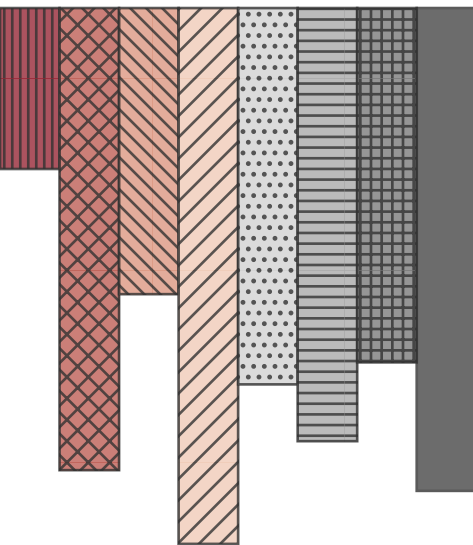
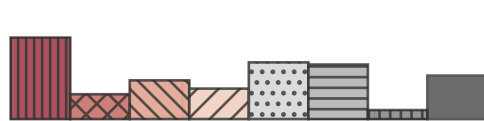
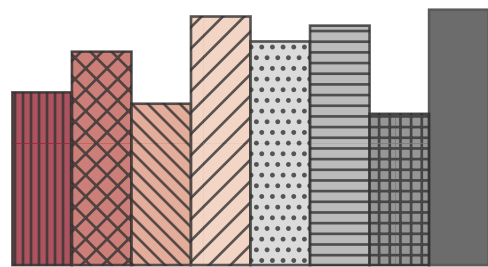
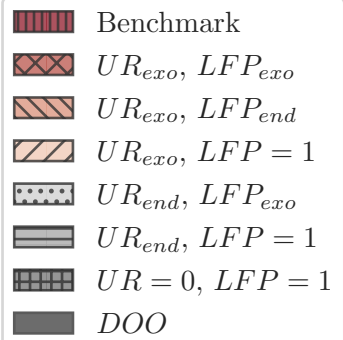


0.004  
0.002  
0.000  
-0.002  
-0.004  
-0.006  
-0.008  
-0.010



Low-skilled

Actual mix

High-skilled