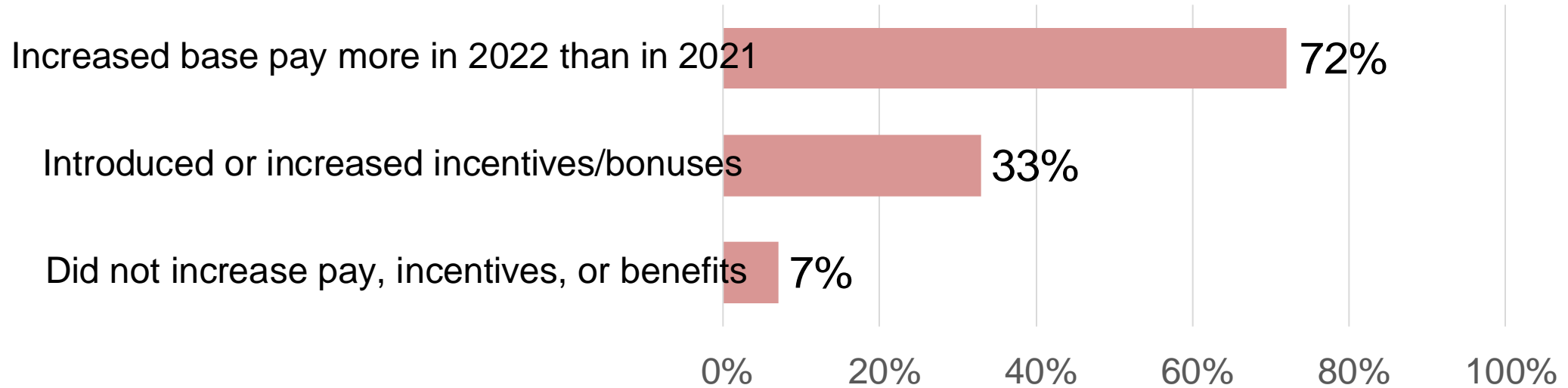


# AGC Outlook Survey: Firms' expectations regarding



# AGC Outlook Survey: 2022 Compensation Changes

% of firms that:



# AGC Outlook Survey: Firms' Major Concerns for 2023

% of respondents who listed as a major concern:

