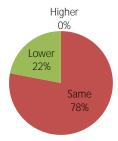
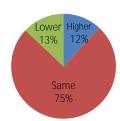
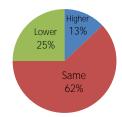
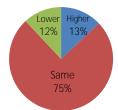


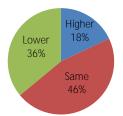
VIGA

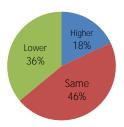


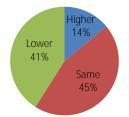


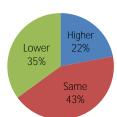


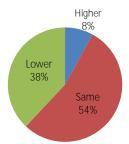


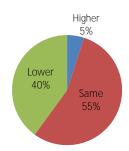


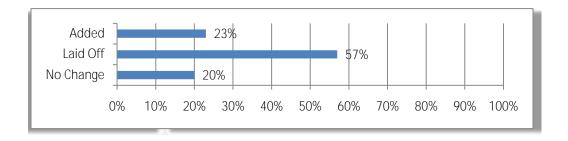






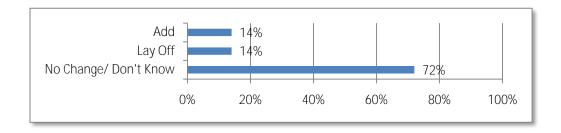






Average of 20 employees added, 14%

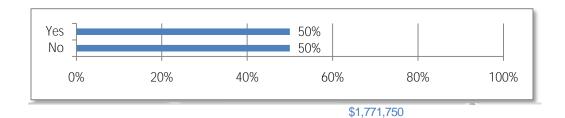
Average of 85 employees laid off, 20%

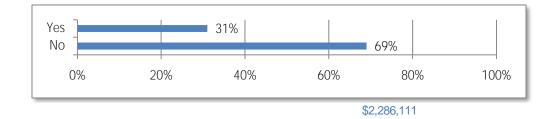


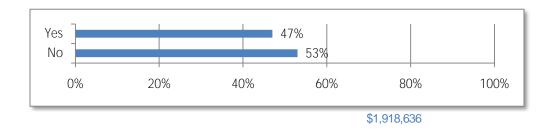
Average of 17 employees plan to add, 5%

Average of 12 employees plan to lay off, 15%

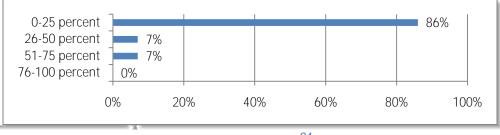


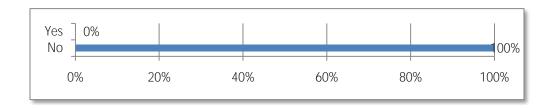


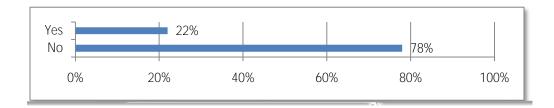






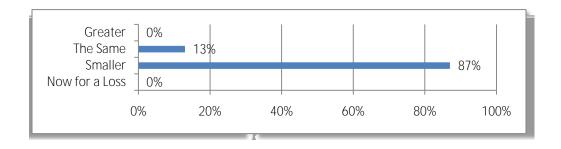


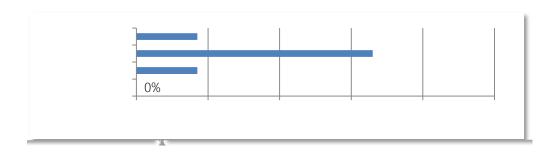




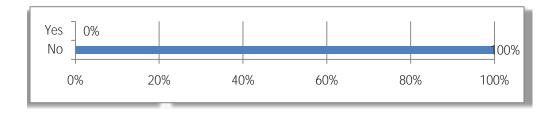
\$38,500,000/ 30%



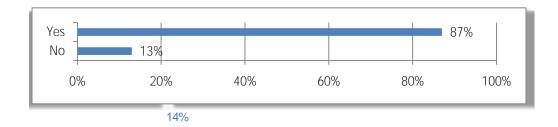


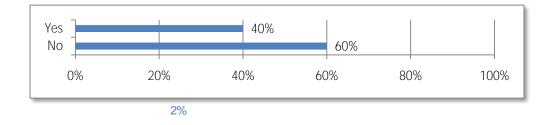


11.5%

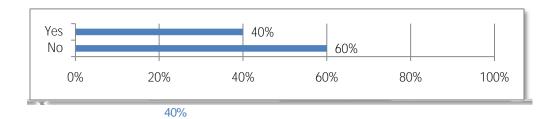


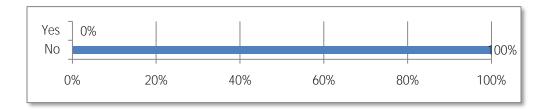
17.57%



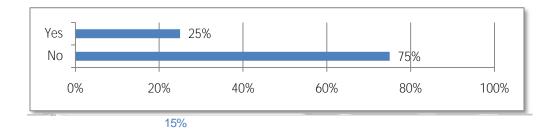


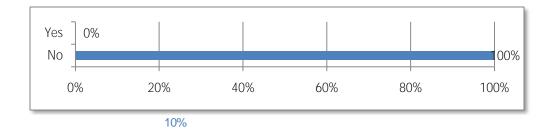
3.44

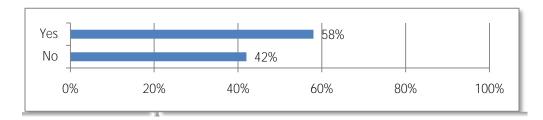




0.38







No 50% Yes 0% Maybe/Unsure 50%