

9/25: Pay Ratio/Proxy Disclosure Conference			9/26: Say-on-Pay Conference		
State	Live Credits	Webcast Credits	State	Live Credits	Webcast Credits
ALABAMA	6.5	6.5	ALABAMA	4	4
ALASKA	6.5	6.5	ALASKA	4	4
ARKANSAS	6.5	6.5	ARKANSAS	4	4
CALIFORNIA	7	7	CALIFORNIA	4	4
COLORADO	8	8	COLORADO	6	6
DELAWARE	6.5	6.5	DELAWARE	4	4
FLORIDA	8	8	FLORIDA	5	5
GEORGIA	6.5	6.5	GEORGIA	4	4
IDAHO	5.75	5.75	IDAHO	2	2
ILLINOIS	6.5	6.5	ILLINOIS	4	4
INDIANA	6.5	6.5	INDIANA	4	4
IOWA	6.5	6.5	IOWA	4	4
KANSAS	7.5	7.5	KANSAS	4.5	4.5
KENTUCKY	6.5	6.5	KENTUCKY	4	4
LOUISIANA	6.5	6.5	LOUISIANA	4	4
MAINE	6.5	6.5	MAINE	4	4
MINNESOTA	6.5	6.5	MINNESOTA	4.75	4.75
MISSISSIPPI	6.5	6	MISSISSIPPI	4	4
MISSOURI	7.8	7.8	MISSOURI	4.8	4.8
MONTANA	6.5	6.5	MONTANA	4	4
NEVADA	6.5	6.5	NEVADA	4	4
NEW JERSEY	7.8	7.8	NEW JERSEY	4.8	4.8
NEW YORK	6.5	6.5	NEW YORK	4	4
NORTH CAROLINA	6.5	6.5	NORTH CAROLINA	4	4
OHIO	4.25	4.25	OHIO	4	4
OKLAHOMA	8	8	OKLAHOMA	5	5
OREGON	6.5	6.5	OREGON	4	4
PENNSYLVANIA	6.5	N/A	PENNSYLVANIA	4	N/A
SOUTH CAROLINA	6.5	6.5	SOUTH CAROLINA	4	4
TENNESSEE	6.5	6.5	TENNESSEE	4.75	4.75
TEXAS	6.5	6.5	TEXAS	4	4
UTAH	6.5	6.5	UTAH	4	4
VERMONT	6.5	6.5	VERMONT	4	4
VIRGINIA	Pending	Pending	VIRGINIA	Pending	Pending
WASHINGTON	6.5	6.5	WASHINGTON	4	4
WEST VIRGINIA	7.8	7.8	WEST VIRGINIA	4.8	4.8
WISCONSIN	7.5	7.5	WISCONSIN	4.5	4.5
WYOMING	6.5	6.5	WYOMING	4	4