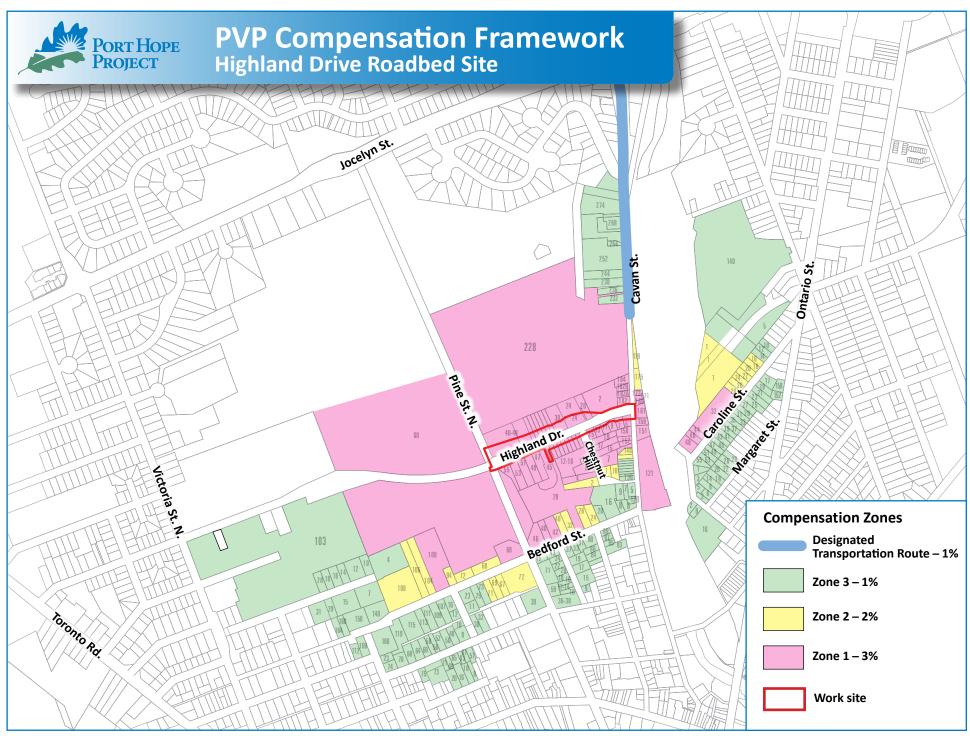
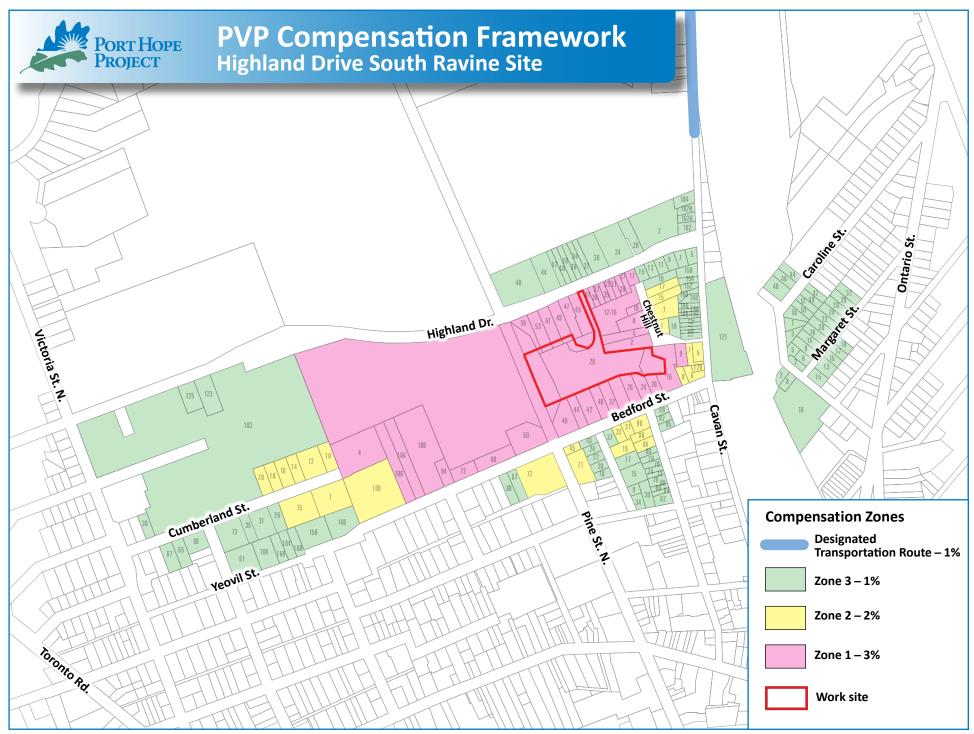


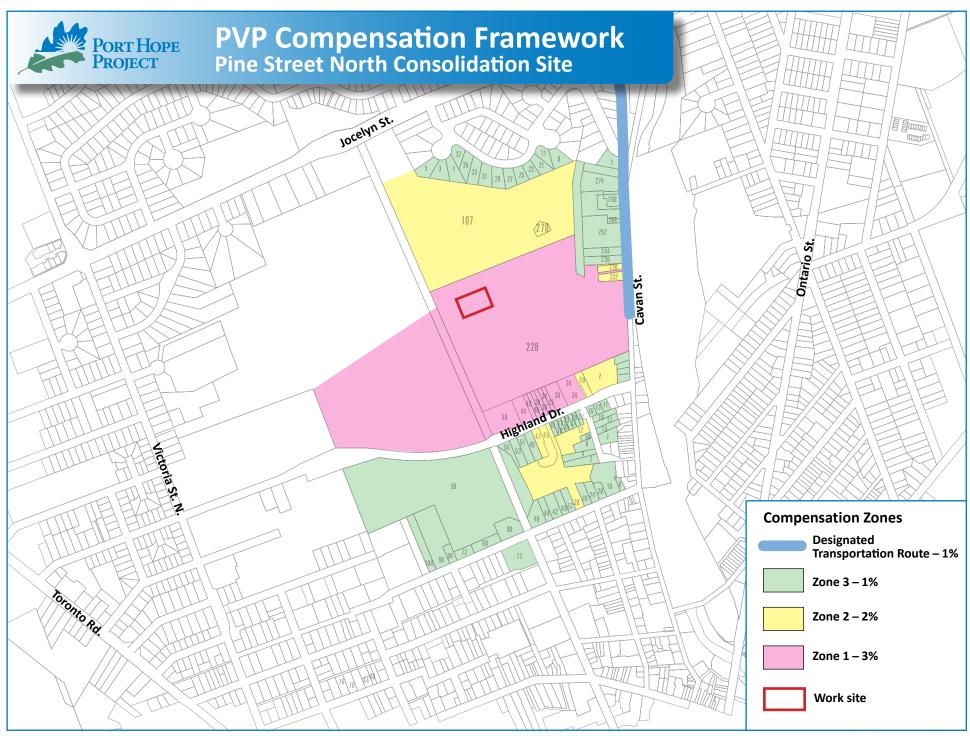
<sup>\*</sup> All compensation frameworks will have a validation period for which the compensation zones and percentages would apply. The PHAI will update the compensation frameworks as required.



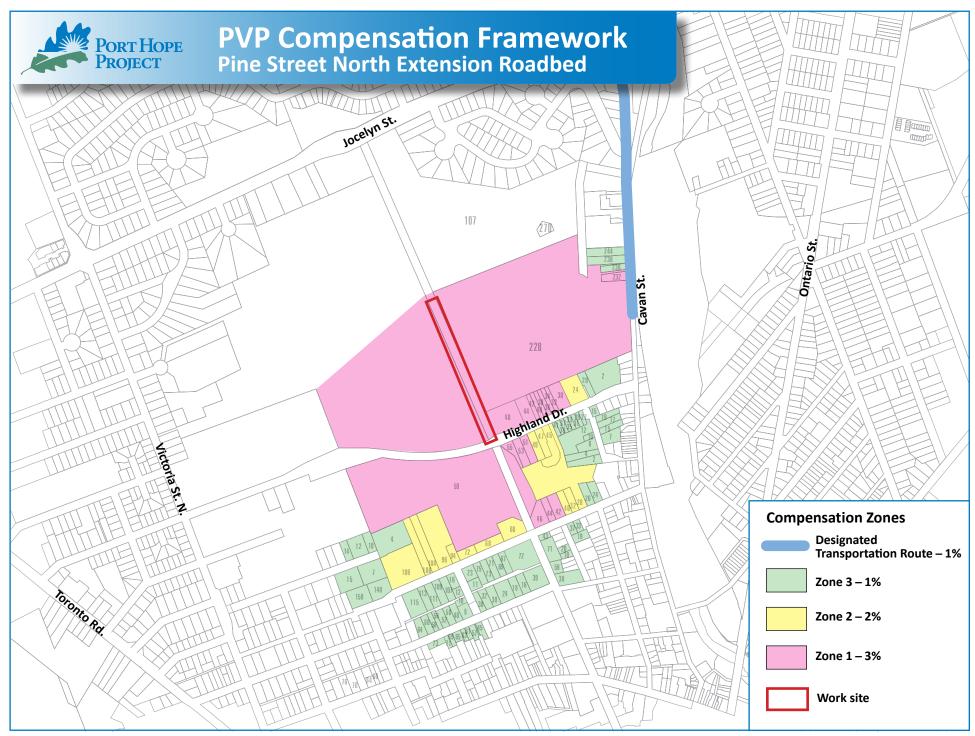
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