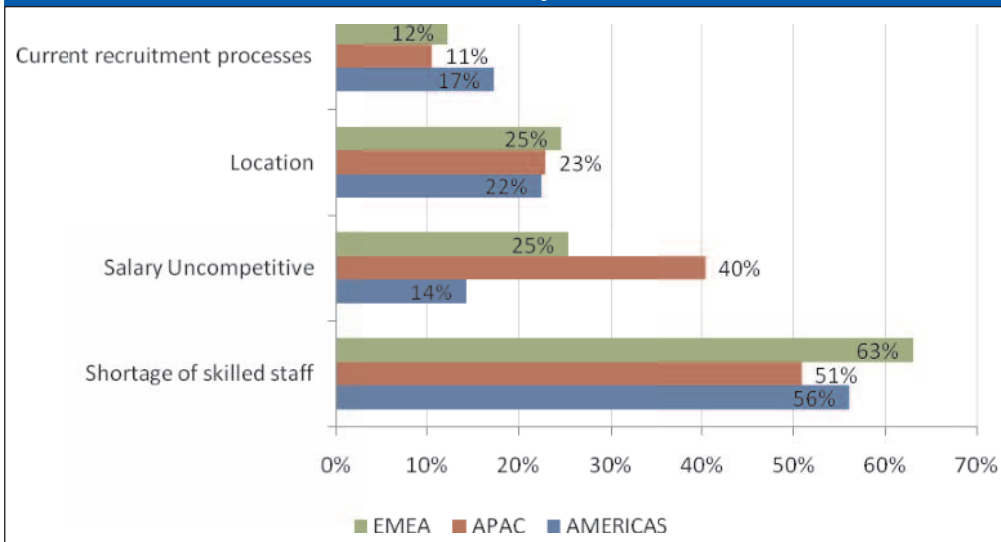


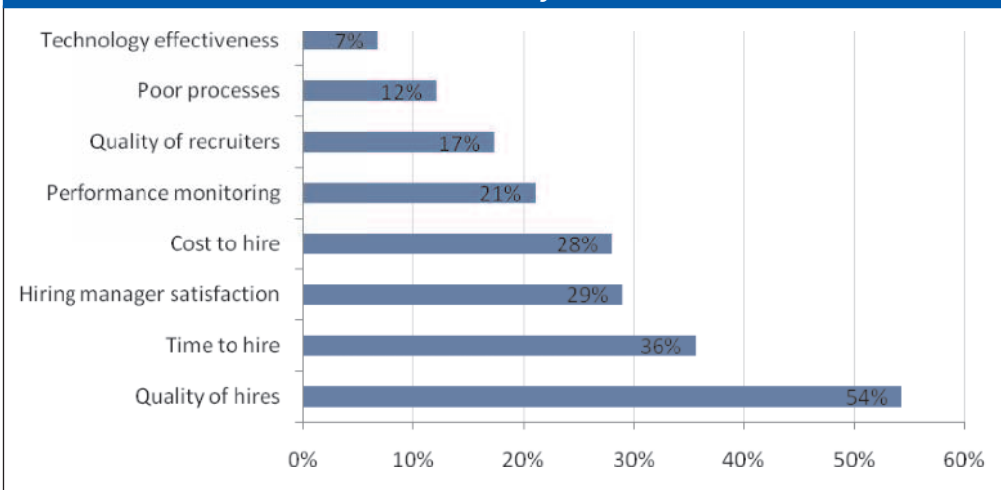
**Fig 1: Reasons for Difficulties Hiring by Region**

Source: Kelly OCG



**Fig 2: Conditions Slowing Hiring**

Source: Kelly OCG



**Fig 3: Current Use of Recruitment Services**

Source: Kelly OCG

