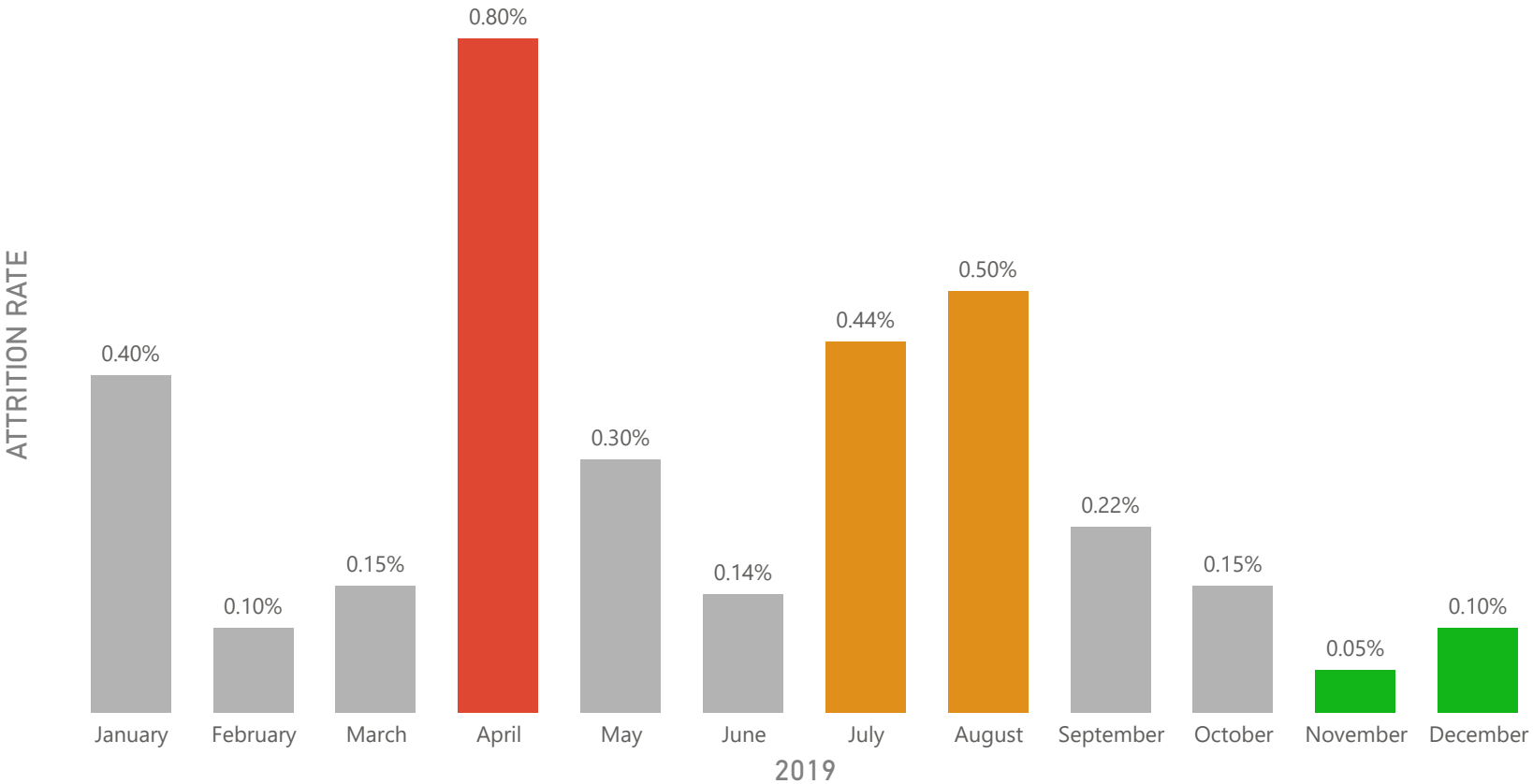


Monthly Voluntary Attrition Rate - 2019



Highlights:

In **April** there was a reorganization. No jobs were eliminated, but many people chose to leave.

Attrition rates tend to be higher in the **Summer months** when it is common for associates to leave to go back to school.

Attrition is typically low in **November and December** due to the holidays.