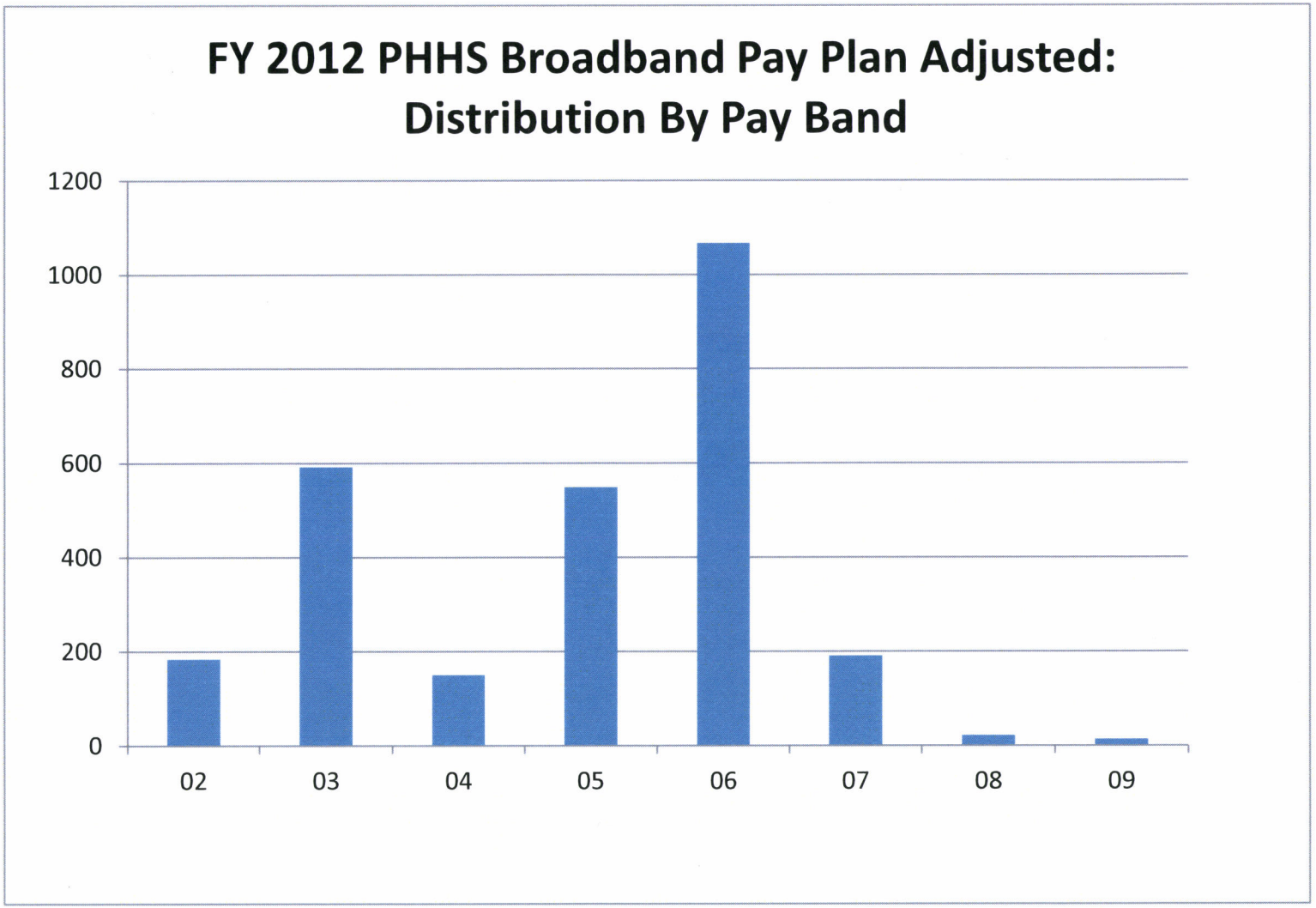

Most (92%) employees receiving adjustments occupy band 6 or lower

EXHIBIT 3
DATE 1/17/13
HB