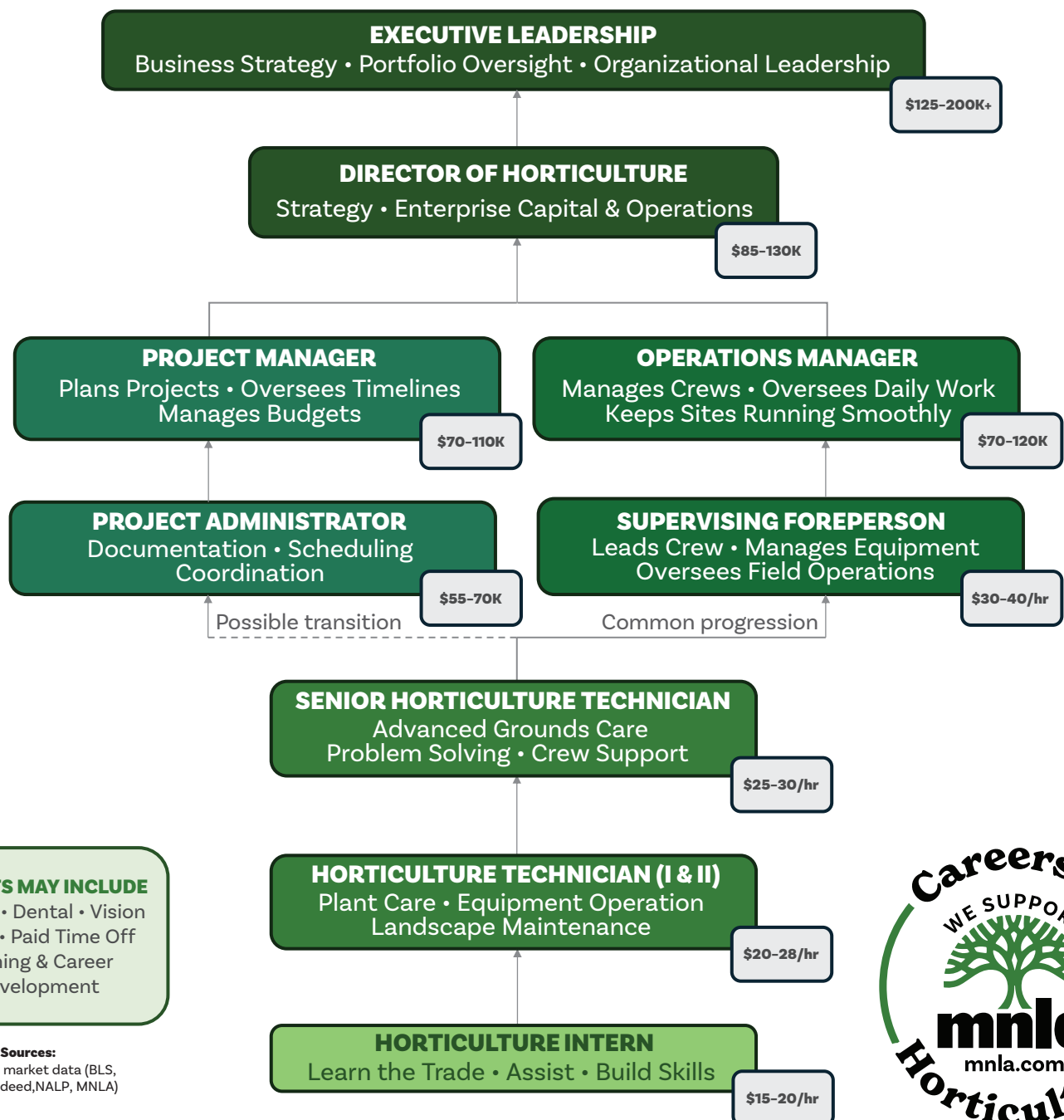


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Compensation Sources:
MA 2025-2026 market data (BLS,
ZipRecruiter, Indeed, NALP, MNLA)