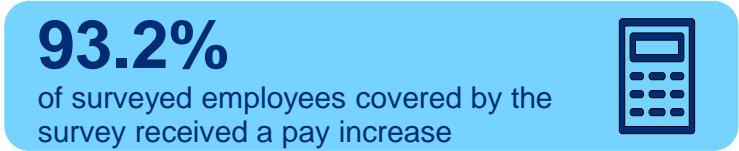
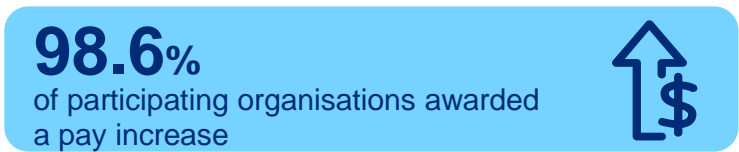
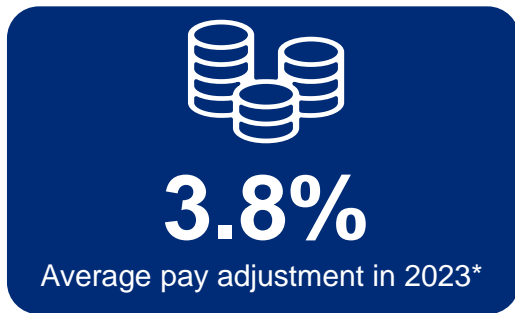


## Key Findings at a Glance

### About the 2023 Survey



### 2023 Pay Adjustment



### 2024 Pay Adjustment Forecast



### 2023 Bonus Payment



<sup>^</sup> The count of business sectors with sufficient data points for reporting  
\*weighted average