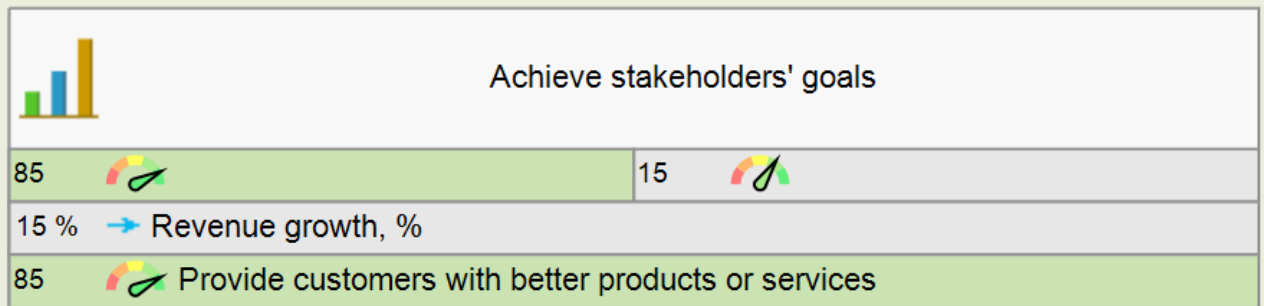
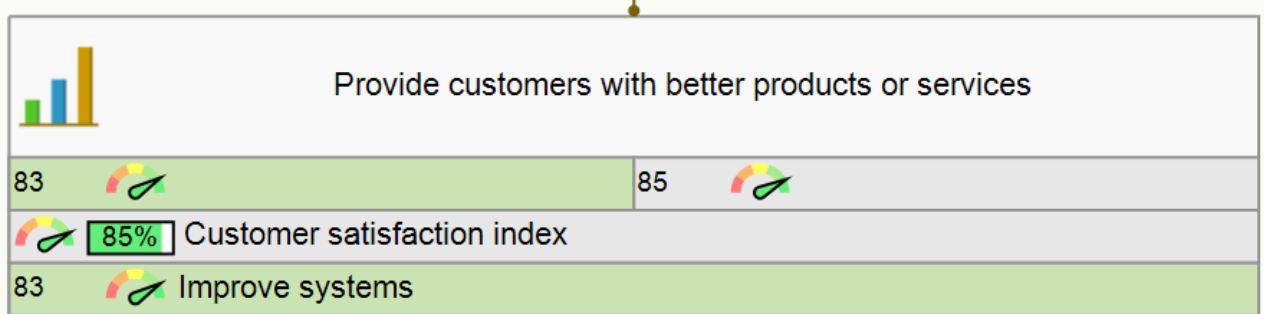


Organization Mission

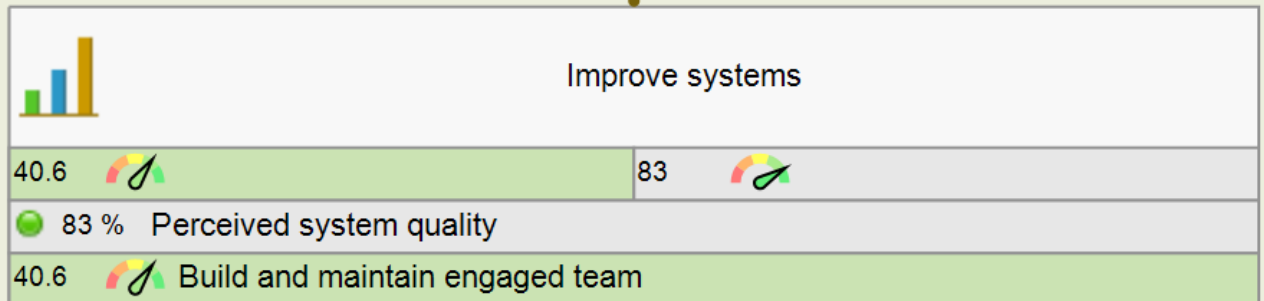
Financial Perspective



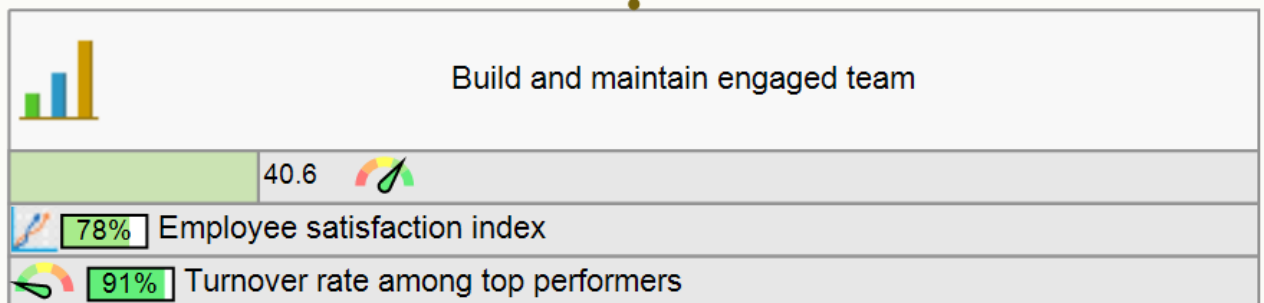
Customer Perspective



Internal Process Perspective



Learning & Growth Perspective



Strategy map legend

Strategic theme: Default

Leading indicator

Lagging indicator