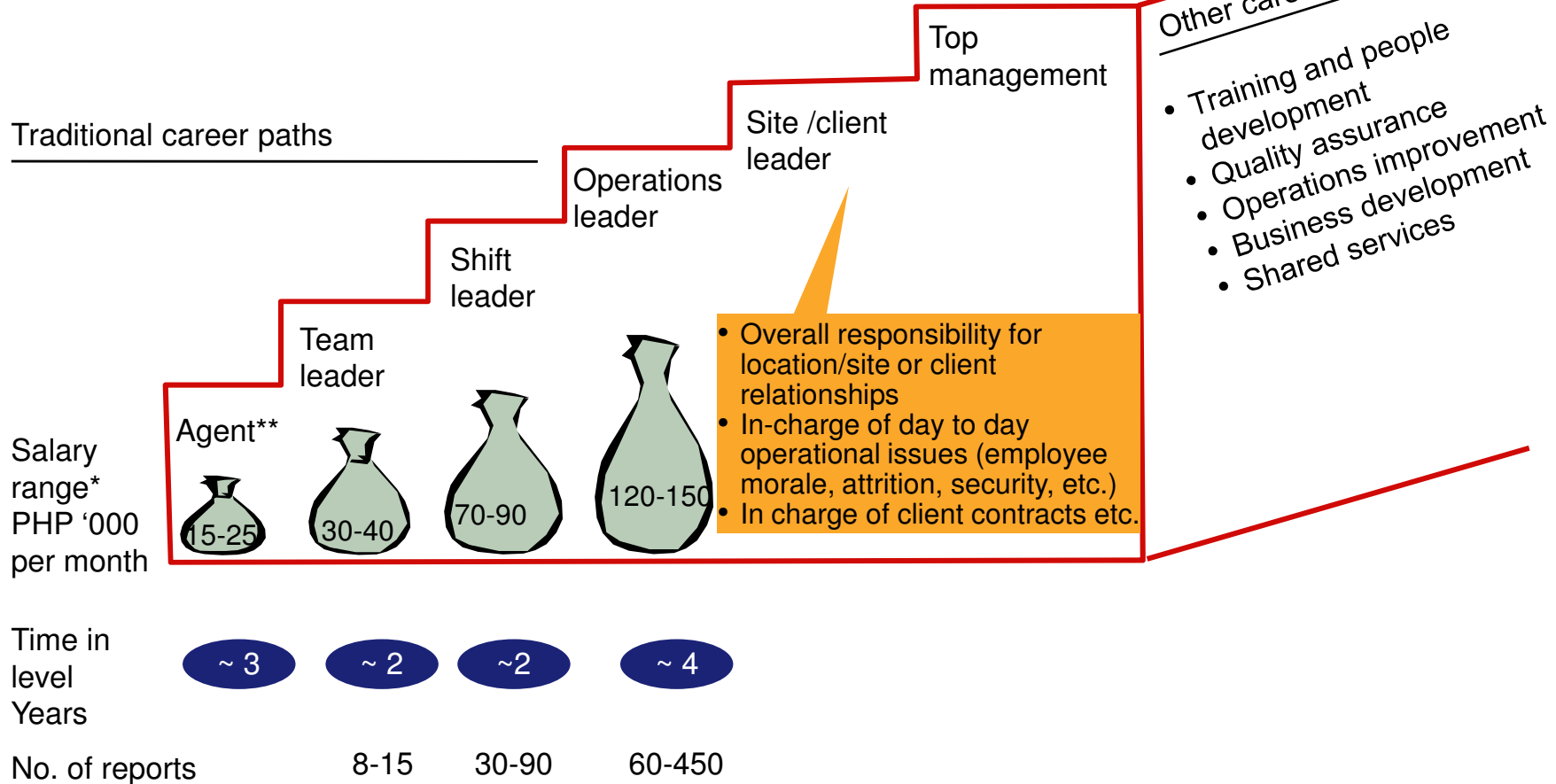


O&O Career Path



* Excludes 13th month pay and other year-end bonus

** May have multiple sub-levels

Source: Client interviews