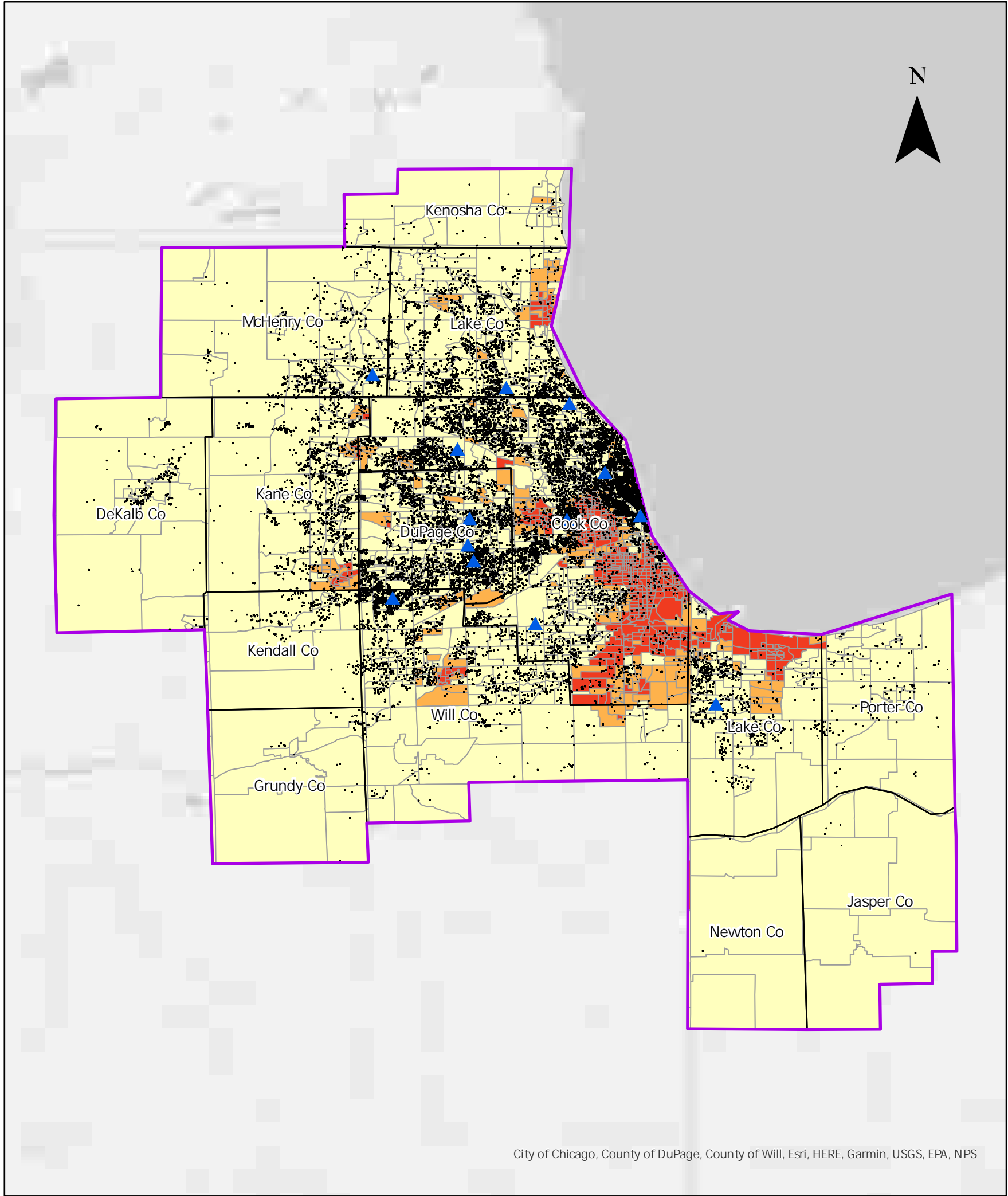


Exhibit A

Draper & Kramer Applications 2019 to 2021 Chicago MSA

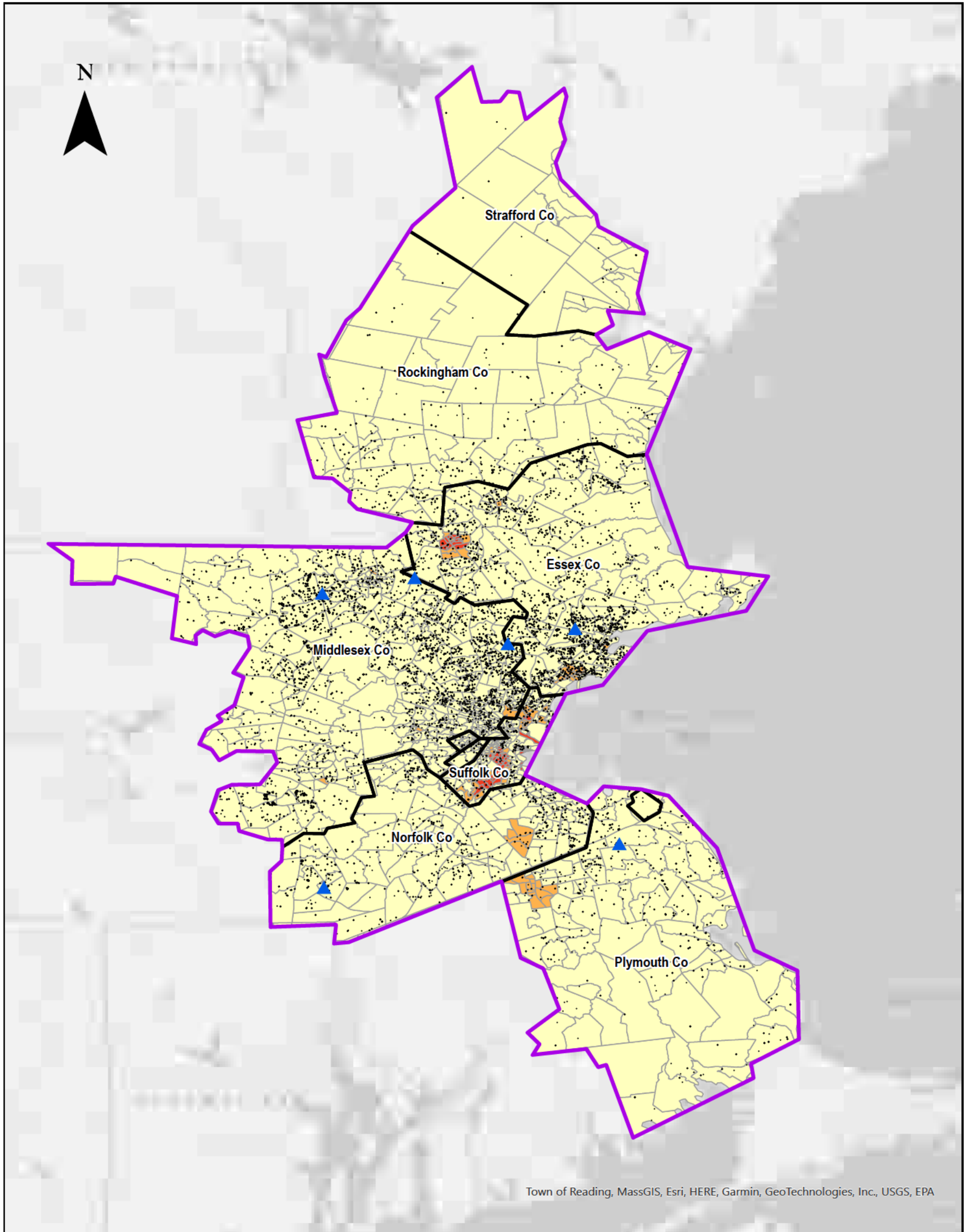


- 1 Dot = 1 Application
- ▲ Offices
- ▭ Chicago MSA
- ▭ County Boundaries
- ACS 2019 Percent Black and Hispanic Population by Tract
- = 0% - 50%
- > 50% - 80%
- > 80% - 100%

0 1.25 2.5 5 7.5 10
Miles

Exhibit B

Draper & Kramer Applications 2019 to 2021 Boston MSA



- 1 Dot = 1 Application
- ▲ Offices
- ▭ Boston MSA
- ▭ County Boundaries
- ACS 2019 Percent Black and Hispanic Population by Tract
 - =0% - 50%
 - >50% - 80%
 - >80% - 100%

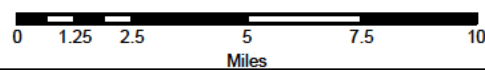
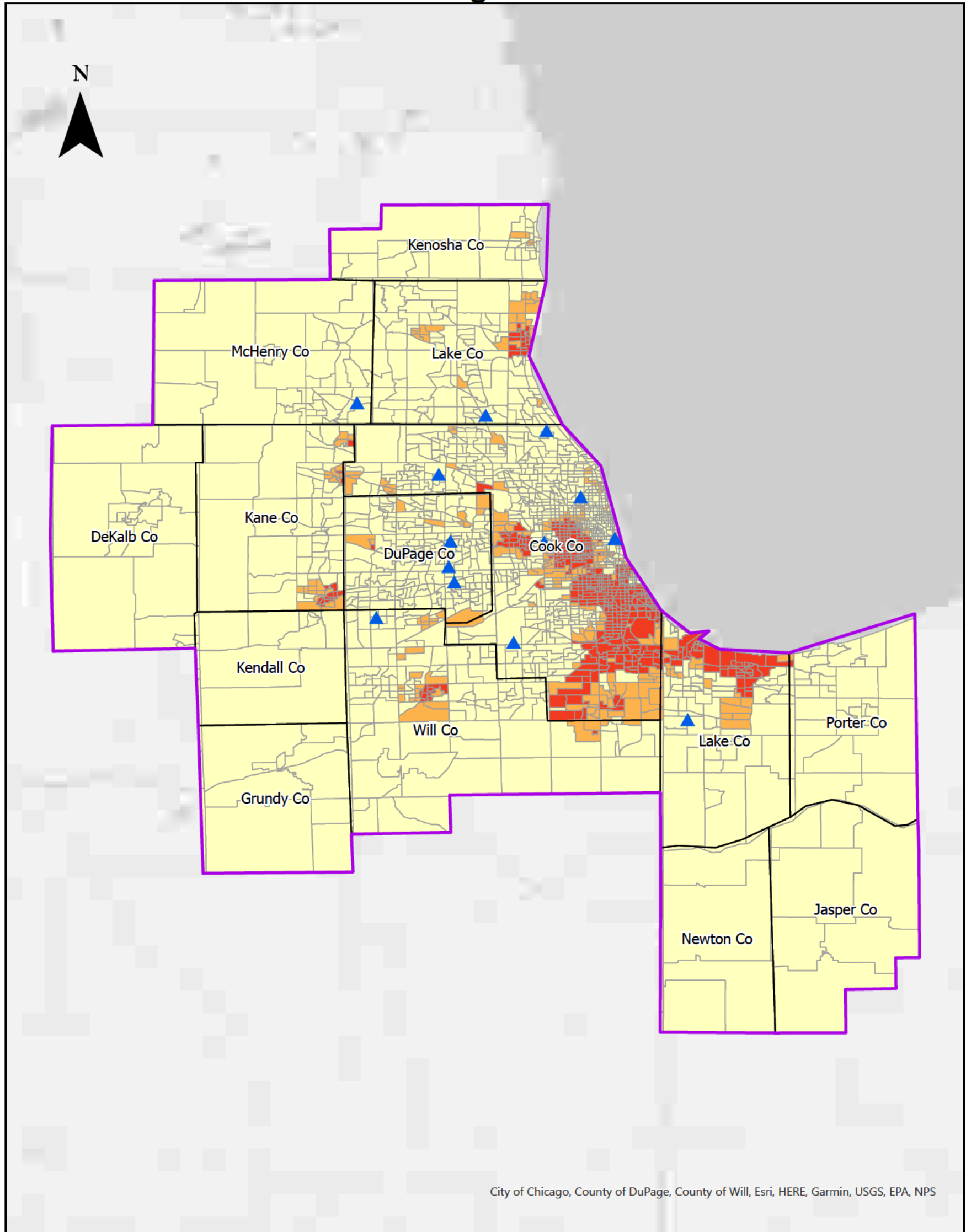


Exhibit C

Draper & Kramer Offices 2019 to 2021 Chicago MSA

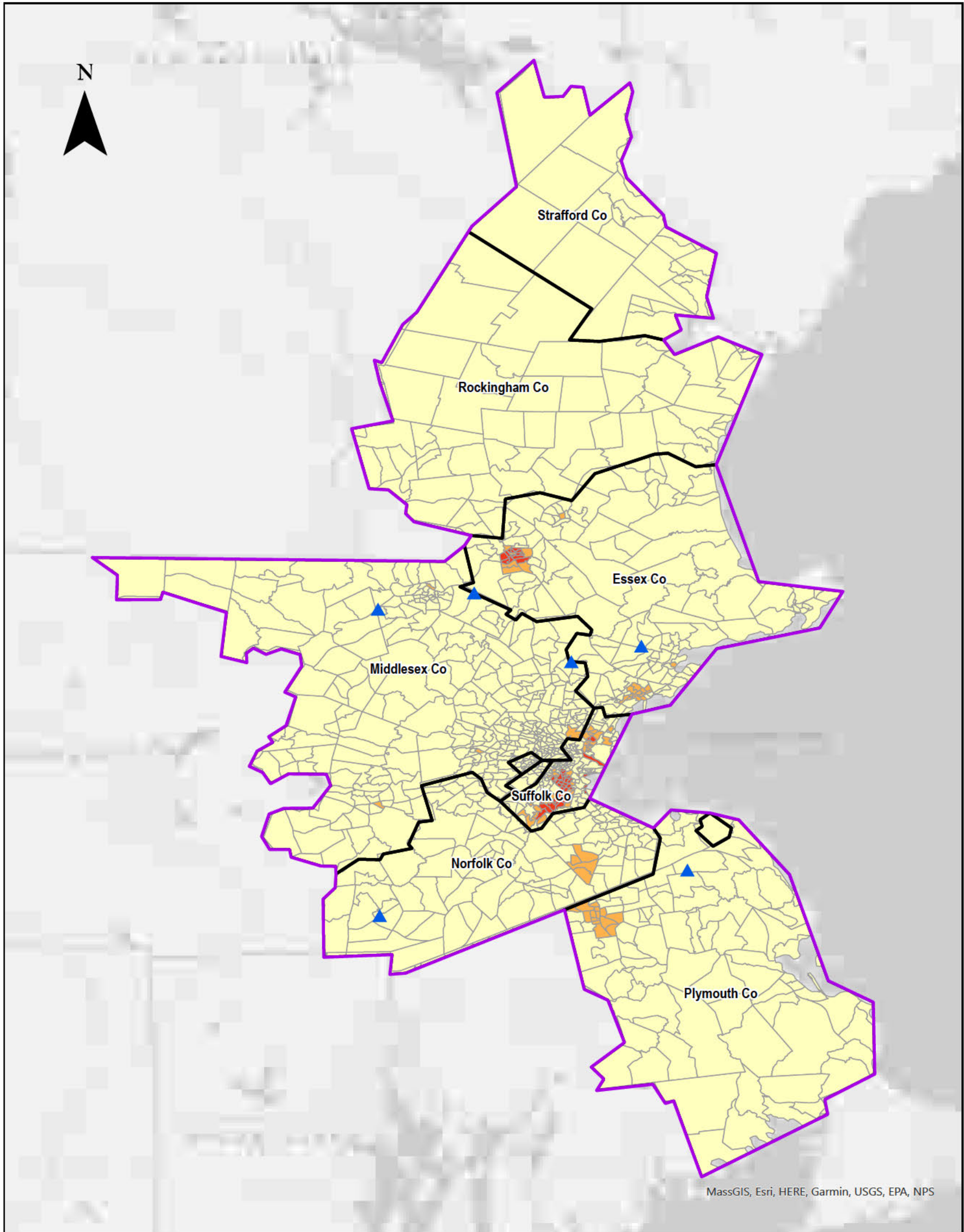








- Offices
- Chicago MSA
- County Boundaries
- ACS 2019 Percent Black and Hispanic Population by Tract**
- =0% - 50%
- >50% - 80%
- >80% - 100%



Exhibit D

Draper & Kramer Offices 2019 to 2021 Boston MSA



-  Offices
-  Boston MSA
-  County Boundaries
- ACS 2019 Percent Black and Hispanic Population by Tract
-  =0% - 50%
-  >50% - 80%
-  >80% - 100%

