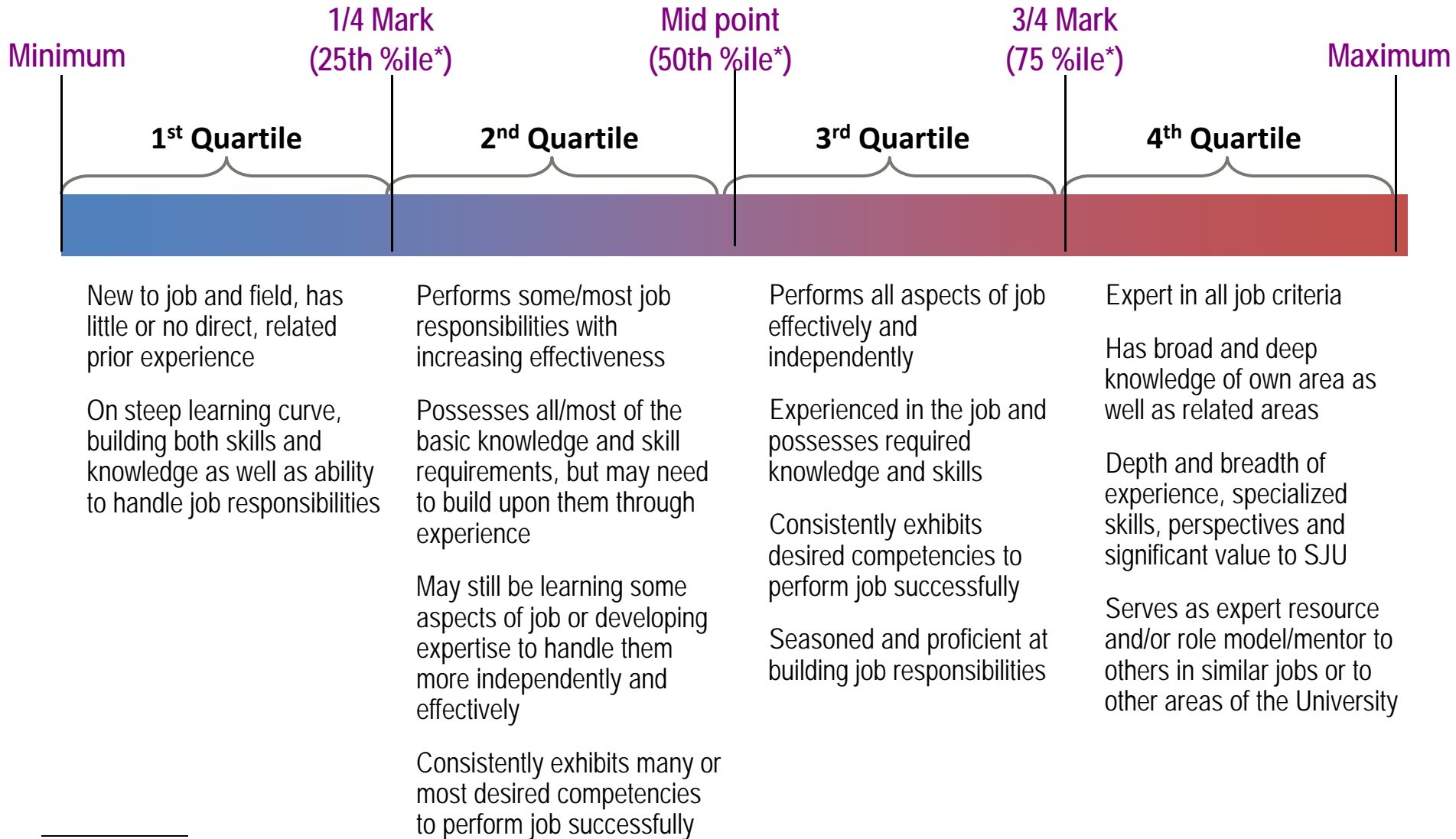


Managing Pay Within a Band



* The market 25%ile to the 75% is roughly equivalent to the second and third quartiles of the salary range.