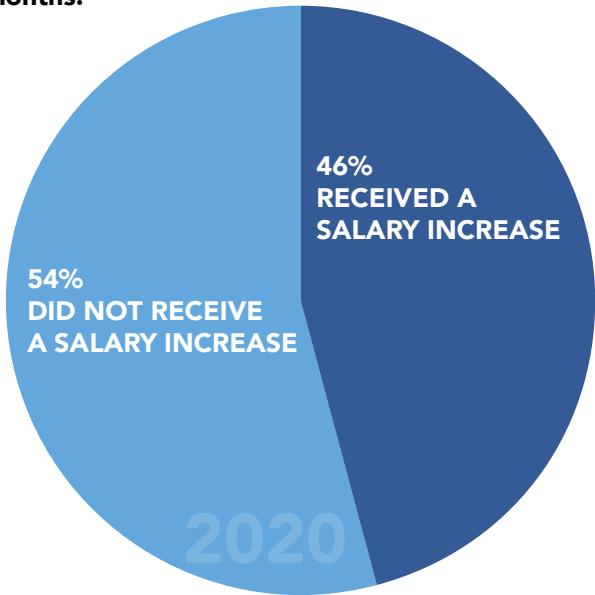


2020 Percentage of licensing executives reporting a salary increase over the previous 12 months.



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

