

IMPACT OF COVID-19 ON EXECUTIVE AND DIRECTOR COMPENSATION

RUSSELL 3000

VOL. 4

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SUMMARY OF FINDINGS

5/4/20

RUSSELL 3000
432 COMPANIES

During March of 2020, US stock markets experienced one of the largest drops in history as the COVID-19 pandemic began wreaking havoc on US companies. Starting then, and continuing throughout April, businesses began closing operations and laying off or furloughing employees, resulting in a staggering 30+ million unemployment claims during March and April. Leaders of US public companies have made and continue to face difficult decisions provoked by the need to conserve cash, acknowledging the virus' effect on their businesses. These decisions have often included – or caused – changes to executive and director compensation, usually in the form of cuts to base salaries and cash compensation.

Since early March, Semler Brossy has been tracking Russell 3000 executive and director pay actions announced in response to the COVID-19 pandemic. Through May 2nd, we've identified 432 companies, representing 14.4% of the Russell 3000, as having taken COVID-19-related pay actions impacting executives and/or non-employee directors.

STAY UPDATED ON COVID-19

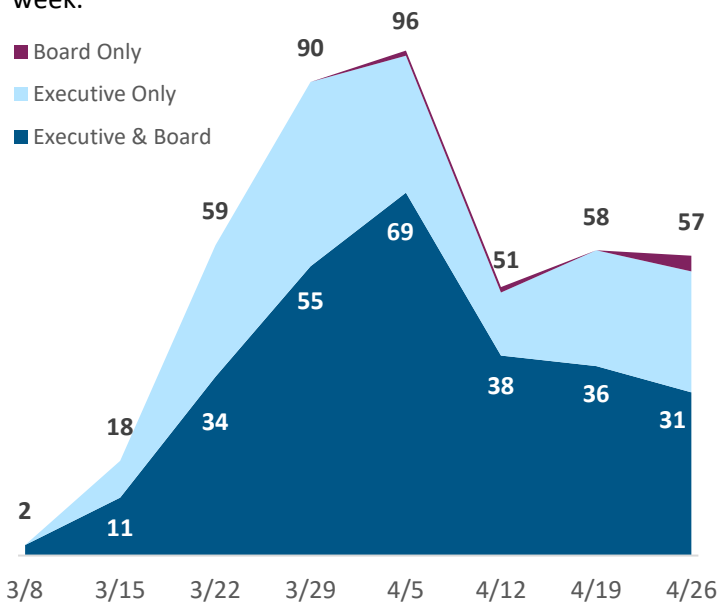
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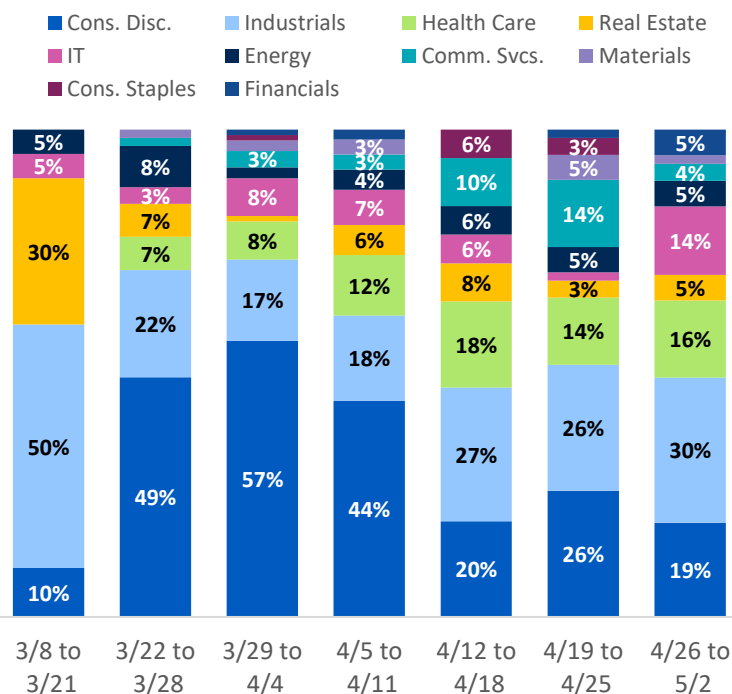
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TIMING OF PAY ACTION ANNOUNCEMENTS

The number of identified pay actions announced every week increased throughout March and early April, peaking at 96 during the first full week of April, followed by a drop and leveling out of announcements over the remainder of the month. The total count at the end of the week beginning April 26 is up 57 companies from the prior week.



Industrial companies, including airlines and hospitality-focused real estate firms, were heavily represented in the earliest announcements, followed closely by a swell of Consumer Discretionary companies peaking at the end of March. Recent weeks have seen the greatest number of additions from Industrials companies as the rate of Consumer Discretionary announcements has dropped off.

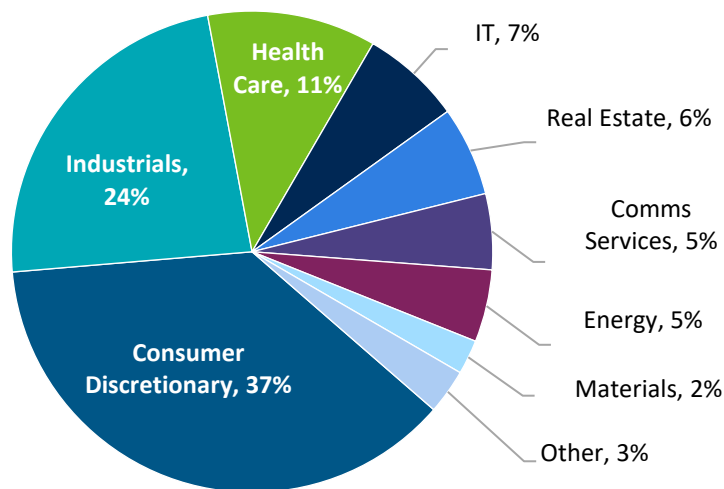


The fifth-largest sector in the Russell 3000, Consumer Discretionary companies continue to comprise the largest portion of the sample. However, the weighting of Consumer Discretionary companies has fallen from comprising half the total sample in mid-April to only 37% as of May 2nd, while Industrials companies, the second most represented sector, have increased from approximately one-fifth to one-fourth of the total sample. Health Care and Information Technology are the next most highly represented sectors.

There remain three sectors with little to no representation within the sample, including Financials, the largest sector within the Russell 3000 by count.

- Consumer Staples
- Financials
- Utilities

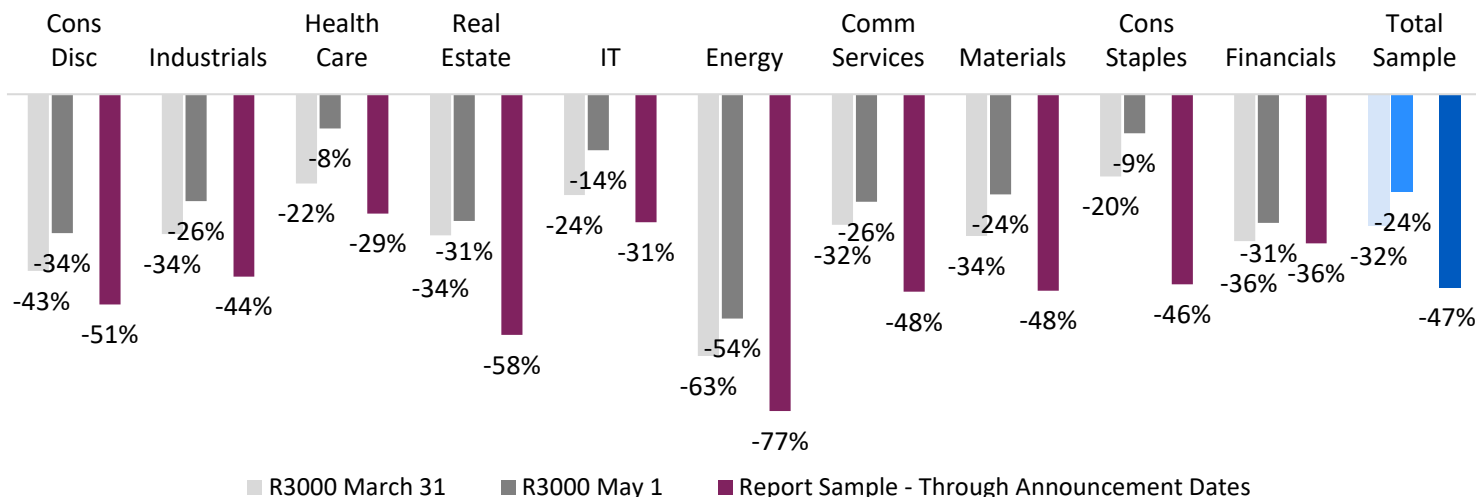
SECTOR BREAKDOWN OF SAMPLE



Companies enacting leadership pay changes have experienced larger reductions in market value than the broader index, both by sector and in total. As of the dates these companies announced pay actions, they had experienced a median market cap decline of 47% (total sample) from their average trading prices during January 2020, as compared to a median decline in the high 20% range throughout April for the broader Russell 3000. All sectors in the Russell 3000 showed some market recoveries between the end of March and early May, with some sectors like Consumer Staples, Health Care, Materials, and Information Technology showing larger “rebounds” as the underlying businesses experience fewer severe effects.

The companies in the sample also tend to have higher median revenue than that of the Russell 3000 as a whole. Many of the index’s smallest constituents are in the Health Care and Financials sectors, which are under-represented in the sample. Size skew by sector is less significant, except for Healthcare, Consumer Staples, and for Real Estate, for which announcements to date have centered around larger hospitality-focused REITs.

REPORT SAMPLE MARKET CAP DECLINES COMPARED TO RUSSELL 3000



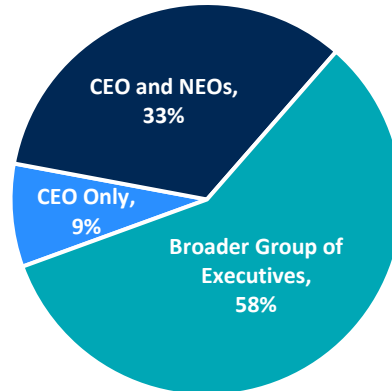
Through May 2nd, 91% of companies enacting executive pay changes have extended cuts beyond the CEO. A third of companies are enacting pay changes for only CEOs and other Named Executive Officers (NEOs), but most companies have extended reductions beyond the top five to a broader group of executives for a greater cost impact.

Pay actions continue to center on salary reductions rather than annual and long-term incentive compensation opportunities, due in part to ongoing uncertainty around incentive payouts as well as an aim to conserve cash and reduce immediate operating expenses.

A small portion of the sample (22 companies) have changed the form or timing of executive pay, such as a deferral in the payment of base salary, or a conversion of cash compensation into company stock.

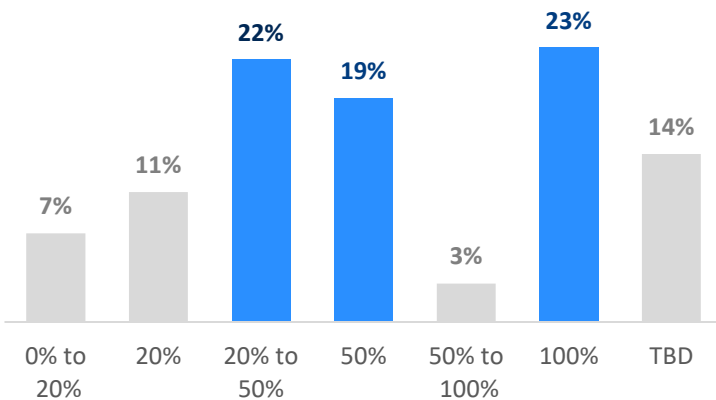
Fewer of the more recently announced pay actions include full details regarding the magnitude of reduction or the population impacted. These companies have generally listed out the range of their responses to COVID-19, including a non-specific reference to executive salary reductions. These companies are categorized as "TBD."

IMPACTED EXECUTIVES

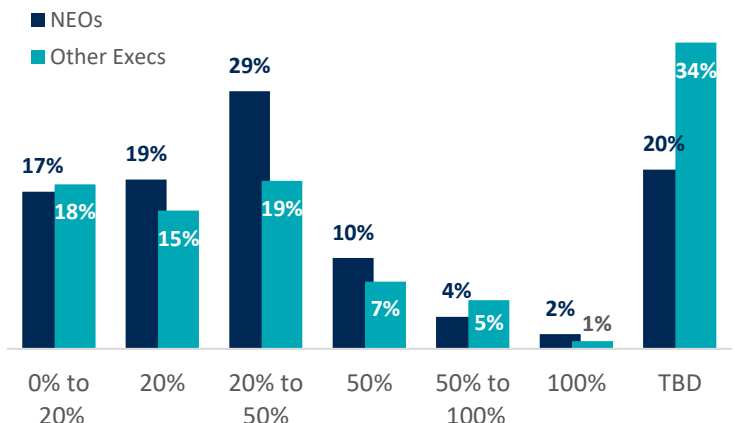


Salary reduction magnitudes are trending down over time. In the full sample, the median CEO salary cut prior to April 14th was 50%, but is only 30% at median for announcements in the past three weeks. Median CEO pay cuts are highest for Consumer Discretionary, Communication Services, and Real Estate companies. For NEOs, the most common pay cut still falls between 20% and 50%, with a majority of decreases below 50%. Median pay cuts for NEOs are typically half those of the CEO.

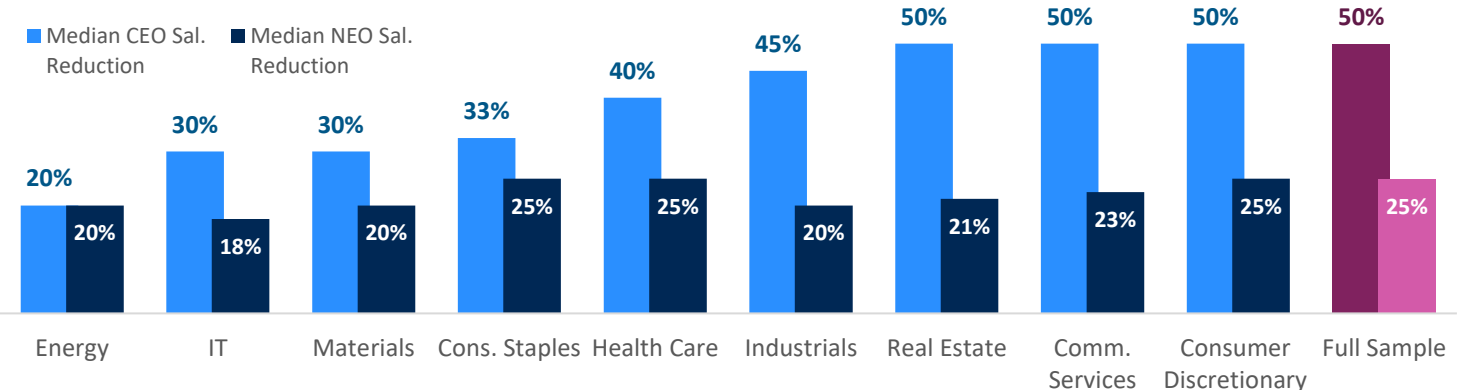
MAGNITUDE OF CEO BASE SALARY REDUCTIONS



MAGNITUDE OF NEO AND OTHER EXECUTIVE BASE SALARY REDUCTIONS



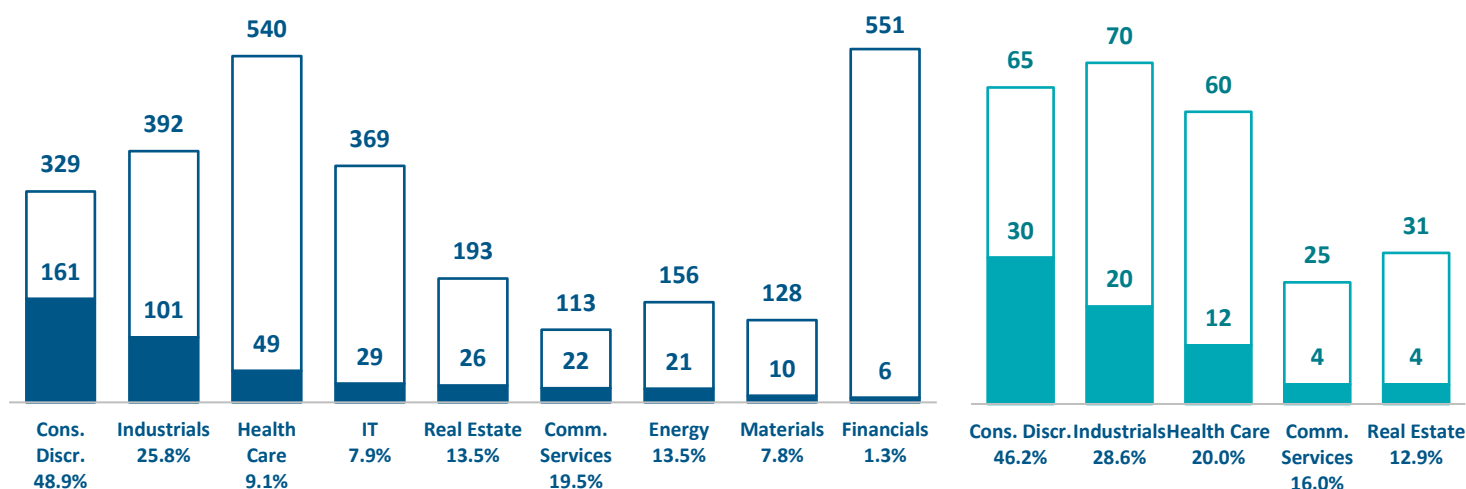
CEO AND NEO BASE SALARY REDUCTIONS BY SECTOR



As one of the sectors with the largest declines in market cap, 46% of Consumer Discretionary companies in the Russell 3000 have announced pay actions to date. On the other end of the spectrum, the Utilities and Consumer Staples sectors experienced the lowest median market cap reductions and are underrepresented among the sample. Financials, however, stands out as a sector with similar losses to other hard-hit sectors, but despite composing the largest portion of the Russell 3000 it's one of the least represented sectors in the sample.

S&P 500 sectors generally show similar prevalence rates of pay action announcements as the broader Russell 3000. For both S&P 500 and broader Russell 3000 companies, nearly half of Consumer Discretionary companies and just over a quarter of Industrials companies have announced pay actions, with Health Care as the third most-represented sector.

RUSSELL 3000 AND S&P 500 SECTOR REPRESENTATION



Russell 3000

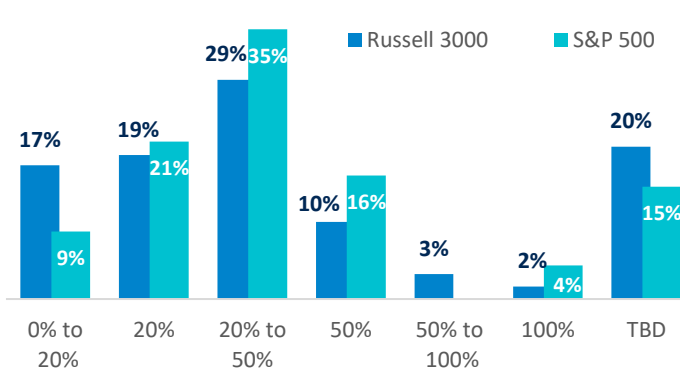
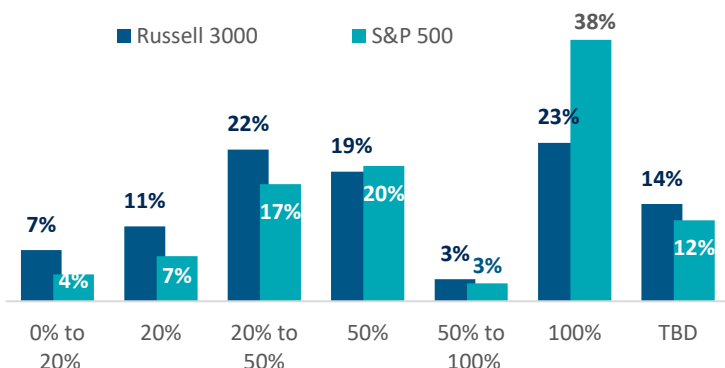
S&P 500

Excludes Russell 3000 sectors with fewer than seven announcements: Cons. Staples (6/ 5.5%), and S&P 500 sectors with fewer than four announcements: Energy (3/ 11.1%), IT (3/ 4.2%), Cons. Staples (2/ 6.1%), Materials (2/ 6.9%), Financials (1/1.5%).

Pay cuts tend to be more severe at larger companies, with salary reductions for both CEOs and other NEOs among S&P 500 companies clustering at the higher end of the spectrum to a greater degree than for the broader Russell 3000. S&P 500 CEOs have taken full salary reductions more frequently than CEOs in the full Russell 3000, and S&P 500 NEOs more frequently disclose cuts higher than 20%.

S&P 500 - MAGNITUDE OF CEO BASE SALARY REDUCTIONS

S&P 500 - MAGNITUDE OF NEO BASE SALARY REDUCTIONS

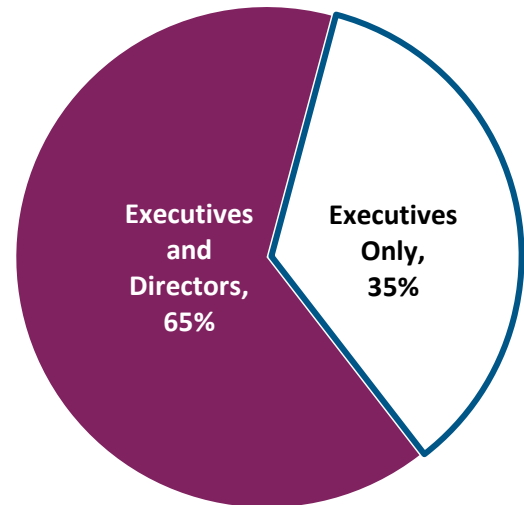


Most companies enacting executive pay changes are also changing pay for the board’s non-employee directors. While 427 companies are changing pay for executives, 281 companies are changing pay for directors, including five companies that are cutting director but not executive pay.

Though the most common director pay action by far – comprising nearly the entire sample – is a reduction of cash fees, twelve companies have opted instead to delay the payment or change the form of compensation for directors (i.e., stock in lieu of cash).

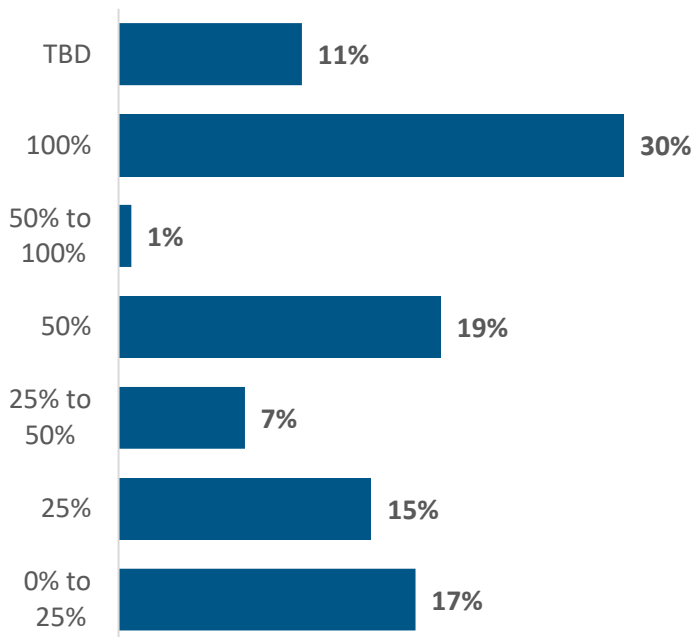
As it does for executives, equity comprises a large portion of a board’s annual compensation. For a majority of calendar year-end companies, executive equity grants are made in the first quarter of the year. Grant timing for director equity awards, however, typically coincides with the annual shareholder meeting, generally in the second quarter. Very few companies have announced a change in the grant timing or form for their annual equity awards. However, boards may wish to discuss considerations around simply granting a target dollar value at the current share price. Other approaches could include granting the same number of shares as prior year, using the share price for executive equity grants to determine board shares, or delaying the grant date.

PROPORTION OF COMPANIES ENACTING DIRECTOR PAY CHANGES

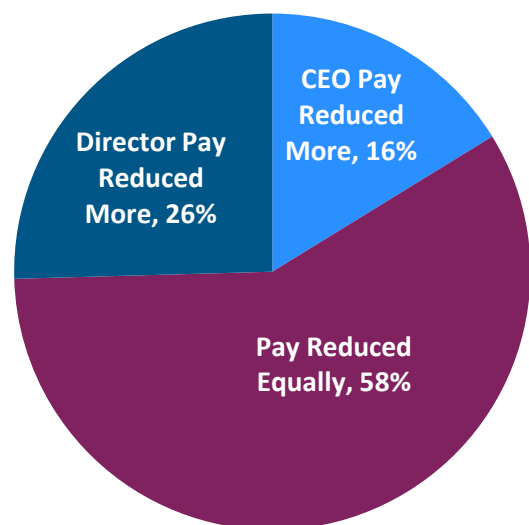


In most cases, the magnitude of the pay cut for directors is aligned with the reduction in the CEO’s base salary. The most common action on board pay is a 100% reduction in cash fees, with ~50% of companies reducing cash compensation by 50% or more. Boards typically receive their fees on a quarterly basis and therefore cuts to board fees are naturally being applied to one or more quarterly payments.

MAGNITUDE OF DIRECTOR CASH PAY REDUCTIONS



ALIGNMENT OF DIRECTOR AND CEO PAY REDUCTIONS PERCENTAGES



The Consumer Discretionary sector has the largest number of companies in the sample and includes some of the harder hit industries. The sector's median market cap decline through the first half of March was -47%, similar to that of companies in the sample (-53%). Four industries within the sector have had more than half of companies take actions on executive pay: Specialty Retail; Hotels, Restaurants and Leisure; Textiles, Apparel and Luxury Goods; and Automobiles.

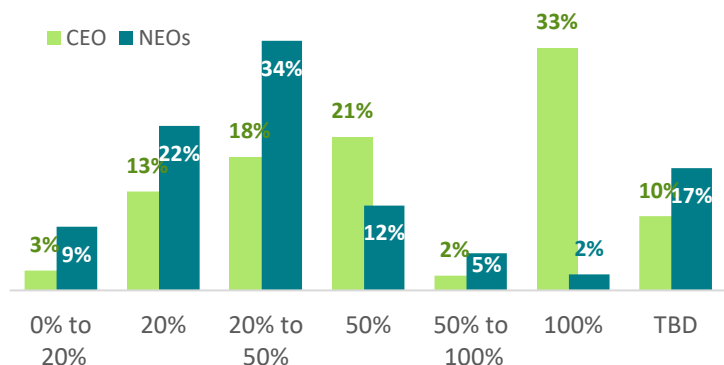
Within the sector, companies are more likely to reduce pay for a relatively broader group of leaders than the total sample, with a higher proportion of cuts extending below the NEO level and to non-employee directors. Cuts also tend to be somewhat deeper than the general sample, with more CEO cuts clustered at a 100% reduction, and NEO cuts more frequently higher than the 20% mark.

The two most represented industries in the sector have median CEO pay cuts of at least 50%, with Hotels, Restaurants & Leisure companies enacting cuts of 88% at median, and Specialty Retailers of 50%.

CONSUMER DISCRETIONARY - IMPACTED EXECUTIVES



CONSUMER DISCRETIONARY - MAGNITUDE OF CEO AND NEO BASE SALARY REDUCTIONS

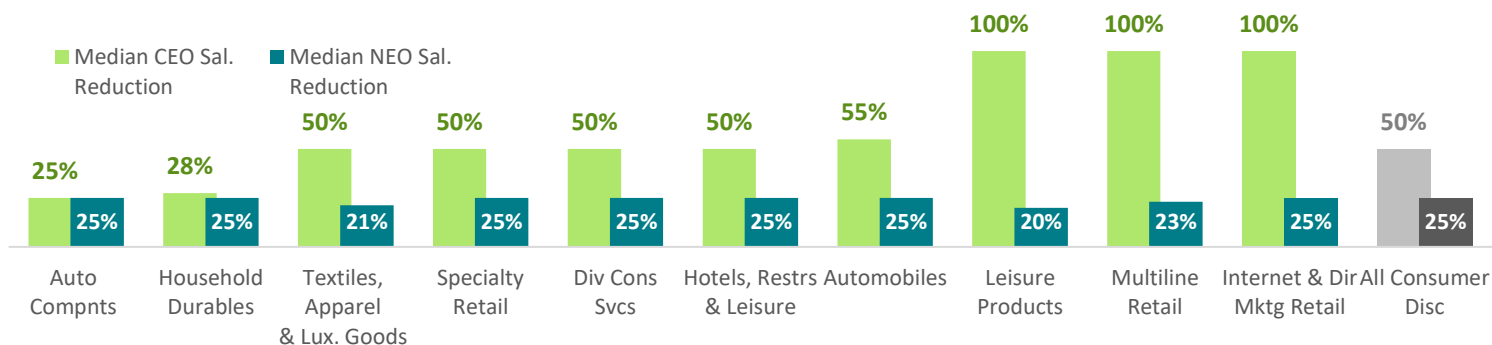


CONSUMER DISCRETIONARY - SAMPLE COMPOSITION

Report Sample Compared to Russell 3000

Sector	Count	Percent of R3000	Median Market Cap Declines		
			Report Sample		R3000
			Jan - Announcement	Jan-Mar 31	Jan-May 1
Consumer Discretionary	161	49%	-51%	-43%	-34%
Specialty Retail	50	65%	-53%	-44%	-37%
Hotels, Restaurants and Leisure	43	56%	-56%	-53%	-39%
Household Durables	15	35%	-47%	-40%	-29%
Textiles, Apparel and Luxury Goods	20	69%	-46%	-44%	-43%
Auto Components	9	45%	-42%	-41%	-30%
Internet and Direct Marketing Retail	7	30%	-47%	-35%	-10%
Diversified Consumer Services	6	29%	-46%	-38%	-28%
Multiline Retail	3	30%	NS	-48%	-33%
Leisure Products	2	13%	NS	-34%	-20%
Automobiles	4	67%	-43%	-44%	-28%
Distributors	2	29%	NS	-28%	-20%
Total Sample	432	15%	-47%	-32%	-24%

CONSUMER DISCRETIONARY - CEO AND NEO BASE SALARY REDUCTIONS



Industrials companies comprise approximately one-quarter of the sample, as another sector with some of the hardest hit industries in the Russell 3000.

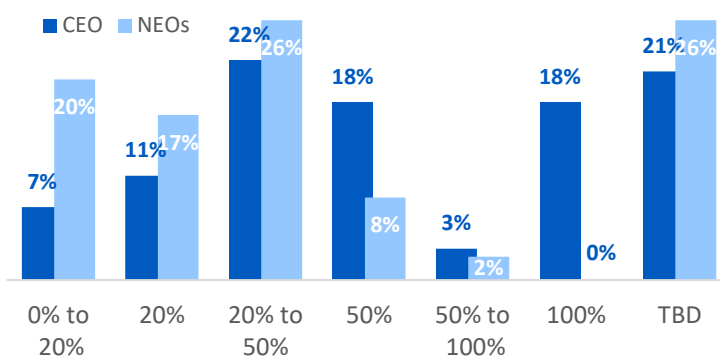
As with the rest of the sample, Industrials companies announcing pay actions tend to be harder hit than the sector overall, with a median market cap decline of -44%, as compared to -34% for the full sector through the end of March. As the hardest hit industry within the sector – with a median market cap decline in the mid-50s – more than half of Airlines companies have announced leadership pay actions to date.

Notably, pay actions at Industrials companies tend to apply more narrowly to top executives; these companies less frequently apply cuts to broader executive teams and non-employee directors than within Consumer Discretionary sector or the full sample. Cuts also tend to be less severe than the general sample, with both CEO and NEO cuts clustering more towards the lower end of the reduction spectrum.

INDUSTRIALS - IMPACTED EXECUTIVES



INDUSTRIALS - MAGNITUDE OF CEO AND NEO BASE SALARY REDUCTIONS

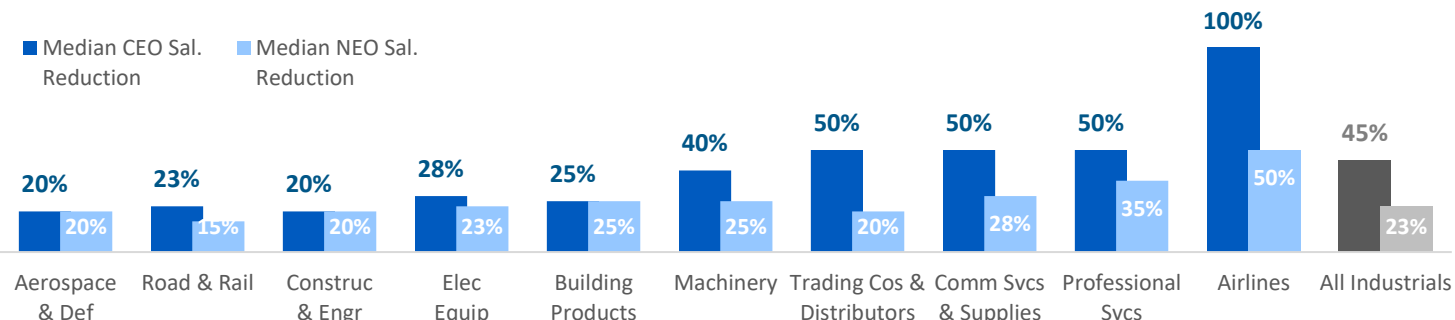


INDUSTRIALS - SAMPLE COMPOSITION

Report Sample Compared to Russell 3000

Sector	Count	Percent of R3000	Median Market Cap Declines		
			Report Sample		R3000
			Jan - Announcement	Jan-Mar 31	Jan-May 1
Industrials	101	26%	-44%	-34%	-26%
Machinery	23	24%	-44%	-33%	-26%
Commercial Services and Supplies	15	31%	-46%	-35%	-29%
Trading Companies and Distributors	12	34%	-42%	-42%	-36%
Airlines	8	67%	-47%	-55%	-56%
Professional Services	8	24%	-37%	-35%	-25%
Road and Rail	7	26%	-44%	-24%	-21%
Electrical Equipment	7	26%	-28%	-33%	-19%
Aerospace and Defense	6	19%	-69%	-31%	-27%
Building Products	6	20%	-55%	-36%	-26%
Construction and Engineering	5	20%	-41%	-31%	-26%
Air Freight and Logistics	2	18%	NS	-21%	-17%
Industrial Conglomerates	2	33%	NS	-25%	-24%
Marine	0	0%	NS	-51%	-40%
Transportation Infrastructure	0	0%	NS	-45%	-39%
Total Sample	432	15%	-47%	-32%	-24%

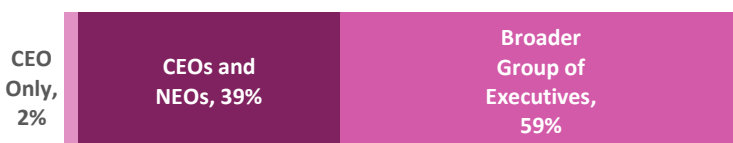
INDUSTRIALS - CEO AND NEO BASE SALARY REDUCTIONS



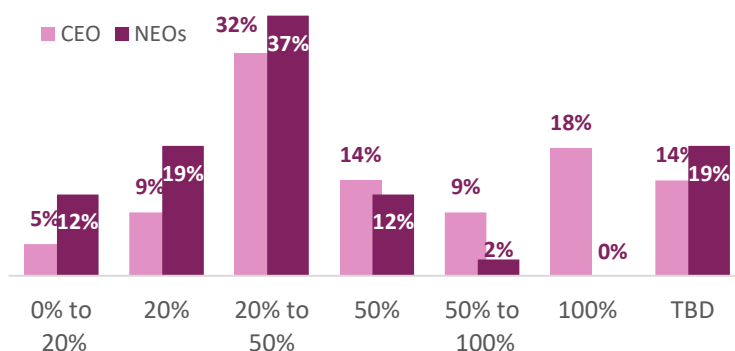
The Health Care sector is the third most-represented among the sample, with nearly 10% of the sector announcing pay actions to date. Announcements in the sector show more stark differentiation among constituent industries than other sectors, with a heavy skew towards equipment and supplies and towards providers and services companies, which have seen longer-lasting market cap impacts than other industries as companies deal with reduced demand for healthcare supplies and services outside the scope of COVID-19 care. The sector's pharmaceuticals, biotech, and other healthcare technology companies tend to be far smaller, with larger rebounds in market cap through early May, and show far lower prevalence of leadership pay actions.

Cuts extend beyond the CEO more frequently for Health Care companies than the general sample, applying more broadly for all but a single company. The magnitude of cuts generally mirror those of the broader sample, though CEO pay cuts are skewed slightly lower than those of the full sample.

HEALTH CARE - IMPACTED EXECUTIVES



HEALTH CARE - MAGNITUDE OF CEO AND NEO BASE SALARY REDUCTIONS

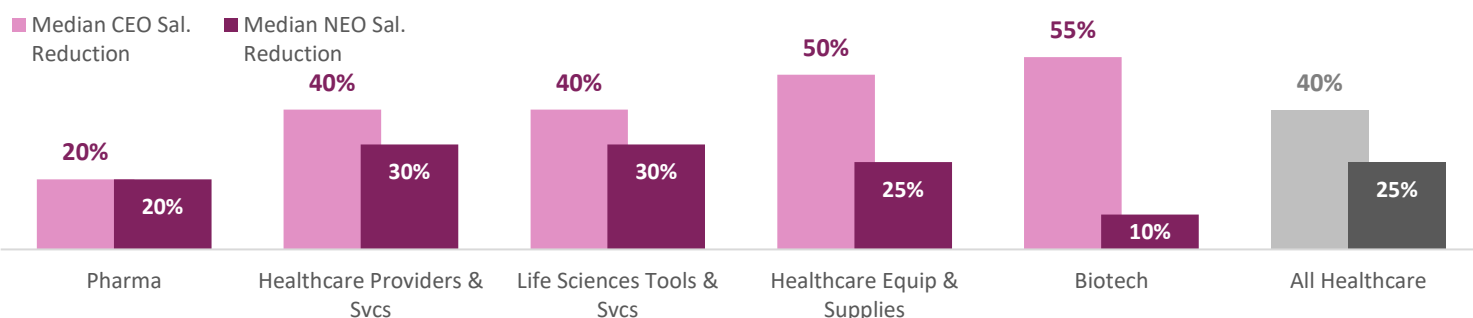


HEALTH CARE - SAMPLE COMPOSITION

Report Sample Compared to Russell 3000

Sector	Count	Percent of R3000	Median Market Cap Declines		
			Report Sample	R3000	
			Jan - Announcement	Jan-Mar 31	Jan-May 1
Health Care	49	9%	-29%	-22%	-8%
Health Care Equipment and Supplies	32	32%	-27%	-22%	-12%
Health Care Providers and Services	12	19%	-41%	-26%	-17%
Pharmaceuticals	1	1%	NS	-25%	-8%
Life Sciences Tools and Services	2	7%	NS	-21%	-8%
Biotechnology	2	1%	NS	-20%	-6%
Health Care Technology	0	0%	NS	-19%	-8%
Total Sample	432	15%	-47%	-32%	-24%

HEALTH CARE - CEO AND NEO BASE SALARY REDUCTIONS



* Latest week's additions

Industry	Company	CEO Salary Reduction / Action	Impacted	Other NEOs Salary Reduction / Action	Impacted	Other Execs Salary Reduction / Action	Board Pay Reduction / Action
1 Entertainment	AMC Entertainment	[-20-100%]	All	[-20-100%]	All	[-20-100%]	
2 Entertainment	Cinemark Holdings	-100%	TBD	-80%	TBD	-80%	-100%
3 Entertainment	Disney	-50%	Exec Chair Others	-100% -30%	Broad Group of Exec Level Employees	TBD ["Base Salary Reduction"]	
4 Entertainment	Live Nation Entertainment	-100%	All	-50%			
5 Entertainment	LiveXLive Media	[-50% in "Vesting Shares"]	All	[-50% in "Vesting Shares"]	Executive Officers All Others	[-50% -10-25% in Vesting Shares]	
6 * Entertainment	The Marcus Corporation	-50%	All	TBD	All	TBD	-100%
7 Entertainment	World Wrestling Entertainment	[Compensation Reduction]	All	[Compensation Reduction]	Executives	[Compensation Reduction]	[Compensation Reduction]
8 Interactive Media and Services	Eventbrite	-100%					
9 * Interactive Media and Services	TripAdvisor, Inc.	-100%					-100%
10 Interactive Media and Services	TrueCar	-20%	All	-10-15%			-20%
11 Interactive Media and Services	Yelp	-100%	All	-30%			
12 Media	Clear Channel Outdoor	-30%	CEO Americas Others	-30% -20%			
13 Media	Comcast Corporation	-100%	CFO, Pres. Comcast Cable	-100%	[Two Other Senior Leaders]	-100%	
14 Media	Entercom Communications	-30%	All	-20%			-25%
15 * Media	Entravision Communications	-23%	All	-15-17.5%			
16 Media	Fox Corporation	-100%	All	-100%	Senior Executives	-50%	
17 Media	Gannett Co.	[Significant Reduction]	All	[Significant Reduction]	Senior Management	[Significant Reduction]	
18 Media	Meredith Corporation	[Reduction in Officer Salaries]	All	[Reduction in Officer Salaries]	Officers and Executives	[Reduction in Executive Salaries]	TBD
19 Media	TEGNA	-25%	All	-20%	GMs, Corp. SVPs and Above	-20%	-25%
20 Media	The E.W. Scripps Company	-15%	All	-10%			-15%
21 * Media	The Interpublic Group of Companies	[Salary Reduction]	All	[Salary Reduction]	Corporate Management Team	[Salary Reduction]	
22 Wireless Telecommunication Services	Gogo	-30%	All	-20%	Executive Leadership Team	-20%	-30%

* Latest week's additions

Industry	Company	CEO Salary Reduction / Action	Impacted	Other NEOs Salary Reduction / Action	Impacted	Other Execs Salary Reduction / Action	Board Pay Reduction / Action	
23	Auto Components	American Axle & Manufacturing	-30%	All	-30%	Officers	-30%	-40%
24	Auto Components	BorgWarner	-20%	All	-20%	Executive Management Team	-20%	-20%
25	Auto Components	Gentherm	[Salary Deferral]	All	[Salary Deferral]	Salaried Employees	[Salary Deferral]	[Cash Retainer Paid in RSUs]
26	Auto Components	Goodyear Tire & Rubber	-25% [& 25% deferred]	All	-10% [& 20% deferred]			
27	Auto Components	LCI Industries	-25%	SVP Ops Other NEOs	-25% [Salary Reduction]	GMs & Other Executives	[Salary Reduction]	-25%
28	Auto Components	Lear Corporation	-10% [And -20% Deferral]	All	-5% [And -5% Deferral]			-25%
29 *	Auto Components	Standard Motor Products	-25%	All	-25%	All	-10%	-25%
30	Auto Components	Tenneco	-100% -15-20% -10%	All	-50% -15-20% -10%			-25%
31	Auto Components	Visteon Corporation	-40%	All	-30%	Salaried Employees	-20%-40%	-30%
32	Automobiles	Ford	-50% Deferral	All	-20%-50% Deferral	Top 300 Senior Execs	-20%-50% Deferral	
33 *	Automobiles	General Motors	-10% [and -20% Deferral]	All	-10% [and -20% Deferral]	All Senior Leaders	-10% [and -20% Deferral]	-20%
34 *	Automobiles	Tesla	[Reducing Most Salaried Employees Base Salaries]	TBD	[Reducing Most Salaried Employees Base Salaries]	TBD	[Reducing Most Salaried Employees Base Salaries]	
35	Automobiles	Thor Industries	-100%	All	-40%			-40%
36	Distributors	Core-Mark						[Compensation Reduction]
37	Distributors	Funko	-20%	All	-20%			
38	Diversified Consumer Services	Bright Horizons Family Solutions	-100%	All	-25%			-100%
39 *	Diversified Consumer Services	Carriage Services	-15%	COO Others	-10% -5%			-15%
40	Diversified Consumer Services	Graham Holdings	-50%	Chairman Kaplan Others	-50% -20%			
41	Diversified Consumer Services	Houghton Mifflin Harcourt Company	-50%	All	-25%	Executive & Senior Leadership	TBD	-25%
42	Diversified Consumer Services	Select Interior Concepts	-30%	All	TBD	TBD	TBD	-100%
43 *	Diversified Consumer Services	WW International, Inc.	-100%	All	-25%			-50%
44	Hotels, Restaurants and Leisure	Aramark	-25%	All	-25%	Senior Executives	-25%	-25%
45	Hotels, Restaurants and Leisure	BJ's Restaurants	-20%	All	-20%	Salary > \$100,000	-15%	-20%
46	Hotels, Restaurants and Leisure	Bloomin' Brands	-100%					-100%
47	Hotels, Restaurants and Leisure	Brinker International	-50%	All	[Salary Reduction]	Executive Team	[Salary Reduction]	
48	Hotels, Restaurants and Leisure	Choice Hotels International	-20%	Exec Chair Other NEOs	-100% -10%			-50%
49	Hotels, Restaurants and Leisure	Churchill Downs	[Salary Decrease]	All	[Salary Decrease]	All	[Salary Decrease]	
50	Hotels, Restaurants and Leisure	Chuy's Holdings	~75%	All	-25-75%	Senior Management	-25-75%	-100%

* Latest week's additions

Industry	Company	CEO Salary Reduction / Action	Impacted	Other NEOs Salary Reduction / Action	Other Execs Impacted	Other Execs Salary Reduction / Action	Board Pay Reduction / Action	
51 *	Hotels, Restaurants and Leisure	Cracker Barrel Old Country Store	-50%	All	TBD	Corporate Officers	TBD	-50%
52	Hotels, Restaurants and Leisure	Darden Restaurants	-100%	All	-50%			
53	Hotels, Restaurants and Leisure	Del Taco Restaurants	-20%	All	-15%			TBD
54	Hotels, Restaurants and Leisure	Denny's	[Salary Reduction]	All	[Salary Reduction]	All Officers and Director Level	TBD	[Retainer Reduction]
55 *	Hotels, Restaurants and Leisure	Dunkin' Brands Group	[Salary Reduction]	All	[Salary Reduction]	All	[Salary Reduction]	TBD
56	Hotels, Restaurants and Leisure	Eldorado Resorts	[Salary Reduction]	All	TBD			
57	Hotels, Restaurants and Leisure	Everi Holdings	-100%	All	-70%	Executive Team	-70%	
58	Hotels, Restaurants and Leisure	Extended Stay America	-20%	All	-20%			-20%
59	Hotels, Restaurants and Leisure	Hilton Grand Vacations	-100%	All	-25%			-100%
60	Hotels, Restaurants and Leisure	Hyatt Hotels	-100%	Exec Chair Others	-100% -50%	Senior Leadership Team	-50%	-100%
61	Hotels, Restaurants and Leisure	Inspired Entertainment	-25%	All	-17-21%			-100%
62 *	Hotels, Restaurants and Leisure	Lindblad Expeditions Holdings	[FY19 Bonus and 75% FY20 Equity Deferred]	Pres. Natural Habitat Inc.	-75%			
63	Hotels, Restaurants and Leisure	Marriott International	-100%	All	-50%	Senior Executive Team	-50%	
64	Hotels, Restaurants and Leisure	Marriott Vacations Worldwide	-50%	All	-50%	Executive Leadership	-50%	
65	Hotels, Restaurants and Leisure	McDonald's	-50%	All	-25%			
66	Hotels, Restaurants and Leisure	MGM Resorts	[100% Paid in RSUs]	CFO, GC	[50% Paid in RSUs]			[Compensation Paid in RSUs]
67	Hotels, Restaurants and Leisure	Monarch Casino & Resort	-100%	All	-50%	Executive Management Team	-50%	-100%
68 *	Hotels, Restaurants and Leisure	Norwegian Cruise Line Holdings Ltd.	-20%	All	-20%	"Corporate Team"	-20%	
69	Hotels, Restaurants and Leisure	Penn National Gaming	-25%	CFO, GC	-20%			
70	Hotels, Restaurants and Leisure	Planet Fitness	-100%	President Others	-30% -25%	Senior Management	TBD	-100%
71	Hotels, Restaurants and Leisure	PlayAGS	-50%	All	-50%	Executives	-50%	
72	Hotels, Restaurants and Leisure	RCI Hospitality Holdings	-25%	All	-25%	All Employees	-25%	
73	Hotels, Restaurants and Leisure	Red Lion Hotels	-25%	EVP, COO, CFO CAO	-25% -20%			
74	Hotels, Restaurants and Leisure	Red Robin Gourmet Burgers	-20%	All	-20%	Executives	-20%	-20%
75	Hotels, Restaurants and Leisure	Royal Caribbean Cruises	-100%	CFO, Pres RCI, Pres Celeb. Cruises	-25%			-100%
76	Hotels, Restaurants and Leisure	Ruth's Hospitality Group	-50%	All	-25-50%			-100%
77	Hotels, Restaurants and Leisure	Scientific Games	-100%	All	-50%	Executive Leadership Team	-50%	-50%
78	Hotels, Restaurants and Leisure	SeaWorld Entertainment	-20%	All	-20%	Executive Officers	-20%	

* Latest week's additions

Industry	Company	CEO Salary Reduction / Action	Impacted	Other NEOs Salary Reduction / Action	Impacted	Other Execs Salary Reduction / Action	Board Pay Reduction / Action
79	Hotels, Restaurants and Leisure	Shake Shack	[Salary Reduction]	All	[Salary Reduction]	All Executives	[Cash Deferred]
80	Hotels, Restaurants and Leisure	Six Flags Entertainment	-25%	All	-25%		
81	Hotels, Restaurants and Leisure	Target Hospitality	[100% Paid in RSUs]	All	-10-15%	Senior Management	-10-15%
82	Hotels, Restaurants and Leisure	Texas Roadhouse	-100% [& No 2020 Bonus]				
83	Hotels, Restaurants and Leisure	The Cheesecake Factory Incorporated	-20%	All	-20%		-20%
84	Hotels, Restaurants and Leisure	Wyndham Destinations	-100%				-50%
85	Hotels, Restaurants and Leisure	Wyndham Hotels & Resorts	-100%				-100%
86	Hotels, Restaurants and Leisure	Yum! Brands	-100%				
87	Household Durables	Bassett Furniture Industries	-50%	COO, Pres. Zenith, CAO	-50%	SVPs All salaried EEs	-25% -20%
88	Household Durables	Ethan Allen Interiors	-100%	All	-40%	Senior Management	-40%
89	Household Durables	Flexsteel Industries	-25%	All	-25%	Execs w/ Salary > \$150K	-25% -20%
90	Household Durables	GoPro	-100%				-100%
91	Household Durables	Helen of Troy	-30%	CFO	-20%		
92	Household Durables	Hooker Furniture	-20%	CFO Other NEOs	-20% -15%		
93	Household Durables	La-Z-Boy	-50%	All	-50%	Senior Management	-50%
94	Household Durables	Leggett & Platt	-50%	All	-50%	Executive Officers	[Salary Reduction]
95	Household Durables	Lifetime Brands	-20%	Exec. Chair NEOs	-20% -12.5%		-20%
96	Household Durables	Purple Innovation	-25% Deferral	All	-25% Deferral	Senior Executives	-25% Deferral
97	Household Durables	Taylor Morrison Home	-25%	All	-25%	Senior Corp. Mgmt. & Div. Pres.	-25%
98	Household Durables	Tempur Sealy International	-100% [Salary Donation]	TBD	[Salary Donation]	Executives	[Salary Donation]
99	Household Durables	The Lovesac Company	-20%	COO, CFO Others	-20% TBD	Senior Management	["Salary Reduction"]
100	Household Durables	Tupperware Brands	-20%	Executive Vice Chairman	-20%		[Reduction of Fees]
101	Household Durables	ZAGG	-15%	All	-10%		-15% [And -85% Paid in RSUs]
102	Internet and Direct Marketing Retail	Booking Holdings	-100%	3 Brand CEOs	-100%		-100%
103	Internet and Direct Marketing Retail	Expedia Group	-100%	Chairman Other NEOs	-100% -25%	Leadership Team	-25%
104 *	Internet and Direct Marketing Retail	Groupon					[100% Paid Equity]
105	Internet and Direct Marketing Retail	Lands' End	-50%	All	-20%		
106	Internet and Direct Marketing Retail	Leaf Group	-50% [& Payout of FY19 Bonus Deferred]	All	-25% [& Payout of FY19 Bonus Deferred]	Executive Team	-25% [& Payout of FY19 Bonus Deferred]

* Latest week's additions

Industry	Company	CEO Salary Reduction / Action	Impacted	Other NEOs Salary Reduction / Action	Impacted	Other Execs Salary Reduction / Action	Board Pay Reduction / Action
107	Internet and Direct Marketing Retail	Liquidity Services	-100%	All	-50%		-100%
108	Internet and Direct Marketing Retail	Stitch Fix	-100%				
109	Leisure Products	Callaway Golf Company	-100%	All	-20%	Senior Management	TBD
110	Leisure Products	Polaris	-100%	All	-20%	Executive Leadership Team	-20%
111	Multiline Retail	Kohl's	-100%				
112	Multiline Retail	Macy's	-100%	All	TBD	Director Level and Above	TBD
113	Multiline Retail	Nordstrom	-100%	Pres Others	-100% ~23%	Chief Accounting Officer	-15%
114 *	Specialty Retail	Aaron's					-20%
115	Specialty Retail	Abercrombie & Fitch	-10-33%	All	-10-33%	VPs and Above	-10-33%
116	Specialty Retail	Asbury Automotive Group	-50%	SVPs [3 of 4]	-20%	VPs, National Directors	-10-20%
117	Specialty Retail	Ascena Retail Group	-50%	Interim Exec Chair Others	-50% -10-45%	All	-10-45%
118	Specialty Retail	At Home Group	-100%	All	-30%	Executive Management	-30%
119	Specialty Retail	AutoNation	-50%	Exec Chair EVPs	-50% -35%	Senior VPs, Region Presidents	-30%
120	Specialty Retail	Barnes & Noble Education	-25%				
121	Specialty Retail	Bed Bath & Beyond	-30%	All	-30%	Executive Team	-30%
122	Specialty Retail	Best Buy	-50%	All	-20%	Executive Chairman	-50%
123	Specialty Retail	Boot Barn Holdings	-50% [& Bonus Deferral]	All	-25% [& Bonus Deferral]	Senior Executives	-25 [& Bonus Deferral]
124	Specialty Retail	Burlington Stores	-100%	All	-50%	Executive Leadership Team	-50%
125	Specialty Retail	Caleres	[Salary Reduction]	All	["Salary Reduction"]	Executive Leadership Team	["Salary Reduction"]
126	Specialty Retail	Camping World		President COO CFO	-80% -92% -82%		
127	Specialty Retail	CarMax	-50%	All	-30%	SVPs	-20%
128	Specialty Retail	Chico's FAS	-50%	All	-50%	All	-50%
129	Specialty Retail	Conn's	-25%	All	-20%	Section 16 Officers	-20%
130	Specialty Retail	Designer Brands	-20%	All	-20%		-20%
131	Specialty Retail	Dick's Sporting Goods	-100%	Pres CFO	-100% -50%	Senior Management Team	TBD
132	Specialty Retail	Floor & Decor Holdings	-100%	Pres, CFO	-50%	Senior Management Team	["Graduated Amounts"]
133	Specialty Retail	Foot Locker	-40%	All	-20%	SVPs Corp. VPs & GMs	-20% -10%
134	Specialty Retail	GameStop	-50%	All	-30%	Other Employees	-10-30%

* Latest week's additions

Industry	Company	CEO Salary Reduction / Action	Impacted	Other NEOs Salary Reduction / Action	Impacted	Other Execs Salary Reduction / Action	Board Pay Reduction / Action
135 Specialty Retail	Gap	[Temporary Pay Reduction]	All	[Temporary Pay Reduction]	All	[Temporary Pay Reduction]	TBD
136 Specialty Retail	Genesco	-100%	All	-50-100%	CEO Direct Reports	-50-100%	-100%
137 Specialty Retail	Group 1 Automotive	-50%	Pres US & Brazilian Ops, Other SVPs	-35% -20%	Corp. VPs	-15%	-100%
138 Specialty Retail	Guess?	-70%	Chief Creative Off. Others	-70% -15-70%	"Management Level"	-15-70%	
139 Specialty Retail	Haverty Furniture Companies	-40%	All	-25%	Officers and Managers	[Salary Reduction]	-100%
140 Specialty Retail	Hudson Ltd.	[Salary Reduction]	All	[Salary Reduction]	Corporate Team	[Salary Reduction]	
141 Specialty Retail	L Brands	-100%	All	-20%	SVPs and Above	-20%	-100%
142 * Specialty Retail	Lumber Liquidators Holdings	-25%	All	-25%			-30%
143 Specialty Retail	National Vision Holdings	-100%	All	-30-100%	Executive Officers	-30%	-100%
144 Specialty Retail	OneWater Marine	-100%	Pres & COO CFO	-100% -20%			-100%
145 Specialty Retail	Party City	-50%	CFO Other NEOs	-30% -15-20%	Executive Leadership Team	-15-20%	-100%
146 Specialty Retail	Penske Automotive Group	-100%	President Others	-100% TBD	Executives and Management	TBD	-100%
147 Specialty Retail	Pier 1 Imports	-50%	All	-50%	EVPs and Above SVPs	-50% -30%	-50%
148 * Specialty Retail	Rent-A-Center	[Executive Pay Reductions]	TBD	[Executive Pay Reductions]	TBD	[Executive Pay Reductions]	
149 Specialty Retail	RH	-100%	All	-100%	[9 President-Level Leaders]	-100%	
150 Specialty Retail	Ross Stores	-100%	Exec Chair Others	-100% -20-50%	Pres. of Ops and Tech	-40%	-100%
151 Specialty Retail	Sally Beauty Holdings	-50%	All	TBD	"Other Senior Leaders"	TBD	-50%
152 Specialty Retail	Shoe Carnival	-20%	All	-20%	Senior Management Team	-20%	-20%
153 Specialty Retail	Signet Jewelers	-25% [& -25% paid in RSUs]	All	-17.5-25% [& same paid in RSUs]			-50%
154 Specialty Retail	Sleep Number Corporation	[-50% Deferred & -50% paid in RSUs]	All	[Cash Reduction Paid in RSUs]	Leadership Team	[Cash Reduction Paid in RSUs]	[Cash Reduction paid in Equity]
155 Specialty Retail	Tailored Brands	-50%	All	-25%	CEO Dir. Reports Other Sr. Mgmt	-25% TBD	-50%
156 Specialty Retail	The Buckle	-100%					-100%
157 Specialty Retail	The Cato Corporation	-50%	All	-25%	All [Other Associates]	-25%	-50%
158 Specialty Retail	The Children's Place	-100%	All	-25%	"Senior Leadership Team"	-25%	
159 * Specialty Retail	The Container Store	-45% [& payout of FY20 bonus deferred]	All	-33% [& payouts of FY20 bonus deferred]	Senior Management	Varied salary cuts; [& payouts of FY20 bonus deferred]	-100%
160 Specialty Retail	The TJX Companies	-30%	Exec Chair Others	-30% -20%	Executive Officers [Other Senior Executives]	-20% TBD	[Retainer Reduction]
161 Specialty Retail	Tilly's	-100%	Exec Chair Others	-100% TBD	Management Team	TBD	-100%
162 Specialty Retail	Ulta Beauty	-100%					

* Latest week's additions

Industry	Company	CEO Salary		Other NEOs		Other Execs		Board Pay
		Reduction / Action	Impacted	Salary Reduction / Action	Impacted	Salary Reduction / Action	Reduction / Action	
163	Specialty Retail	Urban Outfitters	-20% [& No 2020 Bonus]	All	-20% [& No 2020 Bonus]	"Senior Leadership"	-20% [& No 2020 Bonus]	-100%
164	Textiles, Apparel and Luxury Goods	Capri Holdings Limited	-100%	All	-100%	Other Employees	[Salary Reduction]	-50%
165	Textiles, Apparel and Luxury Goods	Carter's	[Salary Reduction]	All	[Salary Reduction]	TBD	[Salary Reduction]	
166	Textiles, Apparel and Luxury Goods	Columbia Sportswear	-100%	All	-5-15%	Leadership Team	-5-15%	-50%
167	Textiles, Apparel and Luxury Goods	Crocs	[Compensation Reduction]	All	[Compensation Reduction]	Senior Leadership	[Compensation Reduction]	TBD
168	Textiles, Apparel and Luxury Goods	Culp	-50%	Executive Chair CFO, Div. Pres. Controller	-50% -25% -10%			-100%
169	Textiles, Apparel and Luxury Goods	G-III Apparel Group	-100%	President COO, CFO, EVP Others	-100% -40% -10-40%	"Senior Personnel"	-10-40%	
170	Textiles, Apparel and Luxury Goods	Hanesbrands	-10-30%	All	-10-30%	Salaried Employees	-10-30%	
171	Textiles, Apparel and Luxury Goods	Kontoor Brands	[Compensation Reduction]	All	[Compensation Reduction]	Senior Management Team	[Compensation Reduction]	[Cash Reduction]
172	Textiles, Apparel and Luxury Goods	Lululemon Athletica	-20%	All	-20%	Senior Leadership Team	-20%	-100%
173	Textiles, Apparel and Luxury Goods	Oxford Industries	[Salary Reduction]	CFO	[Salary Reduction]			
174	Textiles, Apparel and Luxury Goods	PVH Corp	-100%	All	-25-50%			
175	Textiles, Apparel and Luxury Goods	Ralph Lauren	-50%	Exec Chair Others	-100% [& No Bonus] -20%	Exec & Global Leadership Team [140 Execs]	-20%	-100%
176	Textiles, Apparel and Luxury Goods	Steven Madden	-100%	Founder Others	-100% -30%	Chief Merchandising Officer	-30%	-100%
177	Textiles, Apparel and Luxury Goods	Superior Group of Companies	-20%	All	-20%			-50%
178	Textiles, Apparel and Luxury Goods	Tapestry	-50%	All	-15-20%	Corporate Employees	-5-20%	-50%
179	Textiles, Apparel and Luxury Goods	Under Armour	-25%	All	-25%	EVPs+	-25%	-25%
180	Textiles, Apparel and Luxury Goods	V.F. Corporation	-50%	All	-25%	Executive Leadership Team	-25%	-100%
181	Textiles, Apparel and Luxury Goods	Vera Bradley	-75%	All	-15-30%	Corporate Associates & Store Management	-15-30%	-100%
182	Textiles, Apparel and Luxury Goods	Vince Holding	[Salary Reduction]	All	[Salary Reduction]	Executive Team	[Salary Reduction]	[Reduction of Fees]
183	Textiles, Apparel and Luxury Goods	Wolverine World Wide	[50% Paid in RSUs]	All	[35% Paid in RSUs]	Executive & Senior Leadership Teams	[35% Paid in RSUs]	25%

* Latest week's additions

	Industry	Company	CEO Salary Reduction / Action	Impacted	Other NEOs Salary Reduction / Action	Impacted	Other Execs Salary Reduction / Action	Board Pay Reduction / Action
184	Food and Staples Retailing	Performance Food Group Company	[-25% Deferral]	All	[-25% Deferral]	Executive Officers / Senior Management	[-25% Deferral]	[-25% Deferral]
185	Food and Staples Retailing	US Foods Holding	[Compensation Reduction]	All	[Compensation Reduction]	TBD	[Compensation Reduction]	
186	Food Products	Farmer Bros	-15%	All	-15%	Executive Leadership	-15%	-100%
187	Personal Products	Coty	-25%	CFO	-25%			-25%
188	Personal Products	Estee Lauder	-50%	Chair Emeritus Others	-100% -30%	ELT Other Mgmt	-30% -10-20%	-100%
189	Personal Products	Revlon	-40%	CFO, COO	-25%			-50%

* Latest week's additions

Industry	Company	CEO Salary Reduction / Action	Impacted	Other NEOs Salary Reduction / Action	Impacted	Other Execs Salary Reduction / Action	Board Pay Reduction / Action
190	Energy Equipment and Services	Apergy Corp	-25%	All	TBD	All [Full company]	TBD
191 *	Energy Equipment and Services	Cactus	-50%	All	-25-50%	All	-2-15% -25%
192	Energy Equipment and Services	Forum Energy Technologies	[Reduced Compensation]	All	[Reduced Compensation]		
193	Energy Equipment and Services	FTS International	-40%	All	-40%		
194	Energy Equipment and Services	Independence Contract Drilling	-45-55% [& No 2020 Bonus]	All	-45-55% [& No 2020 Bonus]	Executive Management	-45-55% [& No 2020 Bonus] [Compensation Reduction]
195	Energy Equipment and Services	Liberty Oilfield Services	-20%	All	-20%		TBD
196	Energy Equipment and Services	Nabors Industries	-10%	CFO	-20%		
197	Energy Equipment and Services	NCS Multistage Holdings	-20%	All	-20%	Executives	["Lower Compensation"]
198	Energy Equipment and Services	Newpark Resources	-15%	All	-15%		
199	Energy Equipment and Services	Pacific Drilling S.A.	-10%	All	-10%		-10%
200	Energy Equipment and Services	Patterson-UTI Energy	>-50%	All	>-50%	Executive Group	>-50%
201	Energy Equipment and Services	ProPetro	-1-20%	All	-1-20%	Officers	-1-20% -1-20%
202	Energy Equipment and Services	RigNet	-20%	All	-15%	Certain Other Employees	-10%-15% -35%
203	Energy Equipment and Services	Schlumberger	[Reduction in Cash Compensation]	All	TBD		[Reduction in Cash Compensation]
204	Energy Equipment and Services	Superior Energy Services	-20%	All	-15%		
205 *	Energy Equipment and Services	U.S. Silica	[Reduced Officer Salaries]	TBD	[Reduced Officer Salaries]		
206	Oil, Gas and Consumable Fuels	Callon Petroleum	-20%	All	-25%	SVPs VPs	-15% -10% -35%
207	Oil, Gas and Consumable Fuels	Earthstone Energy	-50%				
208 *	Oil, Gas and Consumable Fuels	Marathon Oil	-10%	All	-10%	[Certain Senior Execs]	-10% -20%
209	Oil, Gas and Consumable Fuels	Matador Resources	-25%	All	-20%	VPs	-10%
210	Oil, Gas and Consumable Fuels	Occidental Petroleum	[Salary Reduction]	All	[Salary Reduction]		

* Latest week's additions

Industry	Company	CEO Salary Reduction / Action	Impacted	Other NEOs Salary Reduction / Action	Impacted	Other Execs Salary Reduction / Action	Board Pay Reduction / Action
211 Banks	UMB Financial	-3%					
212 Capital Markets	Piper Sandler Companies	-73%	All	-65-70%			
213 Consumer Finance	LendingClub Corporation	-30%	All	-25%			-30%
214 Diversified Financial Services	Marlin Business Services	-25%	All	-15%	Executive Officers	-15%	-25%
215 * Insurance	Aon Plc	-50%	All	-50%			-50%
216 * Insurance	Markel Corporation	[Salary Reduction]	TBD	[Salary Reduction]	TBD	[Salary Reduction]	
217 * Mortgage Real Estate Investment Trusts (REITs)	Redwood Trust						[-30% RSU Value]

* Latest week's additions

Industry	Company	CEO Salary Reduction / Action	Impacted	Other NEOs Salary Reduction / Action	Impacted	Other Execs Salary Reduction / Action	Board Pay Reduction / Action	
218	Biotechnology	Exact Sciences	-100%	All	[Salary Reduction]	Executive Team	[Salary Reduction]	-100%
219	Biotechnology	PolarityTE	-10%	All	-10%			
220 *	Health Care Equipment and Supplies	Abiomed	-100%	COO Others	-100% -50%			-50%
221	Health Care Equipment and Supplies	AtriCure	-35%	All	-20%	Executive Leadership Team	-20%	-35%
222	Health Care Equipment and Supplies	AxoGen	-20%	All	-20%	Management Team	-20%	-20%
223	Health Care Equipment and Supplies	Axonics Modulation Technologies	-20%	All	-20%			-20%
224	Health Care Equipment and Supplies	BioLife Solutions	-25%	All	-25%	TBD	TBD	-25%
225	Health Care Equipment and Supplies	Boston Scientific	-99%	All	-50%	Executive Officers	TBD	-50%
226 *	Health Care Equipment and Supplies	CryoLife	-25% [Paid in phantom Stock]	All	-25% [Paid in phantom Stock]	Senior Mgmt Operating Team	-25% [Paid in phantom Stock]	[-100% Paid in RSUs]
227	Health Care Equipment and Supplies	DENTSPLY SIRONA	-100%	All	-25%	All	-25%	-100%
228	Health Care Equipment and Supplies	Envista	-15%	All	-10%			-15%
229	Health Care Equipment and Supplies	Glaukos	[Salary Reduction]	All	[Salary Reduction]	Senior Executives	[Salary Reduction]	
230 *	Health Care Equipment and Supplies	Hologic	[Salary Cuts]	TBD	[Salary Cuts]	TBD	[Salary Cuts]	
231 *	Health Care Equipment and Supplies	IDEXX Laboratories	-30%	All	-20%	Officers and Senior Executives	-20%	-100%
232	Health Care Equipment and Supplies	Integra LifeSciences	-50%	All	-25%			-50%
233	Health Care Equipment and Supplies	IntriCon	-100%	All	-30%			-50%
234	Health Care Equipment and Supplies	Invacare Corporation	-20% Deferral [& payout of FY19 bonus deferred]	All	-20% Deferral [& payout of FY19 bonus deferred]			
235	Health Care Equipment and Supplies	iRhythm Technologies	[Salary Reduction]	All	[Salary Reduction]	Senior Executives	[Salary Reduction]	[Reduction of Fees]
236	Health Care Equipment and Supplies	Lantheus Holdings	-75%	All	-35%	All	-20-35%	-35% [And -65% Paid in RSUs]
237 *	Health Care Equipment and Supplies	LeMaitre Vascular	-90%	TBD	[Cut Base Salaries]	TBD	[Cut Base Salaries]	
238	Health Care Equipment and Supplies	Merit Medical Systems	[Salary Reduction]	All	[Salary Reduction]	Executive Management	[Salary Reduction]	
239	Health Care Equipment and Supplies	Nevro Corp.	-50%	All	-20%	VPs	-20%	-50%
240	Health Care Equipment and Supplies	NuVasive	-20%	All	-10-15%			-100%
241	Health Care Equipment and Supplies	Penumbra	[Salary Reduction]	All	[Salary Reduction]	Senior Executives	[Salary Reduction]	
242	Health Care Equipment and Supplies	RTI Surgical	-50%	CFO, EVP Ops, VP OEM & Sports	-30%			
243	Health Care Equipment and Supplies	SeaSpine Holdings Corporation	-25%	All	-25%			
244	Health Care Equipment and Supplies	SI-BONE	[Paid in RSUs]	All	[Paid in RSUs]	All	[Paid in RSUs]	
245	Health Care Equipment and Supplies	Sientra	-25%	CFO	-10%			

* Latest week's additions

Industry	Company	CEO Salary Reduction / Action	Impacted	Other NEOs Salary Reduction / Action	Impacted	Other Execs Salary Reduction / Action	Board Pay Reduction / Action
246 *	Health Care Equipment and Supplies	Stryker Corporation	-50%	All	-20-30%		-50%
247	Health Care Equipment and Supplies	TransMedics Group	[Deferring a Portion of Compensation]	All	[Deferring a Portion of Compensation]	All	[Deferring a Portion of Compensation]
248	Health Care Equipment and Supplies	Varex Imaging	-30%	All	-20%	VPs & SVPs	-20%
249	Health Care Equipment and Supplies	ViewRay	-30%	COO CFO, Chief Science	-30% -20%		-30%
250 *	Health Care Equipment and Supplies	Wright Medical Group N.V.	-50%	All	-25%	Executive Officers	-25%
251	Health Care Equipment and Supplies	Zimmer Biomet	-100%	All	-25%		-100%
252	Health Care Providers and Services	Community Health Systems	-25%	All	-10%	Corp. Officers and Regional Presidents	-10%
253	Health Care Providers and Services	Covetrus	-25%	All	-25%		
254 *	Health Care Providers and Services	Encompass Health	[Reduced Base Compensation]	All	[Reduced Base Compensation]	Executive Team	[Reduced Base Compensation]
255	Health Care Providers and Services	Hanger	-100%	All	-47-75%	Senior Leadership Team	-46-47%
256	Health Care Providers and Services	HCA Healthcare	-30%	All	-30%	Executive Officers	-30%
257	Health Care Providers and Services	Henry Schein	-100%	All	-50%	Directors through SVPs	-10-25%
258	Health Care Providers and Services	MEDNAX	-100%	All	-50%	Senior Leadership Team	TBD
259	Health Care Providers and Services	Patterson Companies	-35%	All	-30%	Executive Leadership Team	-30%
260	Health Care Providers and Services	Quest Diagnostics	-25%	All	-20%	All	-20%
261	Health Care Providers and Services	RadNet	-50%	All	-50%	EVPs VPs & SVPs	-50% -25%
262	Health Care Providers and Services	Surgery Partners	-90%	All	-11-16%		
263	Health Care Providers and Services	U.S. Physical Therapy	-40%	All	-35%	All	-35-40%
264	Life Sciences Tools and Services	PerkinElmer	[Voluntary salary paid in RSUs]	All	[Voluntary salary paid in RSUs]	Senior Leaders	[Voluntary salary paid in RSUs]
265 *	Life Sciences Tools and Services	Waters Corporation	-40%	All	-30%		[Cash retainer to be paid in equity]
266	Pharmaceuticals	Evolus	-20%	All	-20%	CMO	-20%

* Latest week's additions

Industry	Company	CEO Salary Reduction / Action	Impacted	Other NEOs Salary Reduction / Action	Impacted	Other Execs Salary Reduction / Action	Board Pay Reduction / Action
267	Aerospace and Defense	AAR	[Compensation Reduction]	All	[Compensation Reduction]		
268	Aerospace and Defense	Boeing	-100%				
269	Aerospace and Defense	HEICO Corporation	-20%	All	-20%		-20%
270	Aerospace and Defense	Hexcel	-50%	All	-30%	Executive Officer	[Salary Reduction] -50%
271	Aerospace and Defense	Spirit AeroSystems	-20%	All	-20%	US Executives	-20%
272	Aerospace and Defense	Triumph Group	-10%	All	-10%	Senior Executives	-10% -25%
273 *	Air Freight and Logistics	C.H. Robinson Worldwide	[Salary Reduction]	All	[Salary Reduction]	Executive Officers	[Salary Reduction] TBD
274	Air Freight and Logistics	FedEx	-91%				
275	Airlines	Alaska Air Group	-100%	President	-100%		
276	Airlines	Allegiant Travel Company	-100%	President	-100%	Other Officers	-50%
277 *	Airlines	American Airlines Group		President Others	-55% -50%		-100%
278	Airlines	Delta Airlines	-100%	All	-50%	Directors and Managing Directors	-25% -100%
279	Airlines	JetBlue Airways	-50%	Pres & COO	-50%	VPs and Above	TBD
280	Airlines	Southwest Airlines	-10%				-20%
281	Airlines	Spirit Airlines	-30%	All	TBD	EVPs and SVPs	TBD TBD
282	Airlines	United Airlines	-100%	Pres Corp Officers	-100% -50%	Corp. Officers	-50%
283	Building Products	American Woodmark	-50%	All	-25%	SVPs	-25%
284 *	Building Products	Apogee Enterprises	-25%	All	-20%		-25%
285	Building Products	Builders FirstSource	[Compensation Reduction]	All	[Compensation Reduction]	Senior Management	[Compensation Reduction] -25% [Remainder Paid in RSUs]
286	Building Products	JELD-WEN Holding	-25%	All	-25%	Executive Officers	TBD -25%
287	Building Products	Patrick Industries	[Wage Reductions]	All	[Wage Reductions]	All	[Wage Reductions] [Reduction of Fees]
288	Building Products	Resideo Technologies	[Salary Reduction]	All	[Salary Reduction]	Senior Executives	[Salary Reduction] -100%
289	Commercial Services and Supplies	ACCO Brands	-50%	All	-30%		-50%
290	Commercial Services and Supplies	CECO Environmental	[Salary Reduction]	All	[Salary Reduction]	Senior Management Team	TBD
291	Commercial Services and Supplies	Cimpress		All	[50% Granted in RSUs]		
292	Commercial Services and Supplies	Covanta	-50%	All	-25%	Executive Leadership Team	-25% -60%
293	Commercial Services and Supplies	Deluxe Corporation	-20%	All	-20%		
294 *	Commercial Services and Supplies	Heritage-Crystal Clean	[Salary Reduction]	All	[Salary Reduction]	All	[Salary Reduction]

* Latest week's additions

Industry	Company	CEO Salary Reduction / Action	Impacted	Other NEOs Salary Reduction / Action	Impacted	Other Execs Salary Reduction / Action	Board Pay Reduction / Action
295	Commercial Services and Supplies	Herman Miller	-10% [& -50% Deferral]	All	-10% [& -50% Deferral]		
296	Commercial Services and Supplies	HNI Corporation	-25%	All	-15%	Officers	-25%
297	Commercial Services and Supplies	KAR Auction Services	-100%	CFO, Pres	-100%		-25%
298	Commercial Services and Supplies	Quad/Graphics	-50%	All	-35%	Over 300 Leaders	TBD
299	Commercial Services and Supplies	Rollins	-35%	All	-25-35%	Senior Execs. Corp. Manage.	-20-25% -5-10%
300	Commercial Services and Supplies	Steelcase	-100%	All	-60%	Executive Team	-100%
301	Commercial Services and Supplies	Team	-20%	All	-15%	Executive Officers	-20%
302	Commercial Services and Supplies	Tetra Tech	-20%	All	-20%		-20%
303	Commercial Services and Supplies	Viad Corp	-50%	All	-20-50%	Pres. of GES, CIO, and CAO	-50%
304	Construction and Engineering	AECOM	-20%	All	-20%	Executive Leadership Team	-20%
305	Construction and Engineering	Aegion Corporation	[100% Paid in RSUs]	CFO, GC, Controller	[50-100% Paid in RSUs]	SVP Treasury and Tax	[50% Paid in RSUs]
306	Construction and Engineering	Dycom Industries	-29%	All	-15%		-100%
307	Construction and Engineering	EMCOR Group	[Salary Reduction]	All	[Salary Reduction]		[Compensation Reduction]
308	Construction and Engineering	Fluor Corporation	-20%	All	-20%	Executive Officers	-20%
309	Electrical Equipment	Eaton Corporation plc	-50%	All	-25-50%		-50%
310	Electrical Equipment	Hubbell Incorporated	-25%	All	-25%	Executives	-100%
311 *	Electrical Equipment	nVent Electric	TBD	All	TBD	Officers and Other Sen. Leaders	TBD
312	Electrical Equipment	Rockwell Automation	-25%	All	-15%	Non-Manufacturing Employees	-50%
313	Electrical Equipment	Sensata Technologies	-100%	CFO, CTO, EVP Perf Sensing Auto	-25%		-50%
314	Electrical Equipment	Thermon Group Holdings	-10%	CFO Other NEOs	-10% -5%	SVPs	-5%
315	Electrical Equipment	Vivint Solar	-30%	All	-20%		
316	Industrial Conglomerates	GE	-100%	CEO Aviation	-50%		
317 *	Industrial Conglomerates	Honeywell International	[Reducing Executive Pay]	TBD	[Reducing Executive Pay]	TBD	[Reducing Executive Pay]
318	Machinery	Barnes Group	-30%	All	-15%	Officers	-15%
319	Machinery	Briggs & Stratton Corporation	-40%	All	-35%	All [Salaried Employees]	["Wage Reduction"]
320	Machinery	CIRCOR International	[Salary Reduction]	All	[Salary Reduction]		
321	Machinery	Commercial Vehicle Group	-50%	All	-40%	Executive Leadership Team All Others	-20%
322	Machinery	Cummins	-50%	All	-10-25%	All [US Employees]	-25%

* Latest week's additions

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323	Machinery	Hillenbrand	-30%				
324	Machinery	ITT	-20%	All	-20%	All	TBD
325 *	Machinery	John Bean Technologies	[Reductions in Executive Compensation]	TBD	[Reductions in Executive Compensation]	TBD	[Reductions in Executive Compensation]
326	Machinery	Meritor	-60%	All	-50%		-60%
327	Machinery	Navistar	[-35% Deferral]	All	-30%	All	[-35% Deferral]
328	Machinery	Oshkosh Corporation	-25%	All	-15%		-25%
329 *	Machinery	Parker-Hannifin	[Salary Reduction]	TBD	[Salary Reduction]	TBD	[Salary Reduction]
330 *	Machinery	Park-Ohio Holdings	-100%	CFO, Chief Legal Officer	-25%		
331	Machinery	REV Group	-40%	All	-10-40%	Executive Team & VPs	-30%
332 *	Machinery	Stanley Black & Decker	-20%	All	-20%	Senior Executives	-20%
333	Machinery	Tennant Company	-100%	All	-35%		-50%
334	Machinery	Terex Corporation	-50%	All	-20%	Executive Leadership Team	-20%
335	Machinery	The Greenbrier Companies	[Compensation Reduction]				[Compensation Reduction]
336	Machinery	The Middleby Corporation	[-100% Paid in Stock]	All	[-50-100% Paid in Stock]		-50%
337	Machinery	The Timken Company	-50%	All	-25%		-50%
338 *	Machinery	The Toro Company	-30%	All	-20%	Officers, GMs and Other Sen. Leaders	-100%
339	Machinery	Welbilt	-50%	All	-50%	Executive Leadership	-50%
340	Machinery	Woodward	-25% [& No 2020 Bonus]	All	-10% [& No 2020 Bonus]		-25%
341	Professional Services	GP Strategies	[1.5x 15% of Salary in RSUs]	All	[1.5x 15% of Salary in RSUs]	Directors & Above	TBD
342	Professional Services	IHS Markit	-50% -25%	All	-40% -20%		
343 *	Professional Services	InnerWorkings	-15%	CFO	-15%		
344	Professional Services	Korn Ferry	-50%	All	-50%		-50%
345	Professional Services	Mistras Group	-45%	All	-25-35%	Salaried Employees	-21%
346 *	Professional Services	Nielsen Holdings	-30%	All	-20%		
347	Professional Services	Robert Half International	-100%				
348	Professional Services	Willdan Group	-75%	All	-75%	All	TBD
349	Road and Rail	ArcBest	-15%	All	-15%	All	-15%
350 *	Road and Rail	Avis Budget Group	[Reduced Base Compensation]	All	[Reduced Base Compensation]	VPs and Above	[Reduced Base Compensation]

* Latest week's additions

Industry	Company	CEO Salary Reduction / Action	Impacted	Other NEOs Salary Reduction / Action	Impacted	Other Execs Salary Reduction / Action	Board Pay Reduction / Action
351	Road and Rail	Covenant Transportation	-15%	All	-10-15%		-15%
352	Road and Rail	Hertz	-100%	All	TBD ["Significant Reduction"]	Senior Leaders	["Significant Reduction"]
353	Road and Rail	Knight-Swift Transportation	-20%	CFO, Exec. Chair., Vice Chair.	-20%		
354	Road and Rail	Lyft	-100%				-30%
355	Road and Rail	Werner Enterprises	-25%	All	-15%	SVPs	-10%
356 *	Trading Companies and Distributors	Applied Industrial Technologies	[Pay Reductions]	TBD	[Pay Reductions]	TBD	[Pay Reductions]
357	Trading Companies and Distributors	Beacon Roofing Supply	[Salary Reduction]	All	[Salary Reduction]		
358	Trading Companies and Distributors	BlueLinX Holdings	-100%				
359	Trading Companies and Distributors	BMC Stock Holdings	[Salary Reduction]	All	[Salary Reduction]	Senior Management	[Salary Reduction] [Retainer Reduction]
360	Trading Companies and Distributors	Foundation Building Materials	-50%	All	[Salary Reduction]	Senior Management Team	[Salary Reduction] -50%
361	Trading Companies and Distributors	HD Supply Holdings	-100%				
362	Trading Companies and Distributors	Kaman Corp	-20%	All	-15%	Executive Officers Corp. Officers & Senior Manage.	-15% -10% -20%
363 *	Trading Companies and Distributors	Lawson Products	[Reducing Salaries]	TBD	[Reducing Salaries]	TBD	[Reducing Salaries] TBD
364	Trading Companies and Distributors	MSC Industrial Direct	-25%	All	-15%	Executive Officers	-15% -15%
365	Trading Companies and Distributors	W.W. Grainger	[Compensation Reduction]	All	[Compensation Reduction]	Executives	[Compensation Reduction]
366	Trading Companies and Distributors	Watsco	-50%	Pres.	-50%		
367 *	Trading Companies and Distributors	WESCO International	-25%	All	-25%		-25%

* Latest week's additions

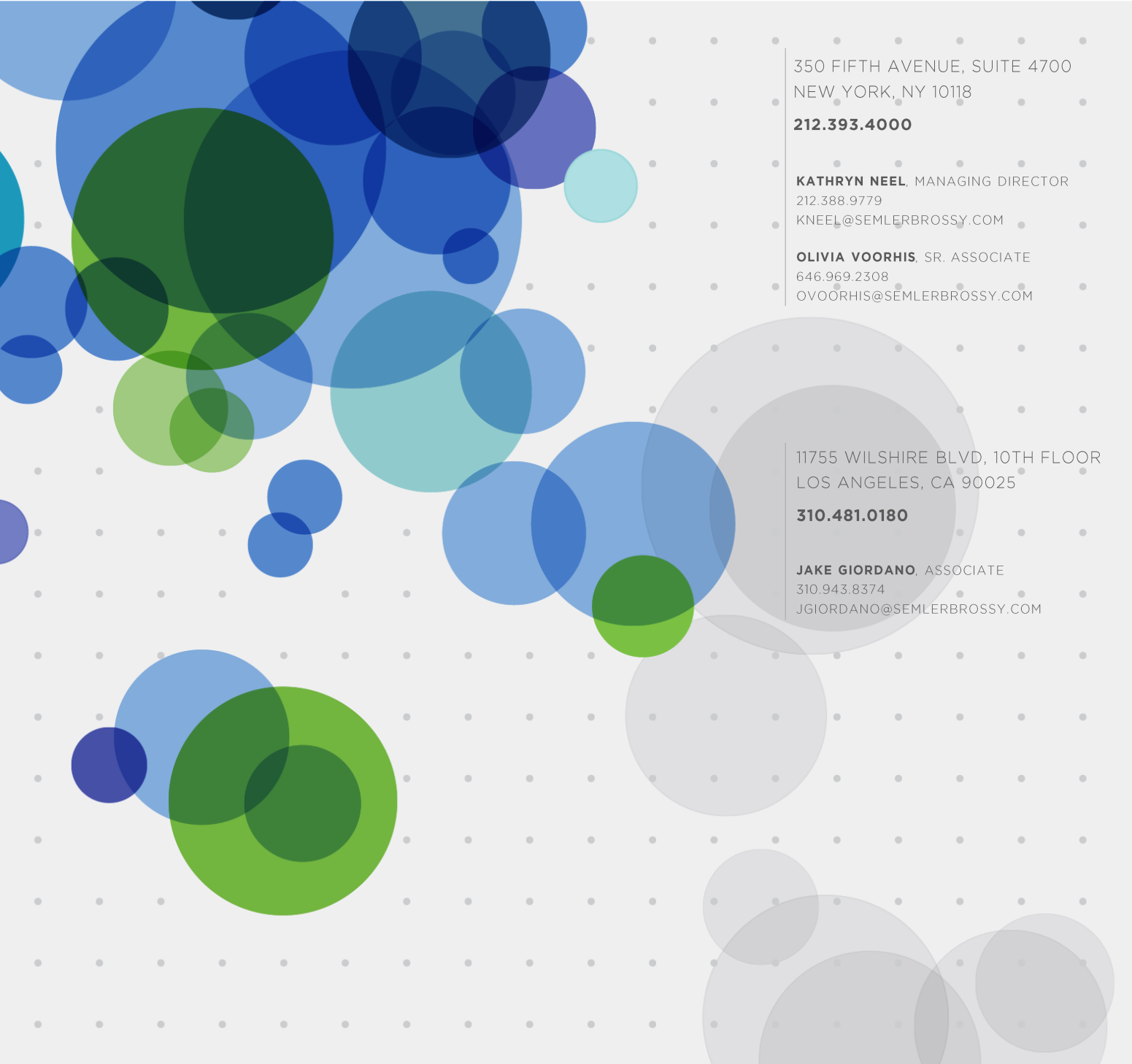
Industry	Company	CEO Salary Reduction / Action	Impacted	Other NEOs Salary Reduction / Action	Impacted	Other Execs Salary Reduction / Action	Board Pay Reduction / Action
368 *	Communications Equipment	KVH Industries	[Reducing Compensation]	TBD	[Reducing Compensation]	TBD	[Reducing Compensation]
369	Electronic Equipment, Instruments and Components	Badger Meter	[Salary Reduction]	All	[Salary Reduction]	All	[Salary Reduction]
370 *	Electronic Equipment, Instruments and Components	Benchmark Electronics	-10%	All	-10%		-10%
371	Electronic Equipment, Instruments and Components	Coda Octopus Group	>33%				-100%
372	Electronic Equipment, Instruments and Components	Daktronics	-15%	CFO Others	-15% -10%		-15%
373 *	Electronic Equipment, Instruments and Components	Littelfuse	[Reduced Salaries]	All	[Reduced Salaries]	Executive Leadership Team	[Reduced Salaries]
374	Electronic Equipment, Instruments and Components	MTS Systems	-20%	All	-15%		-20%
375 *	Electronic Equipment, Instruments and Components	National Instruments Corporation	[Reducing Executive Pay]	TBD	[Reducing Executive Pay]	TBD	[Reducing Executive Pay]
376	Electronic Equipment, Instruments and Components	nLIGHT	[50% Granted in RSUs]	CFO CTO	[40% & 20% Granted in RSUs]		
377	Electronic Equipment, Instruments and Components	Trimble	-50%	All	-50%		-50%
378 *	Electronic Equipment, Instruments and Components	Zebra Technologies	-30%	All	-20%	Executive Officers	-20%
379	IT Services	Cardtronics	-40%	All	-20%	All [Full Company]	-20%
380	IT Services	EVO Payments	-50%	All	-50%		
381	IT Services	Fiserv	-100%	Pres & COO Others	-100% -20%		-100%
382	IT Services	i3 Verticals	-100%				
383 *	IT Services	KBR	-15%	All	-10%	Leadership Team	-10%
384	IT Services	Sabre Corporation	-25%	All	TBD	All [US Salaried Employees]	TBD
385 *	IT Services	Unisys Corporation	[Salary Reduction]	All	[Salary Reduction]	Senior Leadership Team	[Salary Reduction]
386	Semiconductors and Semiconductor Equipment	Cohu	-20%	All	-15%		-20%
387	Semiconductors and Semiconductor Equipment	Microchip Technology	-20%	All	-20%	Executive Staff Members	-20%
388	Semiconductors and Semiconductor Equipment	SunPower	-30%	All	-25%		
389 *	Software	Benefitfocus	-100%	All	-20%	Executive Leadership Team	-20%
390	Software	Blackbaud	-100% [2020 Bonus Paid in Equity]	All	[2020 Bonus Paid in Equity]	All [Full Company]	[2020 Bonus Paid in Equity]
391	Software	Manhattan Associates	-25%	CFO Other NEOs	-15% -10%		-25%
392	Software	SharpSpring	-10%	All	-10%	All	-10%
393	Technology Hardware, Storage and Peripherals	3D Systems Corporation	-10%	All	-10%	Executive Officers	-10%
394	Technology Hardware, Storage and Peripherals	Dell	-100%				
395	Technology Hardware, Storage and Peripherals	Immersion	-10%	All	-10%	CEO Direct Reports	-10%
396	Technology Hardware, Storage and Peripherals	NCR	-100%	Exec Chair CFO, COO Others	-100% -50% -5-20%	Senior Leadership Team	-5-20%

* Latest week's additions

Industry	Company	CEO Salary Reduction / Action	Impacted	Other NEOs Salary Reduction / Action	Impacted	Other Execs Salary Reduction / Action	Board Pay Reduction / Action
397	Chemicals						-25%
	Advanced Emissions Solutions						
398	Chemicals	[20% Deferral Paid in RSUs]	All	[10% Deferral Paid in RSUs]			-20%
	Flotek Industries						
399	Chemicals	-30%	CFO, EVPs SVP	-25% -20%			
	PPG Industries						
400	Chemicals	-50%	All	-10-25%			
	Trineso S.A.						
401	Construction Materials	-50%	All	-15%			-50%
	Forterra						
402 *	Containers and Packaging	-25%	All	-20%			
	O-I Glass, Inc.						
403	Metals and Mining	-20%	All	-20%	Executive Officers	-20%	-20%
	Allegheny Technologies						
404	Metals and Mining	[25% Granted in RSUs]	CFO	[25% Granted in RSUs]			
	Freeport-McMoRan						
405	Metals and Mining	-10%	All	-10%	VPs and Above	-10%	-10%
	Haynes International						
406	Metals and Mining	-30%	Pres. North-West; Pres. South-East; GC	-25%	EVP, Operations; Controller	-25% -20%	-30%
	Ryerson Holding Corp.						

* Latest week's additions

Industry	Company	CEO Salary Reduction / Action	Impacted	Other NEOs Salary Reduction / Action	Impacted	Other Execs Salary Reduction / Action	Board Pay Reduction / Action
407	Equity Real Estate Investment Trusts (REITs) Apple Hospitality REIT	-60%	Founder & Exec Chair	-100%			-15%
408 *	Equity Real Estate Investment Trusts (REITs) Armada Hoffer Properties	-25%					-25%
409	Equity Real Estate Investment Trusts (REITs) Ashford Hospitality Trust	-15%	All	-15%			-25%
410	Equity Real Estate Investment Trusts (REITs) Braemar Hotels & Resorts	-15%	All	-15%	Officers	-15%	-25%
411	Equity Real Estate Investment Trusts (REITs) CBL & Associates Properties	-50%	Chair. & Pres. Other NEOs	-50% -20%			-50%
412	Equity Real Estate Investment Trusts (REITs) Chatham Lodging Trust	-50%	COO CFO	-50% -25%			-25%
413	Equity Real Estate Investment Trusts (REITs) Hersha Hospitality Trust	-50%	COO	-50%			[Cash retainer to be paid in equity]
414	Equity Real Estate Investment Trusts (REITs) Park Hotels and Resorts	-100%					
415	Equity Real Estate Investment Trusts (REITs) Pebblebrook Hotel Trust	-100%	All	-30%			-30%
416	Equity Real Estate Investment Trusts (REITs) Ryman Hospitality Properties	-50%	All	TBD			
417	Equity Real Estate Investment Trusts (REITs) Seritage Growth Properties	-50%	All	-20%			[Deferred Payment]
418	Equity Real Estate Investment Trusts (REITs) Simon Property Group	-100%	All	-25-30%			-100%
419	Equity Real Estate Investment Trusts (REITs) Summit Hotel Properties	-25%	All	-25%	Executive Officers	-25%	-25%
420	Equity Real Estate Investment Trusts (REITs) Sun Communities	-100%	All	-100%			-100%
421	Equity Real Estate Investment Trusts (REITs) Tanger Factory Outlet Centers	-50%	All	-25%	Officers and Certain Employees	[Salary Reduction]	-25%
422 *	Equity Real Estate Investment Trusts (REITs) Vornado Realty Trust	-50%	All	-15-30%	Vice Chair, Co-Head of Real Estate	-30% -15%	-100%
423	Equity Real Estate Investment Trusts (REITs) Washington Prime Group	-25%	All	-15-20%			
424 *	Equity Real Estate Investment Trusts (REITs) Weyerhaeuser	-30%	All	-10%	Senior Management Team	-10%	-20%
425	Real Estate Management and Development Altisource Portfolio Solutions	-40%	All	-5-25%	Direct CEO Reports	-5-25%	-50%
426	Real Estate Management and Development CBRE Group	-100%	All	-15%	CEO's Direct Reports	-15%	-33%
427	Real Estate Management and Development Cushman & Wakefield	-25%	CFO, COO, Pres.	-20%			
428	Real Estate Management and Development eXp World Holdings	-50%	Div. CEO, CFO	-50%			-50%
429	Real Estate Management and Development Jones Lang LaSalle	-50%	All	-50%	Global Executive Board	-50%	-50%
430 *	Real Estate Management and Development Newmark Group	-50%	Chairman Others	-50% -15%			
431	Real Estate Management and Development Realty	-90%	All	-50%	CEO Direct Reports	-50%	
432	Real Estate Management and Development Redfin Corporation	-100% [& No 2020 bonus]	All	[No 2020 Bonus]	Management Team	[No 2020 Bonus]	-100%



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