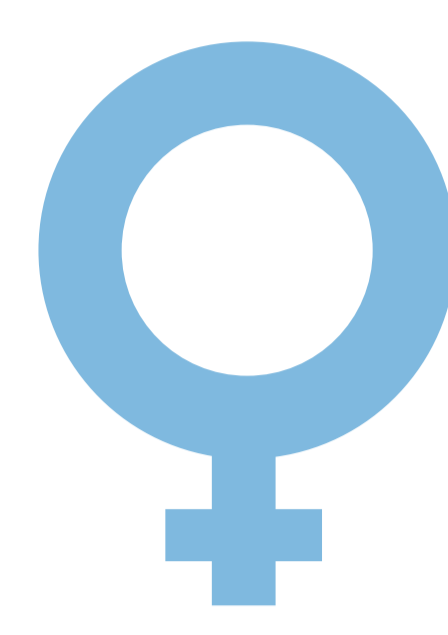


GENDER PAY GAP ANALYSIS 2022

TOTAL EMPLOYEES = 424



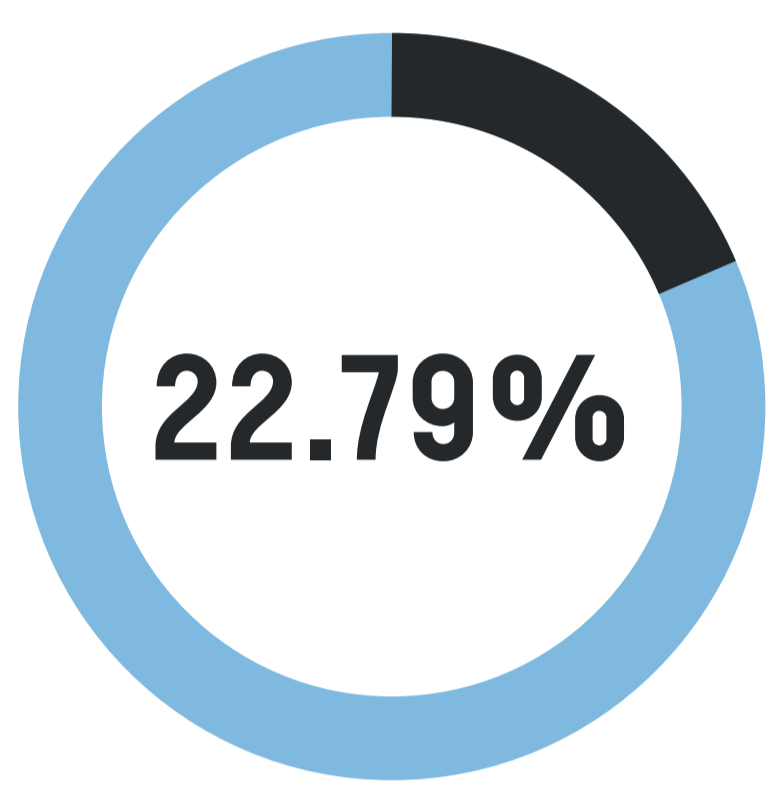
Male: 317
74.76%



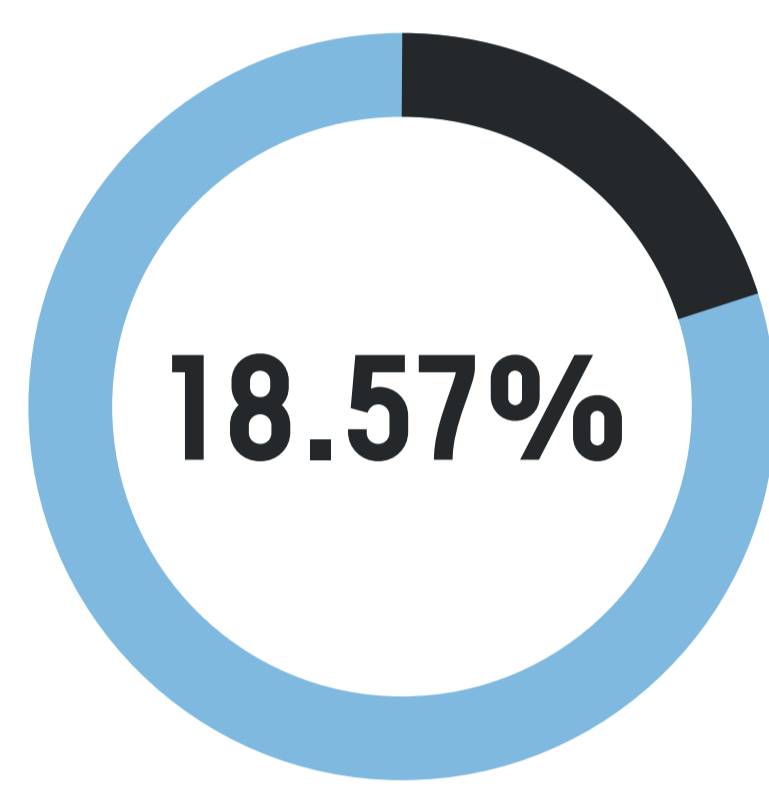
Female: 107
25.24%

DIFFERENCE IN PAY...

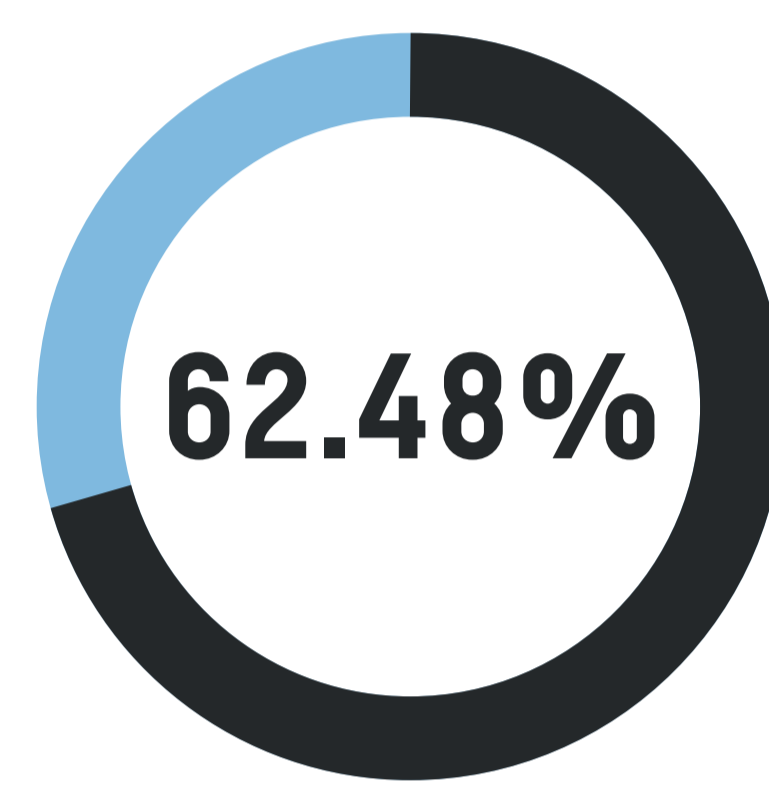
Difference in hourly rate of pay - mean



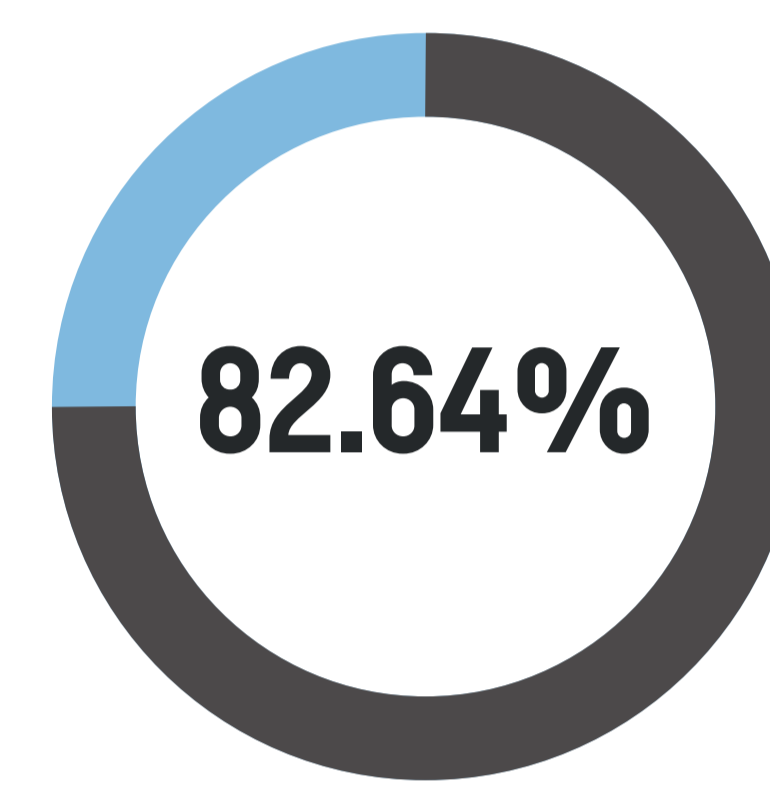
Difference in hourly rate of pay - median



Difference in bonus pay - mean



Difference in bonus pay - median



PERCENTAGE OF EMPLOYEES WHO RECEIVED BONUS PAY...

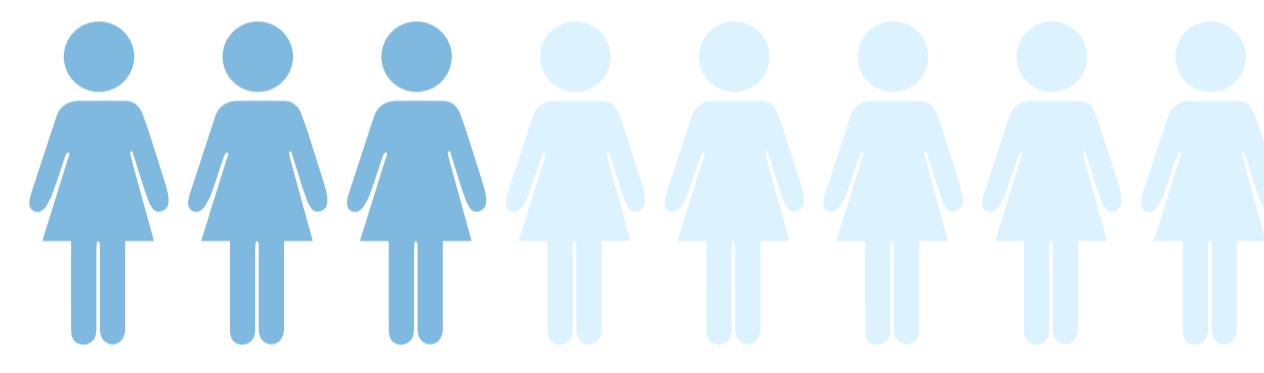
Males who received bonus pay:

8.84%



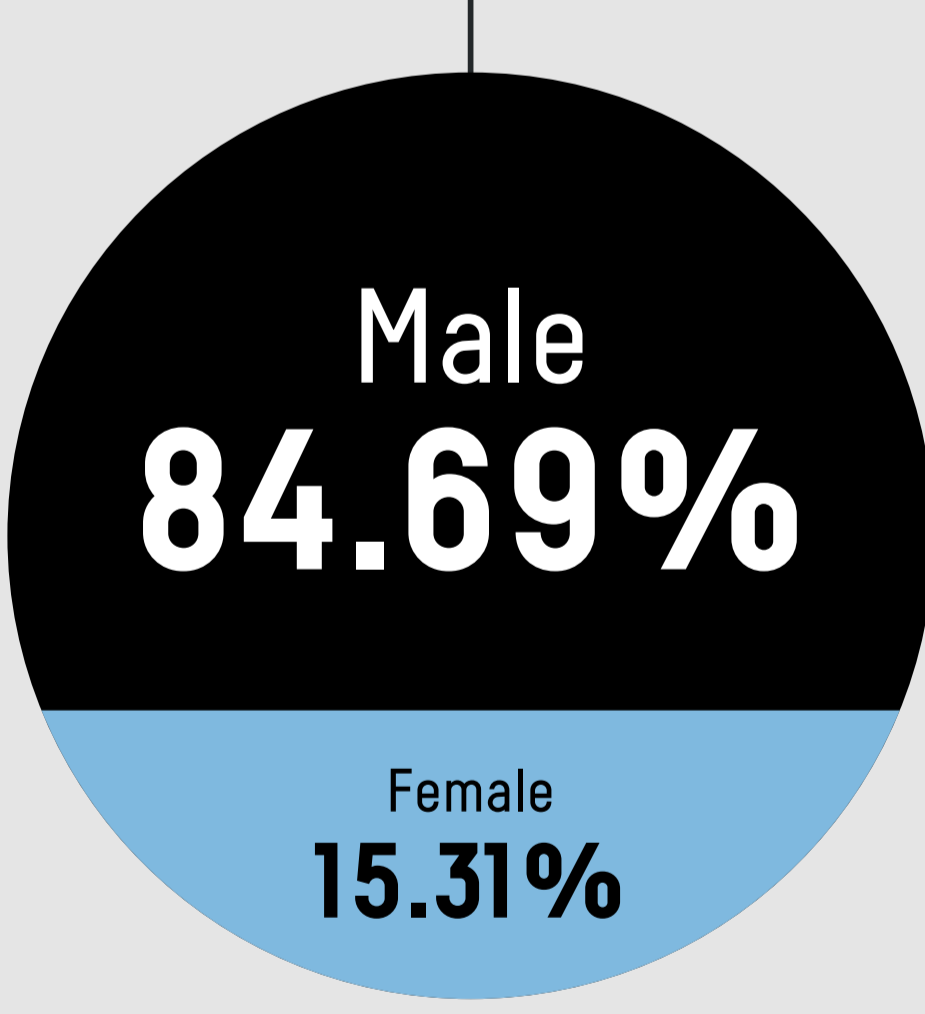
Females who received bonus pay:

11.00%

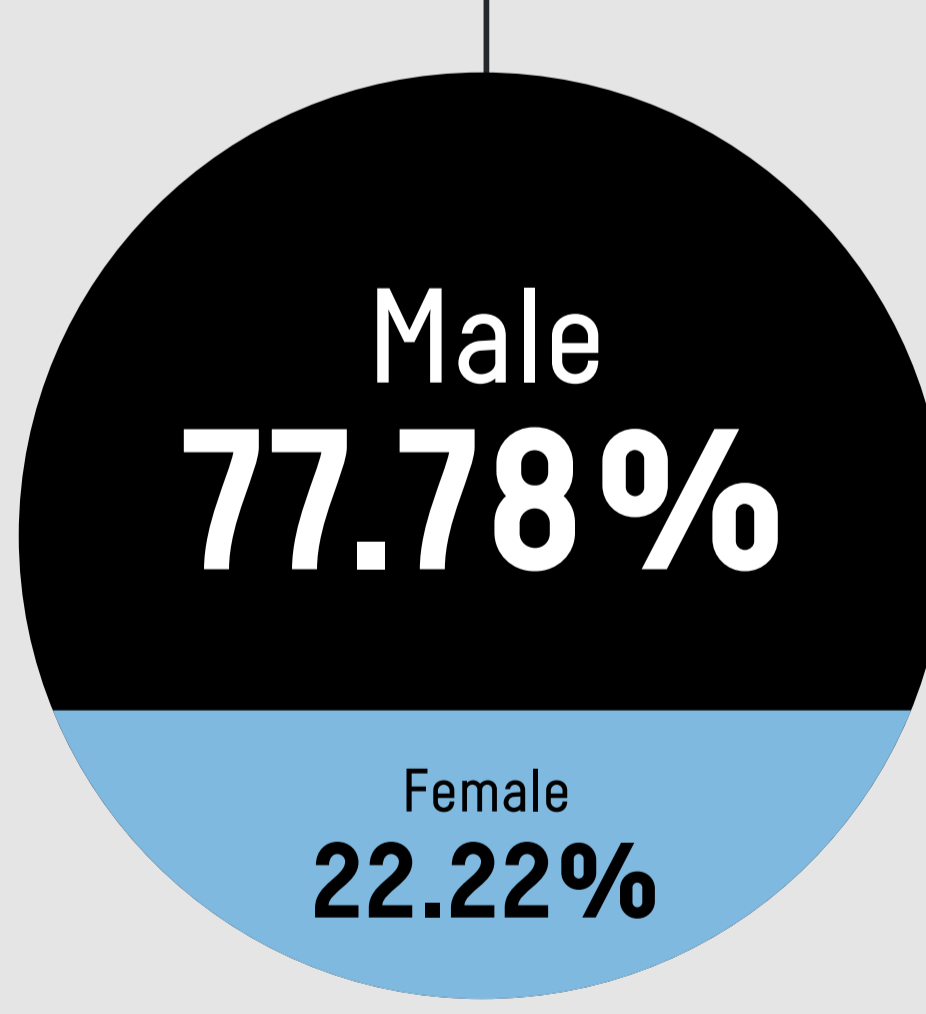


EMPLOYEES BY PAY QUARTILE...

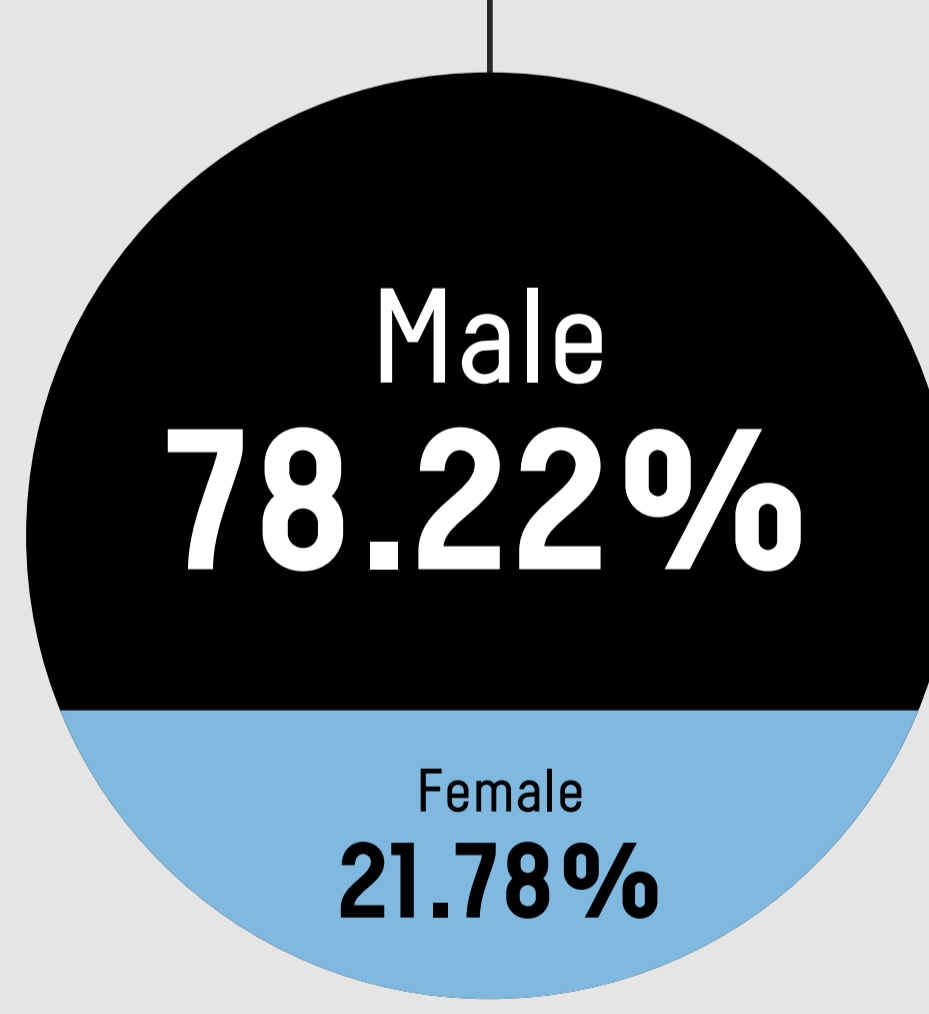
Upper quartile



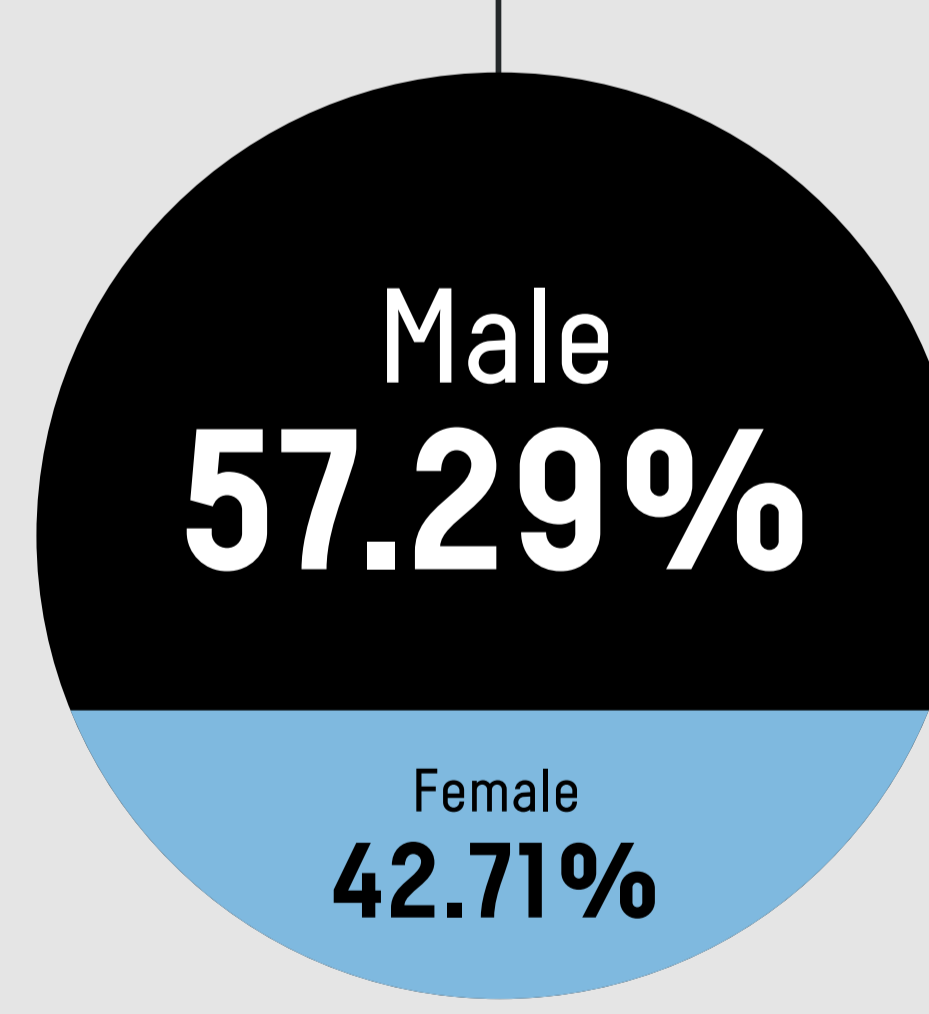
Upper middle quartile



Lower middle quartile



Lower quartile



OVER
500,000
GLOBAL CONNECTIONS



88%

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