SC1015 Mini Project

Engineer Salary Prediction

Group 4
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Introduction

Engineering Career Prospect

- Many of us will be future engineers
- Form realistic expectations for our future careers

And the most important part:

It's money!

PROBLEM

How can engineering undergraduates predict their expected salary?

Does it pay well?

Is there demand for what i'm currently studying?

What can I expect for various different jobs under engineering?

PROBLEM DEFINITION

How can different variables affect the salaries of engineering students' after graduation?

VARIABLES INVOLVED

GENDER

GRADE 10/12 EXAM MARKS

COLLEGE NAMES & TIERS

DEGREE & SPECIALISATION

AMCAT* SCORES

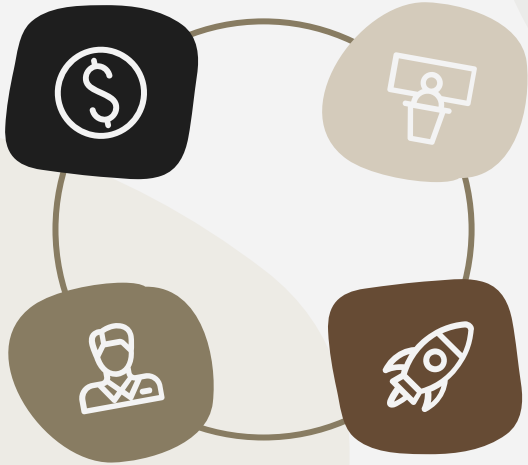
PERSONALITY

*Aspiring Minds Computer Adaptive Test

EXPLORATORY DATA ANALYSIS (EDA)

GRADE 10/12
EXAM MARKS

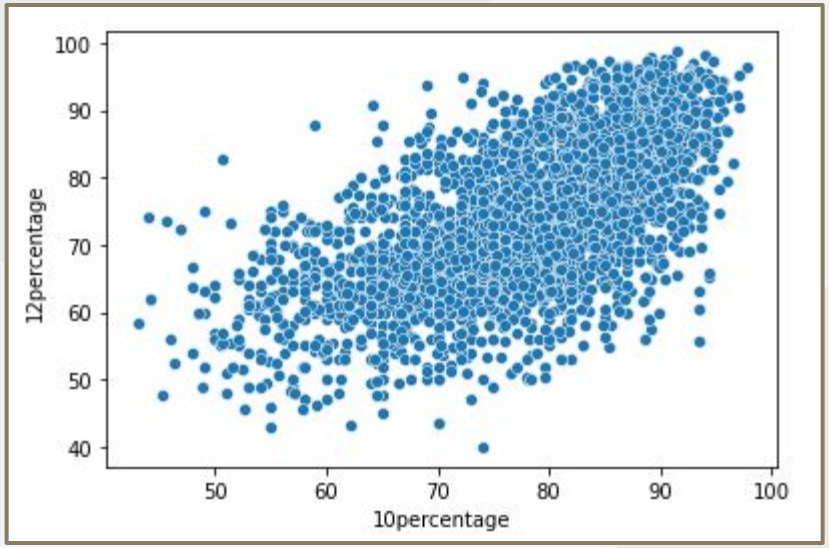
PERSONALITY



AMCAT SCORES

DEGREE &
SPECIALISATION

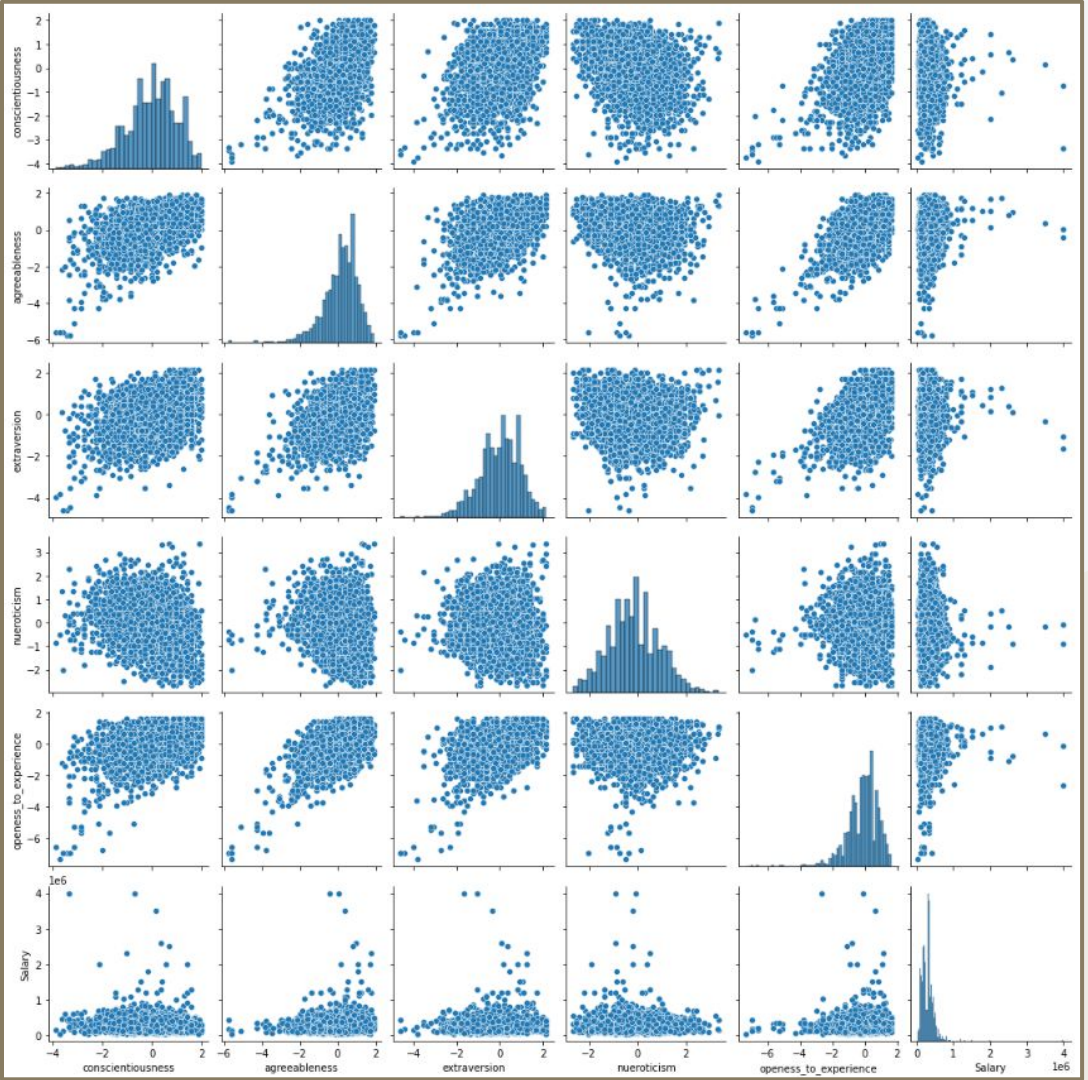
EDA1: GRADE 10/12 EXAM MARKS



BIG CLUSTER

LINEAR RELATIONSHIP

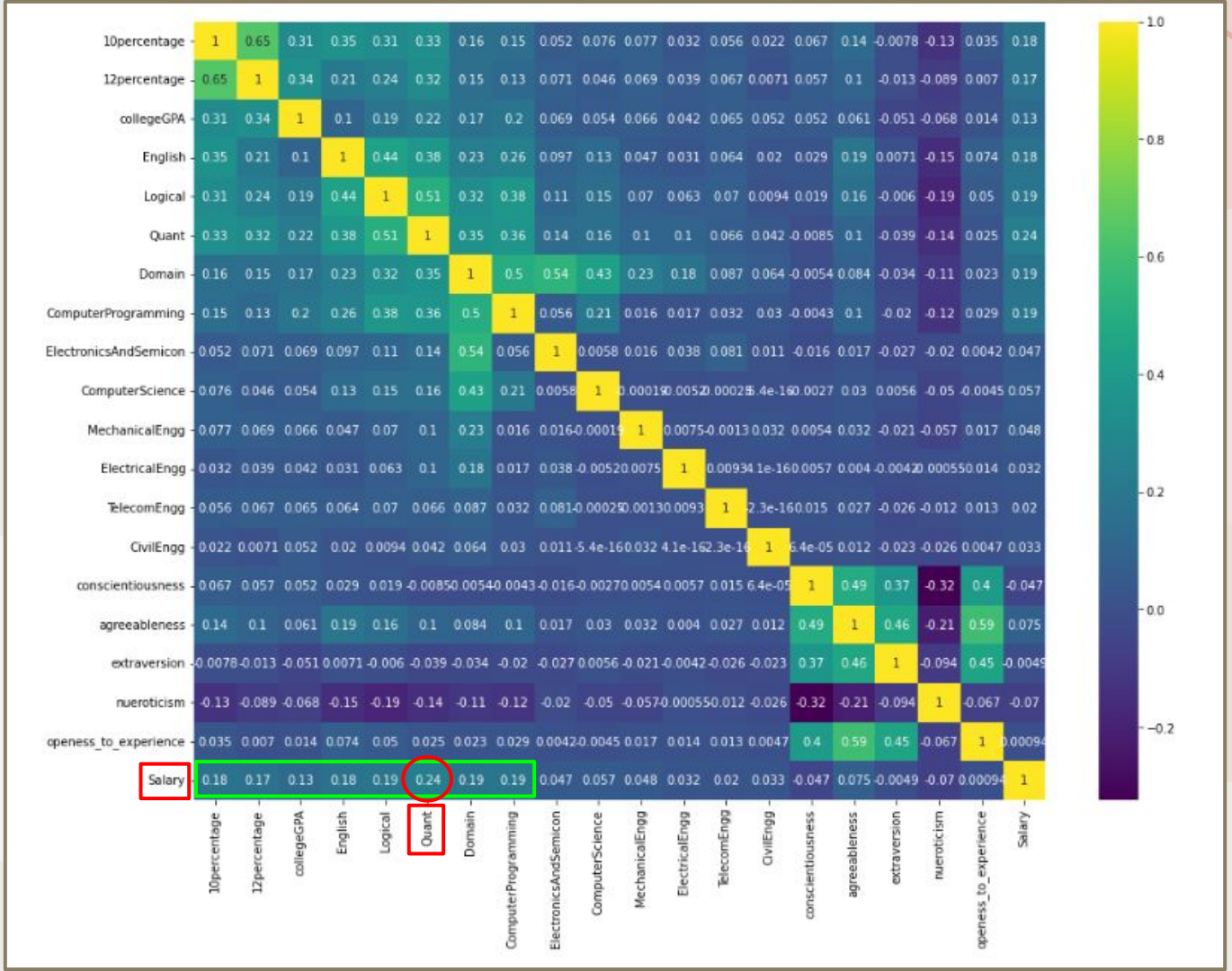
If one performs well in Grade 10, he/she should likewise perform well in Grade 12



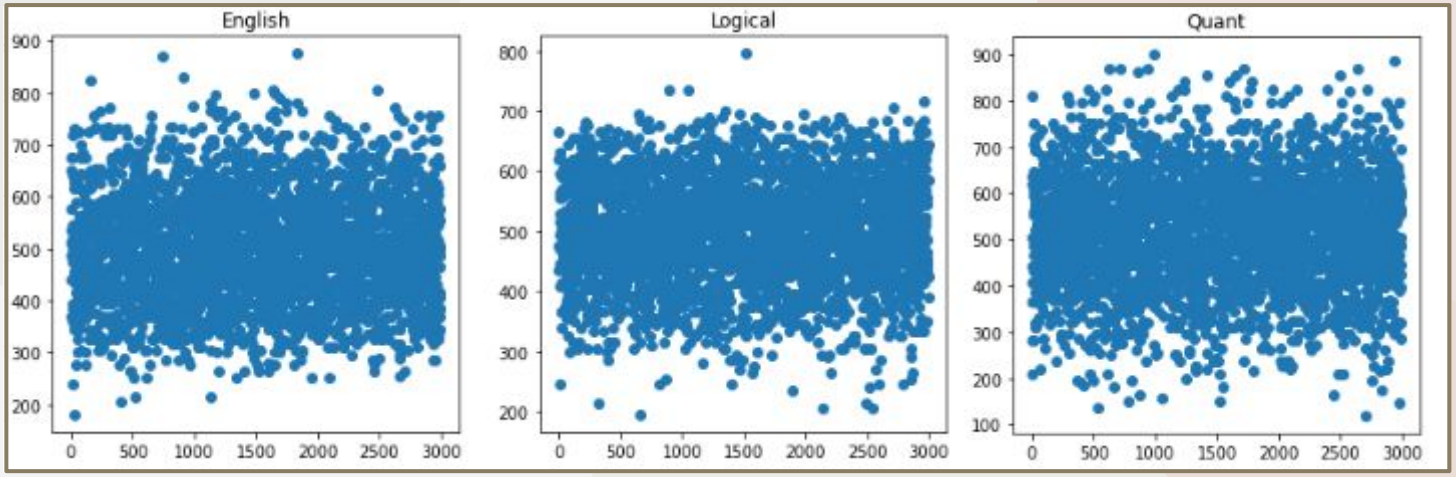
EDA2: PERSONALITY

PAIRPLOT

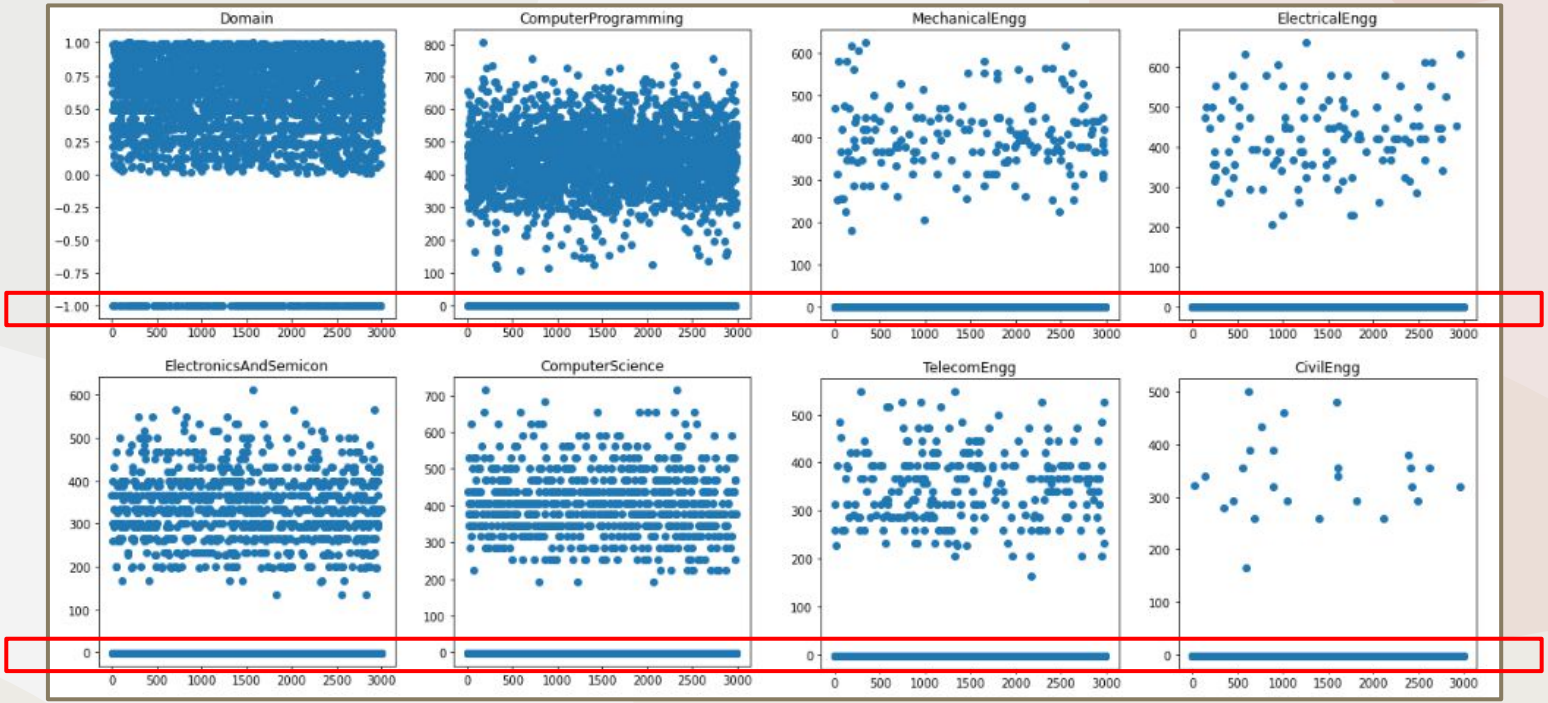
No clear relationship between Personality scores and Salary


10percentage 1 0.65 0.31 0.35 0.31 0.33 0.16 0.15 0.052 0.076 0.077 0.032 0.056 0.022 0.067 0.14 -0.0078 -0.13 0.035 0.18
12percentage 0.65 1 0.34 0.21 0.24 0.32 0.15 0.13 0.071 0.046 0.069 0.039 0.067 0.0071 0.057 0.1 -0.013 -0.089 0.007 0.17
collegeGPA 0.31 0.34 1 0.1 0.19 0.22 0.17 0.2 0.069 0.054 0.066 0.042 0.065 0.052 0.052 0.061 -0.051 -0.068 0.014 0.13
English 0.35 0.21 0.1 1 0.44 0.38 0.23 0.26 0.097 0.13 0.047 0.031 0.064 0.02 0.029 0.19 0.0071 -0.15 0.074 0.18
Logical 0.31 0.24 0.19 0.44 1 0.51 0.32 0.38 0.11 0.15 0.07 0.063 0.07 0.0094 0.019 0.16 -0.006 -0.19 0.05 0.19
Quant 0.33 0.32 0.22 0.38 0.51 1 0.35 0.36 0.14 0.16 0.1 0.1 0.066 0.042 -0.0085 0.1 -0.039 -0.14 0.025 0.24
Domain 0.16 0.15 0.17 0.23 0.32 0.35 1 0.5 0.54 0.43 0.23 0.18 0.087 0.064 -0.0054 0.084 -0.034 -0.11 0.023 0.19
ComputerProgramming 0.15 0.13 0.2 0.26 0.38 0.36 0.5 1 0.056 0.21 0.016 0.017 0.032 0.03 -0.0043 0.1 -0.02 -0.12 0.029 0.19
ElectronicsAndSemicon 0.052 0.071 0.069 0.097 0.11 0.14 0.54 0.056 1 0.0058 0.016 0.038 0.081 0.011 -0.016 0.017 -0.027 -0.02 0.0042 0.047
ComputerScience 0.076 0.046 0.054 0.13 0.15 0.16 0.43 0.21 0.0058 1 -0.00019 -0.0052 -0.00028 6.4e-16 0.0027 0.03 0.0056 -0.05 -0.0045 0.057
MechanicalEngg 0.077 0.069 0.066 0.047 0.07 0.1 0.23 0.016 0.016 -0.00019 1 0.0075 -0.0013 0.032 0.0054 0.032 -0.021 -0.057 0.017 0.048
ElectricalEngg 0.032 0.039 0.042 0.031 0.063 0.1 0.18 0.017 0.038 -0.0052 0.0075 1 0.0093 4.1e-16 0.0057 0.004 -0.0042 0.00055 0.014 0.032
TelecomEngg 0.056 0.067 0.065 0.064 0.07 0.066 0.087 0.032 0.081 -0.00028 -0.0013 0.0093 1 2.3e-16 0.015 0.027 -0.026 -0.012 0.013 0.02
CivilEngg 0.022 0.0071 0.052 0.02 0.0094 0.042 0.064 0.03 0.011 -5.4e-16 0.032 4.1e-16 2.3e-16 1 6.4e-05 0.012 -0.023 -0.026 0.0047 0.033
conscientiousness 0.067 0.057 0.052 0.029 0.019 -0.0085 -0.0054 -0.0043 -0.016 -0.0027 0.0054 0.0057 0.015 6.4e-05 1 0.49 0.37 -0.32 0.4 -0.047
agreeableness 0.14 0.1 0.061 0.19 0.16 0.1 0.084 0.1 0.017 0.03 0.032 0.004 0.027 0.012 0.49 1 0.46 -0.21 0.59 0.075
extraversion -0.0078 -0.013 -0.051 0.0071 -0.006 -0.039 -0.034 -0.02 -0.027 0.0056 -0.021 -0.0042 -0.026 -0.023 0.37 0.46 1 -0.094 0.45 -0.0049
nueroticism -0.13 -0.089 -0.068 -0.15 -0.19 -0.14 -0.11 -0.12 -0.02 -0.05 -0.057 -0.00055 0.012 -0.026 -0.32 -0.21 -0.094 1 -0.067 -0.07
openess_to_experience 0.035 0.007 0.014 0.074 0.05 0.025 0.023 0.029 0.0042 -0.0045 0.017 0.014 0.013 0.0047 0.4 0.59 0.45 -0.067 1 0.00094
Salary 0.18 0.17 0.13 0.18 0.19 0.24 0.19 0.19 0.047 0.057 0.048 0.032 0.02 0.033 -0.047 0.075 -0.0049 -0.07 0.00094 1
10percentage 12percentage collegeGPA English Logical Quant Domain ComputerProgramming ElectronicsAndSemicon ComputerScience MechanicalEngg ElectricalEngg TelecomEngg CivilEngg conscientiousness agreeableness extraversion nueroticism openess_to_experience Salary
1.0 0.8 0.6 0.4 0.2 0.0 −0.2

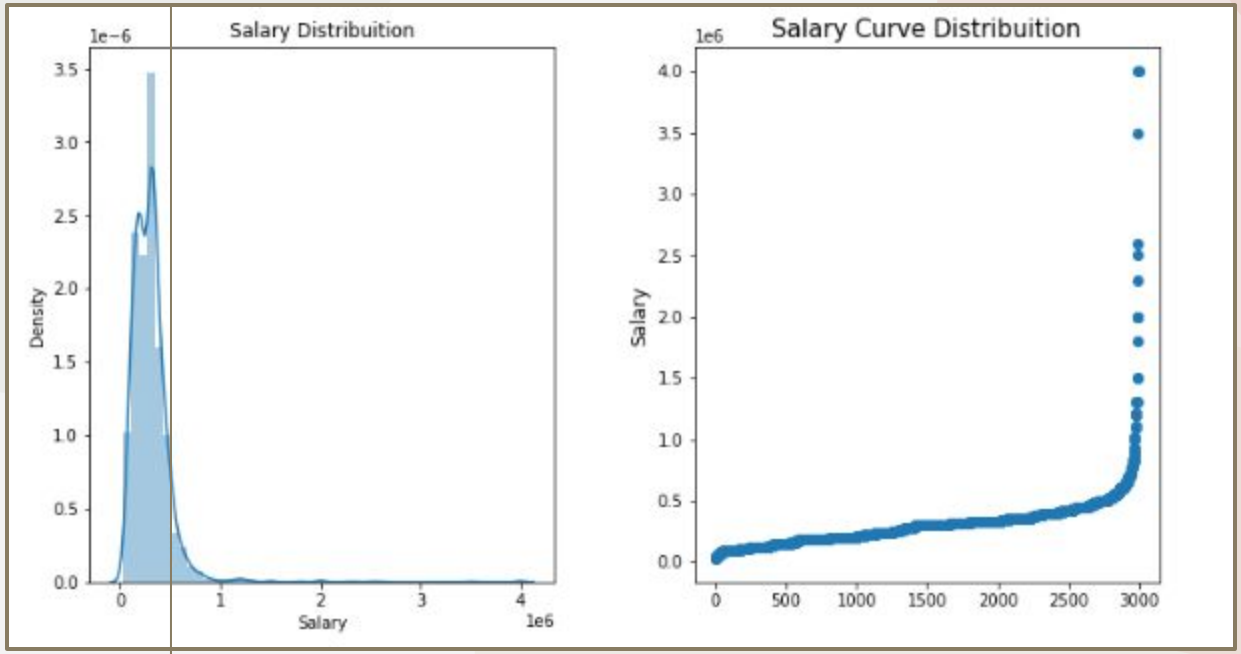
EDA3: AMCAT SCORES



EDA3: AMCAT SCORES

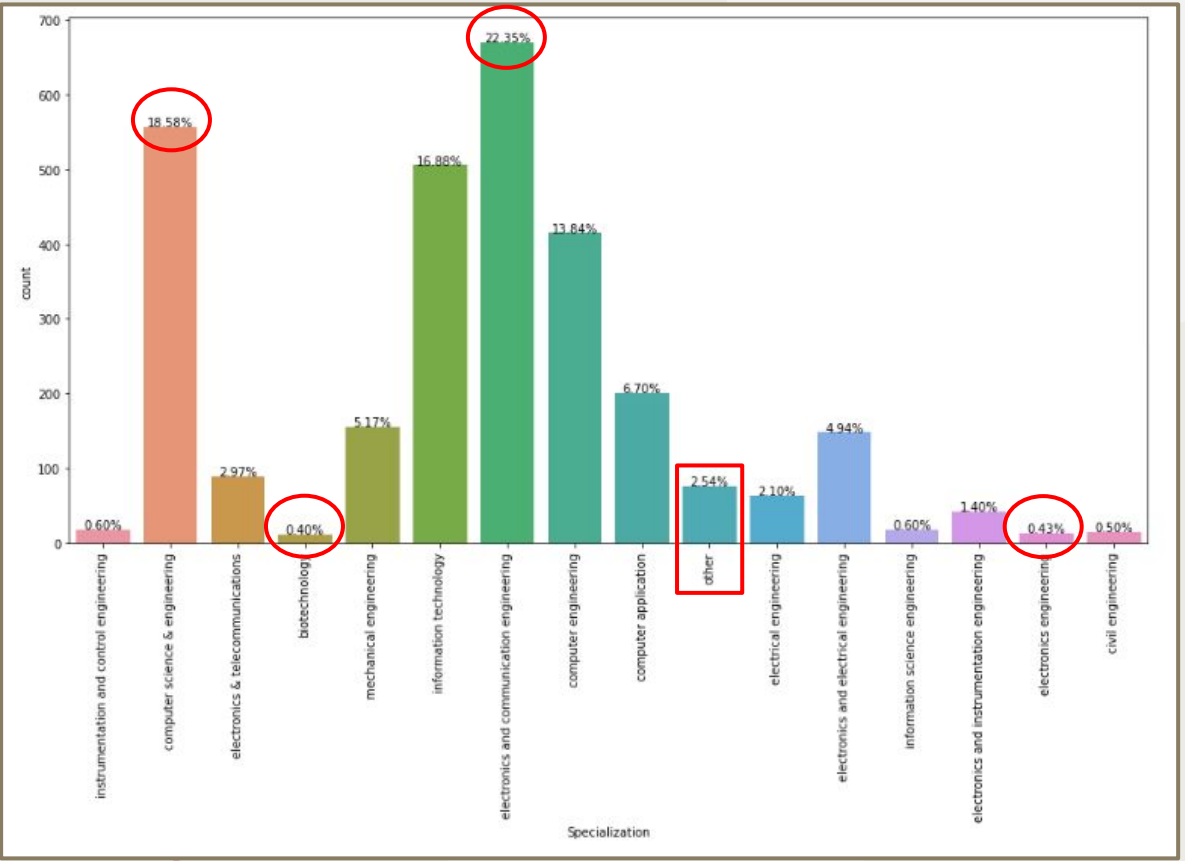


SALARY DISTRIBUTION



INR 500,000 ≈ SGD 8950

EDA4: DEGREE & SPECIALISATION



HIGHEST COUNT

Electronics & Communication Eng.

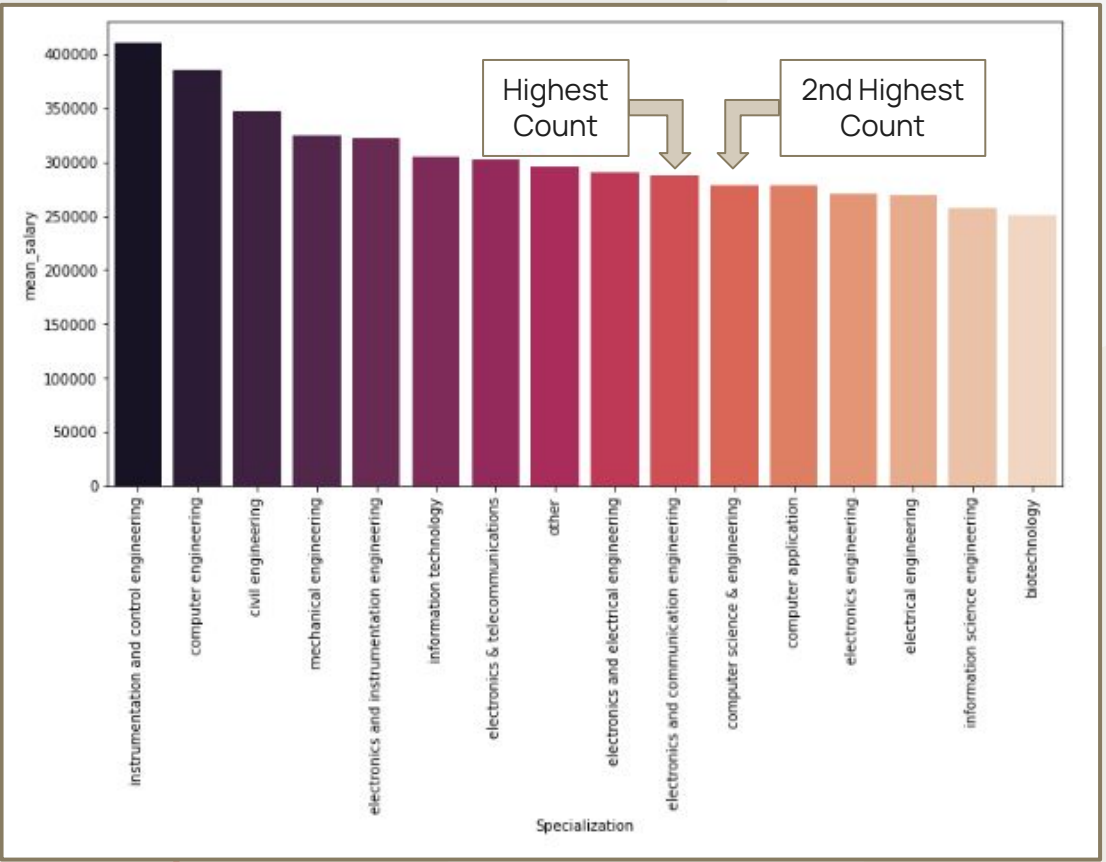
2ND HIGHEST COUNT

Computer Science & Eng.

UNPOPULAR

Biotechnology
Electronics Eng.

EDA4: DEGREE & SPECIALISATION



HIGHEST SALARY

Instrumentation & Control Eng.

LOWEST SALARY

Biotechnology

DATA PREPARATION

ONE-HOT ENCODING

Representation of Categorical Variables as Binary Vectors

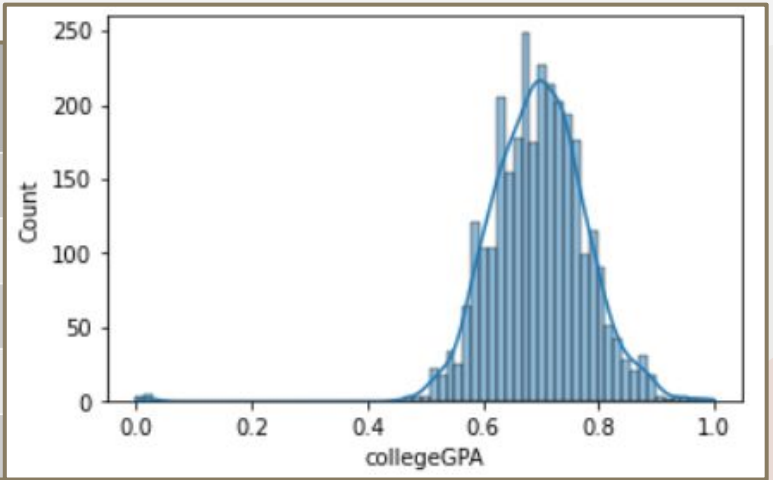
Index	Animal
0	Dog
1	Cat
2	Sheep
3	Horse
4	Lion

One-Hot code

Index	Dog	Cat
0	1	0
1	0	1
2	0	0
3	0	0
4	0	0

MIN-MAX SCALER

Feature-Wise Normalisation



MACHINE LEARNING

- Ordinary Least Squares
- XGBoost
- AdaBoost
- Gradient Boosting

Root Mean Square Error (RMSE)
&
Mean Absolute Percentage Error (MAPE)

ORDINARY LEAST SQUARES REGRESSION

Split the dataset into Train and Test sets uniformly at random

Build a Linear Model

Check Multicollinearity between the Variables

- Calculate Variance Inflation Factor (VIF)
- $VIF = 1/(1-R^2)$

Further Data Cleaning

- Drop variables with high p-value & VIF
- Repeat until every column's p-value < 0.005 & VIF < 5

Features	VIF
computer application	inf
MCA	inf
B.Tech/B.E.	780.42
CivilEngg	456.58
MechanicalEngg	130.24
ElectricalEngg	122.47
collegeGPA	84.01
TelecomEngg	63.43
electronics and communication engineering	46.67
ElectronicsAndSemicon	41.62
computer science & engineering	38.06
ComputerScience	37.51
information technology	33.86
ComputerProgramming	30.73
computer engineering	28.46
10percentage	26.43
Logical	21.50
12percentage	20.10
Domain	19.97
Quant	18.45
English	14.76
mechanical engineering	12.36
electronics and electrical engineering	12.07
M.Tech./M.E.	10.50
electronics & telecommunications	6.70
other	5.41
electrical engineering	4.64
electronics and instrumentation engineering	3.97
civil engineering	2.35
instrumentation and control engineering	2.26
agreeableness	2.14
information science engineering	1.98
electronics engineering	1.97
openess_to_experience	1.81
conscientiousness	1.57
extraversion	1.45
nueroticism	1.21

OLS Regression Results

Dep. Variable:	Salary	R-squared:	0.121
Model:	OLS	Adj. R-squared:	0.106
Method:	Least Squares	F-statistic:	8.102
Date:	Mon, 18 Apr 2022	Prob (F-statistic):	1.16e-37
Time:	16:22:32	Log-Likelihood:	3252.9
No. Observations:	2098	AIC:	-6434.
Df Residuals:	2062	BIC:	-6231.
Df Model:	35		
Covariance Type:	nonrobust		

	coef	std err	t	P>|t|	[0.025	0.975]
const	0.0318	0.068	0.470	0.638	-0.101	0.165
12percentage	0.0200	0.007	2.862	0.004	0.006	0.034
collegeGPA	0.0221	0.015	1.499	0.134	-0.007	0.051
English	0.0246	0.009	2.810	0.005	0.007	0.042
Logical	0.0078	0.010	0.782	0.434	-0.012	0.027
Quant	0.0449	0.009	4.881	0.000	0.027	0.063
Domain	0.0229	0.008	2.845	0.004	0.007	0.039
ComputerProgramming	0.0041	0.013	0.327	0.744	-0.020	0.029
ElectronicsAndSemicon	-0.0234	0.017	-1.352	0.177	-0.057	0.011
ComputerScience	-0.0188	0.017	-1.108	0.268	-0.052	0.014
MechanicalEngg	-0.0089	0.027	-0.333	0.739	-0.061	0.043
ElectricalEngg	-0.0128	0.027	-0.477	0.633	-0.065	0.040
TelecomEngg	-0.0077	0.019	-0.412	0.680	-0.044	0.029
CivilEngg	0.0434	0.051	0.849	0.396	-0.057	0.143
conscientiousness	-0.0051	0.001	-3.717	0.000	-0.008	-0.002
agreeableness	0.0046	0.002	2.676	0.008	0.001	0.008
extraversion	0.0025	0.001	1.785	0.074	-0.000	0.005
nueroticism	-0.0030	0.001	-2.404	0.016	-0.005	-0.001
openess_to_experience	-0.0022	0.001	-1.525	0.127	-0.005	0.001
B.Tech/B.E.	-0.0534	0.053	-1.013	0.311	-0.157	0.050
M.Tech./M.E.	-0.0549	0.054	-1.024	0.306	-0.160	0.050
MCA	-0.0172	0.028	-0.621	0.534	-0.071	0.037
civil engineering	0.0331	0.022	1.493	0.136	-0.010	0.077
computer application	-0.0172	0.028	-0.621	0.534	-0.071	0.037
computer engineering	0.0337	0.017	2.015	0.044	0.001	0.067
computer science & engineering	0.0097	0.017	0.585	0.559	-0.023	0.042
electrical engineering	0.0102	0.018	0.553	0.581	-0.026	0.046
electronics & telecommunications	0.0157	0.018	0.881	0.379	-0.019	0.051
electronics and communication engineering	0.0106	0.017	0.635	0.526	-0.022	0.043
electronics and electrical engineering	0.0141	0.017	0.822	0.411	-0.020	0.048
electronics and instrumentation engineering	0.0254	0.019	1.341	0.180	-0.012	0.062
electronics engineering	0.0140	0.023	0.599	0.549	-0.032	0.060
information science engineering	0.0155	0.023	0.668	0.504	-0.030	0.061
information technology	0.0151	0.017	0.903	0.367	-0.018	0.048
instrumentation and control engineering	0.0343	0.022	1.567	0.117	-0.009	0.077
mechanical engineering	0.0249	0.017	1.455	0.146	-0.009	0.059
other	0.0137	0.018	0.756	0.450	-0.022	0.049

Omnibus:	2837.681	Durbin-Watson:	2.039
Prob(Omnibus):	0.000	Jarque-Bera (JB):	873116.225
Skew:	7.424	Prob(JB):	0.00
Kurtosis:	101.831	Cond. No.	1.11e+16

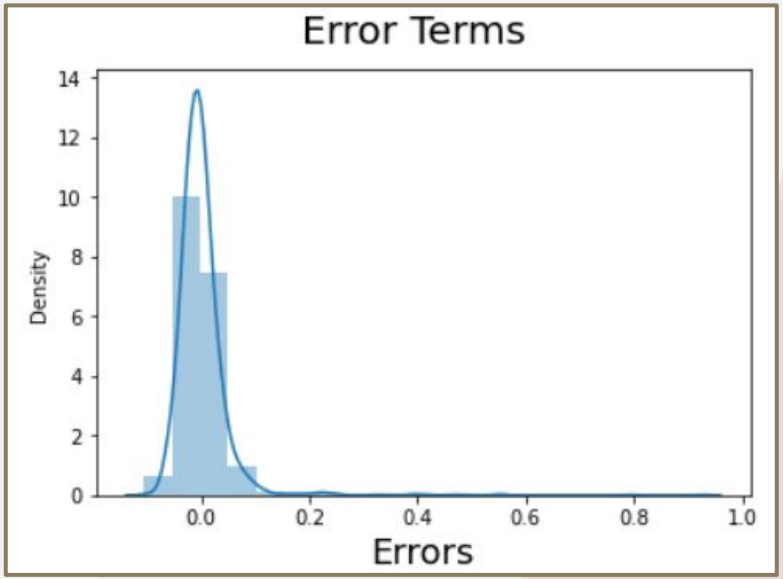
Notes:
[1] Standard Errors assume that the covariance matrix of the errors is correctly specified.
[2] The smallest eigenvalue is 9.54e-29. This might indicate that there are
strong multicollinearity problems or that the design matrix is singular.

ORDINARY LEAST SQUARES REGRESSION

Check if Error Terms are Normally Distributed

- Residual Analysis
- At a particular x-value, Error-Term = y_actual - y_predicted

Plot Error Terms' Histogram



R^2 Scores

- Test = 0.11860178934643 45 ≈ 0.12
- Train = 0.12090024850401904 ≈ 0.12

Explained Variance ≈ 0.12

ORDINARY LEAST SQUARES REGRESSION

```
testPredDf = pd.DataFrame()
testPredDf["Prediction"] = lr_1.predict(X_test)
testPredDf["Actual"] = y_test.values
testPredDf.head()
```

	Prediction	Actual
1271	0.042439	0.293821
699	0.063555	0.041614
356	0.088124	0.132409
2776	0.065689	0.075662
561	0.042133	0.041614

Root Mean Square Error (RMSE)
= 0.04751822561000885

Mean Absolute Percentage Error (MAPE)
= 73.22609412169932%

MACHINE LEARNING

- Ordinary Least Squares
- XGBoost
- AdaBoost
- Gradient Boosting

Root Mean Square Error (RMSE)
&
Mean Absolute Percentage Error (MAPE)

XGBOOST

```
testPredDf = pd.DataFrame()
testPredDf["Prediction"] = XG_raw.predict(X_test)
testPredDf["Actual"] = y_test.values
testPredDf.head()
```

	Prediction	Actual
0	0.061913	0.293821
1	0.040440	0.041614
2	0.076312	0.132409
3	0.072378	0.075662
4	0.037281	0.041614

Root Mean Square Error (RMSE)
= 0.05095205901355028

Mean Absolute Percentage Error (MAPE)
= 78.91811339057 11%

MACHINE LEARNING

- Ordinary Least Squares
- XGBoost
- AdaBoost
- Gradient Boosting

Root Mean Square Error (RMSE)
&
Mean Absolute Percentage Error (MAPE)

ADABOOST

```
testPredDf = pd.DataFrame()
testPredDf["Prediction"] = Ada_raw.predict(X_test)
testPredDf["Actual"] = y_test.values
testPredDf.head()
```

	Prediction	Actual
0	0.075709	0.293821
1	0.075709	0.041614
2	0.075709	0.132409
3	0.090674	0.075662
4	0.075709	0.041614

Root Mean Square Error (RMSE)
= 0.05161626997678874

Mean Absolute Percentage Error (MAPE)
= 105.879278131643 37%

MACHINE LEARNING

- Ordinary Least Squares
- XGBoost
- AdaBoost
- Gradient Boosting

Root Mean Square Error (RMSE)
&
Mean Absolute Percentage Error (MAPE)

GRADIENT BOOSTING

```
testPredDf = pd.DataFrame()
testPredDf["Prediction"] = GD_raw.predict(X_test)
testPredDf["Actual"] = y_test.values
testPredDf.head()
```

	Prediction	Actual
0	0.050754	0.293821
1	0.057460	0.041614
2	0.081150	0.132409
3	0.074732	0.075662
4	0.046603	0.041614

Root Mean Square Error (RMSE)
= 0.04789611561372218

Mean Absolute Percentage Error (MAPE)
= 73.07256613839873%

MODEL COMPARISON

	OLS Regression	XGBoost	AdaBoost	Gradient Boosting
RMSE	0.0475	0.0509	0.0516	0.0478
MAPE (%)	73.2	78.9	105.8	73.0
Best Fit	✔			

OUR TAKEAWAYS

Using **techniques of handling** the data set, exploratory analysis, data visualization efficiently

Utilise **powerful regression models** such as XGBoost, ADABoost and Gradient boosting

Lower R^2 model does **not** mean that it is a **bad fit** for the dataset

VIF Score & Backward Elimination

One-hot encoding to **normalise** the vast range of the dataset

Version control using GitHub

CONCLUSION

Low Predictor & Response Correlation

- Drop “Grade 10 percentage”
- Highest Correlation: 0.24
- R^2 of our model will be low

Presence of Several Specialisations

Group those <10 under “Others”

Normalised All Variables with One-Hot Encoding

Normalise the data and thus their influence on the results

Model Comparison

Best Fit Model
- RSME & MAPE

CONCLUSION

Use

Ordinary Least Squares Regression

for predicting

Engineering Graduates' Salaries

THANK YOU!

CONTENTS OF THIS TEMPLATE

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- An assortment of graphic resources that are suitable for use in the presentation can be found in the **alternative resources slide**.
- A **thanks slide**, which you must keep so that proper credits for our design are given.
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TABLE OF CONTENTS

OUR TEAM

KALIYAH HARRIS

You can speak a bit about this person here

PETER HILL

You can speak a bit about this person here

WHOA!

This can be the part of the **presentation** where you introduce yourself, write your email...

INTRODUCTION

You can give a **brief description** of the topic you want to talk about here. If you want to talk about Mercury, you can say that it's the smallest planet in the Solar System

01

PROBLEM DEFINITION

You can enter a subtitle here if you need it

CONCLUSION

MONTH 1

Venus is the second planet from the Sun

MONTH 2

Jupiter is the biggest planet

MONTH 3

Saturn is a gas giant with several rings

MONTH 4

Despite being red, Mars is cold

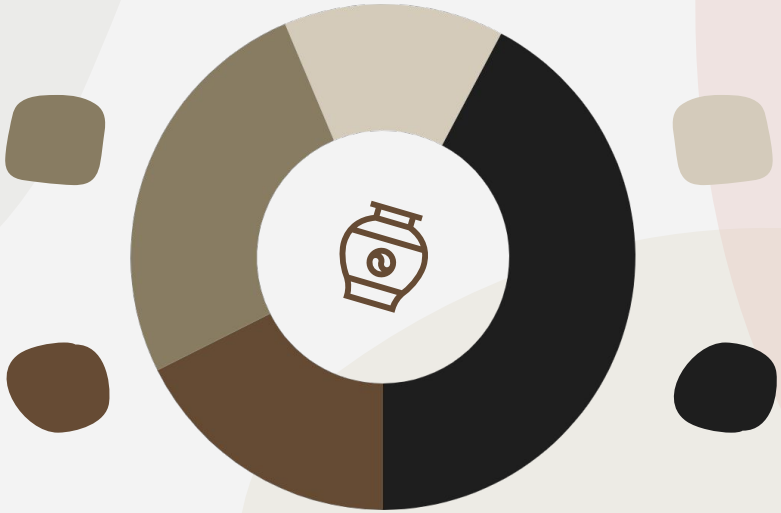
EDA3: COLLEGE TIER & CITY TIER (?)

MARS | 26%

Despite being red, Mars is a cold place

VENUS | 17%

Venus the second planet from the Sun



JUPITER | 14%

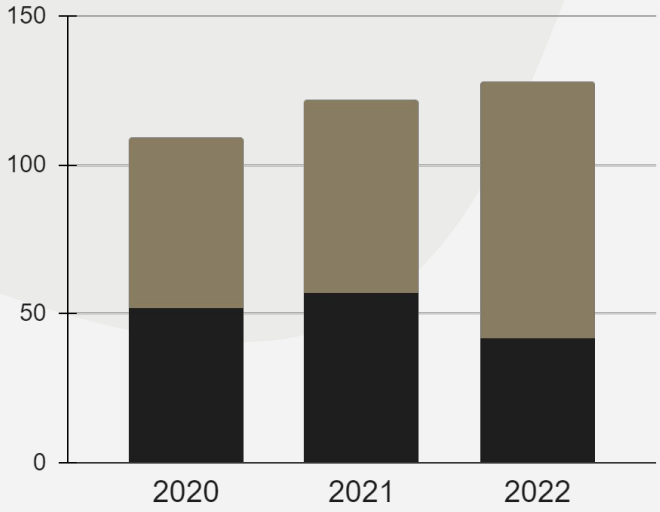
Jupiter is the biggest planet

SATURN | 43%

Saturn is a gas giant with several rings

Follow the link in the graph to modify its data and then paste the new one here. **For more info, click here**

EDA6: GENDER (?)



MERCURY

It's the closest planet to the Sun

NEPTUNE

It's the farthest planet from the Sun

JUPITER

It's the biggest planet of them all

Follow the link in the graph to modify its data and then paste the new one here. **For more info, click here**

A TIMELINE ALWAYS WORKS FINE

1996

2010

MERCURY

Mercury is the closest planet to the Sun

2016

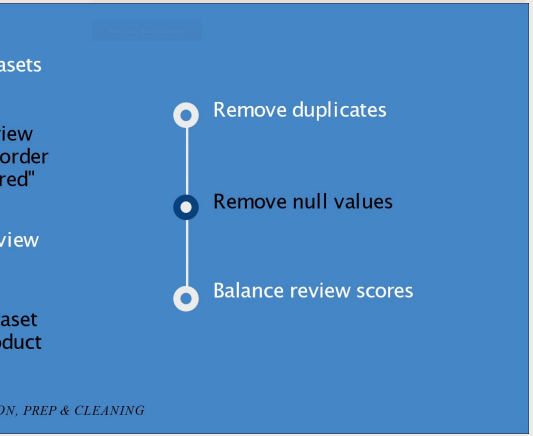
MARS

Despite being red, Mars is actually a cold place

2021

JUPITER

Jupiter is the biggest planet of them all



PRODUCT DEMO

You can **replace the image** on the screen with your own work. Right-click on it and then choose "Replace image" so you can add yours

A PICTURE ALWAYS REINFORCES THE CONCEPT

Images reveal large amounts of data, so remember: **use an image instead of a long text**. Your audience will appreciate it

SWOT ANALYSIS

MARS

Despite being red, Mars is actually cold

JUPITER

It's the biggest planet in the Solar System

SATURN

Saturn is a gas giant and has several rings

MERCURY

Mercury is the closest planet to the Sun

S — W — O — T

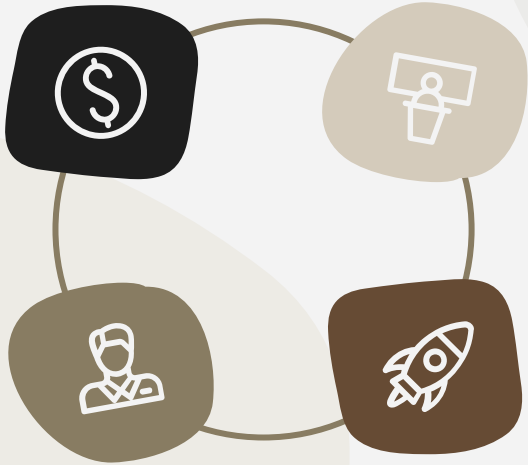
PRODUCT OVERVIEW

MARS

Mars is actually a very cold place

JUPITER

It's the biggest planet in the Solar System



NEPTUNE

It's the farthest planet from the Sun

SATURN

Saturn is a gas giant and has rings

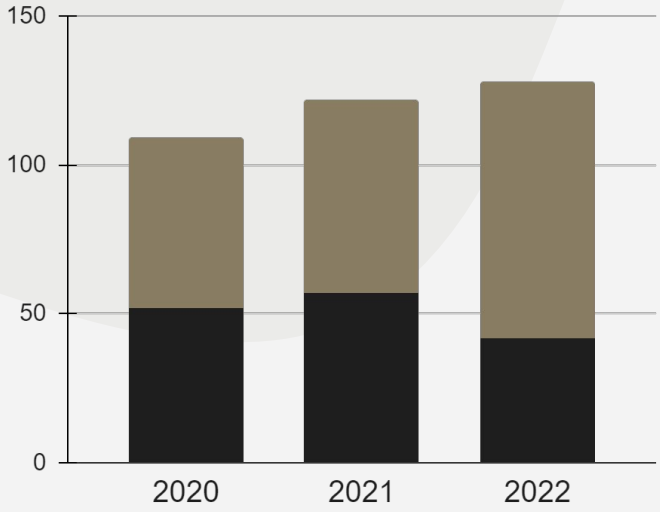
OUR PLANS

BASIC	PRO	PREMIUM	FREEMIUM
Mars is actually a very cold place	Jupiter is the biggest planet	Venus has a beautiful name	Saturn is a gas giant with rings
			
$10	$20	$45	$30

“This is a quote. Words full of wisdom that someone important said and can make the reader get inspired.”

—SOMEONE FAMOUS

OUR TRACTION



Mars

Earth

MERCURY

It's the closest planet to the Sun

NEPTUNE

It's the farthest planet from the Sun

JUPITER

It's the biggest planet of them all

Follow the link in the graph to modify its data and then paste the new one here. **For more info, click here**

CASE STUDY

	CHALLENGE	RESULT	SOLUTION
1ST PROJECT	Mercury	✔	Mars
2ND PROJECT	Neptune	✖	Saturn
3RD PROJECT	Earth	✔	Neptune
4ST PROJECT	Moon	✖	Venus

REVIEWS

EUN YEONG

“Mercury is the closest planet to the Sun and the smallest one”

GYEONG HUI

“Venus has a beautiful name and is the second from the Sun”

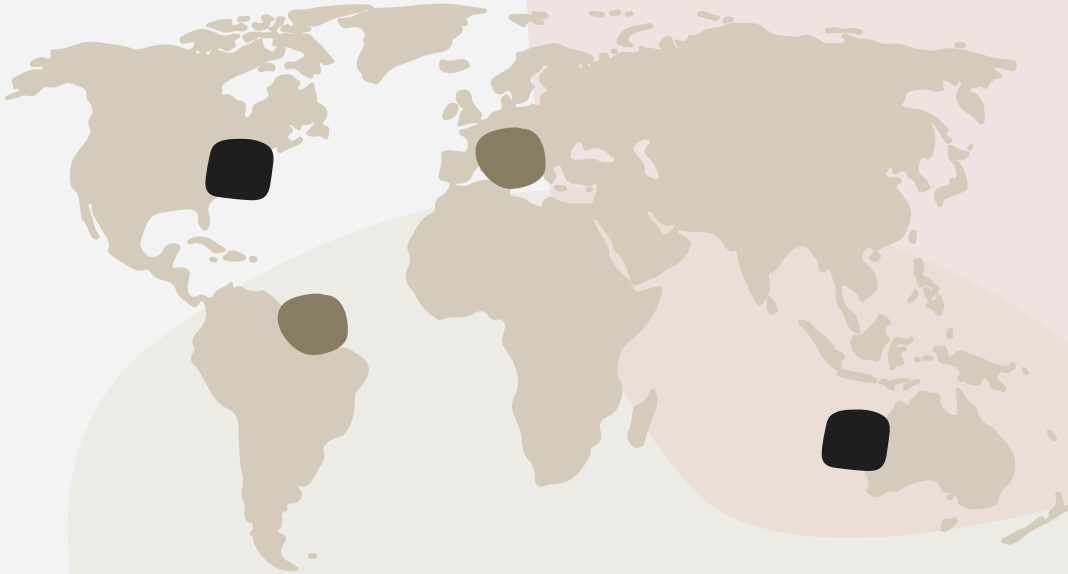
THIS IS A MAP

VENUS

It has a beautiful name, but it's hot

MERCURY

It's the closest planet to the Sun



AWARDS

MARS

Mars is actually a very cold place

NEPTUNE

It's the farthest planet from the Sun

MERCURY

It's the closest planet to the Sun

SATURN

Saturn is the ringed planet and a gas giant

JUPITER

Jupiter is the biggest planet of them all

VENUS

Venus is the second planet from the Sun

AWESOME WORDS

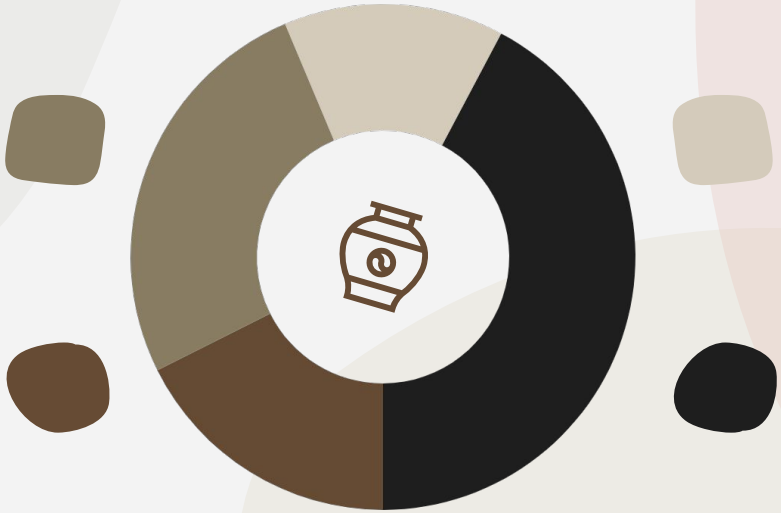
MARKET SIZE

MARS | 26%

Despite being red, Mars is a cold place

VENUS | 17%

Venus the second planet from the Sun



JUPITER | 14%

Jupiter is the biggest planet

SATURN | 43%

Saturn is a gas giant with several rings

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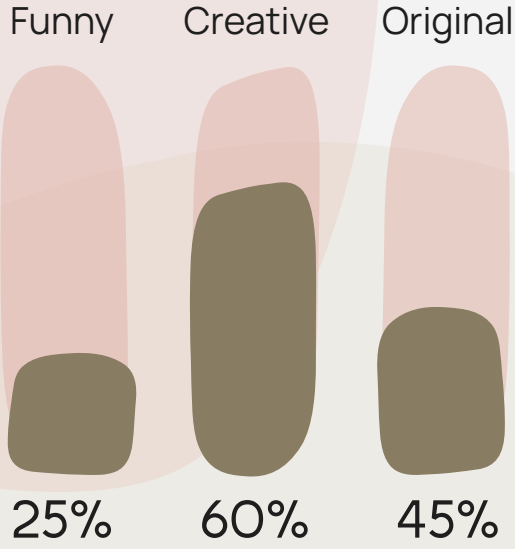
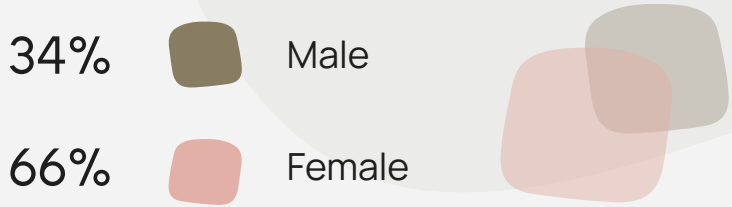
OUR TARGET

PERSONALITY



GENDER



HOUSEHOLD INCOME

COMPETITORS

MARS

It's actually a cold place

MERCURY

It's the smallest planet

NEPTUNE

Neptune is far away from Earth

SATURN

Saturn is the ringed planet

JUPITER

It's the biggest planet

VENUS

Venus has a beautiful name

OUR TIMING

MONTH 1

Venus is the second planet from the Sun

MONTH 2

Jupiter is the biggest planet

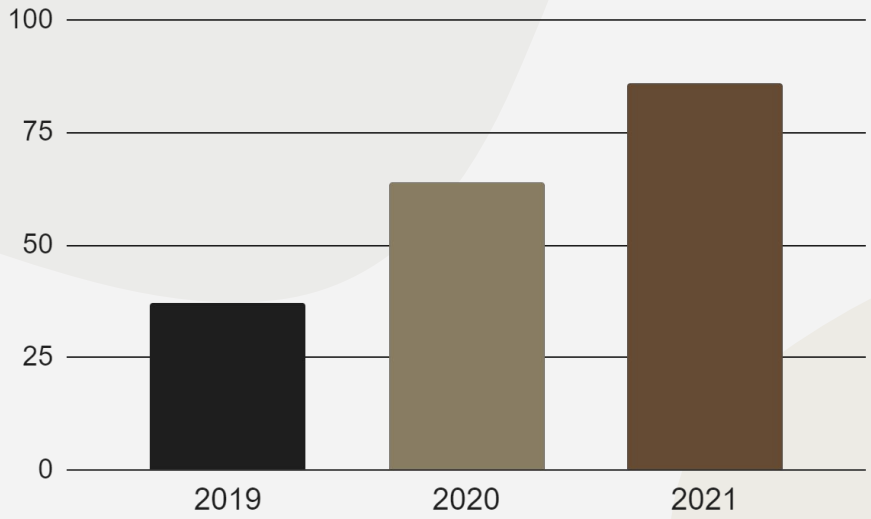
MONTH 3

Saturn is a gas giant with several rings

MONTH 4

Despite being red, Mars is cold

PREDICTED GROWTH



MERCURY

It’s the smallest planet

SATURN

Saturn is the ringed planet

VENUS

Venus has a beautiful name

Follow the link in the graph to modify its data and then paste the new one here. **For more info, click here**

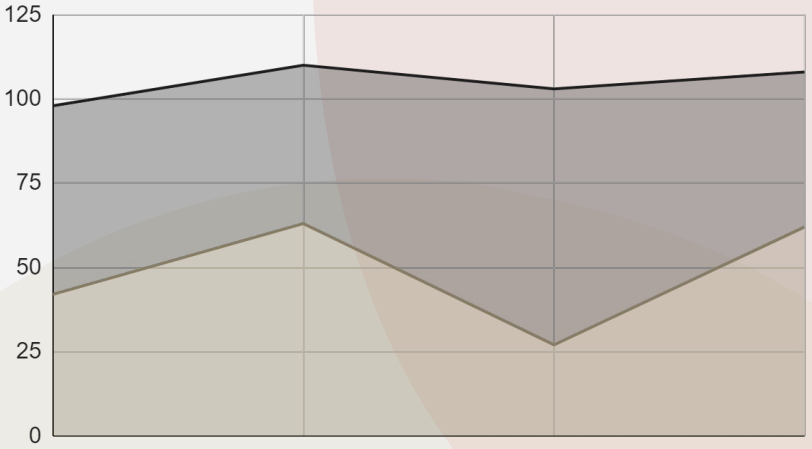
INVESTMENT

VENUS

Venus has a beautiful name

MERCURY

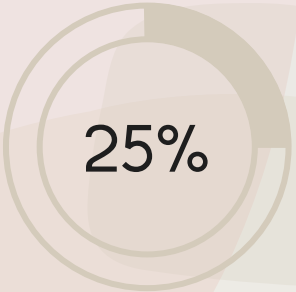
Mercury is the smallest planet



Follow the link in the graph to modify its data and then paste the new one here. **For more info, click here**

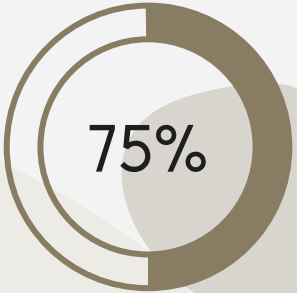
MONTHLY ANALYSIS

MERCURY



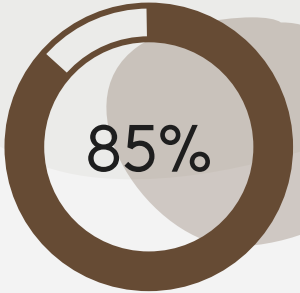
Mercury is the closest planet to the Sun and the smallest one

VENUS



Venus has a beautiful name and is the second planet from the Sun

MARS



Despite being red, Mars is actually a cold place. It's full of iron oxide dust

300,000

Big numbers catch your audience's attention

9h 55m

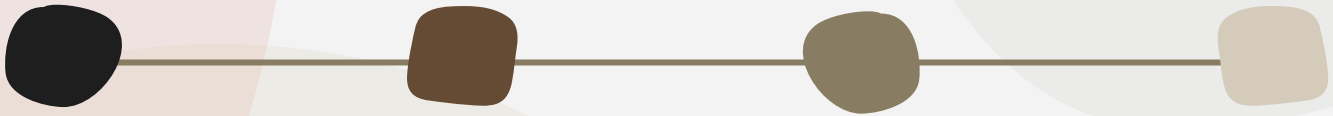
Jupiter’s rotation period

333,000

The Sun’s mass compared to Earth’s

A PICTURE
IS WORTH A
THOUSAND
WORDS

A TIMELINE ALWAYS WORKS FINE



1996

VENUS

Venus is the second planet from the Sun

2010

MERCURY

Mercury is the closest planet to the Sun

2016

MARS

Despite being red, Mars is actually a cold place

2021

JUPITER

Jupiter is the biggest planet of them all

THANKS!

Does anyone have any questions?
addyouremail@freepik.com
+91 620 421 838
yourcompany.com

ICON PACK: SEOUL | LINEAL

ALTERNATIVE RESOURCES

Here's an assortment of alternative resources whose style fits the one of this template:

RESOURCES

ICONS

- Icon Pack: Seoul | Lineal

PHOTOS

- Abstract minimal concept flowers and shadows
- People wearing k-pop aesthetics clothing
- Abstract minimal concept flowers and shadows
- Friends wearing k-pop aesthetics clothing 1
- White still life composition

VECTORS

- Creative pastel painted wallpaper

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(https://fonts.google.com/specimen/Kulim+Park)

Manrope
(https://fonts.google.com/specimen/Manrope)

Storyset

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Pana

Amico

Bro

Rafiki

Cuate

Use our editable graphic resources...

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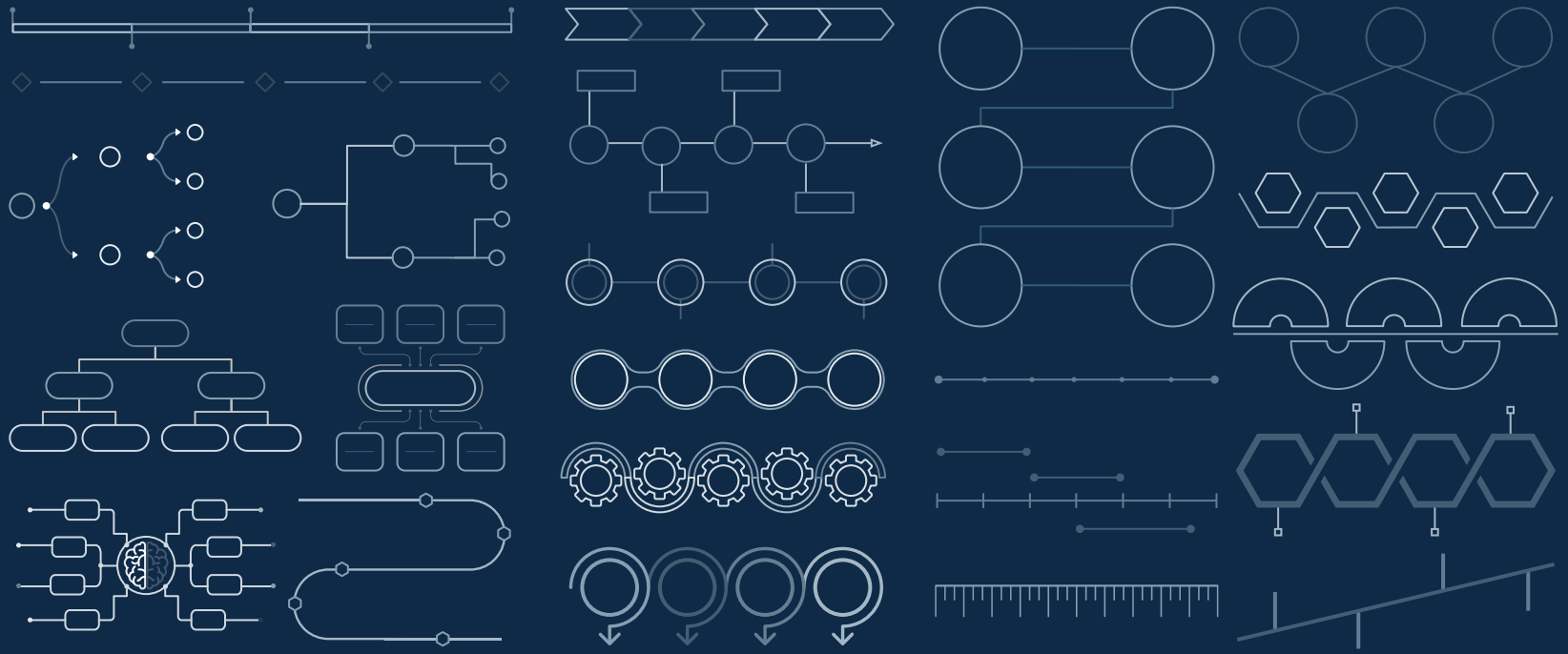
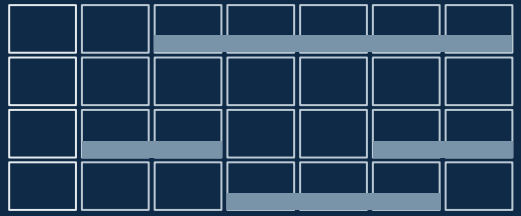
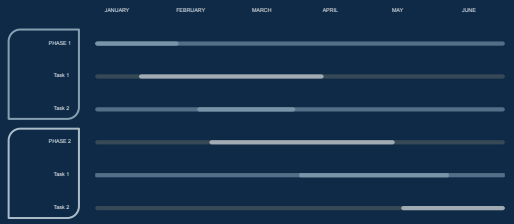
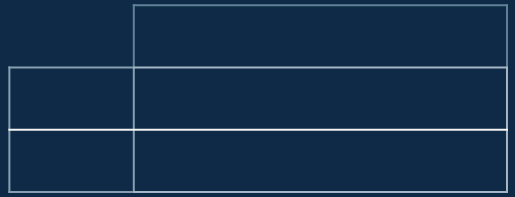
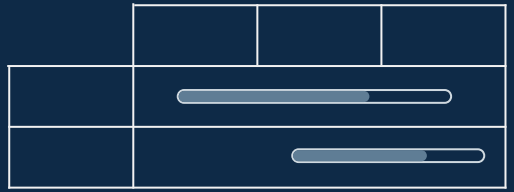
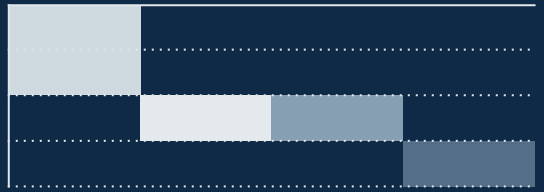


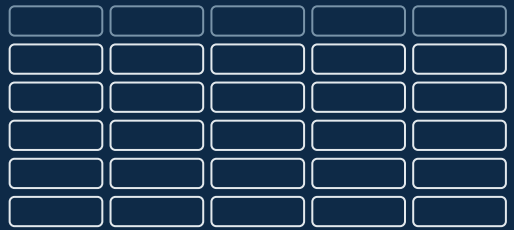


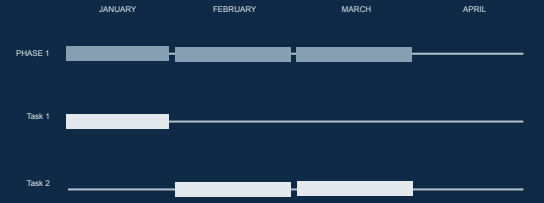

JANUARY
FEBRUARY
MARCH
APRIL
MAY
JUNE
PHASE 1
Task 1
Task 2
PHASE 2
Task 1
Task 2

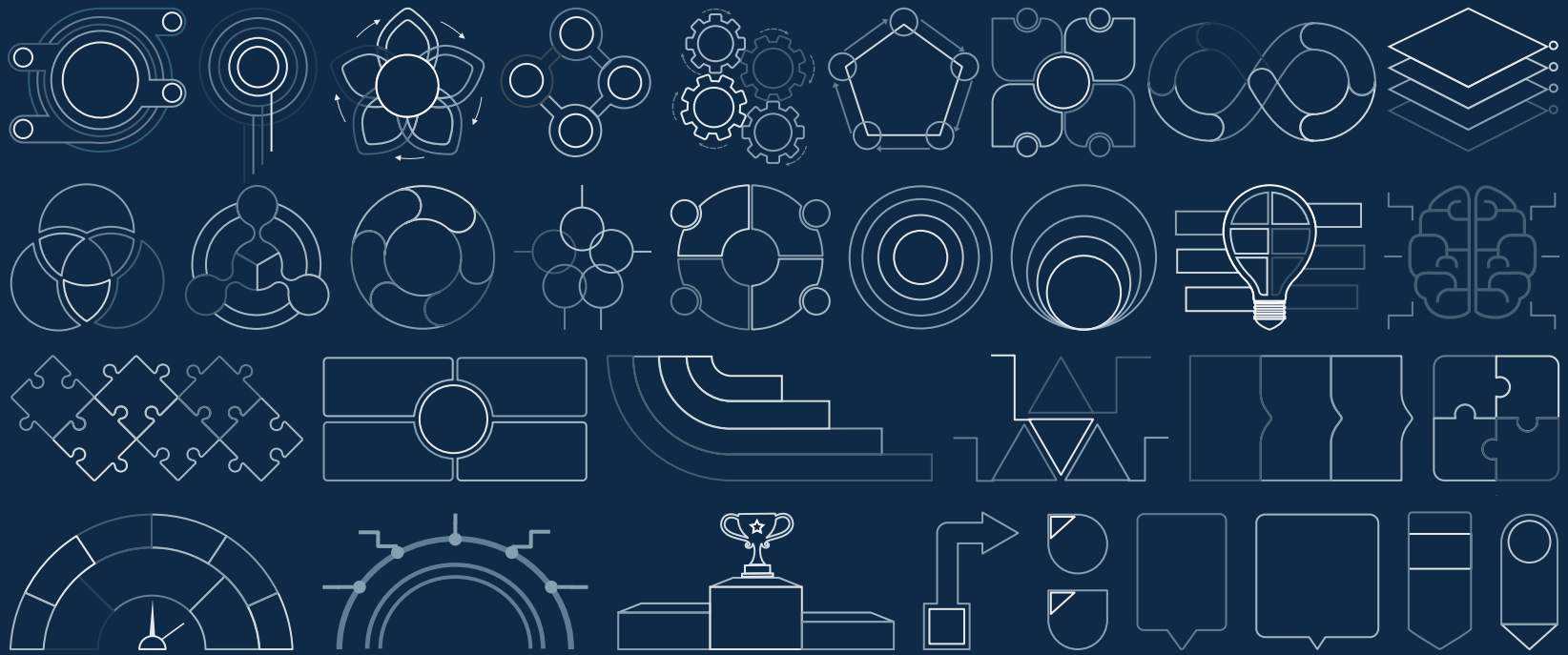


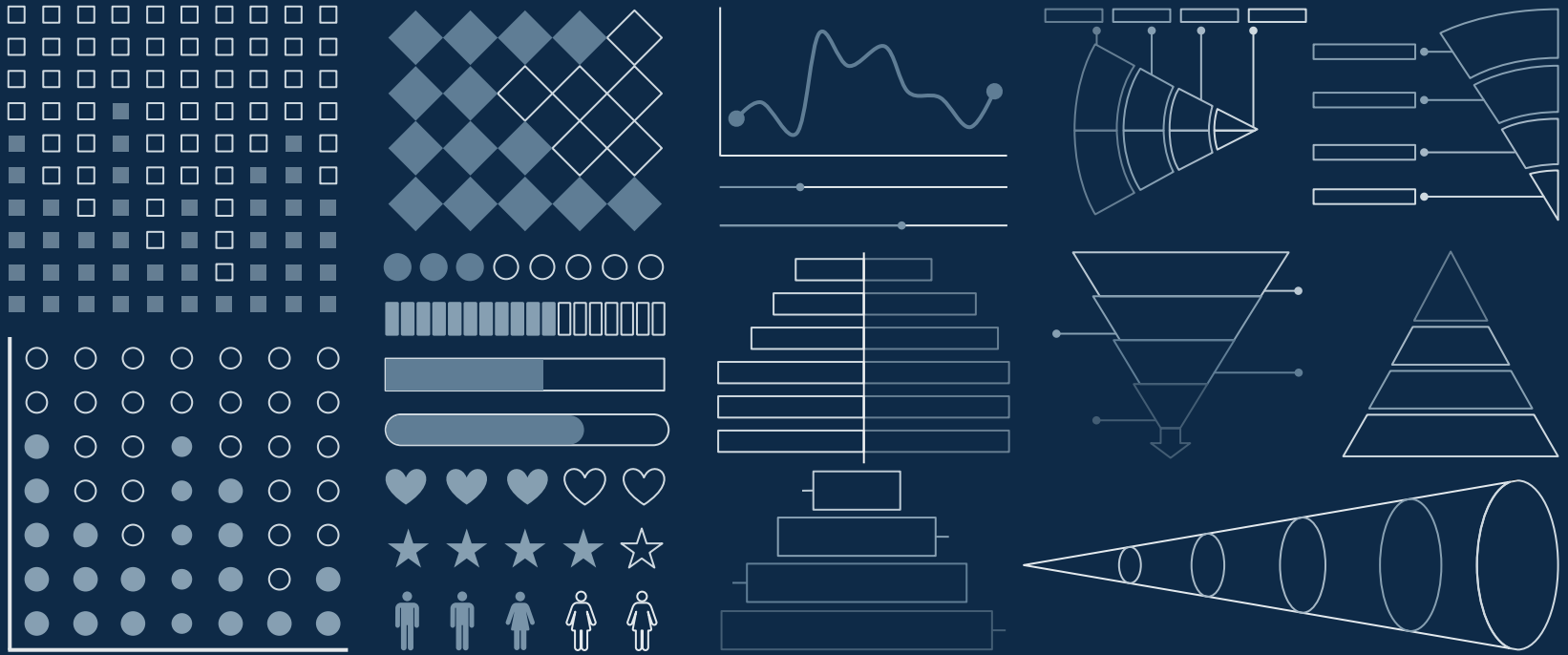







JANUARY
FEBRUARY
MARCH
APRIL
PHASE 1
Task 1
Task 2





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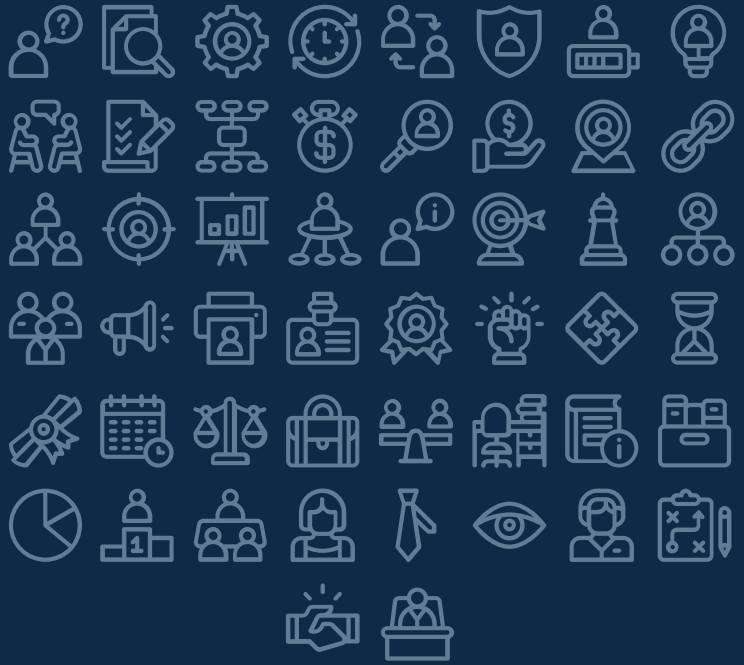

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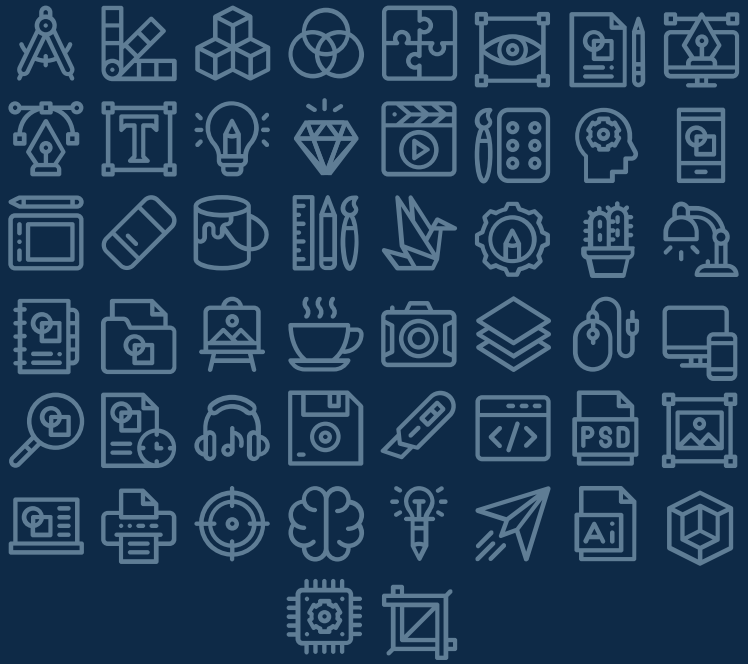

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