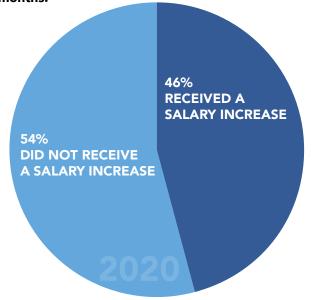


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2020 Percentage of licensing executives reporting a salary increase over the previous 12 months.



2022 Percentage of licensing executives reporting a salary increase over the previous 12 months.

