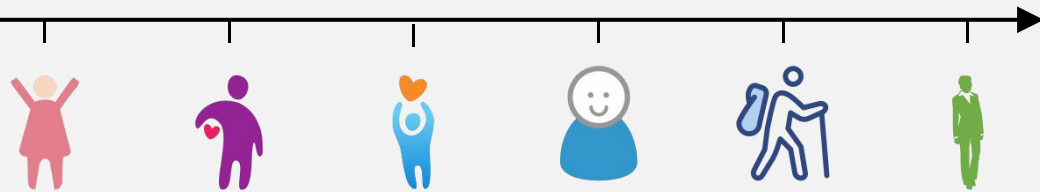
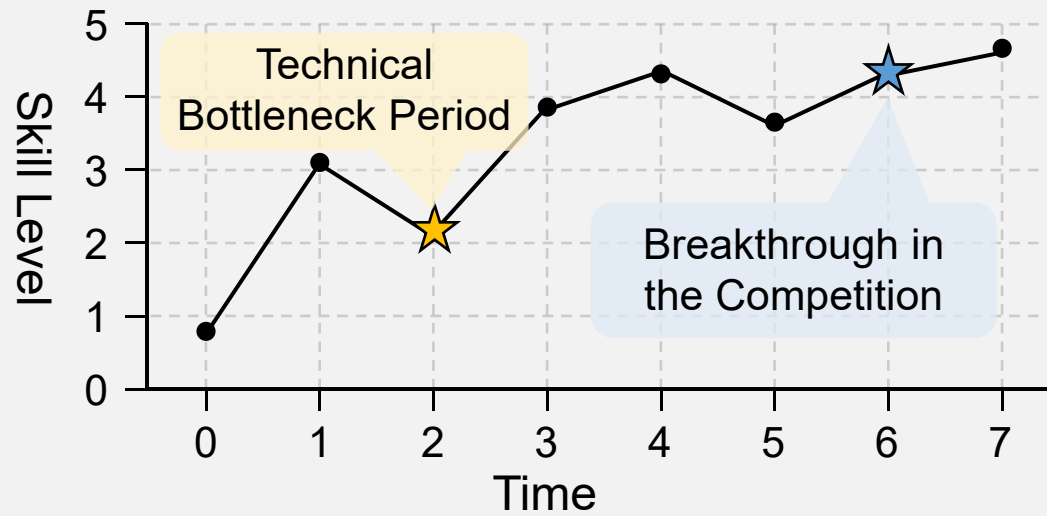


(a) Individual Skill Variation



(b) Inter-Group Discrepancies

