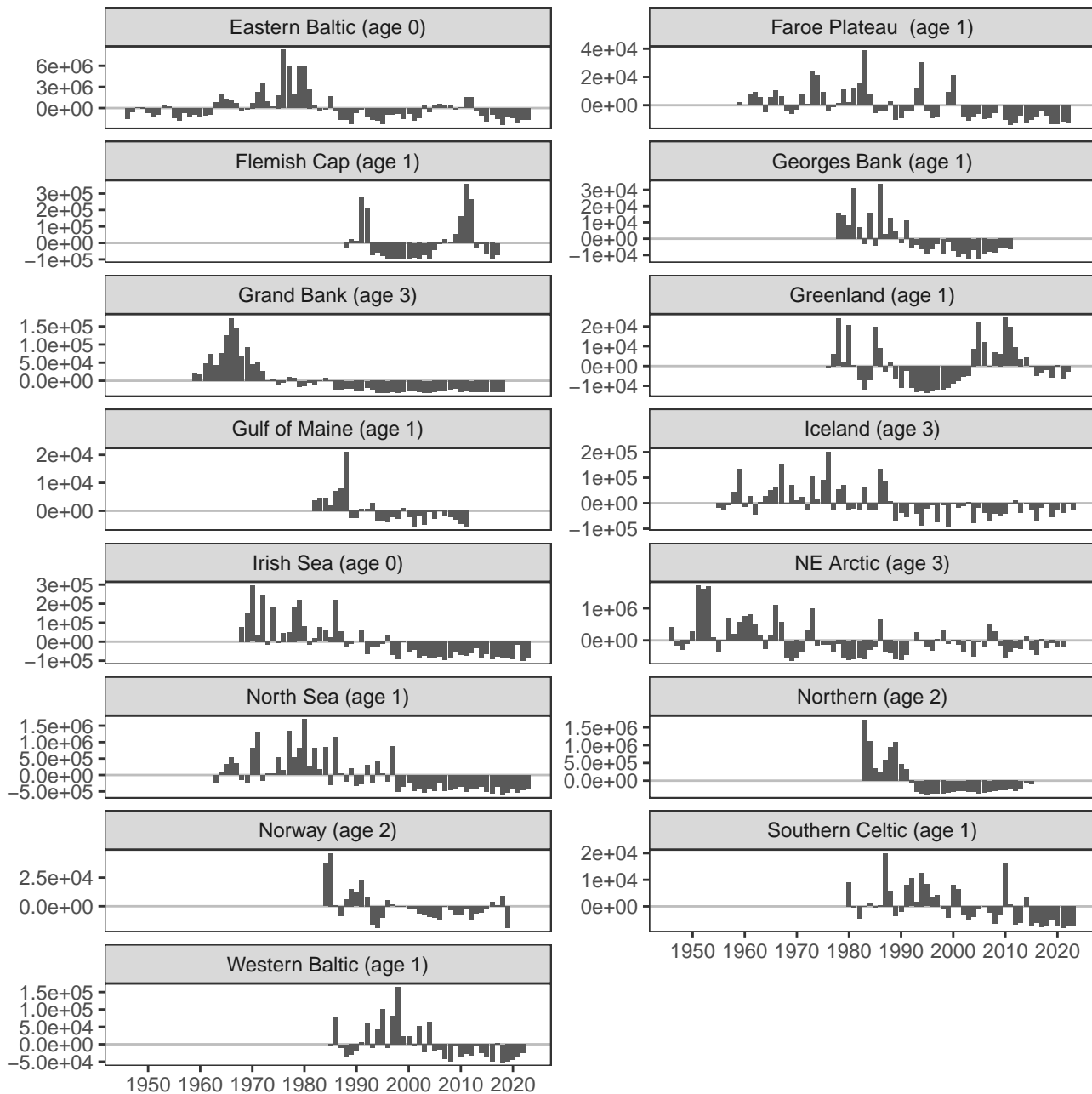


Recruitment deviations from mean



Year