

CHART 15: What would you consider your organization's top 3 priorities for 2013?

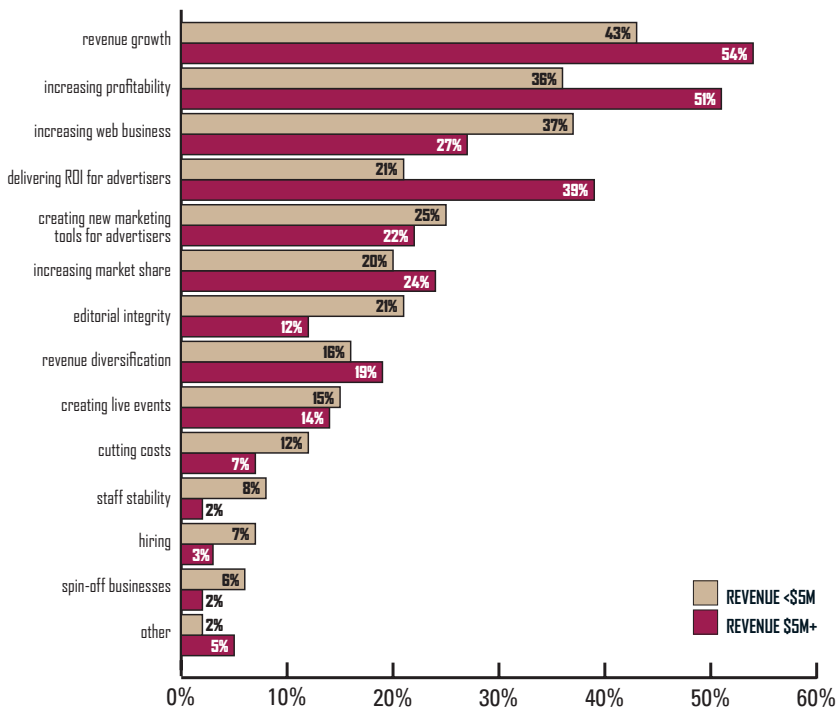


CHART 16: Approximately what proportion of your total compensation in 2012 came from each of the following sources?

