

Unanswered Questions from 2021 Annual Meeting of Stockholders

- **How much will pay per employee go up in the year ahead?**
 - We will go through our annual salary review process this coming January as we have the last several years. When conducting our salary review, we review external competitiveness, internal equity, individual employee performance, specific needs of the business, and our corporate outlook as it relates to the growth prospects of the company. As such, we are unable to say how much any given employee's pay may increase (if at all) in the coming year.

- **Is each director in attendance?**
 - Yes, each director is in attendance

- **What is the reason to hold the meeting at 5:00 am company headquarters time?**
 - The Company moved its headquarters from California to North Carolina as reflected in our 10-K filing in August of 2021. The meeting time was the same time, local headquarter time, this year as it was last year, and prior years.