

1 **(Reference Executive Compensation Report by Korn-Ferry)**  
2

3 **Q. It is stated (page 4) “As a policy, NFP sets its salary range in +/-15% of the market**  
4 **median.” Please clarify whether the market median referred to is based on the set**  
5 **of 543 organizations in its database (see page 7), the 390 organizations in the**  
6 **comparator group (page 7), or some other reference group.**  
7

8 **A. The market median referred to on page 4 is based on the 390 organizations in the**  
9 **comparator group.**