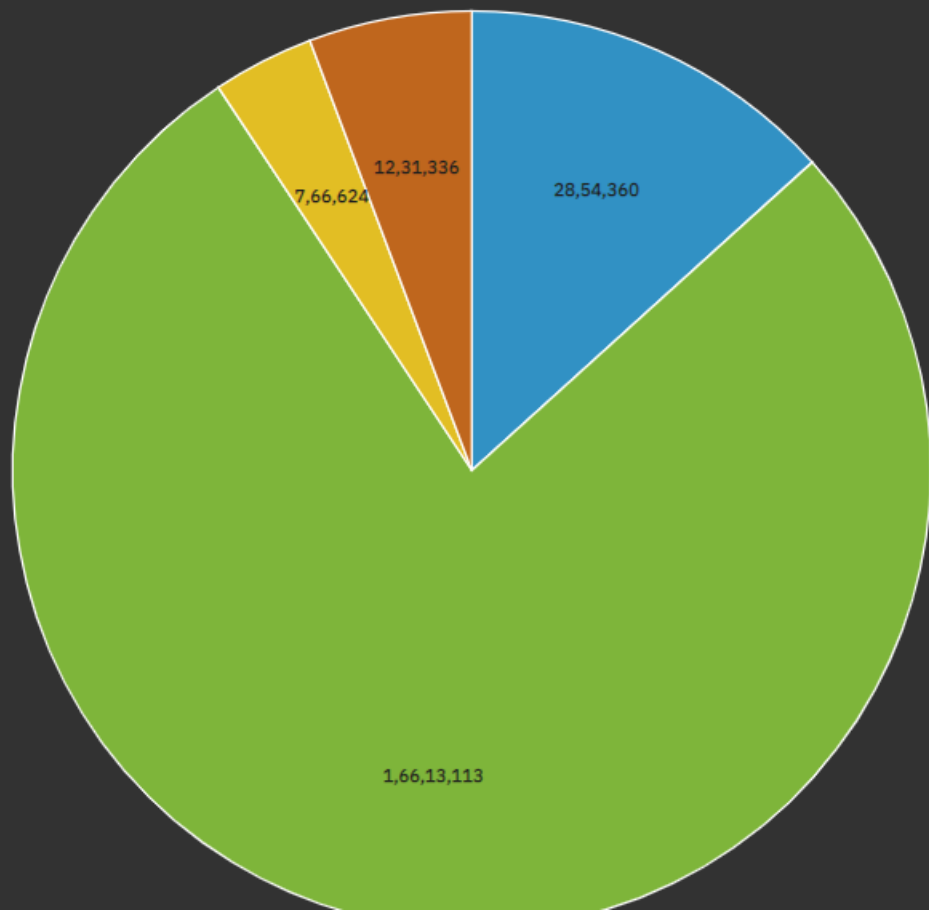


# The Cognos HR Scorecard

## Salary By PerformanceScore

PerformanceScore

Exceeds Fully Meets PIP Needs Improvement



## HispanicLatino and Position Hierarchy

State

MA TX CT IN TN MT ND AZ VA VT WA CA OH KY AL NH NY UT NC RI PA CO GA FL ID NV OR ME

