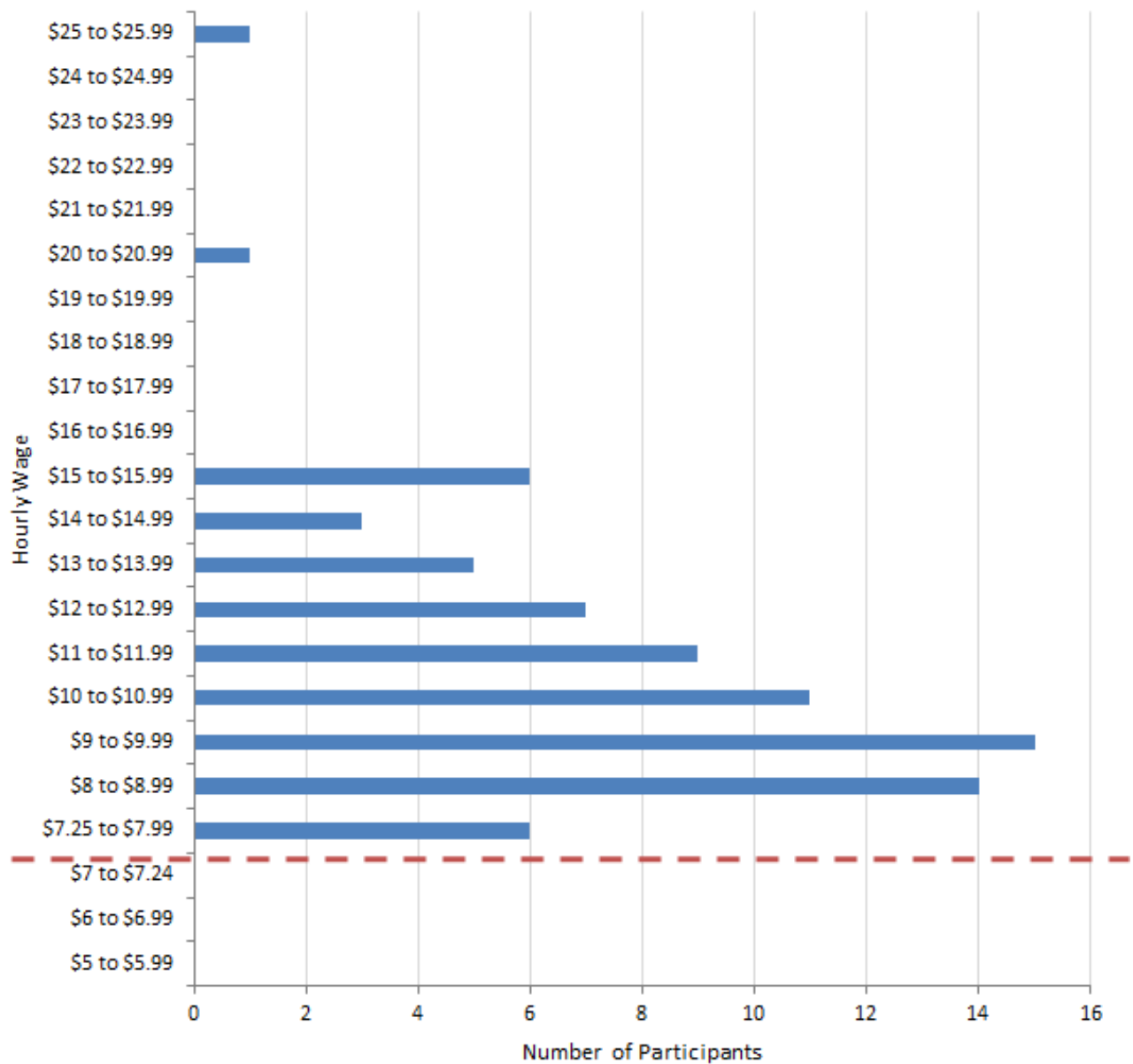


ACAP Participant Hourly Wages in December 2019



76 participants with hourly wage

2 participants with salary calculated to hourly wage based on typical hours worked

17 chose not to disclose (not included in graph)

4 receive a stipend/commission (not included in graph)