Average Months Employee Remain by Cohort 9.25 8.99 8.99 9.00 8.94 8.92 8.87 Average Months 8.8 8.79 8.78 8.72 8.75 8.50 8.44 8.25

17-Jan 17-Feb 17-Mar 17-Apr 17-May 17-Jun 17-Jul 17-Aug 17-Sep 17-Oct 17-Nov 17-Dec **Cohort**