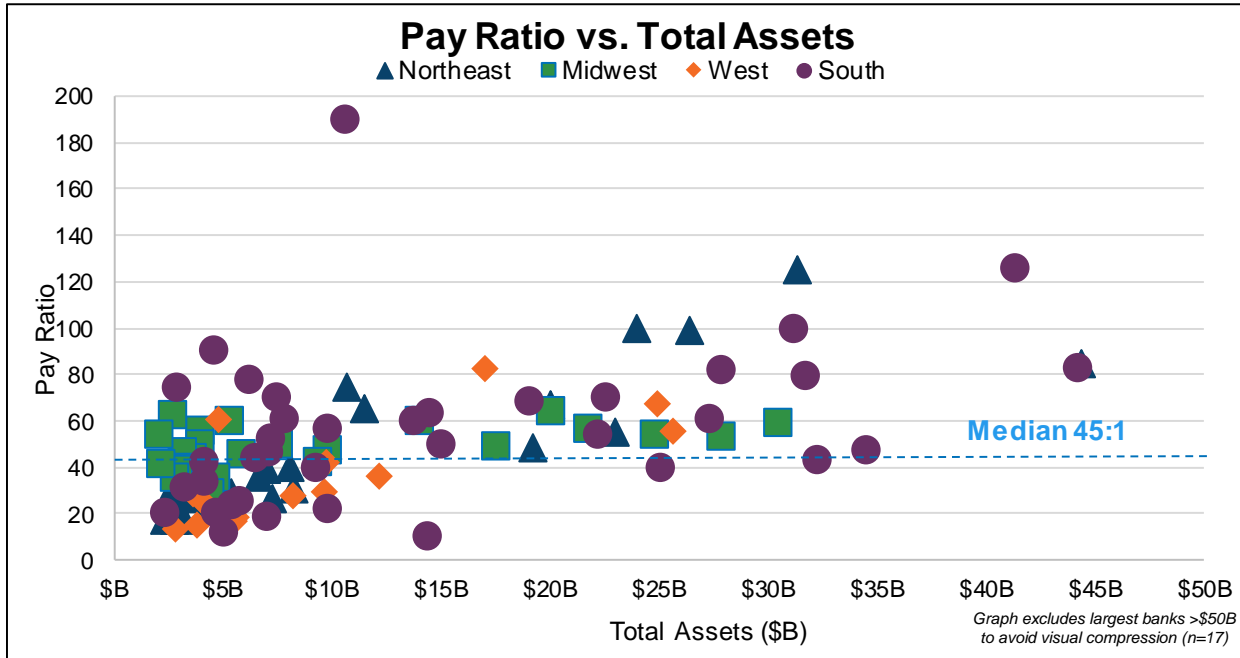
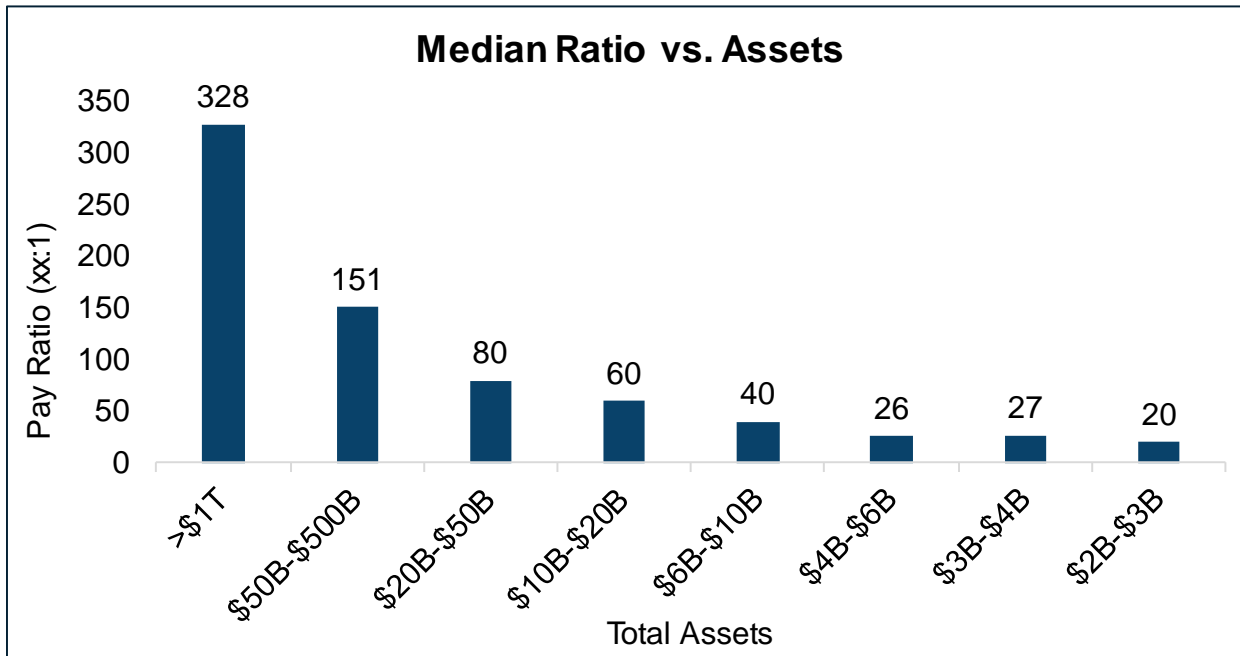


**Exhibit 1**



**Exhibit 2**



## Sample Details – By Asset Size

# in Sample	Asset Size	Median Assets (\$B)	CEO Pay Median (\$000)	Median Employee Pay (\$000)	Median Ratio (XX:1)
4	>\$1T	\$2,116.5	\$19,803	\$71	328
12	\$50B-\$500B	\$131.0	\$9,140	\$62	151
24	\$20B-\$50B	\$27.3	\$4,216	\$58	80
13	\$10B-\$20B	\$13.4	\$3,055	\$49	60
21	\$6B-\$10B	\$7.9	\$1,938	\$47	40
22	\$4B-\$6B	\$4.7	\$1,502	\$54	26
13	\$3B-\$4B	\$3.4	\$1,240	\$47	27
13	\$2B-\$3B	\$2.7	\$994	\$45	20
<b>122</b>	<b>\$2B-&gt;\$1T</b>	<b>\$8.3</b>	<b>\$2,229</b>	<b>\$54</b>	<b>45</b>

## Sample Details – By Geography

# in Sample	Region	Median Assets (\$M)	CEO Pay Median (\$000)	Median Employee Pay (\$000)	Median Ratio (XX:1)
36	Northeast	\$7,184	\$2,078	\$55	37
28	Midwest	\$5,588	\$1,729	\$50	43
16	West	\$8,988	\$1,939	\$58	33
42	South	\$12,238	\$2,857	\$54	58

GICS analyzed to develop study: 40101010 & 40101015  
 Source: S&P Capital IQ Database