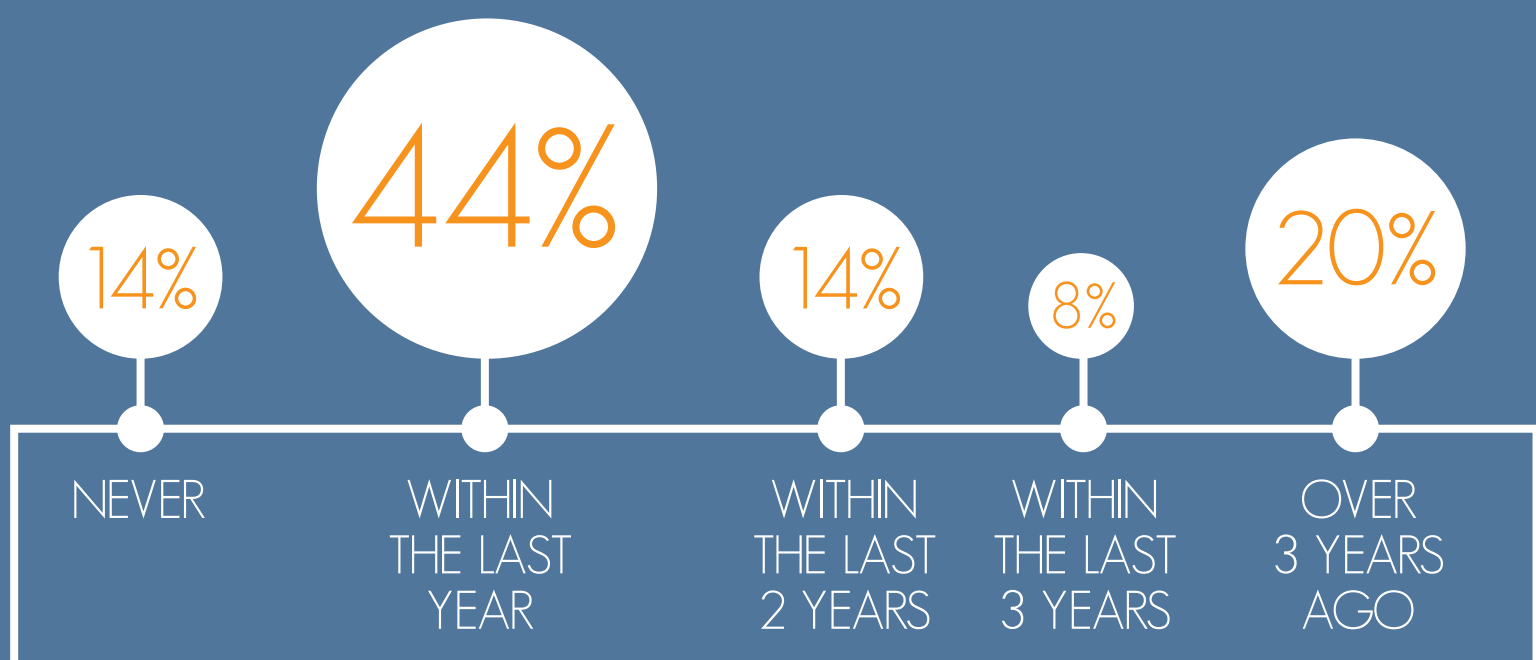
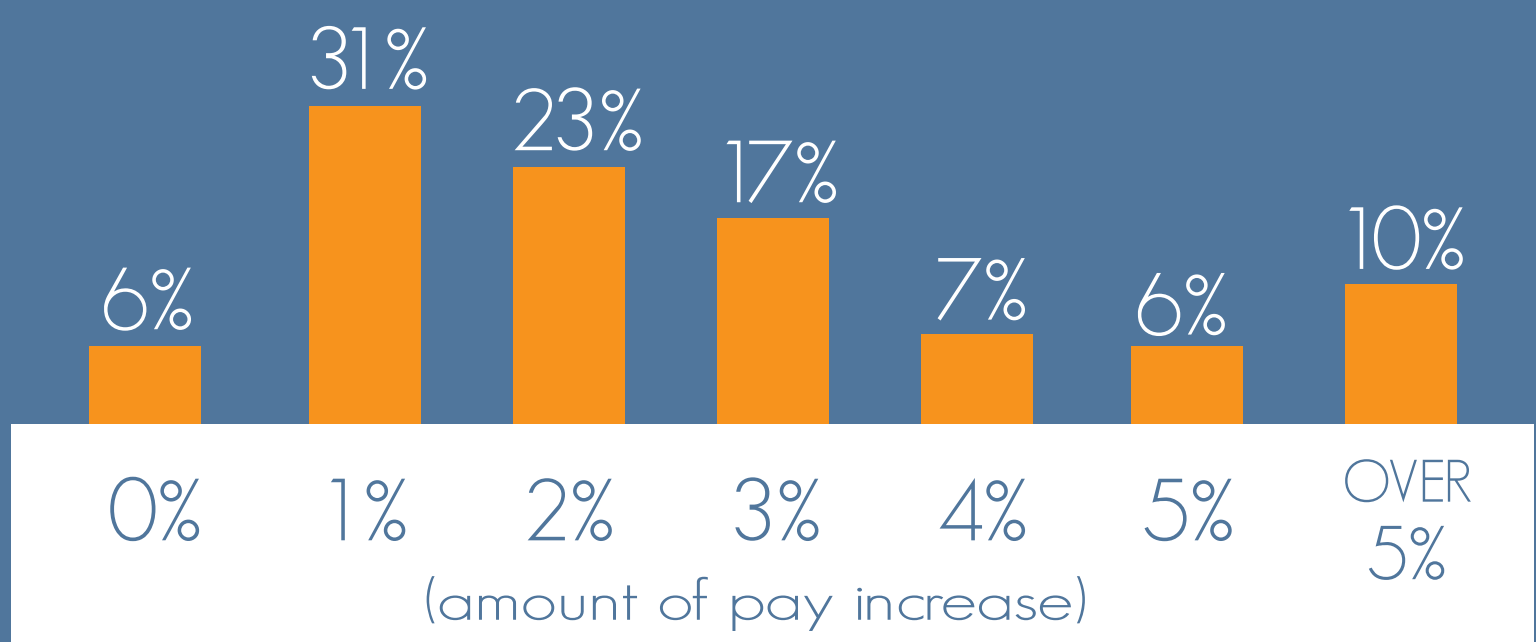


WHEN WAS YOUR LAST RAISE?

RESULTS OF A 2015 ACCC POLL

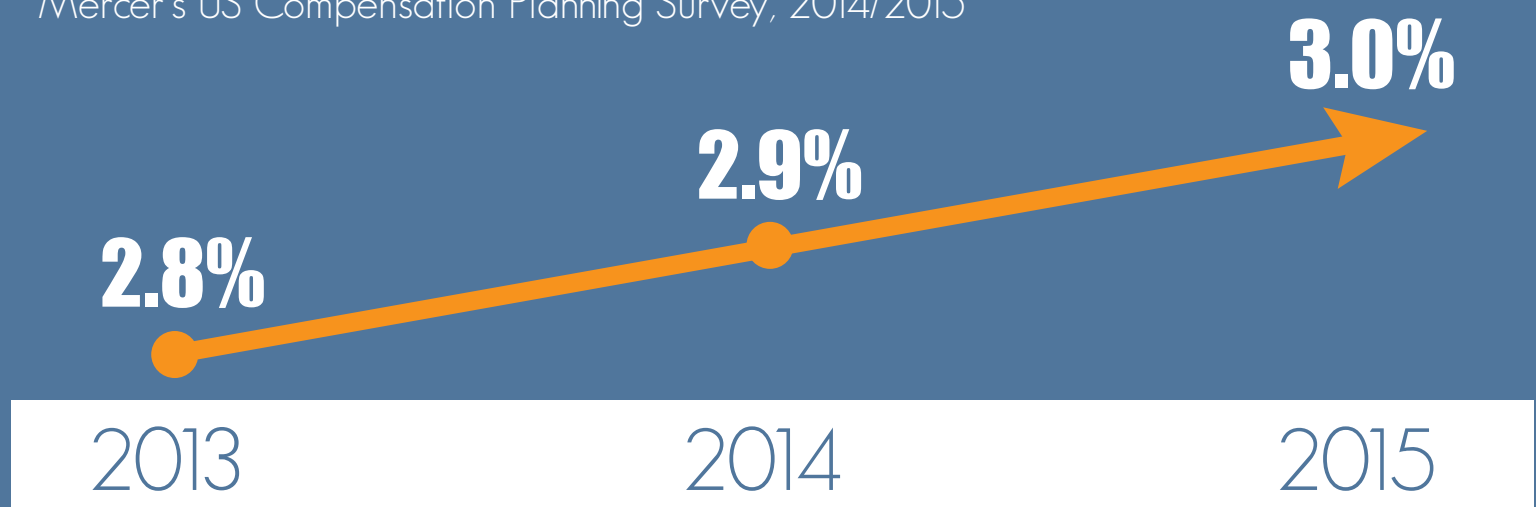


HOW MUCH WAS YOUR RAISE?



AVERAGE RAISE AMOUNT

*Mercer's US Compensation Planning Survey, 2014/2015



52%

OF RESPONDENTS ARE STRUGGLING TO PAY FOR THEIR REGULAR MONTHLY EXPENSES

85%

OF RESPONDENTS CANNOT AFFORD TO TAKE A VACATION RIGHT NOW

57%

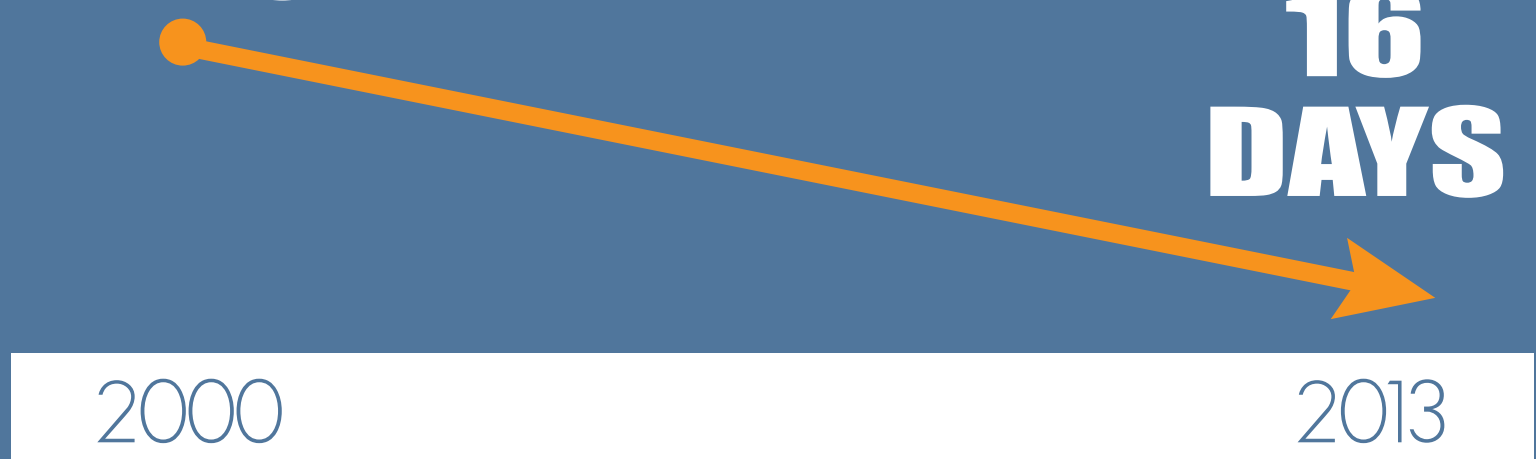
OF RESPONDENTS WHO CANNOT AFFORD A VACATION NEED TO USE THAT MONEY ON THEIR REGULAR MONTHLY EXPENSES

AVERAGE VACATION TAKEN PER YEAR

*US Travel Association's Travel Effect Initiative

20.3 DAYS

16 DAYS



\$52.4 BILLION

TOTAL AMOUNT OF TIME-OFF BENEFITS FORFEITED IN THE US IN 2013