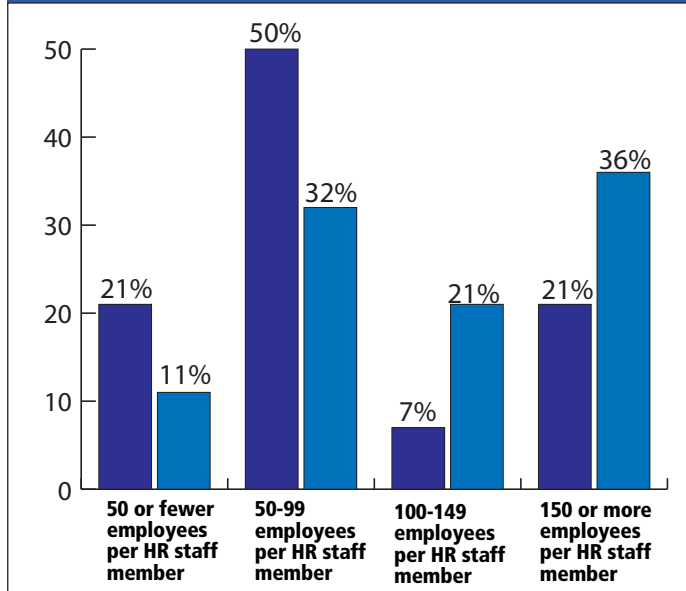


**Fig 1: Ratio of Employee Population Served to HR**



**Fig 2: Effectiveness of Approaches Used to Increase Competence**

