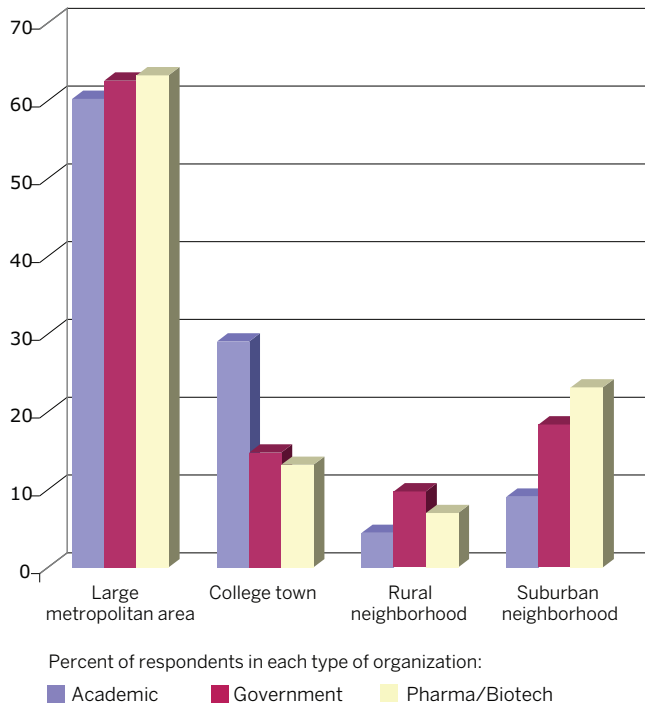
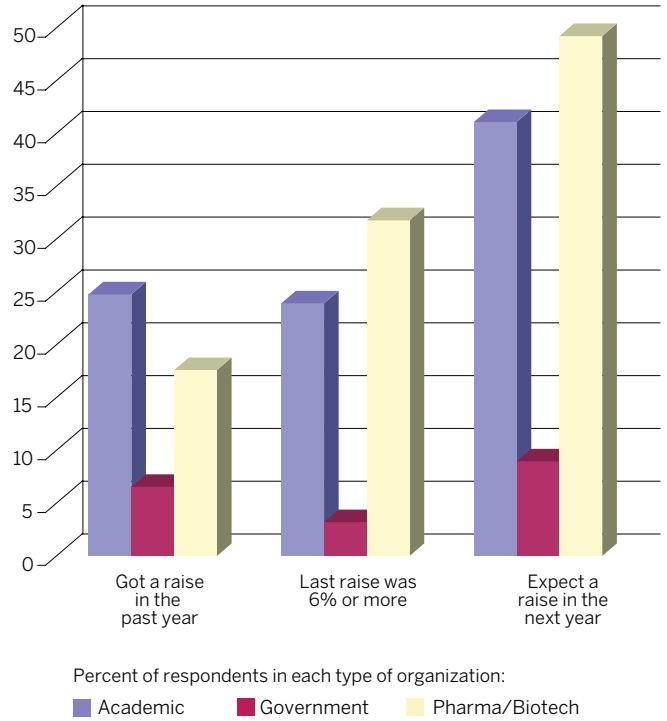


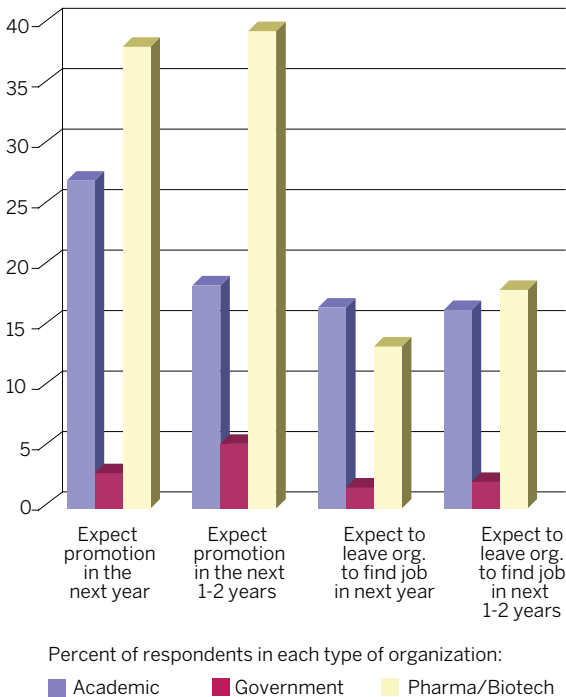
## Type of Region by Organization



## Raises Expected by Organization



## Layoffs and Pay Cuts by Organization



## Moving On and Up by Organization

