

## Overall Frequencies by Pay Plan

## Q1

[illegible]

## Q2

[illegible]

### Q3

[illegible]

## Q4

[illegible]

[illegible][illegible][illegible][illegible]

[illegible][illegible][illegible][illegible]

[illegible][illegible][illegible][illegible]

[illegible][illegible][illegible][illegible]

**Q22**

[illegible]

**Q23**

[illegible]

**Q24**

[illegible]

**Q25**

[illegible]

**Q26**

[illegible]

**Q27**

[illegible]

**Q28**

[illegible]

**Q29**

[illegible]

[illegible][illegible][illegible][illegible]



**Q34**

[illegible]

**Q35**

[illegible]

**Q36**

[illegible]

**Q37**

[illegible]

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**Q54**

[illegible]

**Q55**

[illegible]