

**DIFFERENTIATED COMPENSATION TABLE OF MULTIPLIERS****2019-2022**

EY	PC 1	PC 2	PC 3	PC 4	PC 5	PC 6
1	1.0000	1.0232	1.0813	1.1217	1.1621	1.2075
2	1.0270	1.0502	1.1293	1.1697	1.2161	1.2615
3	1.0540	1.0772	1.1773	1.2177	1.2701	1.3155
4	1.0810	1.1042	1.2253	1.2657	1.3241	1.3695
5	1.1080	1.1312	1.2733	1.3137	1.3781	1.4235
6	1.1350	1.1582	1.3213	1.3617	1.4321	1.4775
7	1.1620	1.1852	1.3693	1.4097	1.4861	1.5315
8	1.1890	1.2122	1.4173	1.4577	1.5401	1.5855
9	1.1890	1.2392	1.4653	1.5057	1.5941	1.6395
10	1.1890	1.2639	1.5093	1.5497	1.6436	1.6890
11	1.1890	1.2887	1.5533	1.5937	1.6931	1.7385
12	1.1890	1.3134	1.5973	1.6377	1.7426	1.7880
13	1.1890	1.3382	1.6413	1.6817	1.7921	1.8375
14	1.1890	1.3382	1.6853	1.7257	1.8416	1.8870
15	1.1890	1.3382	1.7293	1.7697	1.8911	1.9365
16	1.1890	1.3382	1.7733	1.8137	1.9406	1.9860
17	1.1890	1.3382	1.8173	1.8577	1.9901	2.0355
18	1.1890	1.3382	1.8613	1.9017	2.0396	2.0850