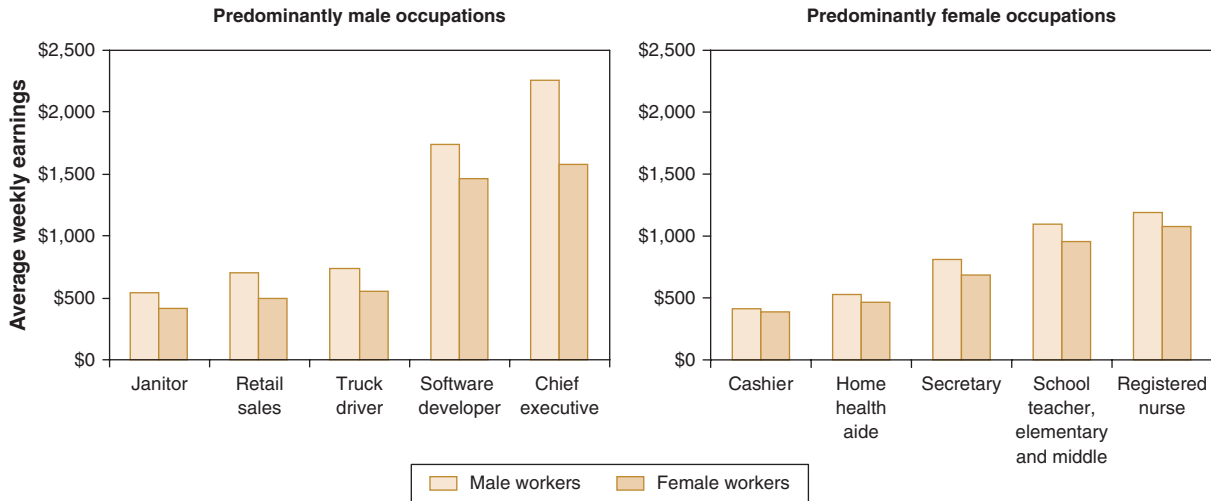


## EXHIBIT 12.4

### Male and Female Earnings in “Male” and “Female” Occupations



**SOURCE:** Institute for Women’s Policy Research, 2015a, Tables 1 & 2. Figure reproduced with permission from the Institute for Women’s Policy Research, originally published in “The Gender Wage Gap by Occupation (April 2011)” by Ariane Hegewisch, Claudia Williams, and Amber Henderson.