

Figure 1: Median CEO Pay Ratio for Firms in the Russell 3000 Index by Market Capitalization

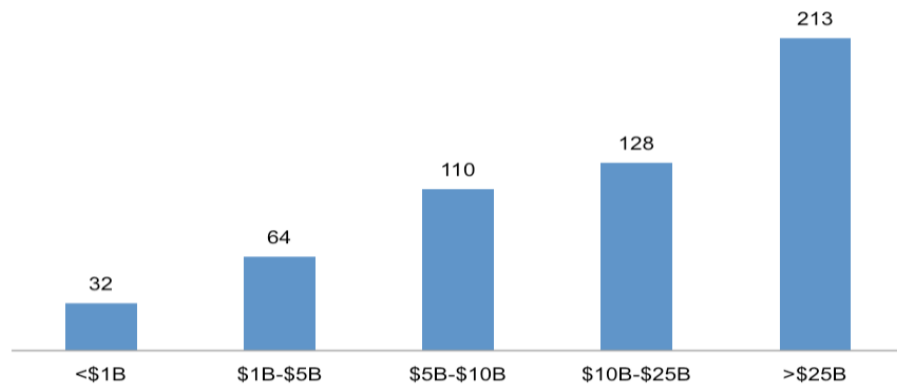


Figure 2: Median CEO Pay Ratio for Firms in the Russell 3000 Index by Employee Count

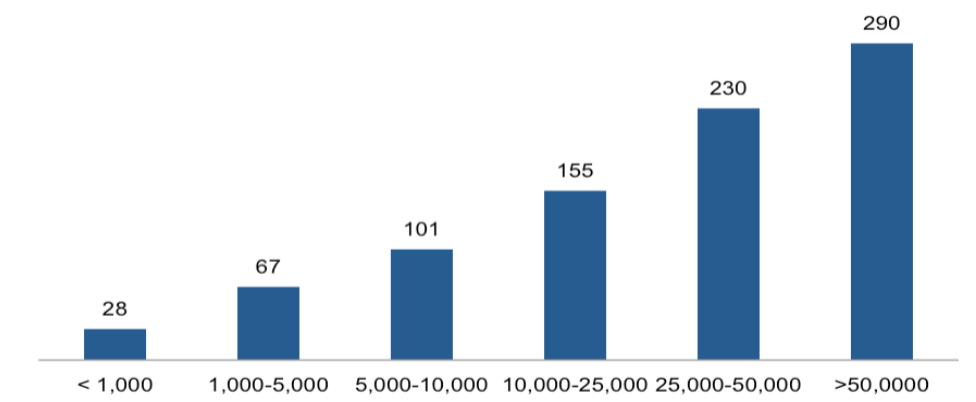


Figure 3: Median CEO Pay Ratio by Industry Sector

