager 217,037 791 21 Lead 157,999 - 15 Developer 156,915 - 15 Manager 305,814 1,929 30 Lead 171,024 2,314 17				205,878
Lead 182,153 6,071 18 Manager 221,833 136 22 Lead 158,924 2,260 16 Manager 167,373 3,844 17 Manager 210,516 3,093 21 Director 233,843 4,406 23 Manager 217,037 791 21 Lead 157,999 - 15 Developer 156,915 - 15 Manager 305,814 1,929 30 Lead 171,024 2,314 17		194,935		196,087
Manager 221,833 136 22 Lead 158,924 2,260 16 Manager 167,373 3,844 17 Manager 210,516 3,093 21 Director 233,843 4,406 23 Manager 217,037 791 21 Lead 157,999 - 15 Developer 156,915 - 15 Manager 305,814 1,929 30 Lead 171,024 2,314 17	Lead			188,224
Lead 158,924 2,260 16 Manager 167,373 3,844 17 Manager 210,516 3,093 21 Director 233,843 4,406 23 Manager 217,037 791 21 Lead 157,999 - 15 Developer 156,915 - 15 Manager 305,814 1,929 30 Lead 171,024 2,314 17				221,969
Manager 167,373 3,844 17 Manager 210,516 3,093 21 Director 233,843 4,406 23 Manager 217,037 791 21 Lead 157,999 - 15 Developer 156,915 - 15 Manager 305,814 1,929 30 Lead 171,024 2,314 17	Lead	158,924		161,184
Manager 210,516 3,093 21 Director 233,843 4,406 23 Manager 217,037 791 21 Lead 157,999 - 15 Developer 156,915 - 15 Manager 305,814 1,929 30 Lead 171,024 2,314 17				171,217
Director 233,843 4,406 23 Manager 217,037 791 21 Lead 157,999 - 15 Developer 156,915 - 15 Manager 305,814 1,929 30 Lead 171,024 2,314 17	_			213,609
Manager 217,037 791 21 Lead 157,999 - 15 Developer 156,915 - 15 Manager 305,814 1,929 30 Lead 171,024 2,314 17	Director			238,249
Lead 157,999 - 15 Developer 156,915 - 15 Manager 305,814 1,929 30 Lead 171,024 2,314 17	Manager			217,828
Developer 156,915 - 15 Manager 305,814 1,929 30 Lead 171,024 2,314 17	_		-	157,999
Manager 305,814 1,929 30 Lead 171,024 2,314 17	Developer		-	156,915
Lead 171,024 2,314 17	Manager		1,929	307,743
	_			173,338
	Manager	171,600	1,953	173,553
				155,944
		183,212		185,374

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Administrator	175,507	100	175,607
Manager	157,567	2,304	159,871
Manager	179,986	-	179,986
Manager	176,152	1,080	177,232
Developer	180,485	-	180,485
Manager	199,263	24,698	223,961
Lead	166,087	2,343	168,430
Engineer	170,954	-	170,954
Lead	182,249	2,045	184,294
Engineer	167,712	-	167,712
Supervisor	170,268	7,294	177,562
Lead	150,641	966	151,607
Supervisor	167,848	2,955	170,803
Advisor	152,348	5,315	157,663
Manager	177,862	2,664	180,526
Manager	191,705	1,476	193,181
Manager	259,091	- 12 497	259,091
Manager	178,084 161,964	12,487 29	190,571 161,993
Developer Manager			154,424
Manager	154,424 222,384	- -	222,384
	174,097	880	174,977
Supervisor Account Executive		659	
Supervisor	148,529 151,787	361	149,188 152,148
Manager	143,099	3,633	146,732
Manager	143,033	1,997	162,214
Manager	161,917	608	162,525
Manager	177,305	1,549	178,854
Lead	177,303	8,426	181,999
Specialist	153,577	-	153,577
Manager	180,567	7,643	188,210
Manager	151,232	13,337	164,569
Specialist	238,867	-	238,867
Manager	187,083	6,102	193,185
Engineer	217,616	3,922	221,538
Manager	163,724	· -	163,724
Manager	158,265	458	158,723
Engineer	166,945	-	166,945
Analyst	175,397	-	175,397
Analyst	153,296	380	153,676
Manager	143,131	567	143,698
Supervisor	163,157	134	163,291
Developer	162,295	-	162,295
Director	279,313	714	280,027
Manager	196,792	-	196,792
Supervisor	126,162	-	126,162
Architect	205,901	-	205,901
Manager	228,562	29,654	258,216
Manager	126,285	-	126,285
Manager	179,116	24,124	203,240
Manager	158,460	122	158,582
Manager	40,332	96	40,428
Manager	172,710	-	172,710
Architect	178,386	-	178,386
Developer	159,713	-	159,713
Manager	208,540	2,924	211,464
Advisor	147,465	-	147,465
Engineer	154,591	533	155,124
Lead	161,845	48	161,893
Lead	152,160	483	152,643

Manager 251,885 8,773 206,887 Andxior 145,679 17,488 163,177 Manager 163,338 - 163,388 Lead 152,852 480 153,382 Lead 152,852 480 153,384 Manager 127,038 11,899 184,027 Manager 151,314 200 153,334 Manager 160,234 955 170,188 Orector 256,000 7,299 300,232 Lead 150,025 475 150,500 Manager 151,219 676 151,855 Manager 155,727 3,400 199,112 Lead 176,005 475 150,500 Manager 155,727 3,400 199,112 Lead 176,007 3,400 199,112 Lead 176,007 3,400 199,112 Lead 176,007 3,400 199,122 Manager 158,007 3,50 <td< th=""><th>REDACTED VERSION</th><th>COMPENSATION*</th><th>EXPENSES</th><th>TOTAL</th></td<>	REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Manager 163,338 - 163,338 Manager 188,187 1,122 180,000 Manager 223,005 1,637 224,842 Manager 172,038 11,989 184,027 Manager 169,234 955 170,189 Director 295,300 7,299 303,379 Lead 150,025 475 150,500 Manager 155,520 - 155,520 Manager 155,200 - 155,520 Manager 159,172 3,940 193,132 Lead 178,607 2,682 181,289 Lead 178,607 2,682 181,289 Elead 178,607 2,682 181,289 Elead 170,134 6,361 174,985 Elead 170,134 6,361 174,985 Elead 170,134 6,361 174,985 Elead 170,134 6,361 174,981 Lead 170,134 1,361 <	Manager	251,885	8,773	260,658
Manager 188,187 1,182 189,369 Lead 152,852 480 153,332 Manager 172,038 11,988 11,988 Manager 135,134 200 135,334 Manager 160,234 955 170,138 Director 299,030 7,299 303,239 Lead 155,520 47 515,520 Manager 155,520 47 155,520 Manager 155,520 47 155,520 Manager 155,520 47 155,520 Manager 155,520 47 156,866 Analyst 160,866 - 160,866 Manager 178,607 2,682 181,288 Rigineer 188,401 4,539 199,191 Lead 170,134 6,361 176,495 Manager 181,432 1,680 15,342 Manager 181,432 1,680 15,342 Manager 170,811 42 <t< td=""><td>Advisor</td><td>145,679</td><td>17,498</td><td>163,177</td></t<>	Advisor	145,679	17,498	163,177
Lead	Manager			
Manager 223,05 1,637 224,842 Manager 172,088 11,989 181,027 Manager 185,134 200 135,334 Manager 160,234 955 170,188 Director 295,030 7,299 302,329 Lead 155,000 475 155,520 Manager 155,520 - 155,520 Manager 156,866 - 160,866 Manager 156,866 - 160,866 Manager 195,122 39.00 191,229 Lead 176,607 2,682 181,229 Regiever 188,401 4,539 191,290 Lead 170,134 6,361 176,495 Manager 181,272 170 181,442 Supervisor 161,334 1,840 151,144 Advisor 19,489 3,436 152,915 Manager 17,881 - 177,881 Advisor 19,484 8,839	Manager			
Manager 172,088 11,989 184,027 Manager 160,314 955 170,189 Director 295,930 7,299 303,329 Led 150,025 475 150,500 Manager 155,520 - 155,845 Analyst 160,866 - 160,866 Monager 195,172 3,940 199,112 Lead 178,607 2,682 181,289 199,122 3,940 199,122 Lead 178,607 2,682 181,289 199,900 199,122 100 181,242 170 181,442 101 140,469 3,436 152,905 181,242 170 181,442 180,407 181,442 100 181,442 100 181,442 100 181,442 100 181,442 100 181,442 170 181,442 110 181,442 100 100 100 100 100 100 100 100 100 100 100 100 100 100				
Manager 135,134 200 135,334 Manager 169,234 955 170,289 Director 295,030 7,299 302,329 Lead 150,025 475 515,520 Manager 155,520 - 155,520 Analyst 160,866 - 160,866 Analyst 169,867 2,682 181,288 Englerer 188,401 4,539 199,912 Lead 170,134 6,361 176,495 Lead 170,134 6,361 176,495 Manager 181,272 170 181,422 Supervisor 161,334 1,340 165,174 Advisor 149,499 3,436 152,905 Manager 216,597 11,291 228,198 Advisor 150,680 25 150,705 Manager 216,597 11,291 228,198 Lead 163,124 4,532 167,656 222,981 Lead 163,124 <td></td> <td></td> <td></td> <td></td>				
Manager 169.234 9.55 170,189 Director 295,030 7.299 30,2329 Lead 150,025 475 150,500 Manager 151,219 626 151,845 Analyst 160,866 160,866 160,866 Analyst 160,867 2,682 181,289 Engineer 188,401 4,539 192,940 Lead 170,134 6,361 176,897 Lead 170,134 6,361 176,897 Lead 170,134 6,361 176,987 Manager 181,272 170 181,442 Supervisor 161,334 1,840 163,747 Advisor 149,469 3,436 152,905 Manager 177,881 - 177,881 1,77 119,142 Manager 150,600 1,12 223,188 1,600 1,2 1,000 1,000 1,000 1,000 1,000 1,000 1,000 1,000 1,000 1,000<				
Director	_			
Isad	_			
Manager 155,520 - 155,520 Manager 151,129 626 151,845 Aralyst 160,866 - 160,866 Monager 195,172 3,940 199,112 Lead 178,607 2,682 181,289 Engineer 188,401 4,539 192,940 Lead 170,134 6,561 176,495 Manager 181,272 170 181,442 Manager 181,334 1,840 163,174 Advisor 149,469 3,436 152,905 Manager 117,881 - 177,881 Manager 126,907 11,291 228,198 Manager 126,907 11,291 228,198 Manager 126,907 11,291 228,198 Lead 201,000 201,000 Lead 201,000 201,000 Lead 163,124 4,532 167,656 Manager 187,333 9,951 197,484				
Manager 151,219 626 151,826 Analyst 160,866 160,866 Manager 195,172 3,940 199,112 Lead 178,607 2,682 181,829 Lead 170,134 6,361 176,495 Manager 181,772 170 181,442 Supervisor 161,334 1,840 163,174 Advisor 177,881 - 177,881 Manager 177,881 - 177,891 177,891 228,198 Advisor 150,800 25 150,705 11,919 228,198 Advisor 150,800 25 150,705 11,919 228,198 Advisor 150,800 25 150,705 12,925 150,705 Hogienist 48,839 2,849 51,688 125,295 150,705 122,981 162,481 120,200 120,000 120,000 120,000 120,000 120,000 120,000 120,000 120,000 120,000 120,000				
Analyst 160,866 - 160,866 Manager 195,172 3,940 199,112 Lead 178,607 2,682 181,289 Legd 178,101 4,539 192,940 Lead 170,134 6,361 176,495 Manager 181,272 170 181,429 Advisor 149,669 3,486 152,905 Manager 117,7881 - 177,881 Manager 116,907 11,291 226,198 Advisor 150,680 25 150,705 Hyglenist 48,839 2,849 51,686 Lead 201,060 - 201,600 Lead 101,600 - 201,600 Lead 132,425 428 152,833 Lead 132,425 428 152,833 Lead 152,425 428 152,833 Lead 152,425 428 152,833 Lead 162,241 - 163,243				
Manager 195,172 3,940 199,112 Lead 178,607 2,682 181,289 Engineer 188,401 4,539 192,940 Lead 170,134 6,361 176,495 Manager 181,272 170 181,422 Supervisor 161,334 1,840 163,174 Advisor 149,469 3,436 152,905 Manager 177,881 - 177,881 Manager 150,680 25 150,705 Manager 150,680 25 150,705 Hygienist 48,839 2,549 15,688 Manager 243,316 9,665 252,981 Lead 163,124 4,532 167,656 Manager 187,533 9,951 197,484 Lead 152,425 428 152,833 Lead 152,425 428 152,833 Lead 152,425 428 152,833 Lead 152,425 428 <t< td=""><td></td><td></td><td></td><td></td></t<>				
Lead 178,607 2,682 181,289 Engimer 188,401 4,539 192,940 Lead 170,134 6,361 176,495 Manager 181,272 170 181,442 Supervisor 161,334 1,840 152,905 Manager 177,881 - 177,881 Manager 216,907 11,291 228,188 Advisor 150,680 25 150,705 Hygienist 48,839 2,849 51,688 Manager 213,316 9,665 252,961 Lead 201,060 - 201,060 Lead 187,533 9,951 176,856 Manager 187,533 9,951 174,851 Lead 187,533 9,951 174,851 Lead 152,425 428 152,853 Lead 174,855 1,811 173,296 Manager 187,245 428 152,853 Lead 152,455 428	-			
Engineer 188,401 4,539 192,940 Lead 170,134 6,361 176,495 Manager 181,272 170 181,492 Supervisor 161,334 1,840 163,174 Advisor 194,949 3,436 152,905 Manager 177,881 - 177,881 Manager 150,690 15 150,705 Hygienist 48,839 2,849 51,688 Manager 243,316 9,665 252,981 Lead 201,060 - 201,060 Lead 163,124 4,532 167,656 Manager 187,533 9,951 197,484 Lead 19,597 761 140,388 Lead 19,597 761 140,388 Lead 19,548 1,811 173,296 Manager 18,522 4,60 185,225 Lead 166,281 2,09 168,490 Advisor 143,243 - 143,2	_			
Lead 170,134 6,361 176,495 Manager 181,272 170 181,432 Supervisor 161,334 1,840 163,174 Advisor 149,469 3,436 152,905 Manager 216,907 11,291 228,198 Advisor 150,680 25 150,705 Hygienist 48,839 2,849 51,688 Manager 23,3316 9,665 252,981 Lead 201,060 - 201,060 Lead 187,533 9,951 197,484 Lead 139,597 761 140,358 Lead 139,597 761 140,358 Lead 151,425 428 152,833 Lead 171,485 1,811 172,296 Manager 138,882 4,640 138,522 Lead 171,485 1,811 172,296 Advisor 143,243 - 143,243 Manager 159,416 - 155,				
Manager 181,272 170 181,442 Supervisor 161,334 1,840 163,174 Advisor 194,669 3,436 152,905 Manager 177,881 - 177,881 Advisor 150,680 25 150,705 Hygienist 48,839 2,849 1,16,888 Manager 243,316 9,665 252,981 Lead 201,060 - 201,660 Lead 163,124 4,532 167,656 Manager 187,533 9,951 197,484 Lead 195,533 9,951 197,484 Lead 192,425 428 152,853 Lead 174,485 1,811 173,296 Manager 133,882 4,640 188,522 Lead 174,485 1,811 173,296 Manager 133,882 4,640 188,522 Lead 177,875 1,867 201,799 Mavisor 143,243 -	_			
Supervisor 161,334 1,840 163,174 Advisor 149,469 3,436 152,055 Manager 177,881 - 177,881 Advisor 150,680 25 150,705 Hygienist 48,839 2,849 11,688 Manager 243,316 9,665 252,981 Lead 100,000 - 201,060 Lead 163,124 4,532 167,656 Manager 187,533 9,951 197,656 Manager 187,533 9,951 197,656 Manager 187,533 9,951 197,656 Manager 187,245 428 152,853 Lead 152,425 428 152,853 Lead 172,485 1,811 173,296 Manager 18,522 4,640 138,522 Lead 16,681 2,209 16,404 Advisor 143,243 - 143,243 Manager 19,991 1,667				
Advisor 149,469 3,436 152,905 Manager 177,881 - 177,881 Manager 216,907 11,291 228,198 Advisor 150,680 25 150,705 Hygienist 48,839 2,849 51,688 Manager 243,316 9,665 252,981 Lead 201,060 - 201,060 Lead 163,124 4,532 167,656 Manager 187,533 9,951 197,484 Lead 139,597 761 140,358 Lead 152,425 428 152,853 Lead 152,425 428 152,853 Manager 133,882 4,640 138,522 Lead 166,281 2,09 168,490 Advisor 143,243 - 143,243 Manager 199,912 1,867 201,779 Advisor 155,416 - 155,416 Anlyst 148,107 555 148,662 Manager 155,152 632 156,544	_			
Manager 177,881 - 177,881 Advisor 150,680 25 150,705 Hygienist 48,839 2,849 51,688 Manager 243,316 9,665 252,981 Lead 201,060 - 201,060 Lead 163,124 4,532 167,656 Manager 187,533 9,951 174,484 Lead 139,597 761 140,358 Lead 139,597 761 140,358 Lead 139,597 761 140,358 Lead 174,485 1,811 173,296 Manager 133,882 4,640 138,522 Lead 166,281 2,09 168,490 Advisor 143,243 - 143,243 Manager 199,912 1,867 201,779 Advisor 155,416 - 155,416 Analyst 148,107 55.5 148,662 Manager 199,912 1,867 201,779 Advisor 147,205 - 147,205 Supervisor 155,952 632 156,584 Manager 167,705 - 167,075 Lead 181,731 30	•			
Manager 216,907 11,291 228,198 Advisor 150,680 25 150,705 Hygienist 48,839 2,849 51,688 Manager 243,316 9,665 252,981 Lead 101,060 - 201,060 Lead 163,124 4,532 167,656 Manager 187,533 9,951 197,484 Lead 139,597 761 140,358 Lead 152,425 428 152,833 Manager 133,882 4,640 138,522 Lead 166,281 2,09 168,490 Advisor 143,243 - 143,243 Advisor 148,107 555 148,602 Analyst 148,107 555 148,602 Manager 153,119 7,997 161,116 Advisor 147,205 - 147,205 Supervisor 155,166 - 155,416 Advisor 152,417 398 17			3,436	
Advisor 150,680 25 150,705 Hygienist 48,839 2,849 51,688 Manager 243,316 9,665 525,981 Lead 201,060 - 201,060 Lead 163,124 4,532 167,656 Manager 187,533 9,951 197,464 Lead 139,997 761 140,358 Lead 171,485 1,811 173,296 Manager 133,882 4,640 138,522 Lead 166,281 2,209 158,490 Advisor 143,243 - 143,243 Advisor 155,416 - 155,416 Analyst 148,107 555 148,662 Analyst 148,107 555 148,662 Manager 155,416 - 155,416 Advisor 157,975 - 167,075 Supervisor 155,915 62 155,844 Manager 163,786 1,398 155,1	_		-	
hygienist 48,839 2,849 51,688 Manager 243,316 9,665 252,981 Lead 201,060 - 201,060 Lead 163,124 4,532 167,656 Manager 187,533 9,951 197,484 Lead 139,597 761 140,358 Lead 152,425 428 152,853 Lead 166,281 2,209 168,490 Manager 133,882 4,640 138,522 Lead 166,281 2,209 168,490 Advisor 143,243 - 143,243 Advisor 143,243 - 153,416 Advisor 155,416 - 155,416 Analyst 148,107 555 148,662 Manager 153,119 7,997 161,116 Advisor 155,915 632 156,584 Manager 172,772 398 173,70 Manager 182,168 3,118 185,28	=			
Manager 243,316 9,665 252,981 Lead 201,060 - 201,060 Manager 187,533 9,951 197,484 Lead 139,597 761 140,358 Lead 152,425 428 152,853 Lead 171,485 1,811 173,296 Manager 133,852 4,640 138,525 Lead 166,281 2,209 168,490 Advisor 143,243 - 143,243 Manager 199,912 1,867 201,779 Advisor 155,416 - 155,416 Analyst 148,107 555 148,662 Manager 155,416 - 155,416 Analyst 148,107 555 148,662 Supervisor 157,272 398 173,717 Manager 153,119 7,997 161,116 Advisor 152,425 632 156,584 Manager 163,786 1,398 1				
Lead 201,060 - 201,060 Lead 163,124 4,532 167,656 Manager 187,533 9,951 197,484 Lead 139,597 761 140,388 Lead 152,425 428 152,853 Stead 152,425 428 152,853 Manager 133,882 4,640 138,522 Lead 166,281 2,209 166,490 Advisor 143,243 - 143,243 Manager 199,912 1,867 201,779 Advisor 155,416 - 155,416 Analyst 148,107 555 148,662 Manager 155,416 - 155,416 Advisor 155,416 - 155,416 Marker 155,416 - 147,205 Marker 155,416 - 147,205 Marker 155,518 4 147,205 Marker 155,524 632 156,584				
Lead 163,124 4,532 167,656 Manager 187,533 9,951 197,484 Lead 139,597 761 140,358 Lead 152,425 428 152,853 Lead 171,485 1,811 173,295 Manager 133,882 4,640 138,552 Lead 166,281 2,209 168,490 Advisor 143,243 - 143,243 Manager 199,912 1,867 201,779 Advisor 155,416 - 155,416 Analyst 148,107 555 148,662 Manager 153,119 7,997 161,116 Advisor 147,205 - 147,205 Supervisor 155,915 - 167,075 Manager 152,915 - 167,075 <				
Manager 187,533 9,951 197,484 Lead 139,597 761 140,358 Lead 152,425 428 152,833 Lead 171,485 1,811 173,296 Manager 133,882 4,640 138,522 Lead 166,81 2,209 168,490 Advisor 143,243 - 143,243 Manager 199,912 1,867 201,779 Advisor 155,416 - 155,416 Analyst 148,107 555 148,662 Manager 153,119 7,997 161,116 Advisor 147,205 - 147,205 Supervisor 155,952 632 156,584 Manager 172,772 398 173,170 Manager 167,075 - 167,075 Lead 181,731 30 181,761 Manager 190,830 1,102 191,932 Manager 190,830 1,102 191				
Lead 139,597 761 140,358 Lead 152,425 428 152,853 Lead 171,485 1,811 173,296 Manager 133,882 4,640 138,522 Lead 166,281 2,209 168,490 Advisor 143,243 - 143,243 Manager 199,912 1,867 201,779 Advisor 155,416 - 155,416 Analyst 148,107 555 148,662 Manager 153,119 7,997 161,116 Advisor 147,205 - 147,205 Supervisor 155,952 632 155,884 Manager 163,786 1,398 165,184 Manager 163,786 1,398 165,184 Manager 182,168 3,118 185,286 Advisor 167,075 - 167,075 Lead 181,731 30 181,761 Manager 190,830 1,102				
Lead 152,425 428 152,853 Lead 171,485 1,811 173,296 Manager 133,882 4,640 138,522 Lead 166,281 2,209 168,490 Advisor 143,243 - 143,243 Manager 199,912 1,867 201,779 Advisor 155,416 - 155,416 Analyst 148,107 555 148,662 Manager 153,119 7,997 161,116 Advisor 147,205 - 147,205 Supervisor 155,952 632 156,584 Manager 163,786 1,398 165,184 Manager 163,786 1,398 165,184 Manager 182,168 3,118 185,286 Advisor 187,075 - 167,075 Lead 181,731 30 181,761 Manager 190,830 1,102 191,932 Manager 193,897 8,907				
Lead 171,485 1,811 173,296 Manager 133,882 4,640 138,522 Lead 166,281 2,009 168,490 Advisor 143,243 - 143,243 Manager 199,912 1,867 201,779 Advisor 155,416 - 155,416 Manager 153,119 7,997 161,116 Advisor 147,205 - 147,205 Supervisor 155,952 632 156,584 Manager 172,772 398 173,170 Manager 163,786 1,398 165,184 Manager 163,786 1,398 165,184 Manager 167,075 - 167,075 Lead 181,731 30 181,761 Manager 190,830 1,102 191,932				
Manager 133,882 4,640 138,522 Lead 166,281 2,209 168,490 Advisor 143,243 - 143,243 Manager 199,912 1,867 201,779 Advisor 155,416 - 155,416 Analyst 148,107 555 148,662 Manager 153,119 7,997 161,116 Advisor 147,205 - 147,205 Supervisor 155,952 632 156,584 Manager 163,786 1,398 165,184 Manager 163,786 1,398 165,184 Manager 167,075 - 167,075 Lead 181,731 30 181,761 Manager 190,830 1,102 191,932 Manager 193,897 8,907 202,804 Manager 193,897 8,907 202,804 Engineer 176,144 3,287 179,431 Manager 146,659 5,112 149,771 Manager 144,659 5,112 149,771 <td></td> <td></td> <td></td> <td></td>				
Lead 166,281 2,209 168,490 Advisor 143,243 - 143,243 Manager 199,12 1,867 201,779 Advisor 155,416 - 155,416 Analyst 148,107 555 148,662 Manager 153,119 7,997 161,116 Advisor 147,205 - 147,205 Supervisor 155,952 632 156,584 Manager 172,772 398 173,170 Manager 163,786 1,398 165,184 Manager 167,075 - 167,075 Lead 181,731 30 181,761 Manager 190,830 1,102 191,932 Manager 190,830 1,102 191,932 Manager 193,897 8,907 202,804 Engineer 137,028 - 137,028 Lead 152,441 - 152,441 Engineer 176,144 3,287 <td< td=""><td></td><td></td><td></td><td></td></td<>				
Advisor 143,243 - 143,243 Manager 199,912 1,867 201,779 Advisor 155,416 - 155,416 Analyst 148,107 555 148,662 Manager 153,119 7,997 161,116 Advisor 155,552 632 156,584 Supervisor 157,772 398 173,170 Manager 163,786 1,398 165,184 Manager 162,786 3,118 185,286 Advisor 167,075 - 167,075 Lead 181,731 30 181,761 Manager 190,830 1,102 191,932 Manager 190,830 1,102 191,932 Manager 190,830 1,102 191,932 Manager 193,897 8,907 202,804 Engineer 137,028 - 137,028 Lead 152,441 - 152,441 Engineer 146,459 5,112 147,771 Manager 146,459 5,112 147,771				
Manager 199,912 1,867 201,779 Advisor 155,416 - 155,416 Analyst 148,107 555 148,662 Manager 153,119 7,997 161,116 Advisor 147,205 - 147,205 Supervisor 155,952 632 156,584 Manager 172,772 398 173,170 Manager 163,786 1,398 165,184 Manager 163,786 1,398 165,184 Manager 167,075 - 167,075 Lead 181,731 30 181,761 Manager 190,830 1,102 191,932 Manager 193,897 8,907 202,894 Engineer 137,028 - 137,028 Lead 152,441 - 152,441 Engineer 176,44 3,287 179,431 Manager 144,659 5,112 149,771 Manager 144,659 5,112				
Advisor 155,416 - 155,416 Analyst 148,107 555 148,662 Manager 153,119 7,997 161,720 Advisor 147,205 - 147,205 Supervisor 155,952 632 156,584 Manager 172,772 398 173,170 Manager 163,786 1,398 165,184 Manager 182,168 3,118 185,286 Advisor 167,075 - 167,075 Lead 181,731 30 181,761 Manager 190,830 1,102 191,932 Manager 193,897 8,907 202,804 Engineer 193,897 8,907 202,804 Engineer 137,028 - 137,028 Lead 152,441 - 152,441 Engineer 176,144 3,287 179,431 Manager 176,144 3,287 179,431 Manager 201,538 23,502 225,344 Engineer 166,429 - 166,429				
Analyst 148,107 555 148,662 Manager 153,119 7,997 161,116 Advisor 147,205 - 147,205 Supervisor 155,952 632 156,584 Manager 172,772 398 173,170 Manager 163,786 1,398 165,184 Manager 182,168 3,118 185,286 Advisor 167,075 - 167,075 Lead 181,731 30 181,761 Manager 190,830 1,102 191,932 Manager 190,830 1,102 191,932 Manager 193,897 8,907 202,804 Engineer 137,028 - 137,028 Lead 152,441 - 152,441 Engineer 176,144 3,287 179,431 Manager 176,144 3,287 179,431 Manager 144,659 5,112 149,771 Manager 144,659 5,112 149,771 Manager 145,390 7,269 225,340	_			
Manager 153,119 7,997 161,116 Advisor 147,205 - 147,205 Supervisor 155,952 632 156,584 Manager 152,772 398 173,170 Manager 163,786 1,398 165,184 Manager 182,168 3,118 185,286 Advisor 167,075 - 167,075 Lead 181,731 30 181,761 Manager 190,830 1,102 191,932 Manager 190,830 1,102 191,932 Manager 193,897 8,907 202,804 Engineer 137,028 - 137,028 Lead 152,441 - 152,441 Manager 144,659 5,112 149,771 Manager 144,659 5,112 166,429 <td></td> <td></td> <td></td> <td></td>				
Advisor 147,205 - 147,205 Supervisor 155,952 632 156,584 Manager 172,772 398 173,170 Manager 163,786 1,398 165,184 Manager 182,168 3,118 185,286 Advisor 167,075 - 167,075 Lead 181,731 30 181,761 Manager 190,830 1,102 191,932 Manager 190,830 1,102 191,932 Manager 190,830 1,102 191,932 Manager 193,897 8,907 202,804 Engineer 137,028 - 152,441 Engineer 176,144 3,287 179,431 Manager 144,659 5,112 149,771 Manager 144,659 5,112 149,771 Manager 166,429 - 166,429 Developer 166,429 - 166,429 Director 152,735 505 196,287 Principal 195,782 505 196,287 <td>-</td> <td></td> <td></td> <td></td>	-			
Supervisor 155,952 632 156,584 Manager 172,772 398 173,170 Manager 163,786 1,398 165,184 Manager 182,168 3,118 185,286 Advisor 167,075 - 167,075 Lead 181,731 30 181,761 Manager 190,830 1,102 191,932 Manager 193,897 8,907 202,804 Engineer 137,028 - 137,028 Lead 152,441 - 152,441 Engineer 176,144 3,287 179,431 Manager 176,144 3,287 179,431 Manager 201,838 23,502 225,340 Developer 166,429 - 166,429 Director 415,390 7,269 422,659 Principal 195,782 505 196,287 Lead 151,673 1,062 152,735 Engineer 151,673 1,062<	_			
Manager 172,772 398 173,170 Manager 163,786 1,398 165,184 Manager 182,168 3,118 185,286 Advisor 167,075 - 167,075 Lead 181,731 30 181,761 Manager 190,830 1,102 191,932 Manager 204,254 1,605 205,859 Manager 193,897 8,907 202,804 Engineer 137,028 - 137,028 Lead 152,441 - 152,441 Engineer 176,144 3,287 179,431 Manager 144,659 5,112 149,771 Manager 201,838 23,502 225,340 Developer 166,429 - 166,429 Director 415,390 7,269 422,659 Principal 195,782 505 196,287 Lead 151,673 1,062 152,735 Engineer 415,390 7,269 422,659 Principal 195,782 505 196,287 </td <td></td> <td></td> <td></td> <td></td>				
Manager 163,786 1,398 165,184 Manager 182,168 3,118 185,286 Advisor 167,075 - 167,075 Lead 181,731 30 181,761 Manager 190,830 1,102 191,932 Manager 204,254 1,605 205,859 Manager 193,897 8,907 202,804 Engineer 137,028 - 137,028 Lead 152,441 - 152,441 Engineer 176,144 3,287 179,431 Manager 144,659 5,112 149,771 Manager 201,838 23,502 225,344 Developer 166,429 - 166,429 Director 415,390 7,269 422,659 Principal 195,782 505 196,287 Lead 151,673 1,062 152,735 Engineer 131,910 3,345 135,255	•	•		
Manager 182,168 3,118 185,286 Advisor 167,075 - 167,075 Lead 181,731 30 181,761 Manager 190,830 1,102 191,932 Manager 204,254 1,605 205,859 Manager 193,897 8,907 202,804 Engineer 137,028 - 137,028 Lead 152,441 - 152,441 Engineer 176,144 3,287 179,431 Manager 144,659 5,112 149,771 Manager 201,838 23,502 225,340 Developer 166,429 - 166,429 Director 415,390 7,269 422,659 Principal 195,782 505 196,287 Lead 151,673 1,062 152,735 Engineer 131,910 3,345 135,255	_			·
Advisor 167,075 - 167,075 Lead 181,731 30 181,761 Manager 190,830 1,102 191,932 Manager 204,254 1,605 205,859 Manager 193,897 8,907 202,804 Engineer 137,028 - 137,028 Lead 152,441 - 152,441 Engineer 176,144 3,287 179,431 Manager 144,659 5,112 149,771 Manager 201,838 23,502 225,340 Developer 166,429 - 166,429 Director 415,390 7,269 422,659 Principal 195,782 505 196,287 Lead 151,673 1,062 152,735 Engineer 131,910 3,345 135,255				
Lead 181,731 30 181,761 Manager 190,830 1,102 191,932 Manager 204,254 1,605 205,859 Manager 193,897 8,907 202,804 Engineer 137,028 - 137,028 Lead 152,441 - 152,441 Engineer 176,144 3,287 179,431 Manager 144,659 5,112 149,771 Manager 201,838 23,502 225,340 Developer 166,429 - 166,429 Director 415,390 7,269 422,659 Principal 195,782 505 196,287 Lead 151,673 1,062 152,735 Engineer 131,910 3,345 135,255	_		-	
Manager 190,830 1,102 191,932 Manager 204,254 1,605 205,859 Manager 193,897 8,907 202,804 Engineer 137,028 - 137,028 Lead 152,441 - 152,441 Engineer 176,144 3,287 179,431 Manager 144,659 5,112 149,771 Manager 201,838 23,502 225,340 Developer 166,429 - 166,429 Director 415,390 7,269 422,659 Principal 195,782 505 196,287 Lead 151,673 1,062 152,735 Engineer 131,910 3,345 135,255			30	
Manager 204,254 1,605 205,859 Manager 193,897 8,907 202,804 Engineer 137,028 - 137,028 Lead 152,441 - 152,441 Engineer 176,144 3,287 179,431 Manager 144,659 5,112 149,771 Manager 201,838 23,502 225,340 Developer 166,429 - 166,429 Director 415,390 7,269 422,659 Principal 195,782 505 196,287 Lead 151,673 1,062 152,735 Engineer 131,910 3,345 135,255		•		
Manager 193,897 8,907 202,804 Engineer 137,028 - 137,028 Lead 152,441 - 152,441 Engineer 176,144 3,287 179,431 Manager 144,659 5,112 149,771 Manager 201,838 23,502 225,340 Developer 166,429 - 166,429 Director 415,390 7,269 422,659 Principal 195,782 505 196,287 Lead 151,673 1,062 152,735 Engineer 131,910 3,345 135,255	_			
Engineer 137,028 - 137,028 Lead 152,441 - 152,441 Engineer 176,144 3,287 179,431 Manager 144,659 5,112 149,771 Manager 201,838 23,502 225,340 Developer 166,429 - 166,429 Director 415,390 7,269 422,659 Principal 195,782 505 196,287 Lead 151,673 1,062 152,735 Engineer 131,910 3,345 135,255	_			
Lead 152,441 - 152,441 Engineer 176,144 3,287 179,431 Manager 144,659 5,112 149,771 Manager 201,838 23,502 225,340 Developer 166,429 - 166,429 Director 415,390 7,269 422,659 Principal 195,782 505 196,287 Lead 151,673 1,062 152,735 Engineer 131,910 3,345 135,255				
Engineer 176,144 3,287 179,431 Manager 144,659 5,112 149,771 Manager 201,838 23,502 225,340 Developer 166,429 - 166,429 Director 415,390 7,269 422,659 Principal 195,782 505 196,287 Lead 151,673 1,062 152,735 Engineer 131,910 3,345 135,255	=			
Manager 144,659 5,112 149,771 Manager 201,838 23,502 225,340 Developer 166,429 - 166,429 Director 415,390 7,269 422,659 Principal 195,782 505 196,287 Lead 151,673 1,062 152,735 Engineer 131,910 3,345 135,255				
Manager 201,838 23,502 225,340 Developer 166,429 - 166,429 Director 415,390 7,269 422,659 Principal 195,782 505 196,287 Lead 151,673 1,062 152,735 Engineer 131,910 3,345 135,255				
Developer 166,429 - 166,429 Director 415,390 7,269 422,659 Principal 195,782 505 196,287 Lead 151,673 1,062 152,735 Engineer 131,910 3,345 135,255	_			
Director 415,390 7,269 422,659 Principal 195,782 505 196,287 Lead 151,673 1,062 152,735 Engineer 131,910 3,345 135,255	_			
Principal 195,782 505 196,287 Lead 151,673 1,062 152,735 Engineer 131,910 3,345 135,255			7.269	
Lead 151,673 1,062 152,735 Engineer 131,910 3,345 135,255				
Engineer 131,910 3,345 135,255	•			
	Lead	145,023	16,790	161,813

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Specialist	168,702	-	168,702
Engineer	30,246	-	30,246
Lead	168,108	54	168,162
Specialist	144,793	-	144,793
Manager	161,291	3,719	165,010
Engineer	164,485	281	164,766
Manager	177,997	-	177,997
Instructor	146,755	198	146,953
Controller	182,944	-	182,944
Engineer	151,875	88	151,963
Manager	71,489	4,951	76,440
Lead	170,853	1,390	172,243 167,888
Manager	166,589	1,299 625	•
Lead	171,989		172,614
Manager	158,868	2,087	160,955
Engineer	164,939 177,721	18,958 6,335	183,897 184,056
Manager Advisor	177,721	-	173,970
Lead	163,496	- -	163,496
Supervisor	181,839	6,920	188,759
Manager	171,608	5,174	176,782
Supervisor	167,734	171	167,905
Manager	13,365	-	13,365
Manager	146,586	1,298	147,884
Manager	200,072	671	200,743
Manager	176,974	5,860	182,834
Supervisor	159,572	500	160,072
Lead	172,143	184	172,327
Lead	171,680	3,797	175,477
Lead	160,678	3,031	163,709
Director	453,509	15,599	469,108
Engineer	137,984	36	138,020
Instructor	153,033	9,369	162,402
Engineer	152,662	4,256	156,918
Manager	168,515	492	169,007
Advisor	149,480	21,366	170,846
Lead	147,853	2,108	149,961
Manager	143,965	676	144,641
Lead	164,384	850	165,234
Director	446,378	1,975	448,353
Account Executive	151,234	3,755	154,989
Lead	187,640	-	187,640
Manager	195,028	1,753	196,781
Supervisor	187,416	-	187,416
Engineer	186,868	2,843	189,711
Engineer	155,547	1,141	156,688
Manager	196,554	267	196,821
Advisor	151,931	3,391	155,322
Advisor	157,253	-	157,253
Manager	184,278	3,706	187,984
Manager	258,975	5,415	264,390
Manager	151,932	290	152,222
Manager	175,342	1,711	177,053
Supervisor	151,517	-	151,517
Manager	151,012	-	151,012
Manager	139,779	- 12 222	139,779
Manager	157,585	13,223	170,808
Advisor	170,900	1,680	172,580
Manager	226,553	1,597	228,150
Manager	181,865	12,216	194,081

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Manager	153,515	711	154,226
Director	329,356	7,504	336,860
Manager	226,418	2,418	228,836
Manager	244,757	5,307	250,064
Advisor	157,419	-	157,419
Manager	197,049	125	197,174
Lead	226,129	3,055	229,184
Lead	171,249	891	172,140
Lead	151,820	15,825	167,645
Manager	145,882	5,468	151,350
Manager	171,458 145,041	9,055 -	180,513 145,041
Manager Lead	143,041	1,622	187,947
Lead	152,925	1,420	154,345
Lead	165,520	2,777	168,297
Advisor	152,925	780	153,705
Developer	146,395	-	146,395
Manager	181,548	1,955	183,503
Lead	145,831	552	146,383
Lead	152,197	-	152,197
Manager	209,212	2,053	211,265
Manager	170,804	223	171,027
Manager	266,461	2,865	269,326
Manager	187,471	17,349	204,820
Manager	178,730	-	178,730
Specialist	160,040	217	160,257
Engineer	156,343	248	156,591
Manager	174,652	773	175,425
Lead	172,340	-	172,340
Lead	184,354	2,052	186,406
Engineer	141,391	756	142,147
Specialist	216,691	-	216,691
Manager	178,878	714	179,592
Lead	158,003	3,068	161,071
Supervisor	144,896	264	145,160
Lead	131,162	1,795	132,957
Specialist	130,852	8,355	139,207
Supervisor	141,778	49	141,827
Lead	150,707	-	150,707
Manager	153,525	495	154,020
Lead	112,618	-	112,618
Lead	148,029	763	148,792
Manager	152,493	-	152,493
Supervisor	159,061	225	159,286
Lead	155,402	1,906	157,308
Lead	198,730	4,673	203,403
Trader	269,537	2,905	272,442
Lead	161,952	110	162,062
Manager	156,063	6,899	162,962
Advisor Manager	171,637 211,813	- 430	171,637 212,243
Manager Advisor	211,813 176,192	430 454	176,646
	176,192 175,167	454 -	175,167
Manager Director	398,723	- 2,751	401,474
Engineer	200,091	2,/31	200,091
Manager	233,559	-	233,559
Advisor	143,003	-	143,003
Manager	143,003	2,969	201,976
Lead	181,339	2,303	181,339
Lead	179,296	7,562	186,858
LCuu	179,290	7,302	100,030

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Supervisor	156,395	12,965	169,360
Manager	184,575	513	185,088
Engineer	175,346	4,253	179,599
Supervisor	151,150	2,415	153,565
Lead	211,690	4,119	215,809
Manager	172,297	-	172,297
Manager	168,904	3,266	172,170
Specialist	153,984	-	153,984
Advisor	144,769	1,812	146,581
Lead	140,692	-	140,692
Lead	147,654 69,582	2,568 1,506	150,222 71,088
Engineer		-	
Manager	161,305 210,179	- -	161,305 210,179
Manager Manager	207,030	7,248	214,278
Supervisor	177,149	6,366	183,515
Manager	141,226	2,717	143,943
Manager	147,888	1,743	149,631
Manager	228,727	3,423	232,150
Lead	87,049	-	87,049
Lead	171,062	373	171,435
Lead	162,364	121	162,485
Manager	205,741	12,314	218,055
Manager	81,746	206	81,952
Supervisor	162,323	_	162,323
Manager	166,395	358	166,753
Manager	169,565	-	169,565
Manager	157,112	-	157,112
Manager	133,668	-	133,668
Supervisor	169,706	-	169,706
Manager	147,310	9,586	156,896
Manager	151,993	-	151,993
Lead	193,697	5,192	198,889
Lead	164,065	-	164,065
Supervisor	162,344	672	163,016
Lead	170,927	-	170,927
Manager	185,859	3,099	188,958
Lead	214,196	9	214,205
Advisor	181,057	6,777	187,834
Lead	139,481	-	139,481
Manager	191,159	20,167	211,326
Manager	179,100	881	179,981
Director	393,781	8,357	402,138
Manager	145,814	291	146,105
Lead	199,088	559	199,647
Designer	155,188	2,463	157,651
Manager	153,890	584	154,474
Instructor	125,894	-	125,894
Manager	151,811	237	152,048
Supervisor	145,095	1,128	146,223
Advisor Manager	151,461 228,579	1,166 32,722	152,627 261,301
Manager	228,579	32,722 4,576	236,495
Supervisor	231,919 151,709	4,570	151,709
Lead	160,349	- -	160,349
Manager	248,124	15,708	263,832
Manager	158,908	8,726	167,634
Analyst	165,920	4,099	170,019
Manager	140,932	224	141,156
Manager	175,084	2,616	177,700
	1,3,004	2,010	1,,,,,,

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Engineer	189,736	536	190,272
Engineer	206,566	307	206,873
Manager	144,961	585	145,546
Lead	198,786	-	198,786
Manager	245,885	1,715	247,600
Manager	180,477	1,201	181,678
Architect	209,985	802	210,787
Manager	207,922	159	208,081
Specialist	148,866	2,741	151,607
Manager	171,777	4,627	176,404
Director	419,755	6,519	426,274
Director	301,766	7,333	309,099
Engineer	165,446	376	165,822
Principal	166,011	515	166,526
Lead	163,147	3,081	166,228
Supervisor	162,867	-	162,867
Principal	154,278	116	154,394
Technician	160,829	- -	160,829
Lead	131,710		131,710
Lead Specialist	121,774	-	121,774
Specialist	137,197		137,197
Manager	162,244 137,377	841 450	163,085
Inspector Manager	180,630	381	137,827 181,011
5	232,479	6,842	239,321
Manager Manager	170,456	2,219	172,675
Supervisor	160,148	2,219	160,148
Instructor	140,933	- -	140,933
Instructor	151,383	4,598	155,981
Manager	423,689	124	423,813
Advisor	149,359	-	149,359
Lead	149,922	_	149,922
Manager	227,117	4,422	231,539
Lead	158,344	232	158,576
Manager	144,563	40	144,603
Engineer	167,987	-	167,987
Lead	145,430	_	145,430
Manager	185,228	3,613	188,841
Manager	178,889	3,188	182,077
Manager	155,546	-	155,546
Manager	137,163	-	137,163
Advisor	153,539	90	153,629
Engineer	138,175	908	139,083
Advisor	148,261	2,117	150,378
Manager	143,898	8,641	152,539
Director	307,734	837	308,571
Manager	199,053	9,052	208,105
Manager	177,819	5,873	183,692
Manager	195,804	-	195,804
Engineer	180,474	180	180,654
Manager	245,162	1,050	246,212
Lead	135,581	928	136,509
Lead	161,474	1,127	162,601
Manager	228,015	1,535	229,550
Manager	167,597	773	168,370
Engineer	158,574	1,349	159,923
Developer	185,524	-	185,524
Manager	172,193	10,077	182,270
Analyst	104,284	-	104,284
Manager	181,453	973	182,426

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Manager	183,792	-	183,792
Architect	211,883	-	211,883
Manager	158,807	210	159,017
Engineer	153,012	3,293	156,305
Manager	165,857	692	166,549
Manager	161,891	-	161,891
Manager	167,068	1,038	168,106
Manager	193,508	3,164	196,672
Manager	62,927	2,449	65,376
Manager	175,469	625	176,094
Engineer	185,902	8,197	194,099
Manager	210,591	809	211,400
Advisor	160,118	1,699	161,817
Instructor	156,954	6,183	163,137
Supervisor	132,440	450	132,890
Manager	187,476	253	187,729
Hygienist	145,019	55 90	145,074
Analyst	149,346 61,129	1,619	149,436 62,748
Engineer Scientist	144,597	1,619	144,711
Manager	180,967	1,355	182,322
	144,617	1,588	146,205
Manager Lead	162,925	1,500	162,925
Engineer	173,572	3,793	177,365
Advisor	142,103	259	142,362
Manager	158,130	-	158,130
Manager	178,763	4,235	182,998
Manager	222,268	1,321	223,589
Manager	177,483	-	177,483
Lead	152,517	-	152,517
Manager	158,444	2,310	160,754
Supervisor	158,141	5,051	163,192
Advisor	160,142	-	160,142
Lead	158,010	-	158,010
Manager	2,596	_	2,596
Lead	150,351	419	150,770
Lead	185,893	15,868	201,761
Account Executive	157,082	4,467	161,549
Supervisor	143,341	1,211	144,552
Supervisor	161,190	115	161,305
Lead	174,486	-	174,486
Engineer	138,438	4,111	142,549
Manager	158,164	645	158,809
Manager	160,890	2,008	162,898
Lead	143,060	11,650	154,710
Lead	222,375	-	222,375
Manager	167,858	2,151	170,009
Manager	169,233	-	169,233
Engineer	176,491	180	176,671
Supervisor	158,662	1,910	160,572
Lead	169,383	-	169,383
Manager	169,327	2,799	172,126
Manager	280,222	-	280,222
Manager	137,618	-	137,618
Lead	113,133	-	113,133
Engineer	148,734	2,879	151,613
Manager	189,496	5,369	194,865
Lead	151,258	11,351	162,609
Manager	135,941	2,194	138,135
Manager	166,982	1,649	168,631

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Lead	135,571	-	135,571
Lead	158,332	3,182	161,514
Manager	163,266	880	164,146
Lead	167,793	7,355	175,148
Manager	187,101	5,263	192,364
Supervisor	136,084	8,196	144,280
Supervisor	154,814	-	154,814
Manager	199,878	2,622	202,500
Architect	202,850	-	202,850
Lead	169,805	10,357	180,162
Lead	124,236	-	124,236
Engineer	43,525	328	43,853
Engineer	205,390	358	205,748
Supervisor	151,540	1,022	152,562
Manager	222,193	2,272	224,465
Engineer	184,644	681	185,325
Manager	165,120	976	166,096
Specialist	144,745 163,610	3,138	147,883
Engineer	162,610	110	162,720
Manager	171,379	5,736	177,115
Lead	155,215	1,671	156,886
Technician	160,246		160,246
Advisor	162,034	5,103 1,780	167,137
Lead	177,460	1,789 -	179,249
Manager	172,385 310,580	10,781	172,385 321,361
Director		10,781	145,077
Inspector	144,928 227,616	-	
Specialist Manager	201,610	2,339	227,616 203,949
Instructor	156,002	2,333	156,002
Manager	99,131	387	99,518
Manager	169,026	-	169,026
Manager	177,430	1,718	179,148
Account Executive	139,789	277	140,066
Manager	137,462	120	137,582
Manager	219,936	<u>-</u>	219,936
Specialist	150,122	2,907	153,029
Engineer	166,935	4,439	171,374
Manager	241,050	530	241,580
Supervisor	179,594	1,780	181,374
Supervisor	149,074	-	149,074
Manager	161,413	-	161,413
Lead	162,345	550	162,895
Manager	147,905	8,847	156,752
Advisor	182,137	-	182,137
Specialist	159,775	-	159,775
Supervisor	157,676	684	158,360
Lead	155,935	8,947	164,882
Supervisor	167,676	4,945	172,621
Manager	184,977	339	185,316
Engineer	37,543	1,291	38,834
Lead	171,036	9,367	180,403
Manager	181,677	120	181,797
Manager	271,183	-	271,183
Manager	234,583	2,090	236,673
Manager	201,372	175	201,547
Director	434,432	5,474	439,906
Lead	157,982	645	158,627
Director	287,803	20,350	308,153
Lead	216,408	983	217,391

Supervisor 147,066 - 147,066 - 167,92 Manager 242,952 - 242,862 - 242,862 - 242,862 - 242,862 - 123,666 Manager 136,550 112 136,66 Manager 120,418 1,752 121,21 136,66 Manager 153,379 208 153,58 Supervisor 146,037 288 153,58 Manager 160,618 3,724 168,58 Manager 160,641 3,724 168,58 Manager 120,000 2,902 2,818,98 Manager 160,649 631 207,18 Supervisor 167,281 - 167,281 - 167,281 - 167,281 - 167,281 - 167,281 - 167,281 - 167,281 - 167,281 - 167,281 - 167,281 - 167,281 - 167,281 - 167,281 - 167,281 - 167,281 - 167,281 - 167,281	REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Lead	Lead	154,528	-	154,528
Manager 124,962 - 242,962 Manager 136,550 112 136,66 Manager 170,418 1,752 122,17 Lead 133,379 205 135,88 Supervisor 145,037 298 145,33 Manager 164,631 3,74 186,33 Manager 179,030 2,902 230,48 Manager 206,549 631 207,18 Manager 155,566 2,865 158,43 Supervisor 152,897 337 153,23 Director 457,015 19,376 506,39 Manager 159,089 47 169,56 Manager 169,089 47 169,56 Manager 164,60 - 164,61 <td>Supervisor</td> <td>147,066</td> <td>-</td> <td>147,066</td>	Supervisor	147,066	-	147,066
Manager 136,550 112 136,66 Manager 170,418 1,752 122,12 Lead 153,379 205 153,58 Supervisor 145,631 3,74 168,35 Manager 126,631 3,74 168,35 Manager 179,030 2,902 181,39 Manager 160,549 631 207,18 Supervisor 167,281 - 167,28 Supervisor 152,897 337 153,23 Supervisor 152,897 337 153,23 Director 487,015 19,376 50,83 Manager 159,889 477 169,56 Director 487,015 19,376 133,33 Manager 159,889 447 169,56 Director 475,023 483 425,88 Manager 159,889 447 169,56 Director 425,023 483 425,88 Manager 164,169 -	Lead	165,522	2,406	167,928
Manager 170.418	Manager	242,962	-	242,962
Lead 133,379 205 135,88 Supervisor 145,037 298 145,83 Manager 164,631 3,724 168,35 Manager 179,030 2,902 181,93 Manager 106,549 631 207,18 Supervisor 167,281 - 167,28 Supervisor 155,566 2,665 158,43 Supervisor 152,897 337 153,23 Supervisor 152,897 337 153,23 Director 487,015 19,376 506,33 Manager 154,183 372 184,35 Director 475,023 843 425,62 Manager 156,089 477 169,52 Director 425,023 843 425,62 Manager 164,169 - 164,169 - Manager 164,169 - 164,169 - 164,169 - 164,169 - 164,169 - 164,169 - </td <td>Manager</td> <td></td> <td></td> <td>136,662</td>	Manager			136,662
Supervisor 145,037 298 145,33 Manager 164,631 3,724 188,33 Manager 179,030 2,902 230,48 Manager 205,549 631 207,18 Manager 155,566 2,865 158,44 Supervisor 152,287 337 153,23 Director 487,015 19,376 50,33 Manager 160,089 477 160,53 Manager 160,089 477 184,55 Manager 160,089 477 185,56 Director 425,023 843 455,66 Director 152,67 12,28 18,29 Manager 172,28 16,66	_			172,170
Manager 164.631 3,724 188.33 Manager 223.229 7,256 230.48 Manager 179.030 2,902 181.39 Manager 206.549 631 207.18 Supervisor 157.881 - 167.28 Manager 158.987 337 153.28 Director 487.015 153.76 566.39 Manager 169.089 477 169.56 Manager 169.989 477 169.56 Manager 169.989 477 169.56 Manager 169.989 477 169.56 Manager 164.619 - 164.16 Manager 164.629 2,901 180.57 Supervisor 149.998 - 14				153,584
Manager 223,229 7,256 230,48 Manager 179,030 2,902 181,39 Manager 205,549 631 207,18 Manager 155,566 2,865 18,843 Supervisor 152,897 337 153,235 Director 487,015 19,376 506,33 Manager 169,089 477 169,566 Director 425,023 843 372 184,55 Director 425,023 843 425,86 Director 425,023 843 425,86 Manager 164,169 - 164,169 - 164,169 Manager 174,269 2,201 180,57 Manager 174,541 - 167,281 - 149,588 Manager 178,757 - 187,76 - 184,169 Manager 178,757 - 187,76 - 184,169 Manager 174,598 6,63 181,46 Manager 164,462 5,995 170,45 Manager	•			145,335
Manager 179,000 2,902 181,39 Manager 206,549 631 207,18 Supervisor 167,281 - 167,28 Supervisor 153,566 2,665 158,48 Supervisor 152,897 337 153,23 Director 487,015 19,376 506,39 Manager 164,183 372 184,55 Manager 169,089 477 169,56 Manager 169,089 477 169,56 Manager 169,989 477 169,56 Manager 169,989 477 169,56 Manager 169,999 9,224 219,41 Manager 164,169 - 164,16 Manager 178,769 2,301 180,57 Supervisor 149,98 - 149,98 Manager 174,598 6,86 181,46 Manager 174,598 6,86 181,46 Manager 174,598 6,86	_			168,355
Manager 206,549 631 207,18 Manager 155,566 2,865 158,43 Uspervisor 123,877 337 132,23 Director 487,015 19,376 506,38 Manager 169,089 477 169,55 Director 425,023 843 425,86 Manager 158,291 1,128 159,41 Manager 209,920 9,224 219,14 Manager 178,269 2,301 180,57 Manager 178,269 2,301 180,57 Manager 178,269 2,301 180,57 Manager 178,781 - 164,169 Manager 178,782 2,301 180,57 Manager 178,787 - 187,57 Manager 178,787 - 187,58 Manager 174,588 6,863 181,46 Manager 170,268 902 171,17 Manager 170,268 902	_			230,485
Supervisor 167,281 - 167,282 Manager 155,566 2,865 18,43 Supervisor 152,897 337 153,23 Director 487,015 19,376 566,39 Manager 169,089 477 169,56 Manager 169,089 477 169,56 Manager 158,291 1,128 159,41 Manager 164,169 - 164,169 Manager 178,269 2,301 180,57 Supervisor 149,958 - 19,24 Manager 178,757 - 178,75 Manager 176,757 - 178,75 Manager 170,268 902 171,17 Manager 164,462 5,995 170,48 Manager 164,462 5,995 170,48 Manager 167,579 - 155,677 - 155,677 Manager 167,599 - 167,59 - 167,59	9			181,932
Manager 155,566 2,865 18,84 Supervisor 152,897 337 132,23 Director 487,015 19,276 506,39 Manager 169,089 477 169,56 Director 425,023 843 425,86 Manager 158,929 1,128 159,41 Manager 169,169 - 164,16 Manager 178,069 2,301 180,57 Supervisor 149,958 - 149,58 Manager 178,767 - 187,58 Manager 178,757 - 187,58 Manager 179,488 - 149,95 Manager 178,757 - 187,57 Manager 179,588 - 149,95 Manager 170,268 902 171,17 Manager 164,462 5,995 170,45 Manager 164,462 5,995 170,45 Engineer 162,303 63 162,49 </td <td>5</td> <td></td> <td></td> <td></td>	5			
Supervisor 152,897 337 153,297 Director 487,015 19,376 506,38 Manager 184,183 372 184,58 Manager 169,089 477 169,56 Director 425,023 843 425,86 Manager 158,291 1,128 159,41 Manager 164,169 - 164,169 Manager 178,269 2,301 180,57 Supervisor 149,958 - 149,958 Manager 178,781 - 175,48 Manager 174,958 6,863 181,66 Manager 174,598 6,863 181,66 Manager 174,598 6,863 181,66 Manager 174,598 6,863 181,66 Manager 174,598 6,863 181,68 Manager 176,268 902 171,17 Manager 176,303 643 162,94 Manager 155,677 -	-			
Director 487,015 19,376 506,33 Manager 184,183 372 184,55 Manager 169,089 477 169,56 Director 425,023 843 425,88 Manager 209,920 9,224 219,14 Manager 164,169 - 164,169 Manager 178,269 2,301 180,57 Supervisor 149,958 - 149,95 Manager 178,788 - 149,95 Manager 178,758 - 178,75 Manager 174,7598 6,863 181,46 Manager 170,268 902 171,17 Manager 162,303 643 162,94 Manager 155,677 - 155,67 Supervisor 142,460 151 142,61 Supervisor 156,797 12,958 169,75 Supervisor 167,559 - 167,55 Lead 187,706 26 18	_			
Manager 184,183 372 184,55 Director 425,023 843 425,86 Manager 158,791 1,128 159,41 Manager 209,920 9,224 219,14 Manager 164,169 - 164,16 Manager 178,769 2,301 180,57 Supervisor 149,958 - 199,98 Manager 178,757 - 177,48 Manager 178,757 - 178,75 Manager 174,598 6,863 181,46 Manager 174,598 6,863 181,46 Manager 164,462 5,995 170,45 Manager 164,462 5,995 170,45 Manager 164,462 5,995 170,45 Manager 164,462 5,995 170,45 Manager 162,402 1,993 4 Manager 162,402 1,993 4 Advisor 156,797 1,258 6 <td>•</td> <td></td> <td></td> <td></td>	•			
Manager 169,089 477 169,56 Director 425,023 84,3 425,66 Manager 158,291 1,128 159,41 Manager 164,169 - 164,169 Manager 167,869 2,301 180,57 Manager 149,588 - 189,57 Manager 157,481 - 157,48 Manager 178,579 - 178,75 Manager 170,268 902 171,17 Manager 164,462 5,995 170,48 Manager 162,303 6,863 181,46 Manager 162,303 6,43 162,24 Manager 162,303 6,63 181,81 Advisor 152,48 17,618 169				
Director 425,023 843 425,868 Manager 158,291 1,128 159,41 Manager 209,920 9,224 219,14 Manager 164,169 - 164,155 Manager 178,269 2,301 180,55 Supervisor 149,958 - 149,55 Manager 178,757 - 178,75 Manager 174,598 6,63 181,46 Manager 174,598 6,63 181,46 Manager 170,268 902 171,17 Manager 164,462 5,995 170,45 Manager 164,462 5,995 170,45 Manager 15,677 - 155,67 Supervisor 142,460 151 142,61 Advisor 156,797 1,2958 169,75 Lead 187,706 26 187,73 Advisor 145,115 177 145,95 Lead 183,198 1,499 138,	_			
Manager 158,291 1,128 159,41 Manager 209,920 9,224 219,14 Manager 164,169 - 164,169 Manager 178,269 2,301 180,57 Supervisor 149,958 - 149,55 Manager 157,481 - 178,75 Manager 174,598 6,863 181,46 Manager 170,268 902 171,17 Manager 164,462 5,995 170,48 Manager 162,303 643 162,94 Manager 155,677 - 155,67 Supervisor 142,460 151 142,61 Advisor 156,797 12,958 169,75 Supervisor 147,060 151 142,61 Advisor 156,797 12,958 169,75 Supervisor 145,151 177 145,29 Advisor 145,151 177 145,29 Avisor 145,370 2	_			
Manager 209,920 9,224 219,14 Manager 164,169 - 164,16 Supervisor 149,958 - 149,58 Manager 178,781 - 149,58 Manager 178,787 - 178,787 Manager 174,998 6,63 181,46 Manager 170,268 902 171,17 Manager 164,462 5,995 170,48 Engineer 162,303 643 162,49 Manager 155,677 - 155,67 Supervisor 142,460 151 142,61 Advisor 156,797 1,2958 169,92 Advisor 156,797 12,958 169,93 Advisor 152,348 17,618 169,96 Developer 167,559 - 167,55 Lead 187,706 26 187,73 Advisor 145,115 177 145,29 Specialist 243,794 - 203,5				
Manager 164,169 - 164,189 Manager 178,269 2,301 180,57 Supervisor 189,958 - 189,58 Manager 157,481 - 174,958 Manager 174,598 6,863 181,46 Manager 174,598 6,863 181,46 Manager 162,303 643 162,94 Engineer 162,303 643 162,95 Supervisor 122,460 151 125,67 Supervisor 156,797 12,958 169,75 Advisor 156,797 12,958 169,75 Supervisor 162,303 151 122,458 Supervisor 152,448 17,618 169,75 Advisor 152,348 17,618 169,75 Supervisor 167,559 - 167,55 Supervisor 145,115 177 145,29 Lead 163,485 66 163,35 Manager 203,530 - <td></td> <td></td> <td></td> <td></td>				
Manager 178,269 2,301 180,57 Manager 157,481 - 157,481 Manager 178,757 - 178,757 Manager 174,598 6,863 181,464 Manager 170,268 902 171,17 Manager 164,462 5,995 170,45 Manager 162,303 643 162,94 Manager 155,677 - 155,67 Supervisor 142,460 151 142,61 Advisor 156,797 12,958 169,75 Advisor 152,348 17,618 169,79 Developer 167,559 - 167,55 Lead 187,706 26 187,73 Advisor 145,115 177 145,29 Specialist 243,794 - 203,53 Lead 163,485 66 163,55 Manager 136,988 1,499 138,48 Advisor 145,890 10,051 155,				
Supervisor 149,958 - 149,558 Manager 157,481 - 157,48 Manager 178,757 - 178,757 Manager 170,268 6,863 181,46 Manager 162,303 663 162,462 Engineer 162,303 663 162,96 Manager 155,677 - 155,67 Supervisor 142,460 151 142,61 Advisor 156,797 12,958 169,75 Advisor 155,677 - 167,58 Developer 167,559 - 167,58 Lead 187,76 26 187,73 Advisor 145,115 177 145,28 Specialist 243,794 - 243,79 Lead 163,485 66 163,55 Manager 136,988 1,499 138,48 Supervisor 146,245 1,406 147,65 Supervisor 140,245 1,406 147,6	_			
Manager 157,481 - 157,481 Manager 178,757 - 178,757 Manager 174,598 6,863 181,46 Manager 170,268 902 171,17 Manager 164,462 5,995 170,48 Engineer 162,303 643 162,94 Manager 155,677 - 155,67 Supervisor 142,460 151 142,61 Advisor 156,797 12,958 169,75 Advisor 157,538 17,618 169,76 Lead 187,706 26 187,73 Advisor 145,115 177 145,225 Specialist 243,794 - 243,79 Lead 163,485 66 163,55 Manager 203,530 - 203,53 Advisor 146,245 1,406 147,65 Supervisor 146,245 1,406 147,65 Supervisor 120,360 6,09 2	_			
Manager 178,757 - 178,757 Manager 174,598 6,863 181,46 Manager 170,268 902 171,17 Manager 164,462 5,995 170,45 Engineer 162,303 643 162,94 Manager 155,677 - 155,67 Supervisor 142,460 151 142,61 Advisor 156,797 12,958 169,75 Advisor 152,348 17,618 169,96 Lead 187,756 2 167,55 Lead 187,767 2 20,373 Advisor 183,807 6 163,885 66 163,855 Manager 146,899 10,051	•			
Manager 174,598 6,863 181,46 Manager 170,268 902 171,17 Manager 164,462 5,995 170,426 Engineer 162,303 643 162,94 Manager 155,677 - 155,67 Supervisor 142,460 151 142,61 Advisor 156,797 12,958 169,75 Advisor 157,348 17,618 169,75 Developer 167,559 - 167,55 Lead 187,706 26 187,73 Advisor 145,115 177 145,29 Specialist 243,794 - 243,79 Lead 163,485 66 163,55 Manager 136,988 1,499 138,48 Advisor 145,890 10,051 155,94 Supervisor 146,245 1,406 147,65 Supervisor 126,39 1,406 147,65 Director 420,360 6,039 426,33 Supervisor 151,404 350 61,57 <	_			
Manager 170,268 902 171,17 Manager 164,462 5,995 170,45 Engineer 162,303 643 162,94 Manager 155,677 - 155,67 Advisor 156,797 12,958 169,75 Advisor 152,348 17,618 169,95 Developer 167,559 - 167,559 Lead 187,706 26 187,73 Advisor 143,115 177 145,29 Specialist 163,485 66 163,55 Manager 203,530 - 203,53 Advisor 145,898 1,499 138,48 Advisor 145,898 1,499 138,48 Advisor 145,890 10,051 155,94 Supervisor 146,245 1,406 147,65 Supervisor 185,94 - 118,55 Director 420,360 6,039 426,39 Supervisor 153,447 354	•			
Manager 164,462 5,995 170,45 Engineer 162,303 643 162,98 Manager 155,677 - 155,67 Supervisor 142,460 151 142,61 Advisor 156,797 12,958 169,75 Advisor 157,559 - 167,55 Lead 187,706 26 187,73 Advisor 145,115 177 145,29 Specialist 243,794 - 243,79 Lead 163,485 66 163,55 Manager 203,53 - 203,53 Advisor 136,988 1,499 138,48 Advisor 146,285 1,406 147,65 Supervisor 146,245 1,406 147,65 Supervisor 146,245 1,406 147,65 Supervisor 153,447 354 153,80 Supervisor 153,447 354 153,80 Supervisor 154,814 9,666				
Engineer 162,303 643 162,944 Manager 155,677 - 155,67 Supervisor 156,797 12,958 169,75 Advisor 152,348 17,618 169,75 Developer 167,559 - 167,55 Lead 187,706 26 187,73 Advisor 145,115 177 145,22 Specialist 243,794 - 203,53 Lead 163,485 66 163,55 Manager 203,530 - 203,53 Advisor 145,898 14,99 138,48 Advisor 145,898 10,051 155,94 Supervisor 146,245 1,406 147,65 Supervisor 148,598 10,051 155,94 Supervisor 148,594 - 118,55 Director 420,360 6,039 426,53 Specialist 141,794 152 141,94 Manager 160,997 3,491	_			
Manager 155,677 - 155,67 Supervisor 142,460 151 142,61 Advisor 156,797 12,958 169,75 Advisor 152,348 17,618 169,95 Developer 167,559 - 167,55 Lead 187,706 26 187,73 Advisor 145,115 177 145,229 Specialist 243,794 - 243,79 Lead 163,485 66 163,55 Manager 203,530 - 203,53 Advisor 145,898 1,499 138,48 Advisor 145,890 10,051 155,94 Supervisor 146,245 1,406 147,65 Supervisor 143,847 354 153,80 Supervisor 153,447 354 153,80 Specialist 141,794 152 141,94 Manager 161,224 350 161,55 Engineer 140,176 9,666	_			
Supervisor 142,460 151 142,610 Advisor 156,797 12,958 169,75 Advisor 152,348 17,618 169,75 Developer 167,559 - 167,55 Lead 187,706 26 187,73 Advisor 145,115 177 145,29 Specialist 243,794 - 243,79 Lead 163,485 66 163,55 Manager 203,530 - 203,53 Advisor 136,988 1,499 138,48 Advisor 145,890 10,051 155,94 Supervisor 118,554 - 117,65 Supervisor 118,554 - 113,86 Specialist 140,245 1,406 147,65 Supervisor 153,447 354 153,80 Specialist 141,744 152 141,94 Manager 161,224 350 161,57 Engineer 140,176 9,666	-			
Advisor 156,797 12,958 169,75 Advisor 152,348 17,618 169,96 Developer 167,559 - 167,559 Lead 187,706 26 187,73 Advisor 145,115 177 145,29 Specialist 243,794 - 243,79 Lead 163,485 66 163,555 Manager 203,530 - 203,53 Advisor 136,988 1,499 138,48 Advisor 145,890 10,051 155,94 Supervisor 146,245 1,406 147,65 Supervisor 118,554 - 118,55 Director 420,360 6,039 426,33 Supervisor 141,794 152 141,94 Manager 161,224 350 161,57 Engineer 140,176 9,666 149,84 Manager 160,020 1,491 207,51 Manager 206,997 3,491 210,48 Lead 167,465 231 167,64	_			
Advisor 152,348 17,618 169,96 Developer 167,559 - 167,55 Lead 187,706 26 187,73 Advisor 145,115 177 145,29 Specialist 243,794 - 243,79 Lead 163,485 66 163,55 Manager 203,530 - 203,53 Advisor 136,988 1,499 138,48 Advisor 145,890 10,051 155,94 Supervisor 146,245 1,406 147,65 Supervisor 118,554 - 118,55 Director 420,360 6,039 426,39 Supervisor 153,447 354 153,80 Specialist 141,794 152 141,94 Manager 161,224 350 161,57 Engineer 140,176 9,666 149,84 Manager 206,097 3,491 201,48 Lead 167,465 231 167,69 Advisor 156,44 - 156,44 <tr< td=""><td>•</td><td></td><td></td><td></td></tr<>	•			
Developer 167,559 - 167,555 Lead 187,706 26 187,755 Advisor 145,115 177 145,29 Specialist 243,794 - 243,79 Lead 163,485 66 163,55 Manager 203,530 - 203,53 Advisor 136,988 1,499 138,48 Advisor 145,890 10,051 155,59 Supervisor 146,245 1,406 147,65 Supervisor 118,554 - 118,55 Supervisor 420,360 6,039 426,39 Supervisor 153,447 354 153,80 Supervisor 153,447 354 153,80 Supervisor 153,447 354 153,80 Supervisor 153,447 354 153,80 Supervisor 150,449 152 141,94 Manager 160,124 350 161,57 Englineer 140,176 9,666 <td></td> <td></td> <td></td> <td></td>				
Lead 187,706 26 187,737 Advisor 145,115 177 145,29 Specialist 243,794 - 243,79 Lead 163,485 66 163,585 Manager 203,530 - 203,53 Advisor 136,988 1,499 138,488 Advisor 145,890 10,051 155,94 Supervisor 148,554 - 118,55 Supervisor 123,447 354 153,80 Specialist 141,794 152 141,94 Manager 160,224 350 161,294 Manager 140,176 9,666 149,84 Manager 206,020 1,491 207,51 Manager 206,997 3,491 210,48 Lead 167,465 231 167,69 Advisor 156,449 - 156,44 Lead 167,465 231 167,69 Advisor 156,449 - 156,44				
Advisor 145,115 177 145,29 Specialist 243,794 - 243,79 Lead 163,485 66 163,55 Manager 203,530 - 203,53 Advisor 136,988 1,499 138,48 Advisor 145,890 10,051 155,94 Supervisor 146,245 1,406 147,65 Supervisor 118,554 - 118,55 Supervisor 153,447 354 153,80 Specialist 141,794 152 141,94 Manager 140,176 9,666 149,88 Manager 140,176 9,666 149,88 Manager 206,020 1,491 207,51 Manager 206,020 1,491 207,51 Manager 206,020 1,491 207,51 Manager 214,700 11,776 177,78 Advisor 156,449 - 156,44 Manager 167,655 231 167,66 Advisor 156,449 - 156,44	-			
Specialist 243,794 - 243,794 Lead 163,485 66 163,555 Manager 203,530 - 203,53 Advisor 136,988 1,499 138,48 Advisor 145,890 10,051 155,94 Supervisor 146,245 1,406 147,65 Supervisor 118,554 - 118,55 Director 420,360 6,039 426,39 Supervisor 153,447 354 153,80 Specialist 141,794 152 141,94 Manager 161,224 350 161,57 Engineer 140,176 9,666 149,84 Manager 206,020 1,491 207,51 Manager 206,997 3,491 210,48 Lead 166,019 11,776 177,79 Manager 214,700 141 214,84 Lead 167,465 231 167,69 Advisor 156,449 -				
Lead 163,485 66 163,55 Manager 203,530 - 203,53 Advisor 136,988 1,499 138,48 Advisor 145,295 10,051 155,94 Supervisor 118,554 - 118,55 Supervisor 420,360 6,039 426,39 Supervisor 153,447 354 153,80 Specialist 141,794 152 141,94 Manager 161,224 350 161,57 Engineer 140,176 9,666 149,84 Manager 206,020 1,491 207,51 Manager 206,997 3,491 210,48 Lead 166,019 11,776 177,79 Manager 214,700 141 214,84 Lead 167,465 231 167,69 Advisor 156,449 - 156,44 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 156,449 - 156,44				
Manager 203,530 - 203,53 Advisor 136,988 1,499 138,48 Advisor 145,890 10,051 155,94 Supervisor 118,554 1,406 147,65 Supervisor 420,360 6,039 426,38 Supervisor 153,447 354 153,80 Specialist 141,794 152 141,94 Manager 161,224 350 161,57 Engineer 140,176 9,666 149,84 Manager 206,020 1,491 207,51 Manager 206,997 3,491 210,48 Lead 166,019 11,776 177,79 Manager 214,700 141 214,84 Lead 167,465 231 167,69 Advisor 156,449 - 156,44 Manager 216,871 3,901 220,77 Manager 150,463 1,639 152,10 Manager 156,649 - 156,44 Manager 156,649 - 156,44	•			
Advisor 136,988 1,499 138,48 Advisor 145,890 10,051 155,94 Supervisor 146,245 1,406 147,65 Supervisor 118,554 - 118,55 Director 420,360 6,039 426,389 Supervisor 153,447 354 153,80 Specialist 141,794 152 141,94 Manager 161,224 350 161,57 Engineer 140,176 9,666 149,84 Manager 206,020 1,491 207,51 Manager 206,997 3,491 210,48 Lead 166,019 11,776 177,79 Manager 214,700 141 214,84 Lead 167,465 231 167,69 Advisor 156,449 - 156,449 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10				
Advisor 145,890 10,051 155,94 Supervisor 146,245 1,406 147,65 Supervisor 118,554 - 118,55 Director 420,360 6,039 426,39 Supervisor 153,447 354 153,80 Specialist 141,794 152 141,94 Manager 161,224 350 161,57 Engineer 140,176 9,666 149,84 Manager 206,020 1,491 207,51 Manager 206,997 3,491 210,48 Lead 166,019 11,776 177,79 Manager 214,700 141 214,84 Lead 156,449 - 156,44 Advisor 156,449 - 156,44 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 150,463 1,639 152,10 <td></td> <td></td> <td></td> <td>•</td>				•
Supervisor 146,245 1,406 147,65 Supervisor 118,554 - 118,55 Director 420,360 6,039 426,39 Supervisor 153,447 354 153,80 Specialist 141,794 152 141,94 Manager 161,224 350 161,57 Engineer 140,176 9,666 149,84 Manager 206,020 1,491 207,51 Manager 206,997 3,491 210,48 Lead 166,019 11,776 177,78 Advisor 156,449 - 156,44 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 216,871 3,901 20,77 Lead 150,463 1,639 152,10 <td></td> <td>•</td> <td></td> <td></td>		•		
Supervisor 118,554 - 118,55 Director 420,360 6,039 426,39 Supervisor 153,447 354 153,80 Specialist 141,794 152 141,94 Manager 161,224 350 161,57 Engineer 140,176 9,666 149,84 Manager 206,020 1,491 207,51 Manager 206,997 3,491 210,48 Lead 166,019 11,776 177,79 Manager 214,700 141 214,84 Advisor 167,465 231 167,69 Advisor 156,449 - 156,44 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 216,871 3,901 20,77 Lead 150,463 1,639 152,10 Manager 166,771 1,306 168,07				
Director 420,360 6,039 426,39 Supervisor 153,447 354 153,80 Specialist 141,794 152 141,94 Manager 161,224 350 161,57 Engineer 140,176 9,666 149,84 Manager 206,020 1,491 207,51 Manager 206,997 3,491 210,48 Lead 166,019 11,776 177,79 Manager 214,700 141 214,84 Lead 167,465 231 167,69 Advisor 156,449 - 156,44 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 150,463 1,639 152,10 Manager 175,500 2,084 177,58 Manager 166,771 1,306 168,07	•			
Supervisor 153,447 354 153,80 Specialist 141,794 152 141,94 Manager 161,224 350 161,57 Engineer 140,176 9,666 149,84 Manager 206,020 1,491 207,51 Manager 206,997 3,491 210,48 Lead 166,019 11,776 177,79 Manager 214,700 141 214,84 Lead 167,465 231 167,69 Advisor 156,449 - 156,44 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 150,463 1,639 152,10 Manager 175,500 2,084 177,58 Manager 166,771 1,306 168,07	·			
Specialist 141,794 152 141,94 Manager 161,224 350 161,57 Engineer 140,176 9,666 149,84 Manager 206,020 1,491 207,51 Manager 206,997 3,491 210,48 Lead 166,019 11,776 177,79 Manager 214,700 141 214,84 Lead 167,465 231 167,69 Advisor 156,449 - 156,44 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 175,500 2,084 177,58 Manager 166,771 1,306 168,07				
Manager 161,224 350 161,57 Engineer 140,176 9,666 149,84 Manager 206,020 1,491 207,51 Manager 206,997 3,491 210,48 Lead 166,019 11,776 177,79 Manager 214,700 141 214,84 Lead 167,465 231 167,69 Advisor 156,449 - 156,44 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 175,500 2,084 177,58 Manager 166,771 1,306 168,07	•	•		•
Engineer 140,176 9,666 149,84 Manager 206,020 1,491 207,51 Manager 206,997 3,491 210,48 Lead 166,019 11,776 177,79 Manager 214,700 141 214,84 Lead 167,465 231 167,69 Advisor 156,449 - 156,44 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 175,500 2,084 177,58 Manager 166,771 1,306 168,07	•			
Manager 206,020 1,491 207,51 Manager 206,997 3,491 210,48 Lead 166,019 11,776 177,79 Manager 214,700 141 214,84 Lead 167,465 231 167,69 Advisor 156,449 - 156,44 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 175,500 2,084 177,58 Manager 166,771 1,306 168,07	_			149,842
Manager 206,997 3,491 210,48 Lead 166,019 11,776 177,79 Manager 214,700 141 214,84 Lead 167,465 231 167,69 Advisor 156,449 - 156,44 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 175,500 2,084 177,58 Manager 166,771 1,306 168,07	_			207,511
Lead 166,019 11,776 177,79 Manager 214,700 141 214,84 Lead 167,465 231 167,69 Advisor 156,449 - 156,44 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 175,500 2,084 177,58 Manager 166,771 1,306 168,07	5			
Manager 214,700 141 214,84 Lead 167,465 231 167,69 Advisor 156,449 - 156,44 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 175,500 2,084 177,58 Manager 166,771 1,306 168,07	_			177,795
Lead 167,465 231 167,69 Advisor 156,449 - 156,44 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 175,500 2,084 177,58 Manager 166,771 1,306 168,07				214,841
Advisor 156,449 - 156,449 Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 175,500 2,084 177,58 Manager 166,771 1,306 168,07				167,696
Manager 216,871 3,901 220,77 Lead 150,463 1,639 152,10 Manager 175,500 2,084 177,58 Manager 166,771 1,306 168,07				156,449
Lead 150,463 1,639 152,10 Manager 175,500 2,084 177,58 Manager 166,771 1,306 168,07		•		220,772
Manager 175,500 2,084 177,58 Manager 166,771 1,306 168,07	-			152,102
Manager 166,771 1,306 168,07				177,584
	_			168,077
157.79A 200 128.08	Lead	157,589	500	158,089

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL	
Supervisor	163,536	500	164,036	
Manager	211,494	355	211,849	
Manager	167,027	=	167,027	
Supervisor	147,836	500	148,336	
Specialist	159,626	-	159,626	
Lead	183,338	12,900	196,238	
Lead	165,200	5,525	170,725	
Manager	159,266	2,303	161,569	
Manager	159,385	1,889	161,274	
Lead	172,941	-	172,941	
Lead	154,232	575	154,807	
Supervisor	143,344	626	143,970	
Manager	202,391	34,115 460	236,506	
Manager	203,636	-	204,096	
Advisor	150,539 175,456	2,061	150,539 177,517	
Lead	175,456 181,095		177,517 195,867	
Manager Supervisor	152,687	14,772 895	153,582	
Manager	185,543	4,782	190,325	
Lead	155,310	1,464	156,774	
Lead	156,502	-	156,502	
Supervisor	165,024	2,206	167,230	
Specialist	144,387	4,888	149,275	
Manager	186,790	5,847	192,637	
Supervisor	142,342	-	142,342	
Lead	144,851	149	145,000	
Lead	147,910	3,432	151,342	
Manager	144,143	4,520	148,663	
Manager	236,533	870	237,403	
Manager	171,895	-	171,895	
Manager	163,592	2,395	165,987	
Instructor	129,871	1,789	131,660	
Manager	176,219	· -	176,219	
Manager	177,696	8,677	186,373	
Manager	153,665	-	153,665	
Supervisor	156,074	-	156,074	
Lead	177,691	15,289	192,980	
Manager	151,842	1,780	153,622	
Advisor	161,128	6,981	168,109	
Manager	178,762	-	178,762	
Manager	161,334	2,247	163,581	
Lead	163,430	2,640	166,070	
Engineer	208,827	1,626	210,453	
Manager	146,986	1,177	148,163	
Manager	173,372	516	173,888	
Advisor	147,822	-	147,822	
Developer	169,566	-	169,566	
Manager	163,945	483	164,428	
Manager	160,410	687	161,097	
Supervisor	143,323	784	144,107	
Scheduler	157,093	179	157,272	
Engineer	160,406	1,039	161,445	
Advisor	138,708	304	139,012	
Manager	154,398	3,783	158,181	
Analyst	154,293	1,030	155,323	
Manager	165,643	-	165,643	
Supervisor	151,221	924	152,145	
Advisor	151,271	396	151,667	
Manager	244,150	-	244,150	
Specialist	125,068	-	125,068	

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL	
Advisor	141,596	1,902	143,498	
Manager	175,620	1,056	176,676	
Manager	143,239	1,793	145,032	
Lead	172,269	482	172,751	
Manager	157,741	115	157,856	
Instructor	146,826	915	147,741	
Manager	106,622	434	107,056	
Lead	187,481	134	187,615	
Manager	181,618 162,791	3,893 180	185,511 162,971	
Engineer	173,066	19,020	192,086	
Supervisor Lead	150,652	260	150,912	
Lead	139,723	1,511	141,234	
Manager	167,080	3,528	170,608	
Supervisor	175,473	3,328 97	175,570	
Manager	175,473	- -	154,489	
Engineer	162,161	9,031	171,192	
Account Executive	155,160	1,580	156,740	
Manager	160,497	2,456	162,953	
Supervisor	154,446	867	155,313	
Director	271,150	10,949	282,099	
Lead	159,168	-	159,168	
Manager	167,232	6,005	173,237	
Lead	165,666	-	165,666	
Supervisor	139,780	229	140,009	
Engineer	199,689	32,050	231,739	
Director	384,536	15,449	399,985	
Engineer	187,122	· =	187,122	
Specialist	139,226	-	139,226	
Advisor	171,624	-	171,624	
Advisor	151,691	53,755	205,446	
Advisor	144,380	3,163	147,543	
Engineer	169,435	-	169,435	
Engineer	177,061	6,472	183,533	
Lead	170,993	4,070	175,063	
Manager	157,583	3,800	161,383	
Manager	185,767	6,620	192,387	
Manager	191,169	215	191,384	
Manager	162,710	599	163,309	
Engineer	156,393	-	156,393	
Specialist	143,607	345	143,952	
Lead	171,395	-	171,395	
Manager	141,392	2,607	143,999	
Specialist	128,855	-	128,855	
Manager	169,806	796	170,602	
Lead	184,058	-	184,058	
Director	426,731	11,683	438,414	
Lead	191,001	-	191,001	
Manager	148,852	10,154	159,006	
Engineer	150,019	10,015	160,034	
Manager	165,180	631	165,811	
Manager Manager	160,536 220,391	204	160,740	
Manager	•	602	220,993	
Developer	164,791 181,202	-	164,791	
Lead	181,202 226,224	- 6 240	181,202	
Manager	236,224	6,249 -	242,473	
Lead	190,299		190,299	
Advisor Lead	146,802 186,721	130 800	146,932 187 521	
Lead	186,721 167,141	-	187,521 167,141	
Leau	167,141	-	167,141	

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL	
Lead	148,529	-	148,529	
Manager	182,559	16,901	199,460	
Engineer	171,588	1,851	173,439	
Lead	179,911	2,165	182,076	
Manager	228,268	3,600	231,868	
Manager	239,972	7,366	247,338	
Analyst	146,320	250	146,570	
Manager	159,831	-	159,831	
Manager	224,979	4,274	229,253	
Lead	159,465	2,274	161,739	
Engineer	183,647 185,962	-	183,647 185,962	
Manager Manager	313,120	- 15,054	328,174	
Manager Advisor	148,933	690	149,623	
Director	473,903	20,969	494,872	
Supervisor	148,451	53	148,504	
Manager	226,779	-	226,779	
Advisor	160,969	1,485	162,454	
Manager	157,637	-	157,637	
Manager	191,219	40	191,259	
Developer	173,628	3,582	177,210	
Lead	152,815	-	152,815	
Supervisor	188,134	2,795	190,929	
Manager	212,770	3,231	216,001	
Manager	196,552	1,462	198,014	
Engineer	141,182	383	141,565	
Lead	137,340	-	137,340	
Supervisor	139,395	534	139,929	
Supervisor	152,699	-	152,699	
Manager	180,784	450	181,234	
Advisor	145,047	525	145,572	
Advisor	142,347	-	142,347	
Lead	130,916	-	130,916	
Manager	170,618	646	171,264	
Manager	168,159	558	168,717	
Engineer	180,137	217	180,354	
Manager	124,183	11	124,194	
Manager	207,192	828	208,020	
Instructor	147,842	-	147,842	
Manager	155,636	982	156,618	
Manager	181,854	8,632	190,486	
Manager	202,802	1,731	204,533	
Engineer	138,939	2,311	141,250	
Lead	146,350	8,584	154,934	
Supervisor	169,443 211,309	1,509 18,747	170,952 230,056	
Manager Director	436,745	5,719	442,464	
Supervisor	176,017	5,719 741	176,758	
Manager	176,017	2,699	159,606	
Manager	171,770	1,670	173,440	
Lead	180,509	-	180,509	
Analyst	191,772	(140)	191,632	
Inspector	147,259	-	147,259	
Manager	188,695	- -	188,695	
Supervisor	152,414	- -	152,414	
Supervisor	154,791	_	154,791	
Advisor	154,751	_	154,196	
Manager	149,628	3,491	153,119	
Lead	170,630	2,618	173,248	
Manager	151,328	144	151,472	
	131,320	± 1-1	131, 172	

Director 290,922 18,869 300,791 Manager 141,033 2,793 143,826 Manager 204,697 1,021 205,718 Manager 187,732 8,313 196,045 Manager 156,188 832 156,950 Manager 165,188 832 156,950 Manager 169,666 - 169,686 Advisor 163,088 12,779 175,857 Advisor 163,098 12,779 175,857 Architect 122,668 150 212,818 Manager 174,289 2,686 176,975 Architect 212,668 150 212,818 Manager 190,811 115 190,946 Advisor 159,385 12 157,957 Architect 122,668 150 212,818 Manager 190,811 115 190,946 Manager 190,811 115 190,946 Manager 190,811 <	REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL	
Manager 141,033 2,793 143,826 Manager 106,697 1,021 205,718 Manager 186,522 5,26 191,748 Manager 18,8559 2,107 106,665 Manager 158,118 832 156,950 Manager 156,157 - 167,577 Lead 169,866 - 169,866 Advisor 152,389 - 169,866 Advisor 152,389 - 175,857 Manager 150,381 1,579 175,857 Manager 150,381 1,579 175,857 Manager 19,283 - 169,386 Advisor 150,381 1,15 199,385 Advisor 150,831 1,15 199,385 Specialist 159,243 2,745 161,388 Supervisor 1,25,446 572 122,318 Lead 1,62,427 2,80 16,474 Lead 1,62,427 2,80	Manager	231,908	-	231,908	
Manager 204,697 1,021 205,718 Manager 187,522 8,333 196,045 Manager 156,158 832 156,590 Manager 156,158 832 156,590 Manager 167,577 - 167,577 167,577 167,577 167,577 167,577 167,589 - 169,586 Advisor 163,078 12,779 175,857 Activated 163,078 12,779 175,857 Architect 212,688 150 212,818 180 212,818 Manager 317,677 70 317,747 Activated 180,868 - 169,868 Advisor 159,385 179,975 Architect 122,688 150 212,818 Manager 317,677 70 317,747 Activated 182,843 - 169,886 169,886 - 169,886 179,975 Architect 122,848 150 212,818 160,888 150 212,818 179,887 Architect 122,86	Director	290,922	18,869	309,791	
Manager 186,522 5,226 191,748 Manager 187,792 8,313 196,045 Manager 156,518 832 156,509 Manager 167,577 - 167,577 Lead 169,686 - 150,589 Advisor 162,589 - 152,589 Advisor 163,078 12,779 178,887 Manager 174,289 2,686 175,975 Manager 190,831 115 190,946 Manager 190,846 872 <	Manager				
Manager	Manager				
Manager 158,59 2,107 160,656 Manager 165,518 832 156,950 Manager 167,577 - 107,577 Lead 169,866 - 110,580 Advisor 162,589 - 112,580 Manager 174,289 2,686 175,975 Manager 190,811 115 190,946 Manager 192,446 872 125,818 Stocker 147,218 - 142,818 Lead 165,467 280 165,747<	Manager				
Manager 156.18 832 156,950 167,977 - 167,5757 - 167,5757 - 167,5757 - 167,5757 - 167,5757 - 167,5757 - 167,5757 - 167,5757 - 167,5757 - 167,5857 - 167,5857 - 167,5857 - 167,5857 - 167,5857 - 167,5857 - 167,5857 - 167,5857 - 167,5857 - 167,5857 - 177,4289 - 26,686 175,757 - 170 177,487 - 170 170 170 170 170 170 170 170 170 170	Manager				
Manager Lead 169,587 Lead 169,588 - 169,586 - 169,586 Advisor 162,589 - 162,589 - 162,589 Advisor 161,589 1,79,79 178,587 Manager 174,289 2,686 176,975 Architect 190,831 115 190,946 Manager 190,831 115 190,946 Manager 190,831 115 190,946 Manager 190,831 115 190,946 Manager 190,831 115 190,946 180,487 180,488 190 180,487 180,488 190 180,487 180,488 190 180,488 180,	Manager				
169,866 162,589 - 162,58	_				
Advisor 162,589 - 162,589 Advisor 163,078 12,779 175,859 Manager 174,289 2,686 176,975 Architect 121,2668 150 212,818 Manager 190,831 115 199,946 Manager 155,243 2,745 161,988 Specialist 155,285 - 159,385 Specialist 155,385 - 159,385 Scheduler 147,218 - 147,218 Lead 168,467 280 168,747 Regineer 176,082 1,633 177,751 Regineer 176,082 1,633 177,751 Regineer 178,825 9,160 184,985 Regineer 178,825 9,160 184,985 Regineer 178,225 9,160 184,985 Regineer 178,225 9,160 184,985 Regineer 179,221 123,222 182,244 185,643 - 185,643	_		-		
Advisor 153,078 12,779 175,857 174,289 2,686 176,975 Architect 121,2688 150 212,818 150 21			-		
Manager 174,289 2,686 176,975 Architett 212,668 150 212,818 Manager 327,677 70 317,747 Advisor 159,243 2,745 161,988 Specialist 159,385 - 159,385 Supervisor 125,446 872 126,318 Scheduler 147,218 - 147,218 tead 168,467 280 168,747 Engle 176,082 1,633 177,715 Lead 162,283 5,626 168,434 Manager 175,825 9,160 184,985 Lead 183,643 - 187,268 Lead 183,643 - 183,643 Developer 157,200 - 177,205 Lead 183,643 - 183,643 Developer 157,200 - 177,202 Lead 183,268 209 166,093 Lead 192,259 8,479 200,388 </td <td></td> <td></td> <td></td> <td></td>					
Architect					
Manager 190,831 115 190,946 Advisor 159,243 2,745 161,988 Specialist 159,243 2,745 161,988 Scheduler 125,446 872 126,318 Scheduler 168,677 280 168,467 Lead 168,677 280 168,467 Engineer 176,082 1,633 177,715 Lead 162,288 5,626 168,454 Manager 175,825 9,160 184,985 Lead 183,643 - 182,268 Lead 183,643 - 182,268 Lead 183,643 - 182,268 Lead 183,643 - 182,269 Lead 183,643 - 182,269 Lead 183,643 - 182,269 Lead 183,643 - 182,269 Lead 182,259 8,479 200,738 Engineer 122,107 275 172,382 <td></td> <td></td> <td></td> <td></td>					
Manager 317,677 70 317,747 Advisor 159,243 2,745 161,988 Specialist 159,385 - 159,385 Supervisor 125,446 872 126,318 Scheduler 147,218 - 147,218 Lead 168,467 280 168,747 Engineer 176,082 1,633 177,715 Lead 162,828 5,626 168,454 Manager 187,268 - 187,268 Engineer 187,268 - 187,268 Lead 183,643 - 183,643 Developer 157,200 - 157,200 Lead 192,259 8,49 200,738					
Advisor 159,243 2,745 161,988 50pecialists 159,385 - 159,385 50pecialists 172,446 872 163,385 50pecialists 168,467 1280 168,747	_				
Specialist 159,385 - 159,385 Supervisor 125,446 872 126,318 Scheduler 147,218 - 147,218 Lead 168,467 780 168,747 Engineer 176,082 1,633 177,715 Lead 162,828 5,626 168,484 Manager 187,585 9,160 184,985 Engineer 187,268 - 187,268 Lead 183,643 - 183,643 Developer 157,200 - 157,200 Advisor 179,731 277 180,008 Manager 155,888 209 166,097 Lead 192,259 8,49 200,738 Engineer 172,107 275 172,382 Manager 165,500 2,502 149,002 Developer 162,510 - 162,510 Supervisor 155,525 2,397 157,922 Manager 166,379 -	_				
Supervisor 125,446 872 126,318 Scheduler 147,218 - 147,218 Lead 168,467 280 168,747 Engineer 176,082 1,633 177,715 Lead 162,828 5,626 168,454 Manager 175,825 9,160 184,985 Engineer 187,268 - 187,268 Lead 183,643 - 183,643 Developer 157,200 - 177,200 Advisor 179,731 277 180,008 Manager 165,888 209 166,097 Lead 192,259 8,479 200,738 Engineer 172,107 275 172,382 Manager 166,509 2,502 149,002 Developer 162,510 - 168,379 Engineer 174,107 275 172,382 Manager 166,379 - 168,379 Director 282,244 3,619					
Scheduler 147,218 - 147,218 Lead 168,467 280 168,747 Engineer 176,082 1,633 177,715 Lead 162,828 5,626 168,454 Manager 187,682 9,160 184,965 Engineer 187,268 - 183,648 Lead 183,643 - 183,648 Developer 157,200 - 157,200 Advisor 179,731 277 180,008 Manager 165,888 209 166,097 Lead 192,259 8,479 200,738 Engineer 172,107 275 172,382 Manager 165,500 2,502 149,002 Developer 162,510 2,502 149,002 Supervisor 155,525 2,397 157,922 Manager 168,379 - 168,379 Director 282,444 3,619 233,226 Director 282,244 3,619					
Lead 168,467 280 168,747 Enginer 176,082 1,633 177,715 Lead 162,828 5,626 168,454 Manager 175,825 9,160 184,985 Enginerer 187,268 - 183,643 Developer 157,200 - 157,200 Advisor 179,731 277 180,008 Manager 165,888 209 166,097 Lead 192,259 8,479 200,738 Engineer 165,588 209 166,097 Lead 192,259 8,479 200,738 Engineer 162,510 - 162,510 Lead 195,525 2,397 157,922 Manager 168,379 - 168,379 New Josephare 168,379 - 168,379 Nanager 168,379 - 168,379 Director 282,244 3,619 285,863 Manager 160,823 1,514	•				
Engineer 176,082 1,633 177,715 Lead 162,828 5,626 168,454 Manager 175,825 9,160 184,985 Engineer 187,688 - 187,688 Lead 183,643 - 157,200 Developer 157,200 - 157,200 Advisor 179,731 277 180,008 Manager 165,888 209 166,097 Lead 192,259 8,479 200,738 Engineer 172,107 275 172,382 Manager 146,500 2,502 149,002 Eveloper 162,510 - 162,510 Supervisor 155,525 2,397 157,922 Manager 168,379 - 168,379 Manager 282,244 3,619 285,863 Director 282,244 3,619 285,863 Engineer 167,285 - 167,385 Engineer 167,285 -					
Lead 162,828 5,626 168,454 Manager 175,825 9,160 184,985 Engineer 187,268 - 187,626 Lead 183,643 - 183,643 Developer 157,200 - 157,200 Advisor 179,731 277 180,008 Manager 165,888 209 166,097 Lead 192,259 8,479 200,738 Engineer 172,107 275 172,826 Engineer 162,510 - 162,510 Manager 168,379 - 168,379 Manager 168,379 - 168,379 Manager 230,443 2,783 233,226 Director 282,244 3,619 255,665 Engineer 167,285 - 167,825					
Manager 175,825 9,160 184,985 Engineer 187,268 - 187,68 Leed 183,643 - 183,643 Developer 157,200 - 157,200 Advisor 179,731 277 180,008 Manager 165,888 209 160,097 Lead 192,259 8,479 200,738 Engineer 162,510 - 152,510 Developer 162,510 - 152,510 Supervisor 155,525 2,397 157,922 Manager 168,379 - 168,379 Manager 168,379 - 168,379 Director 282,244 3,619 285,863 Manager 168,794 743 169,537 Engineer 167,285 - 167,285 Lead 196,634 - 162,634 Advisor 180,823 1,514 182,337 Manager 192,800 4,184 19	_				
Engineer 187,268 - 187,268 Lead 183,643 - 183,643 Developer 157,200 - 157,200 Advisor 179,731 277 180,008 Manager 165,688 209 166,097 Lead 192,259 8,479 200,738 Engineer 172,107 275 172,382 Manager 166,500 2,502 149,002 Developer 162,510 - 162,510 Supervisor 155,525 2,397 157,922 Manager 168,379 - 168,379 Manager 230,443 2,783 233,226 Director 282,244 3,619 285,863 Manager 168,794 743 169,537 Engineer 167,285 - 167,285 Lead 196,634 - 196,634 Advisor 180,823 1,514 182,337 Manager 192,800 4,184 196,936 Manager 169,356 - 169,356					
Lead 133,643 - 183,643 Developer 157,200 - 157,200 Advisor 179,731 277 180,008 Manager 165,888 209 166,097 Lead 192,259 8,479 200,738 Engineer 172,107 275 172,382 Manager 146,500 2,502 149,002 Developer 162,510 - 162,510 Supervisor 155,525 2,397 157,922 Manager 168,379 - 168,379 Manager 168,379 - 168,379 Director 282,244 3,619 285,863 Manager 167,285 - 167,285 Lead 196,634 - 167,285 Lead 196,634 - 167,285 Lead 196,634 - 167,285 Lead 196,634 - 167,285 Lead 193,606 4,184 196,934 Manager 192,800 4,184 196,934 Ma					
Developer 157,200 - 157,200 Advisor 179,731 277 180,008 Manager 165,888 209 166,097 Lead 192,259 8,479 200,738 Engineer 172,107 275 172,382 Manager 165,500 2,502 149,002 Developer 162,510 - 162,510 Supervisor 155,525 2,397 157,922 Manager 168,379 - 168,379 Manager 230,443 2,783 233,226 Director 282,244 3,619 285,863 Manager 167,285 - 167,285 Engineer 167,285 - 167,285 Lead 196,634 - 196,634 Advisor 180,823 1,514 182,337 Manager 192,800 4,184 196,94 Manager 192,800 637 183,027 Advisor 153,197 8,016	_				
Advisor 179,731 277 180,008 Manager 165,888 209 166,097 180,008 192,259 8,479 200,738 Engineer 172,107 275 172,382 Manager 146,500 2,502 149,002 172,107 275 172,382 Manager 166,510 - 162,510 - 162,510 1 - 162,5					
Manager 165,888 209 166,097 Lead 192,259 8,479 200,738 Engineer 172,107 275 172,382 Manager 146,500 2,502 149,002 Developer 165,510 - 162,510 Supervisor 155,525 2,397 157,922 Manager 168,379 - 168,379 Manager 230,443 2,783 233,226 Director 282,444 3,619 285,863 Manager 168,794 743 169,537 Engineer 167,285 - 167,285 Lead 196,634 - 196,634 Advisor 180,823 1,514 182,337 Manager 206,174 87 206,261 Manager 192,800 4,184 196,984 Manager 182,390 637 183,027 Advisor 153,197 8,016 161,213 Principal 169,356 -	•				
Lead 192,259 8,479 200,738 Engineer 172,107 275 172,382 Manager 146,500 2,502 149,002 Developer 162,510 - 162,510 Supervisor 155,525 2,397 157,922 Manager 168,379 - 168,379 Manager 230,443 2,783 233,226 Director 282,244 3,619 285,863 Manager 167,285 - 167,285 Lead 196,634 - 196,634 Advisor 180,823 1,514 182,337 Manager 192,800 4,184 196,984 Manager 192,800 4,184 196,984 Manager 192,800 4,184 196,984 Manager 192,800 4,184 196,984 Manager 193,390 637 183,027 Advisor 153,197 8,016 161,2123 Principal 169,356					
Engineer 172,107 275 172,382 Manager 146,500 2,502 149,002 Developer 162,510 - 162,519 Supervisor 155,525 2,397 157,922 Manager 168,379 - 168,379 Manager 230,443 2,783 233,226 Director 282,244 3,619 285,863 Manager 168,794 743 169,537 Engineer 167,285 - 167,285 Lead 196,634 - 196,634 Advisor 180,823 1,514 182,337 Manager 206,174 87 206,261 Manager 192,800 4,184 196,984 Manager 182,390 637 183,027 Advisor 183,390 637 183,027 Advisor 183,390 637 183,027 Advisor 164,825 1,149 165,956 Inspector 164,825 1,149 165,974 Manager 204,196 704 204,900 <td>_</td> <td></td> <td></td> <td></td>	_				
Manager 146,500 2,502 149,002 Developer 162,510 - 162,510 Supervisor 155,525 2,397 157,922 Manager 168,379 - 168,379 Manager 230,443 2,783 233,226 Director 282,244 3,619 285,863 Manager 168,794 743 169,537 Engineer 167,285 - 167,285 Lead 196,634 - 196,634 Advisor 180,823 1,514 182,337 Manager 206,174 87 206,261 Manager 192,800 4,184 196,894 Manager 182,390 637 183,027 Advisor 153,197 8,016 161,213 Principal 169,356 - 169,356 Inspector 164,825 1,149 165,974 Manager 204,196 704 204,900 Manager 191,394 1,654 193,048 Manager 156,600 221 251,881 </td <td></td> <td></td> <td></td> <td></td>					
Developer 162,510 - 162,510 Supervisor 155,525 2,397 157,922 Manager 168,379 - 168,379 Manager 230,443 2,783 233,226 Director 282,244 3,619 285,863 Manager 168,794 743 169,537 Engineer 167,285 - 167,285 Lead 196,634 - 196,634 Advisor 180,823 1,514 182,337 Manager 206,174 87 206,261 Manager 192,800 4,184 196,984 Manager 182,390 637 183,027 Advisor 153,197 8,016 161,213 Principal 169,356 - 169,356 Inspector 164,825 1,149 165,974 Manager 204,196 704 204,900 Manager 191,394 1,654 193,048 Manager 155,600 221 </td <td>_</td> <td></td> <td></td> <td></td>	_				
Supervisor 155,525 2,397 157,922 Manager 168,379 - 168,379 Director 230,443 2,783 233,226 Director 282,244 3,619 285,863 Manager 168,794 743 169,537 Engineer 167,285 - 167,285 Lead 196,634 - 196,634 Advisor 180,823 1,514 182,337 Manager 206,174 87 206,261 Manager 192,800 4,184 196,984 Manager 182,390 637 183,027 Advisor 153,197 8,016 161,213 Principal 169,356 - 169,356 Inspector 164,825 1,149 165,974 Manager 204,196 704 204,900 Manager 19,394 1,654 193,048 Manager 19,394 1,654 193,048 Manager 155,846 - <td>_</td> <td></td> <td></td> <td></td>	_				
Manager 168,379 - 168,379 Manager 230,443 2,783 233,226 Director 282,244 3,619 285,863 Manager 168,794 743 169,537 Engineer 167,285 - 167,285 Lead 196,634 - 196,634 Advisor 180,823 1,514 182,337 Manager 206,174 87 206,261 Manager 192,800 4,184 196,984 Manager 182,390 637 183,027 Advisor 153,197 8,016 161,213 Principal 169,356 - 169,356 Inspector 164,825 1,149 165,974 Manager 204,196 704 204,900 Manager 191,394 1,654 193,048 Manager 251,660 221 251,861 Supervisor 165,070 - 165,070 Lead 153,844 1,301 155,145 Principal 156,846 - 156,846	•				
Manager 230,443 2,783 233,226 Director 282,244 3,619 285,863 Manager 168,794 743 169,537 Engineer 167,285 - 167,285 Lead 196,634 - 196,634 Advisor 180,823 1,514 182,337 Manager 206,174 87 206,261 Manager 192,800 4,184 196,984 Manager 192,800 4,184 196,984 Manager 193,197 8,016 161,213 Principal 169,356 - 169,356 Inspector 164,825 1,149 165,974 Manager 204,196 704 204,900 Manager 204,196 704 204,900 Manager 251,660 221 251,881 Supervisor 165,070 - 165,070 Lead 153,844 1,301 155,145 Engineer 156,846 - 156,846 Engineer 158,693 5,345 164,038	•				
Director 282,244 3,619 285,863 Manager 168,794 743 169,537 Engineer 167,285 - 167,285 Lead 196,634 - 196,634 Advisor 180,823 1,514 182,337 Manager 206,174 87 206,261 Manager 192,800 4,184 196,984 Manager 182,390 637 183,027 Advisor 153,197 8,016 161,213 Principal 169,356 - 169,356 Inspector 164,825 1,149 165,976 Manager 204,196 704 204,900 Manager 191,394 1,654 193,048 Manager 191,394 1,654 193,048 Manager 155,660 221 251,881 Supervisor 165,070 - 165,070 Lead 153,844 1,301 155,145 Engineer 158,693 5,345 164,083 Manager 159,094 - 159,094	_		2.783		
Manager 168,794 743 169,537 Engineer 167,285 - 167,285 Lead 196,634 - 196,634 Advisor 180,823 1,514 182,337 Manager 206,174 87 206,261 Manager 192,800 4,184 196,984 Manager 182,390 637 183,027 Advisor 153,197 8,016 161,213 Principal 169,356 - 169,356 Inspector 164,825 1,149 165,974 Manager 204,196 704 204,900 Manager 191,394 1,654 193,048 Manager 191,394 1,654 193,048 Manager 191,394 1,654 193,048 Manager 153,844 1,301 155,145 Principal 155,846 - 156,846 Engineer 158,843 5,345 164,038 Manager 159,094 - 159,094 Lead 174,947 43,442 218,389	_				
Engineer 167,285 - 167,285 Lead 196,634 - 196,634 Advisor 180,823 1,514 182,337 Manager 206,174 87 206,261 Manager 192,800 4,184 196,984 Manager 182,390 637 183,027 Advisor 153,197 8,016 161,213 Principal 169,356 - 169,356 Inspector 164,825 1,149 165,974 Manager 204,196 704 204,909 Manager 191,394 1,654 193,048 Manager 165,070 - 165,070 Lead 153,844 1,301 155,145 Principal 156,846 - 156,846 Engineer 158,693 5,345 164,038 Manager 159,094 - 159,094 Lead 174,947 43,442 218,389 Developer 163,816 3,993 167,809 Manager 163,816 3,993 167,809	Manager				
Lead 196,634 - 196,634 Advisor 180,823 1,514 182,337 Manager 206,174 87 206,261 Manager 192,800 4,184 196,984 Manager 182,390 637 183,027 Advisor 153,197 8,016 637 183,027 Principal 169,356 - 169,356 Inspector 164,825 1,149 165,976 Manager 204,196 704 204,900 Manager 291,394 1,654 193,048 Supervisor 165,070 - 165,070 Lead 153,844 1,301 155,145 Principal 156,846 - 156,846 Engineer 158,693 5,345 164,038 Manager 159,094 - 159,094 Lead 174,947 43,442 218,389 Developer 163,816 3,993 167,809 Manager 163,816 3,993 167,809 Manager 174,947 43,442	Engineer	167,285	-	167,285	
Manager 206,174 87 206,261 Manager 192,800 4,184 196,984 Manager 182,390 637 183,027 Advisor 153,197 8,016 161,213 Principal 169,356 - 169,356 Inspector 164,825 1,149 165,974 Manager 204,196 704 204,900 Manager 191,394 1,654 193,048 Manager 251,660 221 251,881 Supervisor 165,070 - 165,070 Lead 153,844 1,301 155,145 Principal 156,846 - 156,846 Engineer 158,693 5,345 164,038 Manager 159,094 - 159,094 Lead 174,947 43,442 218,389 Developer 163,816 3,993 167,809 Manager 178,981 4,405 183,386 Technician 160,862 - 160,862	Lead	196,634	-	196,634	
Manager 192,800 4,184 196,984 Manager 182,390 637 183,027 Advisor 153,197 8,016 161,213 Principal 169,356 - 169,356 Inspector 164,825 1,149 165,974 Manager 204,196 704 204,900 Manager 191,394 1,654 193,048 Manager 251,660 221 251,881 Supervisor 165,070 - 165,070 Lead 153,844 1,301 155,145 Principal 156,846 - 156,846 Engineer 158,693 5,345 164,038 Manager 159,094 - 159,094 Lead 174,947 43,442 218,389 Developer 163,816 3,993 167,809 Manager 178,981 4,405 183,386 Technician 160,862 - 160,862	Advisor	180,823	1,514	182,337	
Manager 182,390 637 183,027 Advisor 153,197 8,016 161,213 Principal 169,356 - 169,356 Inspector 164,825 1,149 165,974 Manager 204,196 704 204,900 Manager 191,394 1,654 193,048 Manager 251,660 221 251,881 Supervisor 165,070 - 165,070 Lead 153,844 1,301 155,145 Principal 156,846 - 156,846 Engineer 158,693 5,345 164,038 Manager 159,094 - 159,094 Lead 174,947 43,442 218,389 Developer 163,816 3,993 167,809 Manager 178,981 4,405 183,386 Technician 160,862 - 160,862	Manager	206,174	87	206,261	
Advisor 153,197 8,016 161,213 Principal 169,356 - 169,356 Inspector 164,825 1,149 165,974 Manager 204,196 704 204,900 Manager 191,394 1,654 193,048 Manager 251,660 221 251,881 Supervisor 165,070 - 165,070 Lead 153,844 1,301 155,145 Principal 156,846 - 156,846 Engineer 158,693 5,345 164,038 Manager 159,094 - 159,094 Lead 174,947 43,442 218,389 Developer 163,816 3,993 167,809 Manager 178,981 4,405 183,386 Technician 160,862 - 160,862	Manager	192,800	4,184	196,984	
Principal 169,356 - 169,356 Inspector 164,825 1,149 165,974 Manager 204,196 704 204,900 Manager 191,394 1,654 193,048 Manager 251,660 221 251,881 Supervisor 165,070 - 165,070 Lead 153,844 1,301 155,145 Principal 156,846 - 156,846 Engineer 158,693 5,345 164,038 Manager 159,094 - 159,094 Lead 174,947 43,442 218,389 Developer 163,816 3,993 167,809 Manager 178,981 4,405 183,386 Technician 160,862 - 160,862	Manager	182,390	637	183,027	
Inspector 164,825 1,149 165,974 Manager 204,196 704 204,900 Manager 191,394 1,654 193,048 Manager 251,660 221 251,881 Supervisor 165,070 - 165,070 Lead 153,844 1,301 155,145 Principal 156,846 - 156,846 Engineer 158,693 5,345 164,038 Manager 159,094 - 159,094 Lead 174,947 43,442 218,389 Developer 163,816 3,993 167,809 Manager 178,981 4,405 183,386 Technician 160,862 - 160,862	Advisor	153,197	8,016	161,213	
Manager 204,196 704 204,900 Manager 191,394 1,654 193,048 Manager 251,660 221 251,881 Supervisor 165,070 - 165,070 Lead 153,844 1,301 155,145 Principal 156,846 - 156,846 Engineer 158,693 5,345 164,038 Manager 159,094 - 159,094 Lead 174,947 43,442 218,389 Developer 163,816 3,993 167,809 Manager 178,981 4,405 183,386 Technician 160,862 - 160,862	Principal	169,356	-	169,356	
Manager 191,394 1,654 193,048 Manager 251,660 221 251,881 Supervisor 165,070 - 165,070 Lead 153,844 1,301 155,145 Principal 156,846 - 156,846 Engineer 158,693 5,345 164,038 Manager 159,094 - 159,094 Lead 174,947 43,442 218,389 Developer 163,816 3,993 167,809 Manager 178,981 4,405 183,386 Technician 160,862 - 160,862	Inspector	164,825	1,149	165,974	
Manager 251,660 221 251,881 Supervisor 165,070 - 165,070 Lead 153,844 1,301 155,145 Principal 156,846 - 156,846 Engineer 158,693 5,345 164,038 Manager 159,094 - 159,094 Lead 174,947 43,442 218,389 Developer 163,816 3,993 167,809 Manager 178,981 4,405 183,386 Technician 160,862 - 160,862	Manager	204,196		204,900	
Supervisor 165,070 - 165,070 Lead 153,844 1,301 155,145 Principal 156,846 - 156,846 Engineer 158,693 5,345 164,038 Manager 159,094 - 159,094 Lead 174,947 43,442 218,389 Developer 163,816 3,993 167,809 Manager 178,981 4,405 183,386 Technician 160,862 - 160,862	Manager	191,394	1,654	193,048	
Lead 153,844 1,301 155,145 Principal 156,846 - 156,846 Engineer 158,693 5,345 164,038 Manager 159,094 - 159,094 Lead 174,947 43,442 218,389 Developer 163,816 3,993 167,809 Manager 178,981 4,405 183,386 Technician 160,862 - 160,862	Manager		221		
Principal 156,846 - 156,846 Engineer 158,693 5,345 164,038 Manager 159,094 - 159,094 Lead 174,947 43,442 218,389 Developer 163,816 3,993 167,809 Manager 178,981 4,405 183,386 Technician 160,862 - 160,862	Supervisor				
Engineer 158,693 5,345 164,038 Manager 159,094 - 159,094 Lead 174,947 43,442 218,389 Developer 163,816 3,993 167,809 Manager 178,981 4,405 183,386 Technician 160,862 - 160,862	Lead	•			
Manager 159,094 - 159,094 Lead 174,947 43,442 218,389 Developer 163,816 3,993 167,809 Manager 178,981 4,405 183,386 Technician 160,862 - 160,862	Principal				
Lead 174,947 43,442 218,389 Developer 163,816 3,993 167,809 Manager 178,981 4,405 183,386 Technician 160,862 - 160,862	Engineer				
Developer 163,816 3,993 167,809 Manager 178,981 4,405 183,386 Technician 160,862 - 160,862	Manager				
Manager 178,981 4,405 183,386 Technician 160,862 - 160,862	Lead				
Technician 160,862 - 160,862					
	Manager				
Lead 193,945 - 193,945					
	Lead	193,945	-	193,945	

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL	
Manager	176,232	1,899	178,131	
Lead	146,317	-	146,317	
Supervisor	149,713	58	149,771	
Specialist	146,470	802	147,272	
Manager	164,764	-	164,764	
Lead	171,580	764	172,344	
Lead	158,241	-	158,241	
Specialist	241,850	-	241,850	
Manager	203,432	9,945	213,377	
Lead	156,656	-	156,656	
Manager	249,032	725	249,757	
Advisor	175,122	-	175,122	
Manager	206,476	464	206,940	
Advisor	153,984	249	154,233	
Advisor	152,446	-	152,446	
Engineer	136,150	6,331	142,481	
Instructor	136,654	1,457	138,111	
Lead	207,866	1,277	209,143	
Manager	261,980	317	262,297	
Engineer	115,461	255	115,716	
Manager	154,688	-	154,688	
Manager	174,030	333	174,363	
Lead	149,529	-	149,529	
Manager	149,393	725	150,118	
Engineer	32,625	-	32,625	
Manager	183,795	-	183,795	
Principal	224,773	33	224,806	
Manager	247,891	-	247,891	
Manager	169,491	4,334	173,825	
Advisor	150,143	137	150,280	
Instructor	139,163	466 -	139,629	
Manager	155,237	- 4,017	155,237 149,136	
Manager	145,119			
Lead Advisor	147,031	4,877 1,028	151,908 160,253	
	159,225 165,024	-	165,024	
Manager Engineer	183,287	274	183,561	
Manager	157,415	2,500	159,915	
Manager	186,549	4,072	190,621	
Manager	163,183	506	163,689	
Advisor	137,109	707	137,816	
Manager	174,363	4,674	179,037	
Technologist	175,001	1,333	176,334	
Lead	173,524	-	173,524	
Supervisor	179,018	1,837	180,855	
Manager	185,539	1,784	187,323	
Developer	168,461	-	168,461	
Manager	226,706	3,940	230,646	
Lead	152,093	2,483	154,576	
Advisor	147,298	537	147,835	
Specialist	207,402	-	207,402	
Specialist	265,579	-	265,579	
Manager	185,943	30,569	216,512	
Manager	184,268	1,250	185,518	
Developer	165,971	-	165,971	
Manager	161,431	-	161,431	
Manager	205,295	4,011	209,306	
Engineer	191,057	-	191,057	
Developer	149,003	-	149,003	
Manager	216,768	-	216,768	
J-	220,700			

Manager Engineer Manager Supervisor Manager Lead Manager	225,431 197,873 201,170 173,705 189,671 169,224 145,095 173,278 177,481 160,418	1,058 - 15,921 2,006 9,102 - 3,440 210 2,431	226,489 197,873 217,091 175,711 198,773 169,224 148,535
Manager Supervisor Manager Lead	201,170 173,705 189,671 169,224 145,095 173,278 177,481 160,418	15,921 2,006 9,102 - 3,440 210	217,091 175,711 198,773 169,224
Supervisor Manager Lead	173,705 189,671 169,224 145,095 173,278 177,481 160,418	2,006 9,102 - 3,440 210	175,711 198,773 169,224
Manager Lead	189,671 169,224 145,095 173,278 177,481 160,418	9,102 - 3,440 210	198,773 169,224
Lead	169,224 145,095 173,278 177,481 160,418	- 3,440 210	169,224
	145,095 173,278 177,481 160,418	3,440 210	
Manager	173,278 177,481 160,418	210	148,535
	177,481 160,418		
Engineer	160,418) <u>4</u> 31	173,488
Manager			179,912
Manager		5,621	166,039
Supervisor	145,021	-	145,021
Lead	152,466	970	153,436
Supervisor	151,476	-	151,476
Lead	156,890	-	156,890
Lead	164,665	-	164,665
Manager	167,882	7 020	167,882
Manager	182,736	7,838	190,574
Lead Architect	179,737	4,840	184,577
Architect	211,395	901	212,296
Developer	153,256	-	153,256
Engineer	143,875		143,875
Manager	206,522	7,152	213,674
Engineer	170,456	1,064	171,520
Advisor	157,793	1,865	159,658
Investigator	98,325	5,778 -	104,103
Manager Advisor	259,732 148,075		259,732
		33,260	181,335
Director Director	413,793 287,181	1,133 4,390	414,926 291,571
Director Lead	158,779	4,390 79	
Supervisor	159,942	3,105	158,858 163,047
Designer	146,939	163	147,102
Engineer	183,893	536	184,429
Account Executive	176,137	12,604	188,741
Analyst	142,218	5,078	147,296
Architect	181,043	2,348	183,391
Advisor	169,838	-	169,838
Analyst	152,856	760	153,616
Advisor	95,318	513	95,831
Manager	164,399	-	164,399
Developer	177,635	-	177,635
Advisor	145,467	-	145,467
Lead	176,196	56	176,252
Manager	178,811	-	178,811
Engineer	161,292	1,867	163,159
Manager	177,582	867	178,449
Manager	165,830	731	166,561
Engineer	170,129	5,178	175,307
Account Executive	142,679	3,206	145,885
Analyst	138,140	- -	138,140
Advisor	157,189	-	157,189
Lead	144,407	2,207	146,614
Manager	166,542	6,559	173,101
Manager	141,494	517	142,011
Advisor	154,059	-	154,059
Advisor	162,718	8,345	171,063
Lead	137,414	· -	137,414
Lead	146,625	923	147,548
Manager	194,199	16,314	210,513
Lead	157,846	765	158,611

Lead 167,022 4,067 Manager 160,855 540 Manager 201,651 2,144 Manager 154,090 1,486 Lead 163,612 159 Advisor 157,749 478 Developer 154,624 100 Advisor 185,454 9,792 Architect 180,516 51 Engineer 190,943 100 Manager 174,712 4,849 Geologist 174,712 4,849 Geologist 176,210 45 Manager 184,081 517 Lead 217,296 1,100 Engineer 179,633 1,743 Manager 156,787 103 Instructor 150,286 413 Advisor 143,659 3,254 Supervisor 152,902 378 Advisor 147,356 530 Manager 194,855 5,038 Manager	171,089 161,395 203,755 155,576 163,771 158,227 154,724 195,246 180,567 191,043
Manager 201,611 2,144 Manager 154,090 1,866 Lead 163,612 159 Advisor 157,749 478 Developer 154,624 100 Advisor 185,454 9,792 Architect 180,516 51 Engineer 190,943 100 Manager 174,712 4,849 Geologist 176,210 45 Manager 158,344 1,632 Manager 184,081 517 Lead 217,296 1,100 Engineer 196,333 1,743 Manager 156,787 103 Instructor 150,286 413 Advisor 143,659 3,254 Supervisor 152,902 378 Advisor 147,356 530 Manager 194,855 5,038 Manager 192,036 405 Manager 194,855 5,038 Manager	203,755 155,576 163,771 158,227 154,724 195,246 180,567 191,043
Manager 154,090 1,486 Lead 163,612 159 Advisor 157,749 478 Developer 154,624 100 Advisor 185,454 9,792 Architect 180,516 51 Engineer 190,943 100 Manager 174,712 4,849 Geologist 176,210 45 Manager 188,344 1,632 Manager 184,081 517 Lead 217,296 1,100 Engineer 179,633 1,743 Manager 156,787 103 Instructor 150,286 413 Advisor 152,902 378 Advisor 152,902 378 Advisor 152,902 378 Advisor 158,326 - Manager 194,855 5,038 Manager 194,855 5,038 Manager 194,855 5,038 Manager <td< td=""><td>155,576 163,771 158,227 154,724 195,246 180,567 191,043</td></td<>	155,576 163,771 158,227 154,724 195,246 180,567 191,043
Lead 163,612 159 Advisor 157,749 478 Developer 154,624 100 Advisor 158,554 9,792 Architect 180,516 51 Engineer 190,943 100 Manager 174,712 4,849 Geologist 176,210 45 Manager 183,344 1,632 Manager 184,081 517 Lead 127,296 1,100 Engineer 179,633 1,743 Manager 156,787 103 Instructor 150,286 413 Advisor 143,659 3,254 Supervisor 152,902 378 Advisor 147,356 530 Manager 168,326 - Manager 194,855 5,038 Manager 192,036 405 Manager 193,378 - Manager 163,378 - Engineer 163	163,771 158,227 154,724 195,246 180,567 191,043
Advisor 157,749 478 Developer 154,624 100 Advisor 185,454 9,792 Architect 180,516 51 Engineer 190,943 100 Manager 174,712 4,849 Geologist 176,210 45 Manager 188,344 1,632 Manager 184,081 517 Lead 217,296 1,100 Engineer 179,633 1,743 Manager 156,787 103 Instructor 150,286 413 Advisor 152,902 378 Advisor 152,902 378 Advisor 152,902 378 Advisor 158,326 - Manager 194,855 5,30 Manager 194,855 5,03 Manager 194,855 5,038 Manager 194,855 5,038 Manager 194,855 5,038 Manager 194,855 5,038 Manager 194,814 - </td <td>158,227 154,724 195,246 180,567 191,043</td>	158,227 154,724 195,246 180,567 191,043
Developer 154,624 100 Advisor 185,454 9,792 Architect 180,516 51 Engineer 190,943 100 Manager 174,712 4,849 Geologist 176,210 45 Manager 158,344 1,632 Manager 184,081 517 Lead 179,633 1,743 Manager 156,783 1,743 Manager 159,633 1,743 Instructor 150,286 413 Instructor 150,286 413 Advisor 143,659 3,254 Supervisor 152,902 378 Advisor 158,326 - Manager 194,855 5,038 Manager 194,855 5,038 Manager 194,855 5,038 Manager 180,266 - Manager 163,378 - Supervisor 184,026 - Engineer	154,724 195,246 180,567 191,043
Advisor 185,454 9,792 Architect 180,516 51 Engineer 190,943 100 Manager 174,712 4,849 Geologist 176,210 45 Manager 158,344 1,632 Manager 18,848 1,632 Manager 127,296 1,100 Engineer 179,633 1,743 Manager 156,787 103 Instructor 150,286 413 Advisor 143,659 3,254 Supervisor 152,902 378 Advisor 147,356 530 Manager 194,855 5,038 Manager 194,855 5,038 Manager 192,036 405 Manager 192,036 405 Manager 192,036 405 Manager 192,036 405 Supervisor 148,026 - Engineer 156,596 - Engineer 156,596 - Manager 156,596 -	195,246 180,567 191,043
Architect 180,516 51 Engineer 190,943 100 Manager 174,712 4,849 Geologist 176,210 45 Manager 158,344 1,632 Manager 184,081 517 Lead 217,296 1,100 Engineer 179,633 1,743 Manager 150,286 413 Instructor 150,286 413 Advisor 143,659 3,254 Supervisor 152,902 378 Advisor 147,356 530 Manager 194,855 5,038 Manager 194,855 5,038 Manager 194,855 5,038 Manager 192,036 405 Manager 193,736 15,596 Supervisor 163,378 - Supervisor 148,954 - Engineer 156,596 - Manager 183,122 3,074 Manager 156,259 2,491 Lead 174,811 208	180,567 191,043
Engineer 190,943 100 Manager 174,712 4,849 Geologist 176,210 45 Manager 158,344 1,632 Manager 184,081 517 Lead 217,296 1,100 Engineer 179,633 1,743 Manager 150,286 413 Instructor 150,286 413 Advisor 152,902 378 Advisor 152,902 378 Advisor 152,902 378 Manager 194,855 5,038 Manager 194,855 37,546 Engineer 163,378 - Supervisor 148,026 - Supervisor 148,954 - Engineer 156,596 - Manager 183,122 3,074 Manager 174,811 208	191,043
Manager 174,712 4,849 Geologist 176,210 45 Manager 158,344 1,632 Manager 184,081 517 Lead 127,296 1,100 Engineer 179,633 1,743 Manager 156,787 103 Instructor 150,286 413 Advisor 152,902 378 Supervisor 147,356 530 Manager 168,326 - Manager 194,855 5,038 Manager 192,036 405 Manager 192,036 405 Manager 163,378 - Supervisor 148,026 - Engineer 163,378 - Supervisor 148,954 - Engineer 156,596 - Manager 156,596 - Manager 156,596 - Engineer 156,596 - Manager 156,596 - Manager 156,596 - <	
Geologist 176,210 45 Manager 158,344 1,632 Manager 184,081 517 Lead 217,296 1,100 Engineer 179,633 1,743 Manager 156,787 103 Instructor 150,286 413 Advisor 152,902 378 Advisor 152,902 378 Advisor 158,326 - Manager 168,326 - Manager 194,855 5,038 Manager 192,036 405 Manager 148,026 - Manager 163,378 - Supervisor 148,926 - Engineer 156,596 - Manager 156,596 - Engineer 156,596 - Manager 156,596 - Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165<	179.561
Manager 158,344 1,632 Manager 184,081 517 Lead 217,296 1,100 Engineer 179,633 1,743 Manager 156,787 103 Instructor 150,286 413 Advisor 143,659 3,254 Supervisor 152,902 378 Advisor 147,356 530 Manager 168,326 - Manager 194,855 5,038 Manager 192,036 405 Manager 148,026 - Manager 148,026 - Supervisor 163,378 - Engineer 163,378 - Supervisor 148,954 - Engineer 156,596 - Manager 156,596 - Manager 156,259 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 185,633 165	
Manager 184,081 517 Lead 217,296 1,100 Engineer 179,633 1,743 Manager 156,787 103 Instructor 150,286 413 Advisor 152,902 378 Supervisor 152,902 378 Advisor 152,902 378 Advisor 147,356 530 Manager 168,326 - Manager 194,855 5,038 Manager 192,036 405 Manager 148,026 - Manager 163,378 - Supervisor 148,954 - Engineer 156,596 - Manager 183,122 3,074 Manager 156,259 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 185,633 165	176,255
Lead 217,296 1,100 Engineer 179,633 1,743 Manager 156,787 103 Instructor 150,286 413 Advisor 143,659 3,254 Supervisor 152,902 378 Advisor 147,356 530 Manager 168,326 - Manager 194,855 5,038 Manager 192,036 405 Manager 148,026 - Manager 163,378 - Supervisor 148,954 - Engineer 156,596 - Manager 183,122 3,074 Manager 156,259 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	159,976
Engineer 179,633 1,743 Manager 156,787 103 Instructor 150,286 413 Advisor 143,659 3,254 Supervisor 152,902 378 Advisor 147,356 530 Manager 168,326 - Manager 194,855 5,038 Manager 192,036 405 Manager 200,315 37,546 Engineer 163,378 - Supervisor 148,954 - Engineer 156,596 - Manager 156,596 - Engineer 156,596 - Manager 156,259 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	184,598
Manager 156,787 103 Instructor 150,286 413 Advisor 143,659 3,254 Supervisor 152,902 378 Advisor 147,356 530 Manager 168,326 - Manager 194,855 5,038 Manager 192,036 405 Manager 148,026 - Manager 163,378 - Supervisor 148,954 - Engineer 156,596 - Manager 156,596 - Manager 156,596 - Manager 156,596 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	218,396
Instructor 150,286 413 Advisor 143,659 3,254 Supervisor 152,902 378 Advisor 147,356 530 Manager 168,326 - Manager 194,855 5,038 Manager 192,036 405 Manager 200,315 37,546 Engineer 163,378 - Supervisor 148,954 - Engineer 156,596 - Manager 183,122 3,074 Manager 174,811 208 Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	181,376
Advisor 143,659 3,254 Supervisor 152,902 378 Advisor 147,356 530 Manager 168,326 - Manager 194,855 5,038 Manager 192,036 405 Manager 200,315 37,546 Engineer 163,378 - Supervisor 148,954 - Engineer 156,596 - Manager 156,596 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	156,890
Supervisor 152,902 378 Advisor 147,356 530 Manager 168,326 - Manager 194,855 5,038 Manager 192,036 405 Manager 200,315 37,546 Engineer 163,378 - Supervisor 148,954 - Engineer 156,596 - Manager 156,596 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	150,699
Advisor 147,356 530 Manager 168,326 - Manager 194,855 5,038 Manager 192,036 405 Manager 200,315 37,546 Engineer 163,378 - Supervisor 148,954 - Engineer 156,596 - Manager 183,122 3,074 Manager 156,259 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	146,913
Manager 168,326 - Manager 194,855 5,038 Manager 192,036 405 Manager 148,026 - Manager 200,315 37,546 Engineer 163,378 - Supervisor 148,954 - Engineer 156,596 - Manager 183,122 3,074 Manager 156,259 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	153,280
Manager 194,855 5,038 Manager 192,036 405 Manager 148,026 - Manager 200,315 37,546 Engineer 163,378 - Supervisor 148,954 - Engineer 156,596 - Manager 183,122 3,074 Manager 156,259 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	147,886
Manager 192,036 405 Manager 148,026 - Manager 200,315 37,546 Engineer 163,378 - Supervisor 148,954 - Engineer 156,596 - Manager 183,122 3,074 Manager 156,259 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	168,326
Manager 148,026 - Manager 200,315 37,546 Engineer 163,378 - Supervisor 148,954 - Engineer 156,596 - Manager 183,122 3,074 Manager 156,259 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	199,893
Manager 200,315 37,546 Engineer 163,378 - Supervisor 148,954 - Engineer 156,596 - Manager 183,122 3,074 Manager 156,259 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	192,441
Engineer 163,378 - Supervisor 148,954 - Engineer 156,596 - Manager 183,122 3,074 Manager 156,259 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	148,026
Supervisor 148,954 - Engineer 156,596 - Manager 183,122 3,074 Manager 156,259 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	237,861
Engineer 156,596 - Manager 183,122 3,074 Manager 156,259 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	163,378
Manager 183,122 3,074 Manager 156,259 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	148,954
Manager 156,259 2,491 Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	156,596
Lead 174,811 208 Engineer 181,848 100 Manager 158,633 165	186,196
Engineer 181,848 100 Manager 158,633 165	158,750
Manager 158,633 165	175,019
-	181,948 158,798
JUDEI VISUI 1.13.01.3 7.13	160,582
Manager 194,189 804	194,993
Supervisor 166,291 454	166,745
Manager 225,411 -	225,411
Supervisor 158,929 126	159,055
Manager 155,335 -	155,335
Manager 275,063 2,321	277,384
Manager 203,321 -	203,321
Manager 184,805 1,941	186,746
Manager 172,916 10,196	183,112
Lead 165,777 18	165,795
Engineer 185,821 6,655	192,476
Manager 230,590 8,221	238,811
Advisor 141,630 17	141,647
Engineer 153,493 1,143	154,636
Supervisor 174,589 -	174,589
Manager 249,196 379	249,575
Manager 157,697 -	157,697
Manager 245,763 -	245,763
Engineer 174,689 -	174,689
Manager 209,604 3,165	212,769
Manager 195,533 -	195,533
Analyst 154,237 2,452	156,689
Manager 202,091 584	202,675
Manager 173,598 9,411	•
Supervisor 173,339 455	183,009

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Manager	157,629	916	158,545
Advisor	146,945	1,344	148,289
Manager	167,946	· -	167,946
Manager	181,362	-	181,362
Manager	153,563	658	154,221
Manager	213,723	54,180	267,903
Lead	130,139	2,136	132,275
Manager	186,893	-,	186,893
Manager	222,562	1,098	223,660
Manager	166,377	778	167,155
Engineer	161,917	30,199	192,116
Engineer	153,885	-	153,885
Supervisor	144,936	1,016	145,952
Manager	155,007	2,113	157,120
Engineer	155,642	-	155,642
Advisor	79,030	2,493	81,523
Manager	153,218	-	153,218
Supervisor	148,441	-	148,441
Lead	161,905	167	162,072
Manager	181,236	636	181,872
Manager	154,270	-	154,270
Manager	192,999	2,123	195,122
Manager	191,480	2,351	193,831
Manager	233,569	2,758	236,327
Lead	160,050	1,026	161,076
Lead	195,064	1,330	196,394
Manager	170,853	15,920	186,773
Engineer	157,576	250	157,826
Lead	159,753	-	159,753
Lead	161,219	264	161,483
Manager	198,897 \$ 349,998,202	\$ 5,467,222	201,509 \$ 355,465,424
		-	+
EXECUTIVE OFFICERS RESIGNED, RETIRED OR TRANSFERRED TO AFFILIAT	'E: \$ -	\$ -	\$ -
	\$ -	\$ -	\$ -
		•	
OTHER EMPLOYEES RESIGNED, RETIRED OR TRANSFERRED TO AFFILIATE	•		
Engineer	\$ 80,030	\$ 244	\$ 80,274
Lead	97,307		97,307
Manager	173,751	843	174,594
Manager	134,732	-	134,732
Supervisor	69,050	407	69,457
Engineer	-	-	-
Engineer	81,519	-	81,519
Manager	119,725	1,313	121,038
_	30,462	-	30,462
Manager		- -	
Manager	104,167		104,167
Manager	159,770	2,774	162,544
Manager	138,022	-	138,022
Manager	60,621	-	60,621
Lead	37,533	-	37,533
Manager	131,353	606	131,959
Supervisor	144,253	4,800	149,053
Manager	90,312	-	90,312
Manager	85,538	-	85,538
Manager	107,058	4,482	111,540
Manager	92,212	-	92,212
Manager	- -	-	-
Investigator	25,024	476	25,500

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL	
Lead	100,032	-	100,032	
Lead	183,862	8,155	192,017	
Manager	179,271	-	179,271	
Engineer	155,582	1,745	157,327	
Manager	92,759	155	92,914	
Lead	80,640	-	80,640	
Engineer	130,763	4,938	135,701	
Manager	95,233	-	95,233	
Manager	136,876	281	137,157	
Advisor	101,294	-	101,294	
Supervisor	26,589	-	26,589	
Manager	138,017	- 2.724	138,017	
Manager	180,772	2,724	183,496	
Director	771,238	- 5 470	771,238	
Lead	131,940	5,470 -	137,410	
Specialist	8,343		8,343	
Engineer	124,262	1,205	125,467	
Engineer Lead	83,757 113,264	1,050 551	84,807 113,815	
Lead	53,627	-	53,627	
Manager	122,899	1,428	124,327	
Manager	79,569	974	80,543	
Manager	128,525	865	129,390	
Manager	133,094	385	133,479	
Manager	174,513	-	174,513	
Supervisor	174,524	364	174,888	
Specialist	127,208	-	127,208	
Analyst	67,311	_	67,311	
Manager	233,622	933	234,555	
Manager	112,099	-	112,099	
Lead	118,378	3,287	121,665	
Lead	62,683	, -	62,683	
Manager	45,190	-	45,190	
Lead	96,583	743	97,326	
Lead	138,137	1,376	139,513	
Manager	84,657	619	85,276	
Manager	6,682	-	6,682	
Supervisor	127,596	418	128,014	
Manager	199,675	395	200,070	
Lead	48,757	-	48,757	
Supervisor	152,254	121	152,375	
Manager	48,958	980	49,938	
Manager	29,511	-	29,511	
Engineer	129,434	3,934	133,368	
Manager	94,002	45	94,047	
Manager	143,825	-	143,825	
Manager	95,229	-	95,229	
Manager	140,613	1,685	142,298	
Manager	154,104	26,576	180,680	
Advisor	153,727	-	153,727	
Manager	145,730	304	146,034	
Manager	158,093	-	158,093	
Supervisor	158,974	2,501	161,475	
Manager	126,159	-	126,159	
Engineer	175,284	677	175,961	
Lead	55,892 138,540	-	55,892	
Manager	128,549	-	128,549	
Manager	146,957	306	147,263	
Lead	139,657	1,748	141,405	
Manager	103,597	2,590	106,187	

REDACTED VERSION	COMPENSATION*	EXPENSES	TOTAL
Supervisor	92,716	106	92,822
Manager	98,876	2,135	101,011
Account Executive	75,599	-	75,599
Manager	74,755	-	74,755
Manager	109,379	-	109,379
Lead	95,192	-	95,192
Manager	24,292	-	24,292
Manager	140,728	2,639	143,367
Manager	74,041	162	74,203
Manager	106,712	-	106,712
Technologist	47,779	-	47,779
Manager	243,393	-	243,393
Engineer	226,420	1,389	227,809
Lead	106,200	· -	106,200
Manager	129,688	-	129,688
Manager	74,420	-	74,420
Lead	141,202	380	141,582
Lead	145,789	177	145,966
Supervisor	170,754	-	170,754
Specialist	156,798	18,548	175,346
Manager	71,104	6,202	77,306
Manager	239,854	1,407	241,261
Instructor	101,884	-	101,884
Hygienist	150,361	5,987	156,348
Manager	38,791	-	38,791
Manager	135,987	61	136,048
Lead	91,180	525	91,705
Supervisor	22,286	-	22,286
Specialist	149,927	- -	149,927
Engineer	41,950	-	41,950
Instructor	79,116	4,954	84,070
Lead	58,751	-	58,751
Investigator	192,061	2,161	194,222
Lead	38,976	-	38,976
Lead	68,208	444	68,652
	98,917	-	98,917
Manager Lead	51,884	- -	51,884
		917	
Manager	123,973		124,890
Supervisor	154,136	444	154,580
Manager	160,466	-	160,466
Manager	82,164	-	82,164
Manager	137,421	11,327	148,748
Advisor	29,172	-	29,172
Supervisor	129,869	-	129,869
Manager	107,915	2,004	109,919
Director	648,570	-	648,570
Principal	167,345	-	167,345
	\$ 15,319,812 \$	157,442 \$	15,477,254

^{*} The compensation listed in the 'Compensation' column is the amount in Box 5 of Form W-2 Wage and Tax Statement filed by SCG for the individual for the reported year.

SOUTHERN CALIFORNIA GAS COMPANY AND SEMPRA PAYMENTS TO ATTORNEYS WHO ARE EMPLOYEES FOR THE YEAR ENDED DECEMBER 31, 2024

REDACTED VERSION	СОМРЕ	NSATION**	EXPENSES	тот	AL
ACTIVE SEMPRA EMPLOYEES*					
Attorney	\$	484,724	\$	- \$	484,724
Attorney	·	463,509	·	-	463,509
Attorney		760,252		-	760,252
Attorney		369,481		-	369,481
Attorney		478,509		-	478,509
Attorney		3,058		-	3,058
Attorney		432,279		-	432,279
Attorney		263,395		-	263,395
Attorney		425,324		-	425,324
Attorney		1,040,099		-	1,040,099
Attorney		397,092		-	397,092
Attorney		531,606		-	531,606
Attorney		361,854		-	361,854
Attorney		986,629		-	986,629
Attorney		386,130		-	386,130
Attorney		489,877		-	489,877
Attorney		766,939		-	766,939
Attorney		444,572		-	444,572
Attorney		550,949		-	550,949
Attorney		220,000		-	220,000
Attorney		700,752		-	700,752
Attorney		1,083,199		-	1,083,199
Attorney		797,152		-	797,152
	\$	12,437,381	\$	- \$	12,437,381
OTHER SEMPRA EMPLOYEES: RESI	GNED. RETIRED O	R TRANSFERRED	TO AFFILIATI	E:*	
Attorney	\$	365,983	\$	- \$	365,983
Attorney	•	298,196		-	298,196
Attorney		684,325		-	684,325
Attorney		1,780,336		-	1,780,336
,	\$	3,128,840	\$	- \$	3,128,840
ACTIVE SCG EMPLOYEES					
Attorney	\$	339,212	\$ 3,3	271 \$	342,483
Attorney	7	205,986	γ 3,.	-/- Y -	205,986
Attorney		132,123	1	127	133,250
Attorney		378,277		689	378,966
Attorney		354,319		722	356,041
Attorney		370,395		738	372,133
Attorney		385,549		206	386,755
Attorney		131,681		791	132,472
Attorney		143,139		975	144,114
· - 1		5,_55	•		-·· , ·

• • •						
Attorney		352,569		3,856		356,425
Attorney		345,509		1,135		346,644
Attorney		142,839		-		142,839
Attorney		301,860		1,329		303,189
Attorney		369,915		1,156		371,071
Attorney		132,462		-		132,462
Attorney		212,455		1,517		213,972
Attorney		310,680		1,161		311,841
Attorney		217,086		425		217,511
	\$	4,826,056	\$	22,098	\$	4,848,154
EXECUTIVE OFFICERS: RESIGNED, RETIRED C	OR TRANS	SFERRED TO AFF	ILIATE \$	_	\$	_
	\$	-	т	-	\$	-
OTHER SCG EMPLOYEES: RESIGNED, RETIRE		ANSEEDDED TO A	EEIIIAT	·E•		
•				L.	_	
Attorney	\$	•	\$	-	\$	184,243
Attorney		214,868		630		215,498
	\$	399,111	\$	630	\$	399,741

NOTES:

The schedule relating to Sempra Employees is being included in the GO-77 report for both Southern California Gas Company and San Diego Gas & Electric Company.

^{*} The amounts reflected on this schedule represent the salaries and related expenses paid to attorneys by Sempra, Parent Company of Southern California Gas Company, excluding the General Counsel who are listed on Pages 1 through 4 of this GO-77 M, during the year ended December 31, 2024.

^{**} The compensation listed in the 'Compensation' column is the amount in Box 5 of Form W-2 Wage and Tax Statement filed by SCG for the individual for the reported year.

SOUTHERN CALIFORNIA GAS COMPANY PAYMENTS TO OUTSIDE ATTORNEYS AND LEGAL FIRMS FOR THE YEAR ENDED DECEMBER 31, 2024

LEGAL FIRM NAME	107	108	184	ACCOUNT 426	F NUMBER 832	859	923	GRAND TOTAL
ALLEN MATKINS LECK GAMBLE MALLORY	34,459	-	8,385		-		255,541	298,385
ANDRADE GONZALEZ LLP	1,291	-	314	-	-	-	9,575	11,180
ANKURA CONSULTING GROUP LLC	3,365	-	819	-	-	-	24,951	29,135
BAKER & HOSTETLER LLP	29,424	-	6,907	-	-	-	209,472	245,803
BAKER BOTTS LLP	-	-		5,830			-	5,830
BRB LAW LLP	-	-	-	23,875	-	-	-	23,875
CHAPMAN GLUCKSMAN DEAN & ROEB	2,077	-	505	-	-	-	15,404	17,986
CHARLES C READ LAW PC	1,278	-	311	8,925	-	-	97,393	107,907
CONN MACIEL CAREY LLP	477	-	109	40,336	-	-	3,306	44,228
DLA PIPER US LLP	1,948	-	454	-	-	-	13,749	16,151
FROST BROWN TODD LLP	1,243	-	302	-	-	-	9,217	10,762
GIBSON DUNN & CRUTCHER LLP	77,885	-	18,943	17,802	-	-	577,314	691,944
GREENBERG TRAURIG LLP	5,067	-	1,233	-	-	-	37,575	43,875
HOLLAND & HART LLP	51	-	12	-	-	-	376	439
HUESTON HENNIGAN LLP	-	-		2,982	-	-		2,982
JACKSON LEWIS PC	20	-	5	-	-	-	145	170
JENNER & BLOCK	35,002	-	8,517	20,091	-	-	259,571	323,181
JONES DAY	42,094	-	10,242	-			312,161	364,497
KLINEDINST	4,261	-	1,037	-	-	-	31,598	36,896
LATHAM & WATKINS LLP	77,095	10	16,085	324,836	-	2,198,709	2,974,304	5,591,039
LAW FIRM OF RUSSELL R JOHNSON III	3,282	-	799	-	-	-	24,338	28,419
LAW OFFICE OF PETER MICHAELS	5,213	-	1,268	-			38,656	45,137
LITTLER MENDELSON PC	62,213		14,545				440,864	517,622
MORGAN LEWIS & BOCKIUS LLP	159,337	-	38,770	13,577	3,782,184	-	1,181,614	5,175,482
NOSSAMAN LLP	89,841	5,416	2,360	-	-	3,397	71,930	172,944
OMELVENY & MYERS LLP	-	-	-	-	216,018	-	-	216,018
PARSUS LLP	8,505	-	2,069	-	-	-	63,071	73,645
PASICH LLP	464	-	113	-	988,816	-	3,439	992,832
PEREZ VAUGHN & FEASBY INC	7,782	-	1,894	-	-	-	57,713	67,389
PROSKAUER ROSE LLP	12,614	-	3,069	-	-	-	93,544	109,227
REICHMAN JORGENSEN LLP	11,354	-	2,763	116,947	-	-	84,196	215,260
SCHROEDER SCHAFF & LOW INC	4,716	-	1,148	-	-	-	34,977	40,841
SHEARMAN & STERLING LLP	-	-	383	-	-	-	13,252	13,635
SHEPPARD MULLIN RICHTER & HAMPTON LLP	3,355	-	789	140	-	-	23,918	28,202
SIDEMAN & BANCROFT LLP	-	-	-	-	-	-	81,045	81,045
SINNOTT INVESTIGATIONS LLC	930	-	217	-	-	-	6,592	7,739
SOMOS LAW GROUP LLP	-	-	-	81,412	-	-	-	81,412
THOMAS RICHARD LOTTERMAN	-	-	-	-	56,764	-	-	56,764
TURNER DHILLON LLP	38,848	-	9,352	72,521	-	-	284,617	405,338
TYSON & MENDES LLP	228,199	-	55,480	-	-	-	1,690,688	1,974,367
WFBM LLP	7,911	-	1,973	-	-	-	60,325	70,209
WHITT STURTEVANT LLP	608	-	148	-	-	-	4,509	5,265
WILLENKEN WILSON LOH & DELGADO LLP	3,117	-	758	67	-	-	23,115	27,057
WILSON TURNER KOSMO LLP	8,441	-	1,973	143,755	-	-	59,816	213,985
WORK ENVIRONMENT LAW GROUP	209	-	51	-	-	-	1,550	1,810
ZUBER LAWLER LLP	4,131	-	1,017	-	-	-	31,061	36,209
GRAND TOTAL =	978,107	5,426	215,119	873,096	5,043,782	2,202,106	9,206,482	18,524,118

Account numbers reported on this page are not an indication of the authorized ratemaking of payments reported, and instead indicate the appropriate accounting classification pursuant to 18 Code of Federal Regulations (C.F.R.) Part 201, Uniform System of Accounts Prescribed for Natural Gas Companies Subject to the Provisions of the Natural Gas Act.

	 TOTAL
1. MEMBERSHIPS - DUES & SUBSCRIPTIONS	\$ 3,919,340
2. CHARITABLE DONATIONS	5,351,726
3. NON-CHARITABLE CONTRIBUTIONS	2,027,007
TOTAL	\$ 11,298,073

Account numbers reported on this page are not an indication of the authorized ratemaking of payments reported, and instead indicate the appropriate accounting classification pursuant to 18 Code of Federal Regulations (C.F.R.) Part 201, Uniform

PAID TO	ACCOUNT CHARGED	TOTAL
ALLIUM US HOLDING, LLC	850	142,304
ALTAMETRICS, LLC.	908	8,373
		400
AMAZON	837 879	122 203
	903	203
	935	303
AMERICAN ASSOCIATION OF BLACKS IN ENERGY	814	250
	857	250
	859	250
	870	250
	908	250
	921	500
AMERICAN BOARD OF TRIAL ADVOCATES	930	882
AMERICAN COUNCIL FOR AN ENERGY-EFFICIENT ECONOMY	908	24,000
AMERICAN GAS ASSOCIATION	426	973,796
AMERICAN INDUSTRIAL HYGIENE ASSOCIATION	921	290
	925	240
AMERICAN INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS	921	2,541
	930	350
AMERICAN INSTITUTE OF CHEMICAL ENGINEERS	814	244
	850	15,000
	930	15,199
AMERICAN PETROLEUM INSTITUTE	850	15,473
	870	3,874
AMERICAN PLANNING ASSOCIATION	859	813
	921	1,436
AMERICAN SOCIETY FOR NONDESTRUCTIVE TESTING, INC.	850	870
	870	400
AMERICAN SOCIETY FOR QUALITY	107	130
	850	555
	870	555
AMERICAN SOCIETY FOR TESTING AND MATERIALS	850	345
	870	115
	908	115
AMERICAN SOCIETY OF CIVIL ENGINEERS	814	63
	850	946
	870	1,149
AMERICAN SOCIETY OF MECHANICAL ENGINEERS	850	158
	921	292

PAID TO	ACCOUNT CHARGED	TOTAL
AMERICAN SOCIETY OF MECHANICAL ENGINEERS	930	158
AMEDICAN MELDING COCIETY	050	4.027
AMERICAN WELDING SOCIETY	850 856	1,037 1,010
	870	3,721
ARGUS MEDIA INCORPORATED	908	15,500
ARTICULATE	870	8,619
AMICOLITE	903	3,498
	921	1,399
ASSOCIATION FOR MATERIALS PROTECTION AND PERFORMANCE	107	376
ASSOCIATION FOR MATERIALS PROTECTION AND FERI ORIGINATED	108	18
	184	99
	824	582
	850	16,381
	856	525
	863 870	525
	921	1,889 188
	322	100
ASSOCIATION FOR TALENT DEVELOPMENT	921	9,684
ASSOCIATION OF CALIFORNIA WATER AGENCIES	908	1,275
ASSOCIATION OF CORPORATE COUNSEL	921	399
7,000 011 101 101 101 101 101 101 101 101	930	570
ASSOCIATION OF ENERGY ENGINEERS	000	2.025
ASSOCIATION OF ENERGY ENGINEERS	908 930	2,035 495
	550	433
ASSOCIATION OF ENVIRONMENTAL PROFESSIONALS	108	175
	921	350
ASSOCIATION OF WORKPLACE INVESTIGATORS	921	775
	923	225
BLOOMBERG	921	455
BEOOMBENG	930	149
BOARD FOR GLOBAL EHS CREDENTIALING	925	530
BUILDING INDUSTRY ASSOCIATION OF SOUTHERN CALIFORNIA	908	2,000
BUREAU OF REAL ESTATE APPRAISERS	930	1,344
BUSINESS MANAGEMENT SYSTEMS	857	11,720
CALIFORNIA ASPHALT PAVEMENT ASSOCIATION	908	995
CALIFORNIA BOARD FOR PROFESSIONAL ENGINEERS, LAND SURVEYORS, AND GEOLOGISTS	107	180
	163	180
	814	1,116
	815	180
	824	180

PAID TO	ACCOUNT CHARGED	TOTAL
CALIFORNIA BOARD FOR PROFESSIONAL ENGINEERS, LAND SURVEYORS, AND GEOLOGISTS	850	6,599
	870	1,818
	875	180
	880	720
	908	360
	921	2,160
	925	180
	930	180
CALIFORNIA BOARD OF ACCOUNTANCY	880	280
	908	280
	921	4,835
	930	340
CALIFORNIA COALITION ON WORKERS' COMPENSATION	925	3,000
CALIFORNIA LEAGUE OF FOOD PRODUCERS	908	595
CALIFORNIA METALS COALITION	908	2,095
CALIFORNIA NATURAL GAS VEHICLE COALITION	910	53,550
CALIFORNIA IVALUNAL GAS VEHICLE COALIHON		
CALIFORNIA SELF-INSURERS ASSOCIATION	925	990
CALIFORNIA SOCIETY OF CERTIFIED PUBLIC ACCOUNTANTS	426	216
	921	3,648
CALIFORNIA STORMWATER QUALITY ASSOCIATION	921	5,600
CALIFORNIA TRUCKING ASSOCIATION	426	2,812
	910	9,467
CALIFORNIA UTILITIES EMERGENCY ASSOCIATION	925	20,000
CALIFORNIA WATER EFFICIENCY PARTNERSHIP	908	6,316
CALSTART, INC.	426	197
	908	49,803
CANVA	850	120
	903	300
	921	240
CITY CLUB LOS ANGELES	426	1,825
COMMON GROUND ALLIANCE	870	25,000
CONFERENCE OF CALIFORNIA PUBLIC UTILITY COUNSEL	930	1,540
CONSORTIUM ENERGY EFFICIENCY	908	119,857
CORITY ENVIANCE	889	36,000
CPA QUEBEC	921	944
DAILY JOURNAL	930	1,381

PAID TO	ACCOUNT CHARGED	TOTAL
DARCY PARTNERS, LLC	930	185,000
DISABILITY MANAGEMENT EMPLOYER COALITION	925	590
ELECTRIC UTILITY INDUSTRY SUSTAINABLE SUPPLY CHAIN ALLIANCE	163	35,000
EMPLOYERS FRAUD TASK FORCE	925	1,000
ENERFAX	908	3,995
ENERGY SOLUTIONS CENTER, LLC	908	37,200
ENVIROCERT INTERNATIONAL, INC.	850 921	145 390
FIGMA, INC.	107	4,680
GAS MACHINERY RESEARCH COUNCIL	930	4,000
GAS TECHNOLOGY INSTITUTE	930	500,000
GLOBAL CCS INSTITUTE	908	31,500
GREATER IRVINE CHAMBER	921	3,000
GULF ENERGY	908	7,966
	921	1,090
HARVARD BUSINESS REVIEW	850 905	132 212
	921	273
HOME BUILDERS ASSOCIATION OF KERN	908	750
HOME BUILDERS ASSOCIATION OF THE CENTRAL COAST	908	500
HYDROGEN COUNCIL	426	32,935
HYDROGEN FUEL CELL PARTNERSHIP	426	140,000
ICE DATA SERVICES, INC.	814	18,834
IHS GLOBAL, INC.	928	50,626
INSTITUTE FOR SUPPLY MANAGEMENT	163	20,000
INSTITUTION OF GAS ENGINEERS & MANAGERS	850	608
INTELLIGENCE PRESS, INC.	807	4,046
	850	4,046
	908 921	4,046 12,138
	928	4,046
INTERNATIONAL ASSOCIATION OF PRIVACY PROFESSIONALS	903	885

PAID TO	ACCOUNT CHARGED	TOTAL
INTERNATIONAL RIGHT OF WAY ASSOCIATION	814	250
	880	410
	930	4,725
INTERNATIONAL SOCIETY OF AUTOMATION	850	154
	857	210
	870	210
LOS ANGELES COUNTY BAR ASSOCIATION	930	840
LOS ANGELES TIMES	921	922
	926	60
	930	32
MAJOR MAILERS ASSOCIATION	903	2,000
MAXAR INTELLIGENCE, INC.	807	9,903
MITCHELL1	184	104,621
NATIONAL FIRE PROTECTION ASSOCIATION	850	1,754
	925	12
NEWSDATA, LLC	807	1,962
	921	1,962
NORTH AMERICAN ENERGY STANDARDS BOARD	850	8,000
NORTH AMERICAN GAS HEAT PUMP COLLABORATIVE	908	104,000
NORTHEAST GAS ASSOCIATION	930	72,250
OIL PRICE INFORMATION SERVICES, LLC	807	10,713
	921	2,162
PEAK LOAD MANAGEMENT ALLIANCE	908	2,700
PIPELINE RESEARCH COUNCIL INTL, INC.	859	148,004
PROCESS INDUSTRY PRACTICES	850	4,440
	870	4,440
PROJECT MANAGEMENT INSTITUTE	107	732
	108	4
	163	169
	814	587
	850	2,216
	870	574
	880 903	448 328
	903	328 378
	921	1,213
	928	189
	930	368

PAID TO	ACCOUNT CHARGED	TOTAL
RBN ENERGY, LLC	921	1,000
REVALIZE	908	1,421
RISK MANAGEMENT ASSOCIATION	921	720
SAORDAH ENERGY PARTNERS LLC DBA	908	31,000
SCHOOL NUTRITION ASSOCIATION	908	610
SOCIETY FOR HUMAN RESOURCE MANAGEMENT	908	264
	921	1,570
	926	264
SOCIETY OF CORPORATE COMPLIANCE AND ETHICS	163	724
	921	570
SOCIETY OF HISPANIC PROFESSIONAL ENGINEERS	923	50,000
SOCIETY OF PETROLEUM ENGINEERS	107	130
	807	130
	814	1,155
	870	135
SOLARWINDS	807	504
STANFORD NATURAL GAS INITIATIVE	908	200,000
STERICYCLE	880	234
	921	866
SUBSTANCE ABUSE PROGRAM ADMINISTRATORS ASSOCIATION	926	575
SULLIVAN ON COMP	925	3,606
SURVEY MONKEY	163	642
	908	1,428
	921	336
	925 930	372 468
TECHSTREET, LLC	870	1,006
THE CALIFORNIA CLUB	426	9,510
THE CLIMATE REGISTRY	923	12,915
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	930	6,000
THE STATE BAR OF CALIFORNIA	859	510
	921	6,354
	930	13,935
THE TRANSPORT PROJECT	910	54,932
THE TRUSTEESHIP	426	700

PAID TO	ACCOUNT CHARGED	TOTAL
THE UNIVERSITY CLUB ATOP SYMPHONY TOWERS	426	2,955
THE WALL STREET JOURNAL	807	468
	908	1,408
	921	720
	926	40
TULARE COUNTY FARM BUREAU	908	2,750
UNITED AIRLINES	426	550
UTILITY SAFETY AND OPS LEADERSHIP NETWORK	925	525
VIADATA, LP	814	513
	850	3,569
	870	7,214
	925	1,030
WESTERN AGRICULTURAL PROCESSORS ASSOCIATION	908	500
WOLTERS KLUWER	921	220,442
WORKCOMPCENTRAL	925	646
WORLD AT WORK	921	795
Total		3,919,340

2. CHARITABLE DONATIONS	
PAID TO	ACCOUNT CHARGED:
100 BLACK MEN OF THE INLAND EMPIRE, INC.	426 500
21ST CENTURY STEM	5,000
ACCESS CALIFORNIA SERVICES	1,000
AIRPORT MARINA COUNSELING SERVICE	1,250
ALIANZA COACHELLA VALLEY	1,000
ALL PEOPLES COMMUNITY CENTER	2,500
ALMA FAMILY SERVICES	2,000
ALTASEA AT THE PORT OF LOS ANGELES	20,000
AMELIA MOLLOYS ANGELS	1,000
AMERICAN ASSOC. OF BLACKS IN ENERGY (AABE)	47,000
AMERICAN CAREER COLLEGE EDUCATIONAL FOUNDATION	2,500
AMERICAN DIABETES ASSOCIATION (MERRIFIELD, VA) AMERICAN INDIAN CHAMBER EDUCATION FUND	3,000 1,250
AMERICAN INSTITUTE OF CHEMICAL ENGINEERS	11,750
AMERICAN PUBLIC WORKS ASSOCIATION - SOUTHERN CALIFORNIA CHAPTER	2,500
ANAHEIM COMMUNITY FOUNDATION	3,200
ANAHEIM FAMILY YMCA	2,000
ANGELS RECOVERY DIVE TEAM	2,500
ANIMALS FOR EDUCATION	1,000
ANTELOPE VALLEY YMCA	1,500
ARCADIA IMPROVEMENT ASSOCIATION	1,000
ARMENIAN AMERICAN MUSEUM AND CULTURAL CENTER OF CALIFORNIA	5,000
ARROWHEAD UNITED WAY	1,000
ARTS CONNECTION	2,500
ASIAN AMERICAN JOURNALISTS ASSOCIATION	1,500
ASIAN YOUTH CENTER	5,000
ASSISTANCE LEAGUE OF SAN BERNARDINO ASSOCIATION OF CALIFORNIA CITIES, ORANGE COUNTY	500 20,895
AZUSA POLICE FOUNDATION	1,500
BIPARTISAN POLICY CENTER, INC.	100,000
BISHOP AMAT MEMORIAL HIGH SCHOOL	1,500
BLACK BUSINESS ASSOCIATION - LOS ANGELES	10,000
BOB MORETTI MEMORIAL SCHOLARSHIP FOUNDATION	2,500
BOLSA CHICA CONSERVANCY	2,500
BOYS & GIRLS CLUB - FONTANA	3,000
BOYS & GIRLS CLUB - SOUTHWEST COUNTY	500
BOYS & GIRLS CLUB - WHITTIER	2,000
BOYS & GIRLS CLUB OF CAPISTRANO VALLEY	500
BOYS & GIRLS CLUB OF HUNTINGTON VALLEY	500
BOYS & GIRLS CLUB OF THE SAN GORGONIO PASS BOYS & GIRLS CLUBS OF FRESNO COUNTY	1,500
BOYS & GIRLS CLUBS OF FRESHO COUNTY BOYS & GIRLS CLUBS OF GREATER ANAHEIM-CYPRESS	1,500 5,750
BOYS & GIRLS CLUBS OF GREATER REDLANDS-RIVERSIDE	3,500
BOYS AND GIRLS CLUB OF BURBANK	2,500
BOYS AND GIRLS CLUB OF GREATER OXNARD AND PORT HUENEME	2,500
BOYS AND GIRLS CLUB OF LOS ANGELES HARBOR	5,000
BOYS AND GIRLS CLUBS OF KERN COUNTY	4,000
BOY'S REPUBLIC	7,250
BREA OLINDA HIGH SCHOOL ASSOCIATED STUDENT BODY	500
BREATHE CALIFORNIA OF LOS ANGELES COUNTY	20,000
BRENTWOOD SCHOOL	4,000
BUILDERS FOR BETTER COMMUNITIES FOUNDATION	1,250
BURBANK TEMPORARY AID CENTER, INC.	2,500
CAL STATE FULLERTON PHILANTHROPIC FOUNDATION	10,000
CALIFORNIA ASPHALT RESEARCH & EDUCATION FOUNDATION	3,500 3,000,000
CALIFORNIA COMMUNITY FOUNDATION CALIFORNIA COUNTIES FOUNDATION, INC.	5,000
CALIFORNIA FEDERATION OF WOMENS CLUBS	1,000
CALIFORNIA FEDERATION OF WOMENS CLUBS/ DIAMOND BAR WOMAN'S CLUB	800
CALIFORNIA FIRE MUSEUM	4,000
CALIFORNIA FOUNDATION FOR COMMERCE AND EDUCATION	10,000
CALIFORNIA FOUNDATION ON THE ENVIRONMENT & THE ECONOMY	19,000
CALIFORNIA INSTITUTE OF TECHNOLOGY	4,000
CALIFORNIA LATINO LEGISLATIVE CAUCUS FOUNDATION	15,000
CALIFORNIA LEGISLATIVE BLACK CAUCUS POLICY INSTITUTE	91,000
CALIFORNIA LIVING MUSEUM FOUNDATION	1,000
CALIFORNIA METALS COALITION INSTITUTE	2,500
CALIFORNIA NEVADA DISTRICT EXCHANGE CLUBS CHARITABLE FOUNDATION, INC. CALIFORNIA RESTAURANT FOUNDATION	1,000
CALIFORNIA SCIENCE CENTER FOUNDATION CALIFORNIA SCIENCE CENTER FOUNDATION	1,250 25,000
CALIFORNIA SCIENCE CENTER FOUNDATION CALIFORNIA STATE UNIVERSITY DOMINGUEZ HILLS PHILANTHROPIC FOUNDATION	500
S.E. S S GRIVERSITI DOMINGOLE HILLS I HILLANTINO ICTOURDATION	300

2. CHARITABLE DONATIONS	
PAID TO	ACCOUNT CHARGED: 426
CALIFORNIA STATE UNIVERSITY SAN BERNARDINO PHILANTHROPIC FOUNDATION	5,500
CALIFORNIA WOMEN LEAD	5,000
CALSTART, INC.	1,871
CAROL'S KITCHEN	500
CARS ARE BASIC	1,500
CASA OF LOS ANGELES	10,000
CATERINA'S CLUB CATHOLIC CHARITIES OF LOS ANGELES, SAN GABRIEL REGION	2,500 1,000
CENTER FOR FINANCIAL EMPOWERMENT	4,500
CENTER OF ECONOMIC DEVELOPMENT/SOUTHERN CALIFORNIA LEADERSHIP COUNCIL	20,000
CENTRAL CITY NEIGHBORHOOD PARTNERS	4,000
CENTRAL COAST JUNIOR GOLF, INC.	1,750
CENTRAL VALLEY COMMUNITY FOUNDATION	5,000
CERRITOS 1ST COMBAT ENGINEER BATTALION ADOPTION COMMITTEE	500
CHARITABLE FUND BENEFITTING GARDENA	4,750
CHARITABLE VENTURES FBO ABREGO EDUCATION SCHOLARS FOUNDATION	1,400
CHARTER OAK PARTNERS IN EDUCATION	500
CHILDRENS ARMY	1,400
CHILDREN'S FUND, INC. CHINESE ASSOCIATION OF WEST COVINA - CAAWC	1,000 1,000
CHINO HILLS COMMUNITY FOUNDATION	1,250
CHINO YOUTH MUSEUM	500
CHOC FOUNDATION DBA CHOC CHILDREN'S FOUNDATION	1,000
CITY OF ARTESIA	1,500
CITY OF BREA	750
CITY OF BUENA PARK	2,000
CITY OF CANYON LAKE	500
CITY OF DIAMOND BAR COMMUNITY FOUNDATION	2,500
CITY OF LA CANADA FLINTRIDGE	1,000
CITY OF MAYWOOD	5,500
CITY OF MONROVIA	500
CITY OF NORCO	900
CITY OF ONTARIO CITY OF SAN JACINTO	2,500 1,500
CLAREMONT COMMUNITY SCHOOL OF MUSIC	2,250
COACHELLA VALLEY ASSOCIATION OF GOVERNMENTS	500
COACHELLA VALLEY ECONOMIC PARTNERSHIP	7,500
COALITION FOR RESPONSIBLE COMMUNITY DEVELOPMENT	2,000
COMISION FEMENIL SAN FERNANDO VALLEY	5,000
COMMUNITY ACTION PARTNERSHIP OF SAN BERNARDINO COUNTY	2,500
COMMUNITY ADVOCATES FOR PEOPLE CHOICES (CAPC)	500
COMMUNITY FAMILY GUIDANCE CENTER	7,000
COMMUNITY FOUNDATION OF MERCED COUNTY	5,000
COMMUNITY HEALTH INITIATIVE OF ORANGE COUNTY	500
COMMUNITY LAWYERS, INC. COMMUNITY PARTNERS	2,500 25,000
COMMUNITY PARTNERS, VERDEXCHANGE INSTITUTE	20,000
COMMUNITY WOMEN VITAL VOICES, INC.	2,500
COMPTON ENTERTAINMENT CHAMBER OF COMMERCE	500
CONEJO FUTURE FOUNDATION	2,500
COOPERACION SANTA ANA	3,000
COUNTY OF RIVERSIDE - OFFICE OF AGING	1,000
COURT APPOINTED SPECIAL ADVOCATES OF KERN COUNTY	2,500
COVINA ROTARY CHARITIES	500
CULVER CITY ARTS FOUNDATION	500
CYPRESS COLLEGE FOUNDATION DELHI COMMUNITY CENTER	3,500 500
DESERT AIDS PROJECT	1,500
DESERT CANCER FOUNDATION	1,500
DIAMOND BAR COMMUNITY FOUNDATION	3,000
DISABILITY IN	10,000
DOLORES MISSION SCHOOL	1,050
DOWNEY HISTORICAL SOCIETY	750
EAST LOS ANGELES COLLEGE FOUNDATION	2,500
ECONOMIC ALLIANCE FOUNDATION	4,500
ECONOMIC ALLIANCE OF THE SAN FERNANDO VALLEY	12,500
EL CAMINO COLLEGE FOUNDATION	2,500
EL CONCILIO DEL CONDADO DE VENTURA	6,600
EL NIDO FAMILY CENTER	5,000
ELEMENTAL STRINGS EMERGENCY RESOLUTES ASSOCIATION	1,000
EMERGENCY RESOURCES ASSOCIATION	1,000

	ACCOUNT CHARGED:
PAID TO	426
ENERGY INDEPENDENCE NOW	2,750
EVELYN S BFF BREAST FRIENDS FOREVER, INC.	1,450
EXECUTIVE SERVICE CORPS OF SOUTHERN CALIFORNIA	500
FAITH IN ACTION OF SAN GORGONIO PASS	500
FAMILY PROMISE OF THE VERDUGOS	3,500
FAMILY SERVICES OF THE DESERT	2,000
FIRST TEE - SILICON VALLEY	20,000
FLINTRIDGE CENTER	2,500
FOODLINK FOR TULARE COUNTY, INC.	2,000
FOODSHARE, INC.	1,320
FOUNDATION FOR WOMEN WARRIORS	1,250
FOUNDATION HARVEST INDUSTRIES	1,000
FRESNO AREA HISPANIC FOUNDATION	2,500
FRIENDS OF CABRILLO MARINE AQUARIUM	5,000
FRIENDS OF HART PARK	2,750
FRIENDS OF THE DESERT MOUNTAINS	2,500
FRIENDS OF THE NORTHRIDGE LIBRARY	500
FRISTERS	1,000
FRONTSIGHT MILITARY OUTREACH	500
GANGS OUT OF DOWNEY	500
GARVEY SCHOOL DISTRICT	1,000
GIRL SCOUT COUNCIL OF ORANGE COUNTY	5,000
GLENDALE EDUCATIONAL FOUNDATION	1,500
GLENDORA COMMUNITY SERVICES FOUNDATION	1,500
GOD'S PANTRY	500
GOLDEN EMPIRE GLEANERS	2,000
GOODWILL INDUSTRIES OF ORANGE COUNTY	5,000
GOVERNORS CUP FOUNDATION, INC.	35,000
GREATER LA AFRICAN AMERICAN CHAMBER OF COMMERCE EDUCATION FUND	25,500

2. CHARITABLE DONATIONS	
PAID TO	ACCOUNT CHARGED: 426
GREATER PALM SPRINGS PRIDE, INC.	1,000
GREATER RIVERSIDE CHAMBER FOUNDATION	3,000
HABITAT FOR HUMANITY FOR SAN LUIS OBISPO COUNTY	1,250
HABITAT FOR HUMANITY INLAND VALLEY, INC.	1,000
HABITAT FOR HUMANITY OF THE SAN GORGONIO PASS AREA HAPPY TRAILS RIDING ACADEMY	500 500
HEARTS ALIGNED, INC.	1,000
HERMANDAD MEXICANA NACIONAL - HEADQUARTERS	1,000
HIGHLAND SENIOR CENTER	2,000
HIS PRESENCE MINISTRY INTERNATIONAL	2,000
HISPANAS ORGANIZED FOR POLITICAL EQUALITY	10,000
HISPANIC CHAMBER OF COMMERCE OF ORANGE COUNTY EDUCATION FOUNDATION	5,000
HISPANIC OUTREACH TASKFORCE HOPE THROUGH HOUSING FOUNDATION	1,000
HOURGLASS PROJECT	500 5,000
HOUSING WORKS	10,000
HYSKY SOCIETY	5,000
IDEATELABS	1,500
IMPERIAL REGIONAL ALLIANCE, INC.	1,500
IN THE MAKING	1,000
INDEPENDENT CITIES ASSOCIATION INGLEWOOD RISING	7,500
INLAND FUTURES FOUNDATION OF THE SAN BERNARDINO COMMUNITY COLLEGE	4,000 1,500
INNERCITY STRUGGLE	1,500
INSTITUTE FOR EDUCATION RESEARCH & SCHOLARSHIPS (IFERS), ASIAN AMERICAN CIVIL LIBERTIES AND ANTI-DEFAMATION (AACLA	2,000
INTERNET ARCHIVE	500
IRWINDALE EDUCATION FUND	1,000
JTM ACADEMY	2,500
JULIUS GUIS MEMORIAL ROTARY FOUNDATION	5,000
K I S FOUNDATION, INC.	3,000 1,000
KERN ATHLETIC FENCING FOUNDATION, INC. KERN COUNTY HISPANIC CHAMBER OF COMMERCE BUSINESS EDUCATION FOUNDATION	1,000
KERN ECONOMIC DEVELOPMENT FOUNDATION	1,750
KID-FIT PRESCHOOL HEALTH AND FITNESS ORGANIZATION	750
KIPP LA SCHOOLS	2,500
KIWANIS CLUB OF ATASCADERO FOUNDATION	2,500
KIWANIS CLUB OF DIAMOND BAR YOUNG PROFESSIONALS	500
KIWANIS CLUB OF REDONDO BEACH FOUNDATION	1,500
LA HABRA MEALS ON WHEELS LABOR COMMUNITY SERVICES PROGRAM OF LOS ANGELES	1,000 15,000
LATINA GOLFERS ASSOCIATION FOUNDATION, INC.	2,500
LATINA LAWYERS BAR ASSOCIATION	3,000
LATINA LEADERS OF KERN COUNTY	1,500
LATINA PUBLIC SERVICE ACADEMY	2,500
LATINO AND LATINA ROUNDTABLE OF THE SAN GABRIEL AND POMONA VALLEY	1,000
LATINO LEADERS NETWORK	5,000
LATINO LEADERS NETWORK LEAGUE OF CALIFORNIA CITIES	10,000 14,000
LEAGUE OF CALIFORNIA CITIES - LATINO CAUCUS	5,000
LINKS FOUNDATION, INC.	1,000
LOCAL ANCHOR FOUNDATION	1,500
LOMITA KIWANIS SCHOLARSHIP TRUST FUND	2,550
LOMPOC TEEN CENTER	7,500
LOS ANGELES AFRICAN AMERICAN WOMEN'S PUBLIC POLICY INSTITUTE	2,500
LOS ANGELES BROTHERHOOD CRUSADE, INC. LOS ANGELES CITY COLLEGE FOUNDATION	10,500
LOS ANGELES CONSERVATION CORPS, ADMINISTRATIVE OFFICE	4,500 50,000
LOS ANGELES ECONOMIC DEVELOPMENT CORPORATION	22,000
LOS ANGELES EMERGENCY PREPAREDNESS FOUNDATION	3,000
LOS ANGELES FIRE DEPARTMENT FOUNDATION	11,000
LOS ANGELES LATINO CHAMBER OF COMMERCE FOUNDATION	15,200
LOS ANGELES PRESS CLUB	2,600
LOS ANGELES URBAN LEAGUE	5,000
LOS COURAGE CAMPS LOVE THEM ALL FOUNDATION	500 2,000
LTSC COMMUNITY DEVELOPMENT CORPORATION - LITTLE TOKYO SERVICE CENTER	1,000
MANA DE IMPERIAL VALLEY	1,000
MAR VISTA FAMILY CENTER	5,000
MARINE MAMMAL CARE CENTER LOS ANGELES	1,500

2. CHARITABLE DONATIONS	
PAID TO	ACCOUNT CHARGED: 426
MARYMOUNT HIGH SCHOOL	500
MCFARLAND USA FOUNDATION	500
MCKITTRICK ELEMENTARY SCHOOL	500
MENIFEE INTERFAITH AND COMMUNITY SERVICE COUNCIL	1,000
MENIFEE VALLEY BOYS & GIRLS CLUB	1,000
MEXICAN AMERICAN LEGAL DEFENSE AND EDUCATIONAL FUND	5,000
MEXICAN AMERICAN OPPORTUNITY FOUNDATION	5,000
MICHELLE'S PLACE MISSION INN FOUNDATION	1,000 2,500
MOJAVE ENVIRONMENTAL EDUCATION CONSORTIUM	3,250
MONTEBELLO-COMMERCE YMCA	3,550
MORENO VALLEY COMMUNITY FOUNDATION	2,500
MOTHERS IN ACTION	25,000
MT SAN JACINTO COLLEGE FOUNDATION	1,000
MU XI LAMBDA CHAPTER OF ALPHA PHI ALPHA FRATERNITY, INC.	500
NATIONAL ASSOCIATION OF MINORITY CONTRACTORS	10,000
NATIONAL HISDANIC BUSINESS MOMEN ASSOCIATION	2,000 750
NATIONAL HISPANIC BUSINESS WOMEN ASSOCIATION NATIONAL LATINA BUSINESS WOMEN ASSO CIATION - IE INSTITUTE	10,500
NEW CALIFORNIA COALITION FOUNDATION	1,250
NOR EDUCATION COMMUNITY FUND	2,500
NORTH VALLEY FAMILY YMCA	500
OAK GROVE - CENTER FOR EDUCATION TREATMENT AND THE ARTS	1,500
OC REC	15,000
OCEANOGRAPHIC TEACHING STATIONS, INC.	750
OJAI RAPTOR CENTER	10,000
ONTARIO CHAMBER OF COMMERCE FOUNDATION - PURPLE HEARTS	5,000
ONTARIO-MONTCLAIR SCHOOLS FOUNDATION ORANGE COAST CHRISTIAN OUTREACH	3,500 1,250
ORANGE COUNTY ASIAN AND PACIFIC ISLANDER COMMUNITY ALLIANCE	3,500
ORANGE COUNTY CHILDRENS THERAPEUTIC ARTS CENTER	500
ORANGE COUNTY COASTKEEPER	735
ORANGE COUNTY COMMUNITY FOUNDATION	2,500
ORANGE COUNTY CURRENT AFFAIRS FORUM	2,500
ORANGE COUNTY FIRE AUTHORITY FOUNDATION	5,000
ORANGE COUNTY UNITED WAY	5,000
OUR AUTHORS STUDY CLUB, INC. PACIFIC AREA BOOSTERS ASSOCIATION	4,000 500
PACIFIC ASIAN CONSORTIUM IN EMPLOYMENT	5,000
PACIFIC CREST YOUTH ARTS ORGANIZATION	4,000
PALM SPRINGS AIR MUSEUM	2,000
PALOS VERDES PENINSULA ROTARY FOUNDATION, INC.	2,500
PARENTS EDUCATORS-TEACHERS & STUDENTS IN ACTION	1,000
PASADENA POLICE FOUNDATION	1,500
PASADENA SENIOR CENTER	1,500
PEOPLE FOR PETSMAGIC VALLEY HUMANE SOCIETY INCORPORATED	500
PEPPERDINE UNIVERSITY PLACENTIA COMMUNITY FOUNDATION	2,500 2,000
PLAZA DE LA RAZA	5,000
POWER OF ONE FOUNDATION	500
PROFESSIONAL WOMENS ROUNDTABLE	500
PROJECT HOPE CA, INC.	500
REDLANDS COMMUNITY MUSIC ASSOCIATION	5,000
REDLANDS HIGH SCHOOL VOCAL MUSIC BOOSTERS	1,000
REGENTS OF THE UNIVERSITY OF CALIFORNIA	25,000
REGENTS OF THE UNIVERSITY OF CALIFORNIA AT IRVINE REGIONAL ACCESS PROJECT FOUNDATION	500
RIVERSIDE COMMUNITY COLLEGE DISTRICT FOUNDATION	1,250 1,550
RIVERSIDE COUNTY WORKS	1,000
RIVERSIDE LAND CONSERVANCY	1,750
ROSE BOWL AQUATICS CENTER	500
ROTARY CLUB OF REDONDO BEACH COMMUNITY FOUNDATION	1,500
ROTARY DISTRICT 5320	500
S O M PROGRAM	1,000
SALESIAN FAMILY YOUTH CENTER	1,000
SALT AND LIGHT WORKS	10,000
SAMUELI ACADEMY SAN BERNARDINO BLACK CULTURE FOUNDATION	500 2,500
SAN BERNARDINO COUNTY - ADMINISTRATIVE OFFICE	5,000
SAN BERNARDINO COUNTY MUSEUM ASSOC 2022 ORANGE TREE LN	1,000
SAN BERNARDINO COUNTY SAFETY EMPLOYEES BENEFIT ASSOCIATION CHARITY	5,000
	,

2. CHARITABLE DONATIONS	
PAID TO	ACCOUNT CHARGED: 426
SAN BERNARDINO INTERNATIONAL AIRPORT, INC.	2,500
SAN PEDRO CHAMBER OF COMMERCE NONPROFIT ASSOCIATION	2,500
SANTA ANA COLLEGE FOUNDATION	2,500
SANTA CLARITA VALLEY ECONOMIC DEVELOPMENT CORPORATION	7,000
SANTA YNEZ VALLEY HISTORICAL MUSEUM AND CARRIAGE HOUSE	1,500
SANTIAGO SCHOOL PTA	500
SCHEMATH EDUCATION FOUNDATION	500
SCHOLARSHIP AMERICA	28,525
SECOND HARVEST FOOD BANK OF ORANGE COUNTY	500
SEQUOIA RIVERLANDS TRUST	2,500
SEQUOIA VALLEY ECONOMIC DEVELOPMENT FOUNDATION	2,500
SHAFTER LIONS FOUNDATION	4,000
SHAREFEST COMMUNITY DEVELOPMENT	5,000
SHERIFFS EMPLOYEE ASSISTANCE TEAM, INC.	1,500
SHETECH INTERNATIONAL	1,500 500
SIGMA BETA XI, INC. SMALL BUSINESS DIVERSITY NETWORK	1,500
SOUTH BAY WORKFORCE CONSORTIUM	2,000
SOUTH BAT WORK ORCE CONSORTION SOUTHEAST COMMUNITY DEVELOPMENT CORPORATION	3,000
SOUTHEAST-RIO VISTA YMCA	1,500
SOUTHERN CALIFORNIA ASSOCIATION OF GOVERNMENTS	12,000
SOUTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS MIKE QUEVEDOS	4,000
SOUTHERN CALIFORNIA GRANTMAKERS	7,500
SOUTHERN CALIFORNIA MINORITY BUSINESS DEVELOPMENT COUNCIL	28,000
SOUTHERN CALIFORNIA WATER COALITION	7,500
SOUTHLAND REGIONAL ASSOCIATION OF REALTORS	2,500
SPEECH & LANGUAGE DEVELOPMENT CTR.	750
SPIRITT FAMILY SERVICES	500
STAGECOACH DAYS ASSOCIATION	500
STATE OF CALIFORNIA	87,500
TARAS CHANCE	1,000
TEAMSTERS LOCAL 848 ALL CHARITIES FUND	2,500
THE ASSOCIATION OF WOMEN IN WATER, ENERGY AND ENVIRONMENT	3,000
THE AUTISM COMMUNITY IN ACTION	1,500
THE COMMUNITY FOUNDATION THE EAST LOS ANGELES COMMUNITY UNION (TELACU) EDUCATION FOUNDATION	1,300 2,500
THE ECOLOGY CENTER	1,800
THE EMILY SHANE FOUNDATION	1,000
THE HALE FOUNDATION	1,250
THE HISTORICAL SOCIETY OF POMONA VALLEY	1,500
THE HUNTINGTON LIBRARY, ART MUSEUM, AND BOTANICAL GARDENS	2,000
THE LEARNING CENTERS AT FAIRPLEX	500
THE LGBTQ CENTER LONG BEACH	5,000
THE MURRIETA ROTARY FOUNDATION	1,000
THE SALVATION ARMY	500
THE UCI FOUNDATION	12,500
THE UCLA FOUNDATION	9,000
THE WHOLE CHILD	500
THE WILDFIRE CONSERVANCY	25,000
THOMAS HOUSE TEMPORARY SHELTER	1,000
THOUSAND OAKS POLICE CHARITABLE FOUNDATION THRIVE IN JOY NICK FAGNANO FOUNDATION	2,500 700
TORRANCE POLICE FOUNDATION	1,500
TREE FOUNDATION OF KERN	1,000
TULARE COUNTY OFFICE OF EDUCATION FOUNDATION	2,500
TUSTIN COMMUNITY FOUNDATION	1,000
U C RIVERSIDE FOUNDATION	500
UNITED STATES PAN ASIAN AMERICAN CHAMBER OF COMMERCE EDUCATION	3,000
UNITED WAY OF LOS ANGELES, GAS ASSISTANCE FUND	400,000
UNITED WAY OF MERCED COUNTY, INC.	4,500
UNITED WAY OF TULARE COUNTY	3,000
UNITED WAY OF VENTURA COUNTY	2,500
UNIVERSITY OF CALIFORNIA, IRVINE	50,000
VC COLAB FOUNDATION	3,500
VENICE FAMILY CLINIC	1,000
VENICE SKILLS CENTER	1,500
VENTURA COUNTY AREA AGENCY ON AGING FOUNDATION	1,500
VENTURA COUNTY FARM TO SCHOOL	1,500
VENTURA COUNTY LEADERSHIP ACADEMY, INC. VENTURA COUNTY SCIENCE CENTER	5,000 500
VETERANS IN BUSINESS NETWORK	500 14,000
VETERAND IN DODINEDURET WORK	14,000

	ACCOUNT CHARGED:
PAID TO	426
VETERANS OF FOREIGN WARS DEPARTMENT OF CALIFORNIA	500
VETFUND FOUNDATION	20,000
VIA CARE COMMUNITY HEALTH CENTER	1,750
VISALIA ECONOMIC DEVELOPMENT CORPORATION	1,680
VITAL LINK	3,000
WALKING SHIELD, INC.	3,000
WAM BLOCK PARTY, INC.	1,500
WARD ECONOMIC DEVELOPMENT CORPORATION	5,000
WE CARE OF LOS ALAMITOS, INC.	1,000
WECOMPOST2	500
WEINGART EAST LOS ANGELES YMCA	1,000
WELLNESS & PREVENTION FOUNDATION	500
WEST COAST CULTURAL ARTS, INC.	1,200
WEST END YMCA, SCHEU FAMILY YMA OF UPLAND	500
WEST LOS ANGELES COLLEGE FOUNDATION	2,500
WETLANDS AND WILDLIFE CARE CENTER	5,000
WOMANHAVEN	1,000
WOMEN IN NON TRADITIONAL EMPLOYMENT ROLES, ADMINISTRATIVE OFFICE	2,500
WOMEN'S BUSINESS ENTERPRISE COUNCIL-WEST	14,000
WOMEN'S ECONOMIC VENTURES	1,450
WOMENS PUBLIC LEADERSHIP NETWORK	10,000
WRCOG SUPPORTING FOUNDATION	4,000
YMCA METROPOLITAN LOS ANGELES – WILMINGTON YMCA	2,500
YMCA OF GLENDALE	2,500
YMCA OF METROPOLITAN LOS ANGELES	1,000
YMCA OF THE DESERT	1,500
YMCA OF THE EAST VALLEY	2,500
YMCA WESTCHESTER FAMILY	2,500
YORBA LINDA WOMANS CLUB	500
YOUNG LIFE - SANTA BARBARA	1,500
YOUNG MENS CHRISTIAN ASSOCIATION OF METROPOLITAN LOS ANGELES	5,000
YOUTH FOR TRUTH INTERNATIONAL	750
YOUTH SCIENCE CENTER	1,500
YWCA - GLENDALE	2,500
TOTAL	5,351,726

SOUTHERN CALIFORNIA GAS COMPANY

DUES, DONATIONS, SUBSCRIPTIONS AND CONTRIBUTIONS (ORGANIZATIONS PAID \$500 OR MORE)

FOR THE YEAR ENDED DECEMBER 31, 2024

3. NON-CHARITABLE CONTRIBUTIONS	
PAID TO	ACCOUNT CHARGED: 426
ALHAMBRA CHAMBER OF COMMERCE	1,500
ALTADENA CHAMBER OF COMMERCE	2,100
AMERICAN BIOGAS COUNCIL	6,400
AMERICAN FEDERATION OF LABOR & CONGRESS OF INDUSTRIAL ORGS	50,000
AMERICAN GAS ASSOCIATION (AGA)	43,756
AMERICAN INDIAN CHAMBER OF COMMERCE OF CALIFORNIA	15,000
ANAHEIM CHAMBER OF COMMERCE	2,029
ANTELOPE VALLEY CHAMBERS OF COMMERCE	550
ARTESIA CHAMBER OF COMMERCE	500
ASIAN BUSINESS ASSOCIATION - LOS ANGELES	16,500
ASIAN BUSINESS ASSOCIATION OF ORANGE COUNTY	9,000
AV EDGE	5,000
BANNING CHAMBER OF COMMERCE	500
BEAUMONT CHAMBER OF COMMERCE	1,625
BELL CHAMBER OF COMMERCE	3,700
BELLFLOWER CHAMBER OF COMMERCE	827
BEVERLY HLLS CHAMBER OF COMMERCE	975
BIOENERGY ASSOCIATION OF CALIFORNIA	5,775
BOYLE HEIGHTS CHAMBER OF COMMERCE	650
BRAWLEY CHAMBER OF COMMERCE	1,630
BREA CHAMBER OF COMMERCE	4,000
BUELLTON BUSINESSMENS ASSOCIATION CHAMBER OF COMMERCE	2,500
BUILDING INDUSTRY ASSOCIATION OF SOUTHERN CALIFORNIA	2,500
BUILDOUT CALIFORNIA	5,000
BURBANK CHAMBER OF COMMERCE	2,500
CALABASAS CHAMBER OF COMMERCE	525
CALIFORNA CRAFT BREWERS ASSOCIATION	925
CALIFORNIA ASIAN PACIFIC CHAMBER OF COMMERCE	47,500
CALIFORNIA BUILDING INDUSTRY ASSOCIATION	10,000
CALIFORNIA BUSINESS PROPERTIES ASSOCIATION	5,000
CALIFORNIA CARBON SOLUTIONS COALITION	60,000
CALIFORNIA CHAMBER OF COMMERCE	77,500
CALIFORNIA CHAPTER AMERICAN PLANNING ASSOCIATION	6,000
CALIFORNIA CHAPTER AMERICAN PLANNING ASSOCIATION CALIFORNIA CHAPTER AMERICAN PLANNING ASSOCIATION, LOS ANGELES SECTION	1,000
CALIFORNIA CONTRACT CITIES ASSOCIATION	15,000
CALIFORNIA COUNCIL FOR ENVIRONMENTAL AND ECONOMIC BALANCE	100,000
CALIFORNIA HYDROGEN BUSINESS COUNCIL	442,000
CALIFORNIA ITIDROGEN BOSINESS COUNCIL CALIFORNIA ISSUES FORUM	25,000
CALIFORNIA MANUFACTURERS & TECHNOLOGY ASSOC.	8,250
	4,725
CALIFORNIA NATURAL GAS VEHICLE COALITION CALIFORNIA RETAILERS ASSOCIATION	•
	9,200
CALIFORNIA TRUCKING ASSOCIATION CALIMESA CHAMBER OF COMMERCE	4,093 500
	900
CARSON CHAMBER OF COMMERCE	
CENTRAL CITY ASSOCIATION OF LOS ANGELES	46,000
CENTRAL VALLEY BUSINESS FEDERATION	50,000
CERRITOS CHAMBER OF COMMERCE	2,000
CHAMBER OF COMMERCE - CENTURY CITY	750
CHAMBER OF COMMERCE - CRENSHAW	1,500
CHAMBER OF COMMERCE - DANA POINT	1,435
CHAMBER OF COMMERCE - EAST LOS ANGELES	1,325
CHAMBER OF COMMERCE - LAGUNA BEACH	500
CHAMBER OF COMMERCE - ONTARIO	2,500
CHAMBER OF COMMERCE - SAN CLEMENTE	1,114
CHAMBER OF COMMERCE - SAN JUAN CAPISTRANO	900
CHATSWORTH PORTER RANCH CHAMBER OF COMMERCE	4,000

SOUTHERN CALIFORNIA GAS COMPANY DUES, DONATIONS, SUBSCRIPTIONS AND CONTRIBUTIONS (ORGANIZATIONS PAID \$500 OR MORE)

FOR THE YEAR ENDED DECEMBER 31, 2024

	ACCOUNT CHARGED:
PAID TO	426
CHINESE AMERICAN CONSTRUCTION PROFESSIONALS	10,000
CHINESE-AMERICAN ELECTED OFFICIALS, INC.	1,988
CHINO VALLEY CHAMBER OF COMMERCE	950
CLAREMONT CHAMBER OF COMMERCE	600
COALITION FOR RENEWABLE NATURAL GAS	10,000
COALITION OF LABOR AGRICULTURE & BUSINESS OF SAN LUIS OBISPO COUNTY	1,100
COALITION OF LABOR, AGRICULTURE AND BUSINESS - SANTA MARIA CHAPTER	1,100
COLTON CHAMBER OF COMMERCE	1,500
COMPTON CHAMBER OF COMMERCE	750
CORCORAN CHAMBER OF COMMERCE, INC.	2,000
CORONA CHAMBER OF COMMERCE	8,168
COSTA MESA CHAMBER OF COMMERCE	2,650
COVINA CHAMBER OF COMMERCE	525
COVINA VALLEY OPTIMIST CLUB	520
CULVER CITY CHAMBER OF COMMERCE	825
CYPRESS CHAMBER OF COMMERCE	1,300
DELANO CHAMBER OF COMMERCE	600
DESERT VALLEYS BUILDERS ASSOCIATION	3,350
DOWNEY CHAMBER OF COMMERCE	1,710
DUARTE CHAMBER OF COMMERCE	1,574
EASTVALE CHAMBER OF COMMERCE	1,850
ECONOMIC DEVELOPMENT CORPORATION OF FRESNO COUNTY	2,500
ECONOMIC DEVELOPMENT CORPORATION OF SOUTHWEST RIVERSIDE COUNTY	6,300
EL CENTRO CHAMBER OF COMMERCE	3,275
EL MONTE / SOUTH EL MONTE CHAMBER OF COMMERCE	1,500
EXETER CHAMBER OF COMMERCE	550
FILIPINO AMERICAN CHAMBER OF COMMERCE	1,500
FONTANA CHAMBER OF COMMERCE	2,400
FOUNTAIN VALLEY CHAMBER OF COMMERCE	850
FRESNO CHAMBER OF COMMERCE	640
FULLERTON CHAMBER OF COMMERCE	3,050
FUTUREPORTS	2,500
GARDEN GROVE CHAMBER OF COMMERCE	1,010
GARDENA VALLEY CHAMBER OF COMMERCE	600
GATEWAY CHAMBERS ALLIANCE, INC.	750
GLENDORA CHAMBER OF COMMERCE	4,875
GREATER BAKERSFIELD CHAMBER OF COMMERCE	8,670
GREATER COACHELLA VALLEY CHAMBER OF COMMERCE	3,400
GREATER CONEJO VALLEY CHAMBER OF COMMERCE	6,025
GREATER MONTEREY PARK CHAMBER OF COMMERCE	500
GREATER RIVERSIDE CHAMBERS OF COMMERCE	8,375
GREATER SAN FERNANDO VALLEY CHAMBER OF COMMERCE	3,400
HANFORD CHAMBER OF COMMERCE	700
HARBOR ASSOCIATION OF INDUSTRY & COMMERCE	2,500
HARBOR TRUCKING ASSOCIATION	7,500
HAWTHORNE CHAMBER OF COMMERCE	800
HEMET/SAN JACINTO VALLEY CHAMBER OF COMMERCE	1,904
HERMOSA BEACH CHAMBER OF COMMERCE	1,800
HOLLYWOOD CHAMBER OF COMMERCE	6,400
HUNTINGTON BEACH CHAMBER OF COMMERCE	1,525
IMPERIAL VALLEY ECONOMIC DEVELOPMENT CORPORATION	·
INDUSTRIAL COUNCIL/CHAMBER OF COMMERCE	10,000
•	3,030
INDUSTRY MANUFACTURES COUNCIL	1,500
INGLEWOOD/AIRPORT AREA CHAMBER OF COMMERCE	500
INLAND ACTION, INC.	6,042
INLAND EMPIRE ASIAN BUSINESS ASSOCIATION #984	2,000

3. NON-CHARITABLE CONTRIBUTIONS	
DAID TO	ACCOUNT CHARGED:
PAID TO	426
INLAND EMPIRE ECONOMIC PARTNERSHIP	17,500
IRVINE CHAMBER OF COMMERCE	6,300
IRWINDALE CHAMBER OF COMMERCE	4,500
JURUPA VALLEY CHAMBER OF COMMERCE	1,250
KERN COUNTY BLACK CHAMBER OF COMMERCE	600
KERN COUNTY HISPANIC CHAMBER OF COMMERCE	500
KERN COUNTY TAXPAYERS ASSOCIATION	5,000
KERN ECONOMIC DEVELOPMENT CORPORATION	7,500
KINGS COUNTY ECONOMIC DEVELOPMENT CORPORATION	5,000
KIWANIS INTERNATIONAL, INC.	500
LA COUNTY LGBTQ+ ELECTED OFFICIAL	1,000
LA HABRA AREA CHAMBER OF COMMERCE	990
LA MIRADA CHAMBER OF COMMERCE	649
LA SOUTH CHAMBER OF COMMERCE	500
LA VERNE CHAMBER OF COMMERCE	775
LA VERNE FRIENDS OF THE FOURTH OF JULY	500
LAKE ELSINORE VALLEY CHAMBER OF COMMERCE	2,750
LAKE FOREST CHAMBER OF COMMERCE	1,300
LAKEWOOD CHAMBER OF COMMERCE	1,220
LATIN BUSINESS ASSOCIATION - LOS ANGELES	11,000
LAX COASTAL AREA CHAMBER OF COMMERCE	7,750
LEMOORE DISTRICT CHAMBER OF COMMERCE	500
LOMITA CHAMBER OF COMMERCE	2,380
LONG BEACH AREA CHAMBER OF COMMERCE	7,500
LONG BEACH LGBTQ+ CHAMBER OF COMMERCE	5,000
LOS ALAMITOS CHAMBER OF COMMERCE	750
LOS ANGELES AREA CHAMBER OF COMMERCE	80,000
LOS ANGELES BUSINESS COUNCIL	10,000
LOS ANGELES COUNTY BUSINESS FEDERATION	68,000
LOS ANGELES GAY AND LESBIAN CHAMBER OF COMMERCE	10,000
MALIBU CHAMBER OF COMMERCE	1,599
MANHATTAN BEACH CHAMBER OF COMMERCE	750
MENIFEE VALLEY CHAMBER OF COMMERCE	550
MOBILITY 21	32,600
MONROVIA CHAMBER OF COMMERCE	850
MONTCLAIR CHAMBER OF COMMERCE	1,150
MONTEBELLO CHAMBER OF COMMERCE	2,235
MOORPARK CHAMBER OF COMMERCE	725
MORENO VALLEY CHAMBER OF COMMERCE	760
MURRIETA CHAMBER OF COMMERCE	3,300
MURRIETA TEMECULA GROUP	700
NATIONAL GAY & LESBIAN CHAMBER OF COMMERCE	14,000
NATIONAL PETROLEUM COUNCIL	66,704
NAWBO-CALIFORNIA	32,500
NEWPORT BEACH CHAMBER OF COMMERCE	1,500
NORTH REDONDO BEACH BUSINESS ASSOCIATION	1,000
NORTH VALLEY REGIONAL CHAMBER OF COMMERCE	1,500
NORWALK CHAMBER OF COMMERCE	1,555
ORANGE CHAMBER OF COMMMERCE	3,500
ORANGE COUNTY BUSINESS COUNCIL	27,145
ORANGE COUNTY PUBLIC AFFAIRS ASSOCIATION	500
ORANGE COUNTY TAXPAYERS ASSOCIATION	7,500
PALM DESERT CHAMBER OF COMMERCE	500
PALM SPRINGS CHAMBER OF COMMERCE	500
PALOS VERDES PENINSULA CHAMBER OF COMMERCE	3,663
PARAMOUNT CHAMBER OF COMMERCE	1,018
TANAMOOM CHAMBER OF COMMERCE	1,018

SOUTHERN CALIFORNIA GAS COMPANY

${\color{blue} \textbf{DUES, DONATIONS, SUBSCRIPTIONS AND CONTRIBUTIONS}}$

(ORGANIZATIONS PAID \$500 OR MORE) FOR THE YEAR ENDED DECEMBER 31, 2024

3. NON-CHARITABLE CONTRIBUTIONS	
PAID TO	ACCOUNT CHARGED: 426
PASADENA CHAMBER OF COMMERCE	6,060
PERRIS VALLEY CHAMBER OF COMMERCE	1,500
PLACENTIA CHAMBER OF COMMERCE	1,880
POMONA CHAMBER OF COMMERCE	2,730
PROTECTING OUR FUTURE, INC.	2,500
PUBLIC RELATIONS SOCIETY OF AMERICA LOS ANGELES	8,500
RANCHO CUCAMONGA CHAMBER OF COMMERCE	2,425
RANCHO MIRAGE CHAMBER OF COMMERCE	550
REDLANDS CHAMBER OF COMMERCE	2,195
REDONDO BEACH CHAMBER OF COMMERCE	2,125
REGIONAL BLACK CHAMBER OF COMMERCE OF THE SAN FERNANDO VALLEY	1,500
REGIONAL CHAMBER OF COMMERCE SAN GABRIEL VALLEY	750
REGIONAL HISPANIC CHAMBER OF COMMERCE	2,500
RENEWABLE HYDROGEN ALLIANCE	5,000
RIVERSIDE COUNTY ECONOMIC DEVELOPMENT AGENCY	1,000
ROSEMEAD CHAMBER OF COMMERCE	1,430
RSM CHAMBER OF COMMERCE	500
SAN BERNARDINO AREA CHAMBER OF COMMERCE	690
SAN BERNARDINO CHAMBER OF COMMERCE	2,500
SAN DIMAS CHAMBER OF COMMERCE	1,190
SAN GABRIEL VALLEY CIVIC ALLIANCE	5,000
SAN GABRIEL VALLEY ECONOMIC PARTNERSHIP	13,162
SAN GABRIEL VALLEY PUBLIC AFFAIRS NETWORK	2,000
SAN LUIS OBISPO CHAMBER OF COMMERCE	990
SAN PEDRO PENINSULA CHAMBER OF COMMERCE	6,500
SAN PEDRO PROPERTY OWNERS ALLIANCE	1,000
SANTA ANA CHAMBER OF COMMERCE	6,035
SANTA ANA CHAMBER OF COMMERCE SANTA BARBARA ASSOCIATION OF REALTORS	1,600
SANTA BARBARA COUNTY TAXPAYERS ASSOCIATION	590
SANTA BARBARA SOUTH COAST CHAMBER OF COMMERCE	5,050
SANTA CLARITA VALLEY CHAMBER OF COMMERCE	6,950
SANTA CEANTIA VALLET CHAMBER OF COMMERCE AND INDUSTRIAL LEAGUE, INC.	1,500
SANTA MARIA VALLEY CHAMBER OF COMMERCE	580
SANTA MAKIA VALLET CHAMBER OF COMMERCE	1,740
SIMI VALLEY CHAMBER OF COMMERCE	990
SOUTH BAY ASSOCIATION OF CHAMBERS OF COMMERCE	2,500
SOUTH BAY CITIES COUNCIL OF GOVERNMENTS	· · · · · · · · · · · · · · · · · · ·
SOUTH BAT CITIES COUNCIL OF GOVERNMENTS SOUTH GATE CHAMBER OF COMMERCE	2,500
	2,500
SOUTH ORANGE COUNTY REGIONAL CHAMBERS OF COMMERCE	2,500
SOUTHERN CALIFORNIA AIR QUALITY ALLIANCE	2,500
SOUTHERN CALIFORNIA BLACK CHAMBER OF COMMERCE INLAND VALLEY	500
SUSTAIN SOCAL TEMPORAL AVAILABLE OF COMMERCE	5,000
TEMECULA VALLEY CHAMBER OF COMMERCE	4,725
TEMPLE CITY CHAMBER OF COMMERCE	1,000
THE GREATER HUNTINGTON PARK AREA CHAMBER OF COMMERCE	500
THE LATINO CAUCUS OF CALIFORNIA COUNTIES	30,000
THE TRANSPORT PROJECT	11,251
TORRANCE AREA CHAMBER OF COMMERCE	2,935
TRI-COUNTY CHAMBER ALLIANCE	3,000
TULARE CHAMBER OF COMMERCE	1,050
TULARE COUNTY ECONOMIC DEVELOPMENT CORPORATION	3,350
TULARE KINGS HISPANIC CHAMBER OF COMMERCE	2,400
UNITED CHAMBERS OF COMMERCE	7,500
UPLAND CHAMBER OF COMMERCE	2,070
VALLEY INDUSTRY AND COMMERCE ASSOCIATION	40,000
VENICE CHAMBER OF COMMERCE	4,595

	ACCOUNT CHARGED:
PAID TO	426
VENTURA CHAMBER OF COMMERCE	3,500
VENTURA COUNTY COALITION OF LABOR AGRICULTURE AND BUSINESS	5,300
VENTURA COUNTY TAX PAYERS ASSOCIATION	2,000
VISALIA BREAKFAST LIONS	2,500
VISALIA CHAMBER OF COMMERCE	1,176
WEST HOLLYWOOD CHAMBER OF COMMERCE	2,500
WEST VENTURA COUNTY BUSINESS ALLIANCE INCORPORATED	2,675
WESTSIDE COUNCIL OF CHAMBERS OF COMMERCE	4,300
WHITTIER AREA CHAMBER OF COMMERCE	2,500
WILMINGTON CHAMBER OF COMMERCE	5,150
WOMEN LAWYERS ASSOCIATION OF LOS ANGELES	750
WOODLAND HILLS CHAMBER OF COMMERCE	1,500
WORKING CALIFORNIANS RESEARCH FUND	10,000
YORBA LINDA CHAMBER OF COMMERCE	3,460
TOTAL	2,027,007