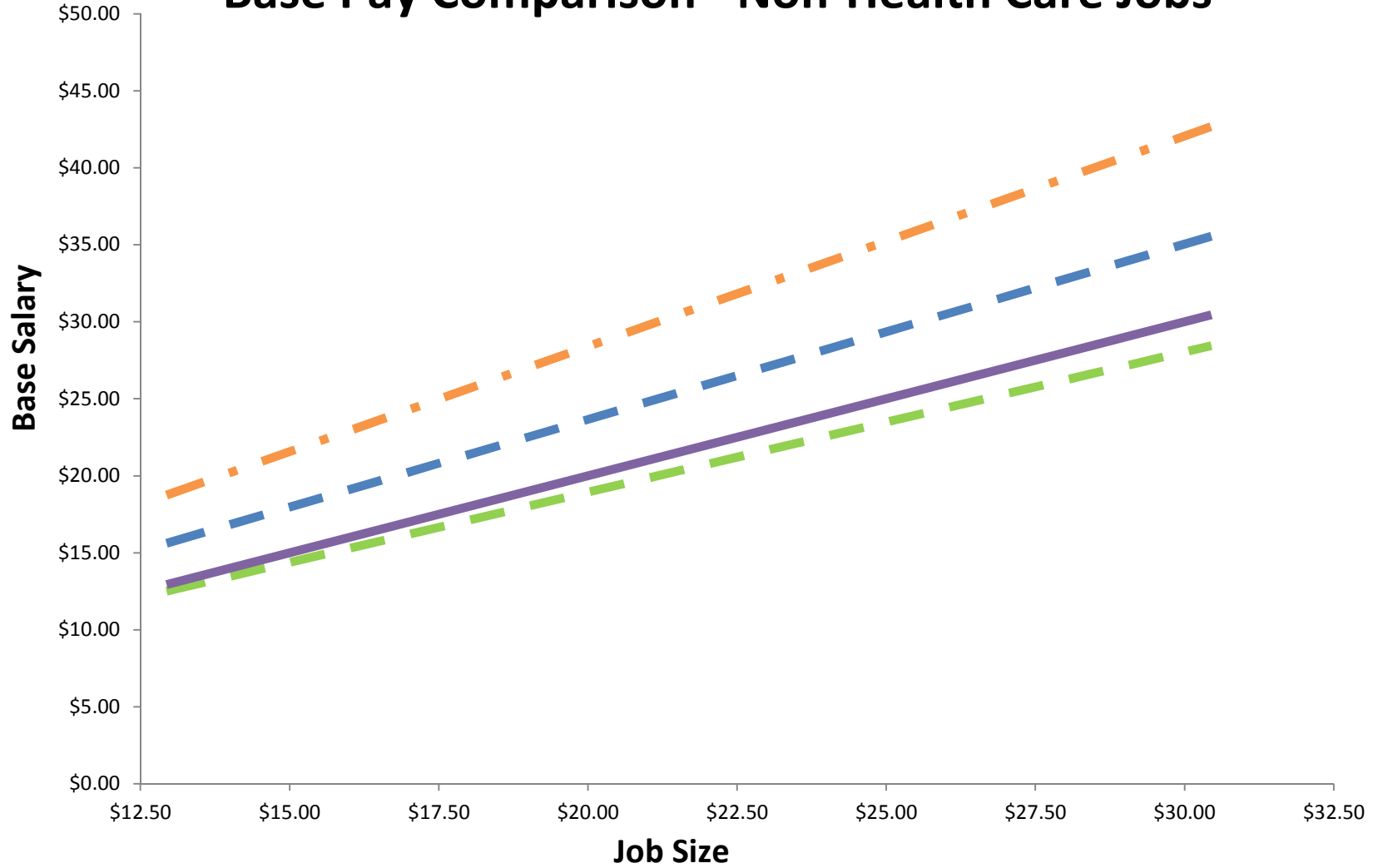


Base Pay Comparison - Non-Health Care Jobs



80% Mkt 50th 120% UW Base Salary

