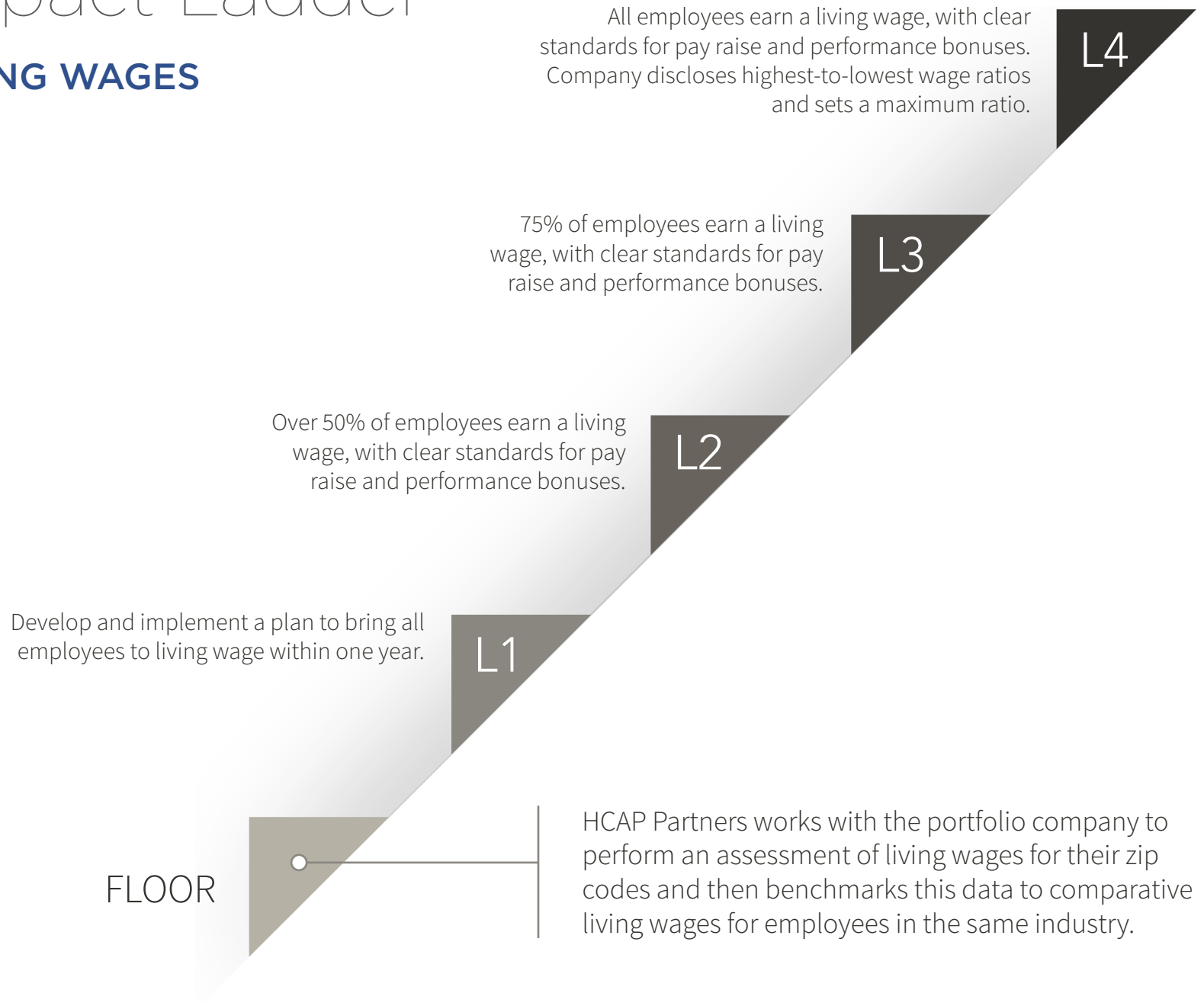


Impact Ladder

LIVING WAGES



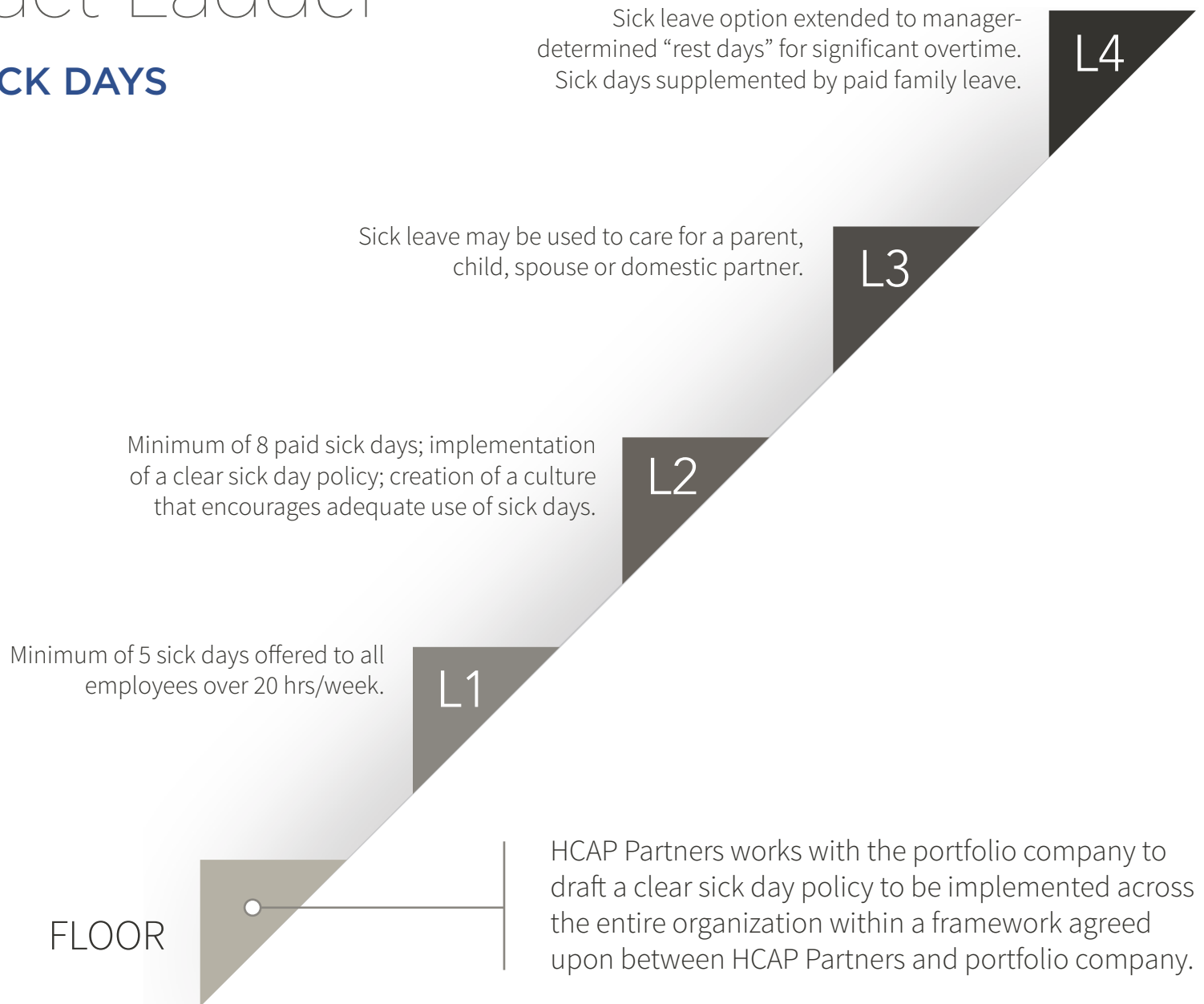
Impact Ladder

HEALTH BENEFITS



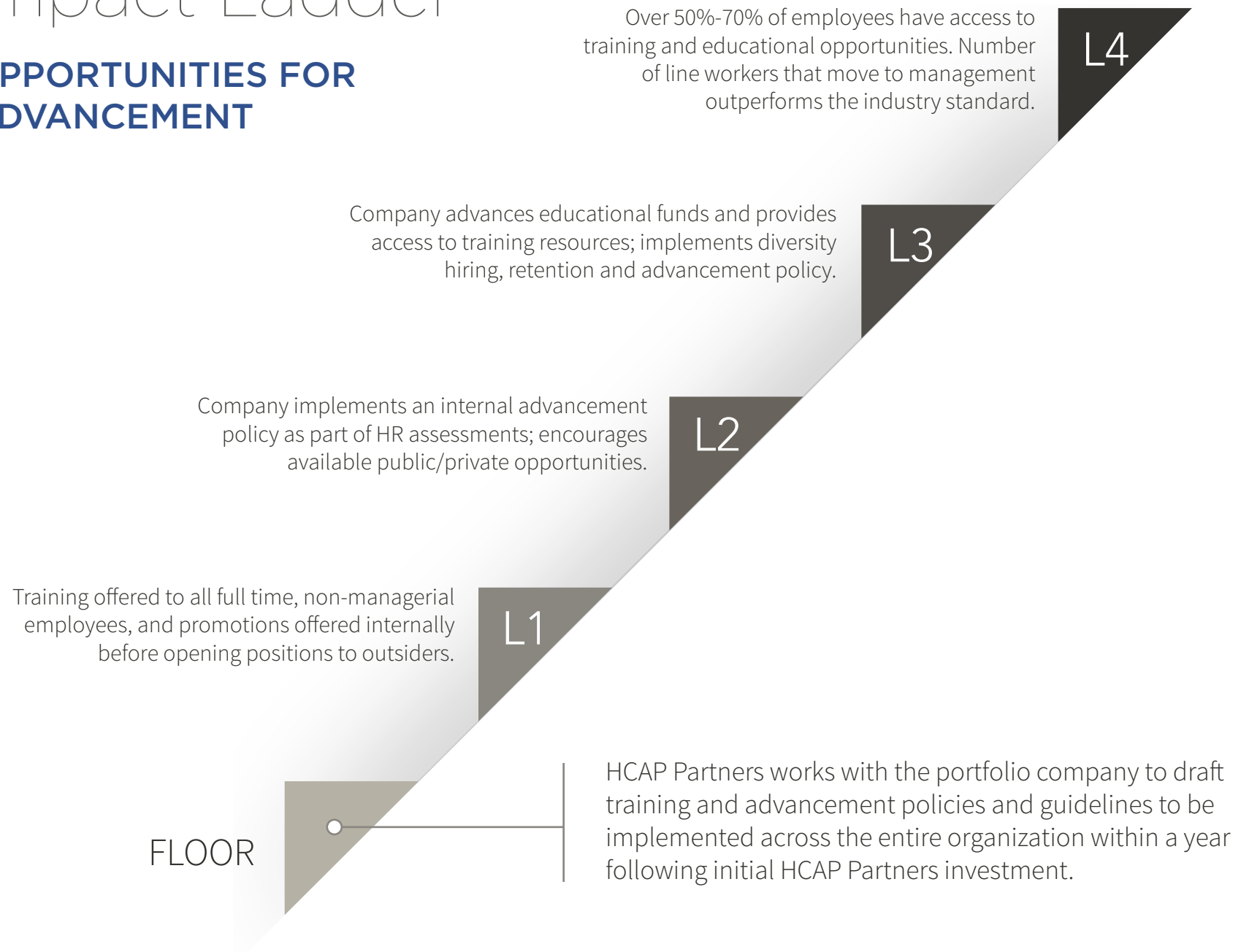
Impact Ladder

PAID SICK DAYS



Impact Ladder

OPPORTUNITIES FOR ADVANCEMENT



Impact Ladder

BROAD-BASED PARTICIPATION

