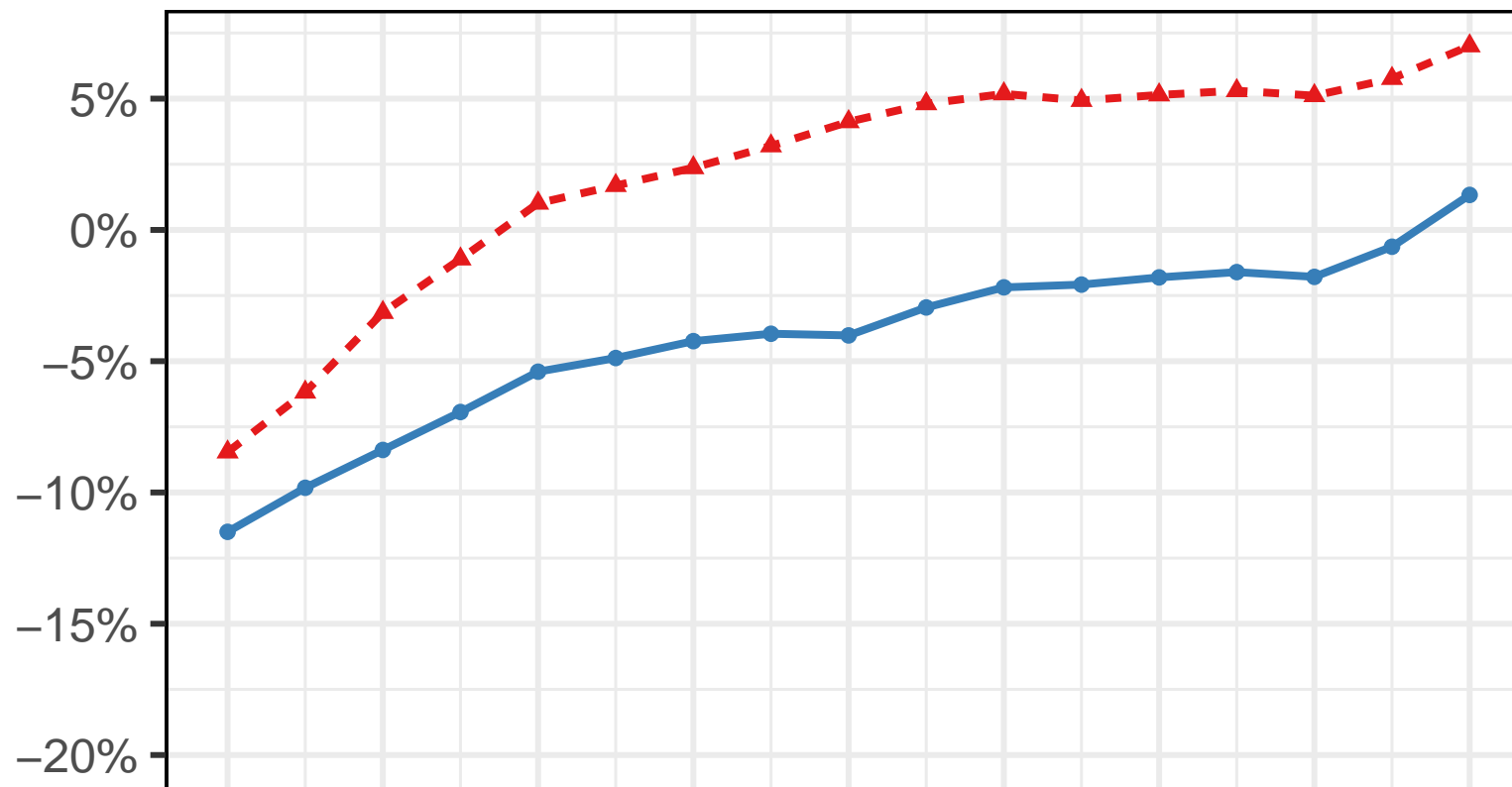
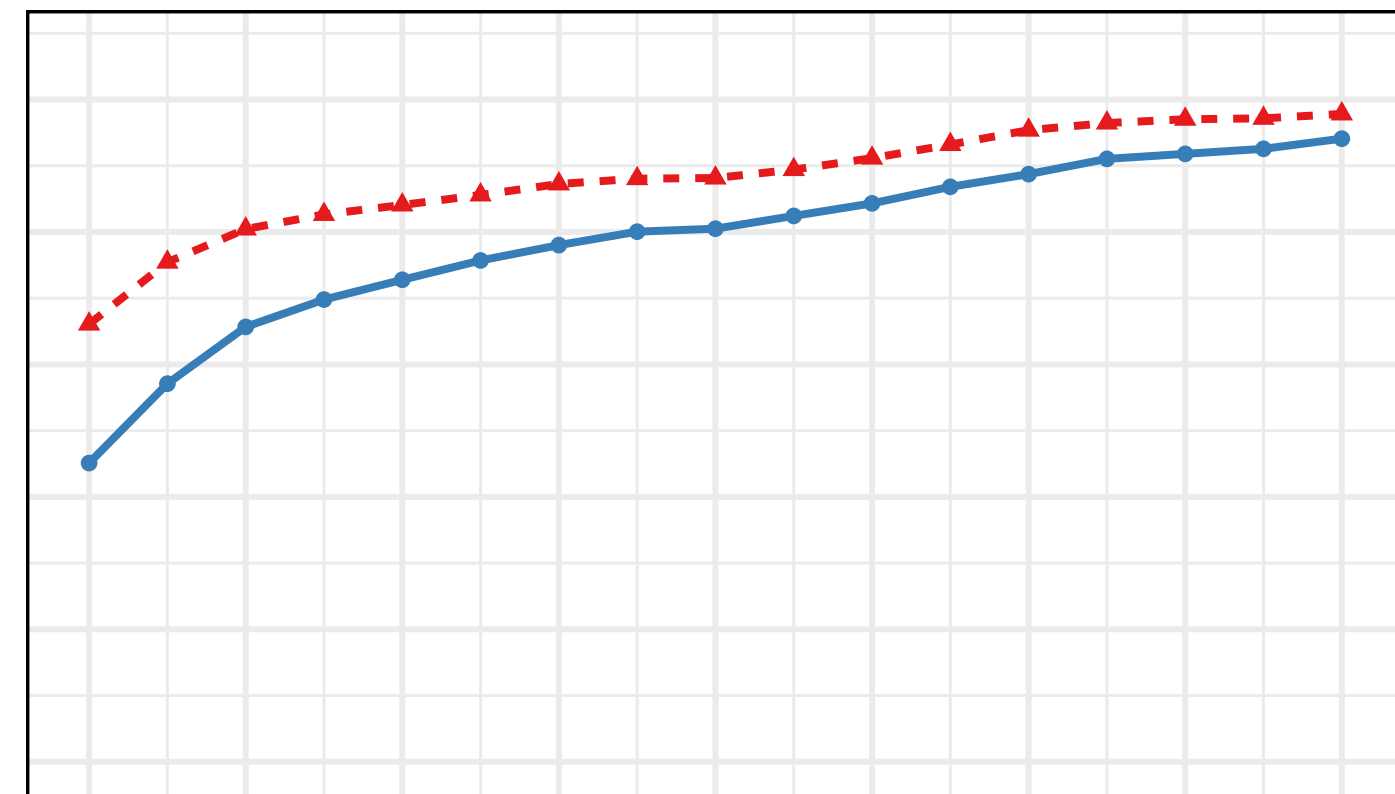


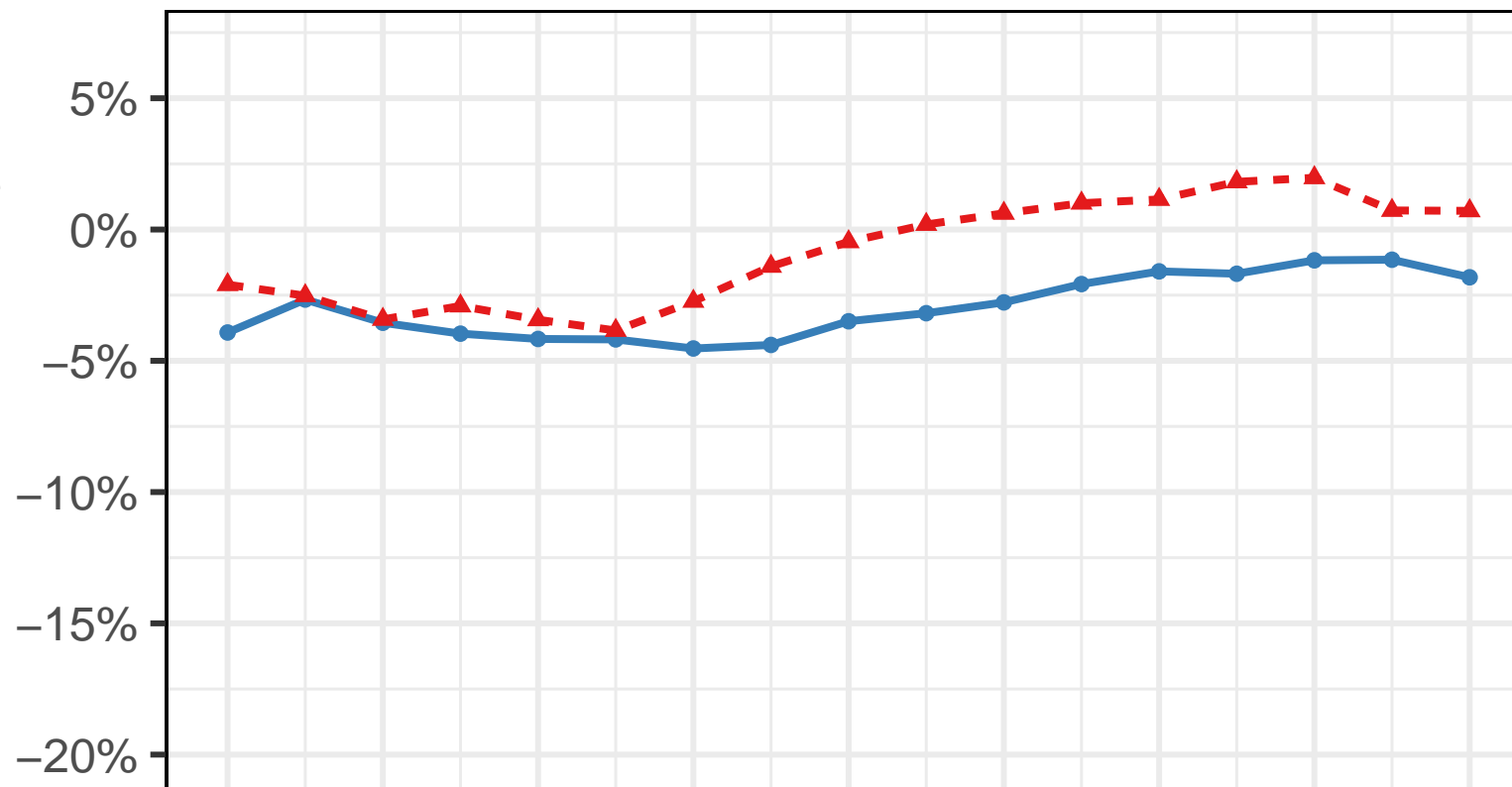
Wage growth from 1997 to 2004
East



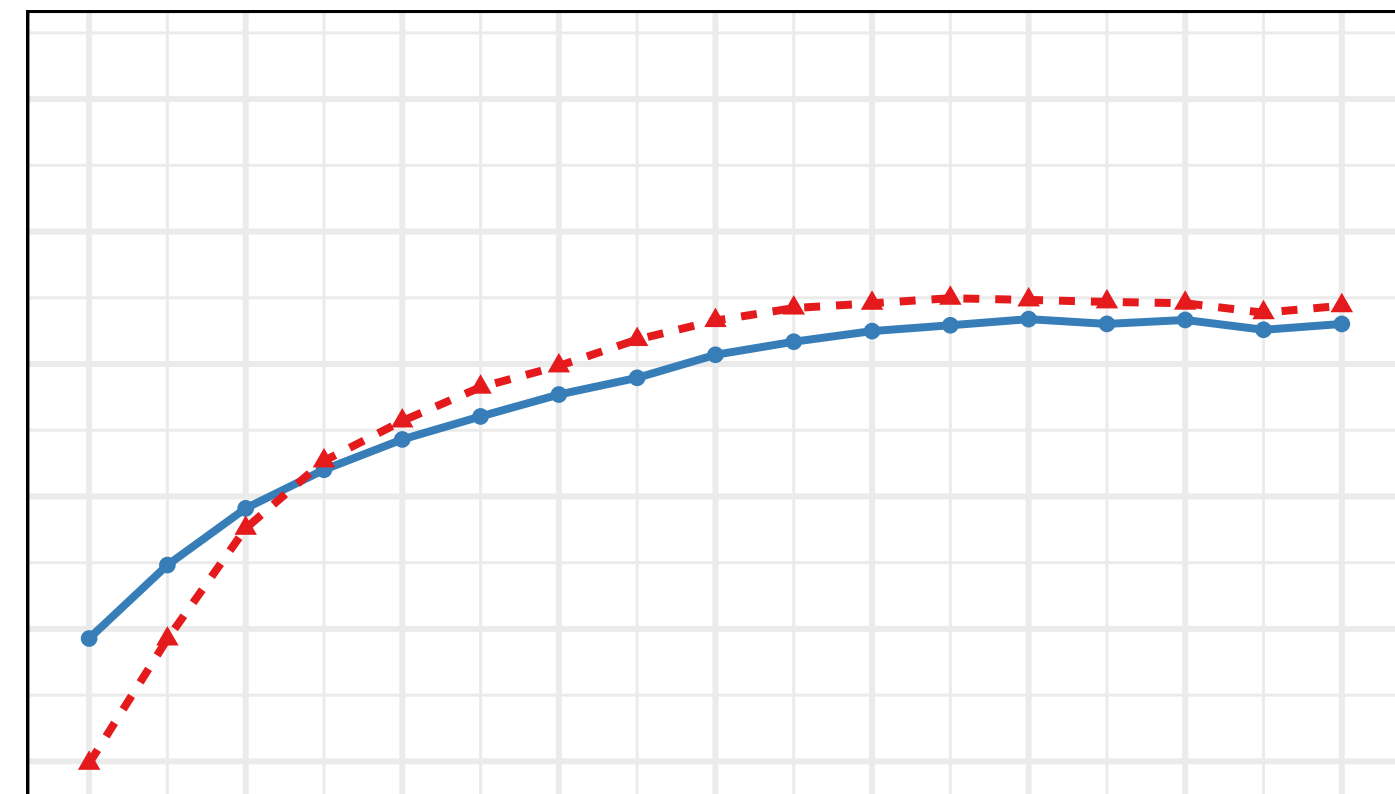
Wage growth from 1997 to 2004
West



Wage growth from 2004 to 2010
East



Wage growth from 2004 to 2010
West



Percentile

- Adjusted to 1997 demographic composition
- ▲- Adjusted to 1997 demographic and union composition