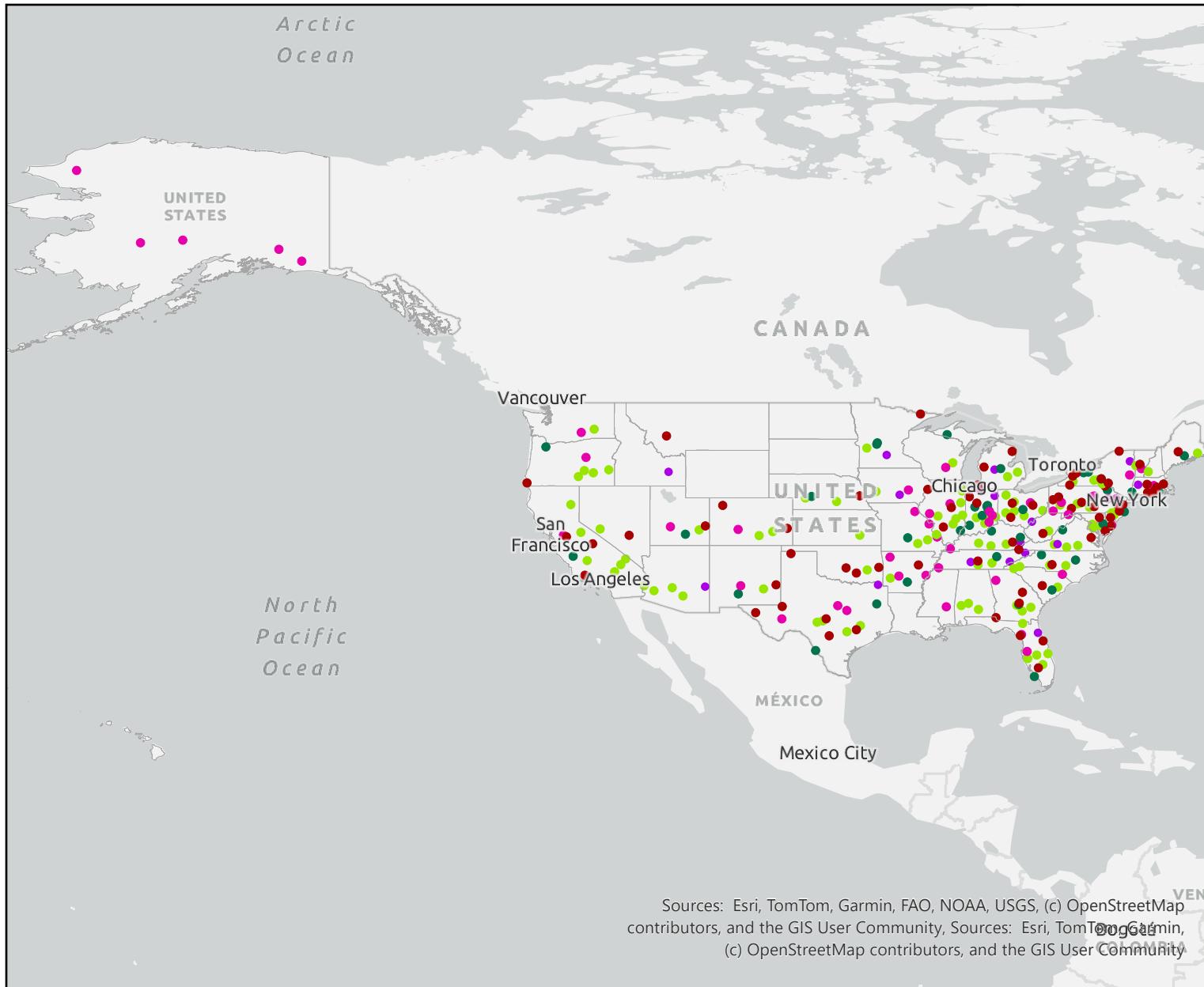


Years Since First Join (Dot Density)



Years Since First Join (Count)

1 Dot = 2 Members

- <1 Year
- 1-5 Years
- 6-15 Years
- 16-25 Years
- 26+ Years

Each member is grouped by the number of years since their first recorded join date with ASHA: <1, 1-5, 6-15, 16-25, and 26+ years. The map uses dot density - 1 dot = 2 members with dot colors showing tenure group. Dots are randomly placed within each state to represent counts, not exact locations.



0 650 1,300 2,600 Miles