

Parameters	Unit	Mar 31,	Dec 31,	Q-on-Q	Mar 31,	Y-on-Y
		2018	2017	Growth	2017	Growth
Total Employees	Nos	3,530	3,420	110	3,654	(124)
Number of Customers per employee	Nos	25,287	24,599	688	20,998	4,289
Ffersonnel cost per employee per month	US\$	5,869	5,592	5.0%	6,057	-3.1%
Gross Revenue per employee per month	US\$	74,716	76,325	-2.1%	65,205	14.6%