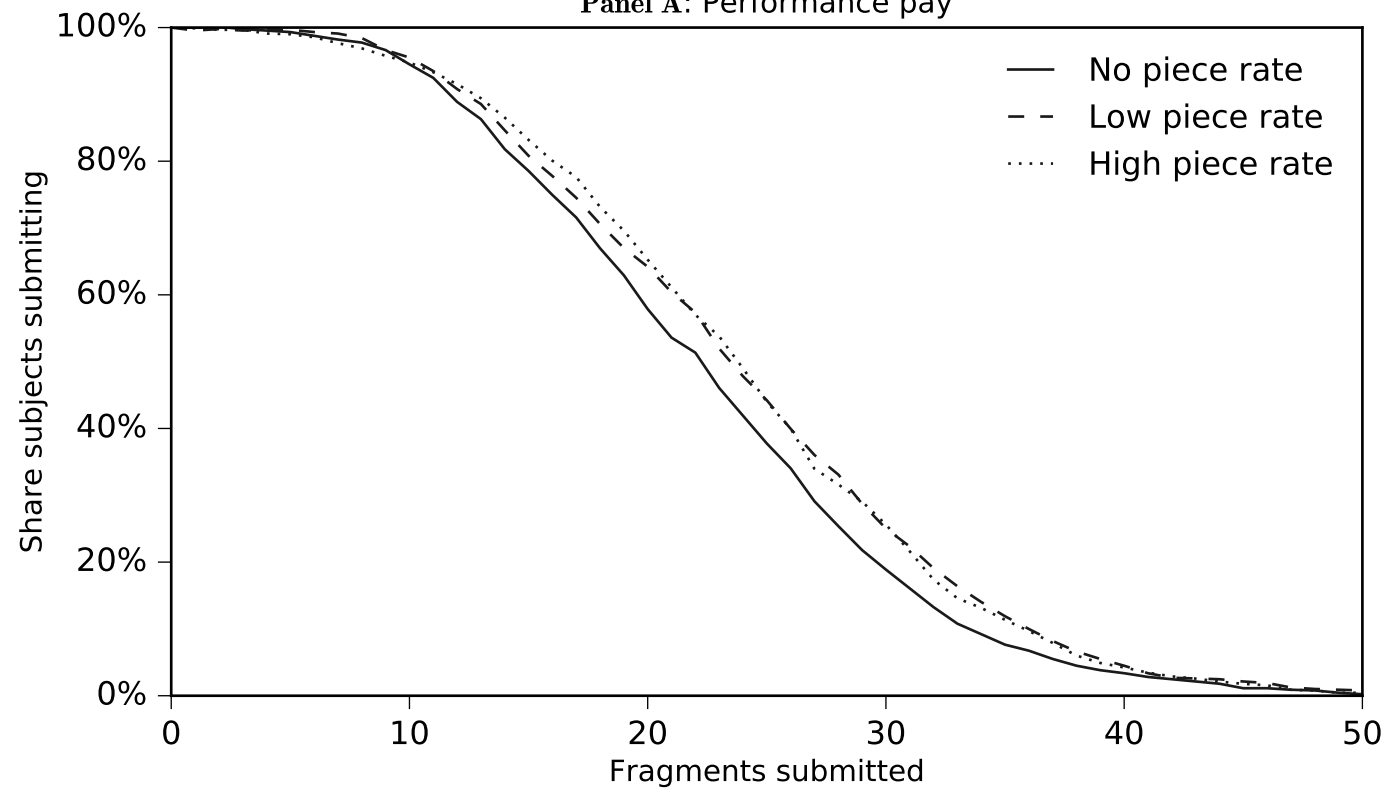


Panel A: Performance pay



Panel B: Leadership technique

