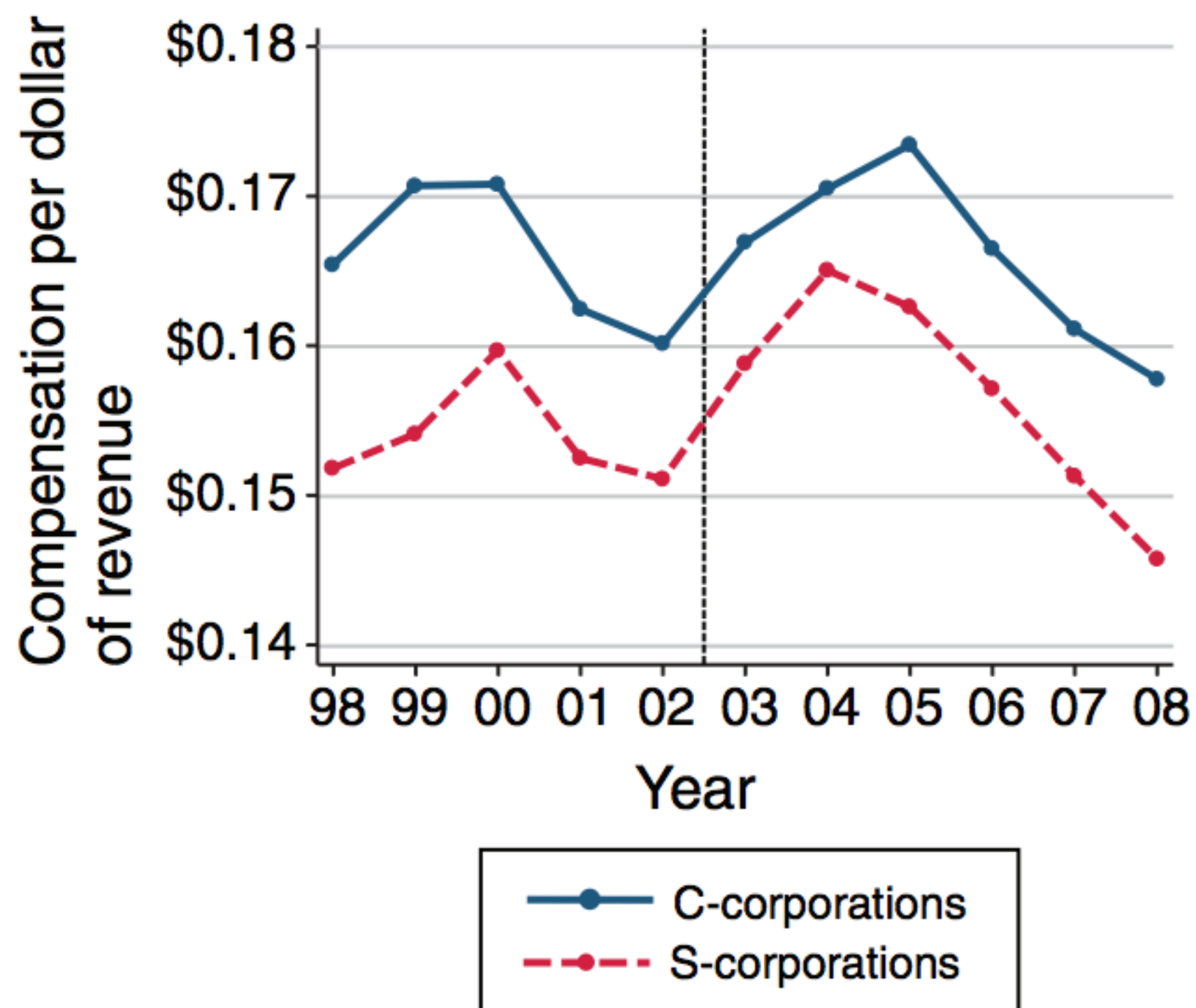


Panel C. Employee compensation



Panel D. Total payouts to shareholders

