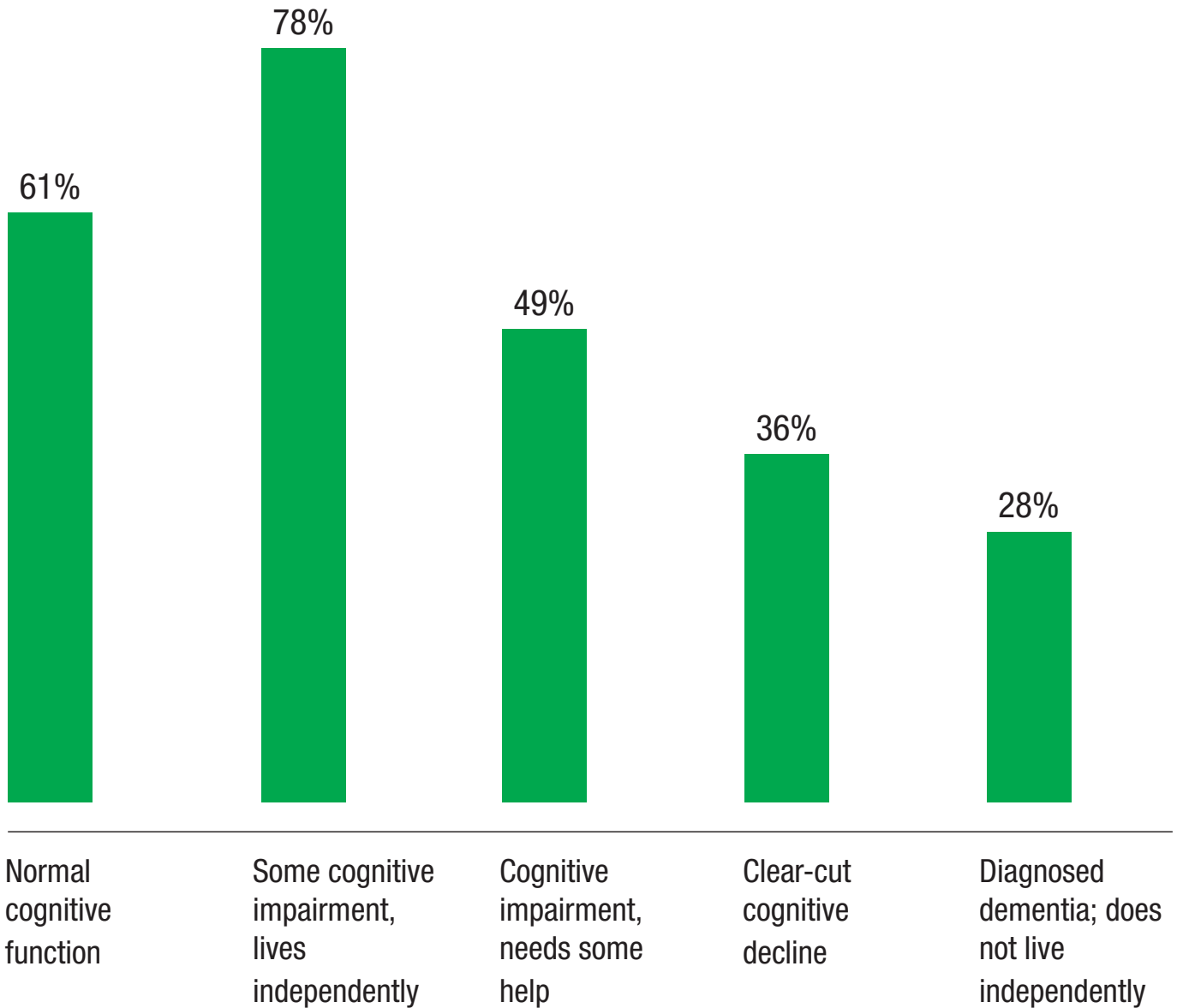


## Estimated cognitive ability of older adult participants that ICAA members work with.



Source: ICAA Salary & Benefits Survey