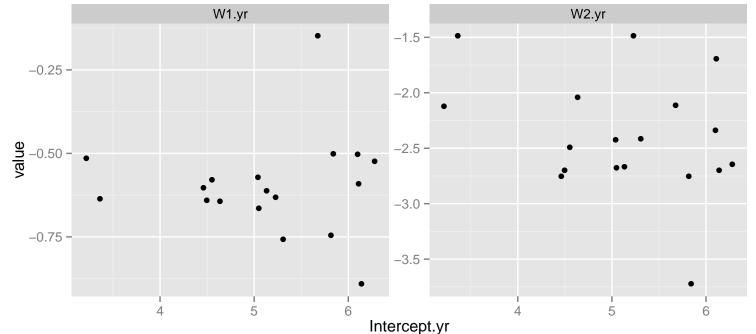
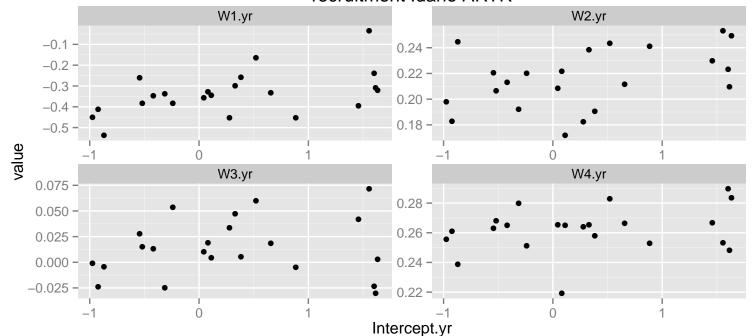
recruitment Arizona BOER W1.yr W2.yr -0.35 --0.40 -0.0 -<u>ane</u> −0.45 − -0.50 --0.5 --0.55 -2.0 2.5 1.5 2.0 2.5 0.5 1.0 1.5 0.5 1.0 Intercept.yr

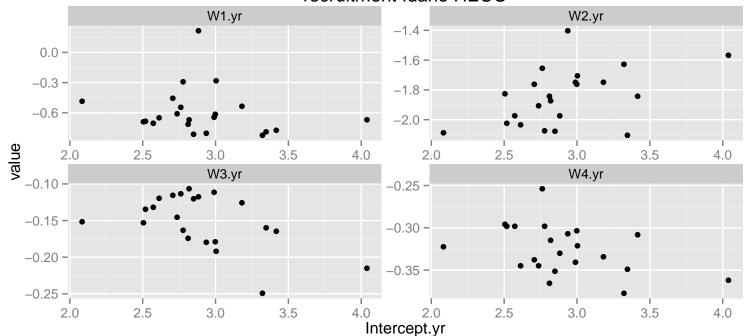
recruitment Arizona BORO



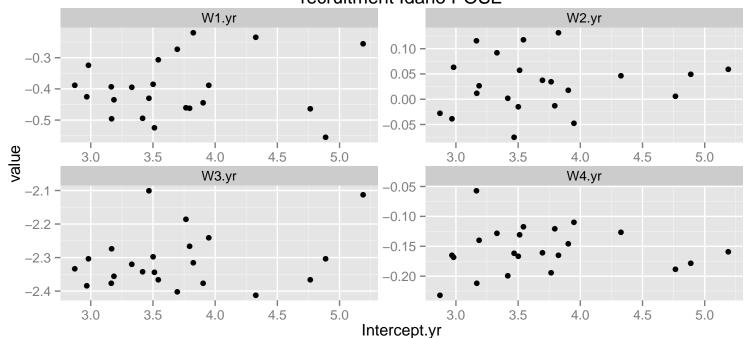
recruitment Idaho ARTR



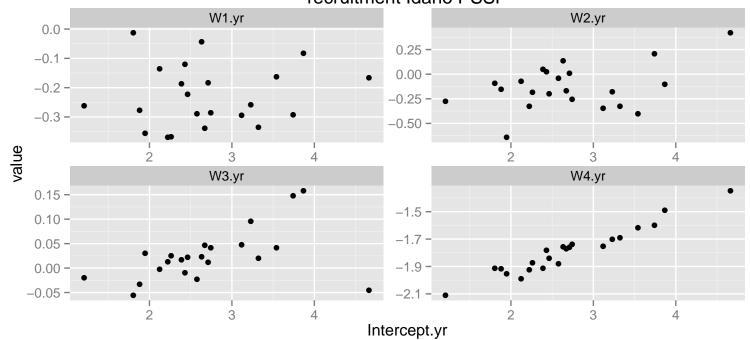
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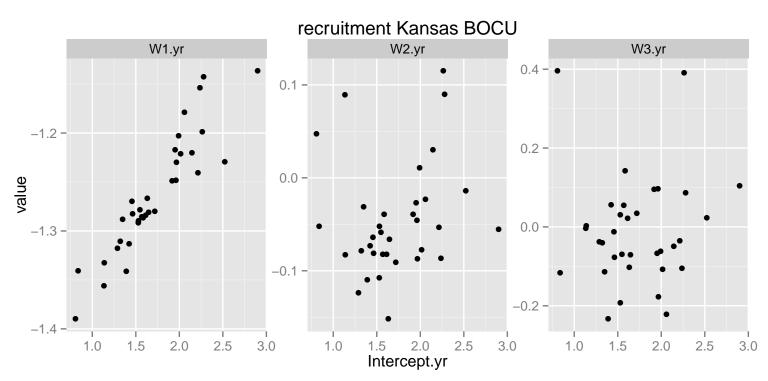


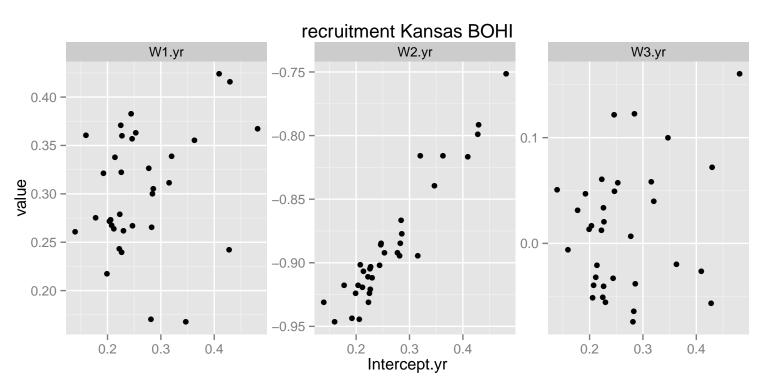
recruitment Idaho POSE

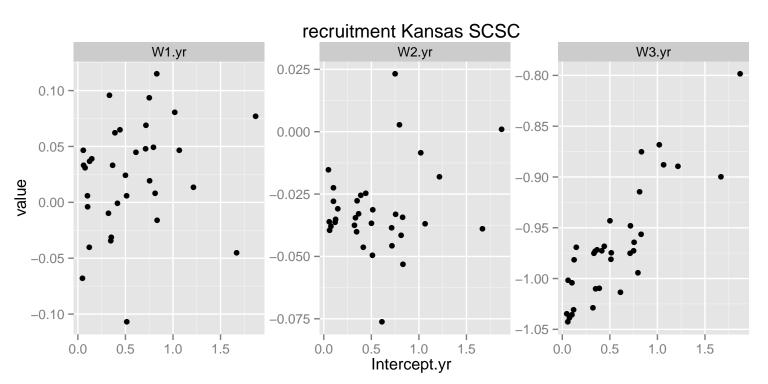


recruitment Idaho PSSP

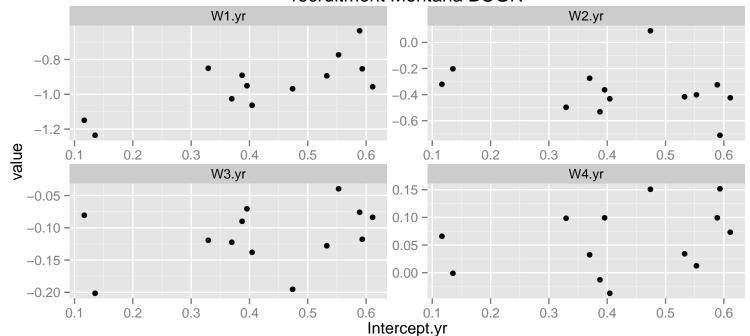




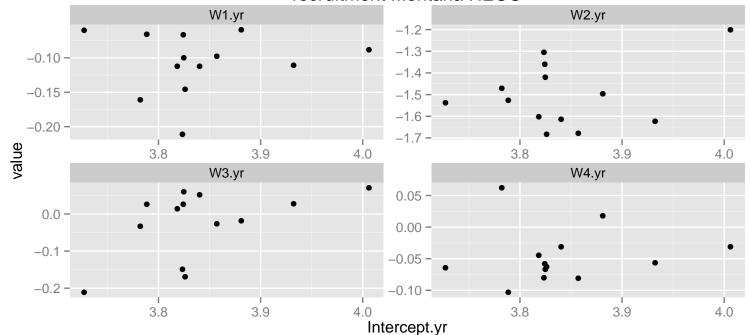




recruitment Montana BOGR

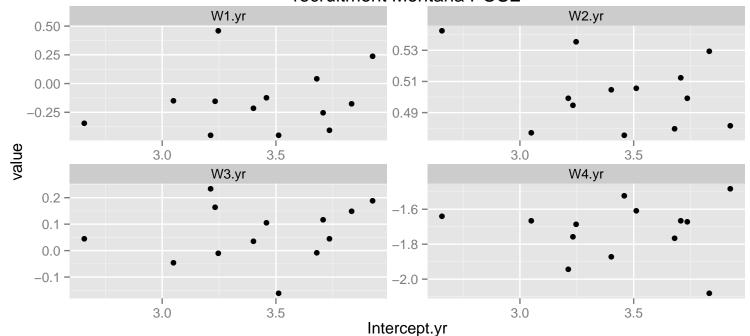


recruitment Montana HECO

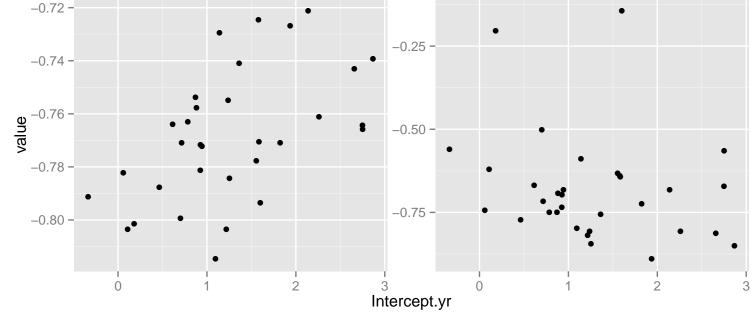


recruitment Montana PASM W1.yr W2.yr 0.5 -0.6 -0.4 -0.3 -0.3 -0.0 --0.3 -0.2 value 6.0 6.5 6.0 6.5 W3.yr W4.yr 0.6 --3.5 **-**0.5 --4.0 -0.4 --4.5 -0.3 -0.2 --5.0 - ● • 6.5 6.0 6.0 6.5 Intercept.yr

recruitment Montana POSE



recruitment NewMexico BOER W1.yr W2.yr -0.72 --0.25 --0.74 --0.50 --0.78 **-**



recruitment NewMexico SPFL

