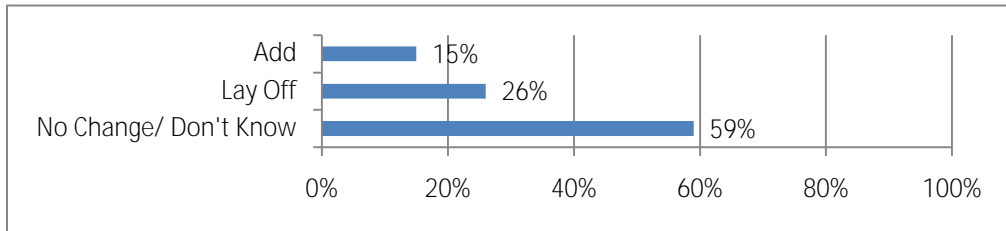


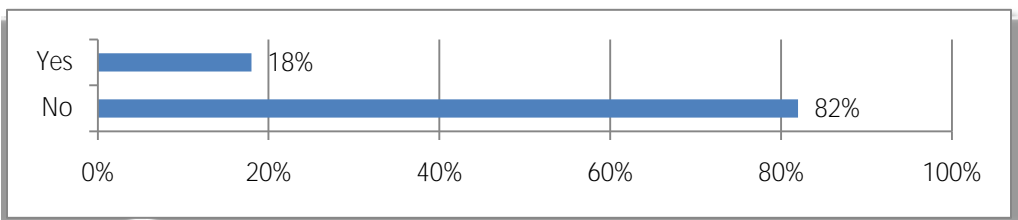
Average of 10 employees added, 50%

Average of 35 employees laid off, 30%

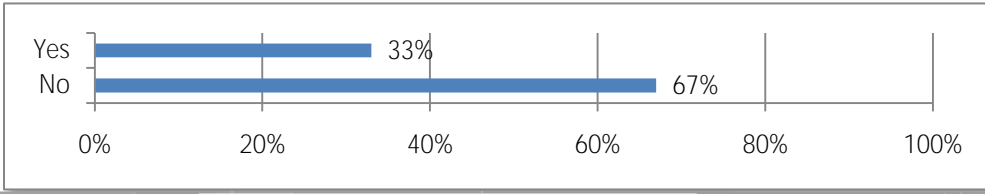
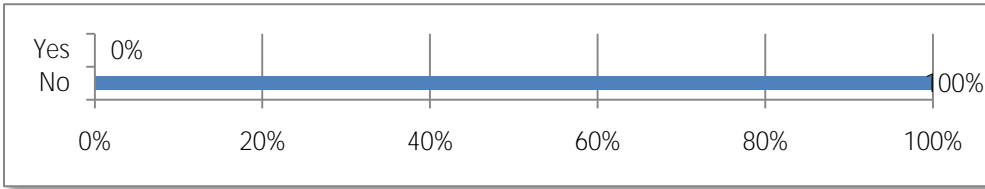


Average of 17 employees plan to add, 11%

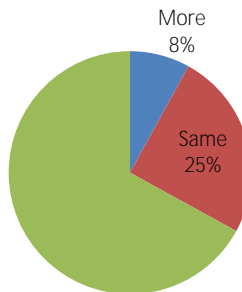
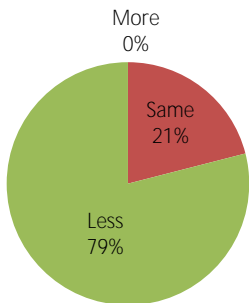
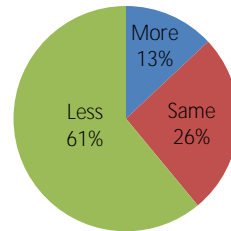
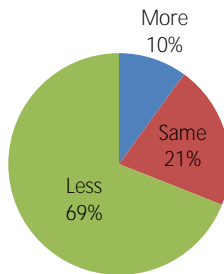
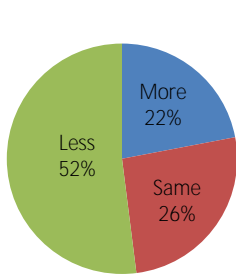
Average of 19 employees plan to lay off, 24%



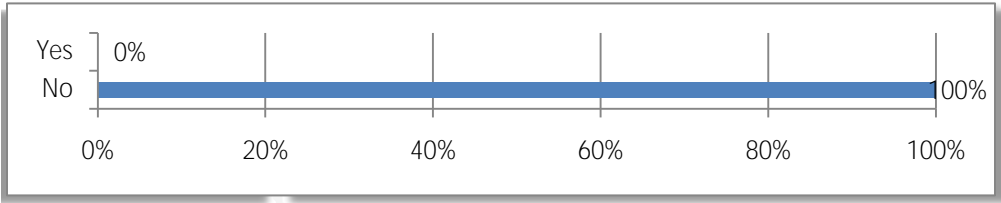
\$477,667



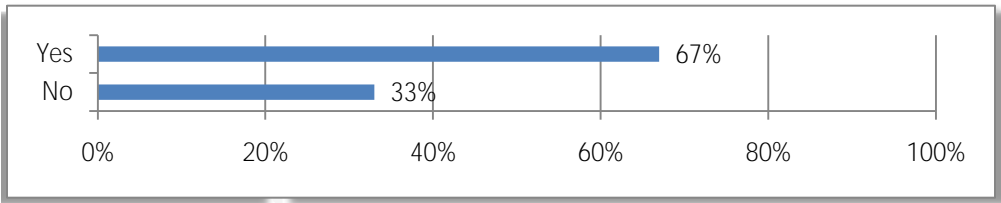
\$2,637,500/ 15%



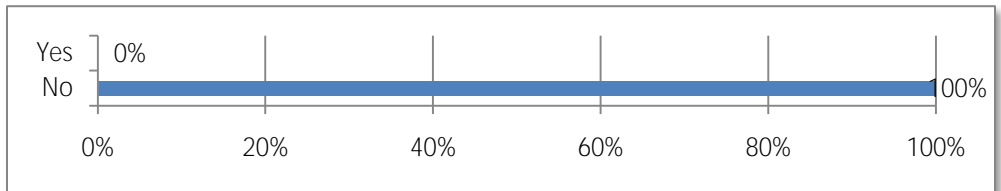
3.64%



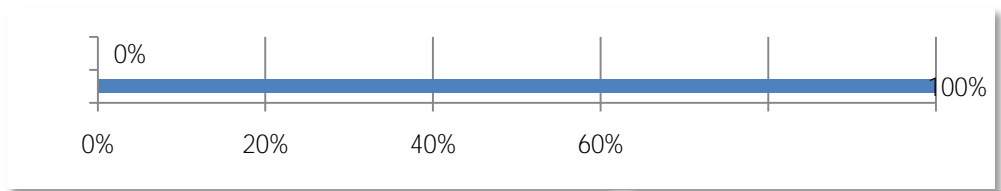
16%

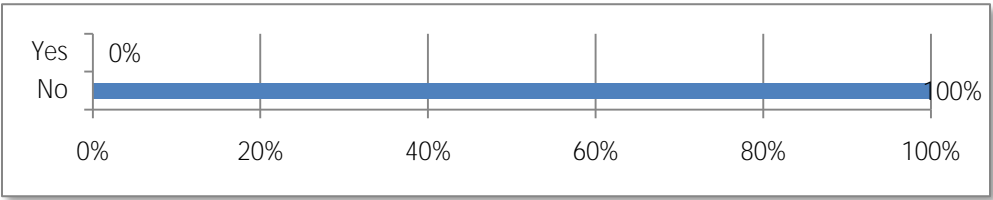


17%



1.11





0.27



0 0 %

No 67%
Yes 0%
Maybe/Unsure 33%