Factor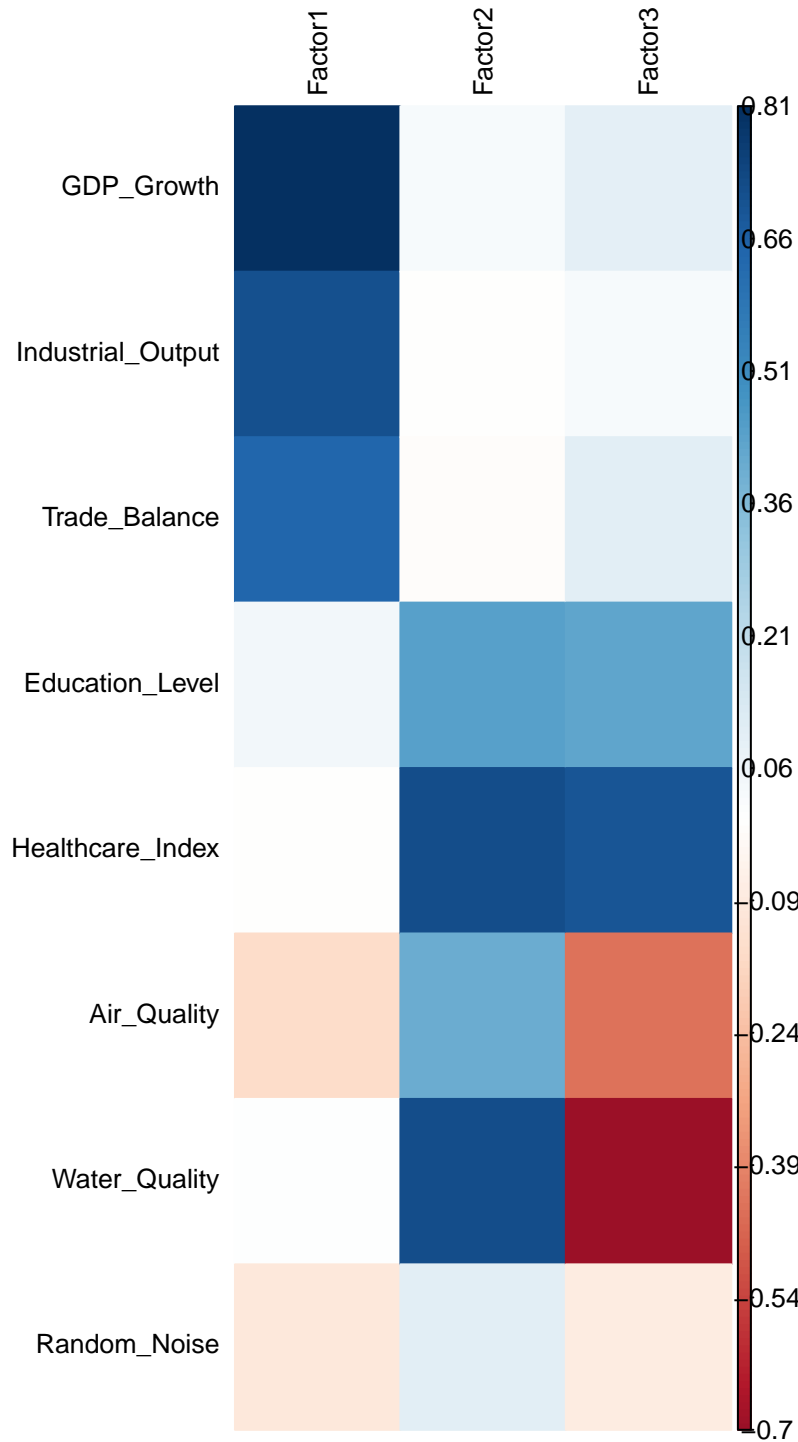 Loadings (No Rotation)   **Factor Loadings (Varimax Rotation)**