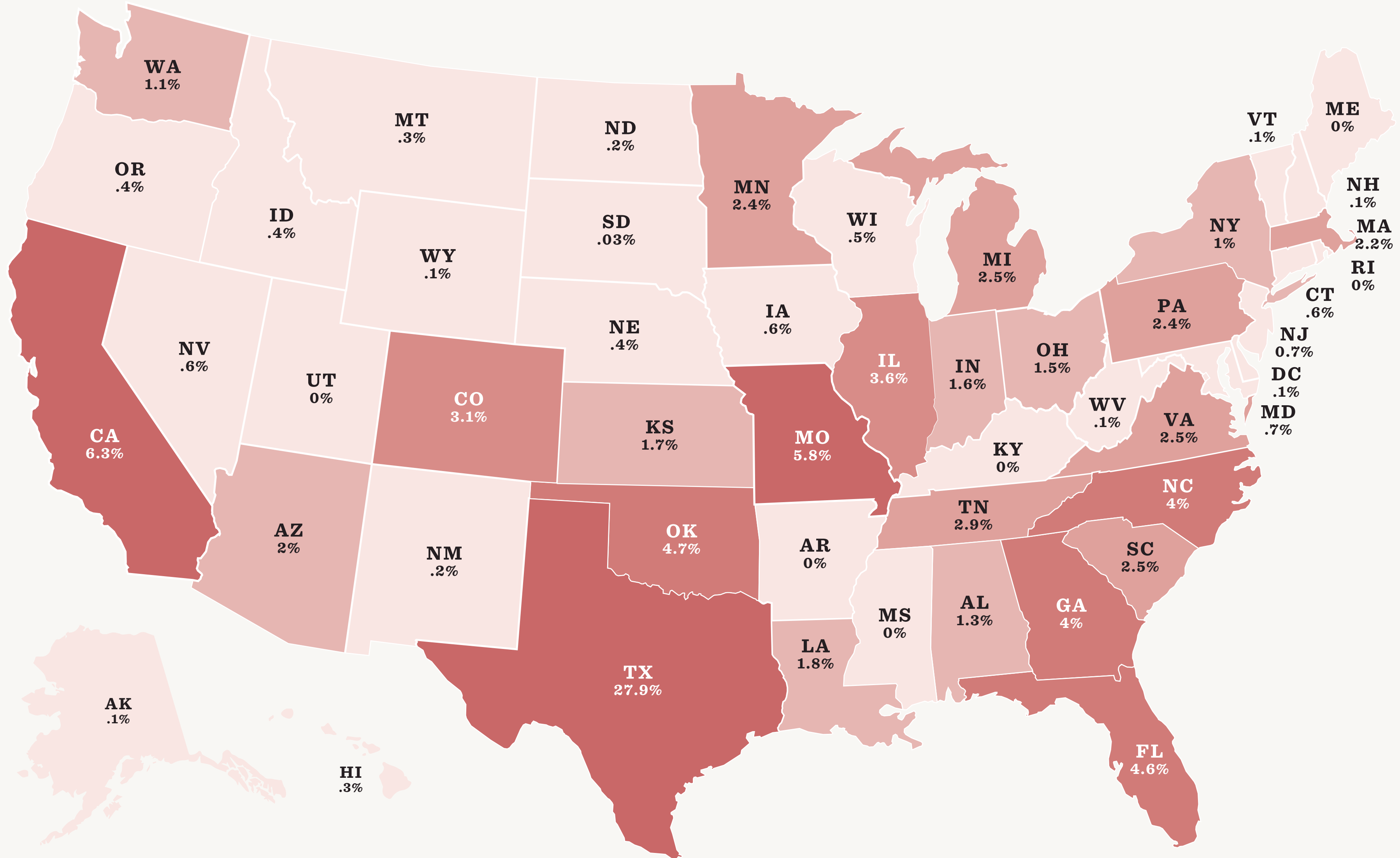


CONSULTANTS BY STATE



PERCENTAGE BY STATE

0-1%

1-2%

2-3%

3-4%

4-5%

5% - 100%



NO SHIPPING

ARKANSAS, DELAWARE, KENTUCKY, MISSISSIPPI, RHODE ISLAND, UTAH AND P.O. BOXES

EFFECTIVE DATE 01/01/20