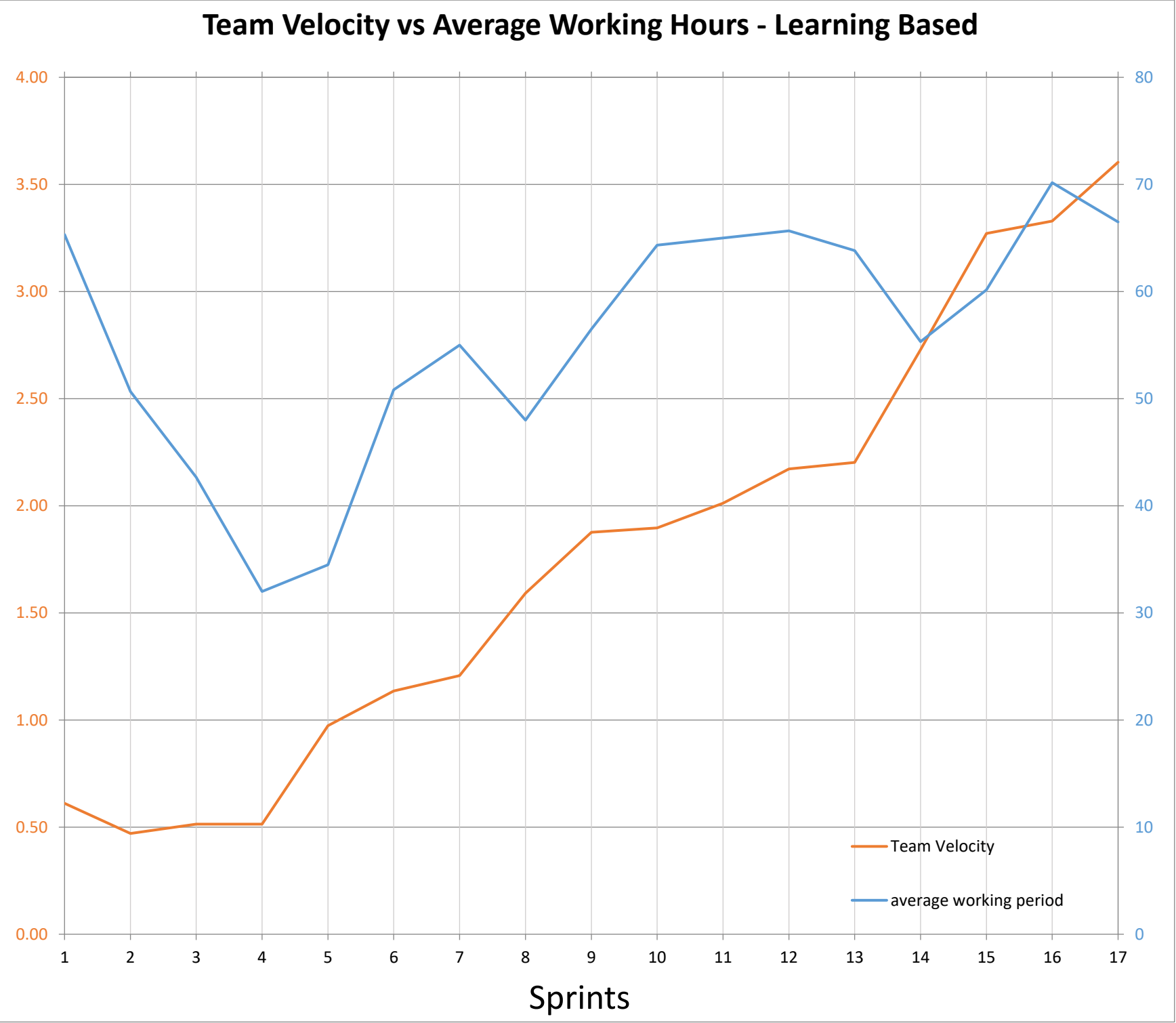
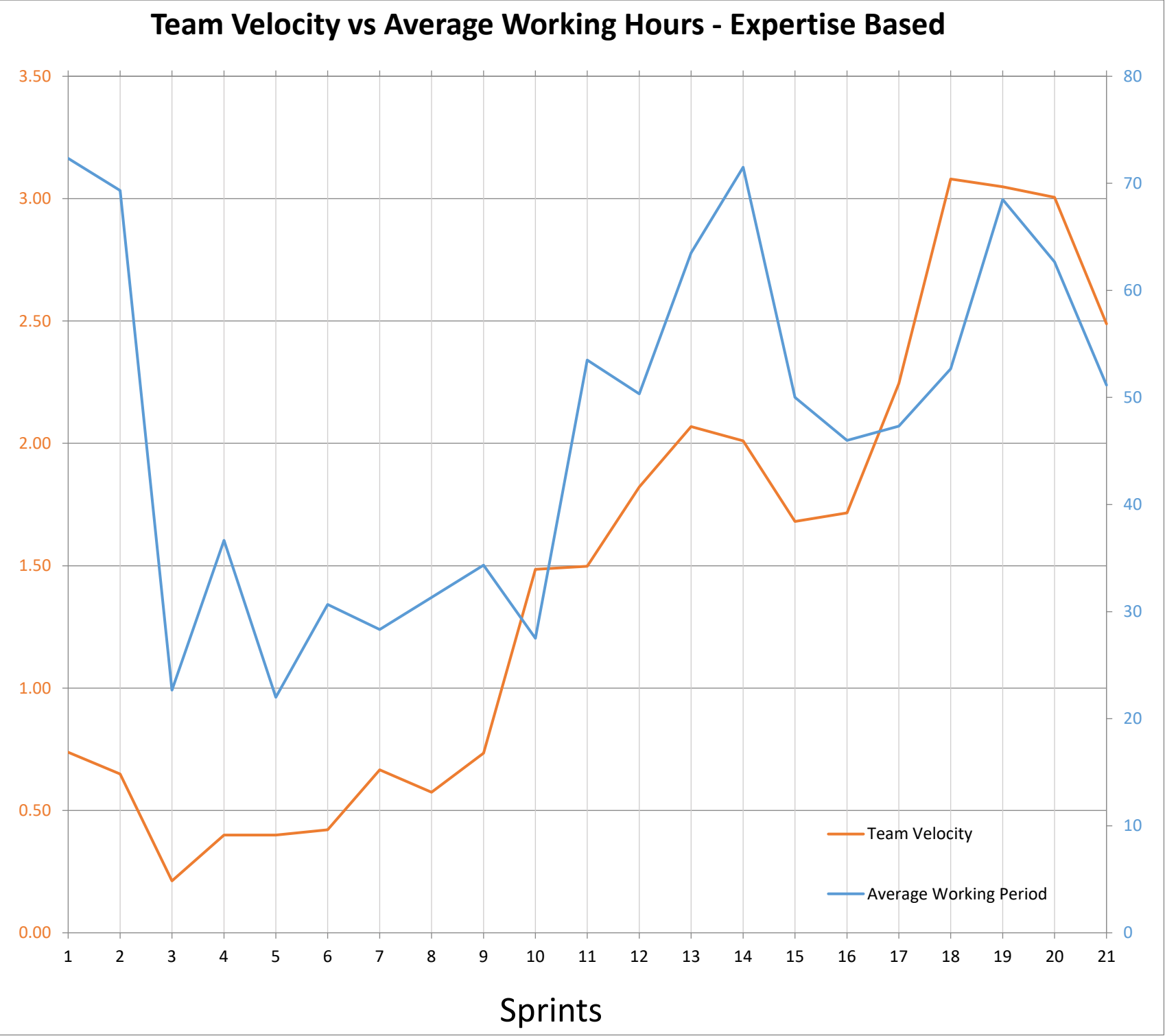
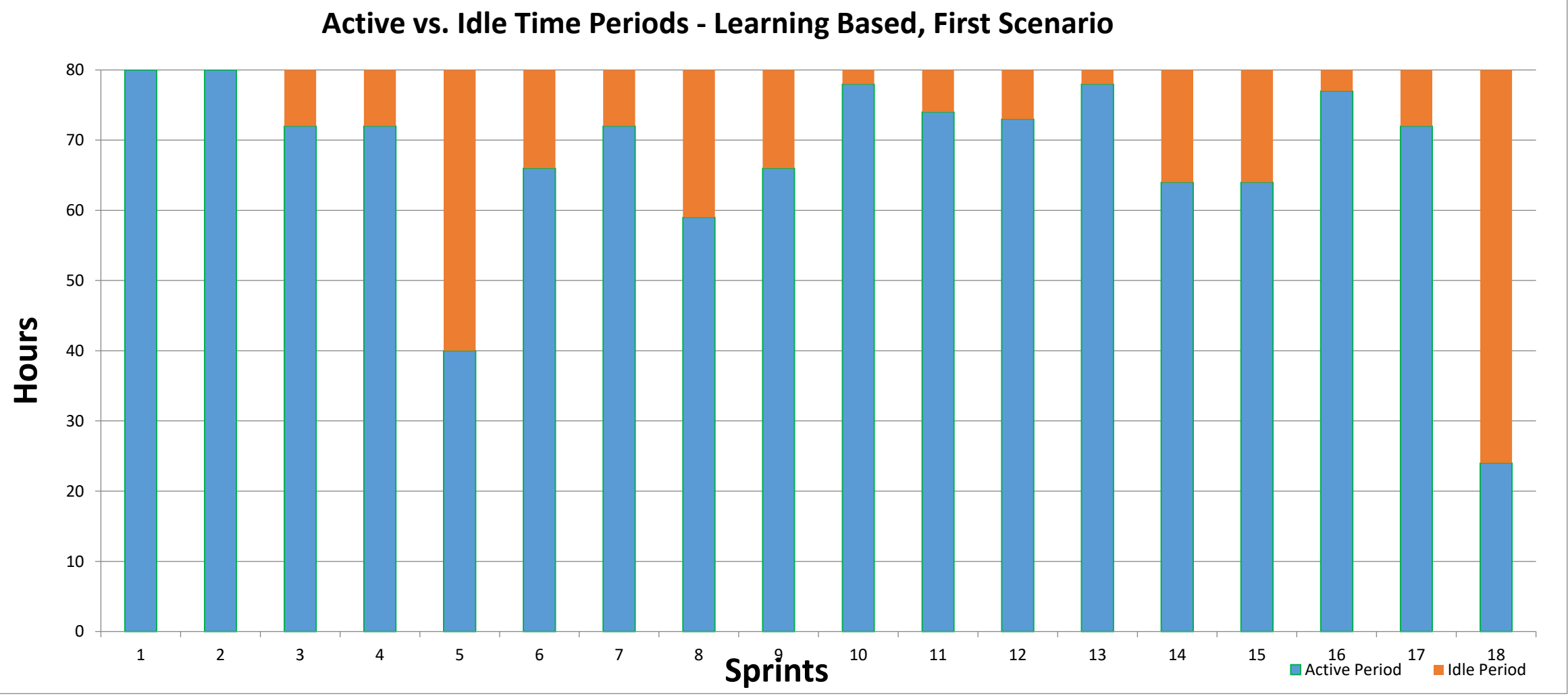
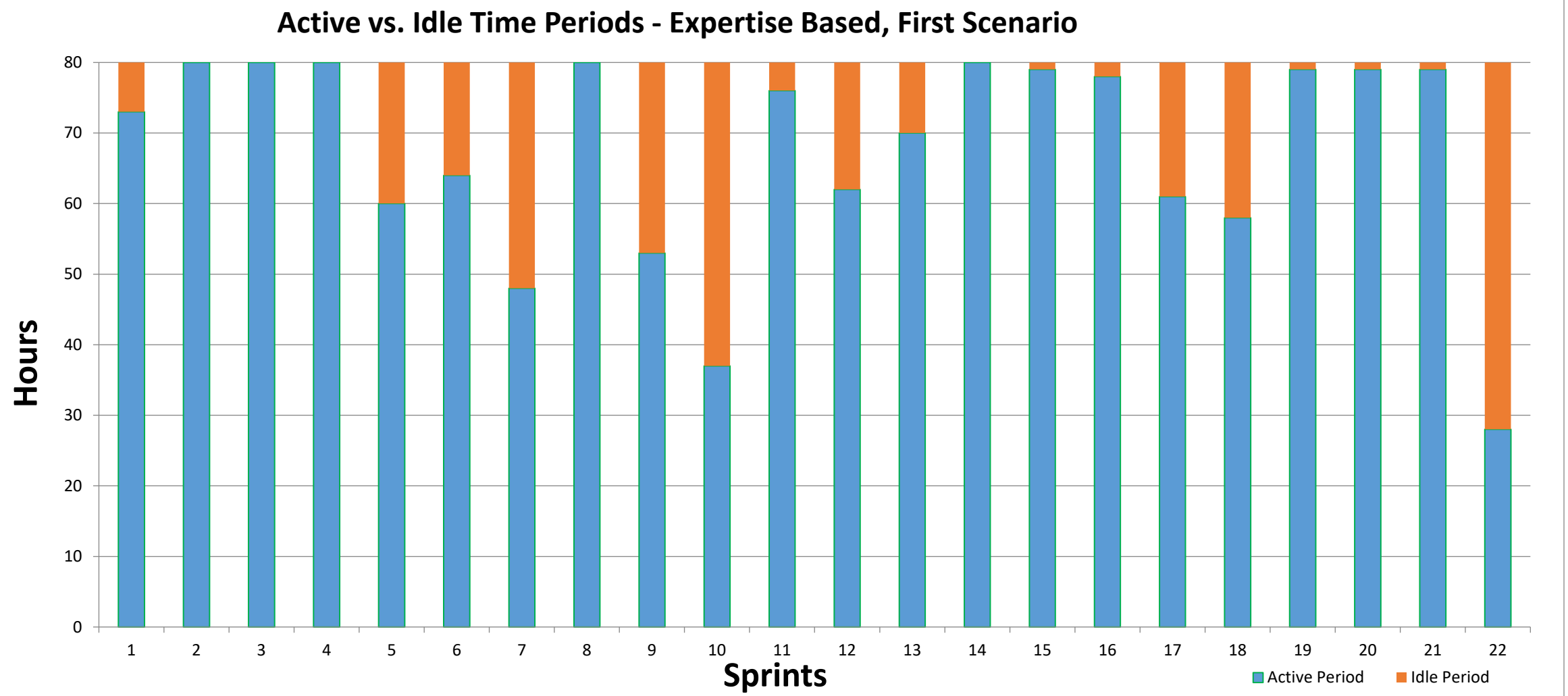
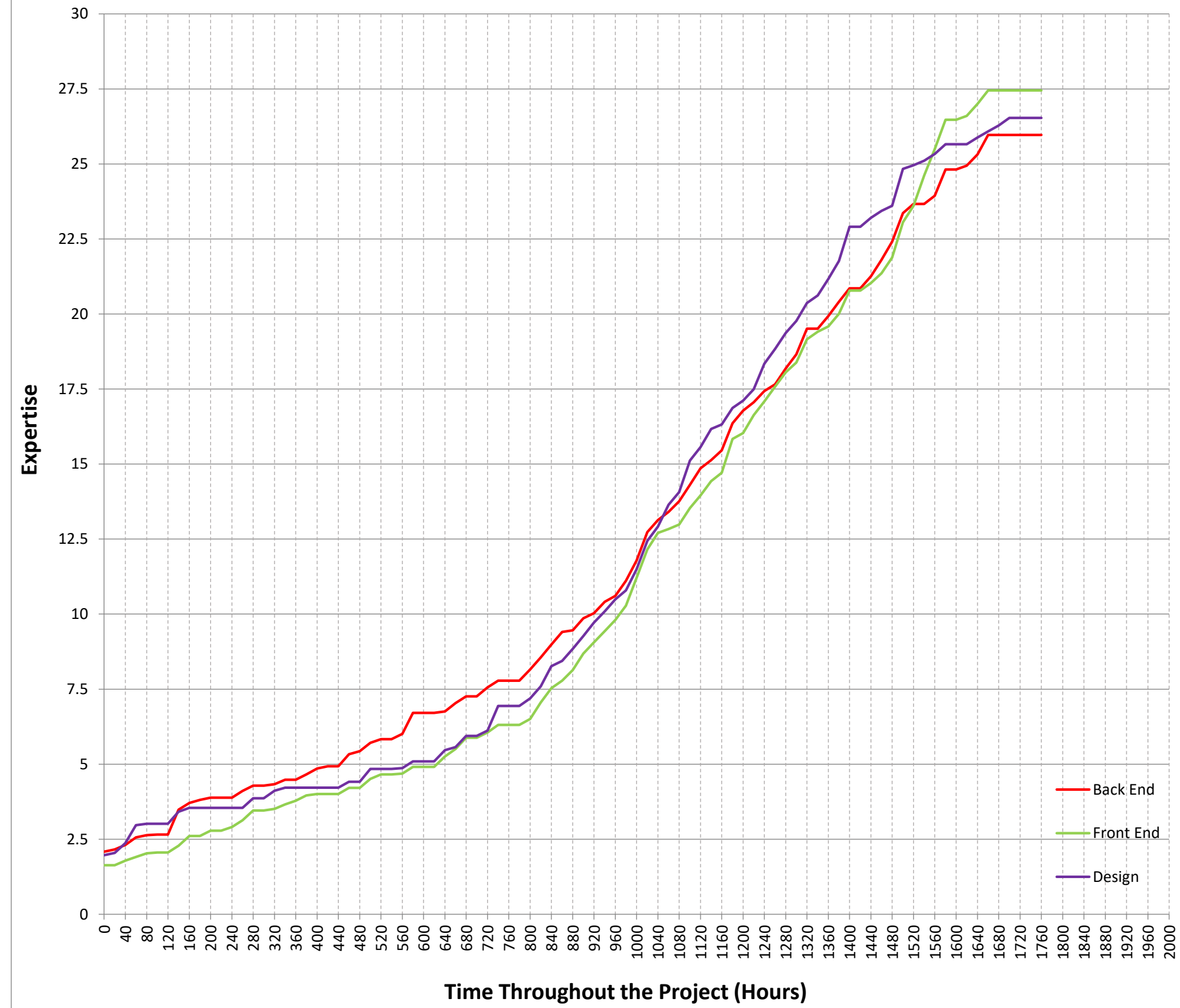


First Scenario – Everyone starts with low expertise in every skill area

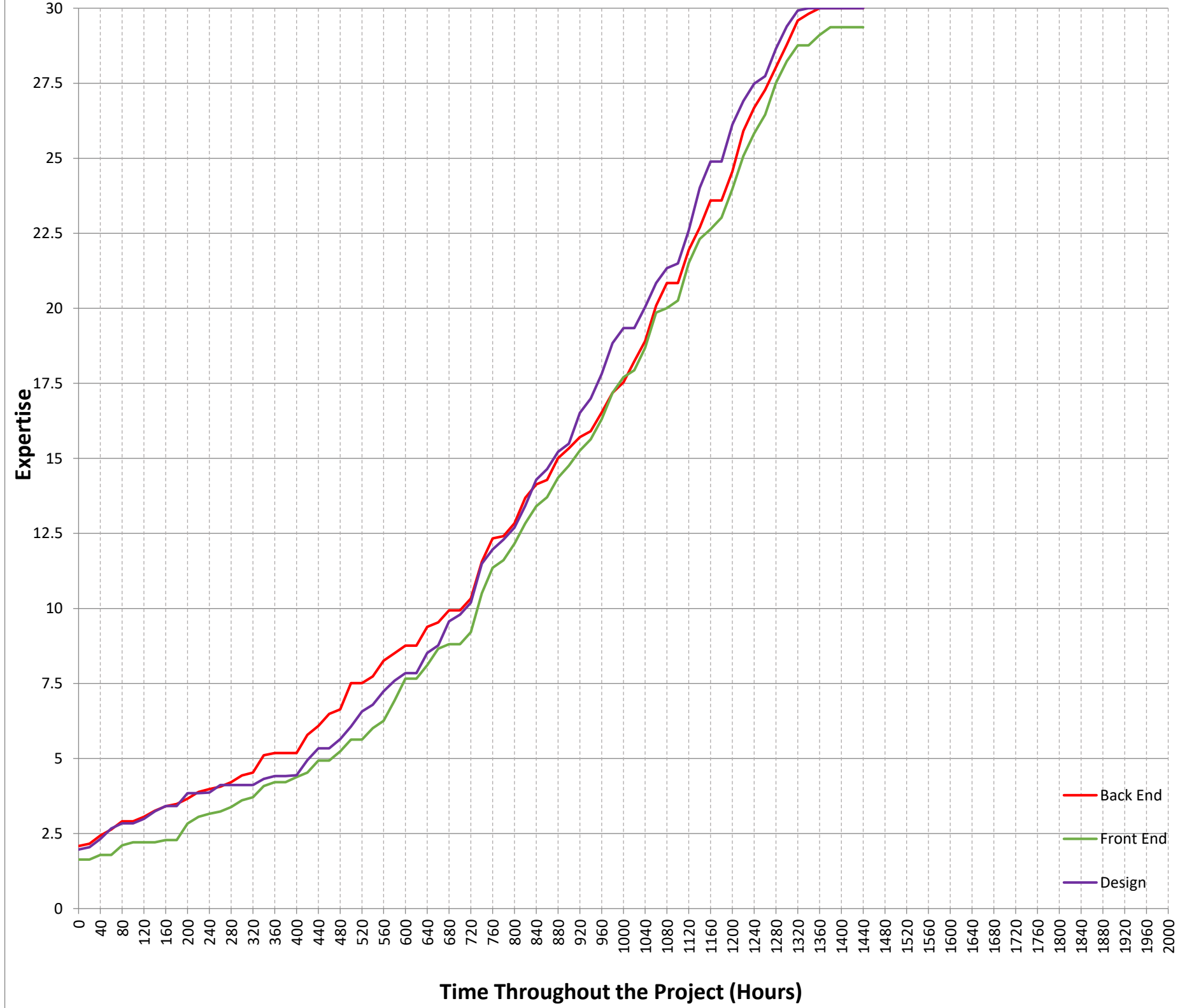




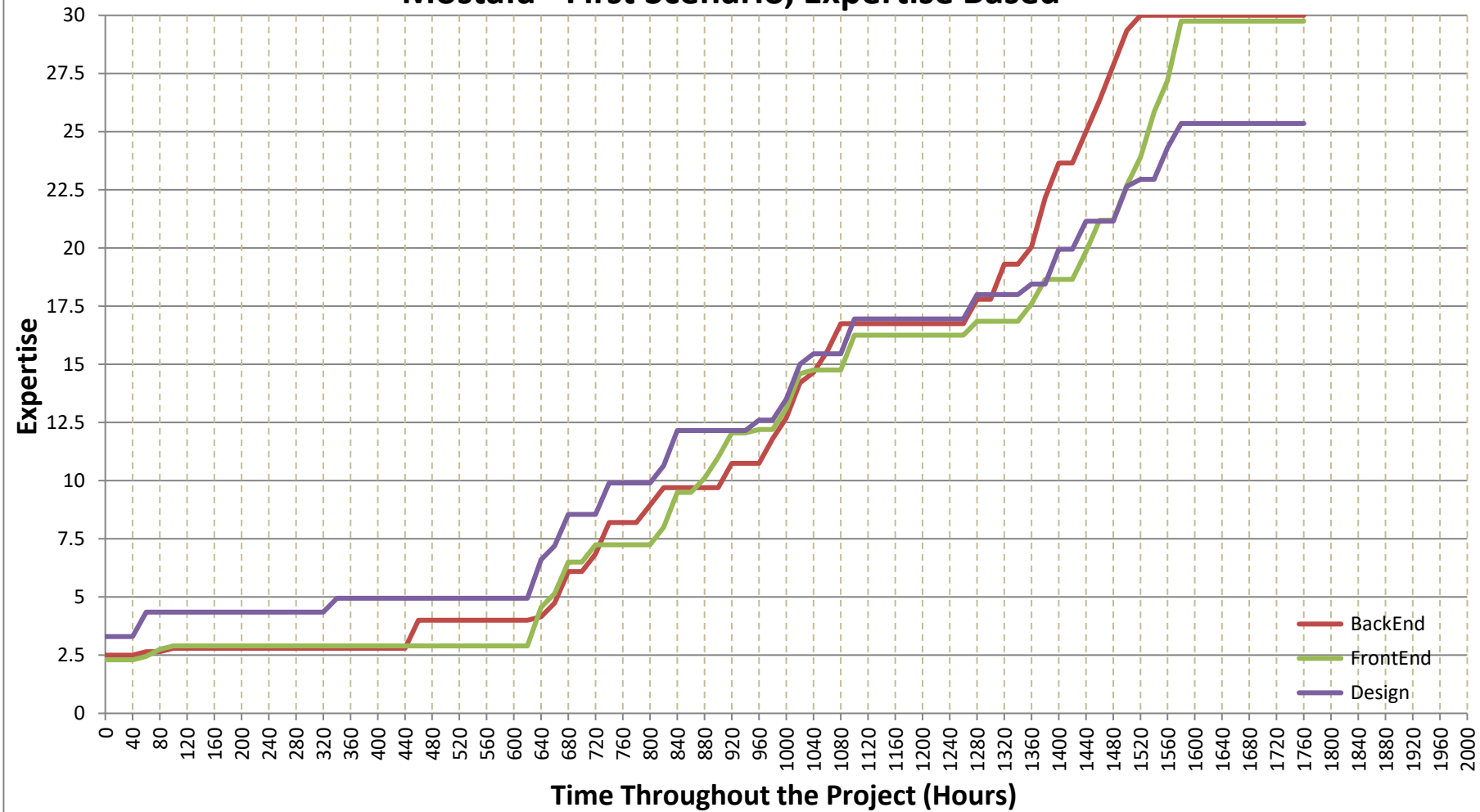
Team Average - First Scenario, Expertise Based



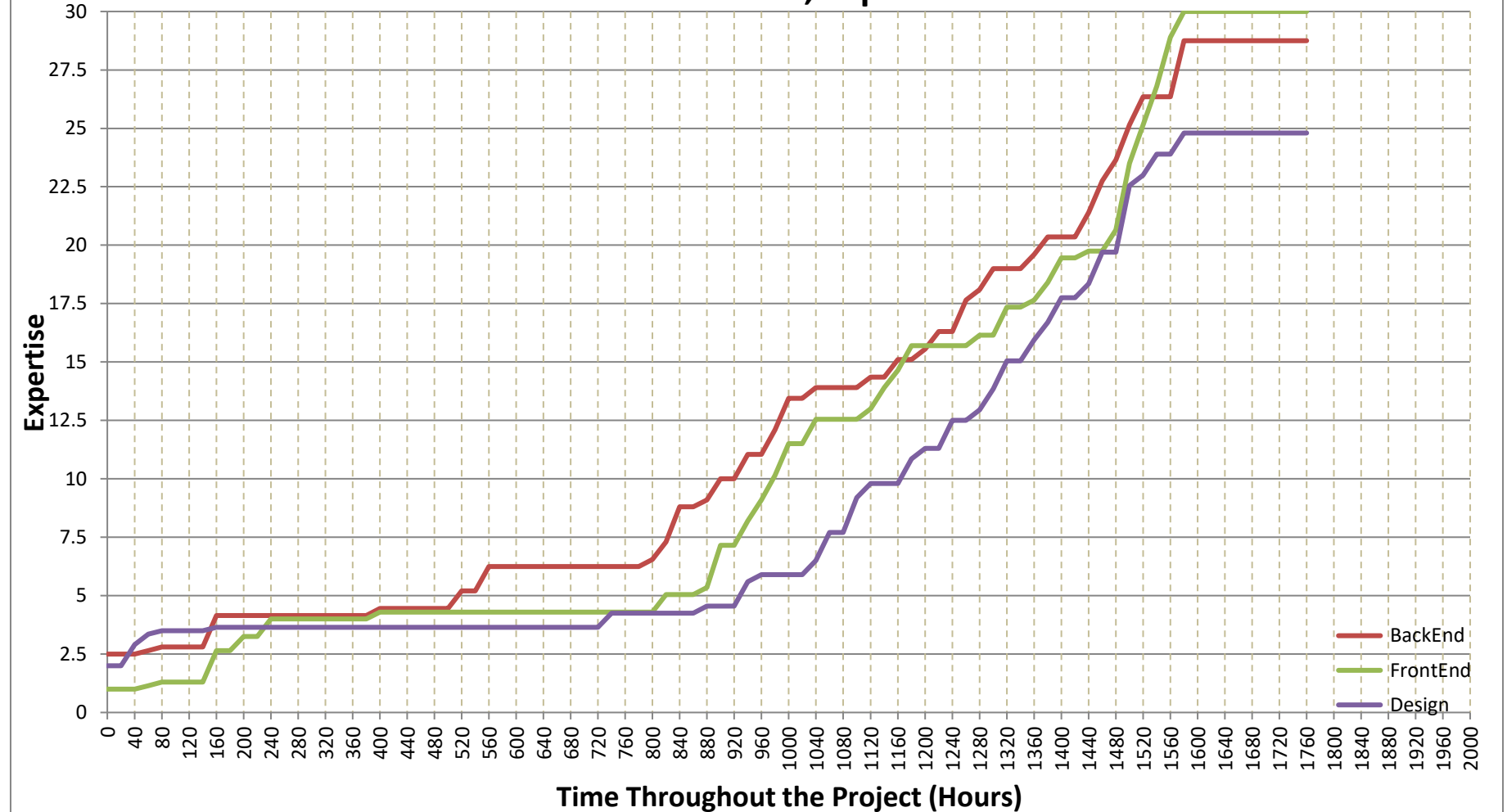
Team Average - First Scenario, Learning Based



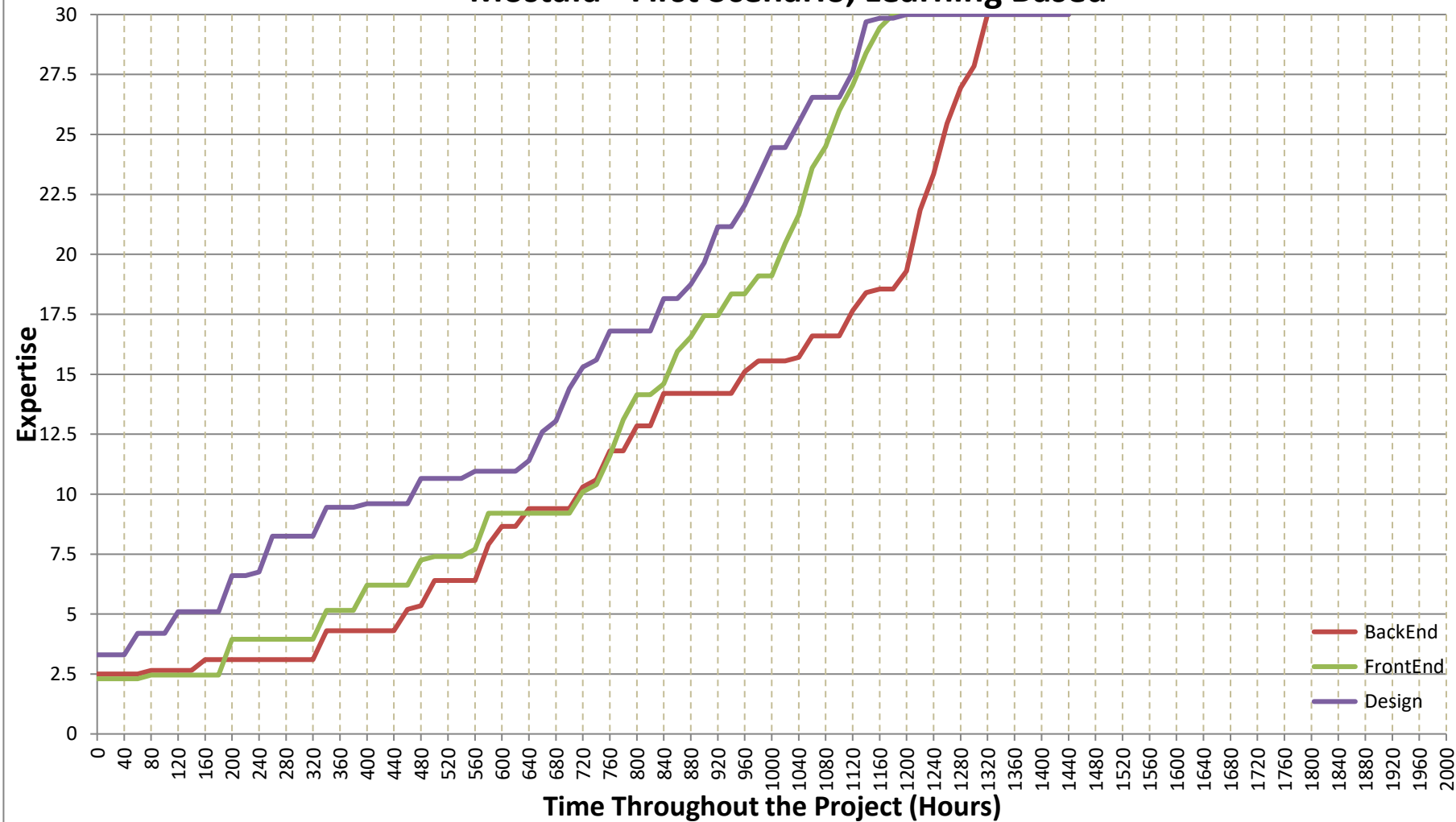
Mostafa - First Scenario, Expertise Based



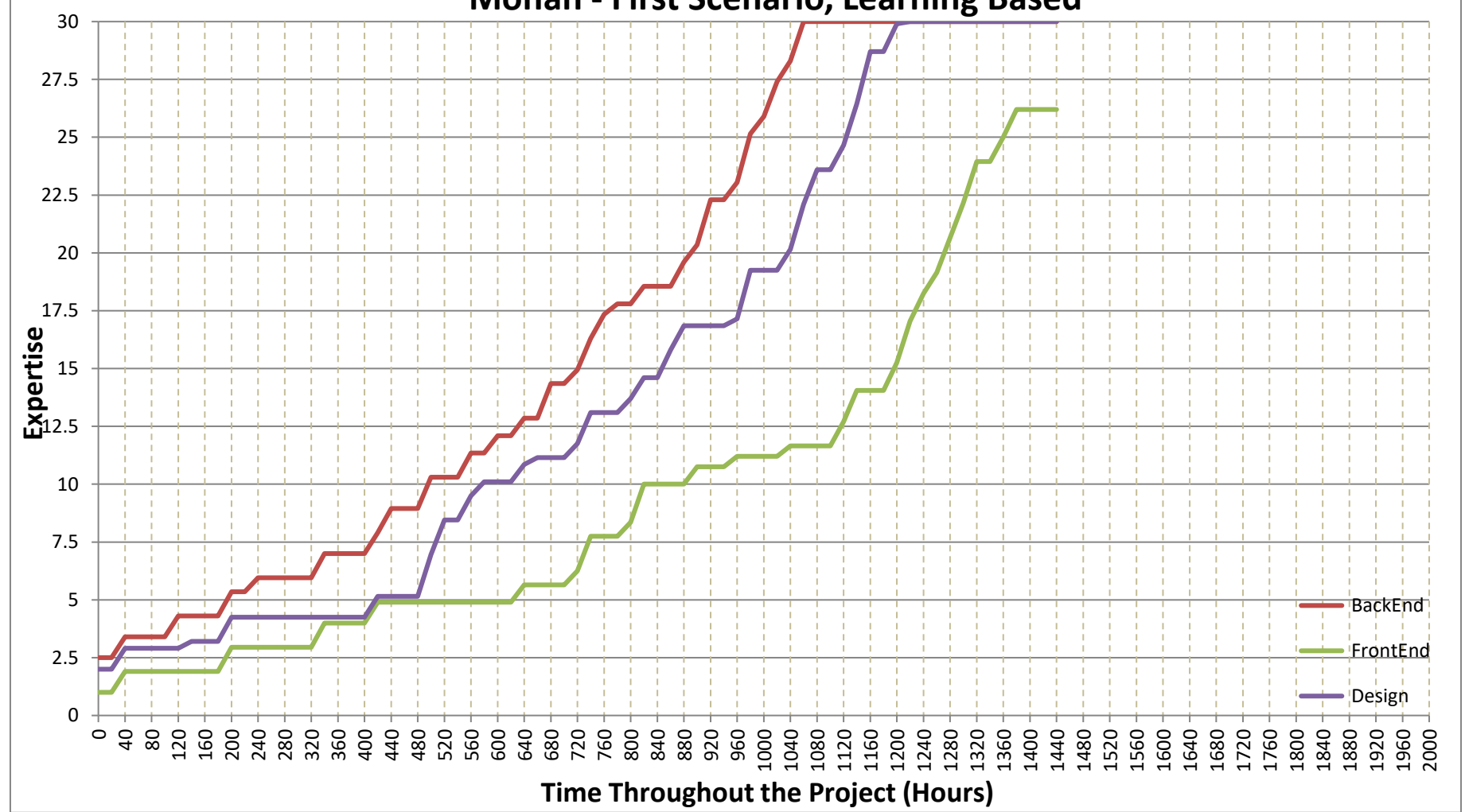
Mohan - First Scenario, Expertise Based



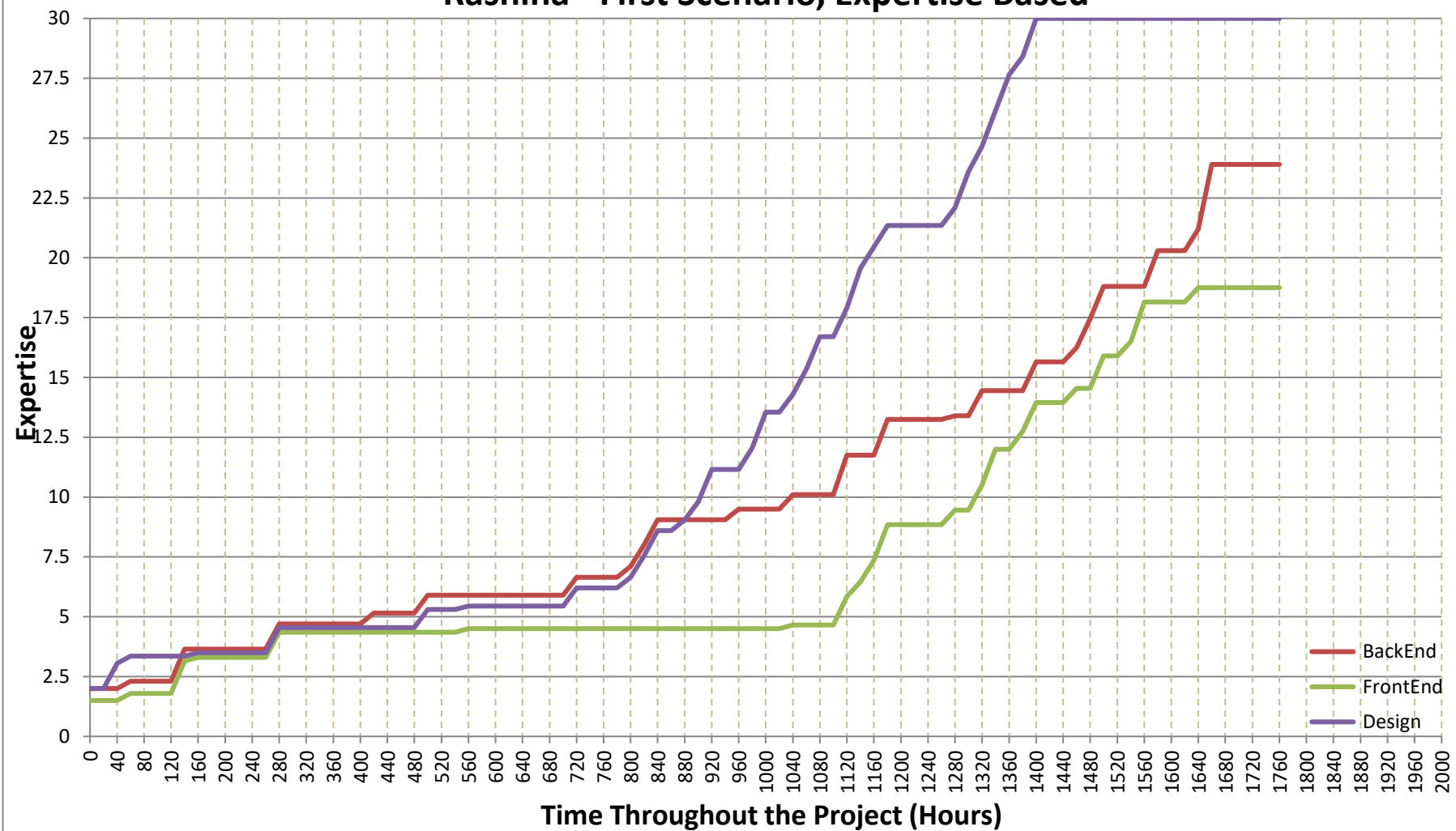
Mostafa - First Scenario, Learning Based



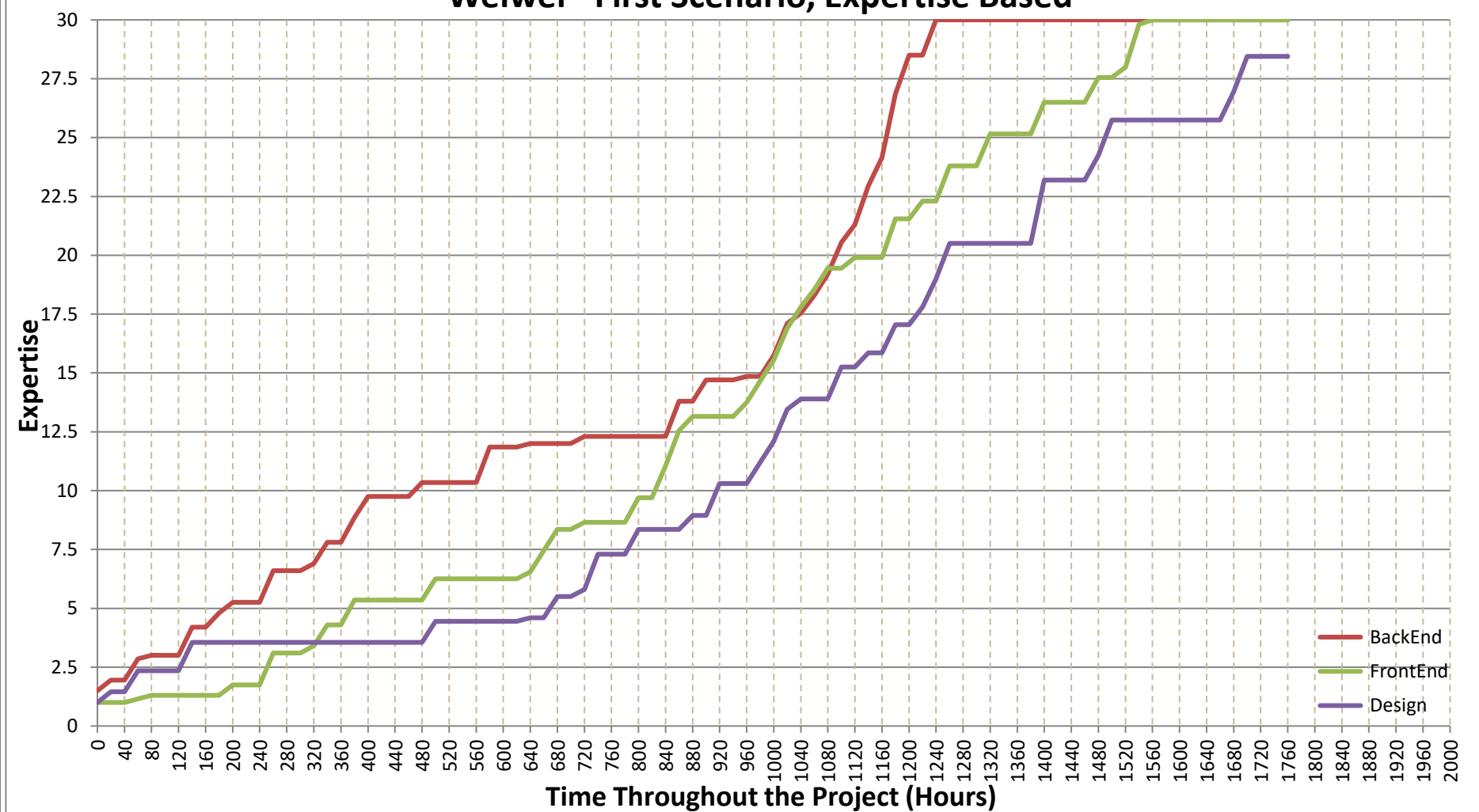
Mohan - First Scenario, Learning Based



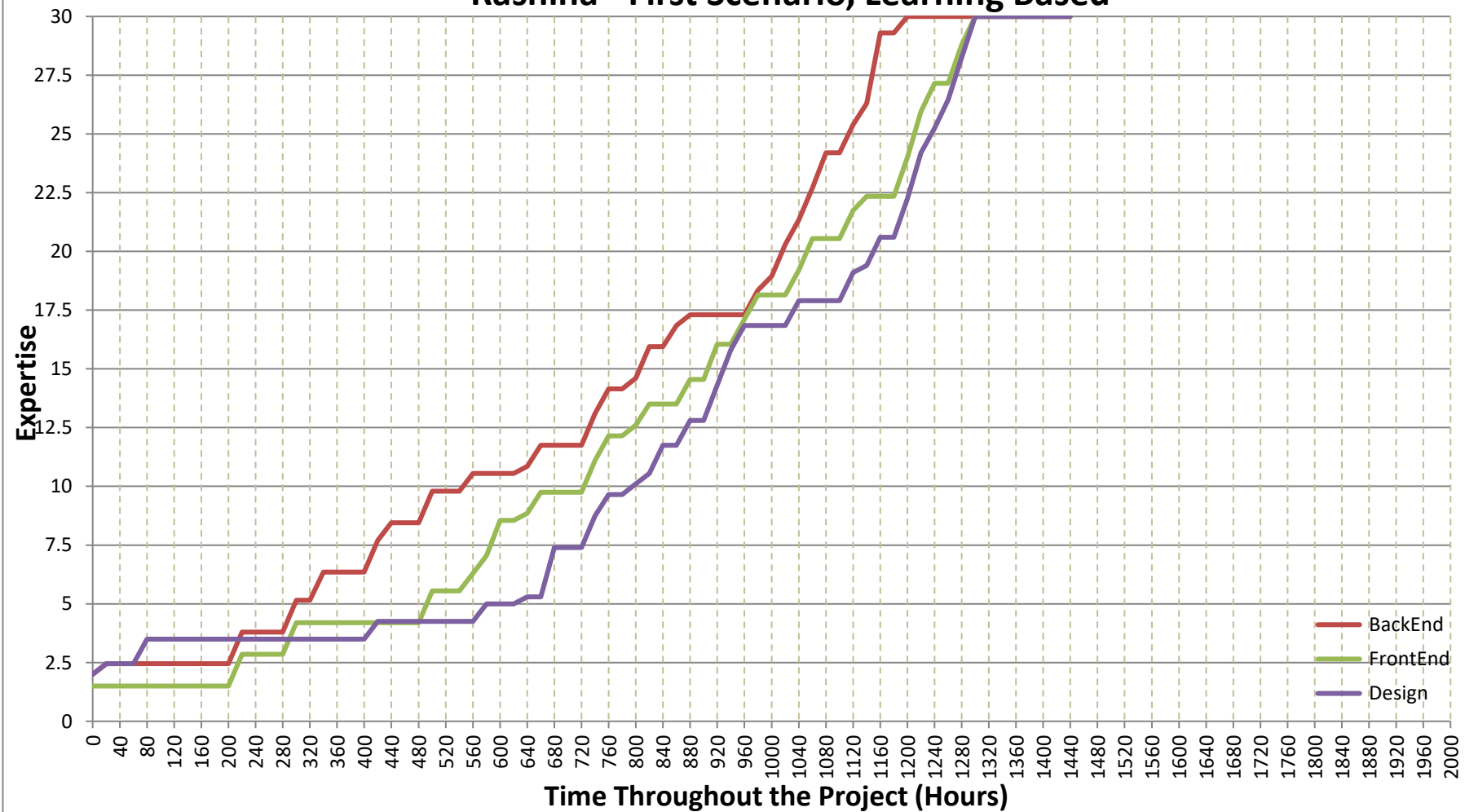
Rashina - First Scenario, Expertise Based



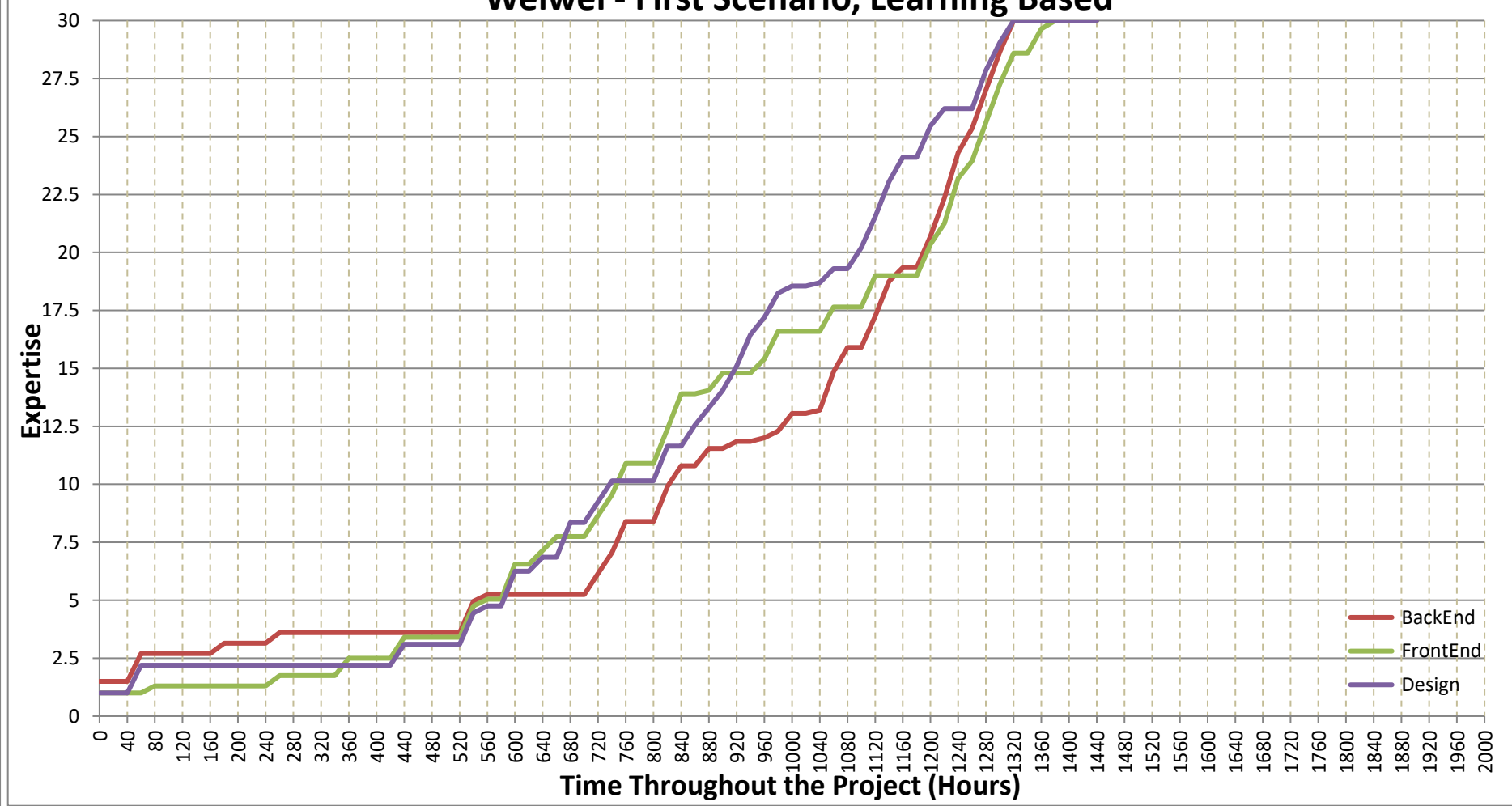
Weiwei - First Scenario, Expertise Based



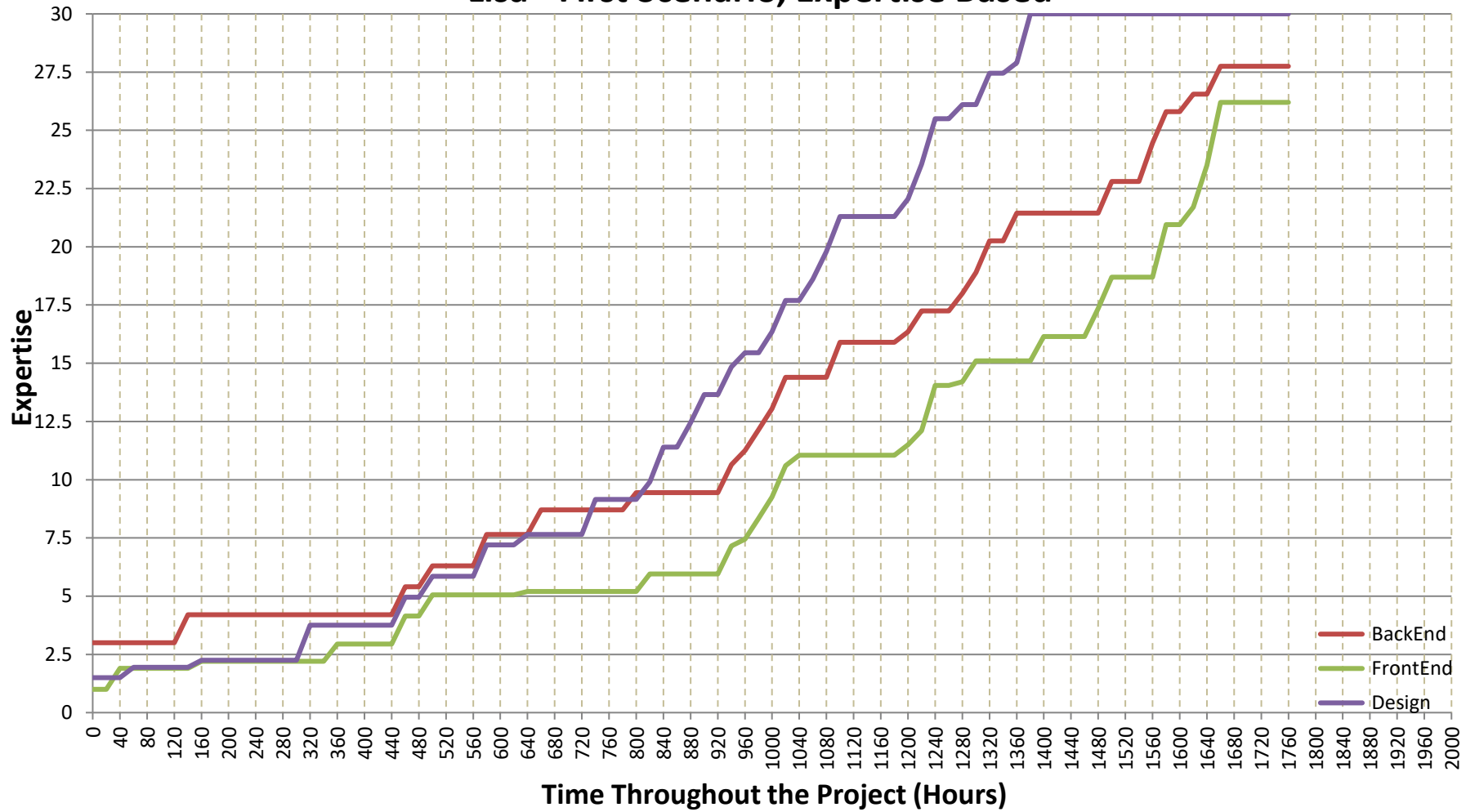
Rashina - First Scenario, Learning Based



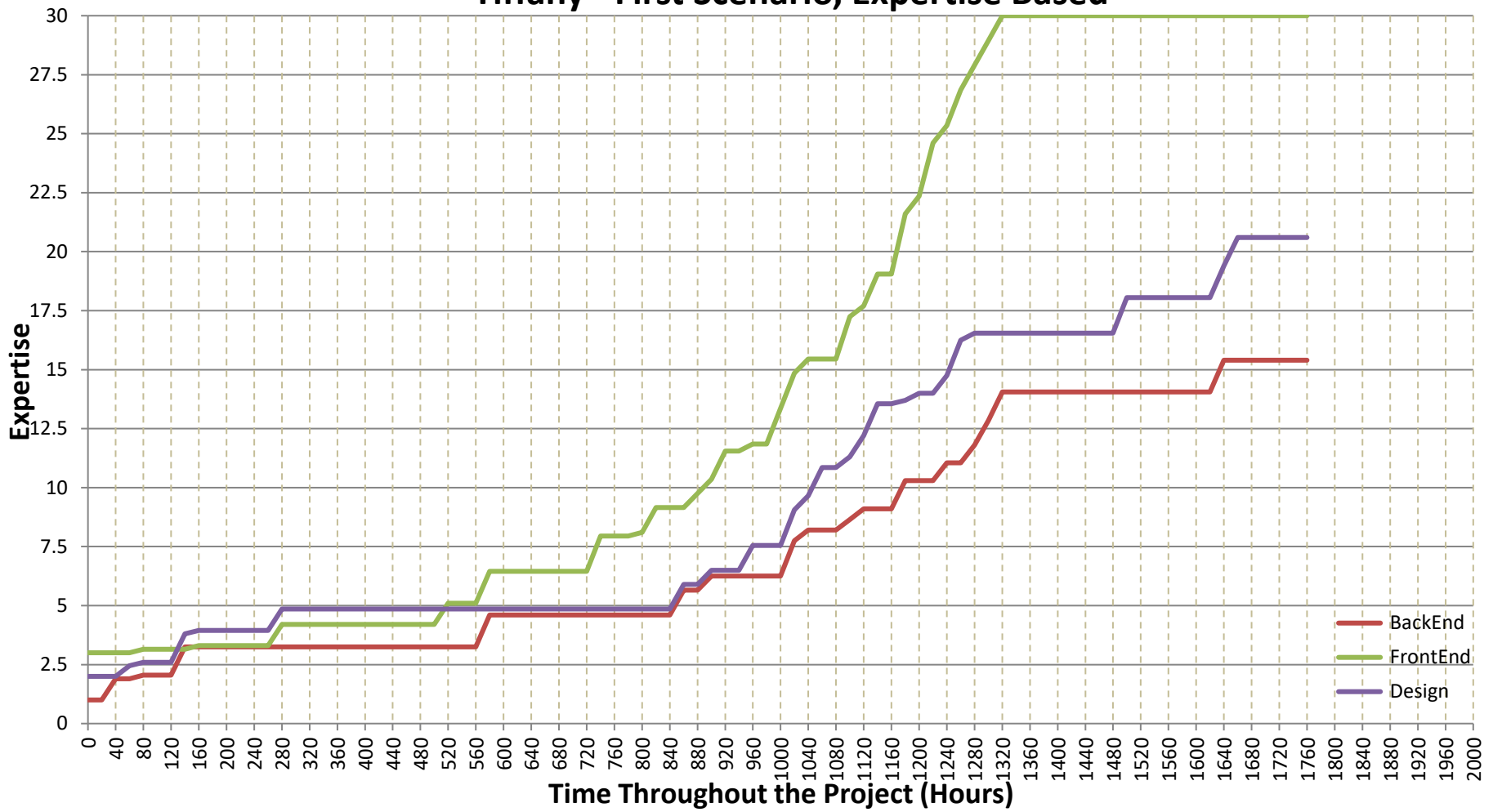
Weiwei - First Scenario, Learning Based



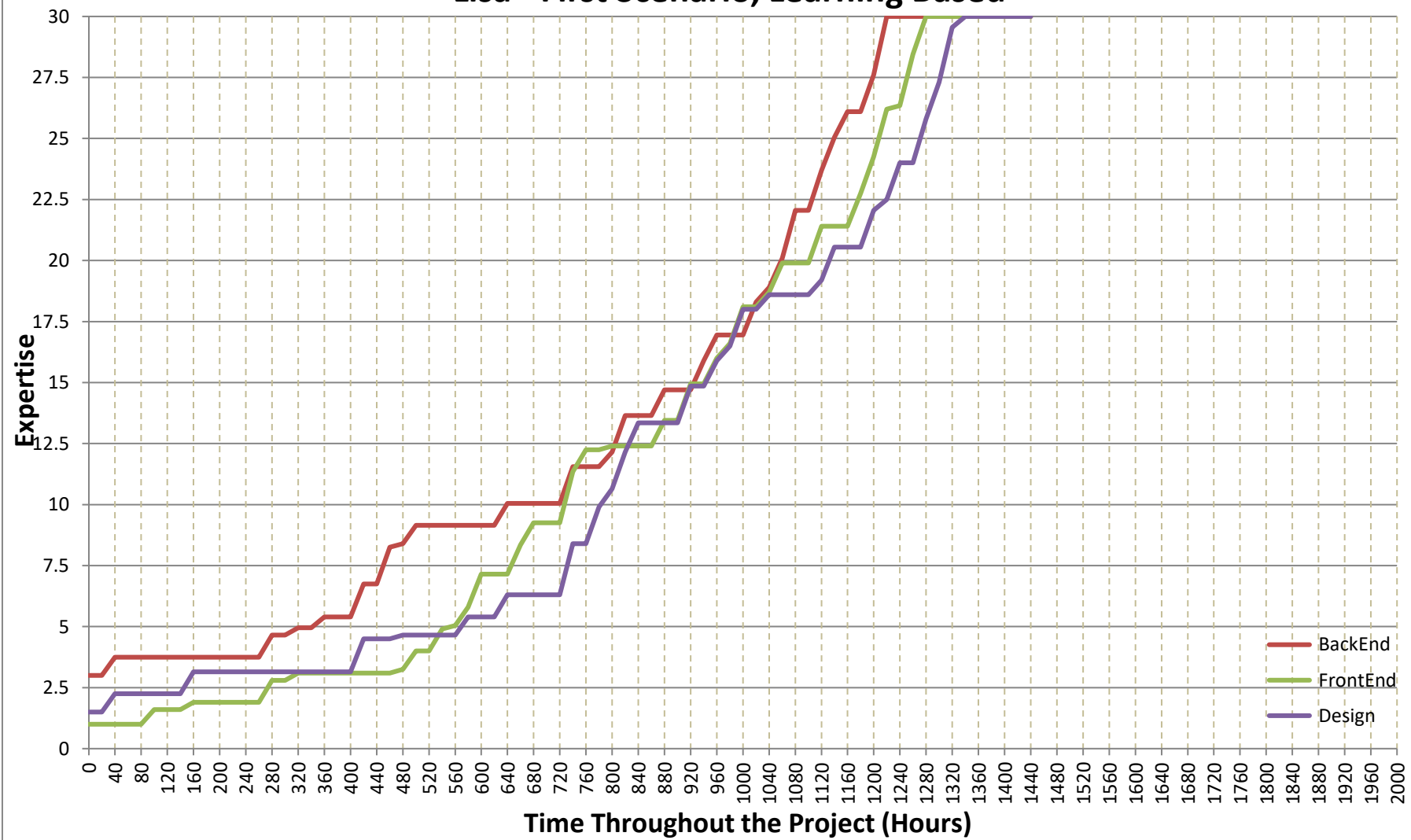
Lisa - First Scenario, Expertise Based



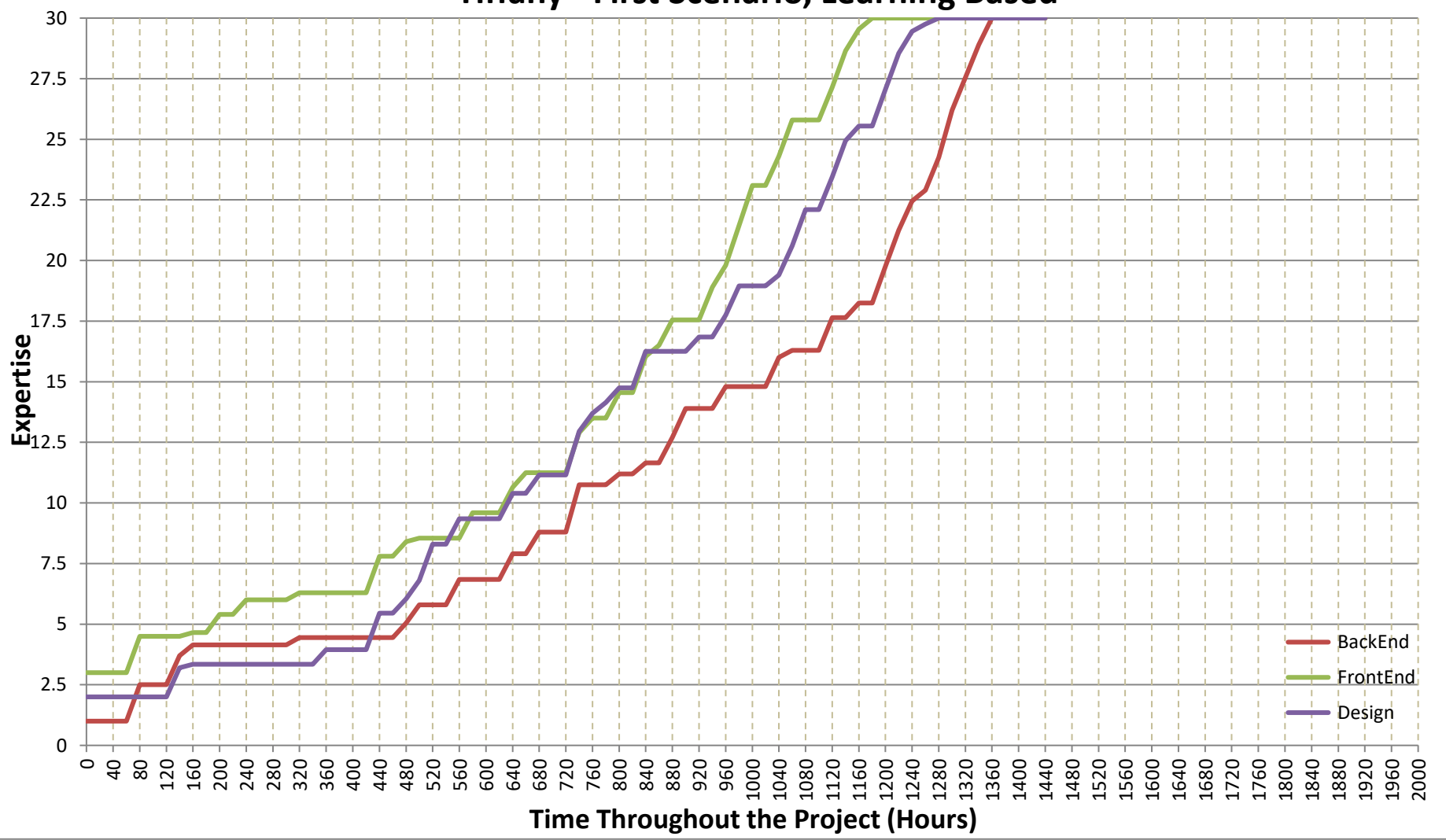
Tiffany - First Scenario, Expertise Based



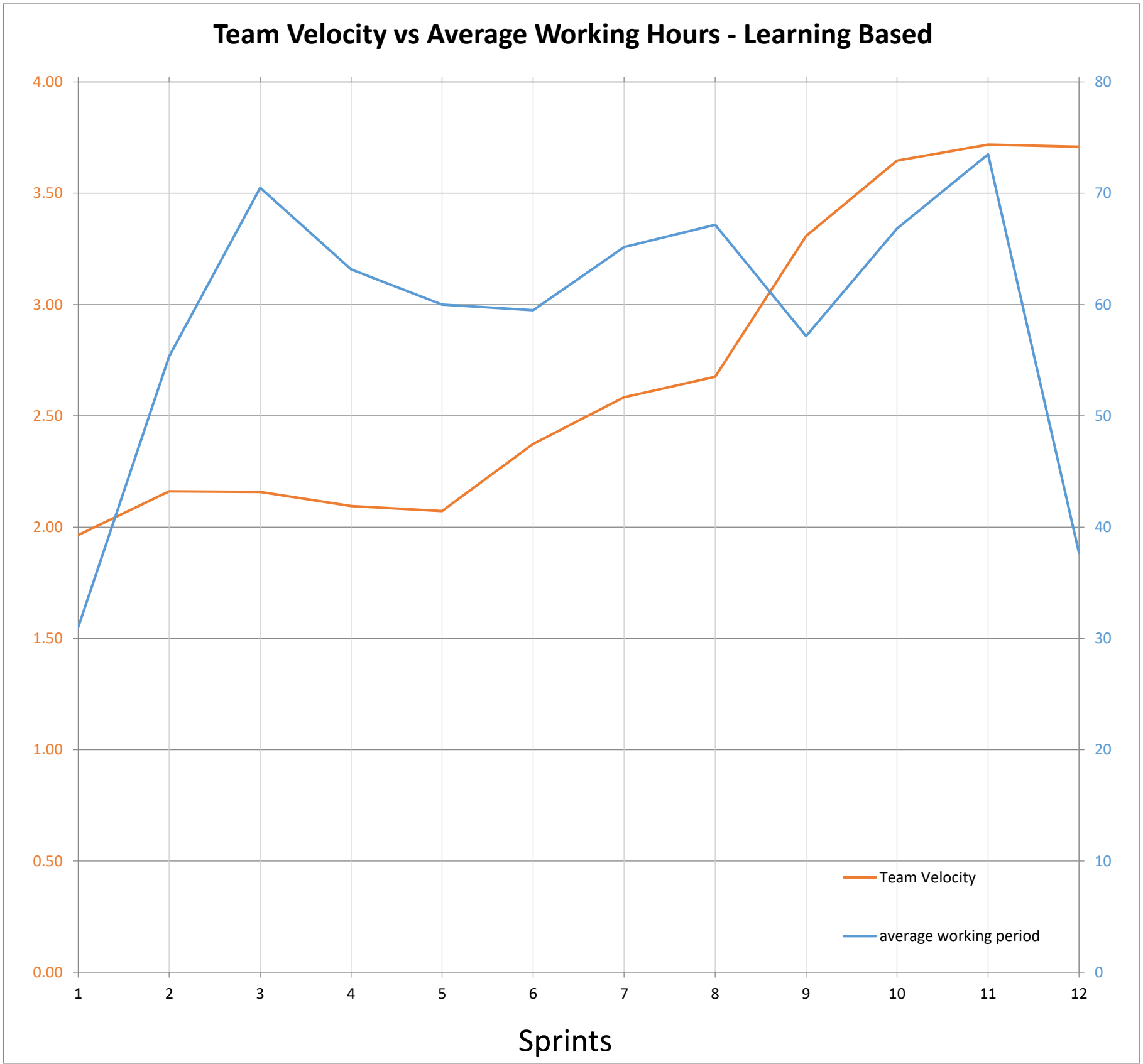
Lisa - First Scenario, Learning Based

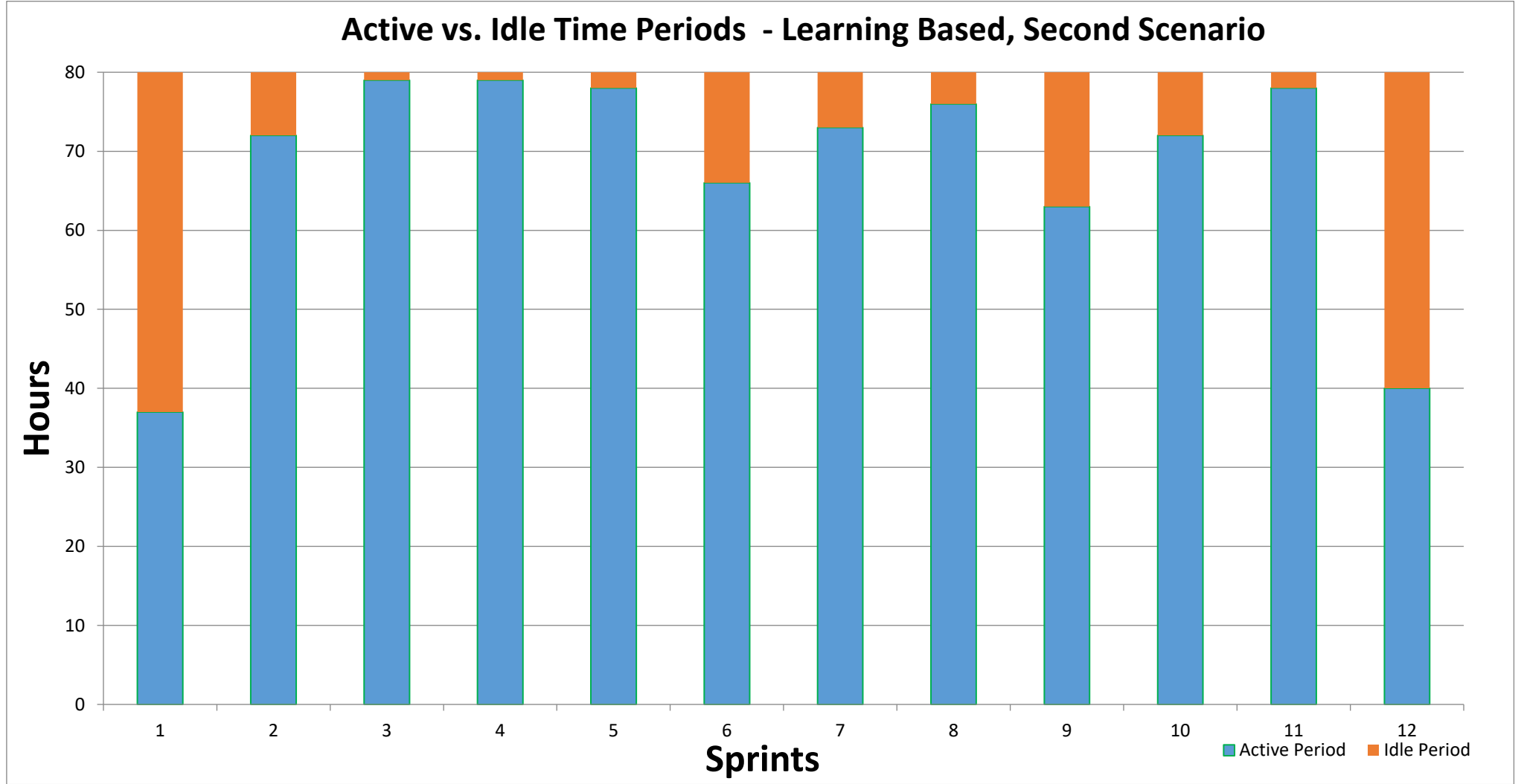
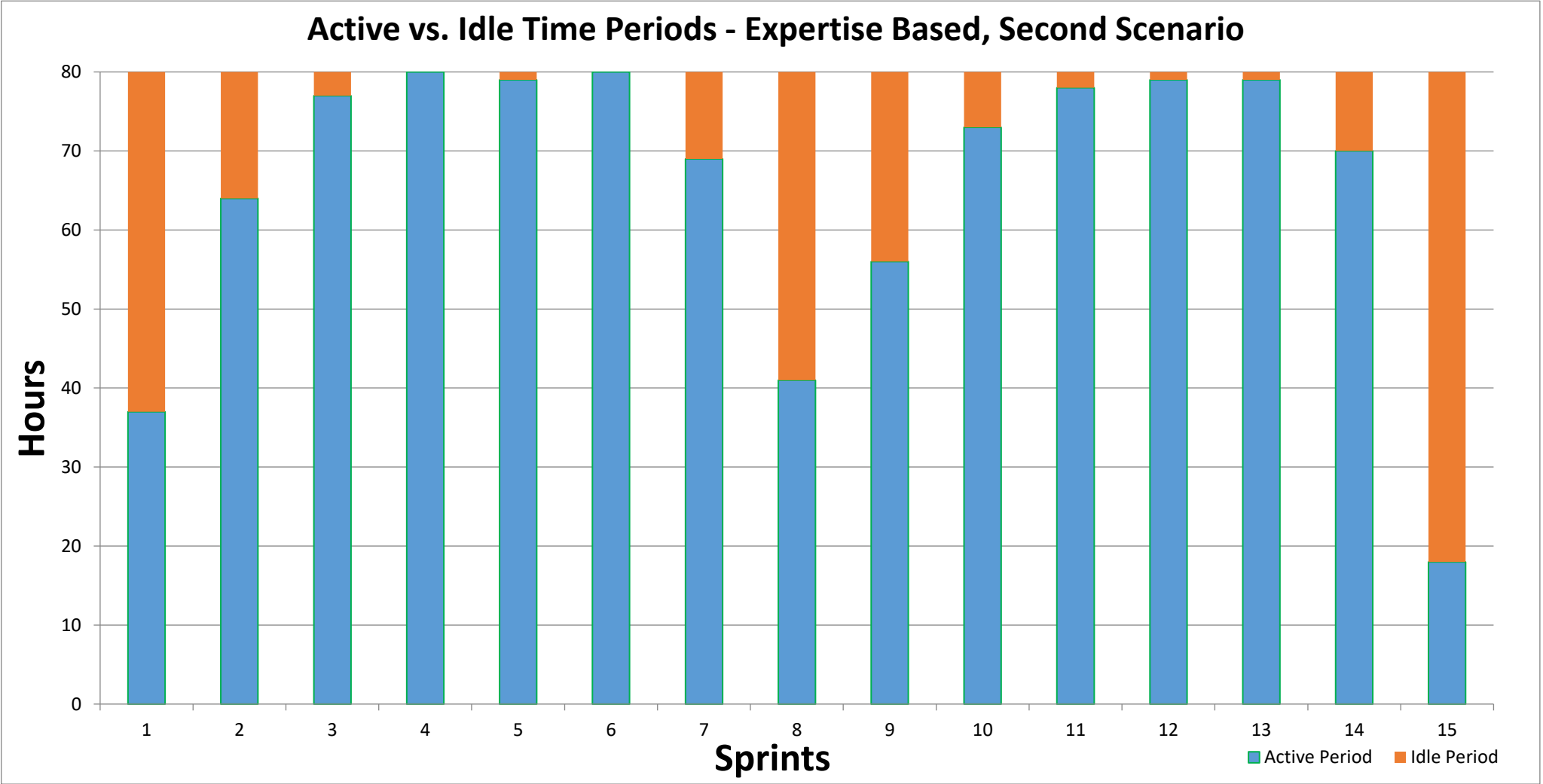


Tiffany - First Scenario, Learning Based

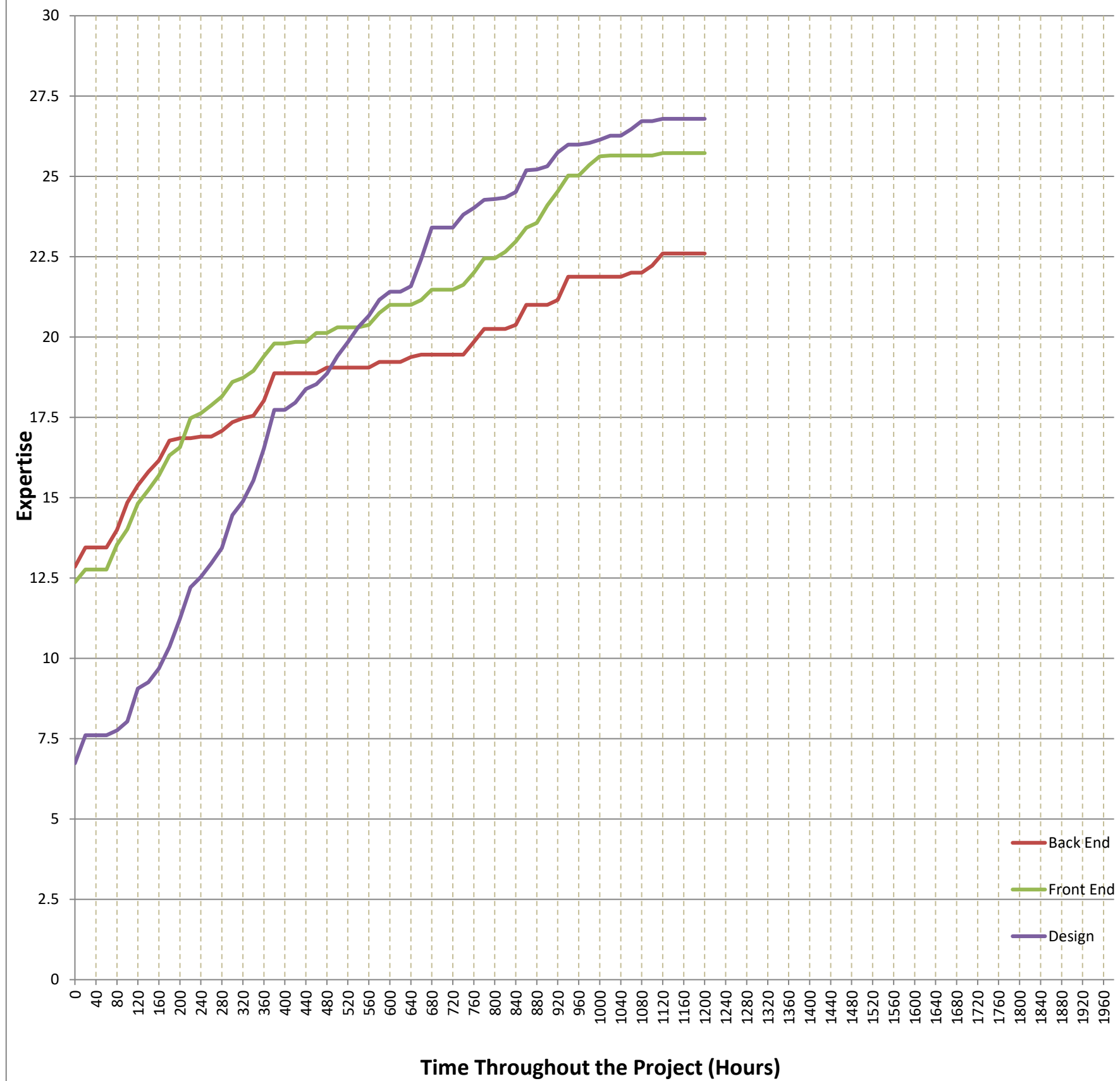


Second Scenario – Two skills have three employees high and three employees low, other skill has all employees at medium level

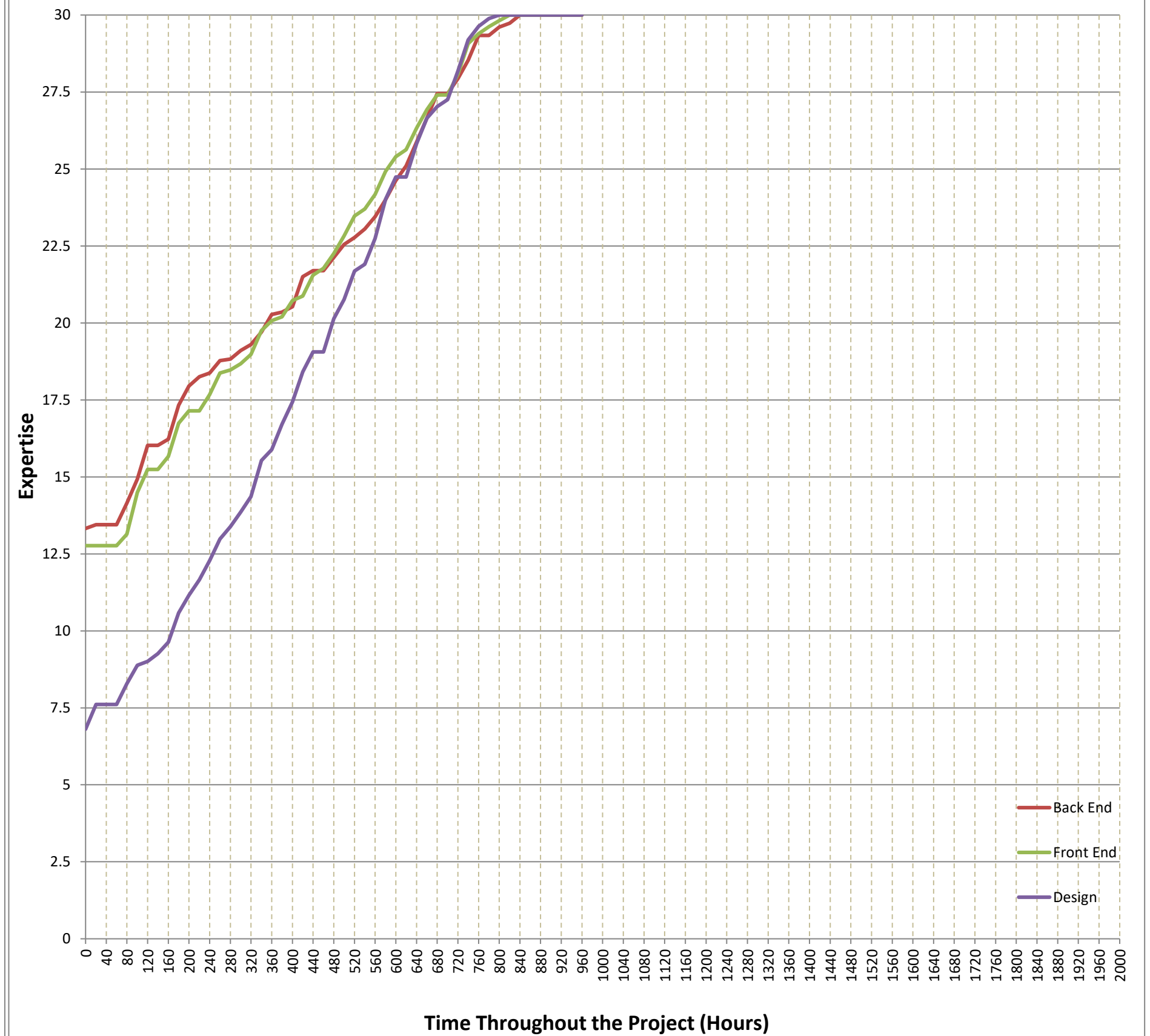


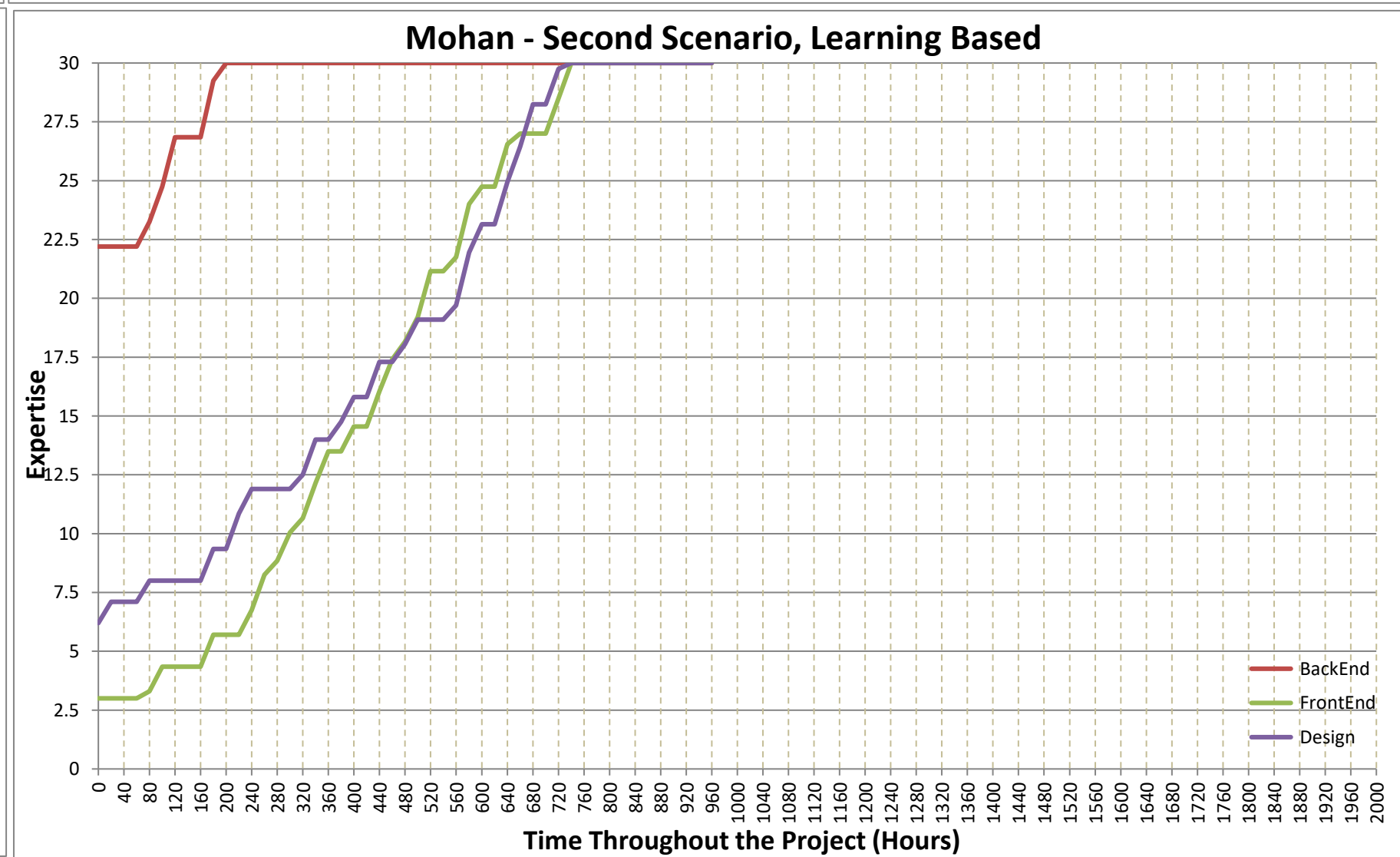
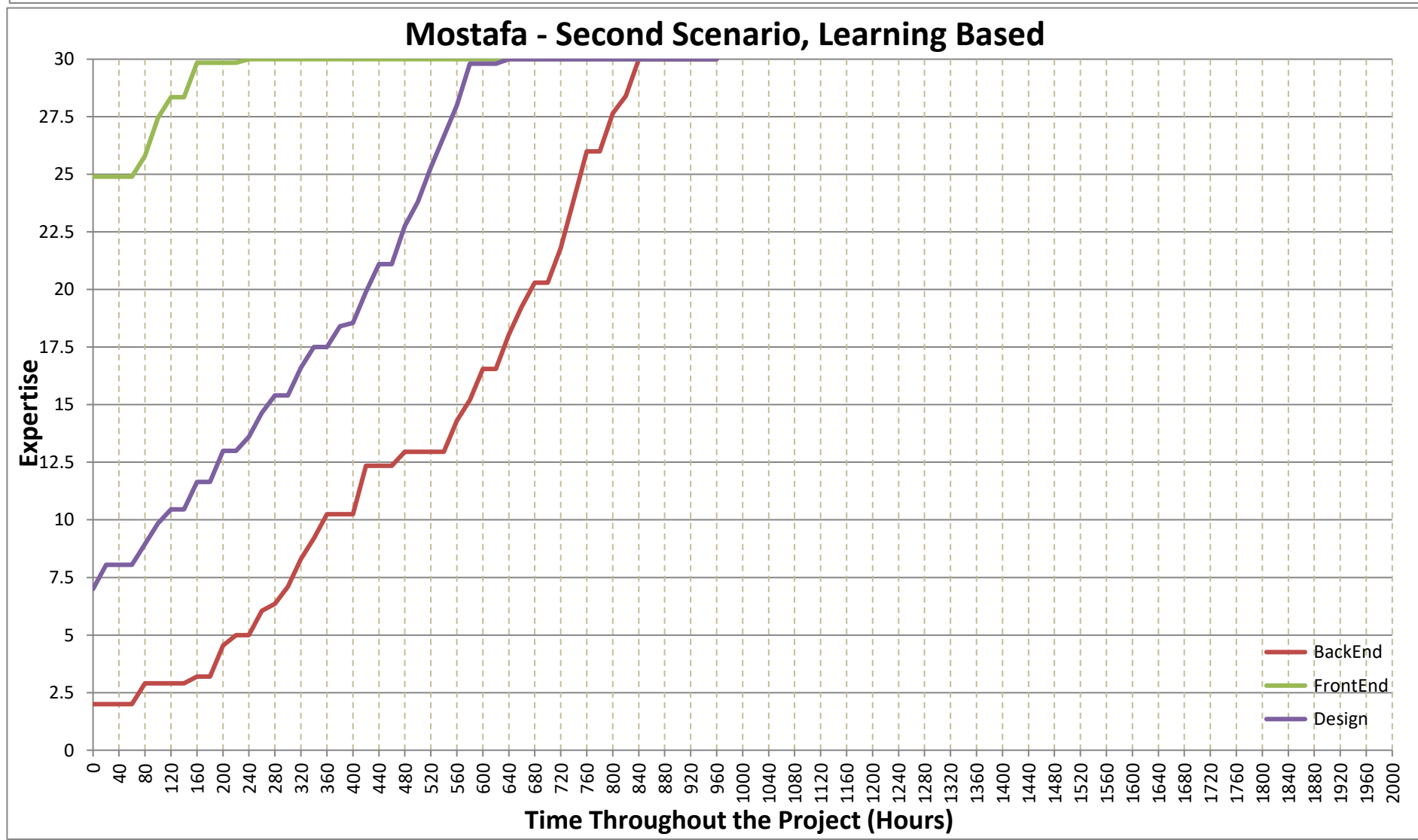
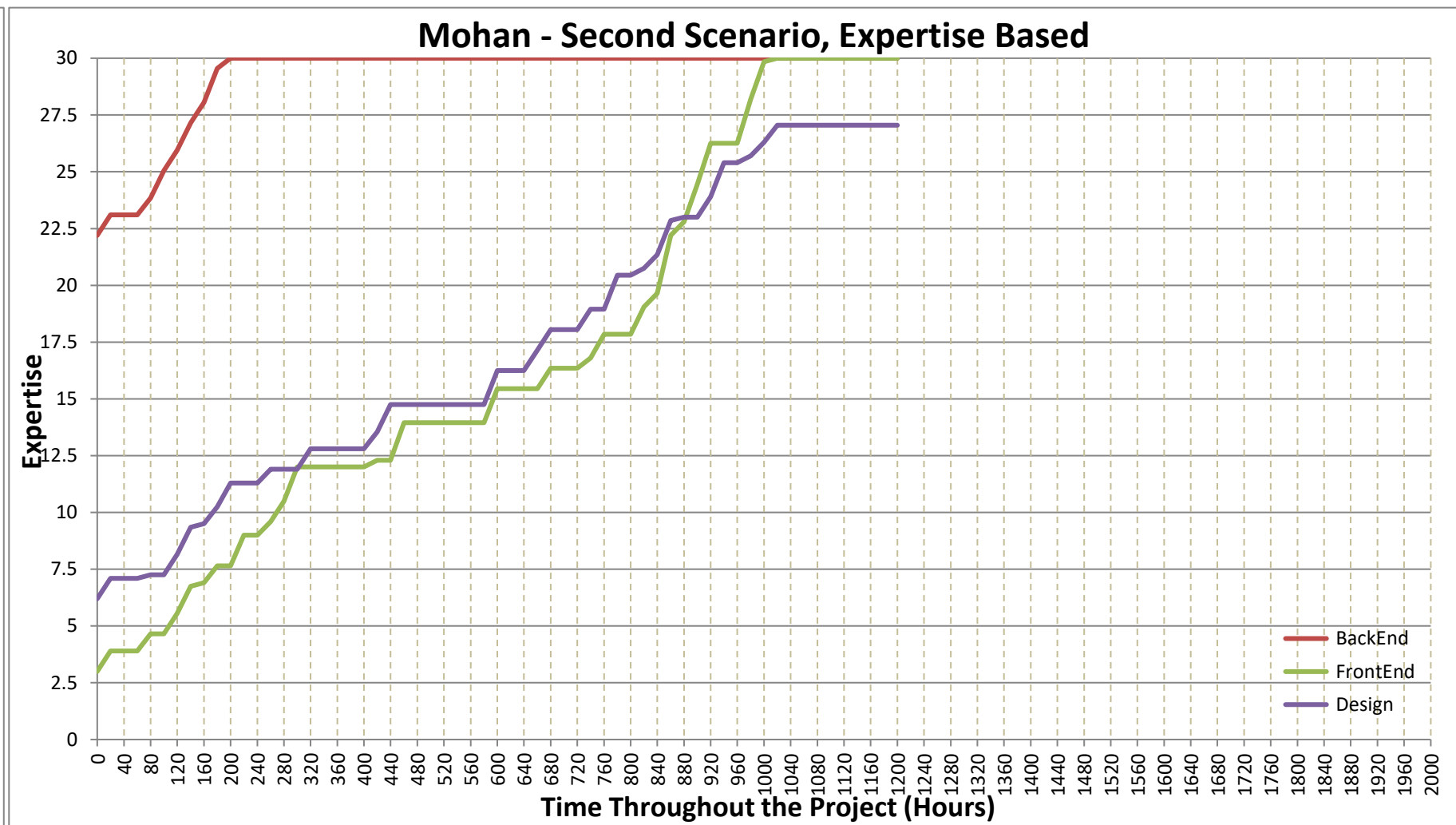
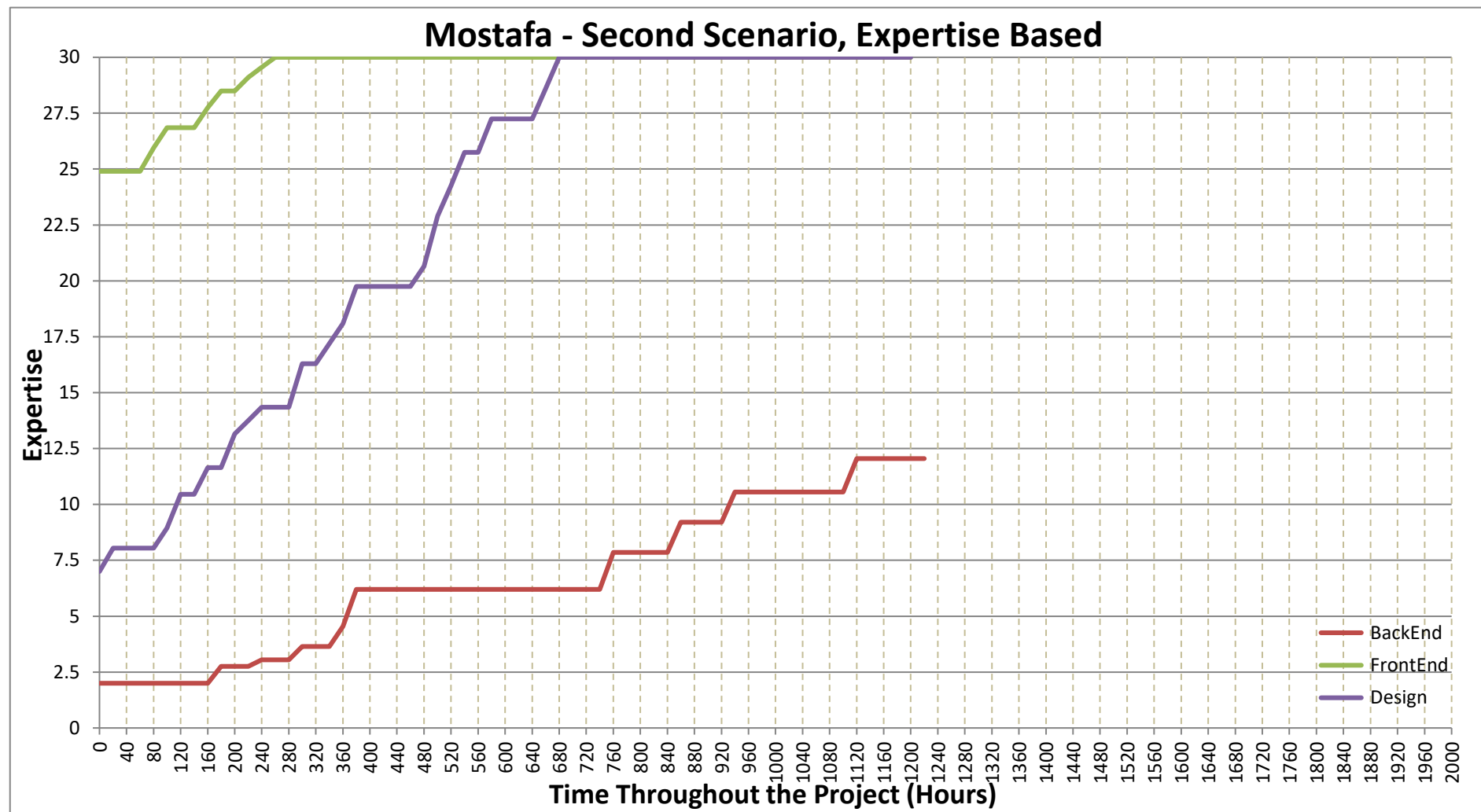


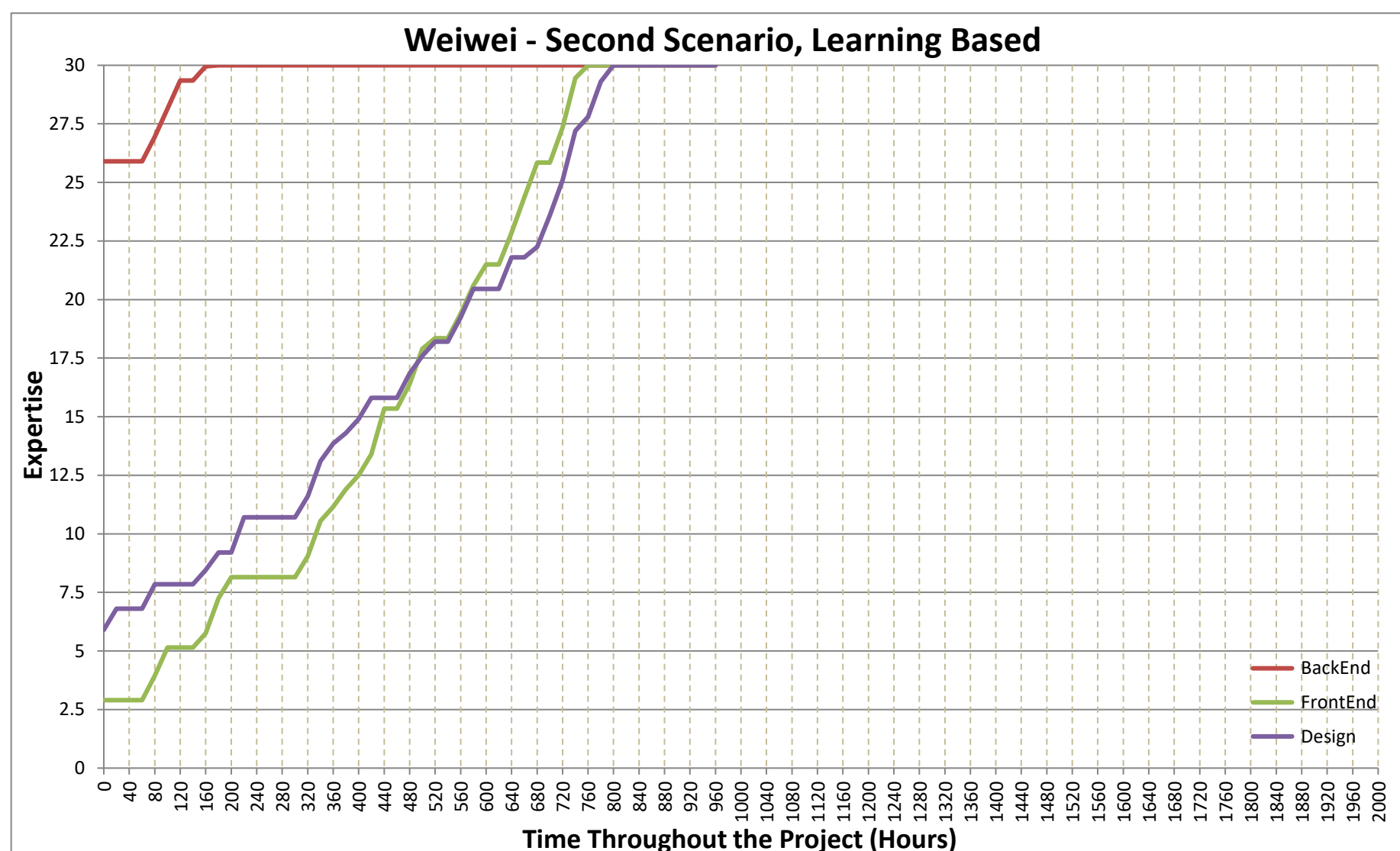
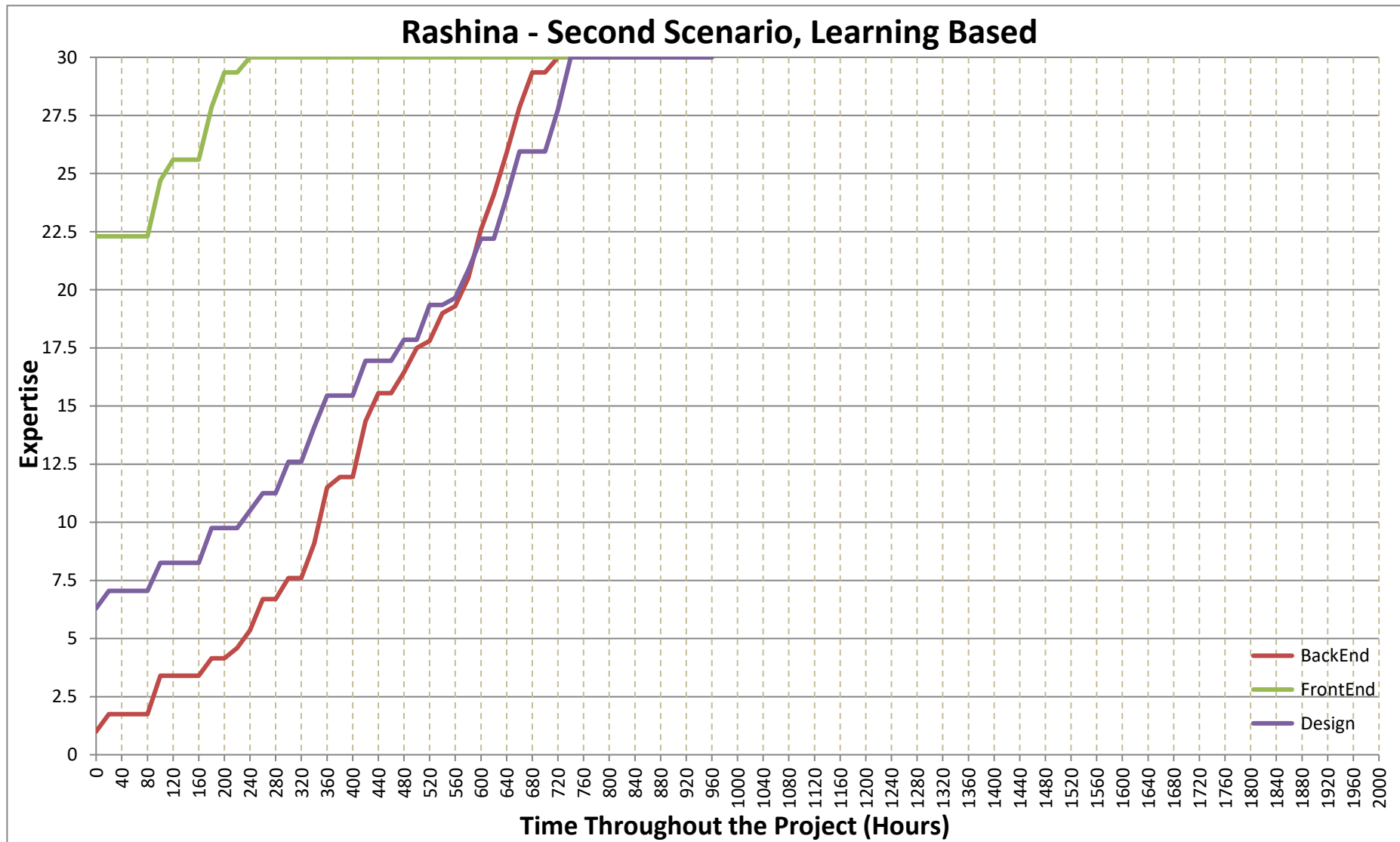
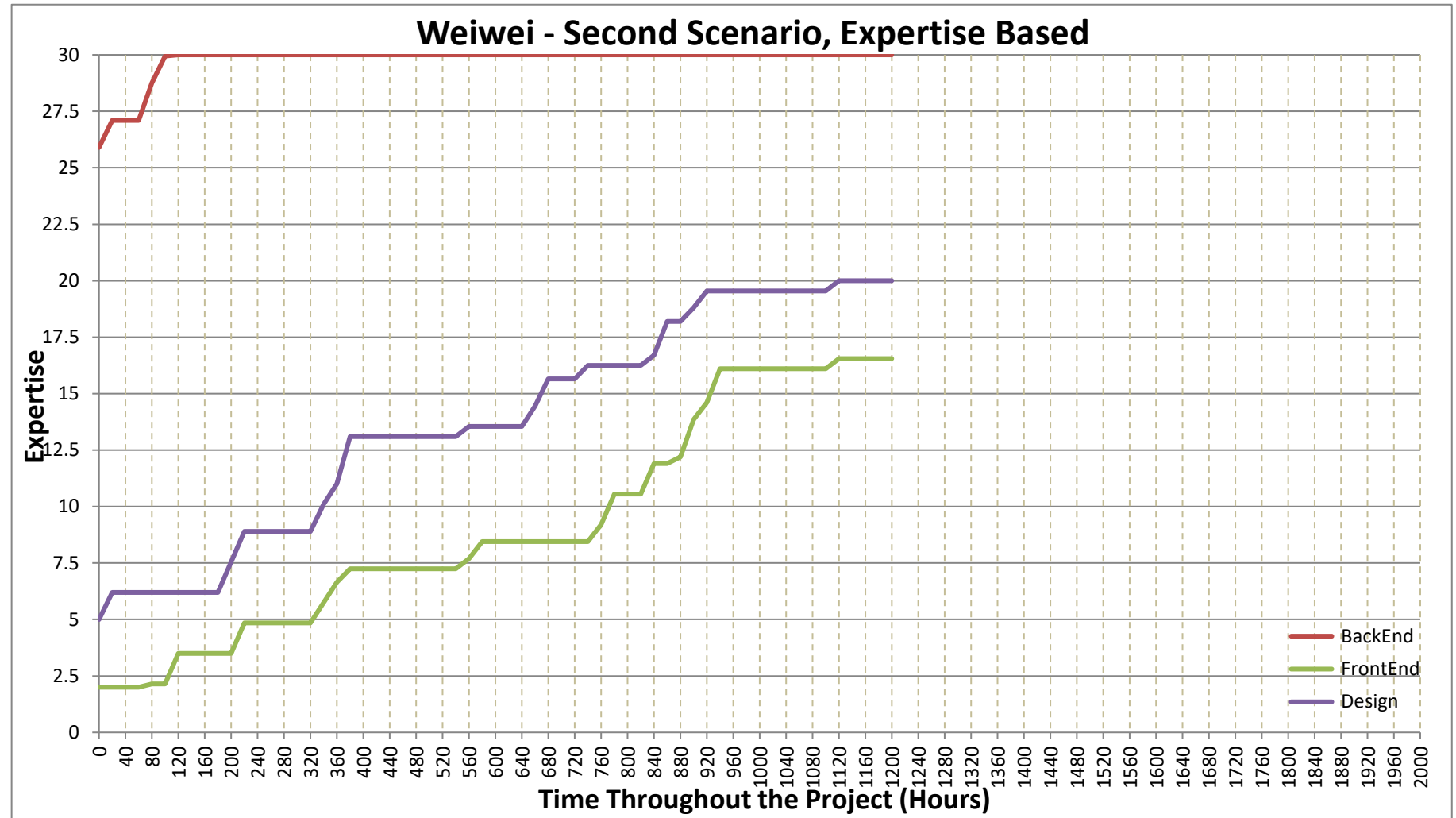
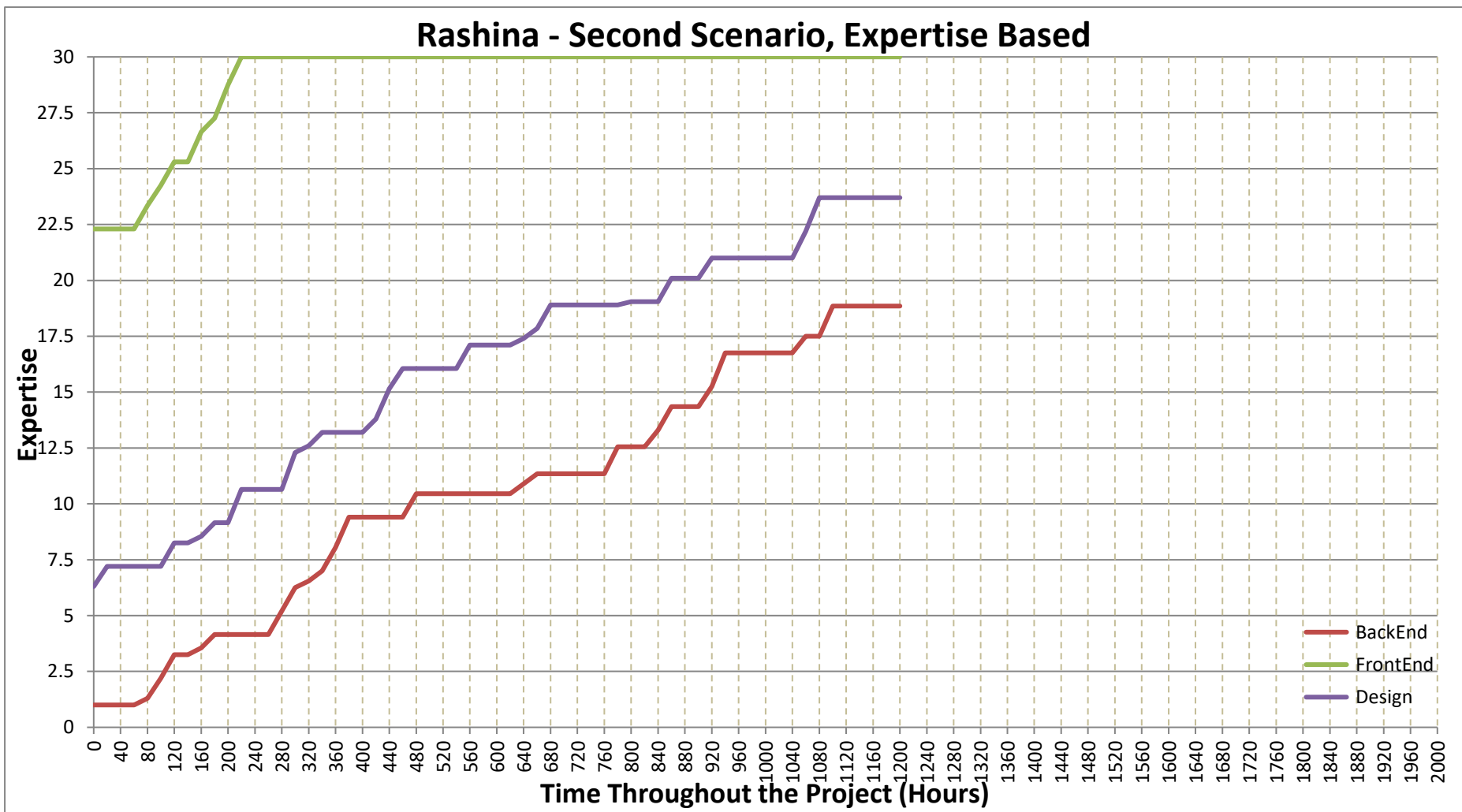
Team Average - Second Scenario, Expertise Based

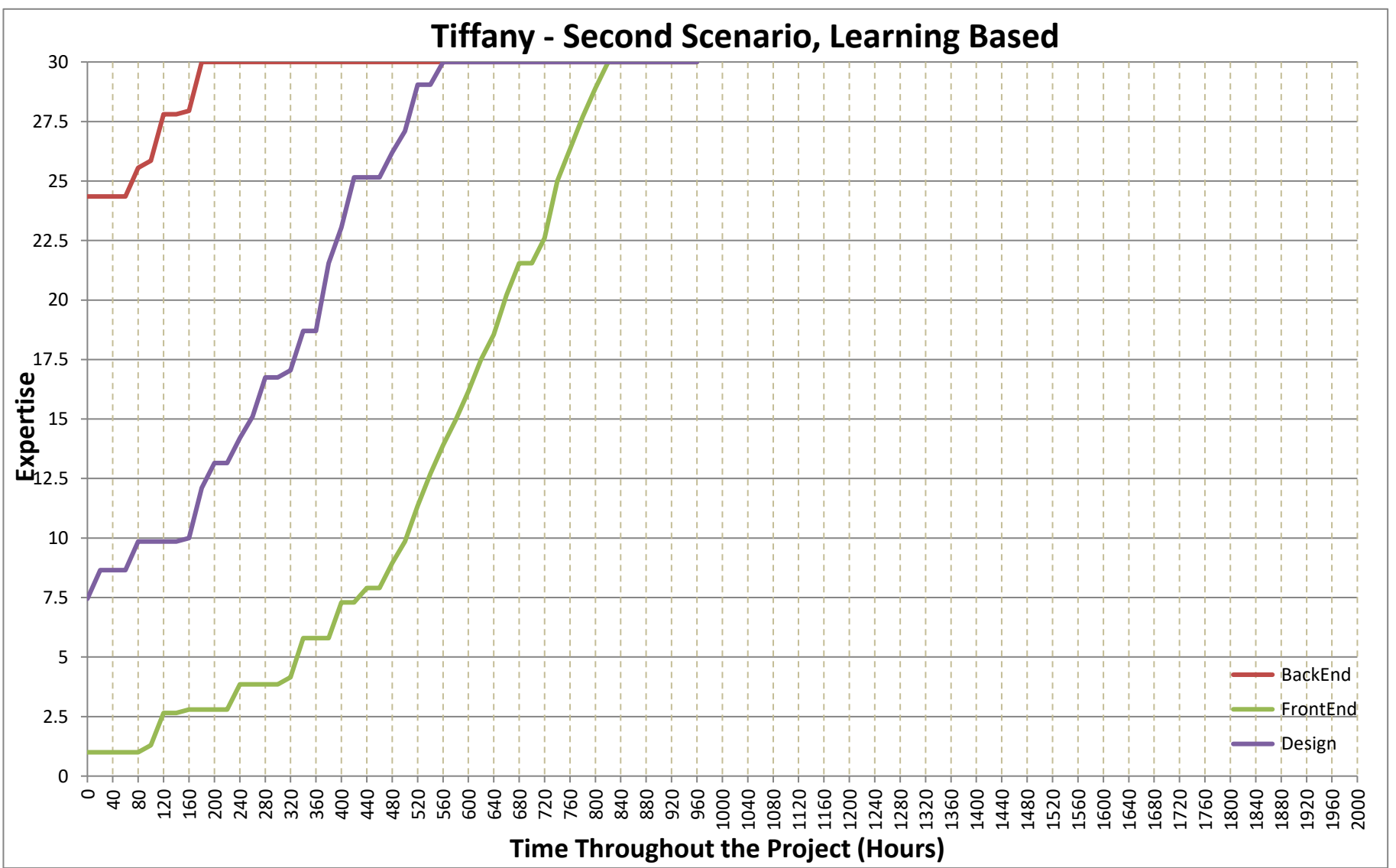
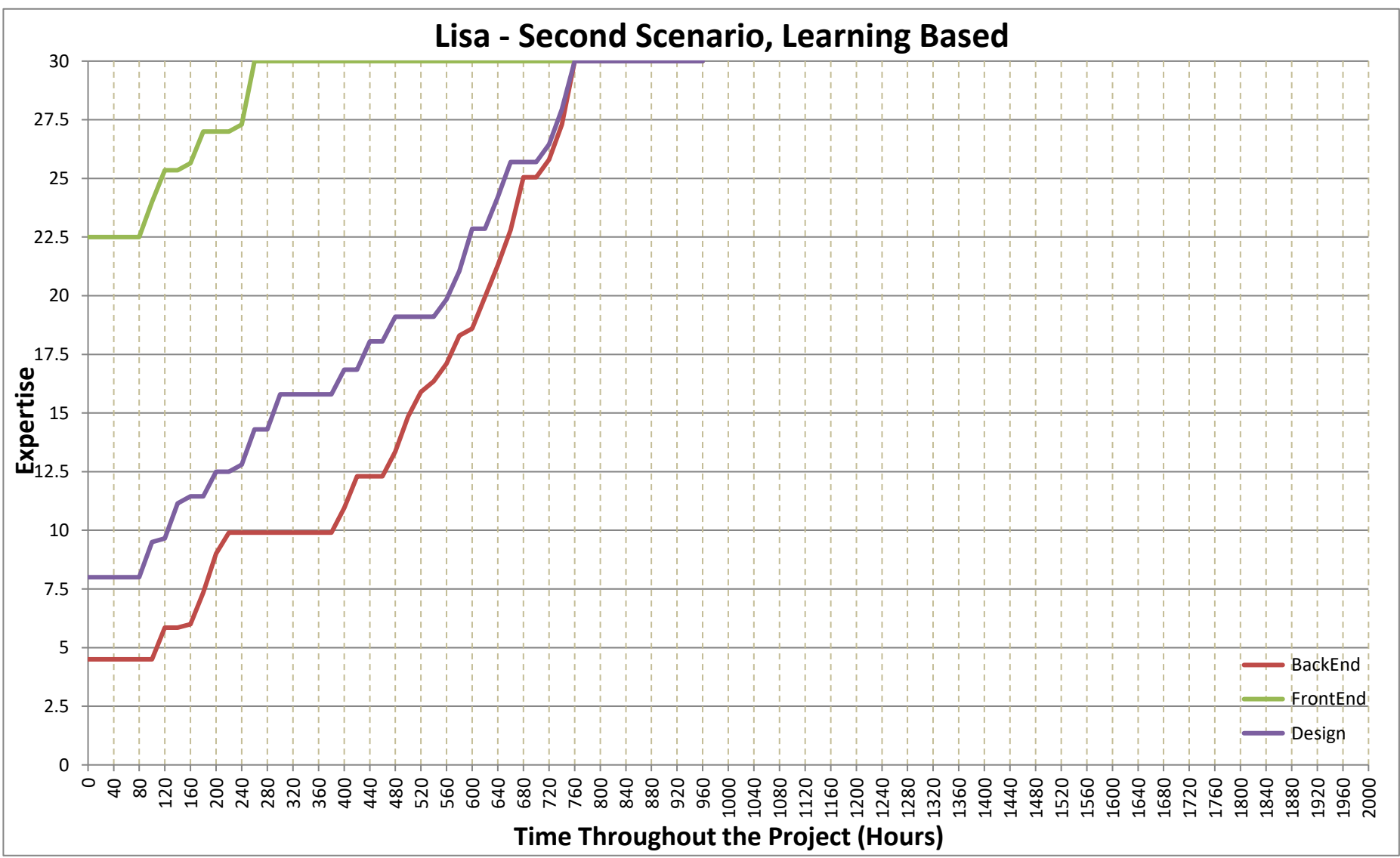
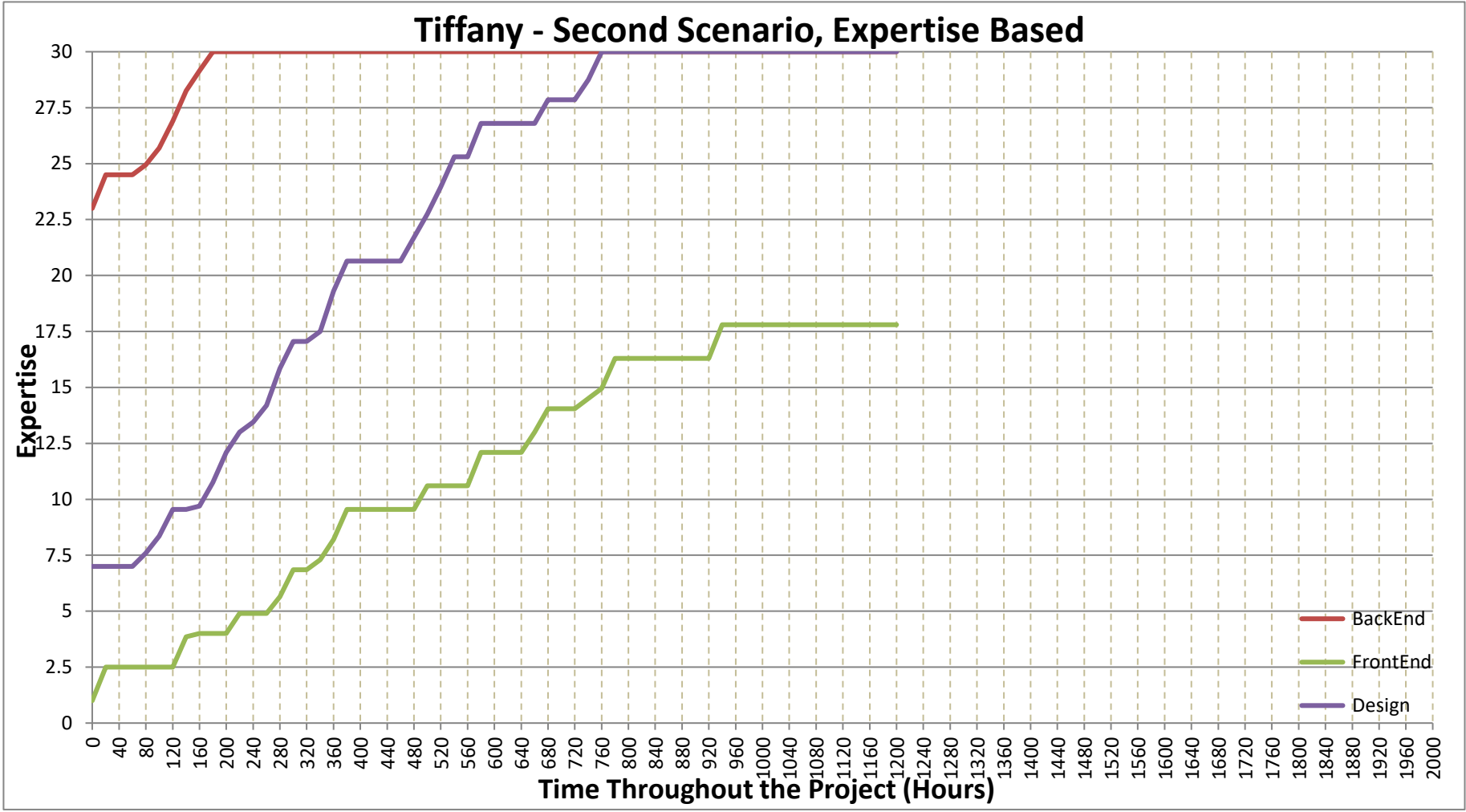
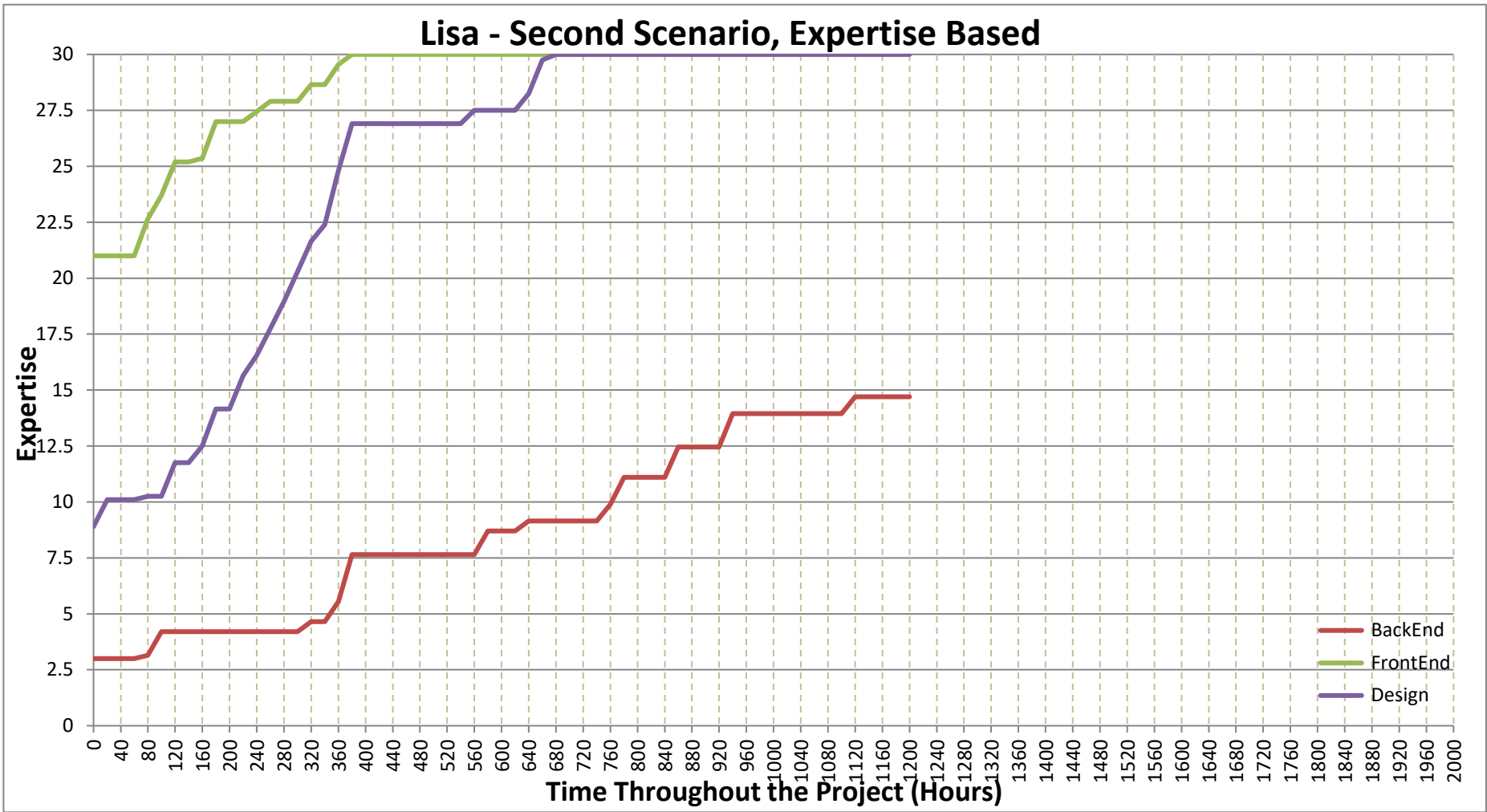


Team Average - Second Scenario, Learning Based

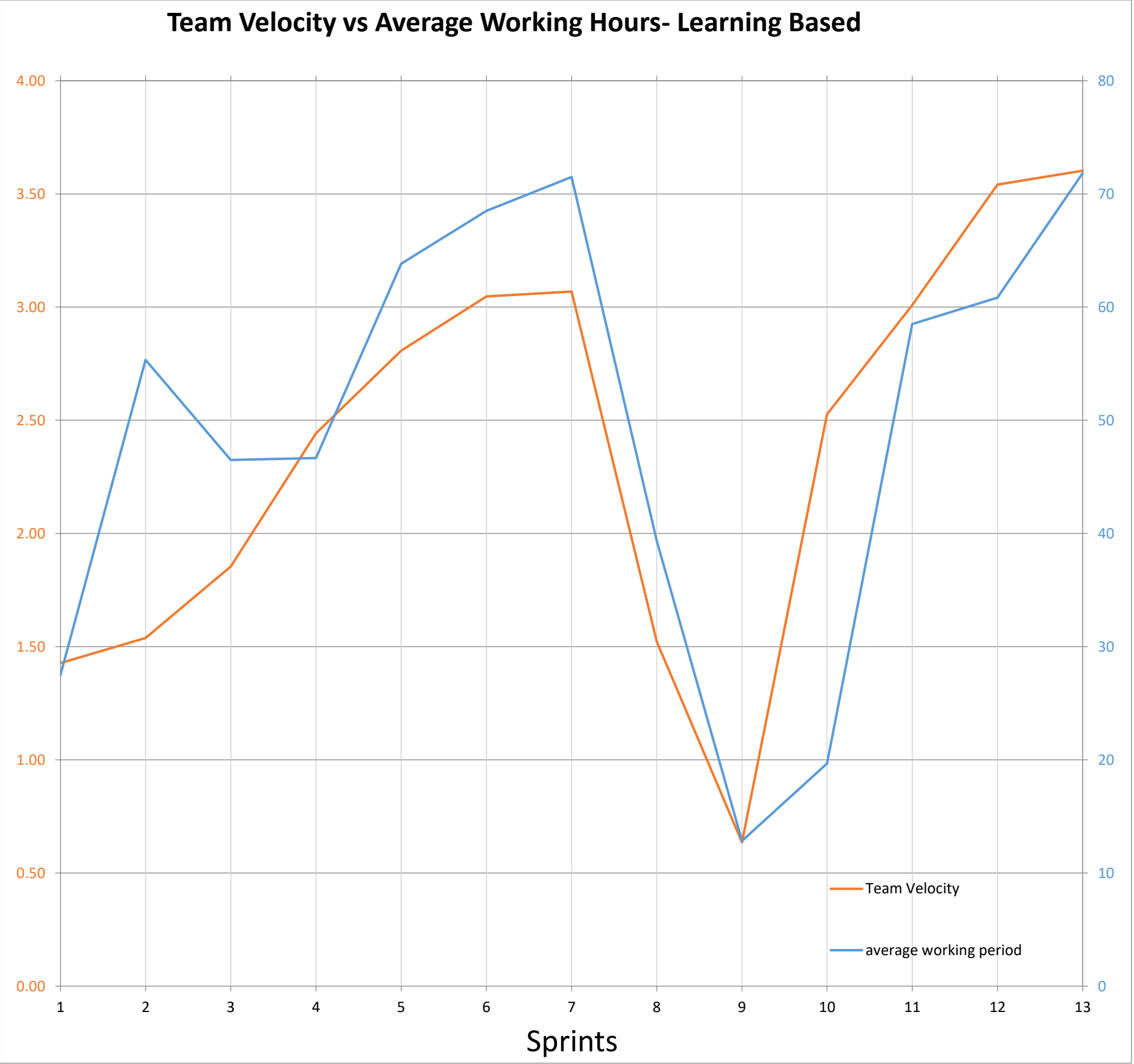
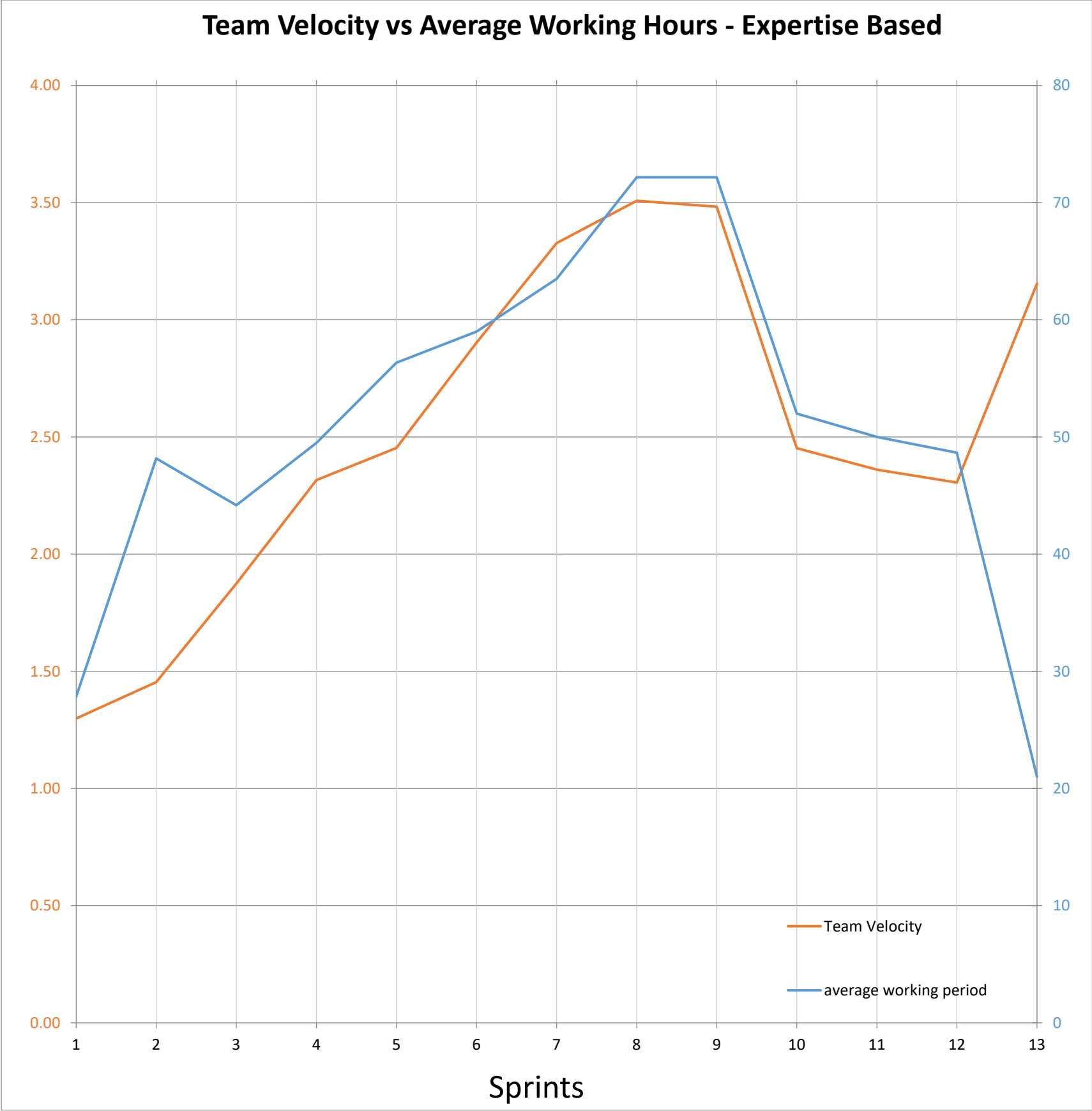


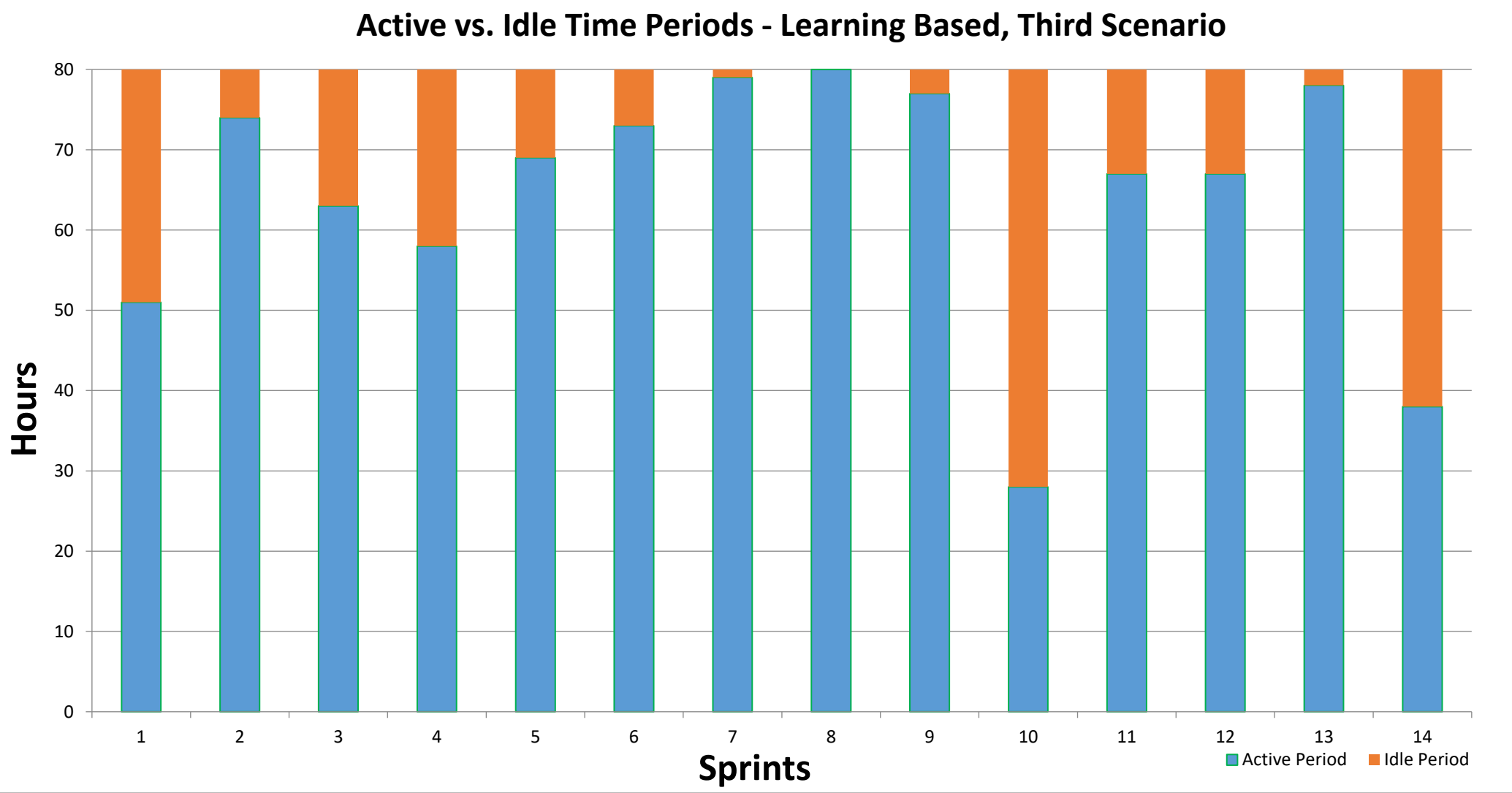
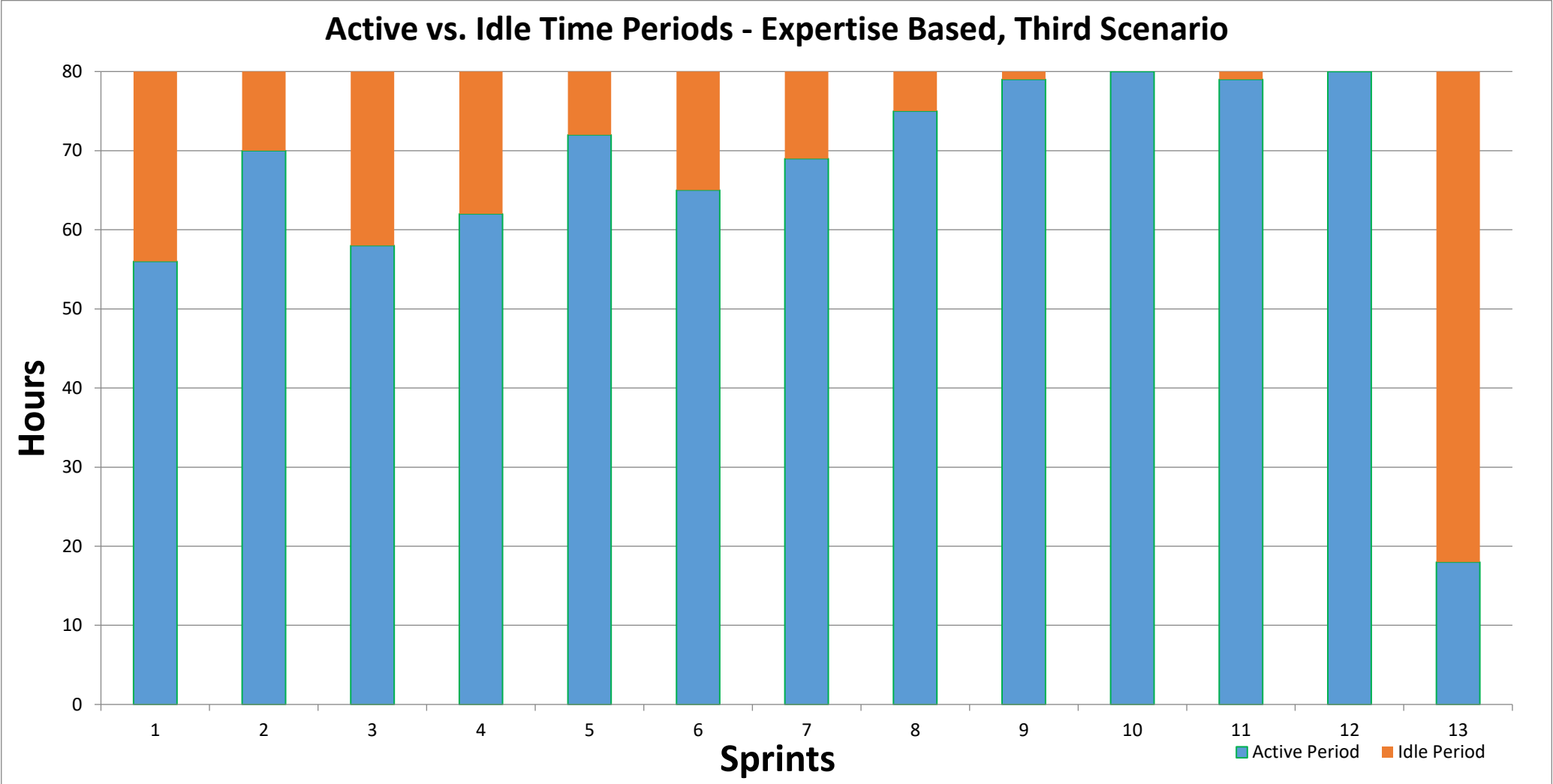




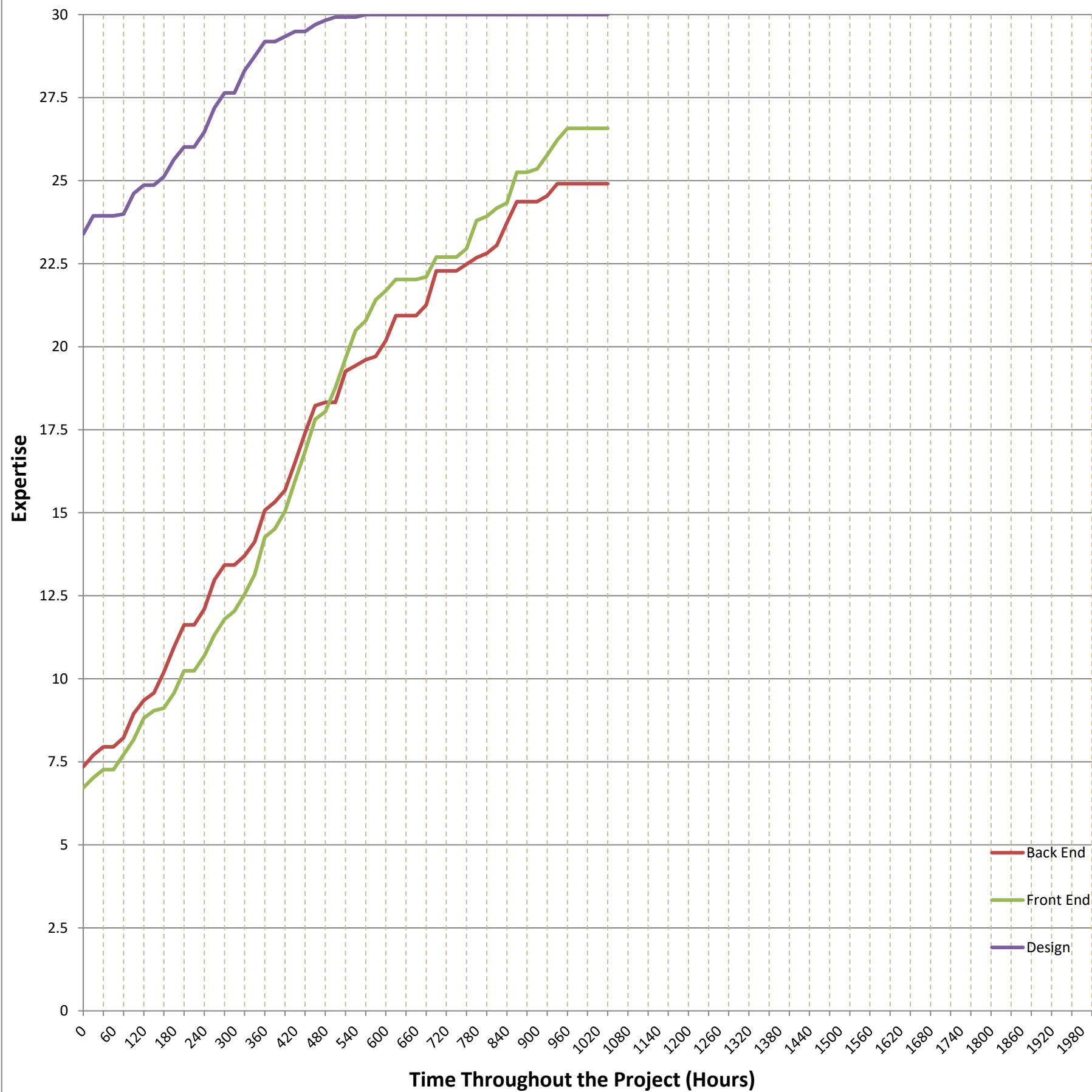


Third Scenario – Two Skills have three employees at medium, and three employees at low expertise, and one skill has all employees with high expertise

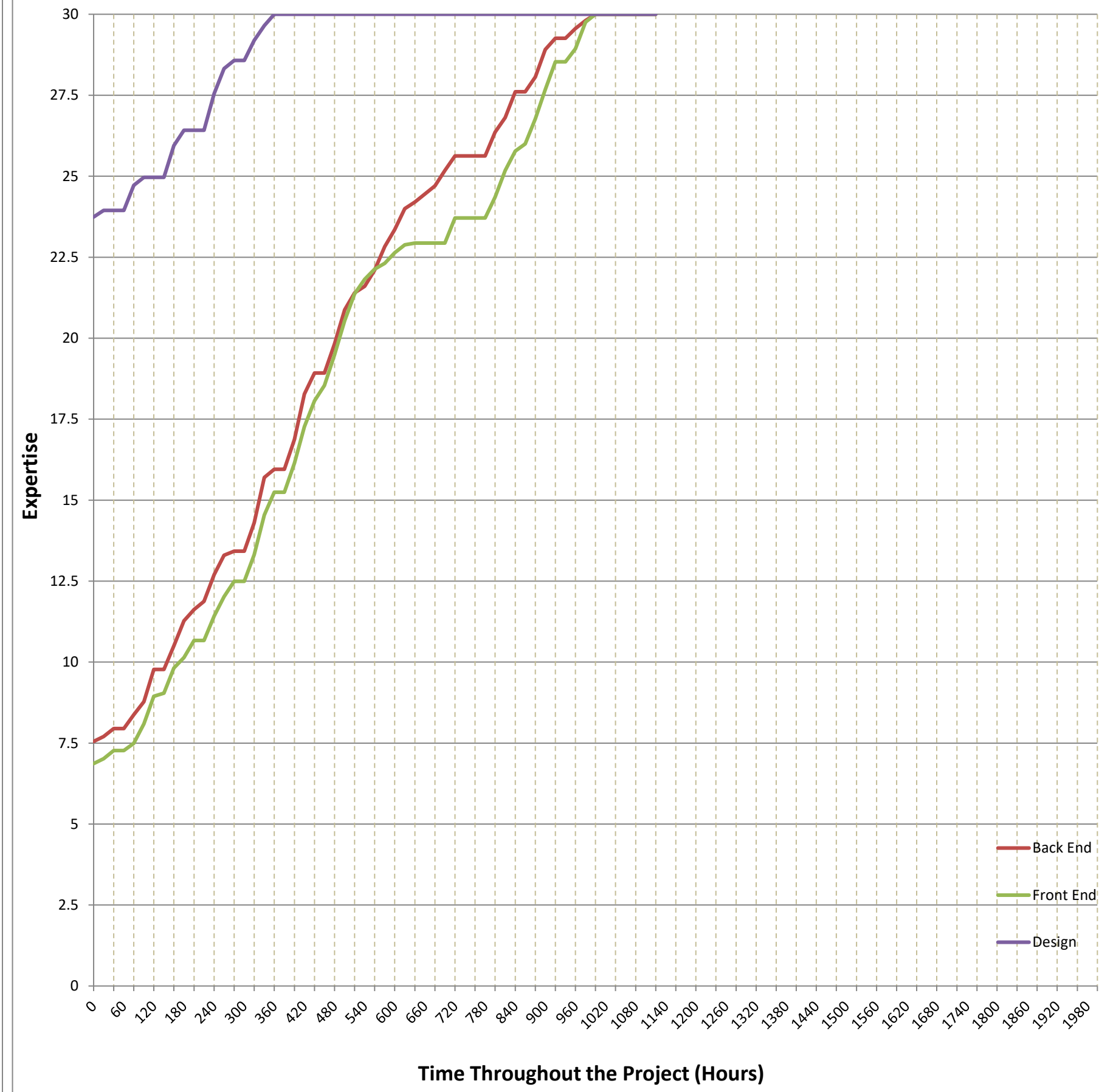




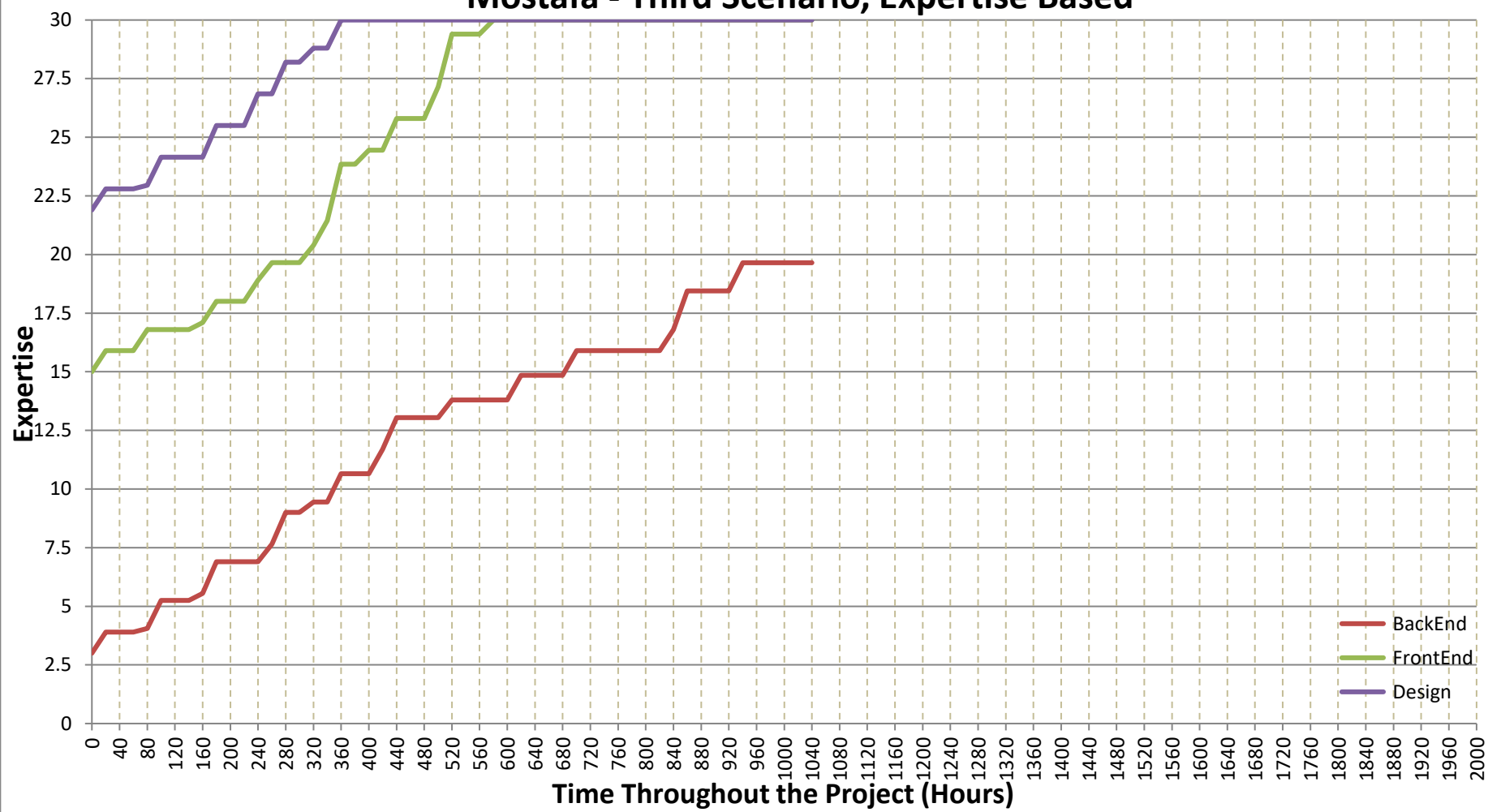
Team Average - Third Scenario, Expertise Based



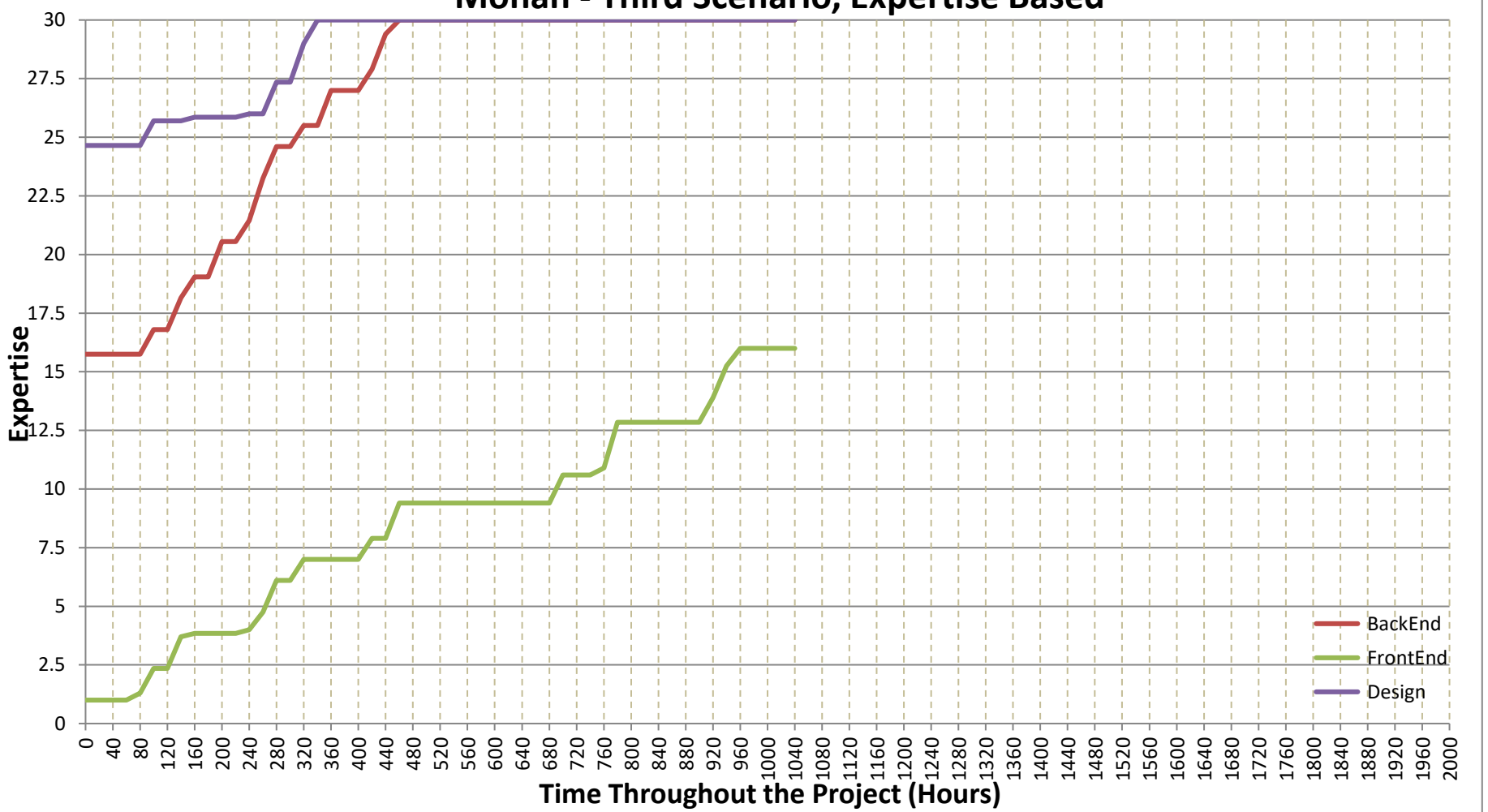
Team Average - Third Scenario, Learning Based



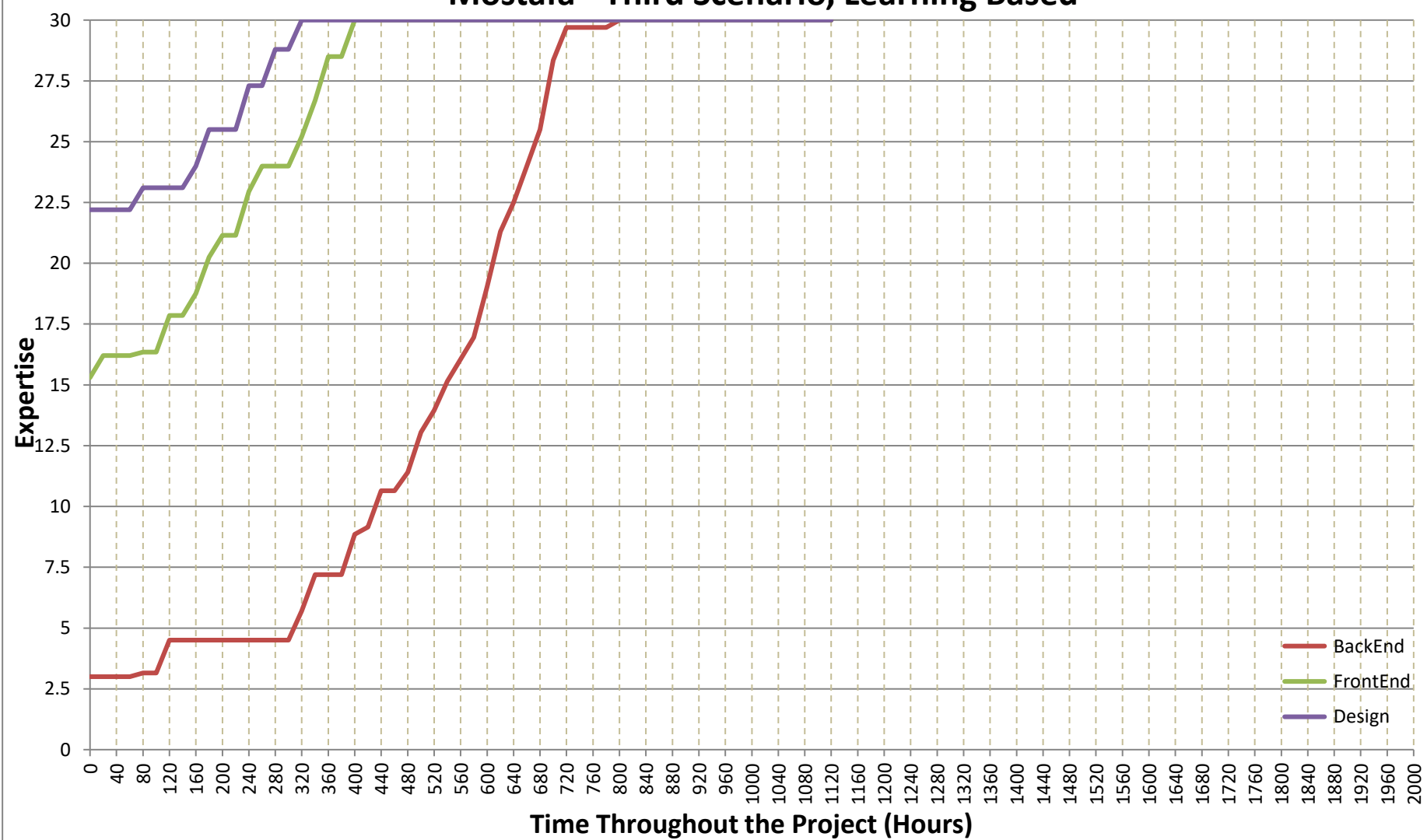
Mostafa - Third Scenario, Expertise Based



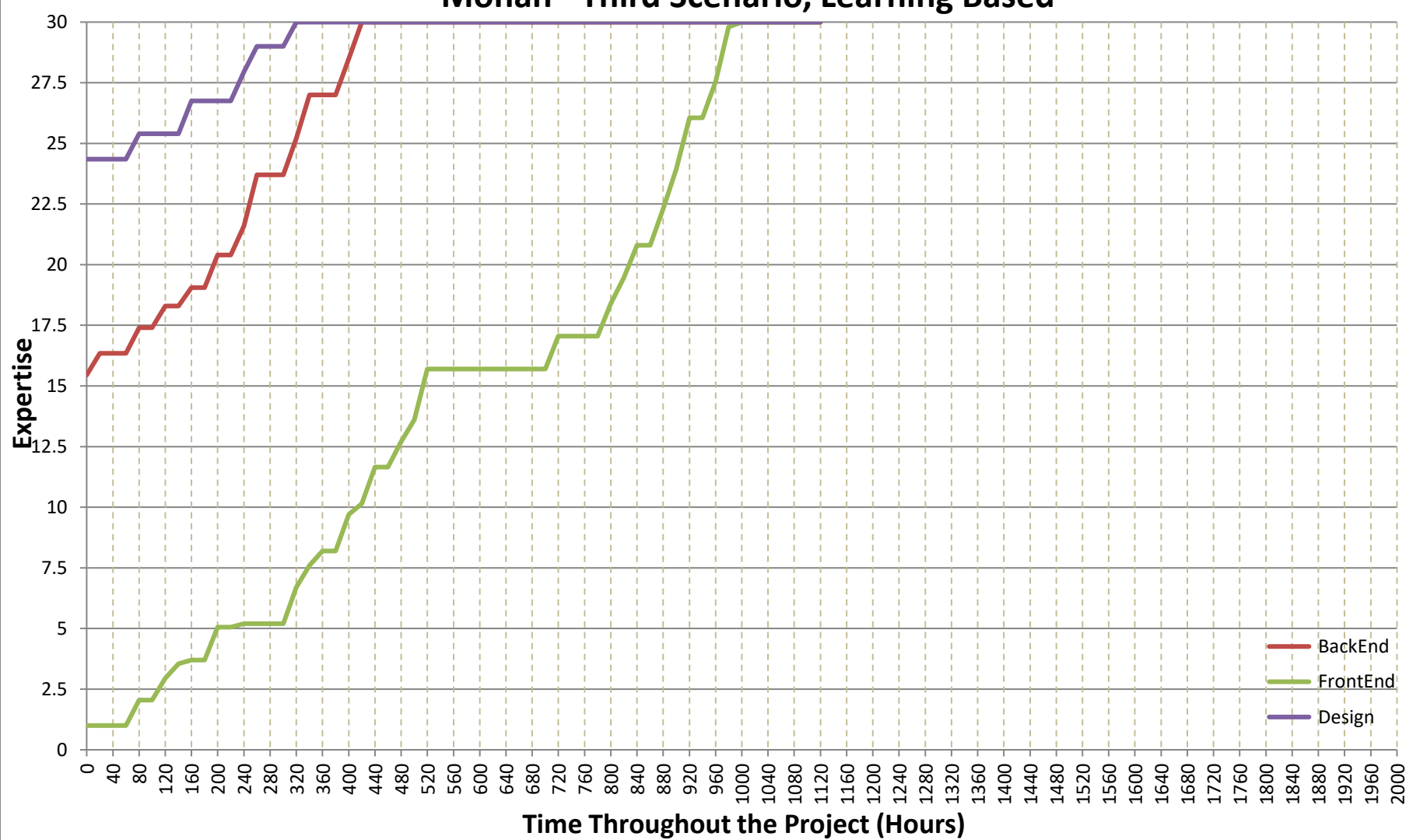
Mohan - Third Scenario, Expertise Based

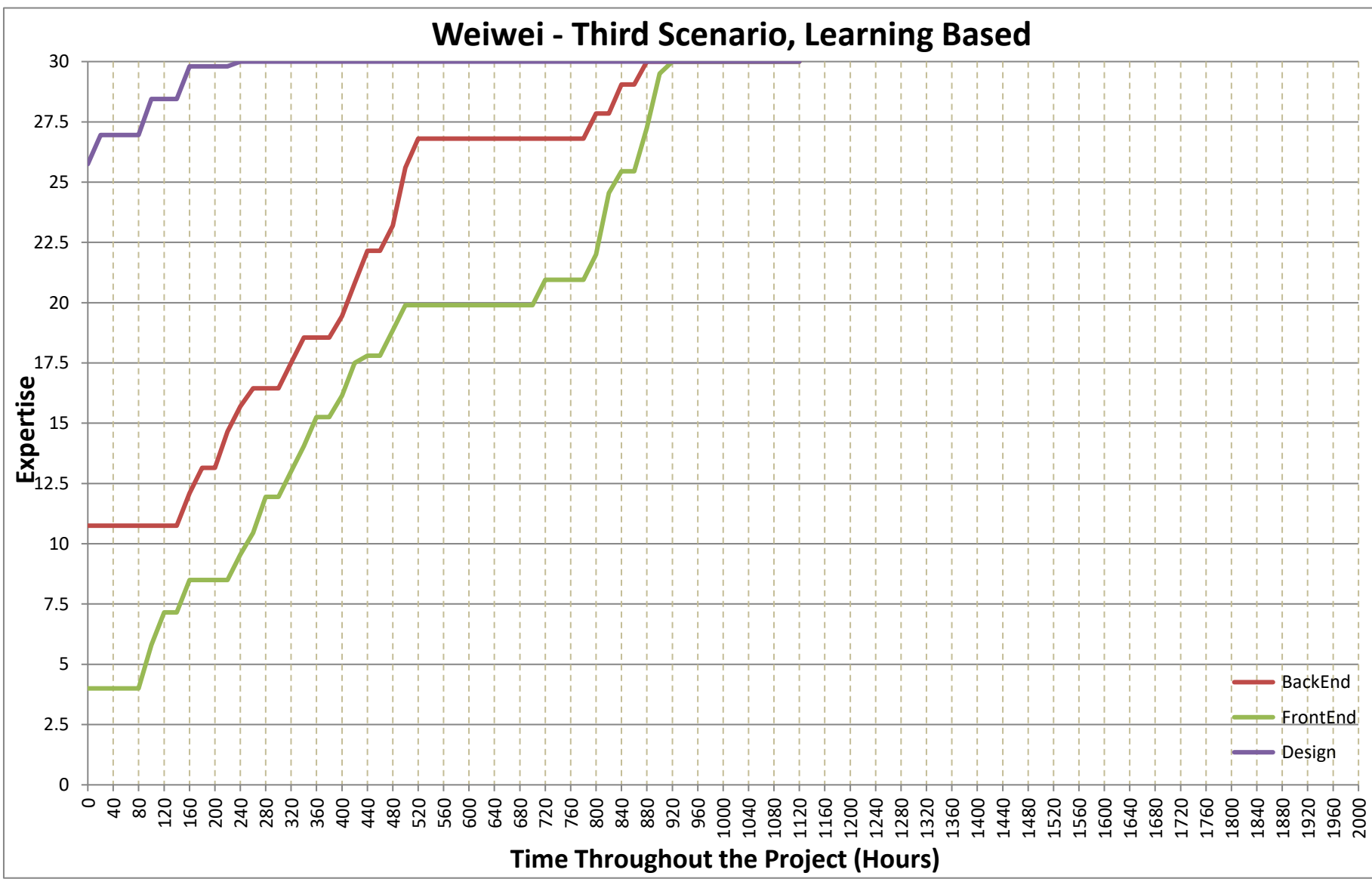
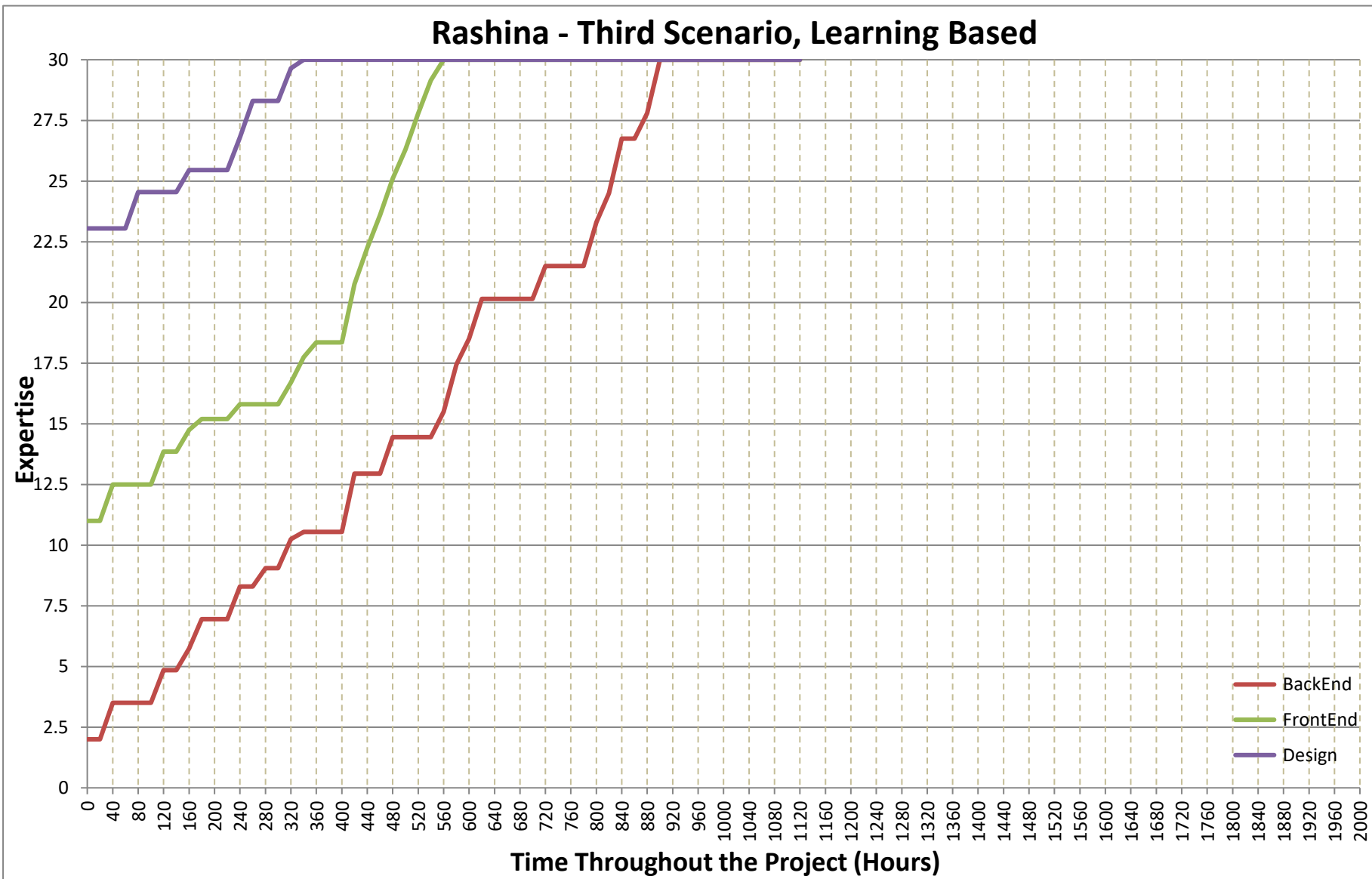
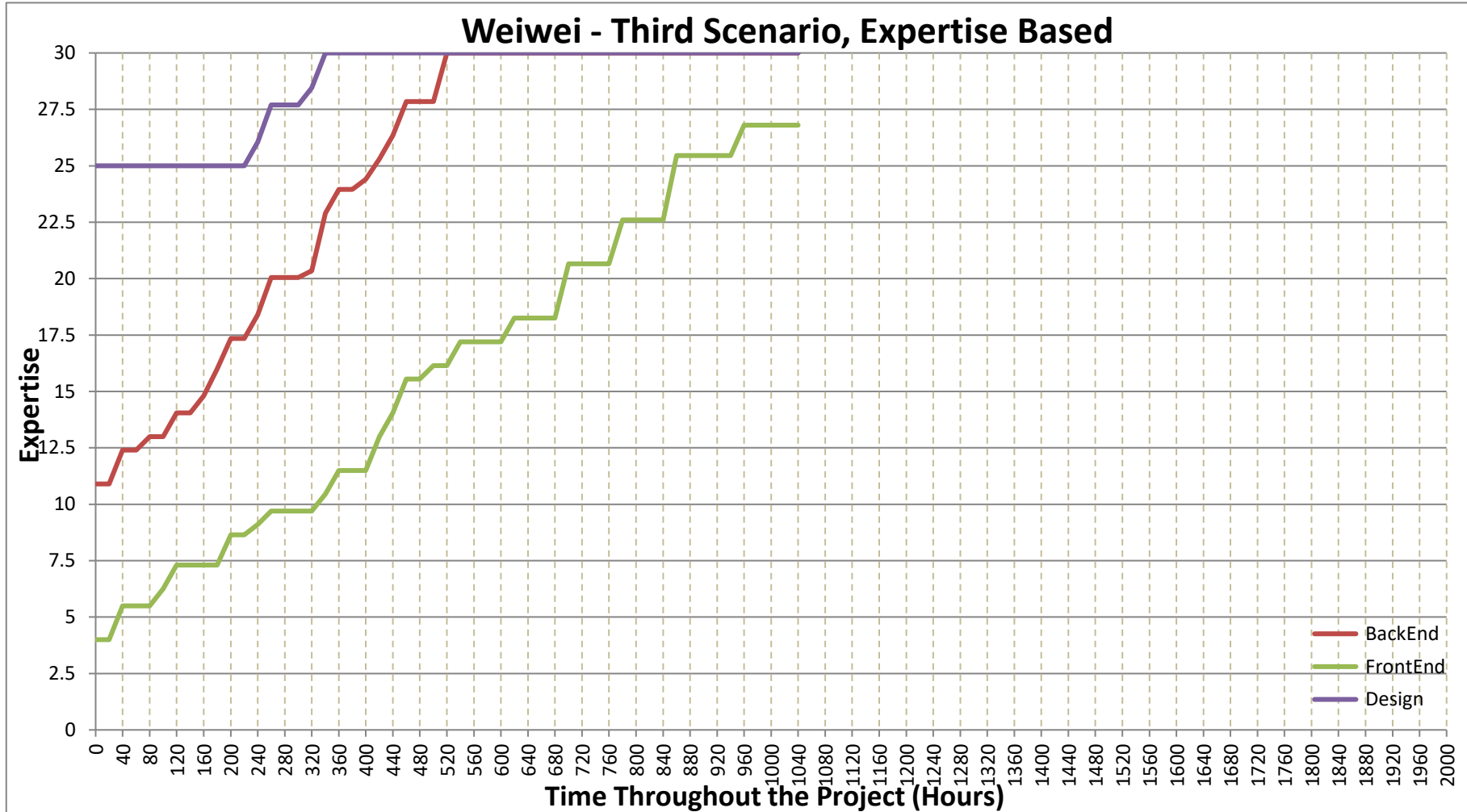
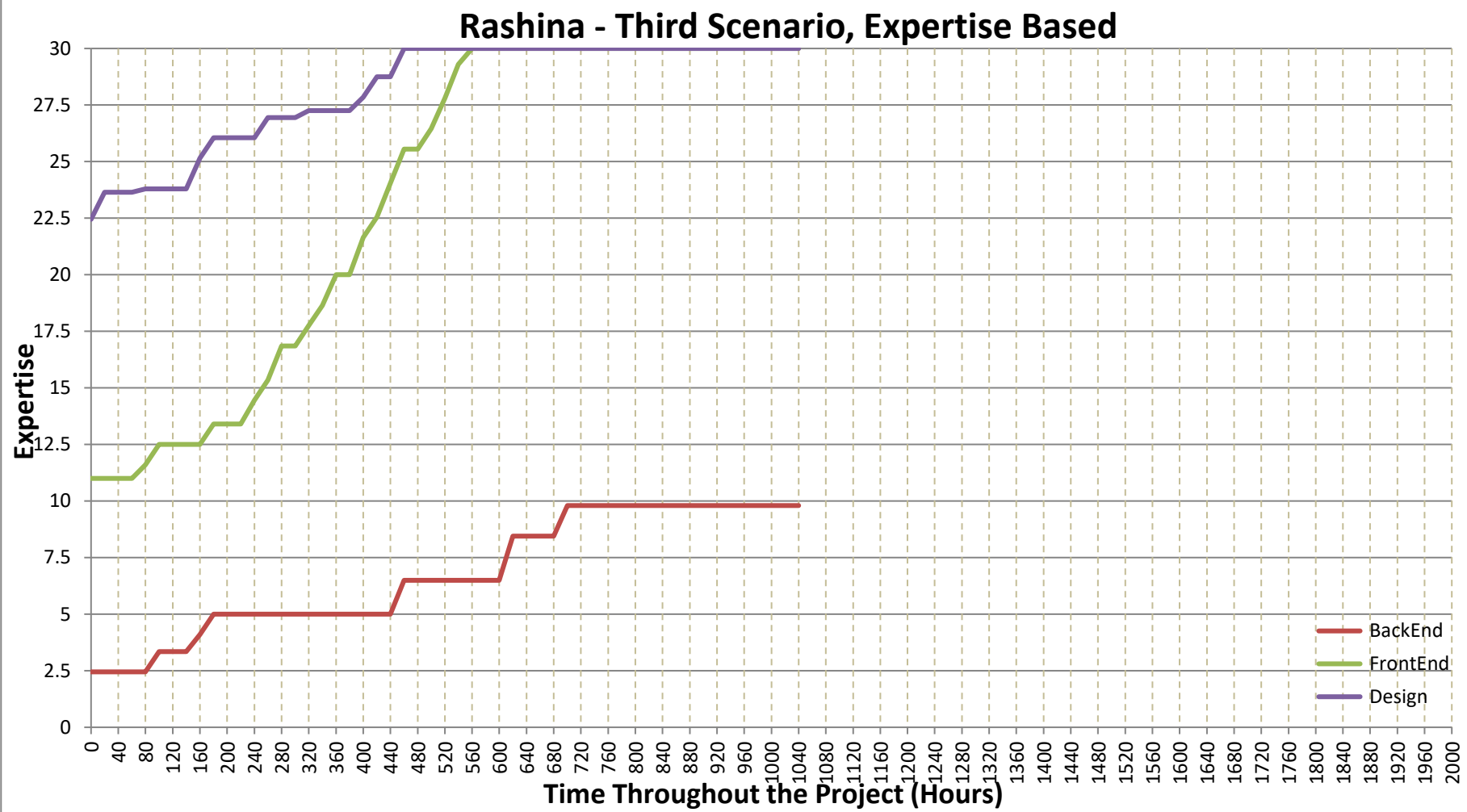


Mostafa - Third Scenario, Learning Based

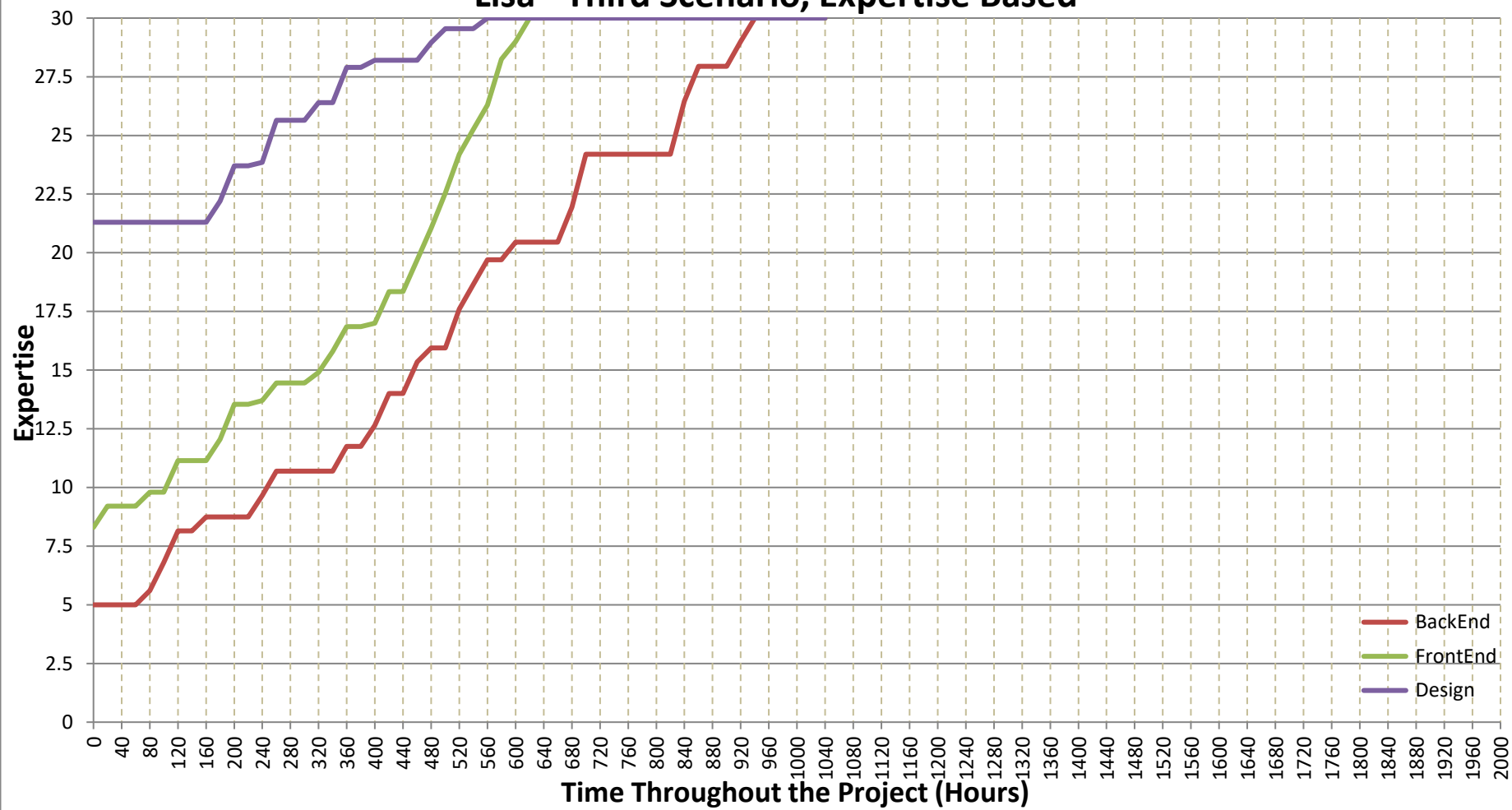


Mohan - Third Scenario, Learning Based

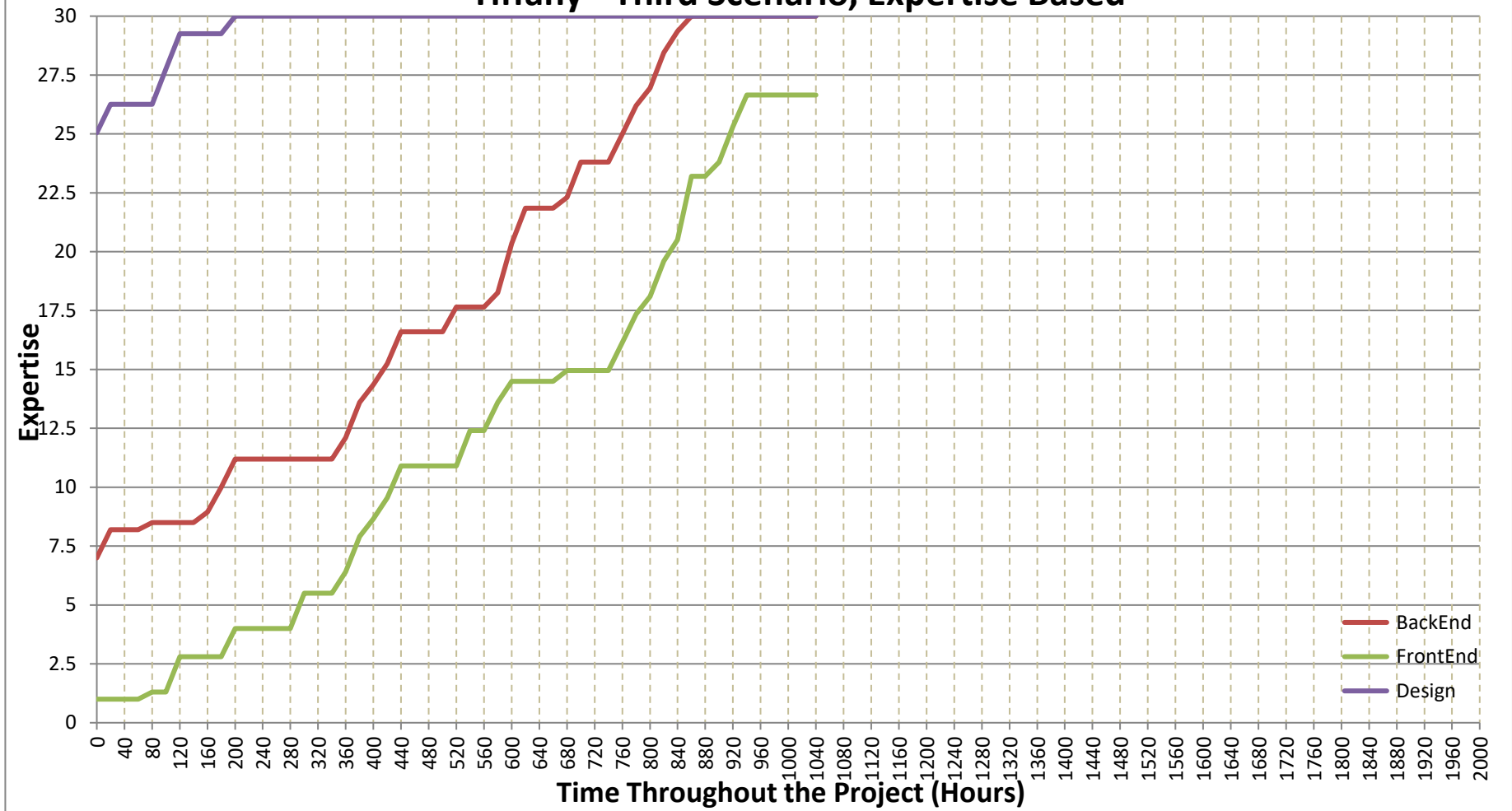




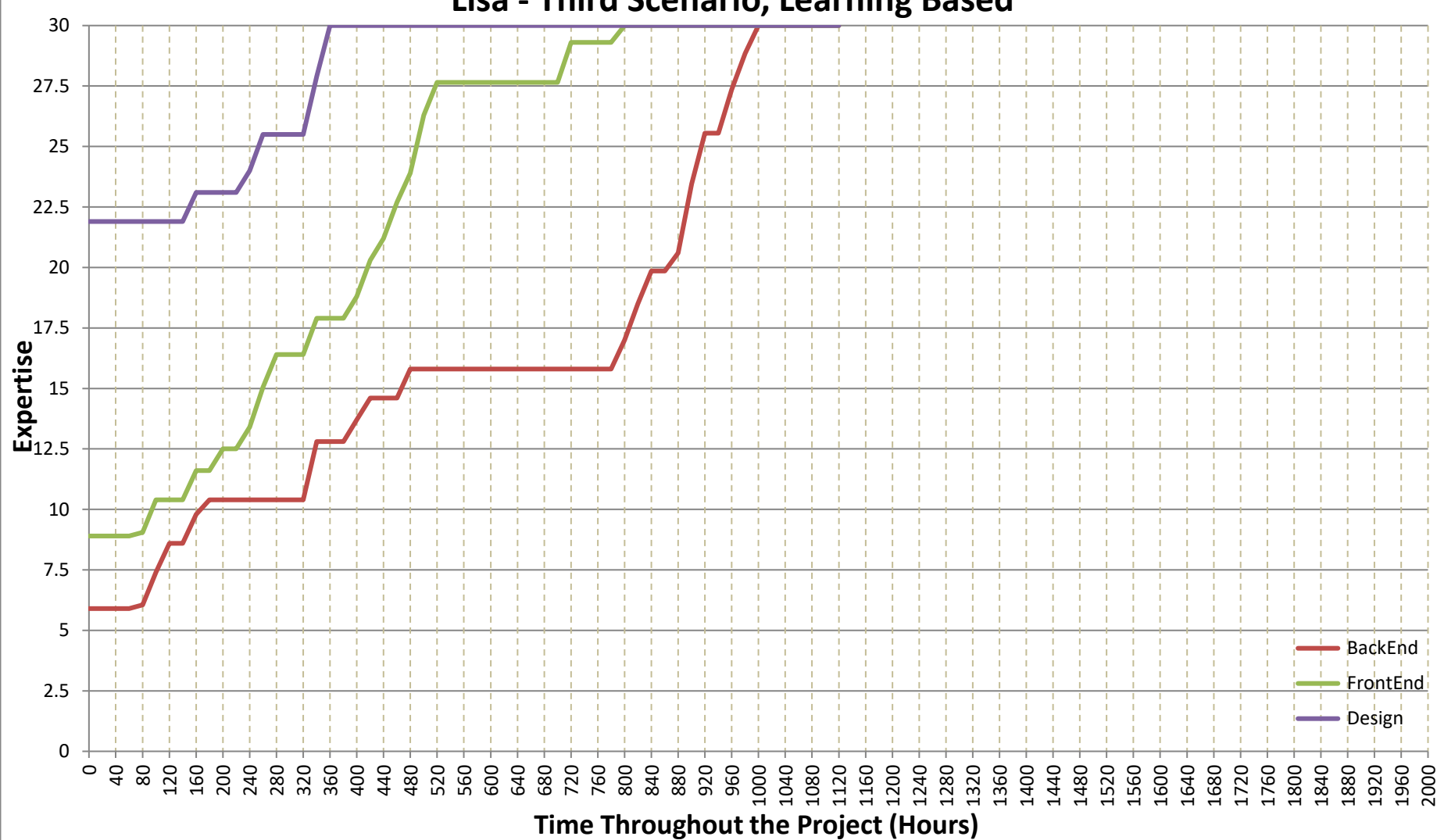
Lisa - Third Scenario, Expertise Based



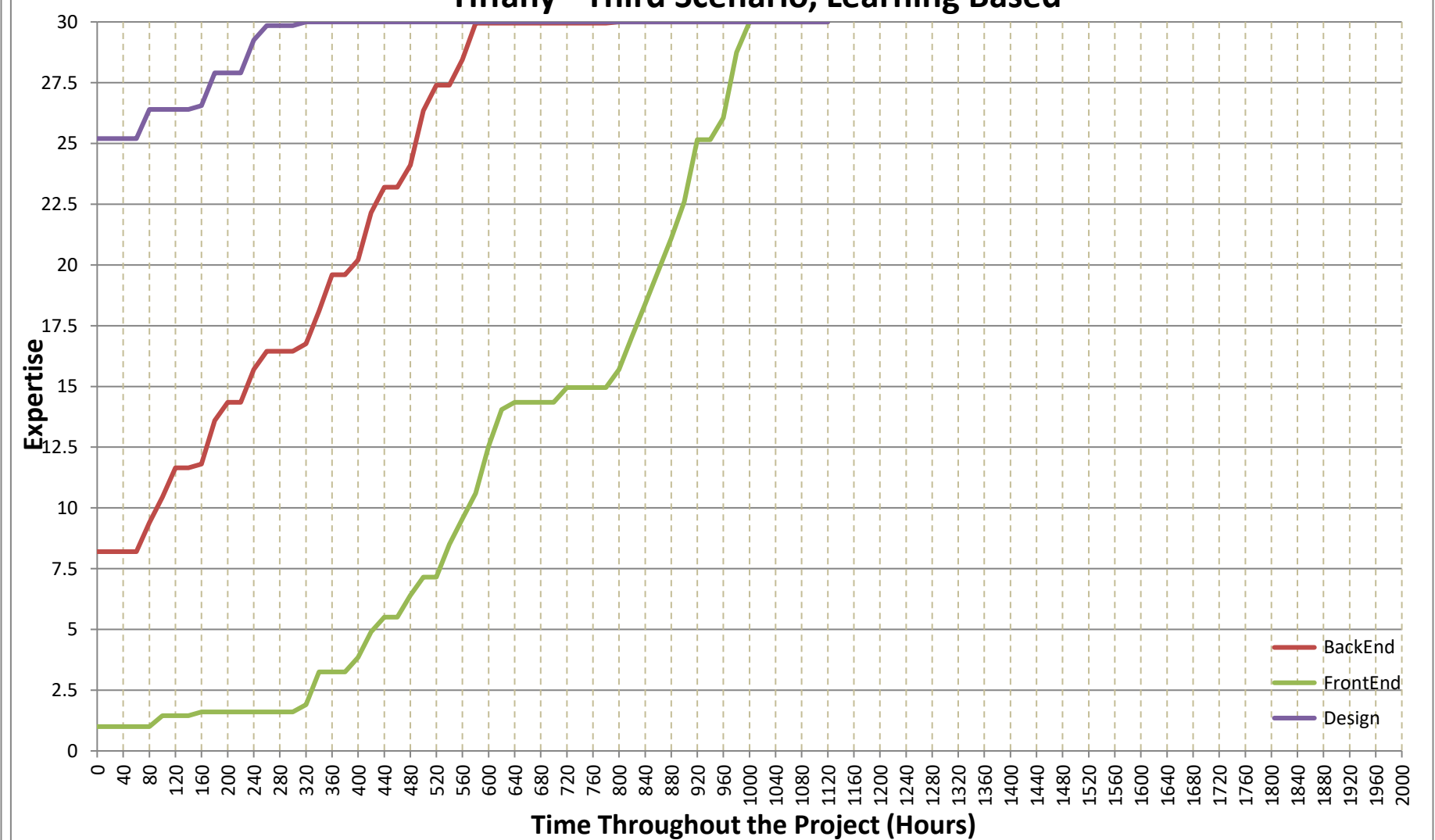
Tiffany - Third Scenario, Expertise Based



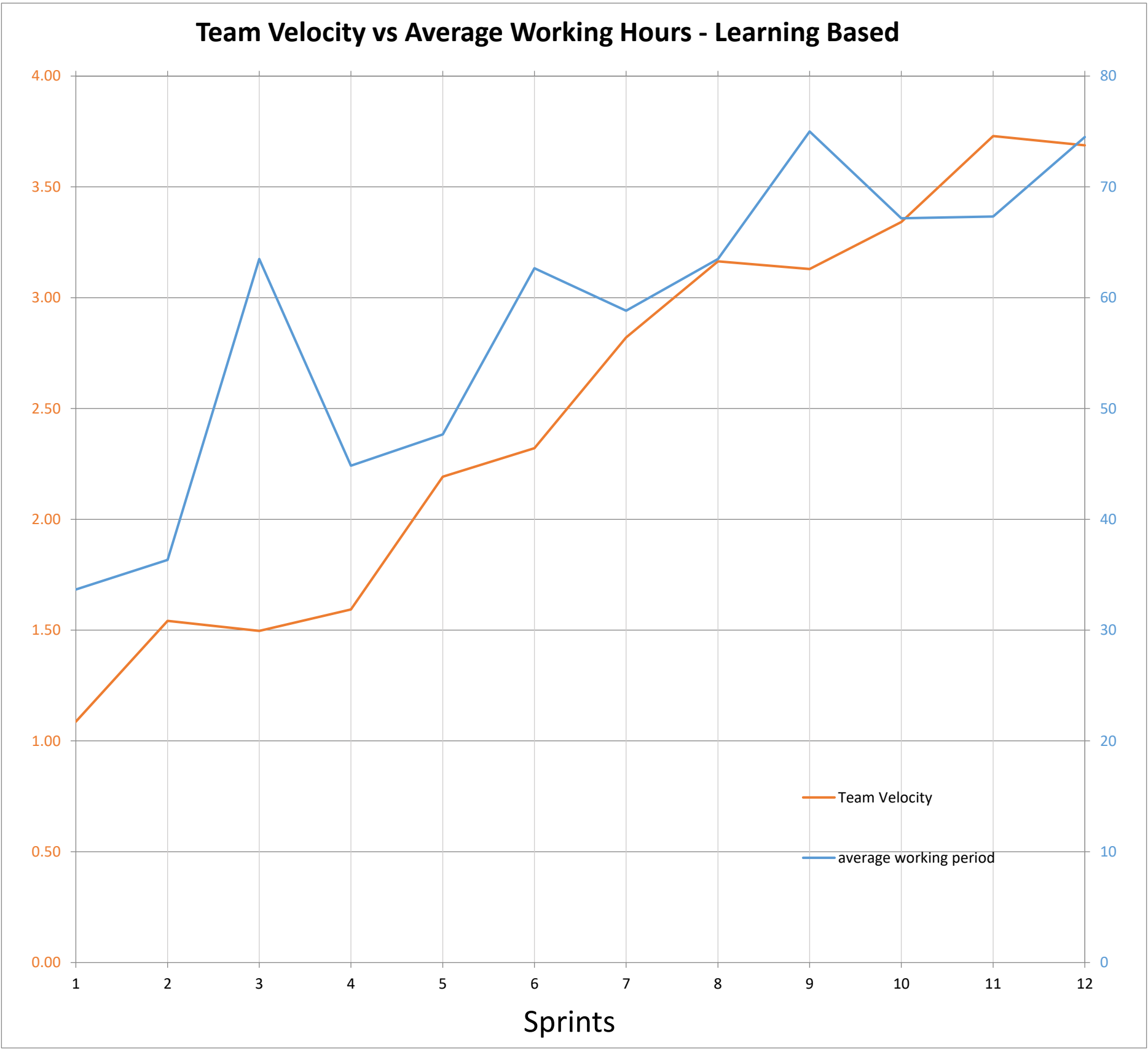
Lisa - Third Scenario, Learning Based

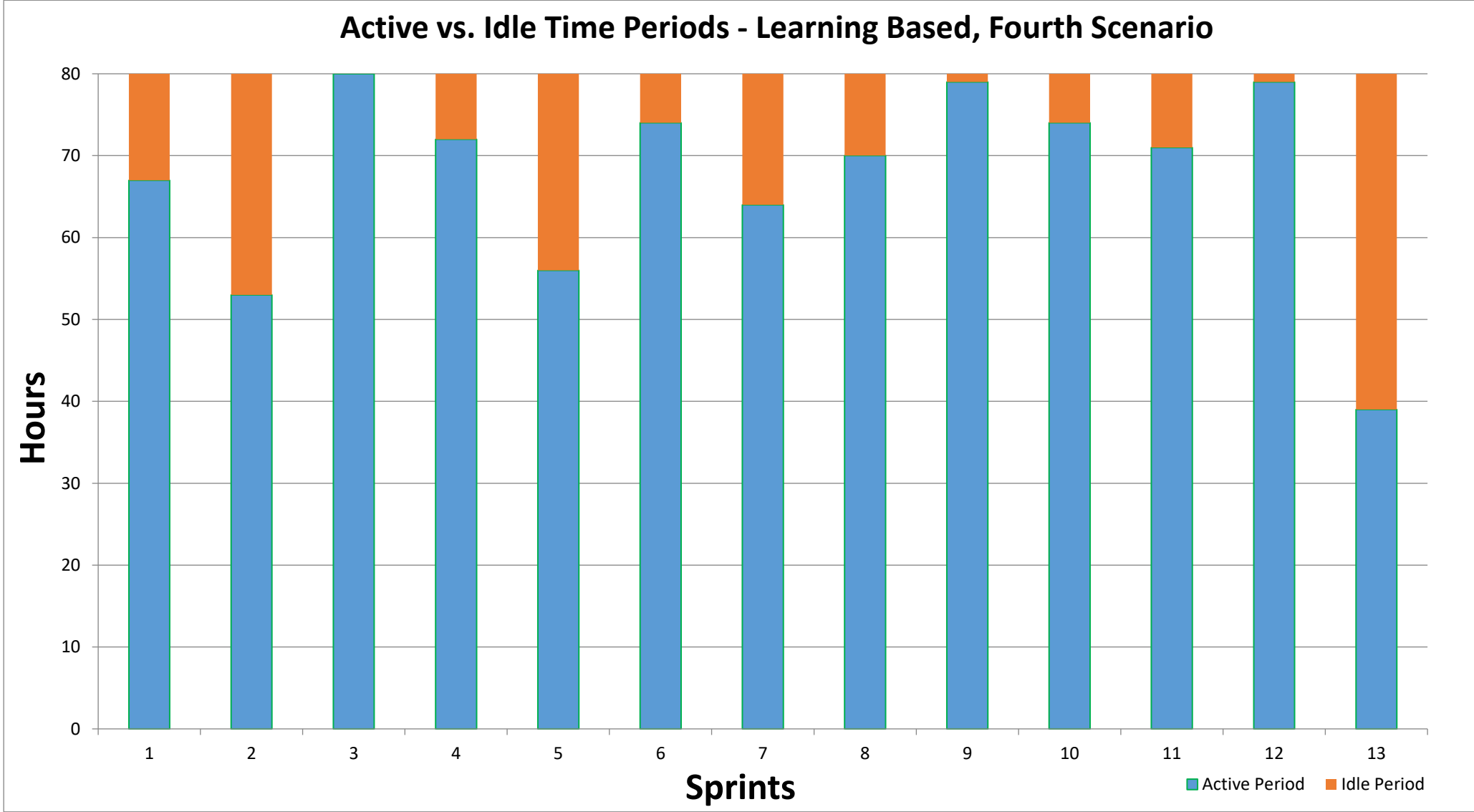
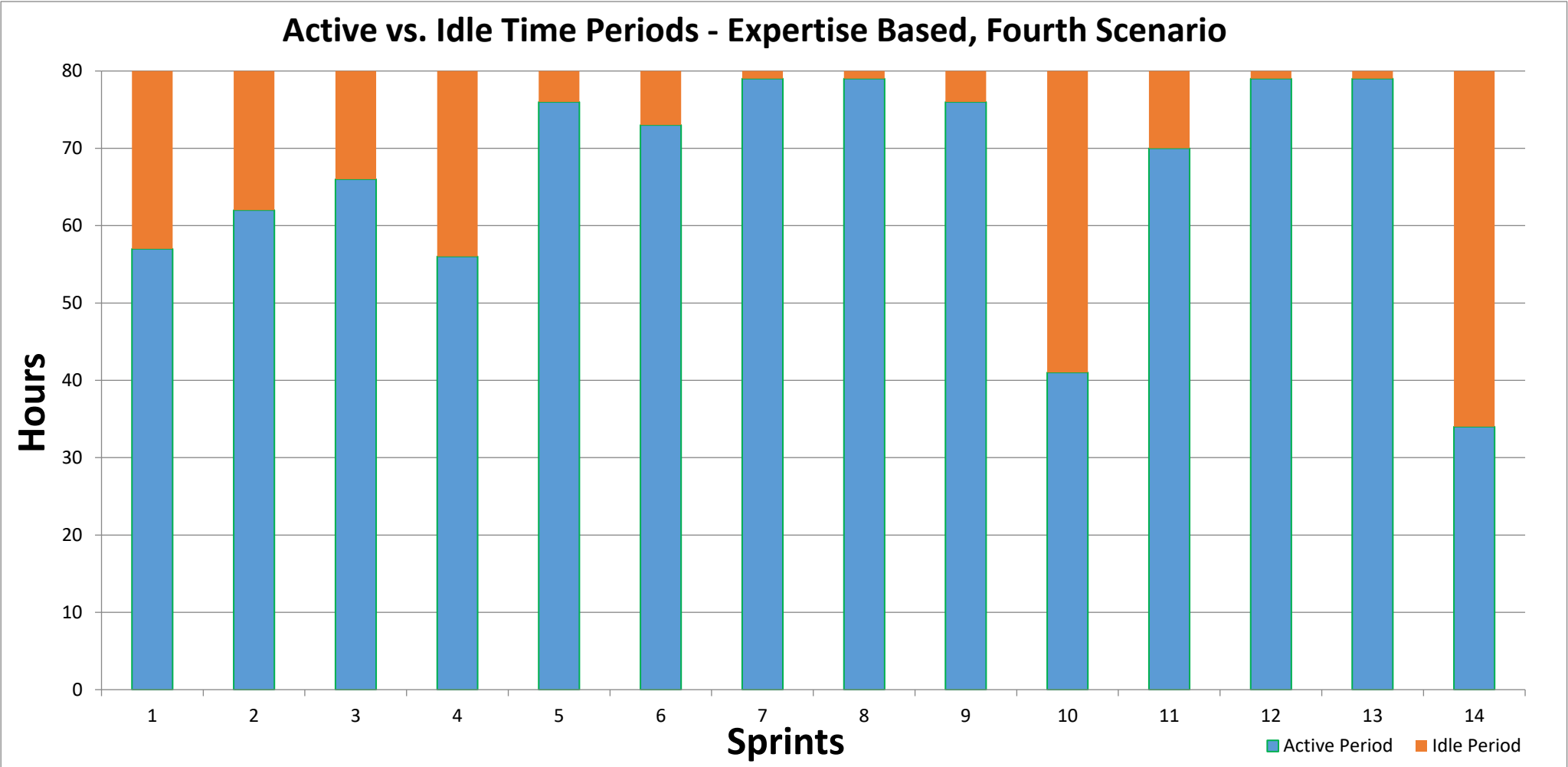


Tiffany - Third Scenario, Learning Based

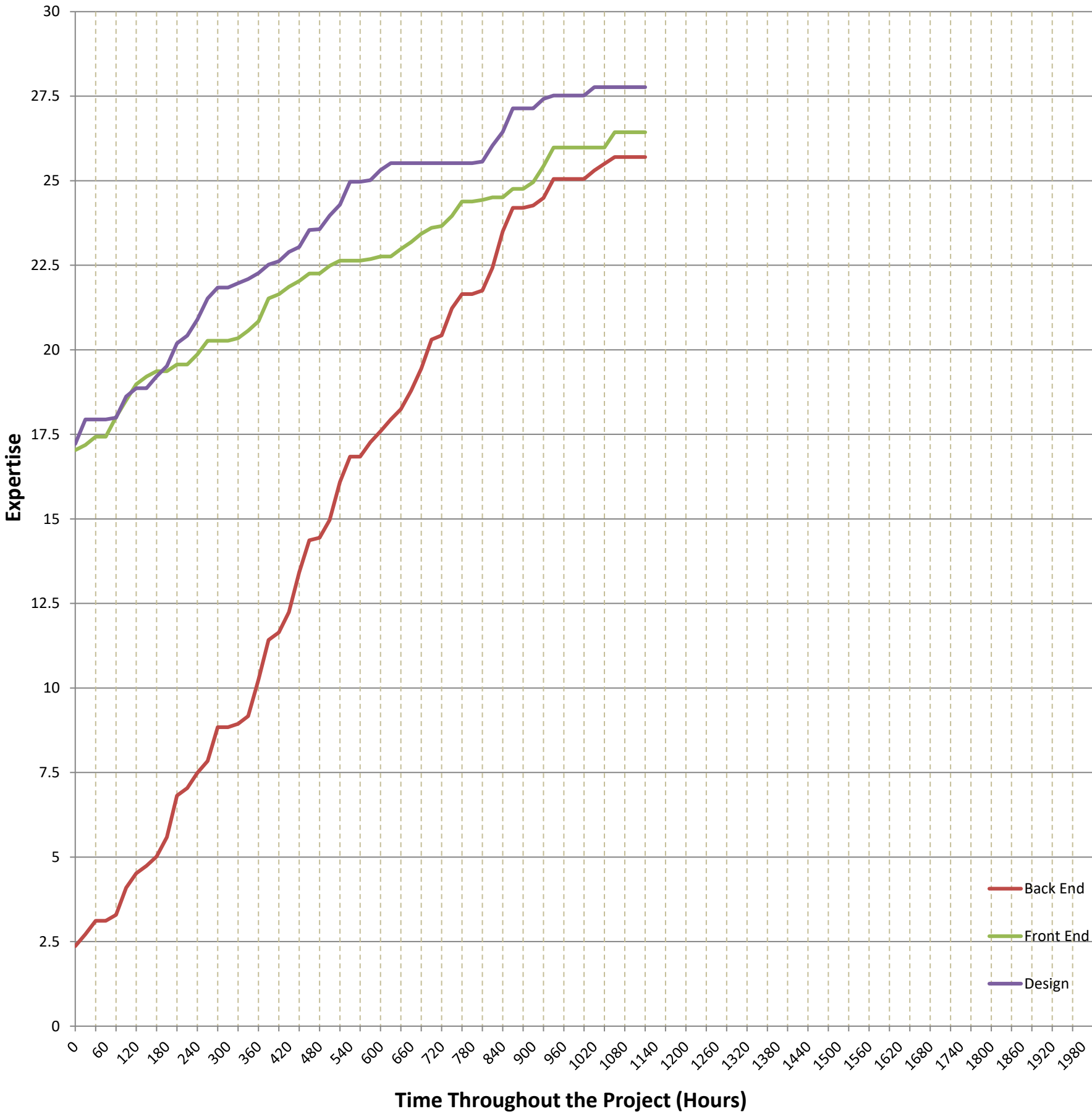


Fourth Scenario – Two skill areas have two employees at high expertise and two employees at medium expertise, the other skill area all employees are low expertise

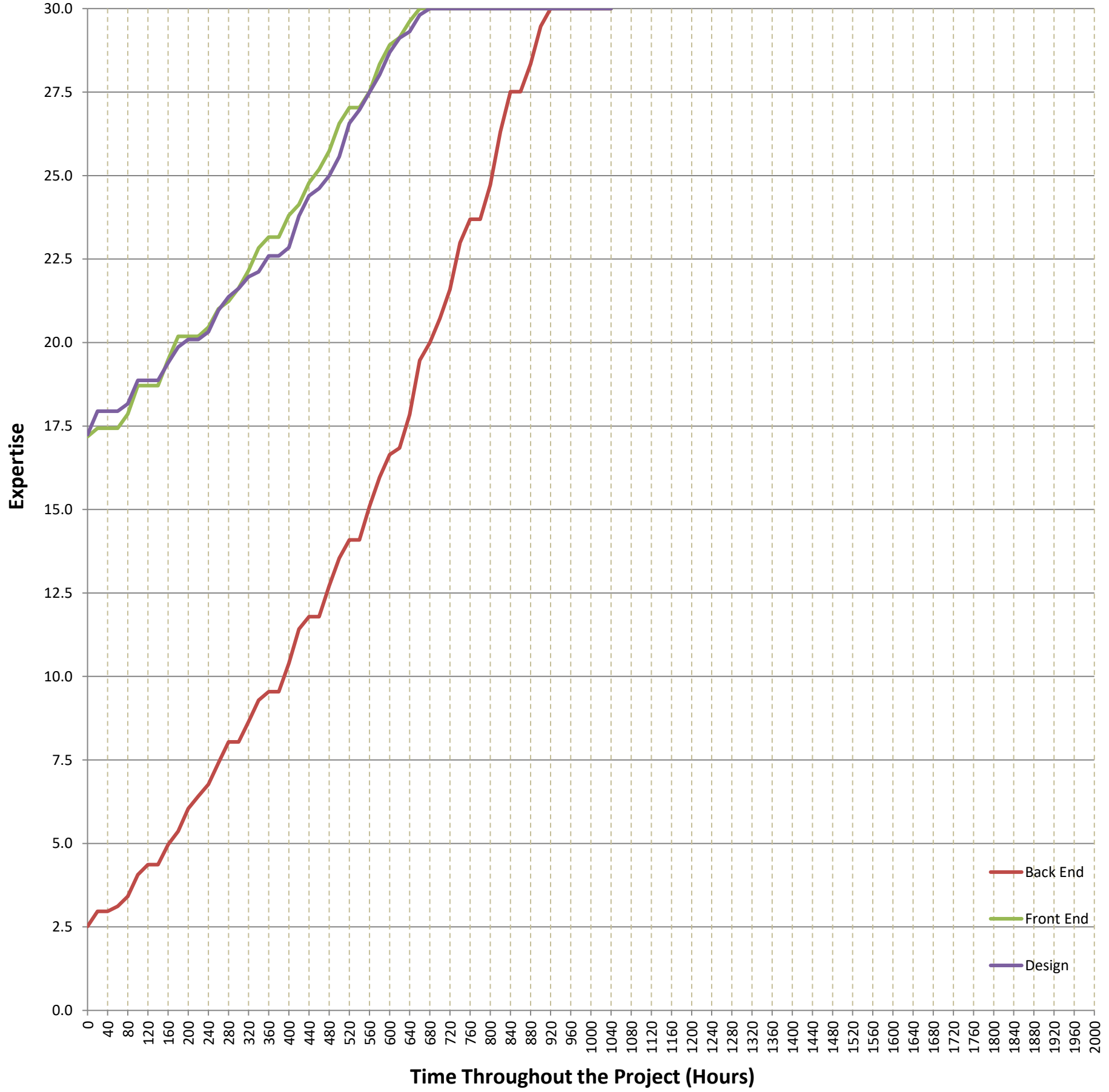




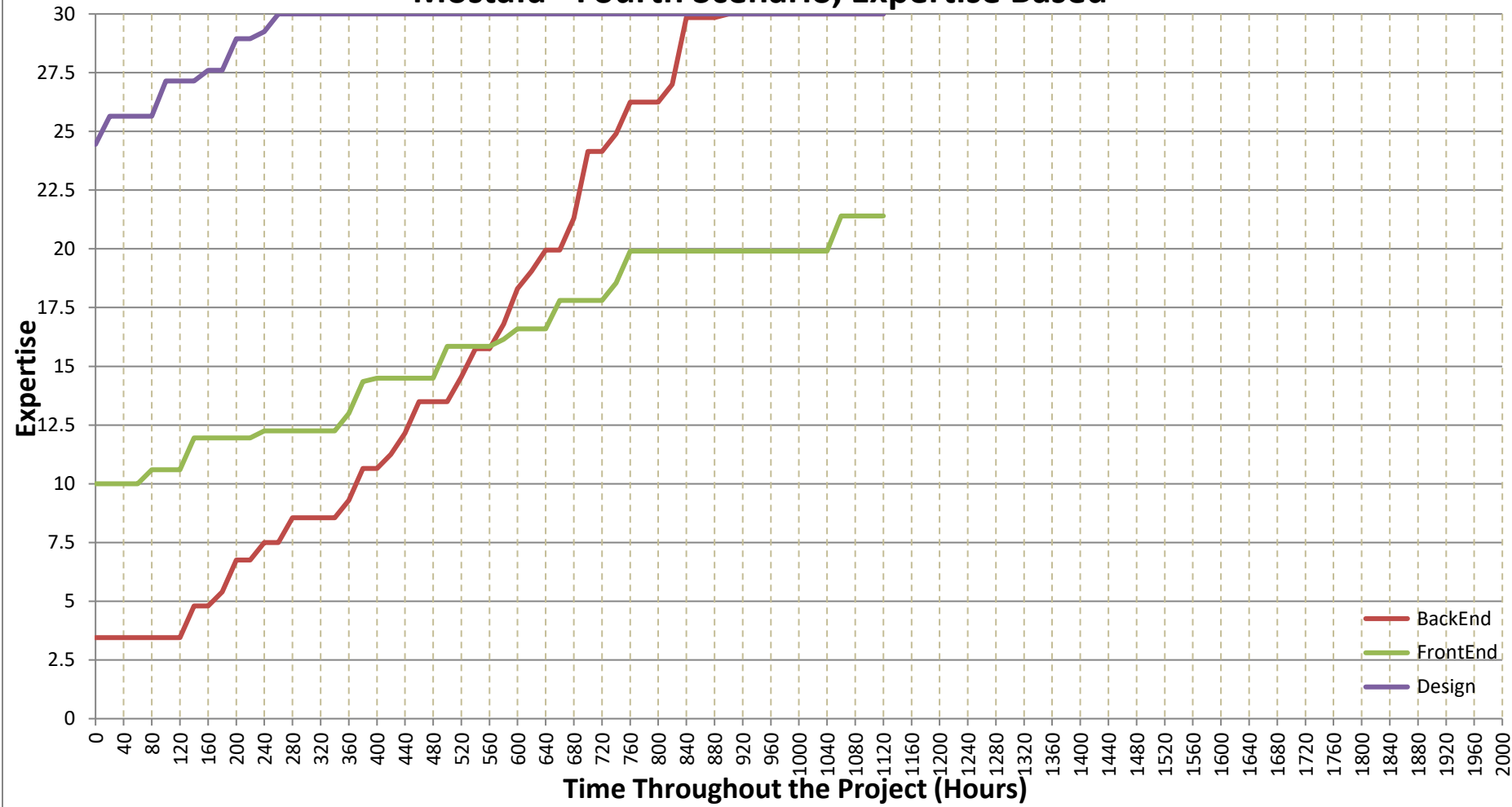
Team Average - Fourth Scenario, Expertise Based



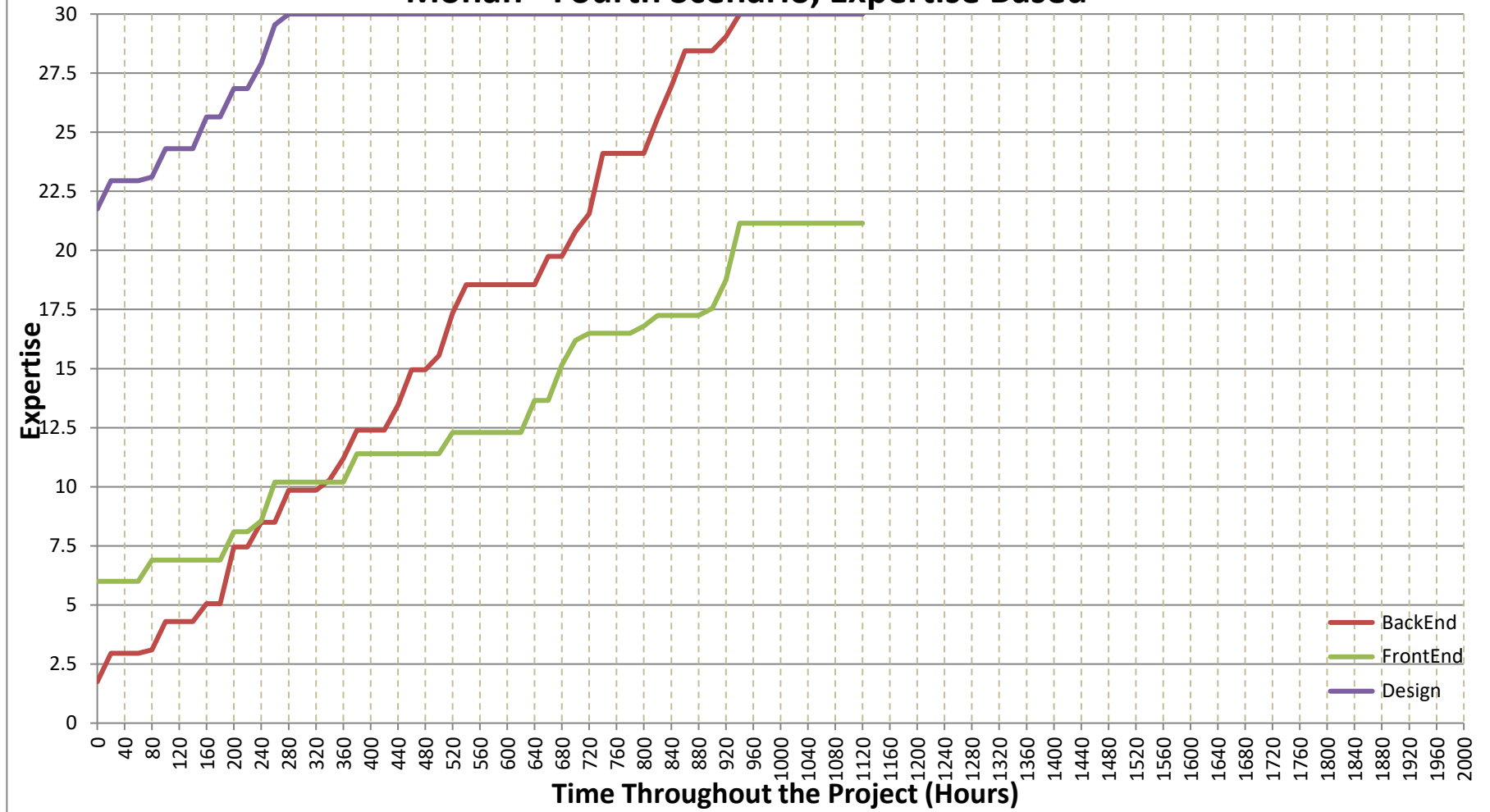
Team Average - Fourth Scenario, Learning Based



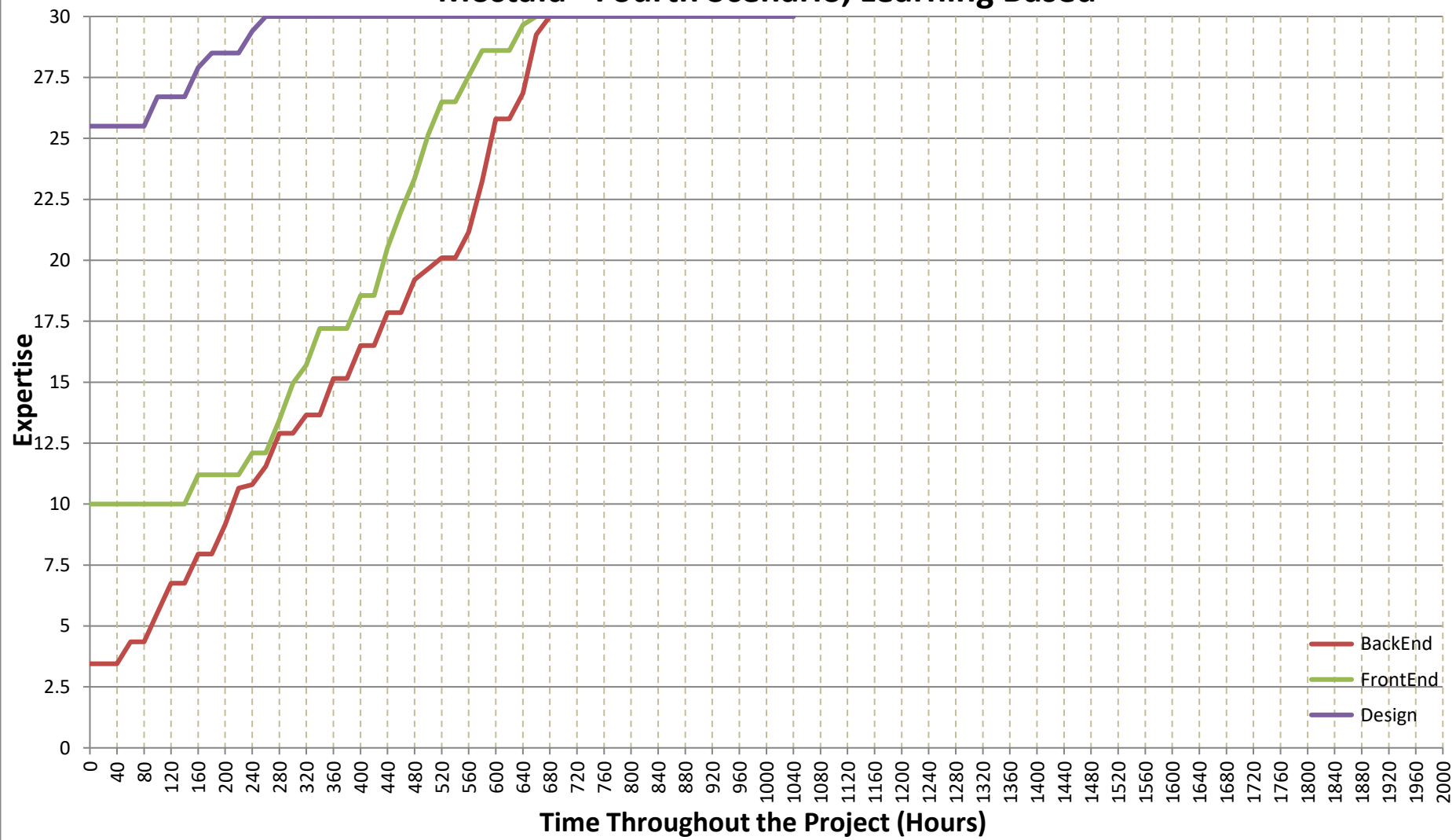
Mostafa - Fourth Scenario, Expertise Based



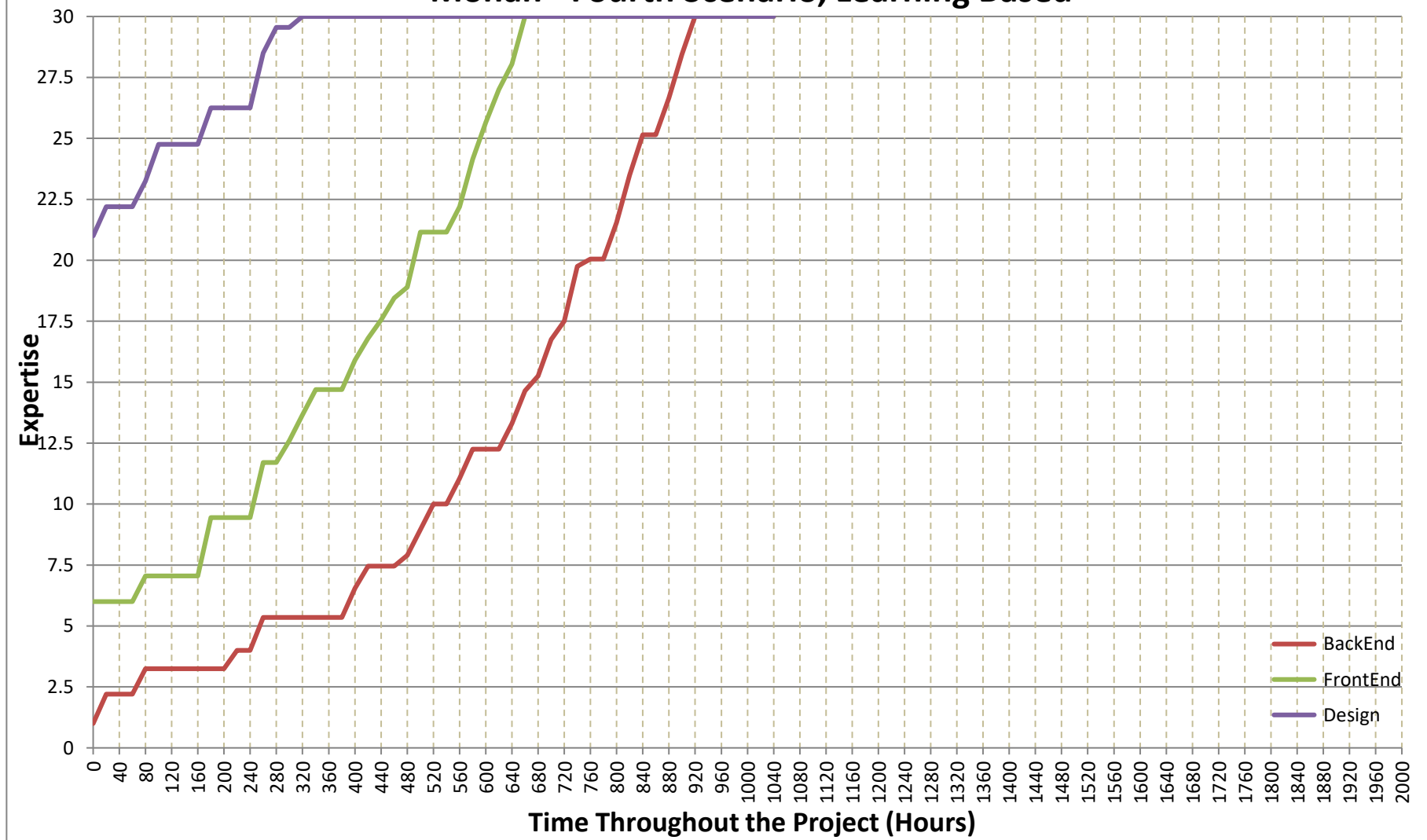
Mohan - Fourth Scenario, Expertise Based



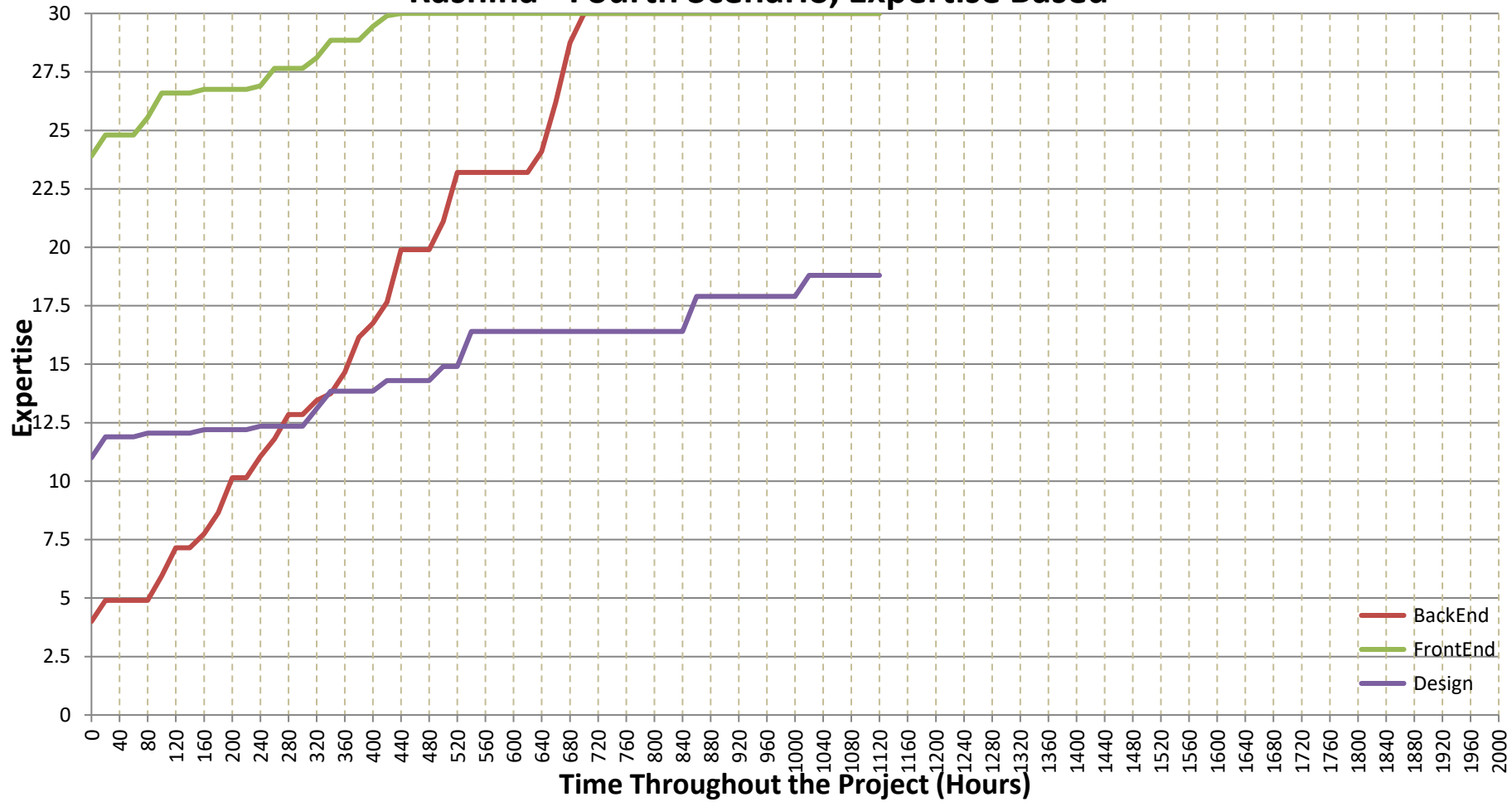
Mostafa - Fourth Scenario, Learning Based



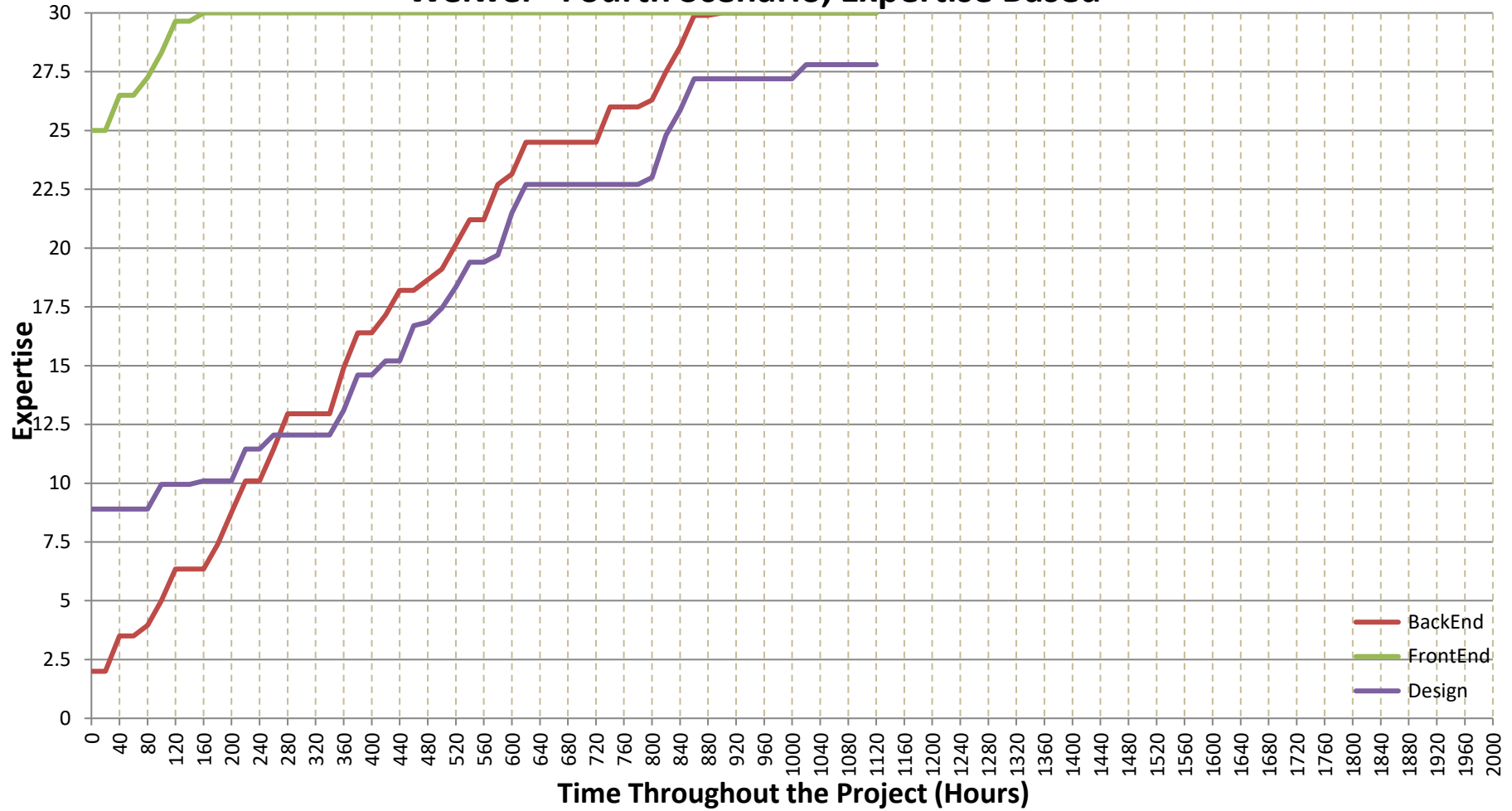
Mohan - Fourth Scenario, Learning Based



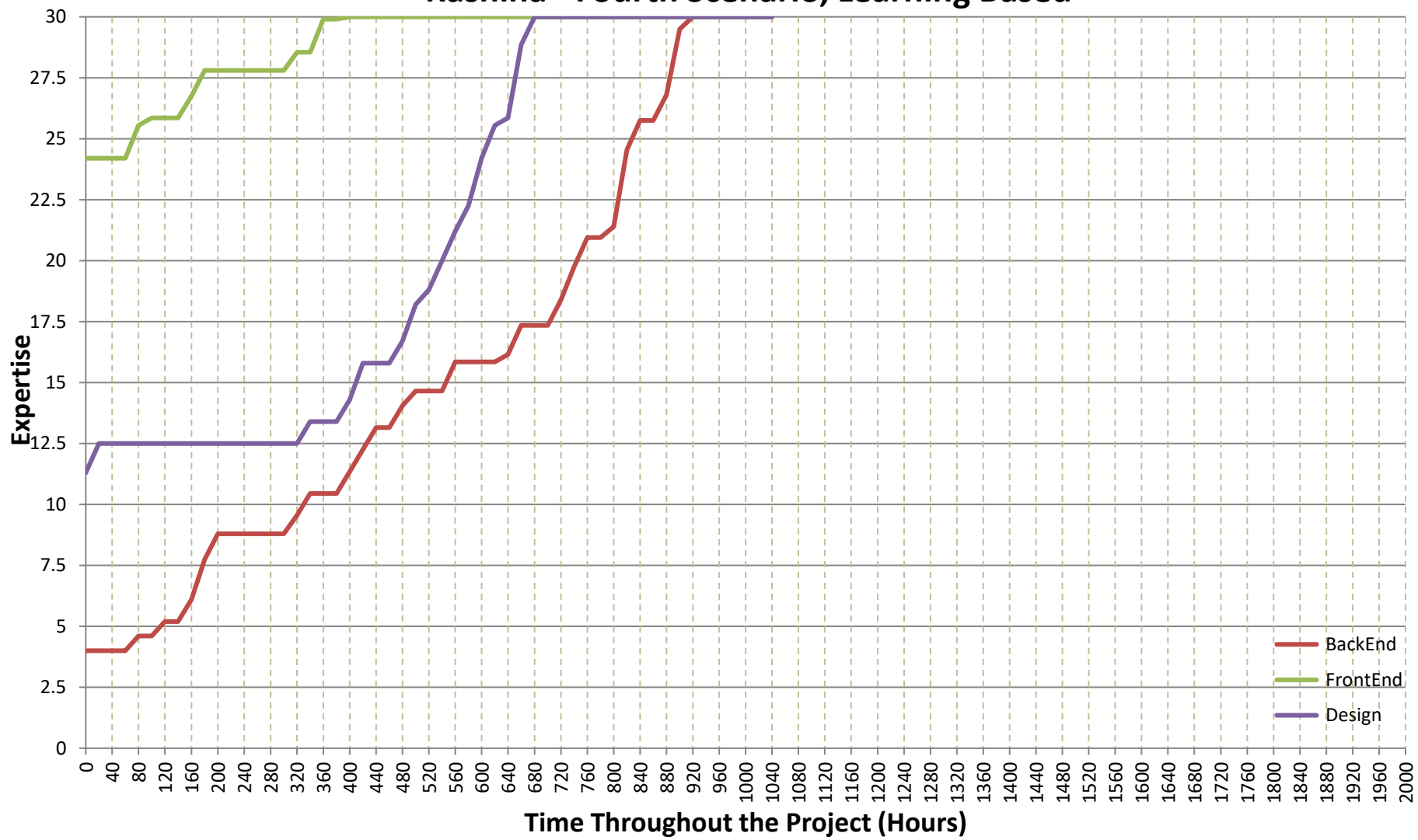
Rashina - Fourth Scenario, Expertise Based



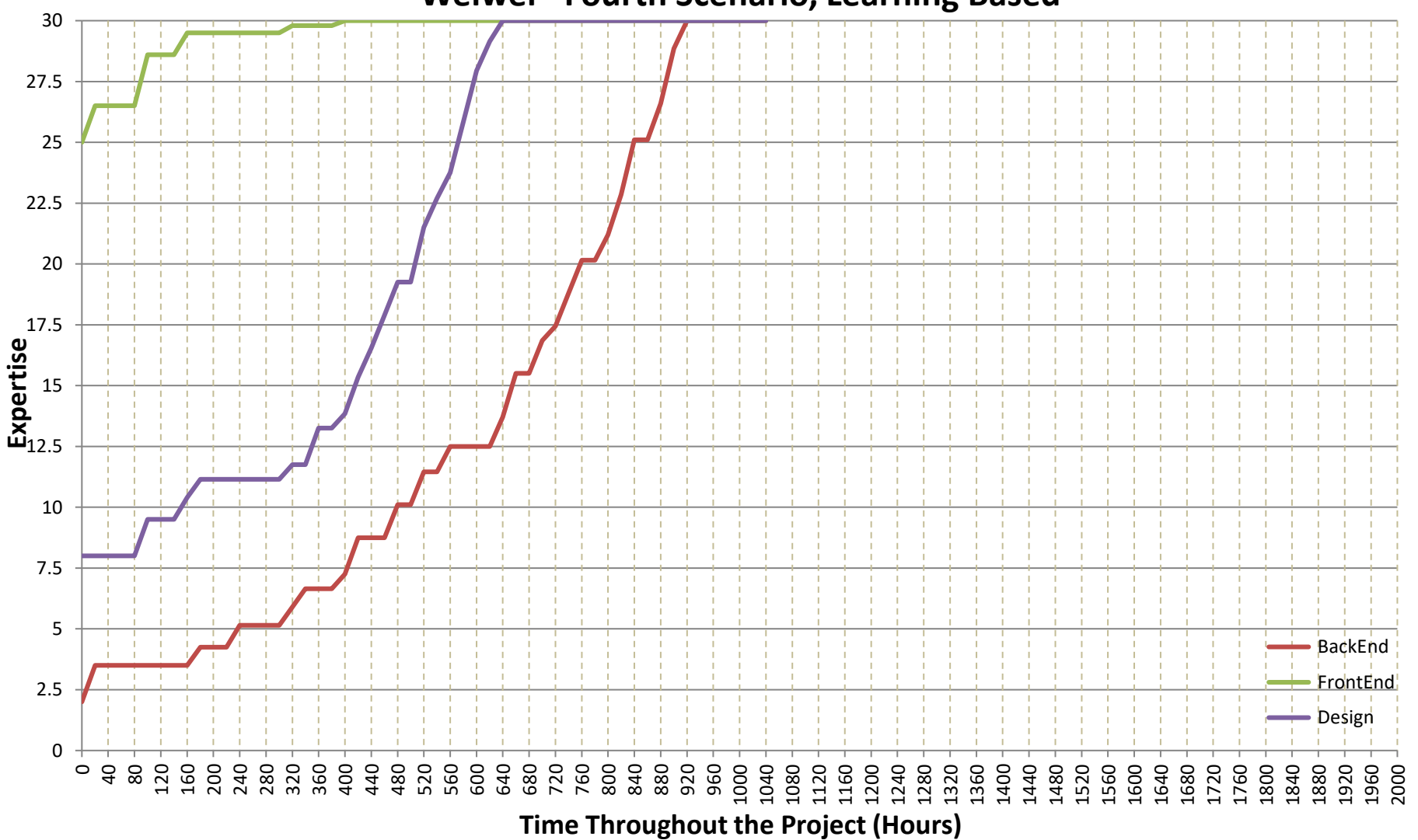
Weiwei - Fourth Scenario, Expertise Based



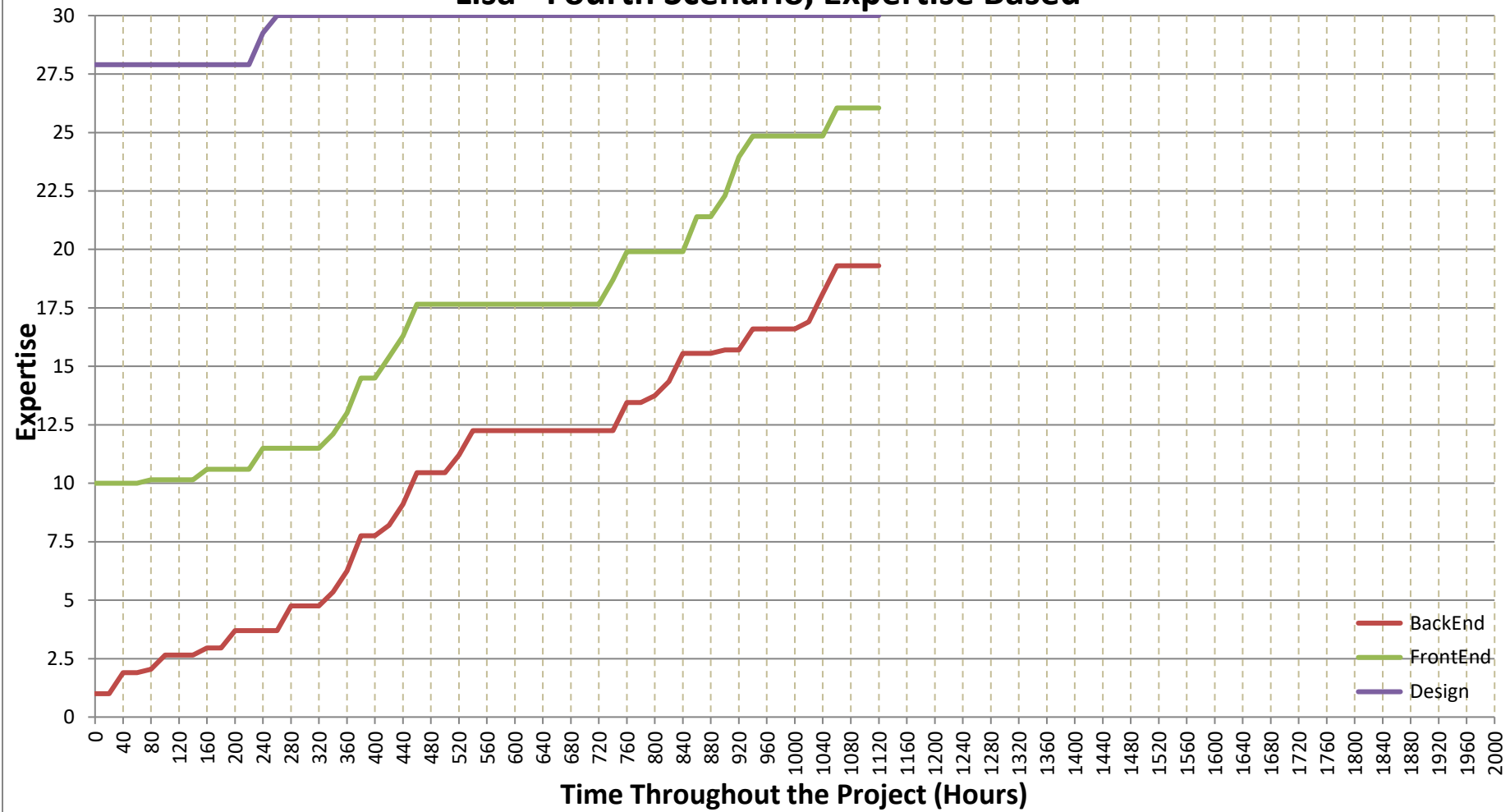
Rashina - Fourth Scenario, Learning Based



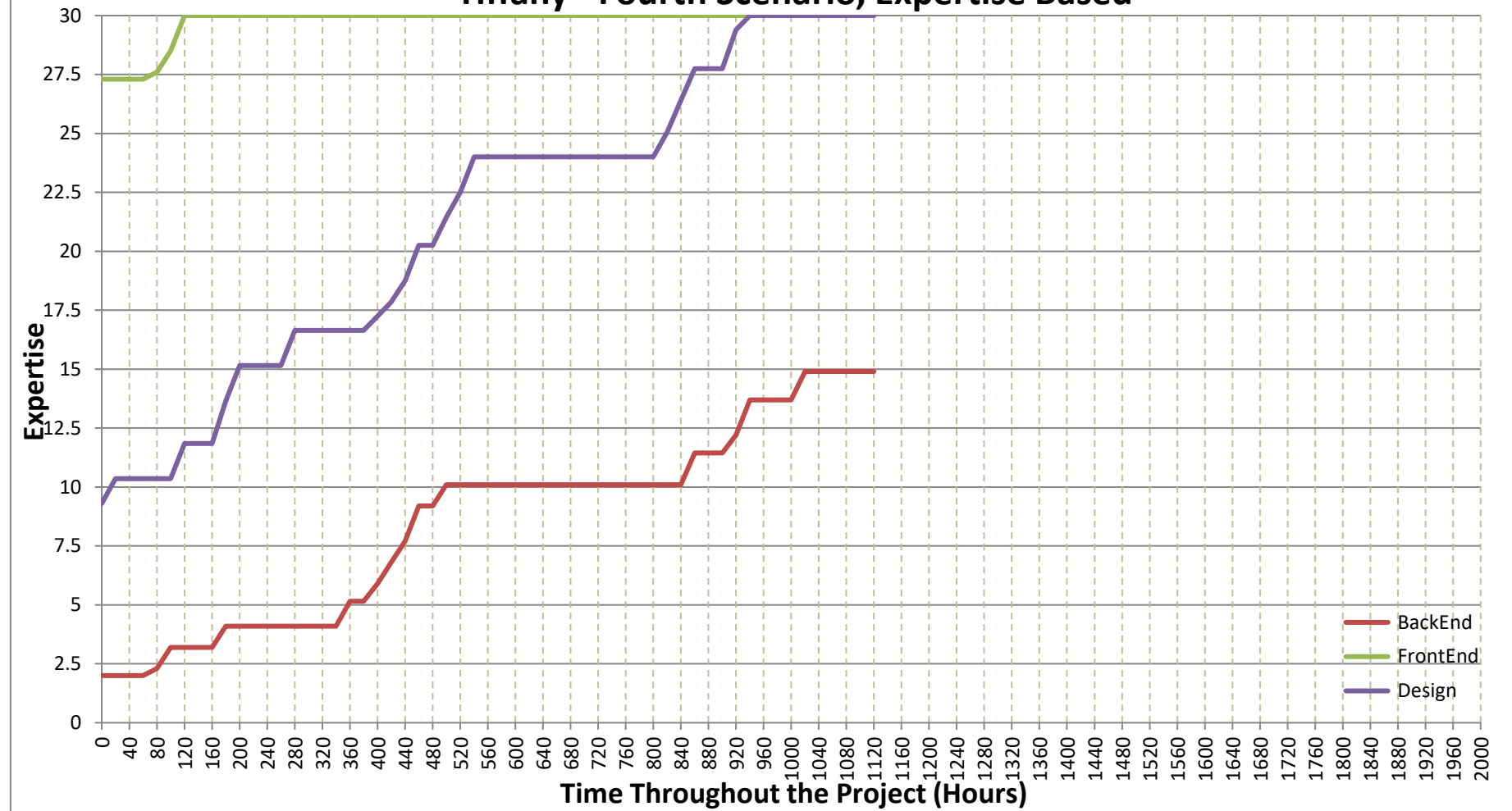
Weiwei - Fourth Scenario, Learning Based



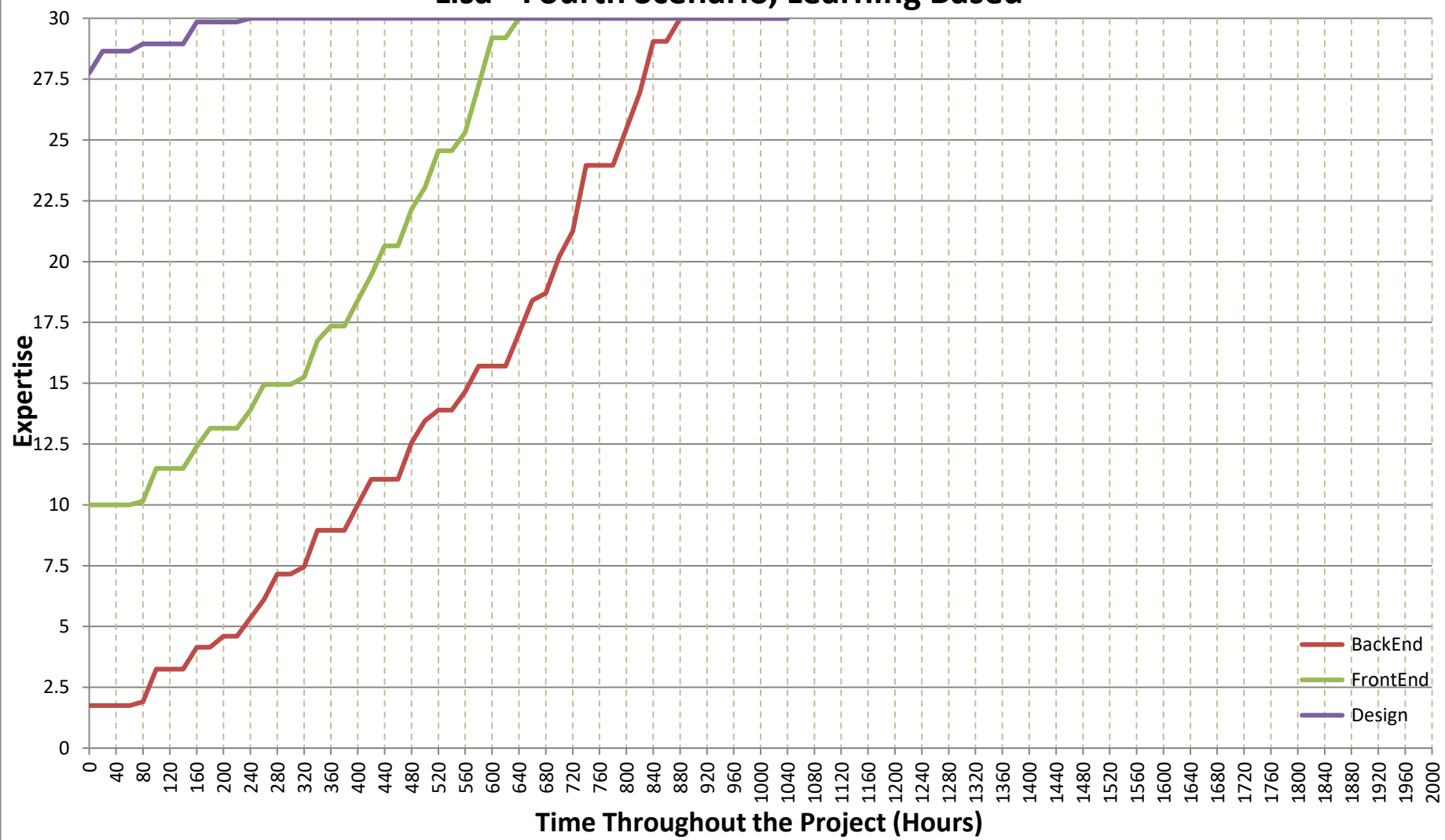
Lisa - Fourth Scenario, Expertise Based



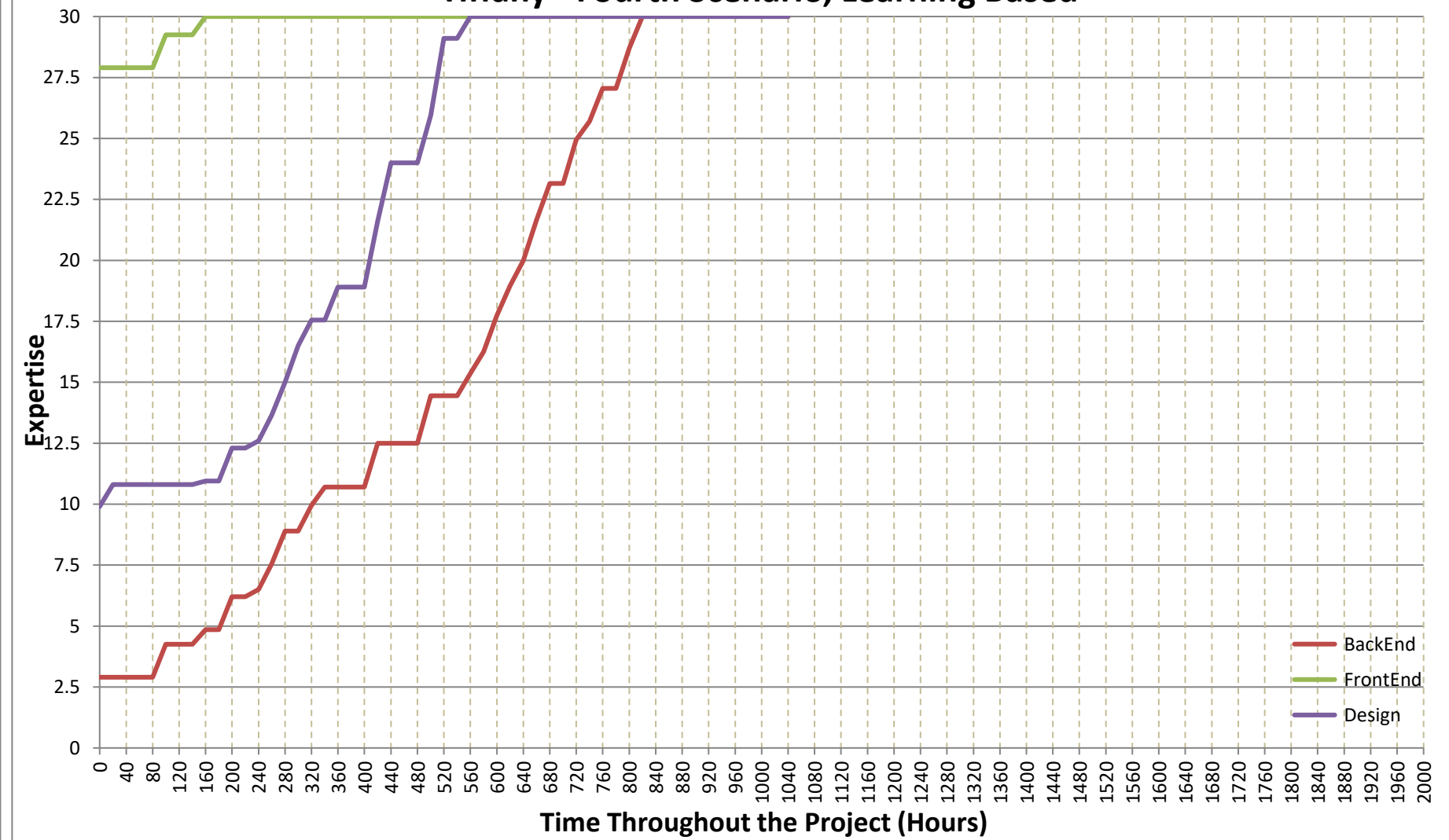
Tiffany - Fourth Scenario, Expertise Based



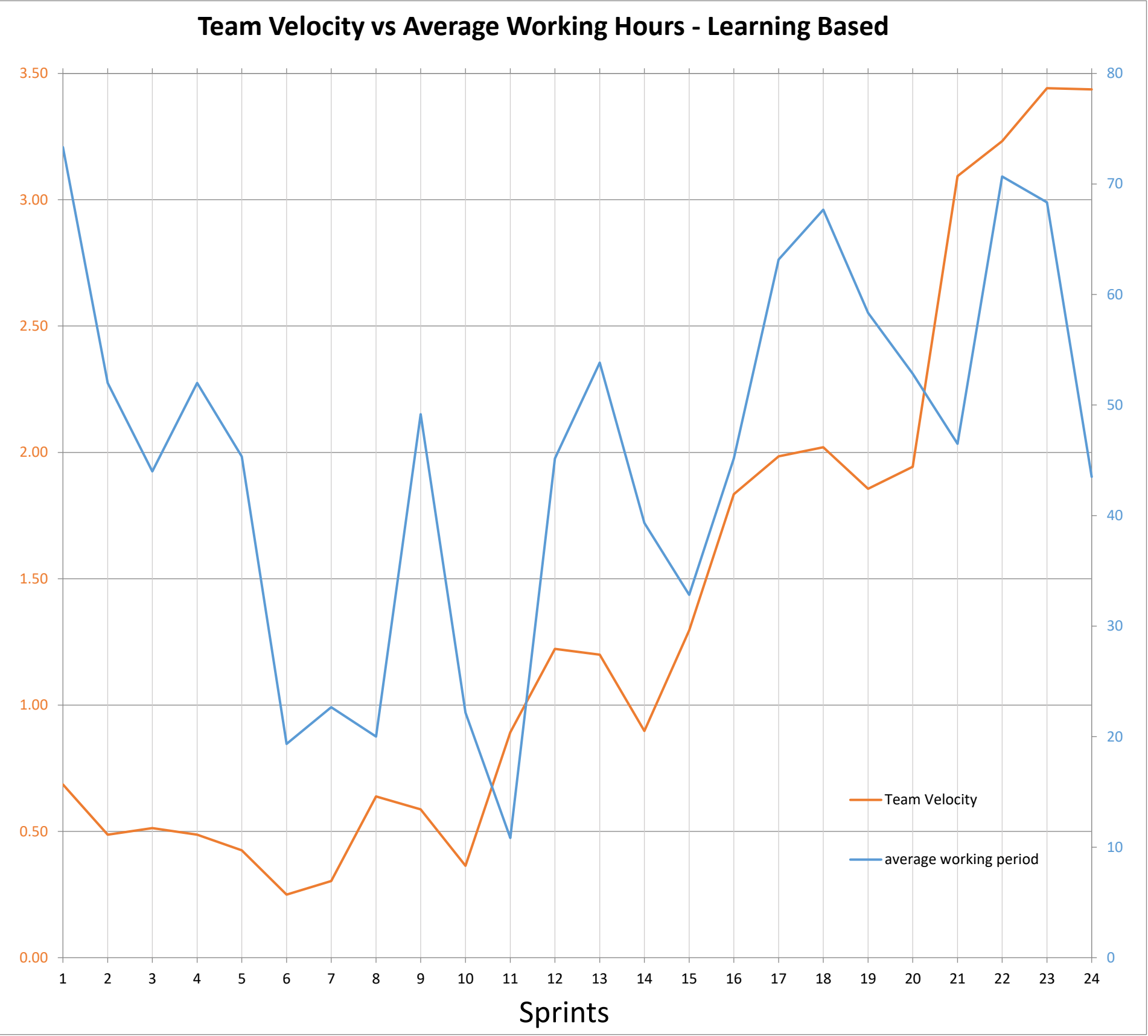
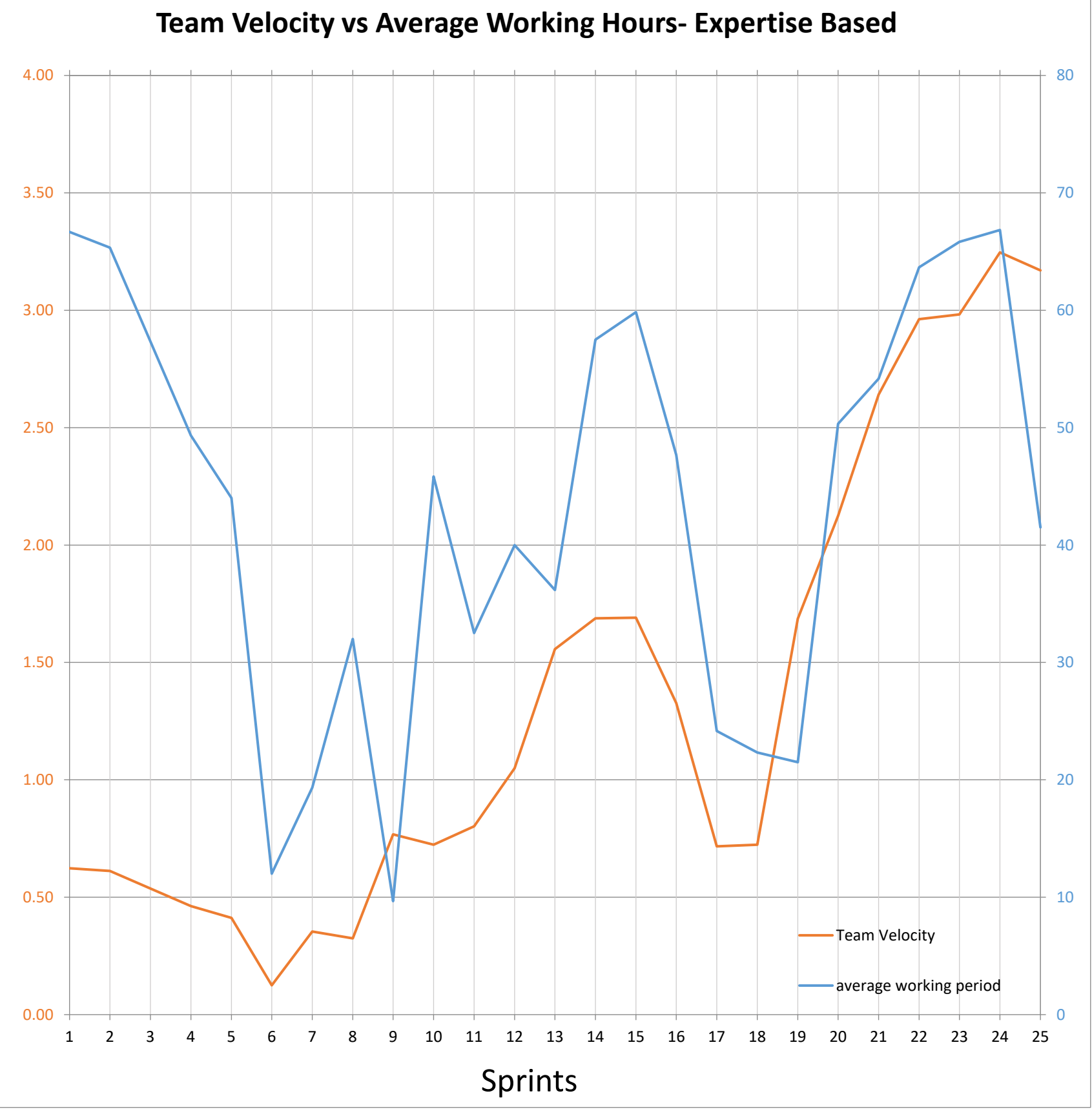
Lisa - Fourth Scenario, Learning Based

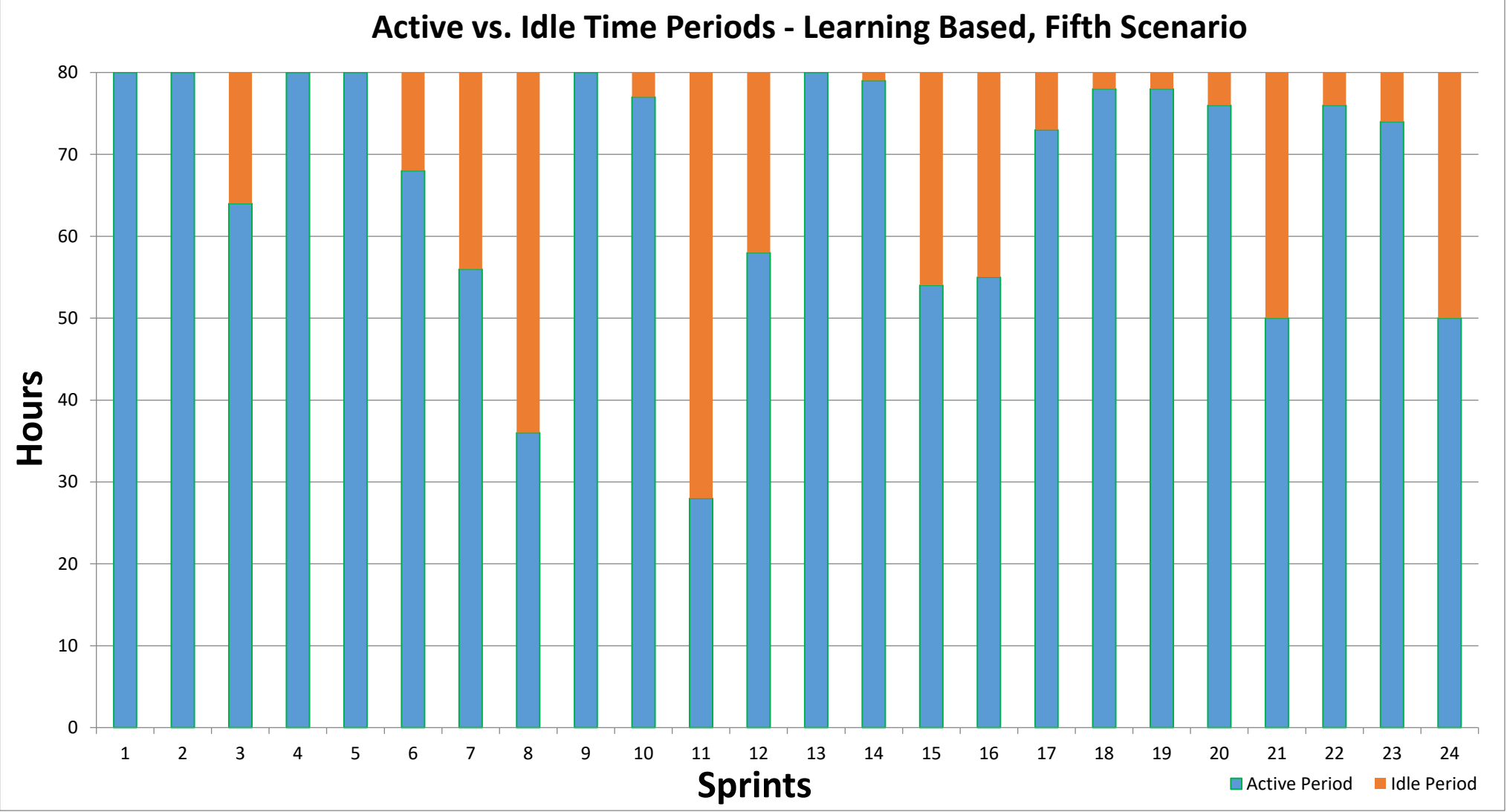
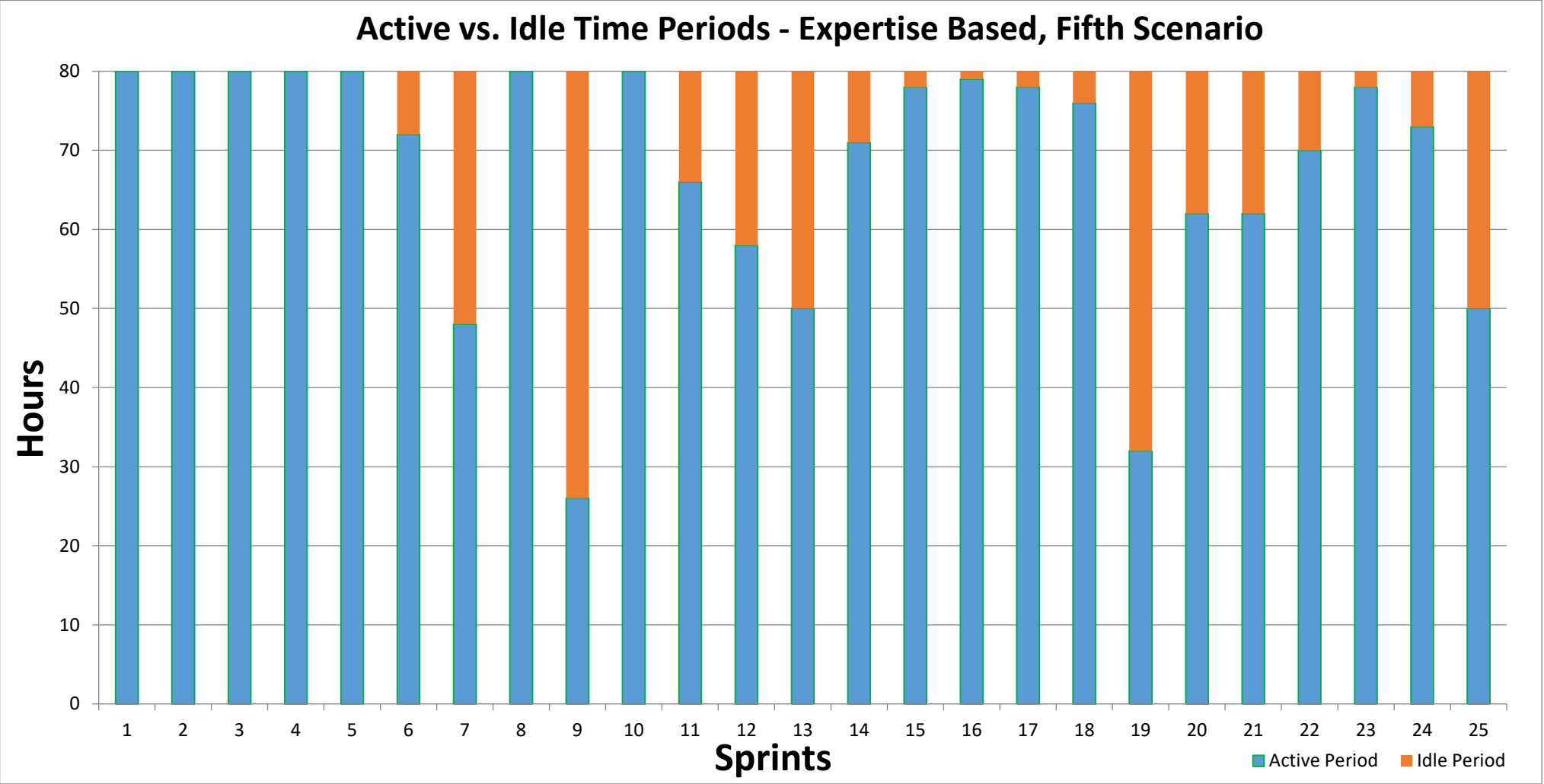


Tiffany - Fourth Scenario, Learning Based

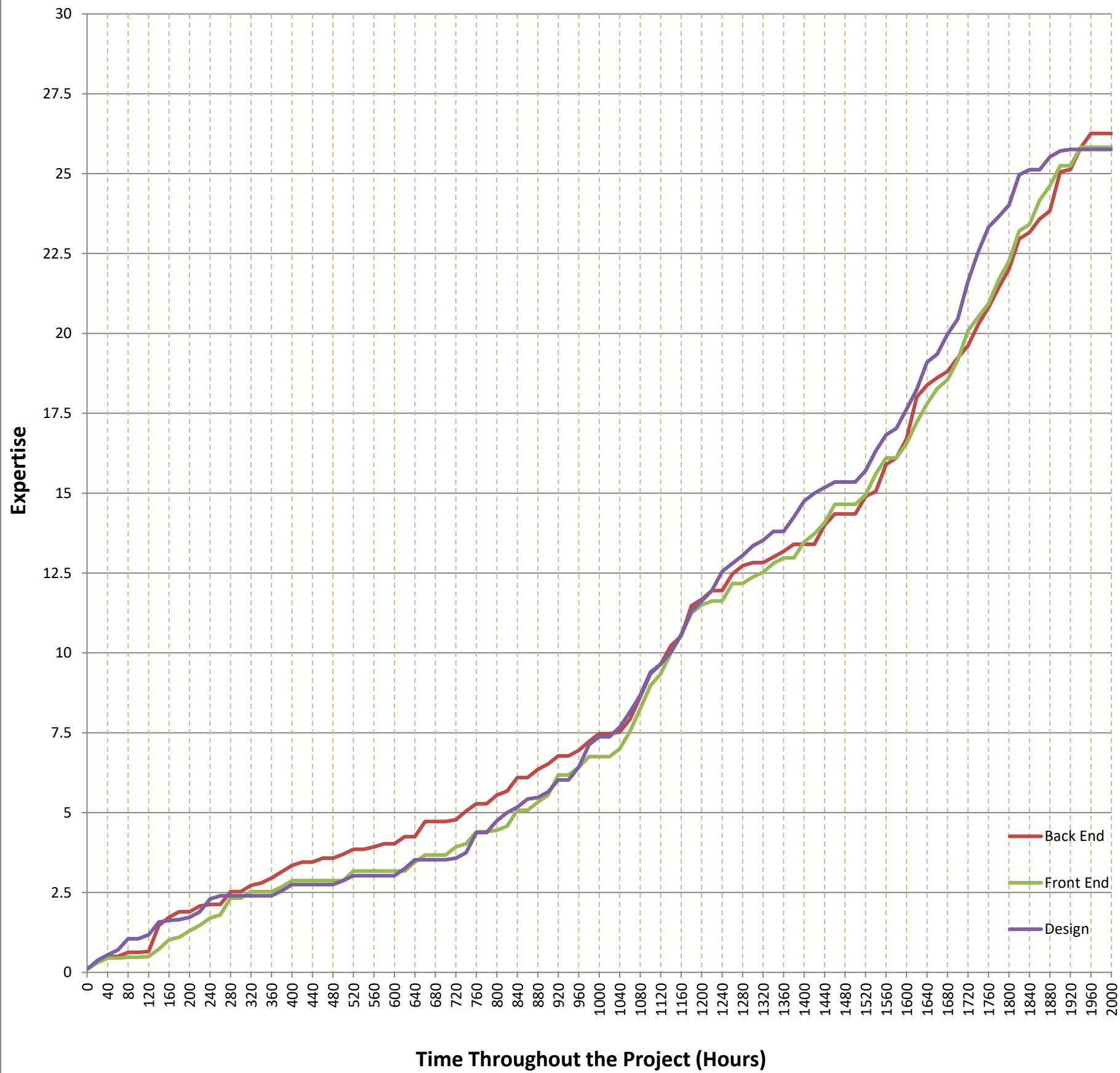


Fifth Scenario – Every employee starts with nearly zero expertise in all skill areas

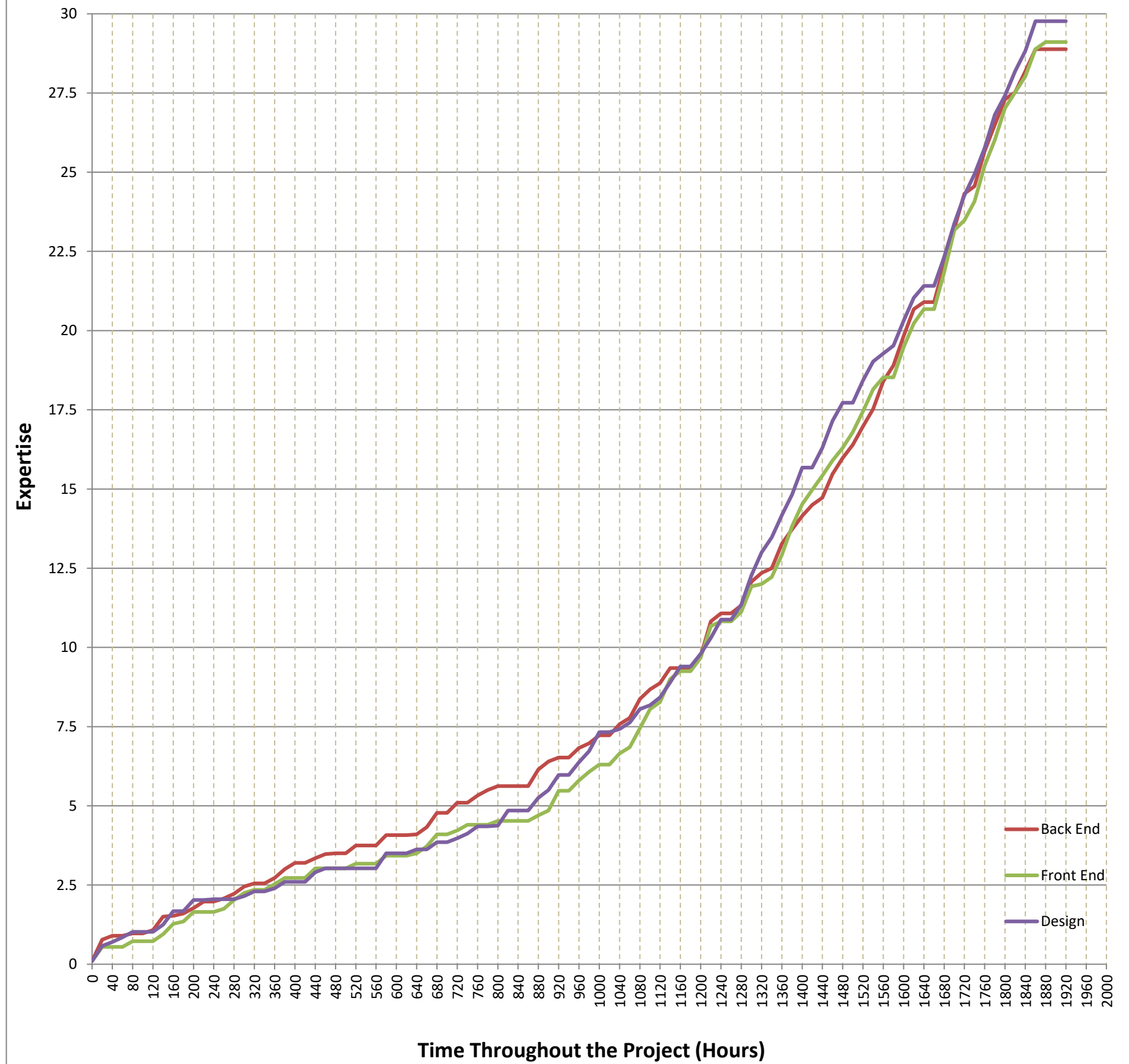




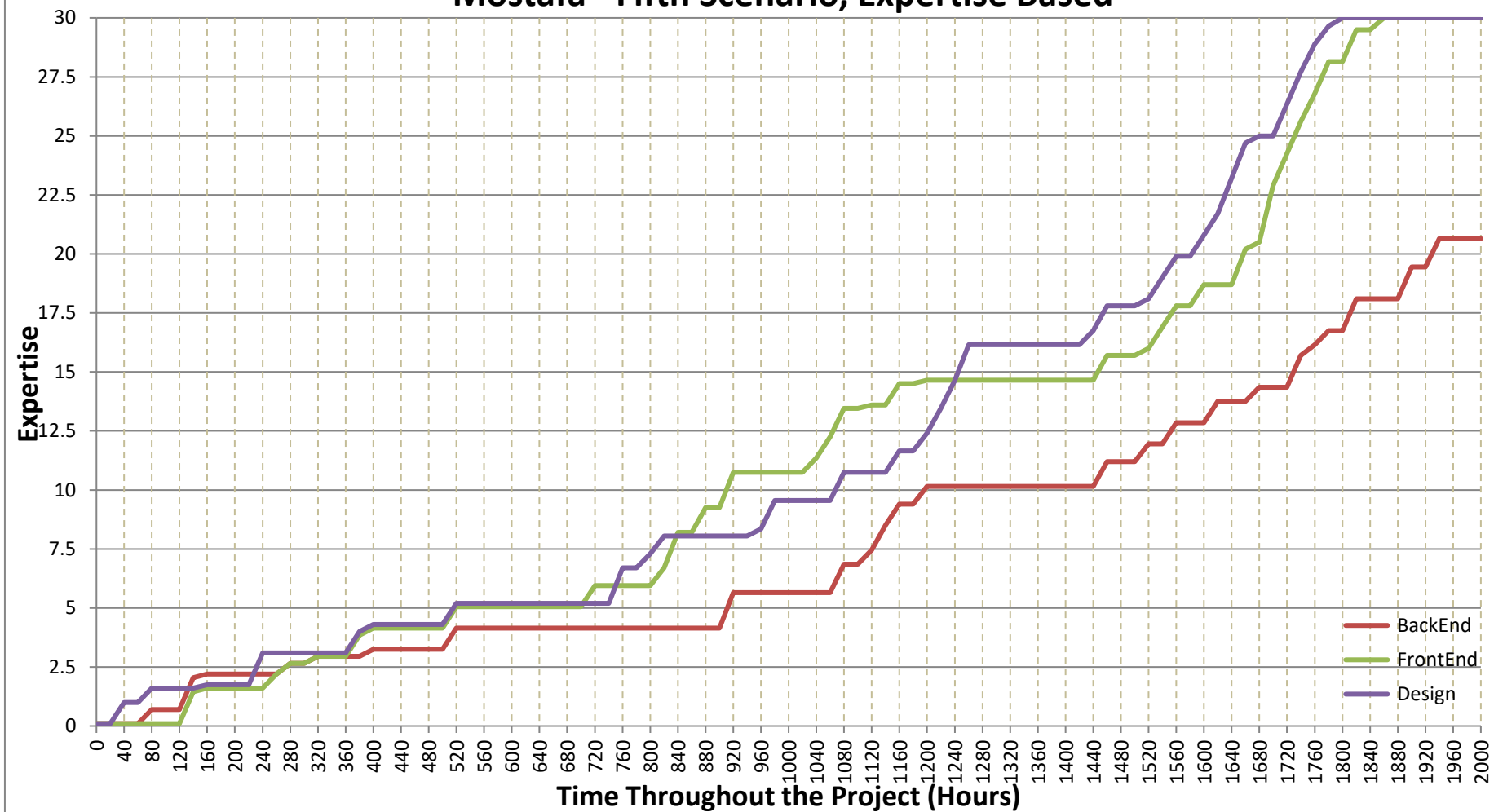
Team Average - Fifth Scenario, Expertise Based



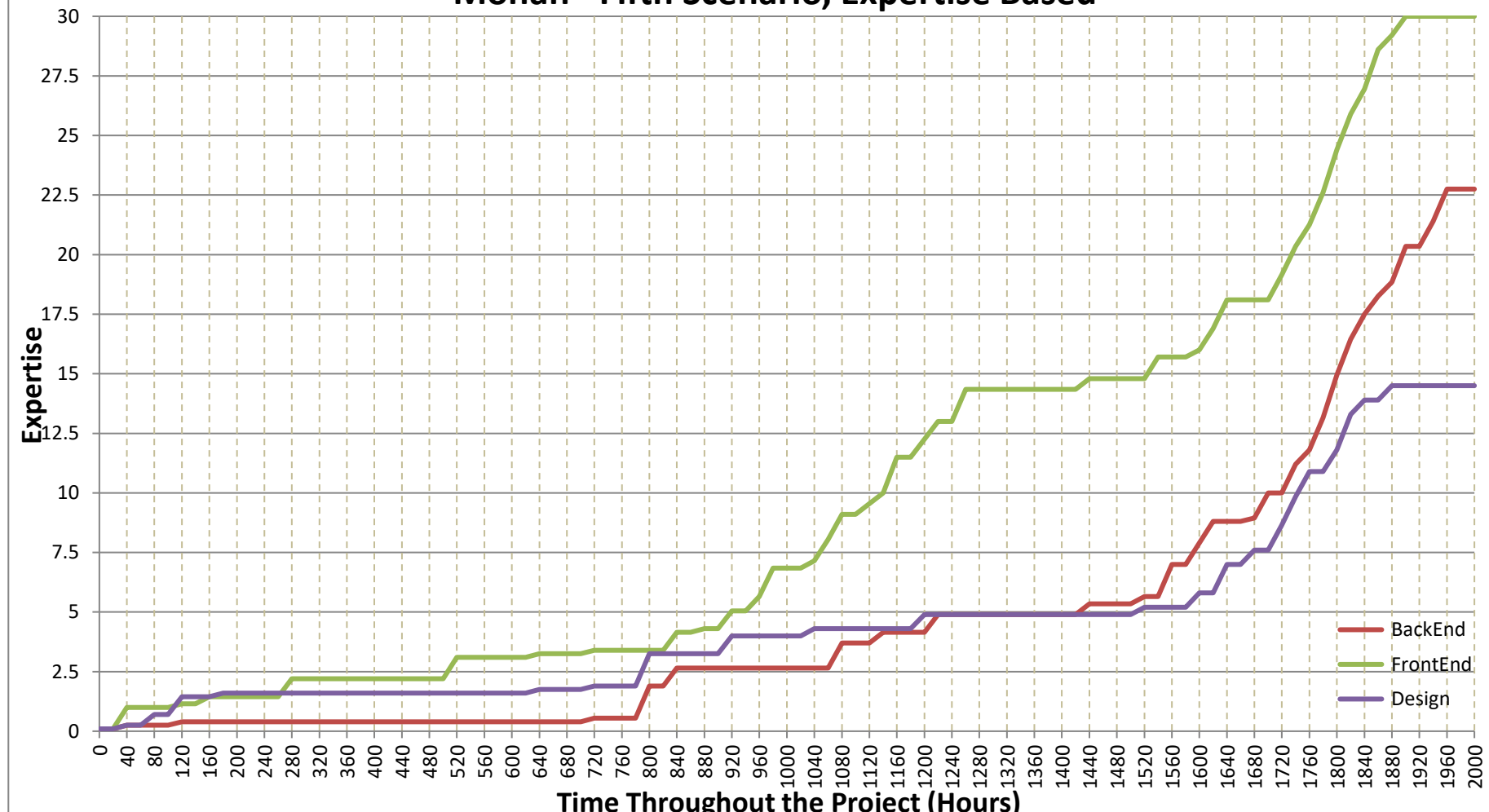
Team Average - Fifth Scenario, Learning Based



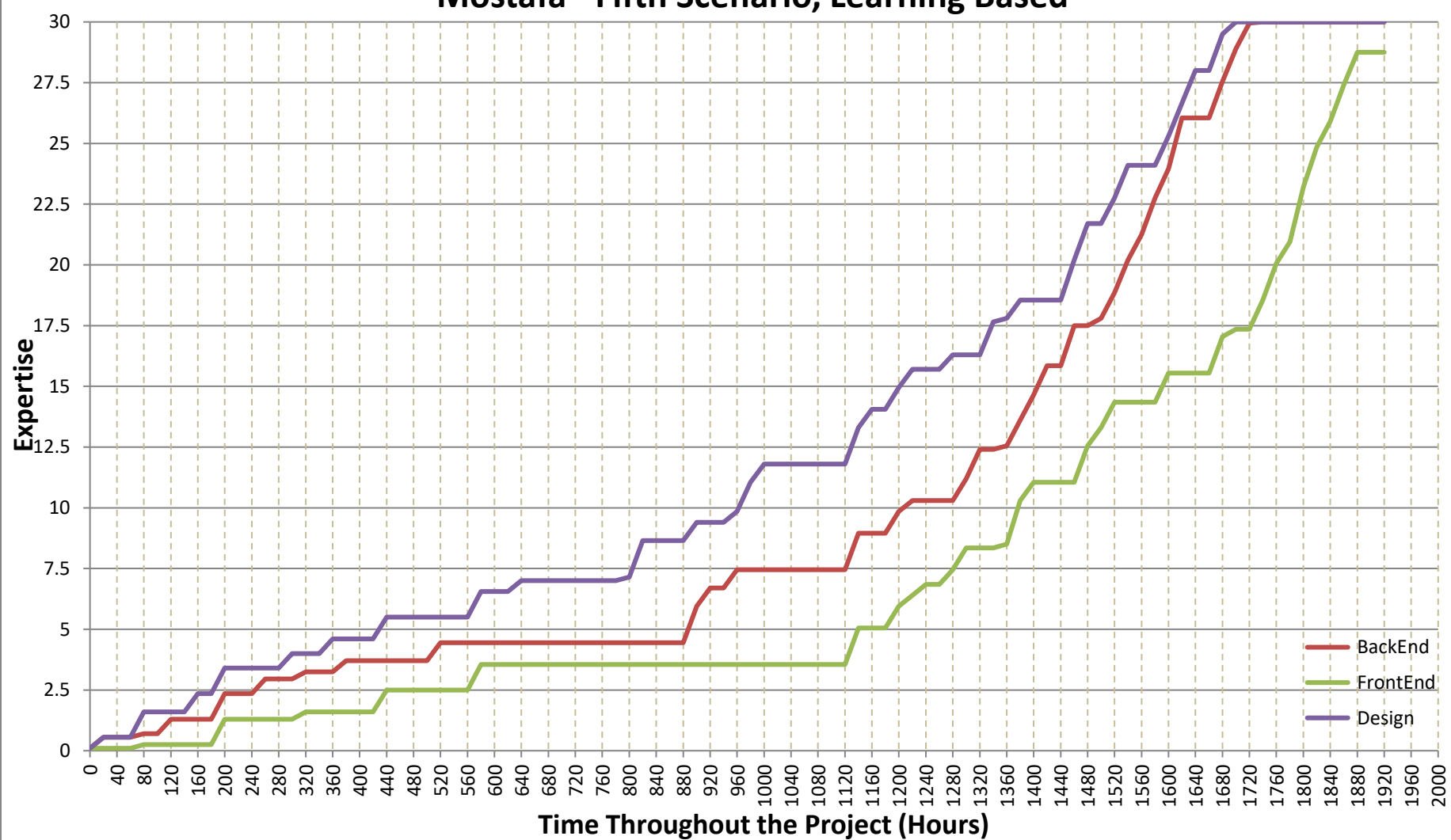
Mostafa - Fifth Scenario, Expertise Based



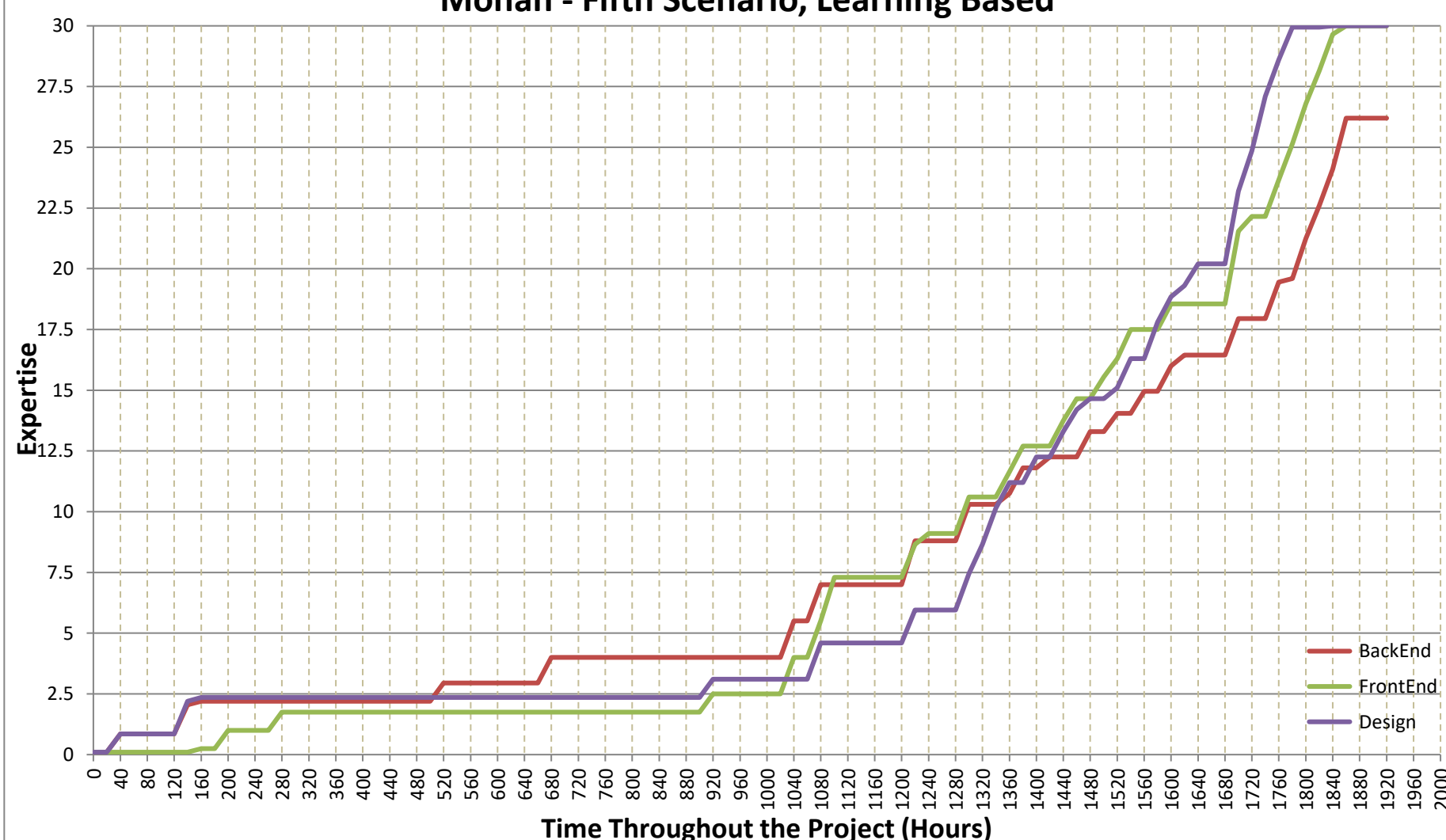
Mohan - Fifth Scenario, Expertise Based



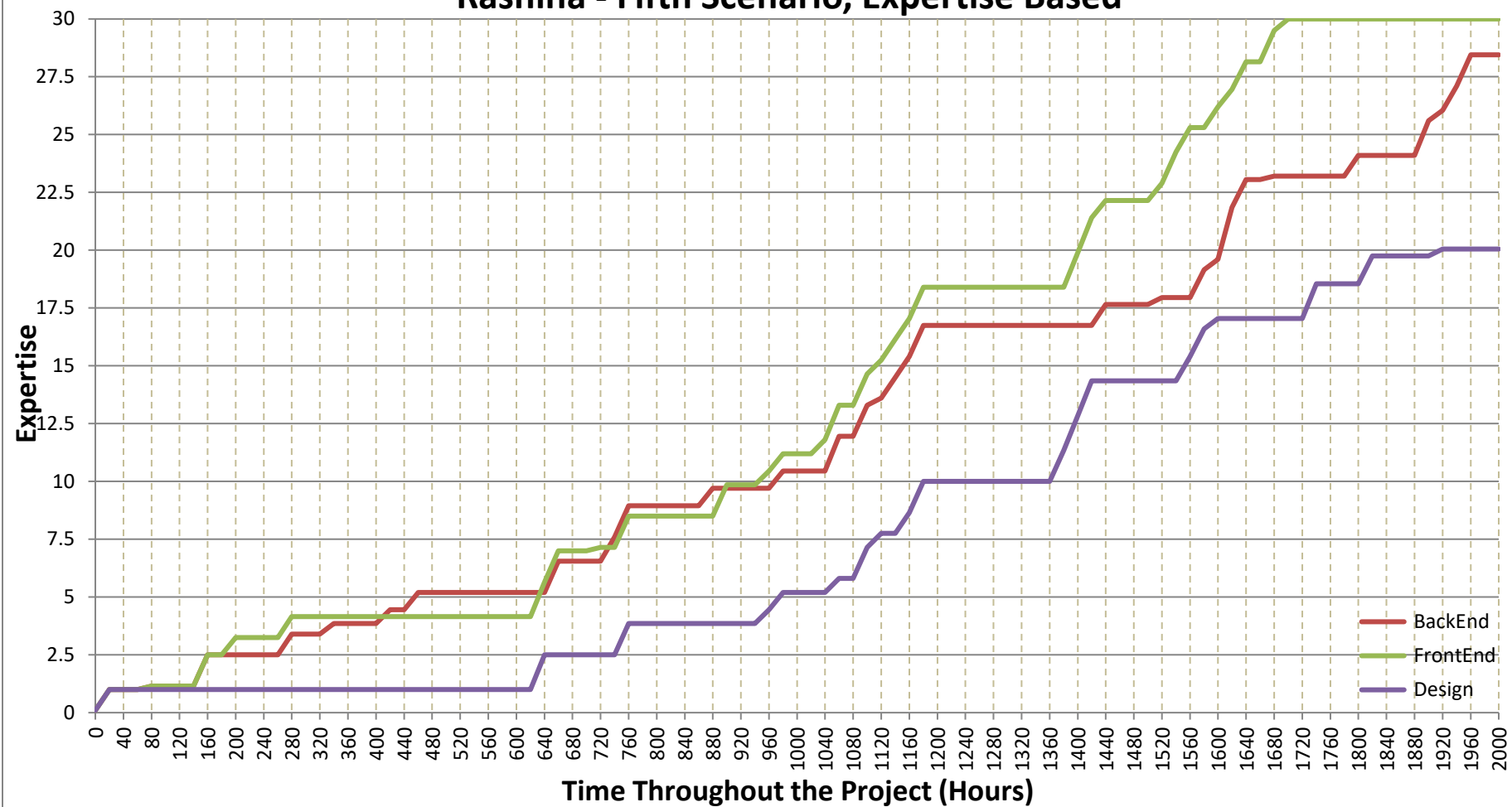
Mostafa - Fifth Scenario, Learning Based



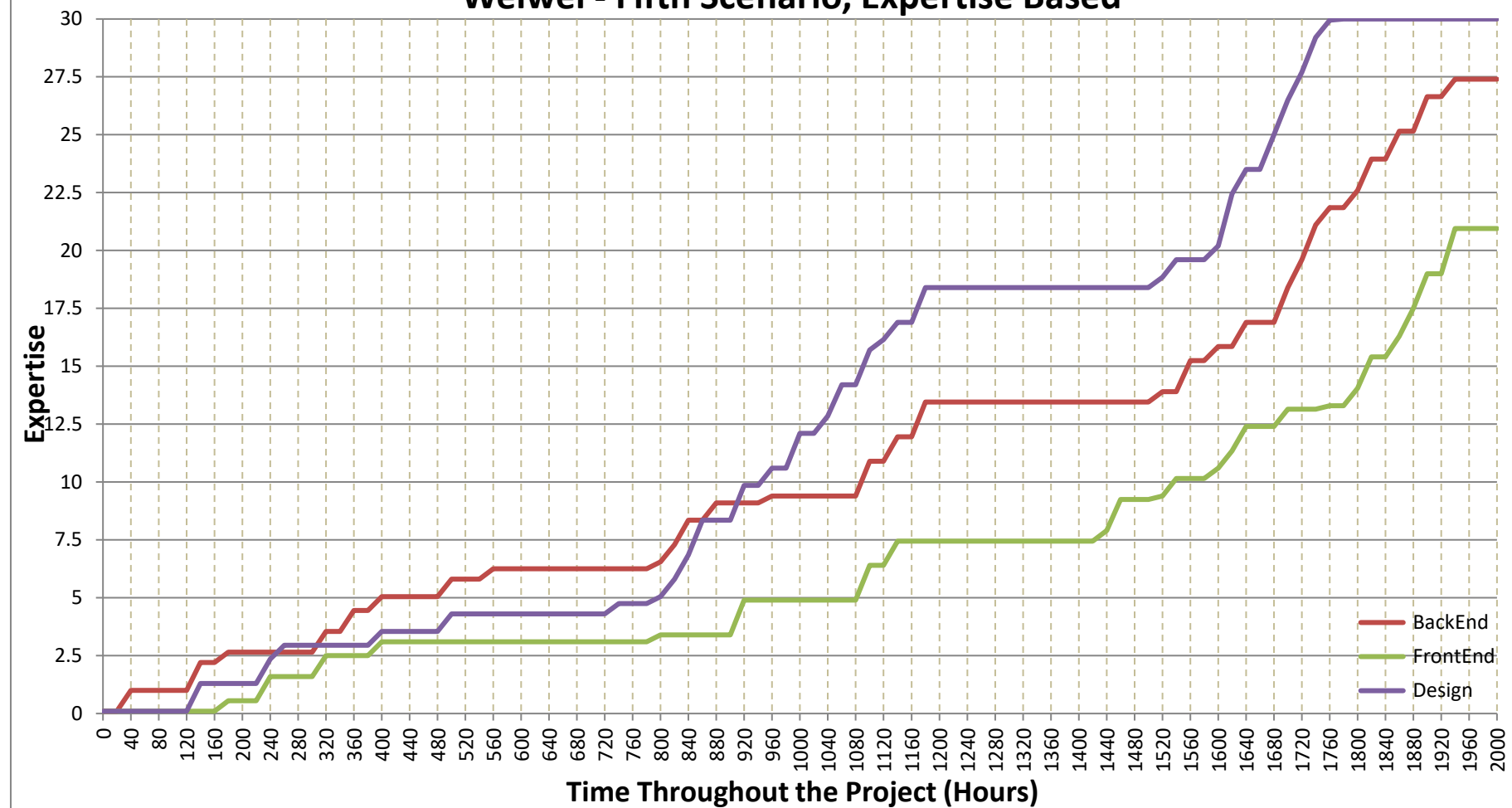
Mohan - Fifth Scenario, Learning Based



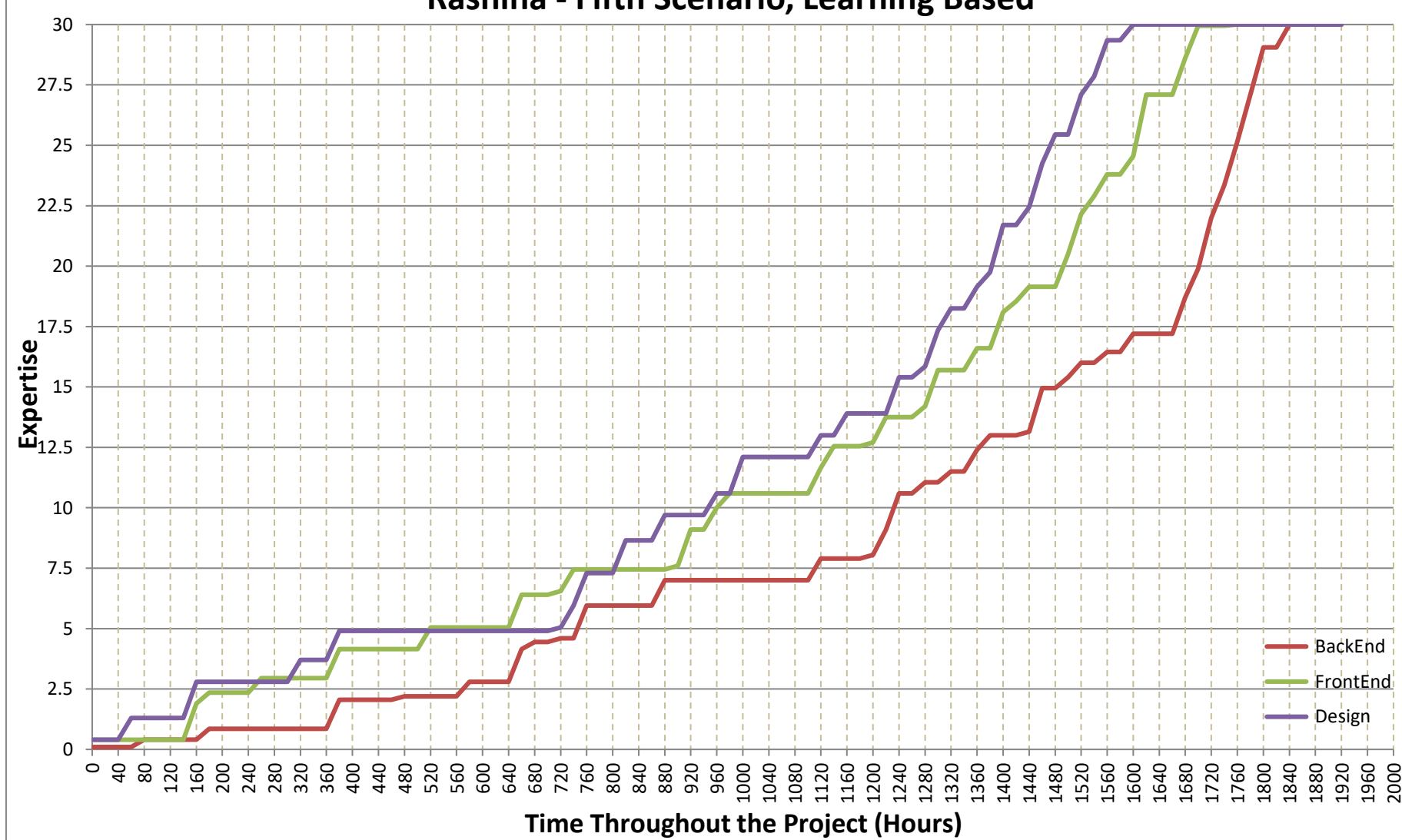
Rashina - Fifth Scenario, Expertise Based



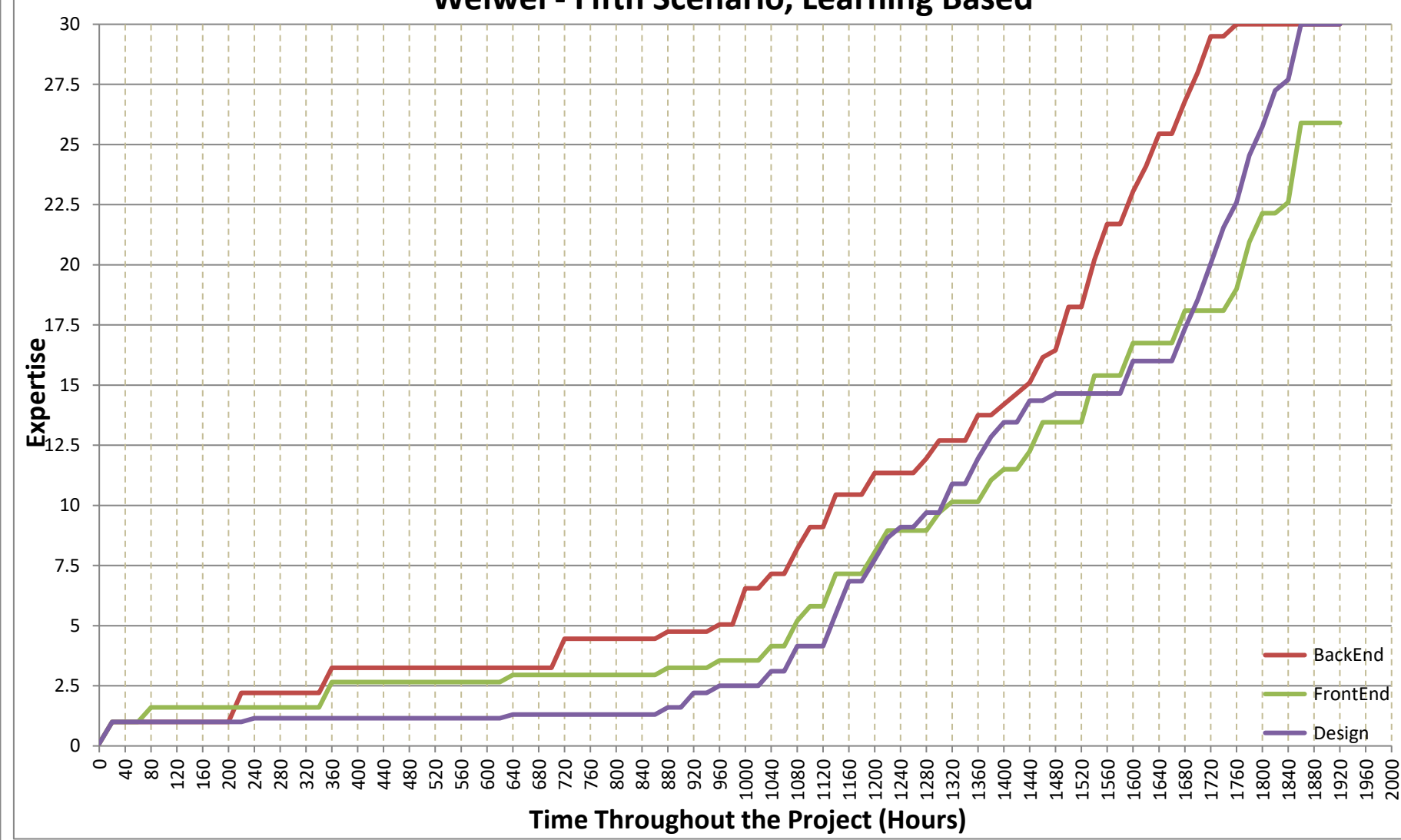
Weiwei - Fifth Scenario, Expertise Based



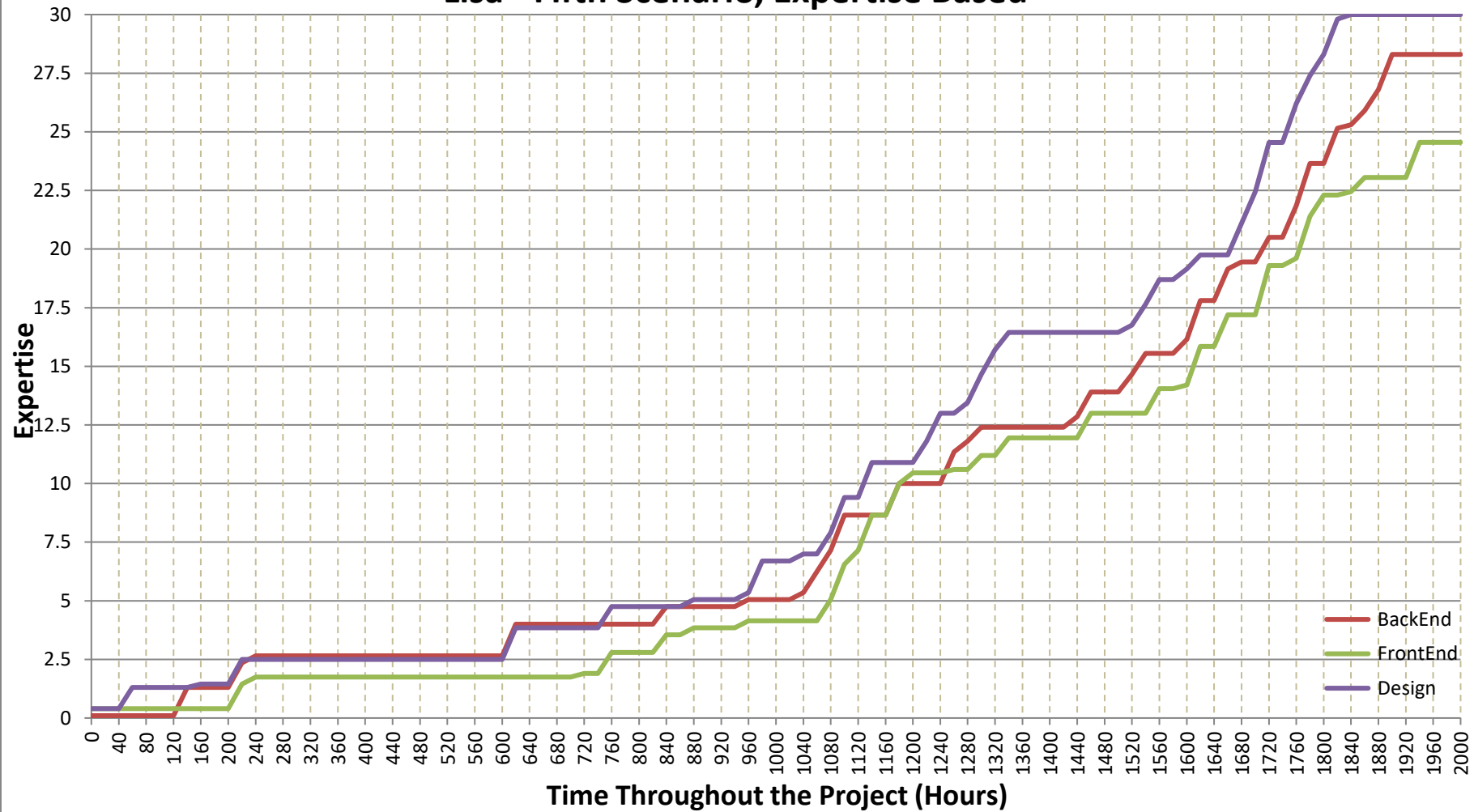
Rashina - Fifth Scenario, Learning Based



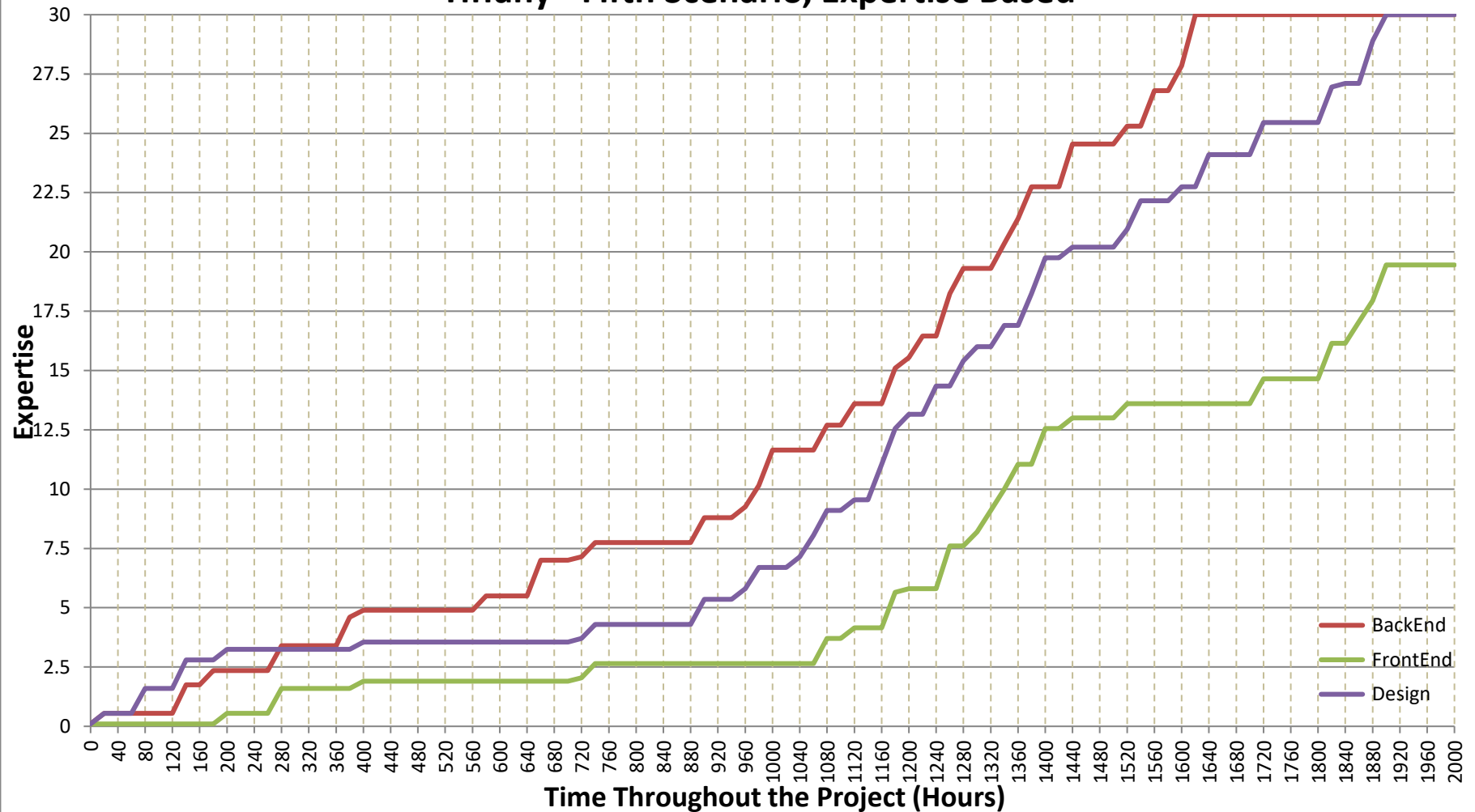
Weiwei - Fifth Scenario, Learning Based



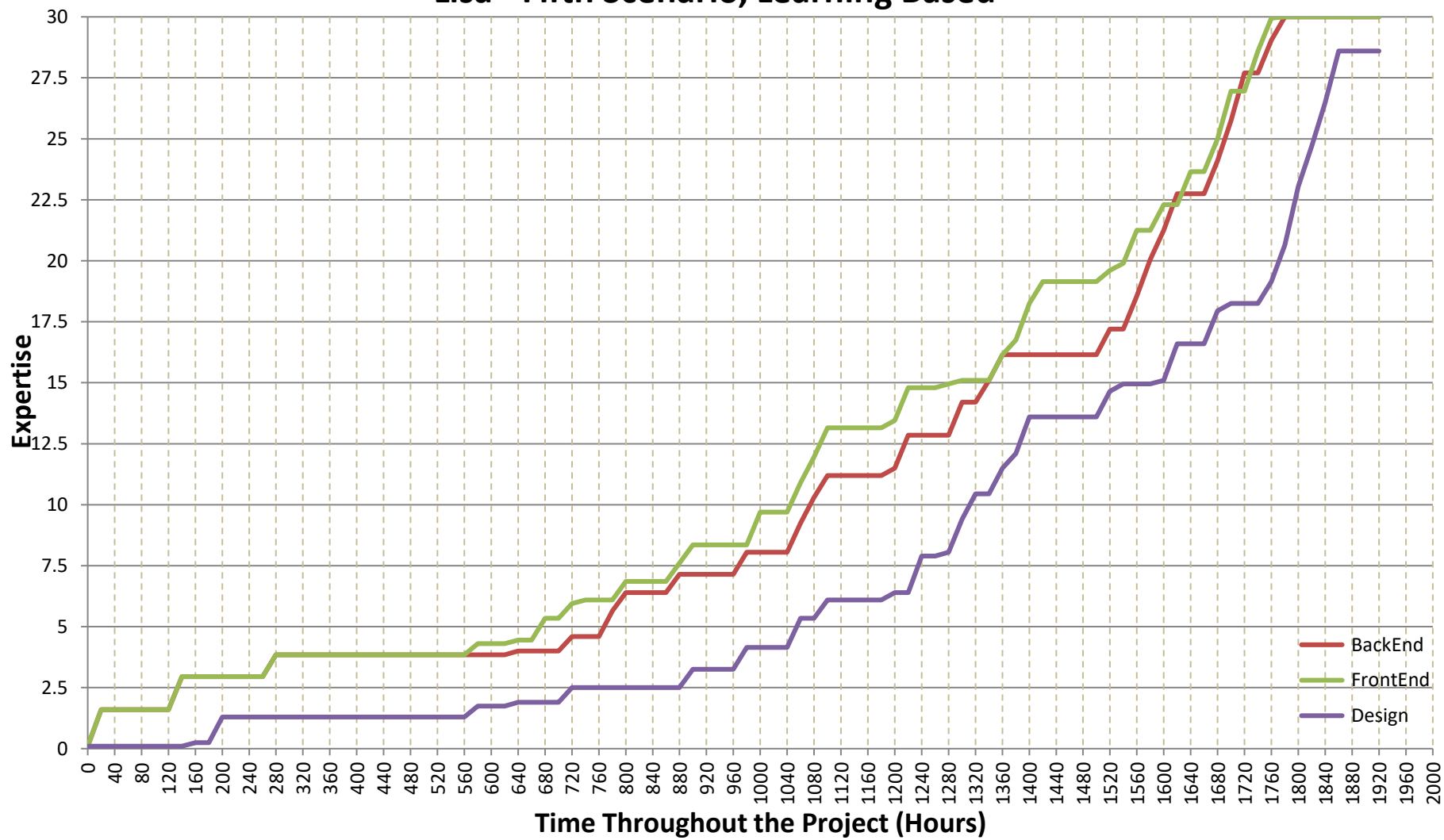
Lisa - Fifth Scenario, Expertise Based



Tiffany - Fifth Scenario, Expertise Based



Lisa - Fifth Scenario, Learning Based



Tiffany - Fifth Scenario, Learning Based

