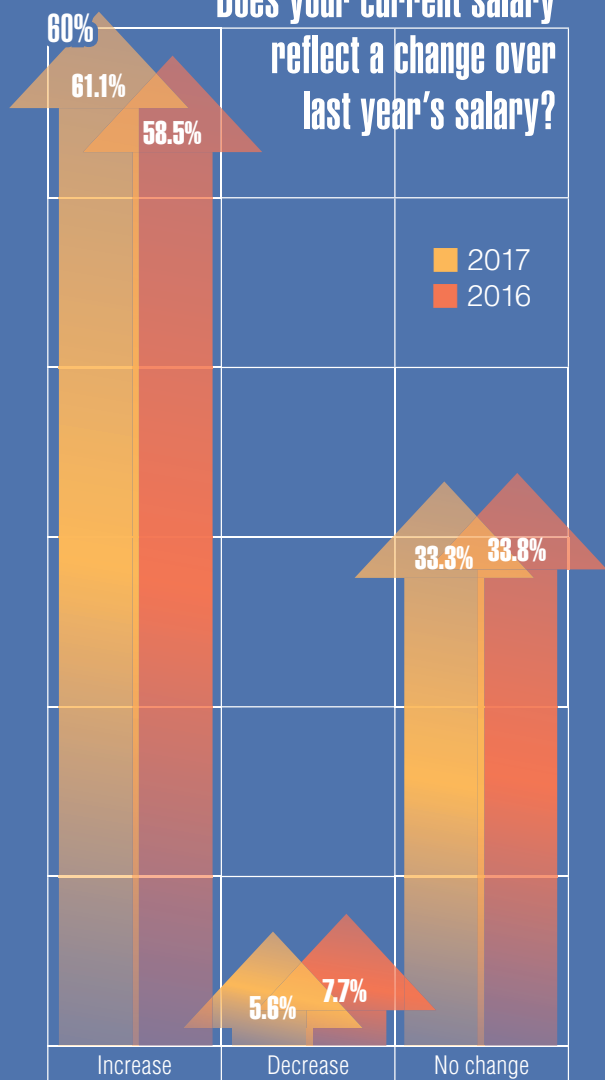
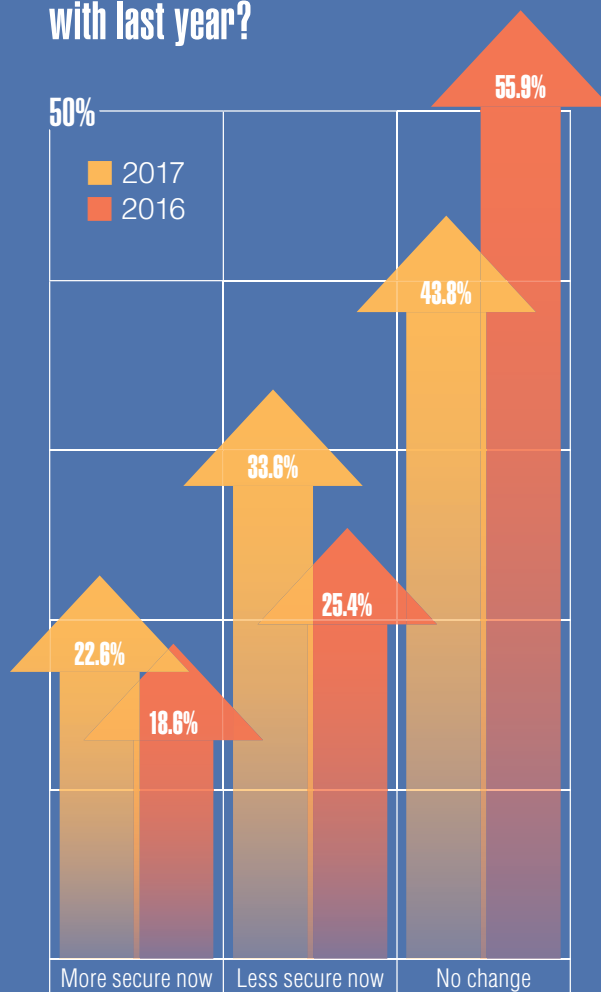


Does your current salary reflect a change over last year's salary?



How secure do you feel in your job compared with last year?



Please rate your satisfaction with your current salary.

2017 2016 50%



Graphics: Dan Ward