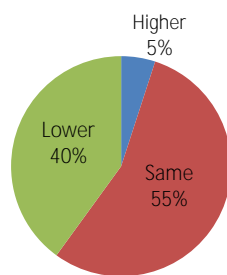
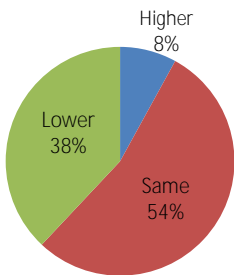
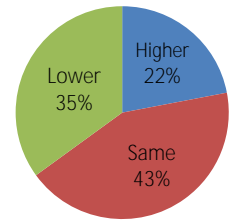
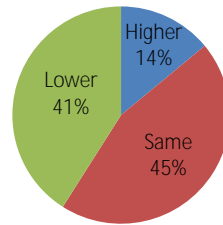
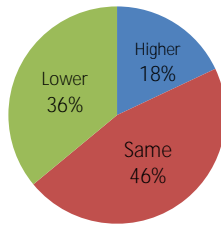
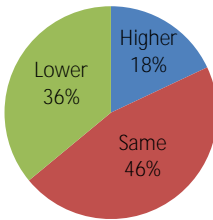
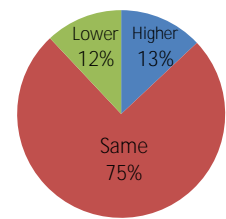
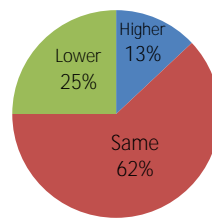
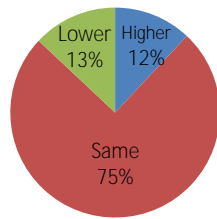
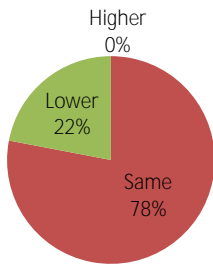
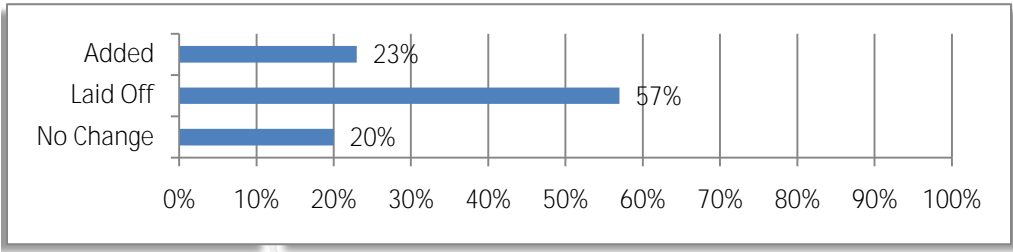


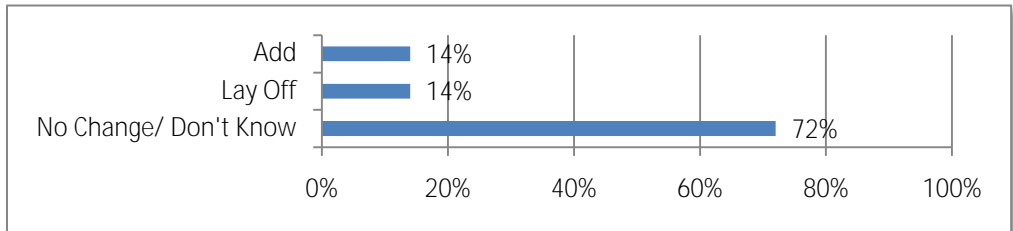
VIGA





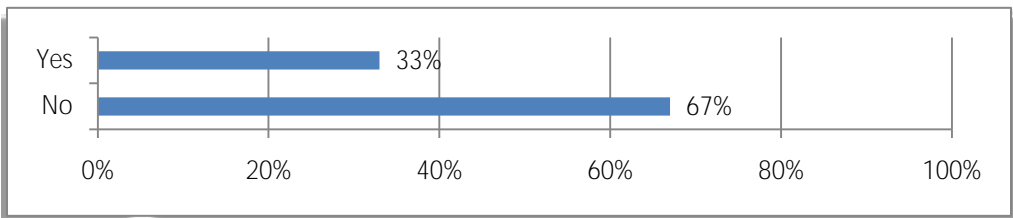
Average of 20 employees added, 14%

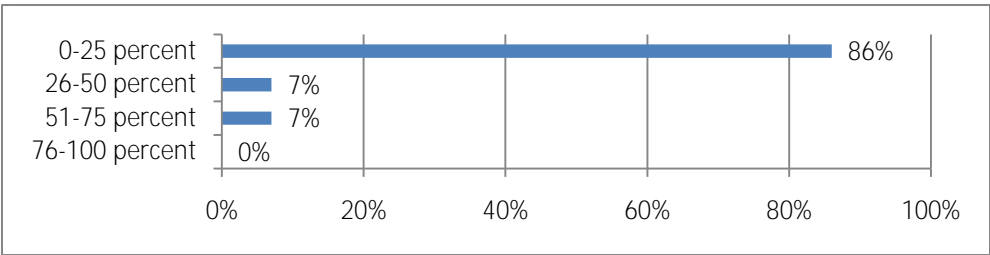
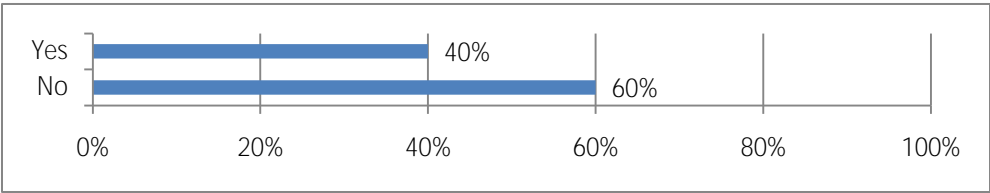
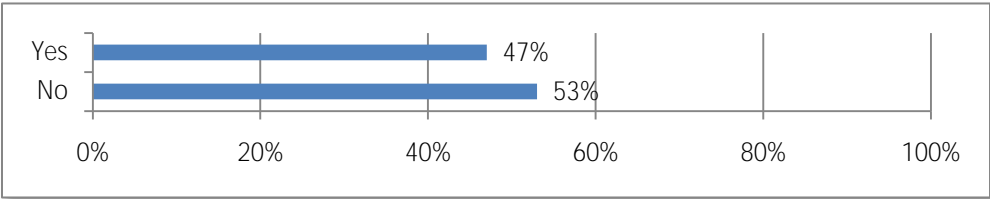
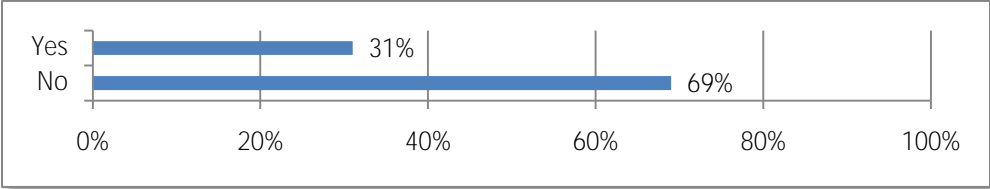
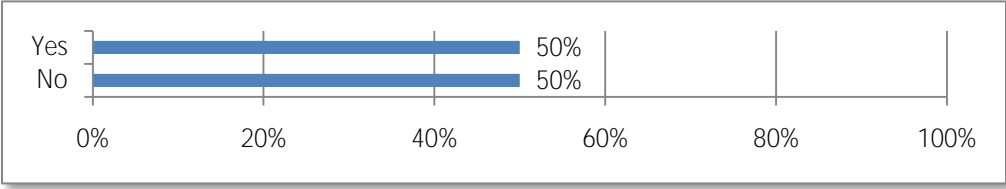
Average of 85 employees laid off, 20%

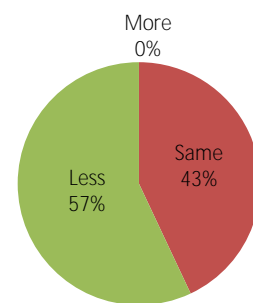
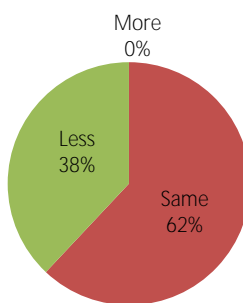
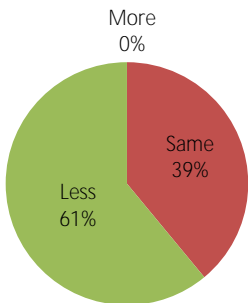
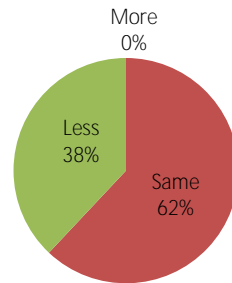
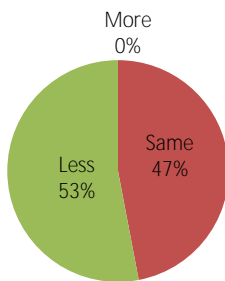
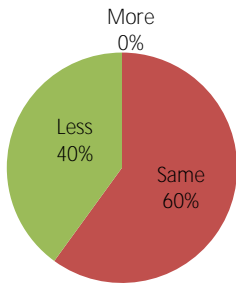
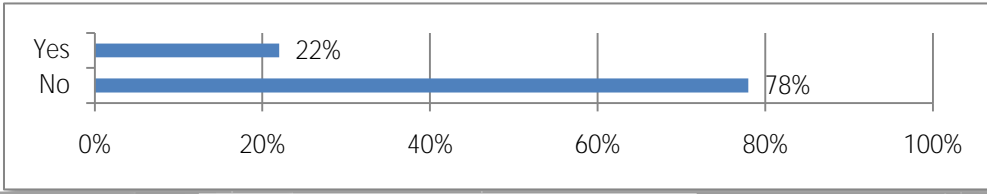
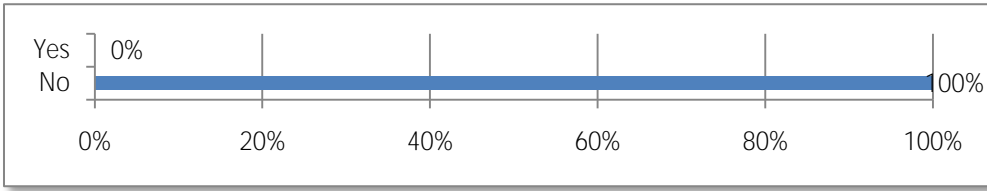


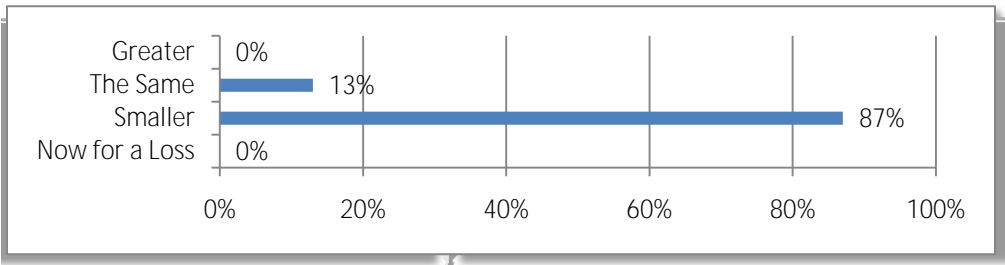
Average of 17 employees plan to add, 5%

Average of 12 employees plan to lay off, 15%

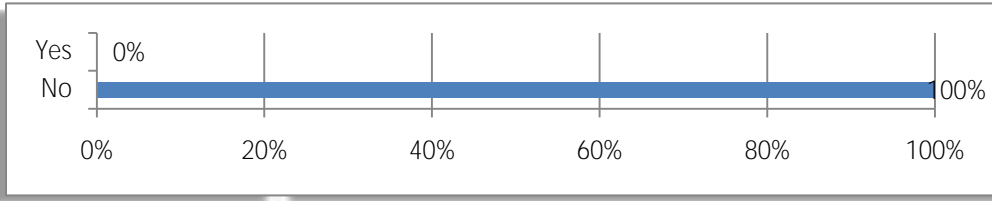




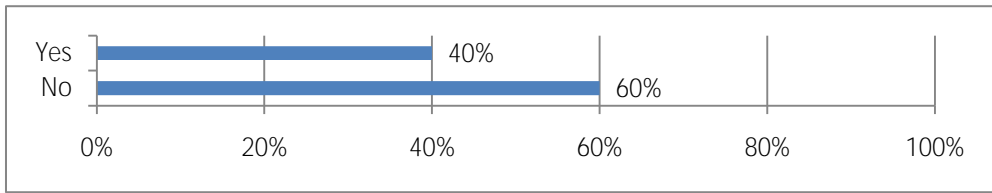
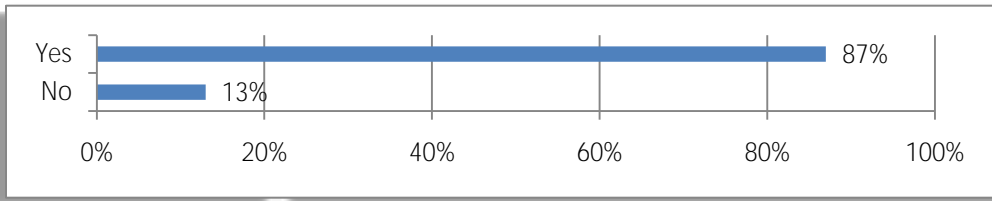




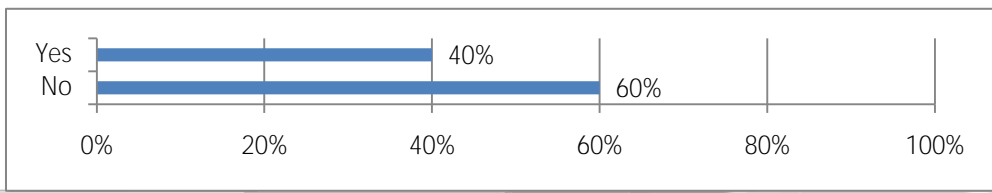
11.5%

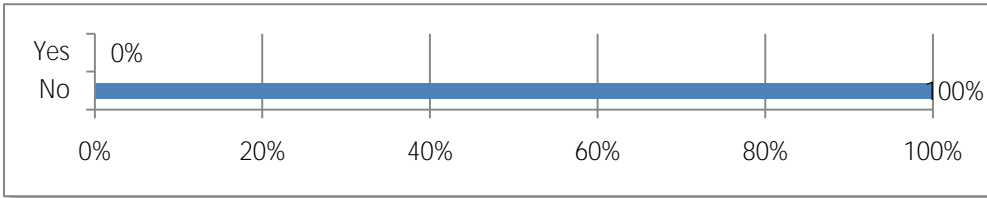


17.57%



3.44





0.38

