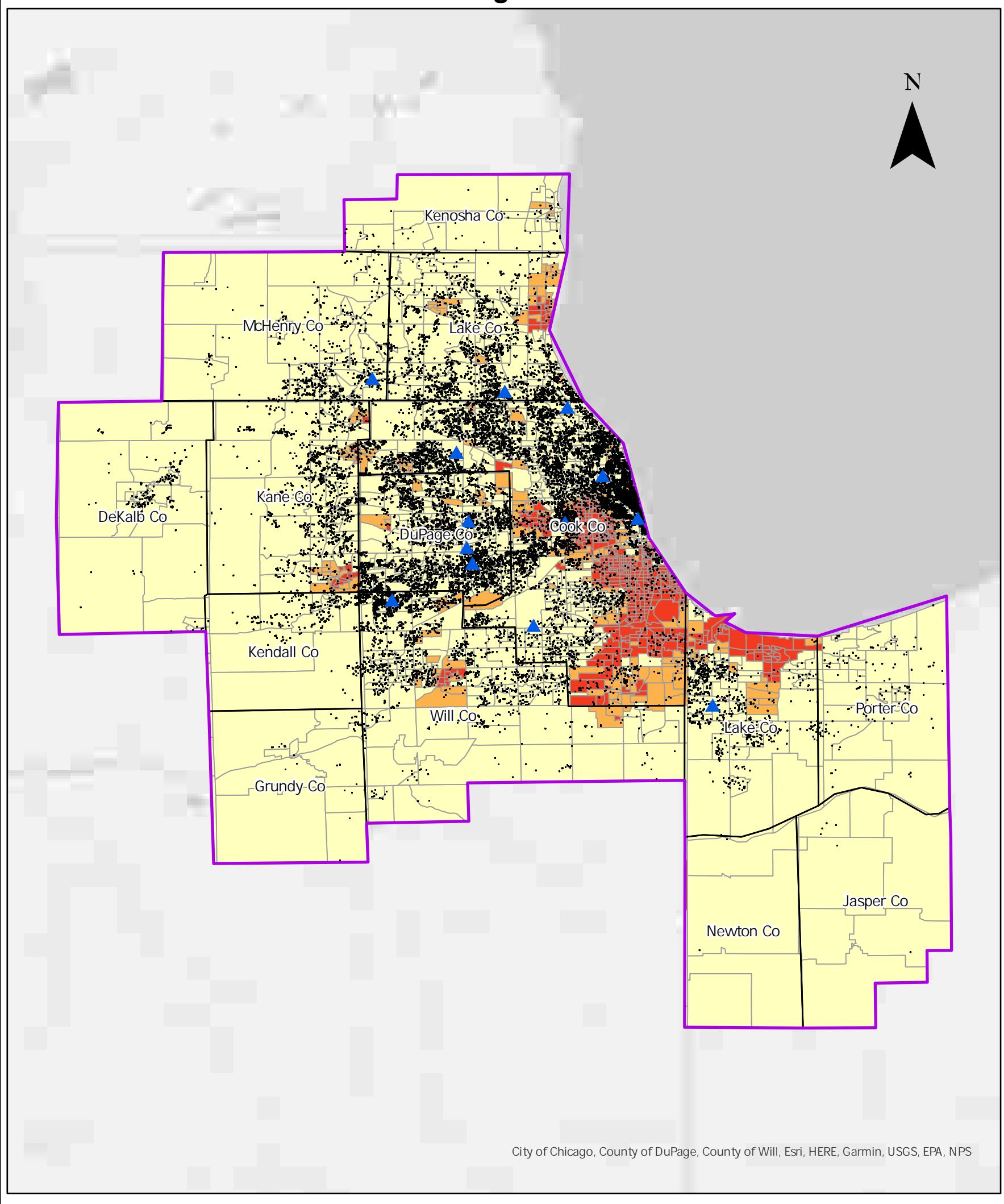


Exhibit A

Draper & Kramer Applications 2019 to 2021 Chicago MSA



■ 1 Dot = 1 Application

▲ Offices

■ Chicago MSA

■ County Boundaries

ACS 2019 Percent Black and Hispanic Population by Tract

■ = 0% - 50%

■ > 50% - 80%

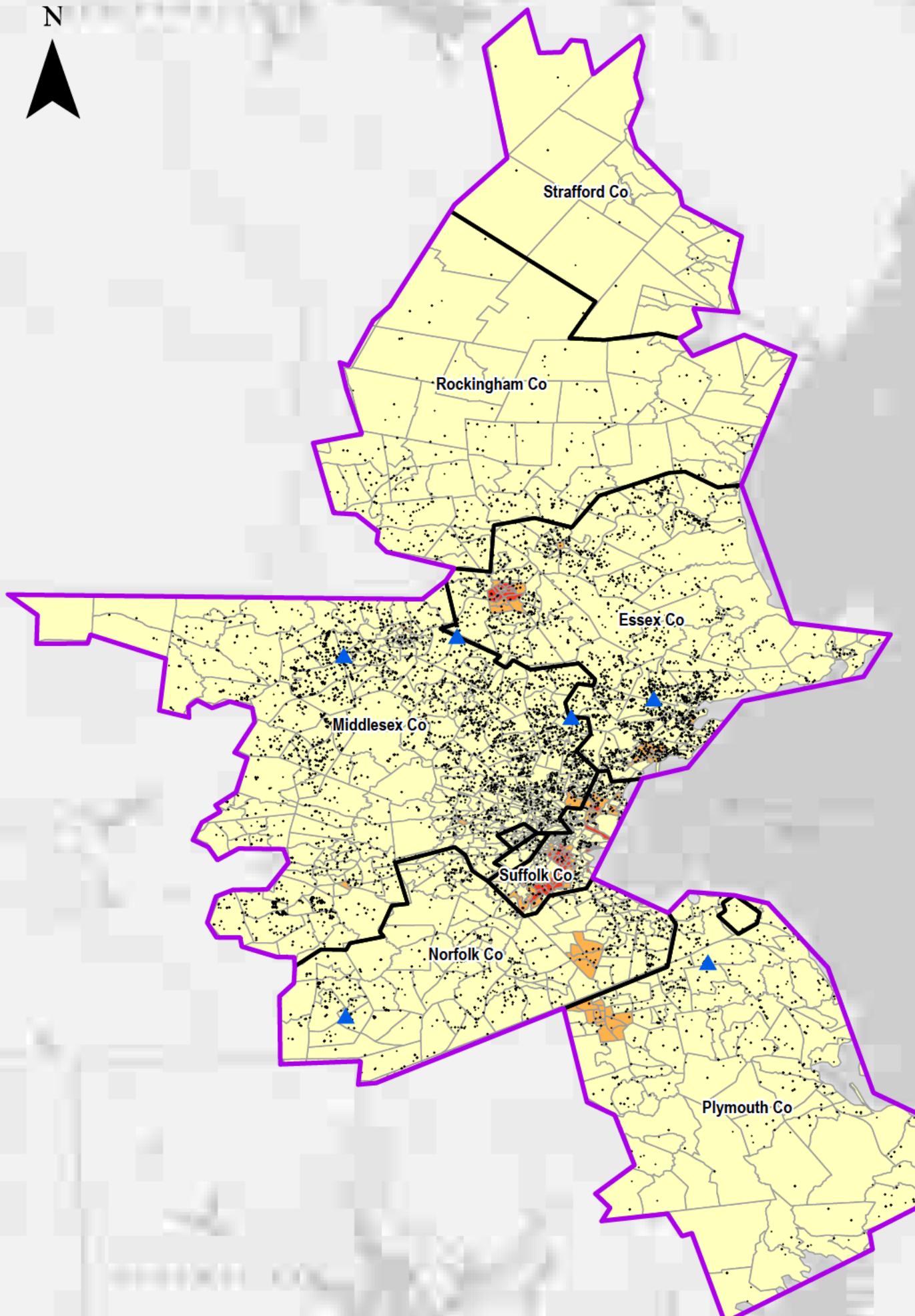
■ > 80% - 100%

0 1.25 2.5 5 7.5 10
Miles

Exhibit B

Draper & Kramer Applications 2019 to 2021 Boston MSA

N

Town of Reading, MassGIS, Esri, HERE, Garmin, GeoTechnologies, Inc., USGS, EPA



• 1 Dot = 1 Application

▲ Offices

■ Boston MSA

■ County Boundaries

ACS 2019 Percent Black and Hispanic Population by Tract

■ =0% - 50%

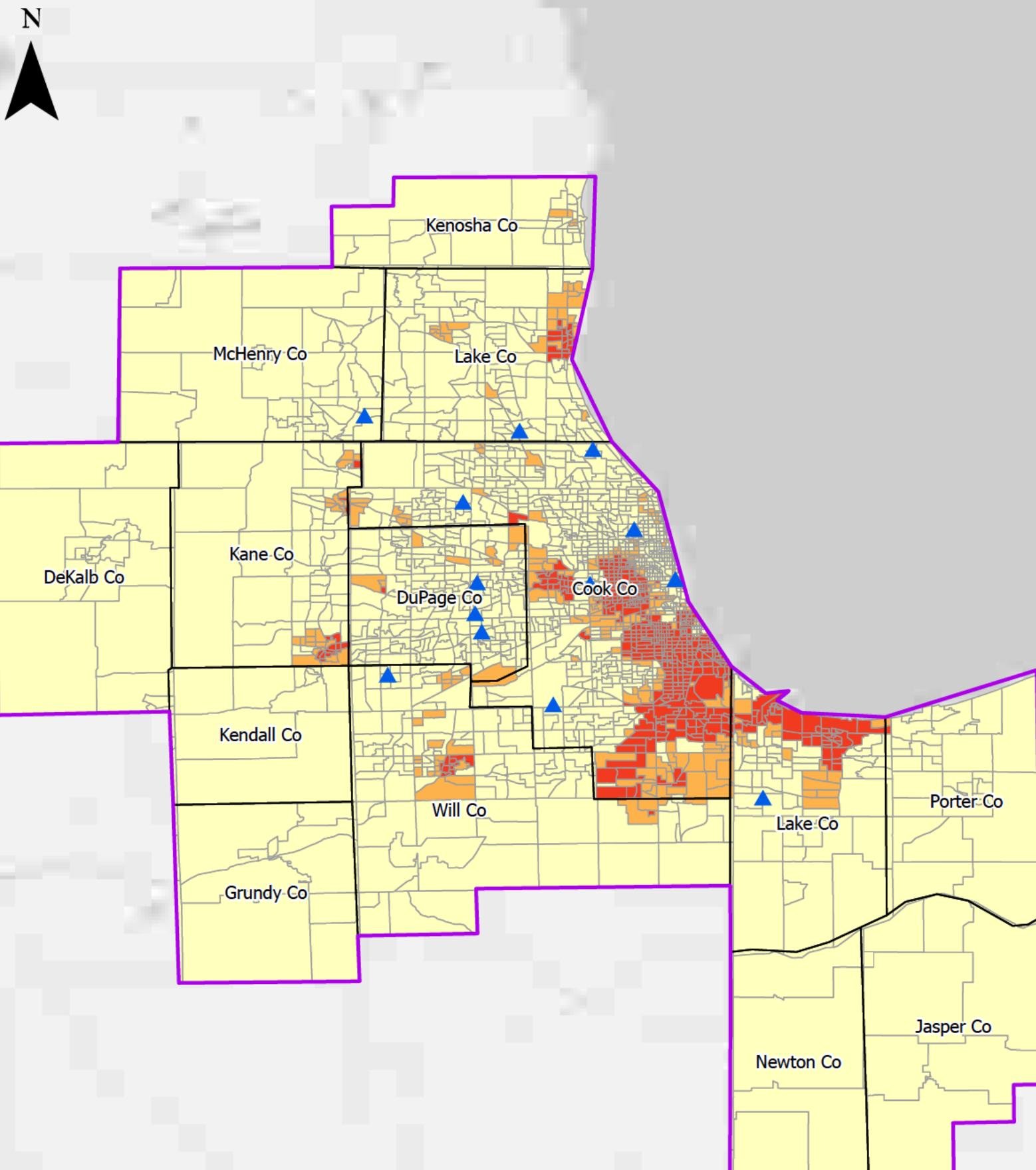
■ >50% - 80%

■ >80% - 100%

0 1.25 2.5 5 7.5 10 Miles

Exhibit C

Draper & Kramer Offices 2019 to 2021 Chicago MSA



▲ Offices
■ Chicago MSA
─ County Boundaries

ACS 2019 Percent Black and Hispanic Population by Tract

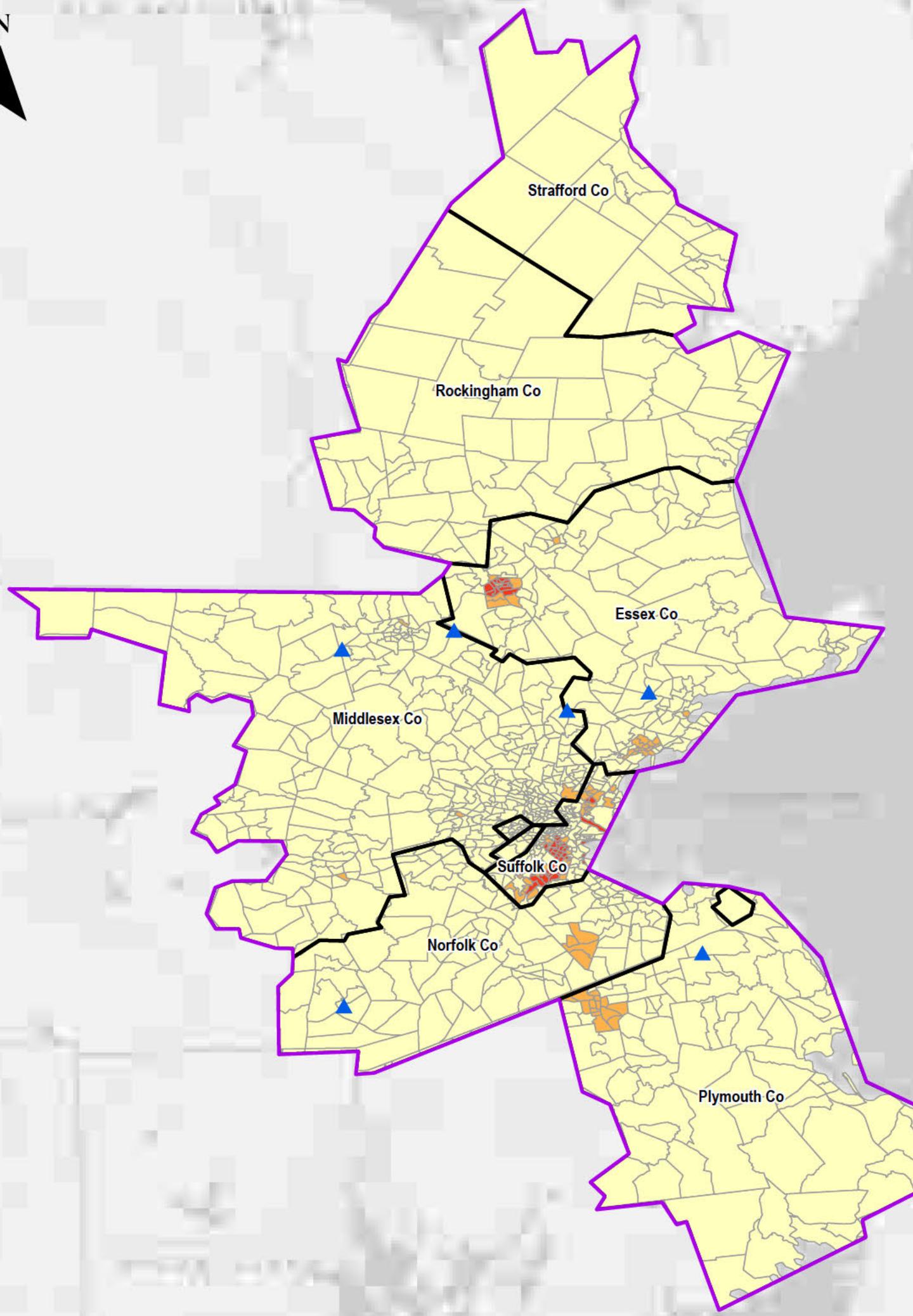
■ =0% - 50%
■ >50% - 80%
■ >80% - 100%

0 1.25 2.5 5 7.5 10
Miles

Exhibit D

Draper & Kramer Offices 2019 to 2021 Boston MSA

N
▲



- ▲ Offices
- Boston MSA
- County Boundaries

ACS 2019 Percent Black and Hispanic Population by Tract

- =0% - 50%
- >50% - 80%
- >80% - 100%

0 1.25 2.5 5 7.5 10
Miles