



MILWAUKEE
WOMEN INC



SETTING THE TABLE

2024 Research Report



MILWAUKEE
WOMEN inc

A message from the Milwaukee Women inc Board Chair

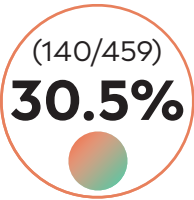
When Milwaukee Women inc was started in 2002 by several tenacious executive women, it was done so with the goal of positively changing the impact of leadership and, ultimately, the performance of the Wisconsin business community. Our research this year indicates that progress continues to be made; our data highlights a notable increase in 2024 of total number of women directors in both Wisconsin public and private companies. In the coming year, we plan to enhance our research by including qualitative data, which we believe will help provide context, depth, and insights that numbers alone can't capture. It can also lead to the discovery of new ideas or hypotheses that can later be tested quantitatively.

We continue to drive toward this mission of advancing inclusive leadership through the efforts of our steering committee members, our sponsors, and contributing partners who lend support throughout the year. On behalf of our Board of Directors, we thank you all for being an important part of the Milwaukee Women inc mission.

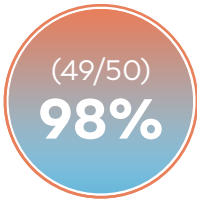
- Kristin Dufek
President
EUA

2024 KEY FINDINGS

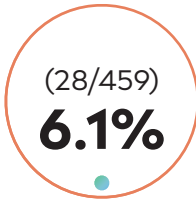
PUBLIC COMPANIES



WOMEN DIRECTOR
SEATS IN WISCONSIN'S
TOP 50 PUBLIC COMPANIES
UP FROM 27.3% (126/462) IN 2023

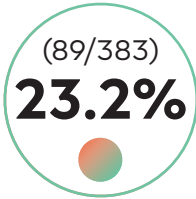


PUBLIC COMPANIES
WITH AT LEAST ONE
WOMAN BOARD MEMBER
UNCHANGED FROM 98% IN 2023

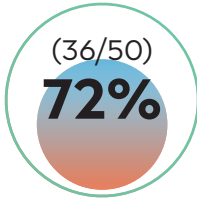


WOMEN
OF COLOR
DIRECTOR SEATS
DOWN FROM 6.3% (29/462) IN 2023

PRIVATE COMPANIES



WOMEN DIRECTOR
SEATS IN WISCONSIN'S
TOP 50 PRIVATE COMPANIES
UP FROM 21.1% (72/341) IN 2023



PRIVATE COMPANIES
WITH AT LEAST ONE
WOMAN BOARD MEMBER
UP FROM 64% (32/50) IN 2023

MWi MISSION

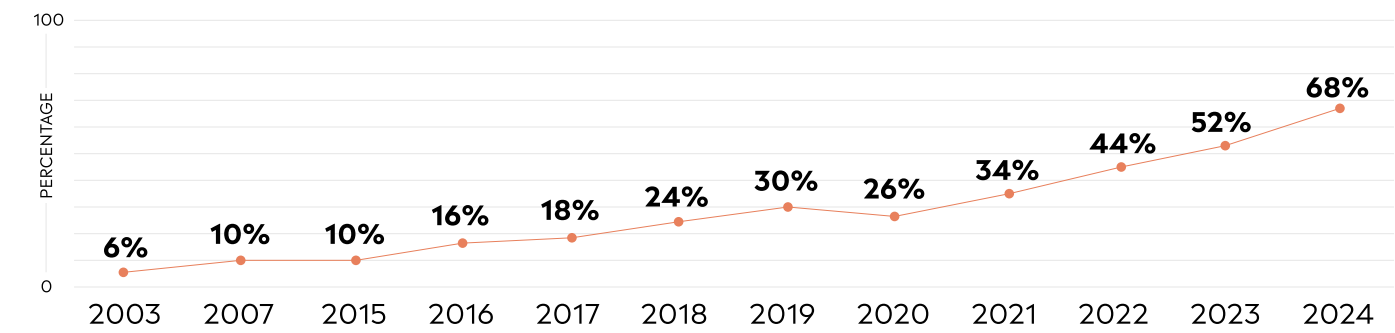
Milwaukee Women inc is an organization of executives determined **to change the quality and composition of corporate boards** to maximize the performance of public and private companies, **with a focus on women and women of color.**

MWi VISION

Achieve balanced representation of all women on boards of directors to maximize the performance of public and private companies.

PERCENT OF WISCONSIN PUBLIC COMPANIES WITH THREE OR MORE WOMEN DIRECTORS

Catalyst reports “at least three women directors” as the critical mass needed to maximize diversity benefits. The number of Wisconsin Power of 3 companies has grown from three in 2003 to 34 in 2024.



POWER OF 3 COMPANIES

68%

Wisconsin
Top 50 Public
Companies

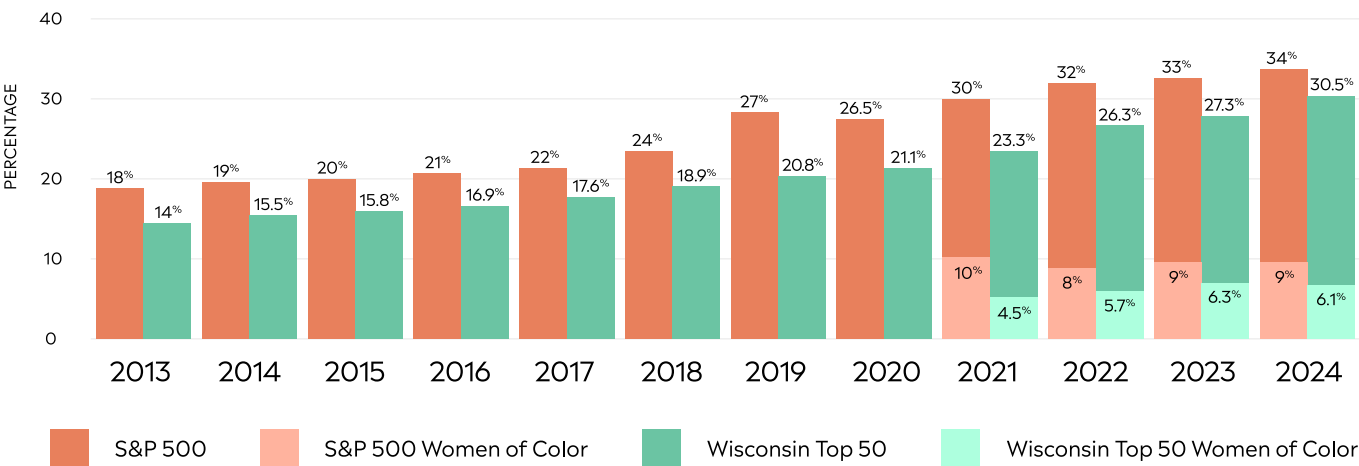
32%

Wisconsin
Top 50 Private
Companies

45%

Russell
3000 Index

GENDER DIVERSITY OF S&P 500 COMPANIES COMPARED TO WISCONSIN TOP 50 COMPANIES WOMEN AND WOMEN OF COLOR



WISCONSIN TOP 50 PUBLIC COMPANIES



Jonas Prising

Chairman & Chief Executive Officer
ManpowerGroup

Why has your company made it a priority to build a diverse board that includes women?

“At ManpowerGroup, a gender-diverse board isn’t just a ‘nice to have’ - it’s a strategic imperative. Representation that mirrors our workforce: Women form a significant portion of our global workforce and client base. It’s right that we build a board that reflects this... This approach is not about quotas; it’s about leveraging diverse perspectives to drive sustainable success and maintain our competitive edge in the global market.”

TOP 50 WISCONSIN PUBLIC COMPANY DIRECTORS

- **30.5% (140/459)** of board members are women, up from **27.3% (126/462)** in 2023.
- **98% (49/50)** of public companies have at least one woman board member, unchanged from **98% (49/50)** in 2023.
- **Power of 3** public companies increased from **26** to **34** of 50 companies, or **68%**, in 2024, up from **52%** in 2023.

WOMEN OF COLOR DIRECTORS TOP 50 WISCONSIN PUBLIC COMPANIES

- **Women of color** hold **6.1% (28/459)** of director seats, down from **6.3% (29/462)** in 2023.
- **20% (28/140)** of total women directors are women of color, down from **23.0% (29/126)** in 2023.
- **5.9% (1/17)** of newly elected women directors are women of color, down significantly from **27% (4/15)** in 2023.



Joel Quadracci

Chief Executive Officer
Quad

How important is it to have a company culture that fosters a diverse board?

“You never know where the next great idea is going to come from. Our culture is predicated on bringing together different people from different walks of life to create a better way. I am focused on developing the best talent in the industry, and to do that, we need to ensure that everyone is equipped with the right support to address their unique needs.”

PUBLIC COMPANY	2024 Total	2024 Women	% Women	2024 WOC
Alliant Energy Corporation	11	5	45%	0
ManpowerGroup Inc.	11	4	36%	0
Kohl's Corporation	11	4	36%	1
Rockwell Automation, Inc.	11	4	36%	1
WEC Energy Group, Inc.	12	4	33%	2
Schneider National, Inc.	10	4	40%	1
Brady Corporation	10	4	40%	1
MGIC Investment Corporation	13	4	31%	1
MGE Energy, Inc.	10	4	40%	1
Accuray Incorporated	8	4	50%	1
Bank First Corporation	11	4	36%	0
Fiserv, Inc.	10	3	30%	0
Oshkosh Corporation	10	3	30%	0
Regal Rexnord Corporation	10	3	30%	1
Plexus Corp.	10	3	30%	0
Generac Holdings Inc. (Generac Power Systems)	11	3	27%	1
A. O. Smith Corporation	10	3	30%	1
Quad/Graphics, Inc. (Quad)	10	3	30%	0
REV Group Inc.	6	3	50%	1
Exact Sciences Corporation	9	3	33%	0
Modine Manufacturing Co.	9	3	33%	1
Manitowoc Company, Inc. (The)	9	3	33%	0
Zurn Elkay Water Solutions Corp.	10	3	30%	0
Lands' End, Inc.	6	3	50%	0
Sensient Technologies Corporation	10	3	30%	1
Associated Banc-Corp	11	3	27%	0
Artisan Partners Asset Management Inc.	7	3	43%	1
Badger Meter Inc.	9	3	33%	1
Johnson Outdoors Inc.	9	3	33%	0
Duluth Holdings, Inc.	9	3	33%	0
Energpac Tool Group Corp.	10	3	30%	0
Nicolet Bankshares Inc.	15	3	20%	1
First Business Bank	9	3	33%	1
Orion Energy Systems, Inc.	6	3	50%	0
Harley Davidson, Inc.	9	2	22%	0
Snap-on, Inc.	10	2	20%	1
Spectrum Brands Holdings, Inc.	7	2	29%	2
Marten Transport, Ltd.	8	2	25%	1
Marcus Corporation (The)	10	2	20%	0
Douglas Dynamics Inc.	6	2	33%	1
Twin Disc Inc.	8	2	25%	0
Waterstone Financial Inc./WaterStone Bank	7	2	29%	0
Citizens Community Bancorp, Inc.	8	2	25%	0
Luxfer Holdings PLC	6	2	33%	1
Tri City Bankshares Corp.	12	2	17%	1
Mayville Engineering Company Inc.	7	1	14%	0
Strattec Security Corporation	7	1	14%	1
National Presto Industries Inc.	5	1	20%	0
Weyco Group, Inc.	7	1	14%	1
LiveWire Group, Inc.	9	0	0%	0
GRAND TOTAL	459	140	30.5%	28

Source: Please see methodology information on page 8.

WISCONSIN TOP 50 PRIVATE COMPANIES



Dale Kooyenga

President
MMAC

How important is it for the business community and individual businesses to foster a culture that supports diversity on boards of directors?

“With a community as diverse as ours, it only makes sense to have different perspectives represented on our boards. Not only does it provide opportunity to new voices, but diverse board leadership offers a broader range of ideas spurring more deliberate decision making and new ways to address challenging issues. These organizations serve diverse populations. It only makes sense for them to better understand those audiences.”

TOP 50 WISCONSIN PRIVATE COMPANY DIRECTORS

- **23.2% (89/383) of board members are women, up from 21.1% (72/341) in 2023.**
- **72% (36/50) of private companies have at least one woman board member, up from 64% (32/50) in 2023, and compared to 98% (49/50) of public companies.**
- **32% (16/50) of companies have three or more women directors, compared to 26% (13/50) in 2023.**



PRIVATE COMPANY	2024 Total	2024 Women	% Women	2024 WOC
American Family Insurance	16	7	44%	3
SECURA Insurance	12	5	42%	0
Quartz Health Solutions, Inc.	13	5	38%	N/A
Church Mutual Insurance Company, S.I.	10	4	40%	1
TruStage Financial Group, Inc.	11	4	36%	0
West Bend Insurance Company	12	4	33%	0
Acuity Insurance	14	4	29%	N/A
Northwestern Mutual	15	4	27%	2
Uline, Inc.	7	3	43%	0
Bemis Manufacturing Company	8	3	38%	N/A
Sargento Foods Inc.	8	3	38%	0
Sentry Insurance	9	3	33%	1
S. C. Johnson & Sons, Inc.	9	3	33%	N/A
Menasha Corporation	10	3	30%	N/A
J.P. Cullen	10	3	30%	N/A
Robert W. Baird & Co., Inc.	19	3	16%	N/A
Kwik Trip, Inc.	6	2	33%	0
Hydrite Chemical Co.	7	2	29%	N/A
Promega Corporation	7	2	29%	N/A
U.S. Venture, Inc.	7	2	29%	N/A
Boldt Company (The)	8	2	25%	2
Kohler Co.	8	2	25%	0
Hy Cite Enterprises, LLC	9	2	22%	1
Schreiber Foods	9	2	22%	N/A
JX Enterprises, Inc.	2	1	50%	N/A
Roehl Transport, Inc.	2	1	50%	N/A
Palermo Villa, Inc.	5	1	20%	N/A
Great Northern Corporation	6	1	17%	N/A
Trek Bicycle Corporation	6	1	17%	0
Walbec Group	6	1	17%	N/A
ABC Supply Co., Inc.	7	1	14%	N/A
IEWC	8	1	13%	0
DeLong Co., Inc. (The)	9	1	11%	N/A
Epic Systems Corporation	9	1	11%	N/A
Lakeside Foods, Inc.	9	1	11%	N/A
Brakebush Brothers, Inc.	10	1	10%	0
Charter Manufacturing Company, Inc.	10	0	0%	0
Green Bay Packaging	9	0	0%	0
Ariens Company	7	0	0%	0
American Packing Corporation	4	0	0%	0
Faith Technologies, Incorporated (FTI)	5	0	0%	0
Findorff	5	0	0%	0
Masters Gallery Foods, Inc.	5	0	0%	0
Ashley Furniture Industries, LLC	3	0	0%	0
Miron Construction Co., Inc.	3	0	0%	0
Stroughton Trailers	3	0	0%	0
Bergstrom Automotive	2	0	0%	0
RJ Schinner	2	0	0%	0
Boucher Automotive Group	1	0	0%	0
Michels Corporation	1	0	0%	0
GRAND TOTAL	383	89	23.2%	10

Source: Please see methodology information on page 8.

WOMEN DIRECTORS ADDED TO THE BOARDS OF THE TOP 50 WISCONSIN PUBLIC COMPANIES SINCE THE LAST REPORT

New Wisconsin-Based Women Directors



Lisa Barton
President and Chief
Executive Officer
Alliant Energy



Christie Raymond
Chief Marketing Officer
Kohl's



Patricia Ackerman
Retired Executive
A.O. Smith



Angela Rieger
EVP, Chief
Transformation Officer
Lands' End



Erin Davis
CEO
Quality Roasting

New Women Directors



Julie Streich
Chief
Financial Officer
Barnes



Melanie Huet
President, Brand
Management &
Innovation
Newell Brands



Kathleen Steele
Advisor Investment
Banking



Lois Martin
Chief
Financial Officer
Mortenson Companies



Cynthia Augustine
Global Chief
Talent Officer
McCann
Worldgroup



Alicia Parker
Chief
Marketing Officer &
Managing Director
Tishman Speyer



Maureen O'Connell
Lead Director
Acacia Research



Wendy Arlin
Former CFO
Bath & Body Works



Annette Clayton
Former
President & CEO
Schneider Electric



**Heather
Wishart-Smith**



Charlotte Yarkoni
President, Commerce
+ Ecosystems
Microsoft



Janet Kennedy
Former
Vice President,
North America Regions
Google

MILWAUKEE WOMEN INC STEERING COMMITTEE MEMBERS ON CORPORATE BOARDS

PUBLIC

Gail Hanson, Artisan Partners Fund
Joan Prince, Aspen
Xia Liu, Badger Meter
Mara Swan, Brightview
Laurie Benson, First Business Financial Services Inc., First Business Bank
DeVona Wright Cottrell, First Federal Bank of Wisconsin
Jennifer Kent, Mayville Engineering
Pat Ackerman, Newsight Imaging, MGE Energy
Sally Washlow, Orion Energy Systems, Data I/O
Susan Kreh, Solid Power, Inc.
Mary Ellen Stanek, WEC Energy Group, Inc
Peggy Troy, Zurn Elkay Water Solutions

PRIVATE

Anne Zizzo, Froedtert Hospital
Cecelia Gore, CG Schmidt, Inc, Town Bank, a Wintrust Company
Christy Brown, Northwestern Mutual Series Fund, Inc
Donna Bembenek, Waukesha State Bank
Eve Hall, Ph.D., Children's Wisconsin
Gail Hanson, Northwestern Mutual Series Fund, Inc
Gail Lione, Sargento Foods
Holly Nelson, Silver Star Brands, Inc
Joan Prince, Ascendium Education Group, Froedtert Health
Karen Hung, KeHE, Ascension Wisconsin Healthcare System
Kathy Henrich, M3 Insurance
Kelly Grebe, Children's Wisconsin
Kristin Dufek, EUA
Laura Gutierrez, Waukesha State Bank
Laurie Benson, MIG Commercial Real Estate, Bassett Mechanical
Linda Gorens-Levey, Ixonia Bank, Medical College of Wisconsin
Lisa Pendergast, Mechdyne Corporation
Lori Stortz, Badger Mutual Insurance Company, Community Care Inc.
Mara Swan, GOJO Inc., TRAC Intermodal, ULINe, Bader Rutter

PRIVATE CONT'D.

Margo Loeb, PJM Interconnection
Mary Ellen Stanek, Baird Financial Group, Froedtert Health
Meghan Berndt, Reliable Knitting Works, Uzelac Industries, Inc
Nancy Hernandez, Society Insurance, Marquette University,
Medical College of Wisconsin
Peggy Kelsey, Northshore Bank
Peggy Troy, Children's Wisconsin
Phyllis King, UW Credit Union
Sarah Schneider, Northwestern Mutual Investment Services, Northwestern
Long Term Care Insurance Company
Shana Lewis, Renning Lewis & Lacy SC
Susan Finco, Society Insurance, Green Bay Packers
Susan Kreh, West Bend Mutual Insurance, Silver Rock Consulting
Wendy Baumann, Herzing University
Xia Liu, Children's Wisconsin

Chandra Cooper, IPAMA - Institute for the Preservation of African
American Music and Arts, Coalition of Black House Museums, Holy
Redeemer School Board

ADVISORY

Alison Heiser, NAXION, Inc., 37 Oaks
Heather Dunn, CharismaQ
Holly Nelson, Solutionz
Jasmine Johnson, Marine Credit Union
Marilyn Thiet, Nassco, Inc.
Pat Ackerman, Spaulding Medical, LLC
Sally Washlow, Matot Industries
Susan Finco, First Business Bank
Wendy Baumann, Northern Trust
Deb Seeger, The ABC Group, and Colorful Connections
Chandra Cooper, VanderCook College of Music

President & CEO, Lori Syverson

BOARD OF DIRECTORS



CHAIR	Kristin Dufek	EUA
VICE CHAIR	Karen Hung	Silver Rock Consulting
SECRETARY	Sandra Cunningham	Retired, Versiti, Inc.
TREASURER	Leslie Plamann	EY
IMMEDIATE PAST CHAIR	Kimberly Stoll	Badger Meter
MEMBER AT LARGE	Nancy Hernandez	MMAC, Hispanic Collaborative
COMMUNICATIONS & RESEARCH CO-CHAIR	Kimberly Kane	Kane Communications Group
COMMUNICATIONS & RESEARCH CO-CHAIR	Emily Phillips	Baird
EXTERNAL ENGAGEMENT CO-CHAIR	Janette Braverman	Leaders Leaving Legacies, LLC
EXTERNAL ENGAGEMENT CO-CHAIR	April Dunn	
MEMBER ENGAGEMENT CO-CHAIR	Julie Glynn	WaterStone Bank
MEMBER ENGAGEMENT CO-CHAIR	Molly Mulroy	WEC Energy Group

STEERING COMMITTEE

Jennifer Abele, VC 414
Maribeth Achterberg, The Boldt Company
Patricia Ackerman, A.O. Smith, Retired
Annette Adams, MGIC
Sherri Albinger, ManpowerGroup Inc., Retired
Griselda Aldrete, Partner, Hansen Reynolds LLC
Lisa Attonito, Women's Fund of Greater Milwaukee
Wendy Baumann, Wisconsin Women's Business Initiative Corp.
Donna Bembenek, Catholic Memorial High School
Laurie Benson, Nurses on Boards Coalition
Kristin Bergstrom, Reinhart Boener Van Deuren S.C., Retired
Meghan Berndt, Shannon Berndt Advisors, LLC
Janette Braverman, Leaders Leaving Legacies, LLC
Kate Brewer, Greenfield Rehabilitation Agency, Inc.
Krista Brookman, Northwestern Mutual
Christy Brown, Alverno College
Chantel Byrd, Veolia
Becky Cameron Valcq, Public Service Commission of Wisconsin
Brenda Campbell, SecureFutures
Sharon Canter, ManpowerGroup Inc., Retired
Sally Cartwright, LHH (Lee Hecht Harrison LLC)
Lisa Cieslak, GMR Marketing
Chandra Cooper, Grateful Girls
Sandra Cunningham, Versiti, Inc., Retired
Jodi Czernejewski, inFORME Healthcare
Sharon deGuzman, Robert W. Baird & Co., Inc.
Coreen Dicus-Johnson, Network Health
Jennifer Dirks, TEMPO Milwaukee
Kristin Dufek, EUA
April Dunn
Heather Dunn, West Bend Insurance Company
Alicia Dupies, Gilbane Building Company
Patti Epstein, Wisconsin Department of Employee Trust Funds
Susan Finco, Leonard & Finco Public Relations, Inc
Nisha Gandhi, KeyCare
Tricia Geraghty
Ellen Gilligan
Julie Glynn, WaterStone Bank
Cindy Gnadinger, Carroll University
Cecelia Gore, Brewers Community Foundation
Linda Goren-Levey, General Capital Group
Kelly Grebe, Chief Legal Officer, Retired
Helen Gurholt, A.O. Smith Corporation
Laura Gutierrez, United Community Center
Eve Hall, Ph.D., Milwaukee Urban League

Lindsay Hammerer, KPMG LLP
Abigail Hanna, Carthage College
Gail Hanson, WEC Energy Group, Inc., Retired
Alison Heiser, Alison Heiser and Associates
Kathy Henrich, MKE TECH
Nancy Hernandez, MMAC, Hispanic Collaborative
Renee Herzing, Herzing University
Tanya Hines, Hines+Associates
Jayne Hladio, Associated Bank
Sandy Hoeft, Deloitte & Touche LLP
Sheryl Hopkins, Badger Meter
Sherri Huff, Huff Consulting, LLC
Karen Hung, Silver Rock Consulting
Kathy Hust, Kathy Hust Enterprises, LLC
Jasmine Johnson, Versiti Inc.
Lecia Johnson, Godfrey & Kahn S.C.
Nina Johnson, U.S. Bank
Kara Kaiser, CIBC U.S.
Kimberly Kane, Kane Communications Group
Lynnea Katz-Petted, Revitalize Milwaukee
Peggy Kelsey, WEC Energy Group
Jennifer Kent, Kohl's
Deborah Kerr, St. Francis School District
Laura King, Accure Medical
Phyllis King, Farming for the Future Foundation
Tracey Klein, Polsinelli LLC
Susan Kreh, Dri-Oil Corporation
Margaret Kurlinski, Godfrey & Kahn S.C.
Shana Lewis, Renning Lewis & Lacy, s.c.
Christine Lidbury, Wisconsin Women's Council, Retired
Amy Lindner, United Way of Greater Milwaukee & Waukesha County
Xia Liu, WEC Energy Group, Inc.
Jessie Lochmann, Foley & Lardner LLP
Margo Loeb, PJM Interconnection
Kristin Lynes, Ready Rebound
Stephanie Lyons, Northwestern Mutual
Susan Martin, Aurora Health Care, Retired
Brook Mayborne, YMCA of Metropolitan Milwaukee
Jennifer McClure, JEM
Mary McCormick, Rotary Club of Milwaukee
Jackie Mortenson, Milwaukee Women Inc
Jennifer Mueller
Molly Mulroy, WEC Energy Group
Holly Nelson, Retired executive, board member
Tammy Noll, Vyair Medical
Laura Orr, Forward Governance Consulting

Kelly Ottman, MSOE
Nikki Panico, Susan G. Komen
Lisa Pendergast, MGIC, retired
Jennifer Peterson, The Manitowoc Company, Inc.
Emily Phillips, Baird - Private Wealth Management
Nicole Pienkos, FIS Corporation
Ann Pieper, Pieper Properties
Leslie Plamann, EY-Milwaukee
Kim Preston, First Business Bank
Janet Protasiewicz, State of Wisconsin
Jennifer Quadracci, Network Health
Wendy Radtke, US LBM Holdings, LLC
Julie Ragland, Navistar, Inc.
Sharon Reed, EY-Milwaukee
Sarah Schneider, Northwestern Mutual
Sarah Schott, Gravie
Debbie Seeger, BDO USA LLC
Thelma Sias, The Sias Group, LLC
Ritika Singh, Serta Simmons Bedding
Lynn Sprangers, 54 Hands Productions
Kim Stoll, Badger Meter
Lori Stortz, University of Wisconsin System
Mara Swan, Human Capital Expert & Board Member
Judie Taylor, DUECO Security LLC
Marilyn Thiet, Edge Performance Acceleration
Kathy Thornton-Bias, Boys & Girls Clubs of Greater Milwaukee
Julie Tolan, Lauber Business Partners
Peggy Troy, Children's Wisconsin, Retired
Marilka Velez, Associated Bank
Marilyn Vollrath, Reputation Partners, retired
Sally Washlow, LHH (Lee Hecht Harrison LLC)
Richelle Webb Dixon, Froedtert Hospital
Staci Wellentin, Chief Operating Officer
Peggy Williams-Smith, VISIT Milwaukee
Susan Winchester, Applied Materials
DeVona Wright Cottrell, GMR Marketing
Sandy Wysocki, Sharon Lynne Wilson Center for the Arts
Anne Zizzo, Zizzo Group Engagement Marketing

EMERITUS

Gail Lione, Dentons US LLP
Joan Prince, Executive Strategies Elite, LLC
Mary Ellen Stanek, Baird

PLATINUM SPONSORS



GOLD SPONSORS



SILVER SPONSORS



RESEARCH PARTNER



IN-KIND SPONSOR



AROUND THE STATE



TABLE SPONSORS



THANK YOU

MWi wishes to thank the Institute for Women's Leadership at Marquette University for conducting the research for this report. Research was conducted by graduate student Lauren Glomski, under the supervision of Julia Schultz. Every effort was made to ensure the accuracy of this report.



METHODOLOGY | ABOUT THE DATA

PUBLIC COMPANIES Wisconsin's 50 largest public companies are ranked based on revenue as reported in the Milwaukee Business Journal's List of Wisconsin Top Public Companies, July 2024. MWi, and our research partner Marquette University's Institute for Women's Leadership (IWL), collected data for the Wisconsin top 50 public companies using the most recent filings with U.S. Securities and Exchange Commission and company websites from July 1, 2023, to June 30, 2024. Our team contacted these public companies and offered the opportunity to review our data and provide corrections.

PRIVATE COMPANIES Wisconsin's 50 largest privately held and closely held companies are based on rankings as reported in the 2024 Wisconsin 75, Deloitte LLP, compiled by revenue. Company participation in the list is voluntary, and not every large private business in the state is included. Private company board information is not as readily available as public company data. However, many domestic corporations and foreign limited liability companies are required to file an annual report with the Wisconsin Department of Financial Institutions (WDFI), which includes a list of directors. We purchased copies of the most recent annual reports from the WDFI (reflecting data from July 1, 2023, to June 30, 2024), which we used as a source. Similar to our process with the public companies, MWi and IWL contacted these private companies and offered an opportunity to review our data and provide corrections. Every effort was made to ensure the accuracy of the data in this report.