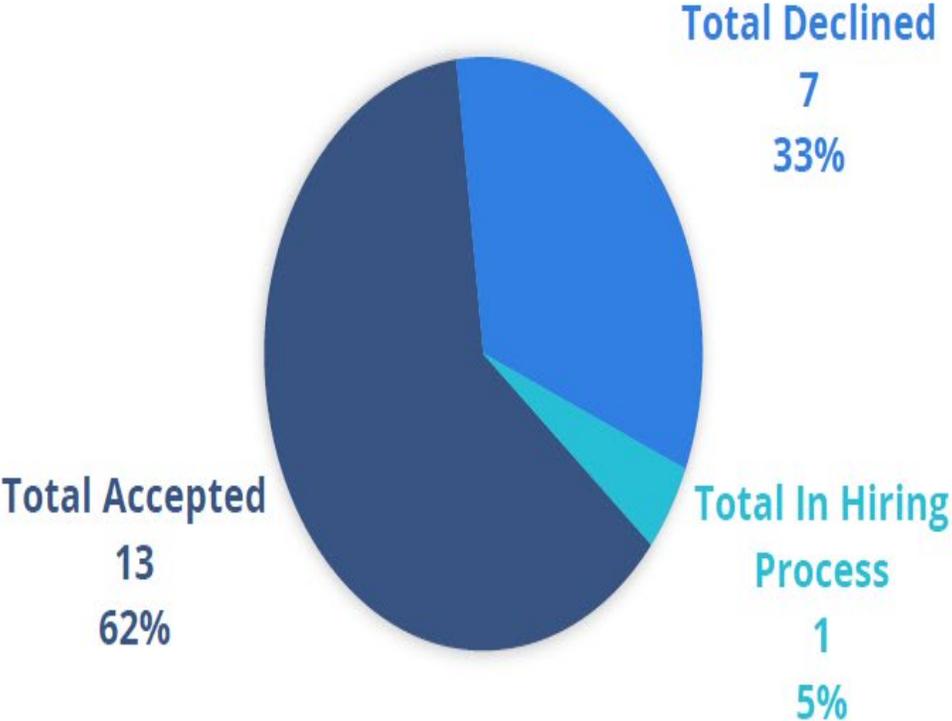


SIGN ON BONUS IMPACT ON OFFERS



Updated 9/14/2022