

<p>Our Mean and Median gender Pay Gap</p> <p>10.6% Mean gender pay gap using hourly pay</p> <p>2.9% Median gender pay gap using hourly pay</p>	<p>Percentage of Men and Women who Received Bonus Pay</p> <p>23.2% Men</p> <p>18.3% Women</p>															
<p>Percentage of Men and Women in Each Hourly Pay Quarter</p> <table border="1" data-bbox="108 741 831 943"> <thead> <tr> <th>Quartile</th> <th>Female %</th> <th>Male %</th> </tr> </thead> <tbody> <tr> <td>Upper Pay Quarter</td> <td>41%</td> <td>59%</td> </tr> <tr> <td>Upper Middle Pay Quarter</td> <td>46%</td> <td>54%</td> </tr> <tr> <td>Lower Middle Pay Quarter</td> <td>54%</td> <td>46%</td> </tr> <tr> <td>Lower Pay Quarter</td> <td>58%</td> <td>42%</td> </tr> </tbody> </table>	Quartile	Female %	Male %	Upper Pay Quarter	41%	59%	Upper Middle Pay Quarter	46%	54%	Lower Middle Pay Quarter	54%	46%	Lower Pay Quarter	58%	42%	<p>Mean and Median Gender Pay Gap Using Bonus Pay</p> <p>34.2% Mean gender pay gap using bonus pay</p> <p>20.0% Median gender pay gap using bonus pay</p>
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