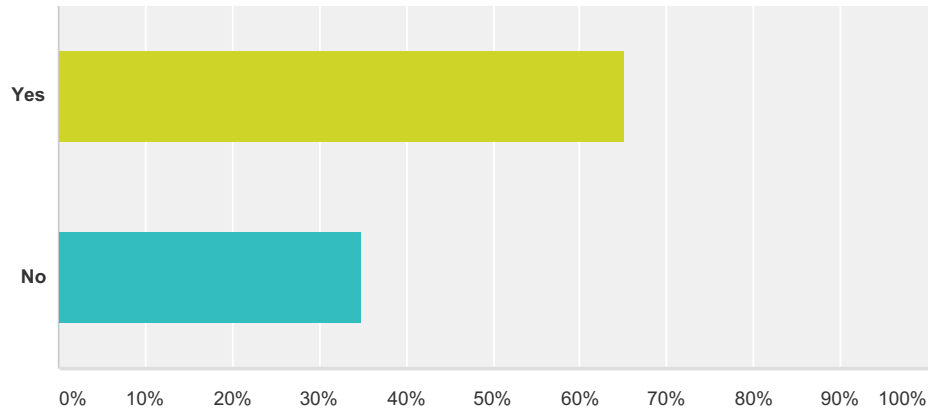


Q1 Has your company designed (or had designed for you) systems and processes to gather the data necessary to identify the median compensated employee as of the end of your 2017 fiscal year?

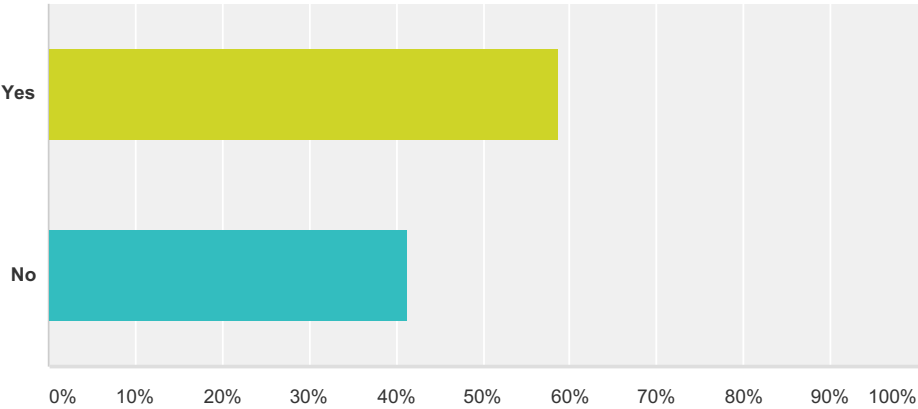
Answered: 46 Skipped: 0



Answer Choices	Responses	
Yes	65.22%	30
No	34.78%	16
Total		46

Q2 Has your company performed (or had performed for you) trial calculations of your CEO's pay ratio to that of the median employee?

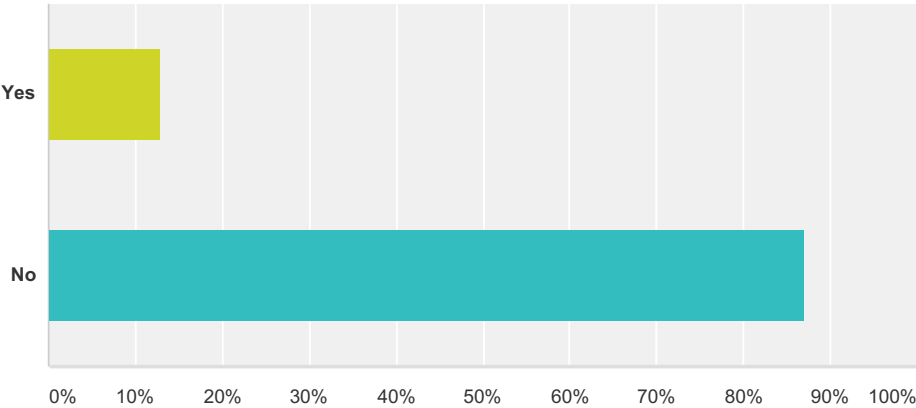
Answered: 46 Skipped: 0



Answer Choices	Responses	
Yes	58.70%	27
No	41.30%	19
Total		46

Q3 Has your company started drafting and vetting internally with management, the board and/or company advisors (e.g. outside counsel, compensation consultant, PR firm) sample proxy disclosure for your CEO pay ratio?

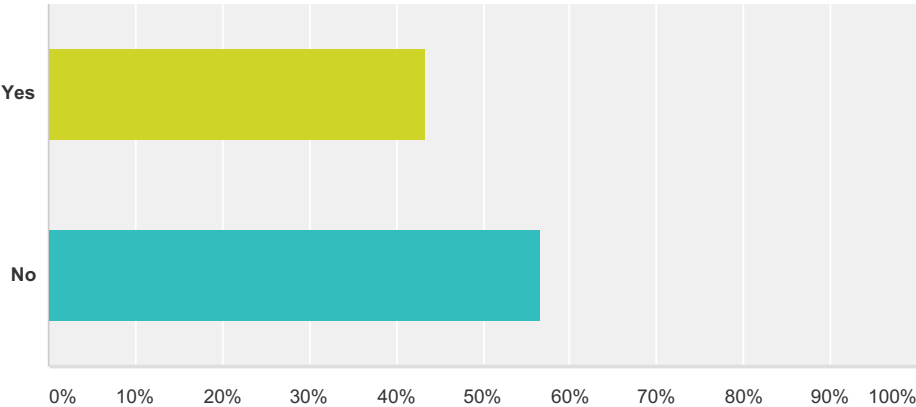
Answered: 46 Skipped: 0



Answer Choices	Responses	
Yes	13.04%	6
No	86.96%	40
Total		46

Q4 Is your company considering making supplemental disclosures beyond what is required by the rule on your CEO pay ratio to investors, employees, customers or other constituencies?

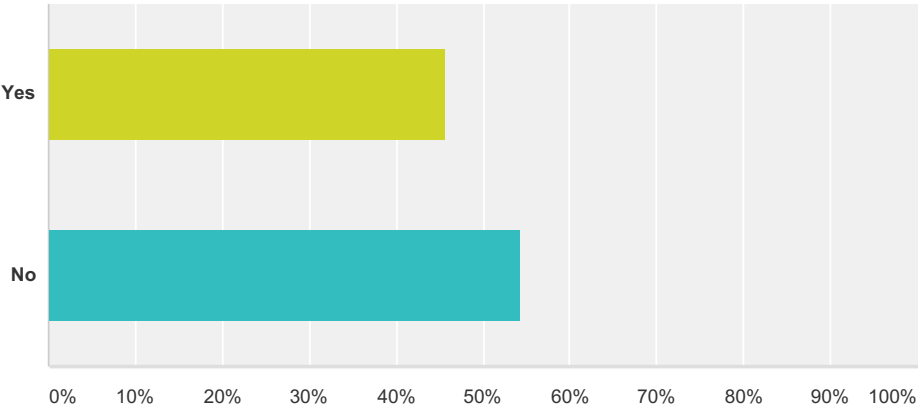
Answered: 46 Skipped: 0



Answer Choices	Responses	
Yes	43.48%	20
No	56.52%	26
Total		46

Q5 In preparing to determine and disclose your CEO pay ratio, has your company worked closely with outside advisors, such as HR service providers, compensation consultants, or lawyers?

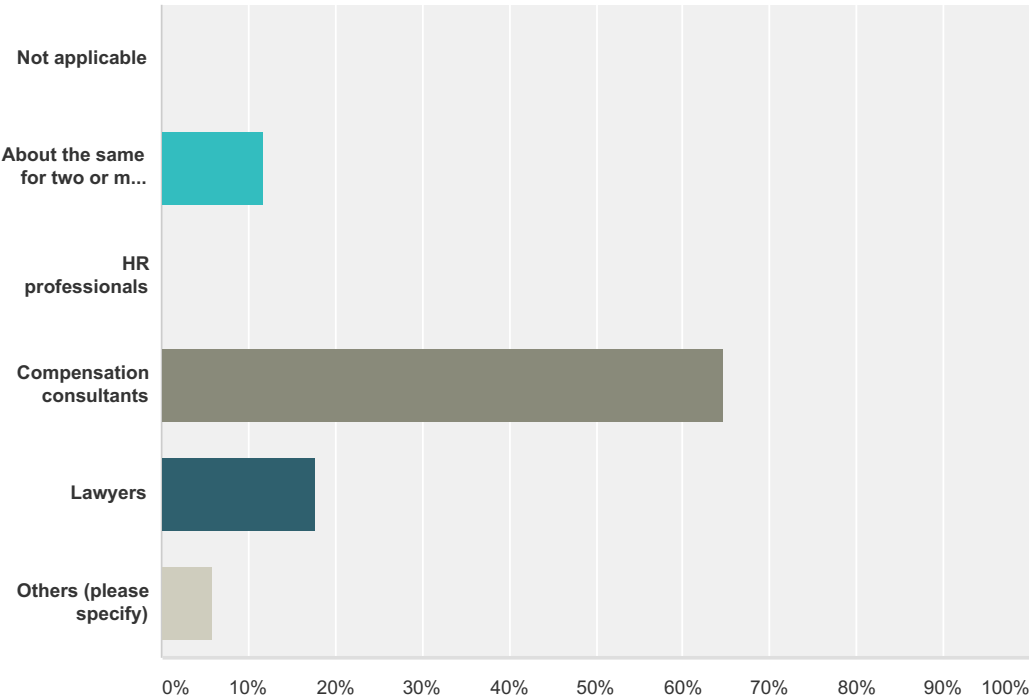
Answered: 46 Skipped: 0



Answer Choices	Responses	
Yes	45.65%	21
No	54.35%	25
Total		46

Q6 If so, which most closely:

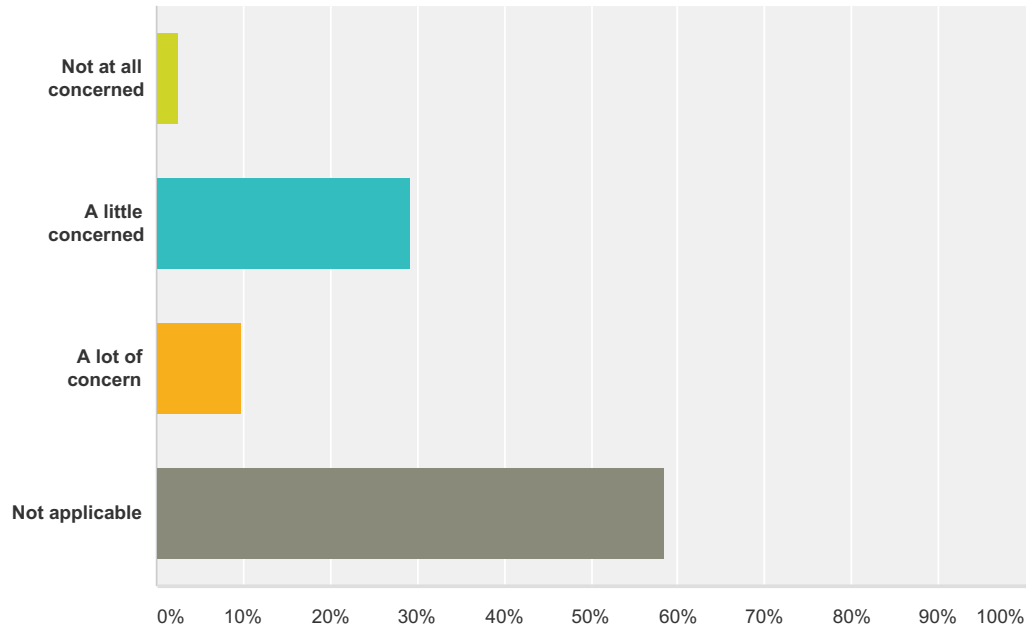
Answered: 17 Skipped: 29



Answer Choices	Responses	
Not applicable	0.00%	0
About the same for two or more of our advisors	11.76%	2
HR professionals	0.00%	0
Compensation consultants	64.71%	11
Lawyers	17.65%	3
Others (please specify)	5.88%	1
Total		17

Q7 If your company has not yet begun the process required to comply with the CEO pay ratio rules, how concerned are you with how difficult this will be if disclosure is required in your 2018 proxy?

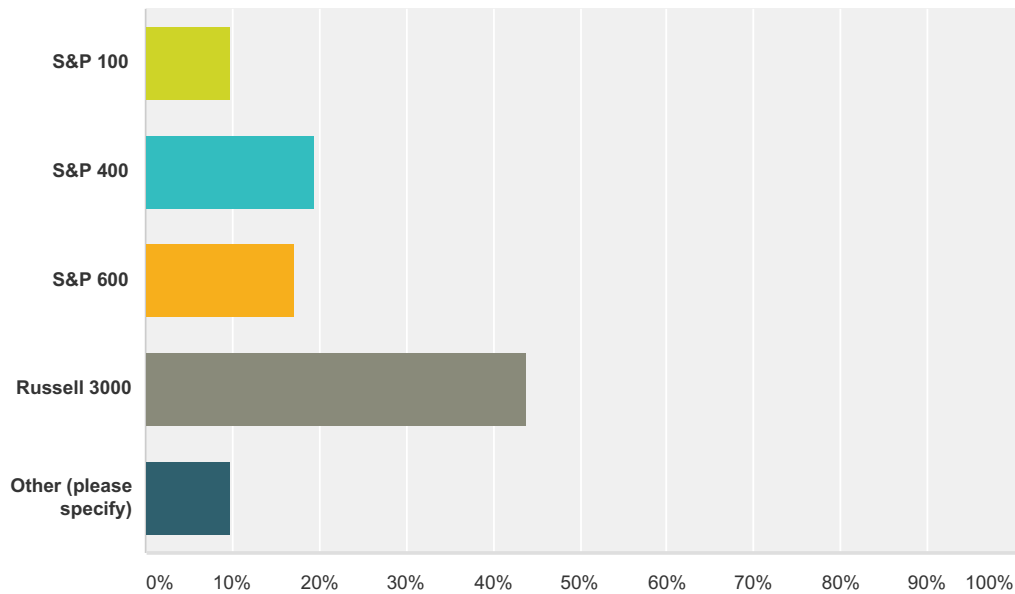
Answered: 41 Skipped: 5



Answer Choices	Responses	
Not at all concerned	2.44%	1
A little concerned	29.27%	12
A lot of concern	9.76%	4
Not applicable	58.54%	24
Total		41

Q8 Our company is an:

Answered: 41 Skipped: 5



Answer Choices	Responses	
S&P 100	9.76%	4
S&P 400	19.51%	8
S&P 600	17.07%	7
Russell 3000	43.90%	18
Other (please specify)	9.76%	4
Total		41