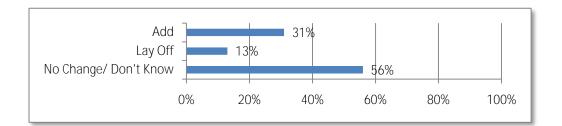


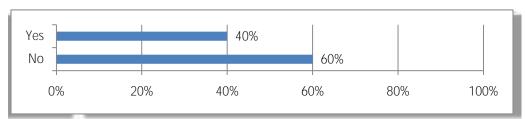
Average of 41 employees added, 16%

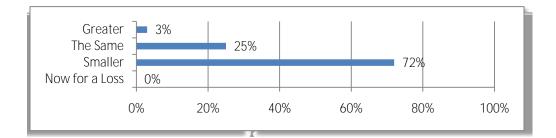
Average of 17 employees laid off, 16%

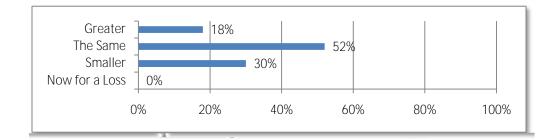


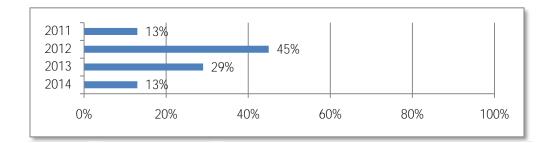
Average of 33 employees plan to add, 11%

Average of 77 employees plan to lay off, 15%

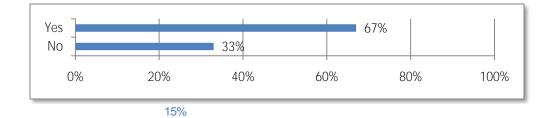


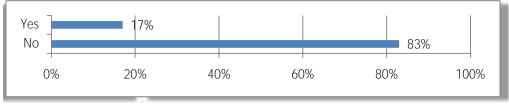






7.67%





20%

20.56%



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