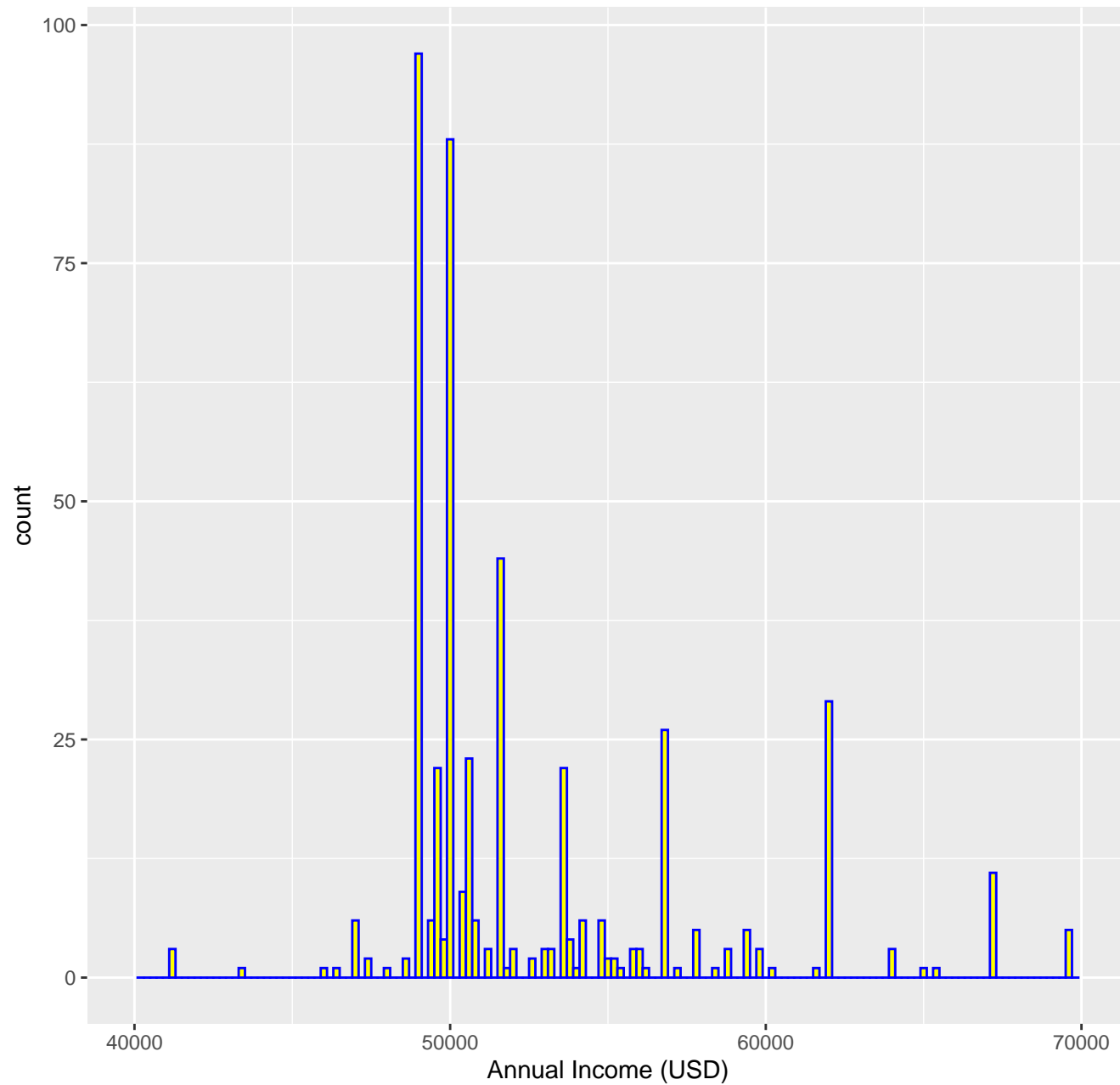


A Histogram of First-Year Postdocs at UM (Adjusted for 2019 +3%)**B** Histogram of First-Year Postdocs at UM (Adjusted for 2019 +3%)