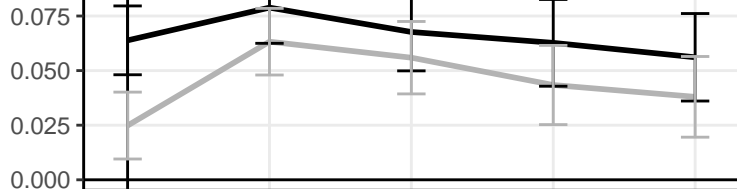
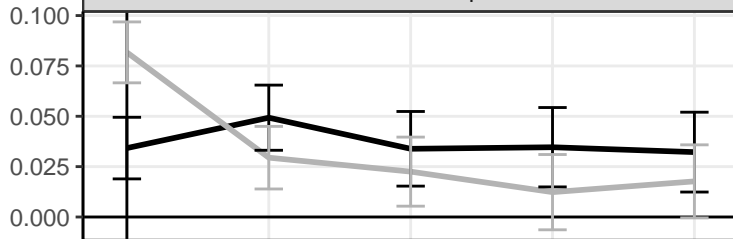


Estimate

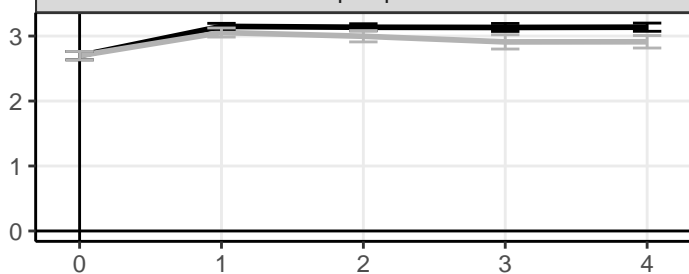
Temp to perm



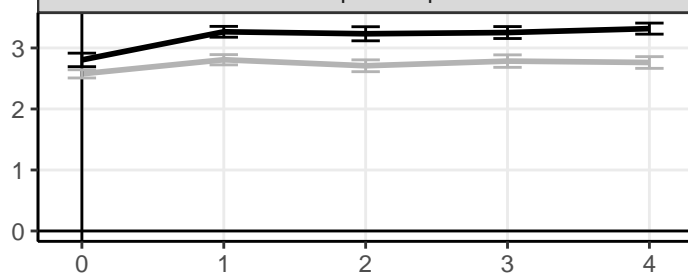
Perm to temp



Unmp to perm



Unmp to temp



Years before/after event

— All temporary — FTC only