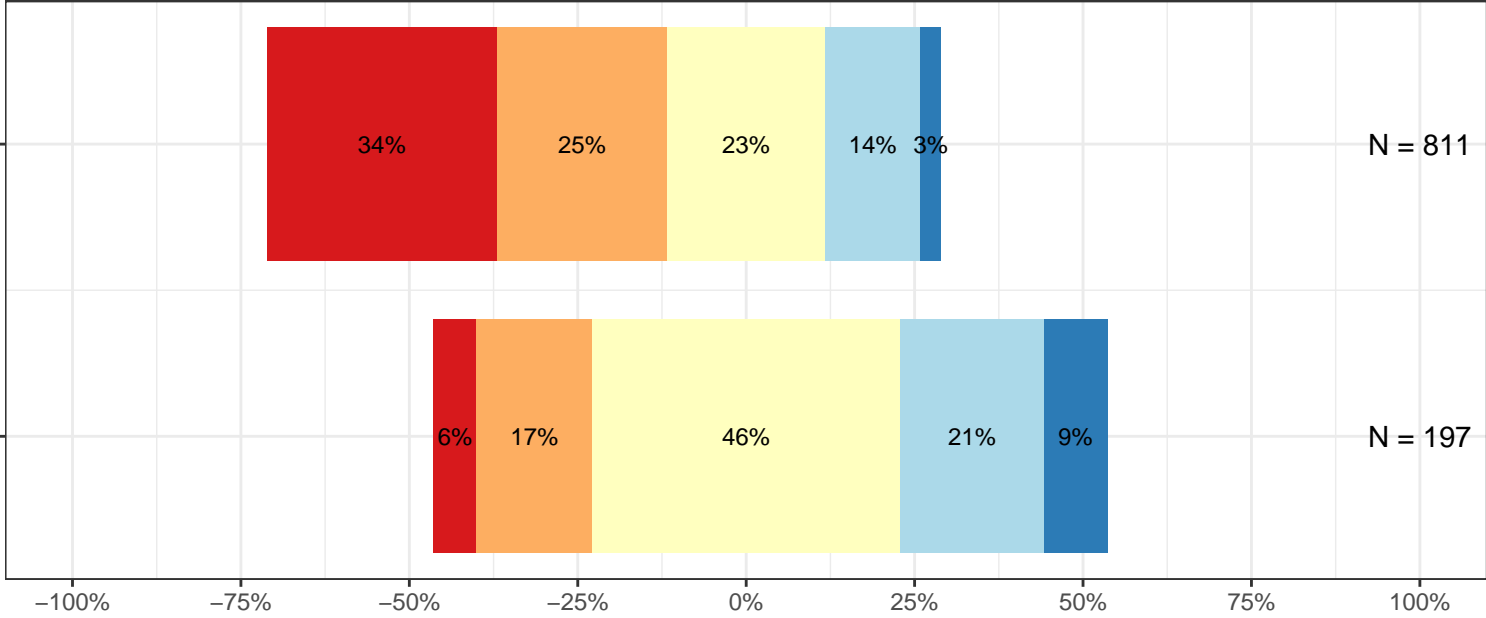
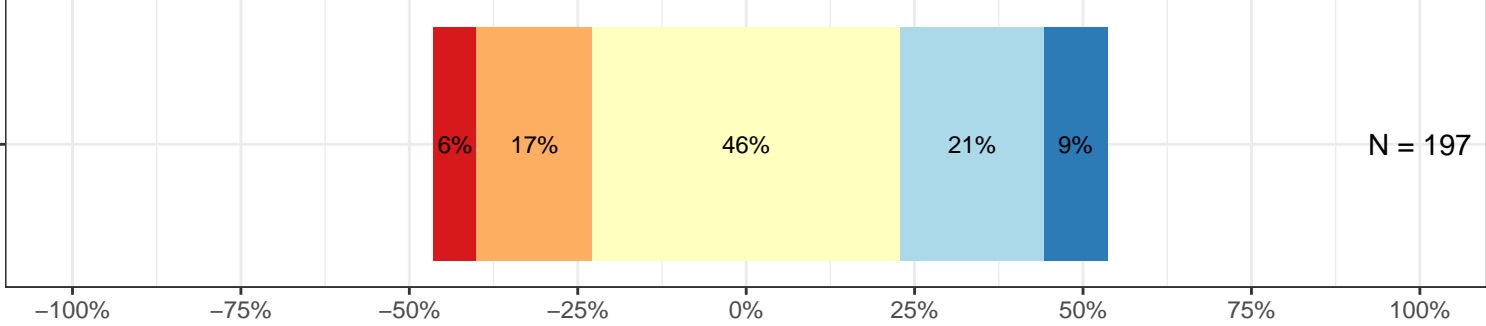


Control of Existing EHF



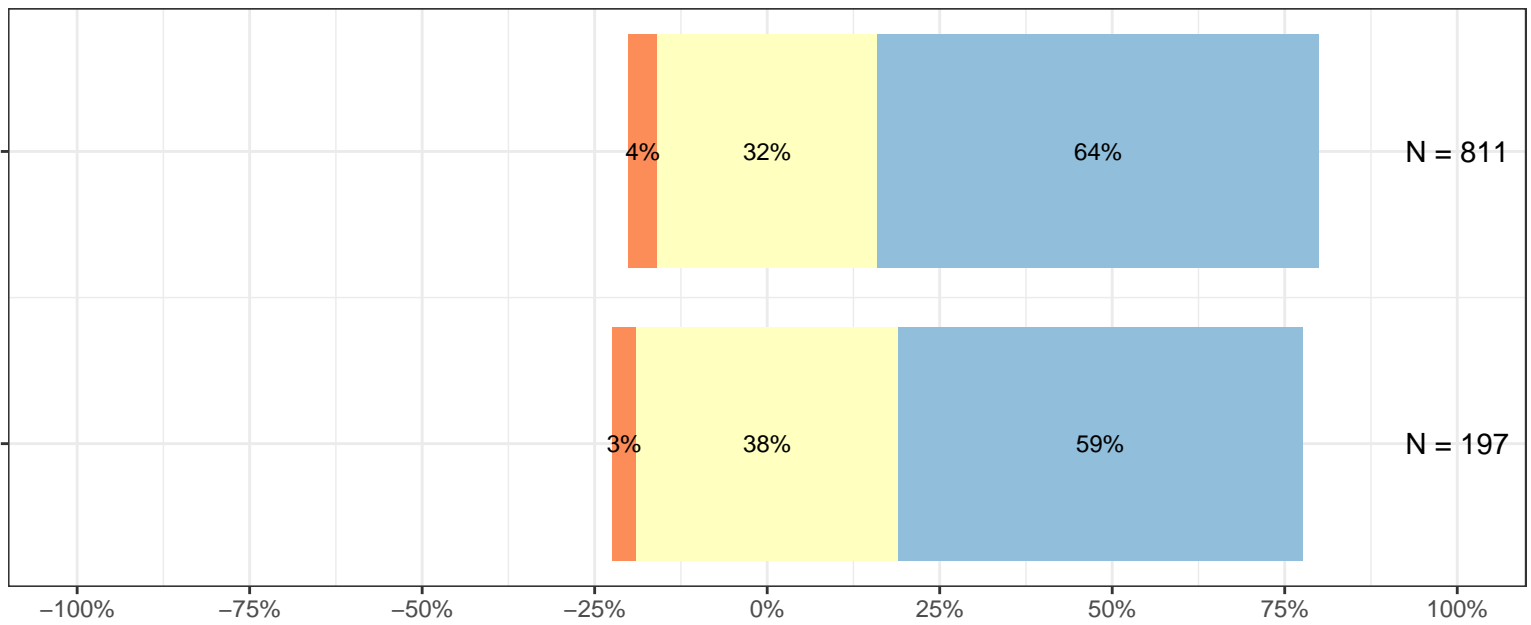
- Only management control
- More management control
- Equal control
- More worker control
- Only worker control

Control of New EHF



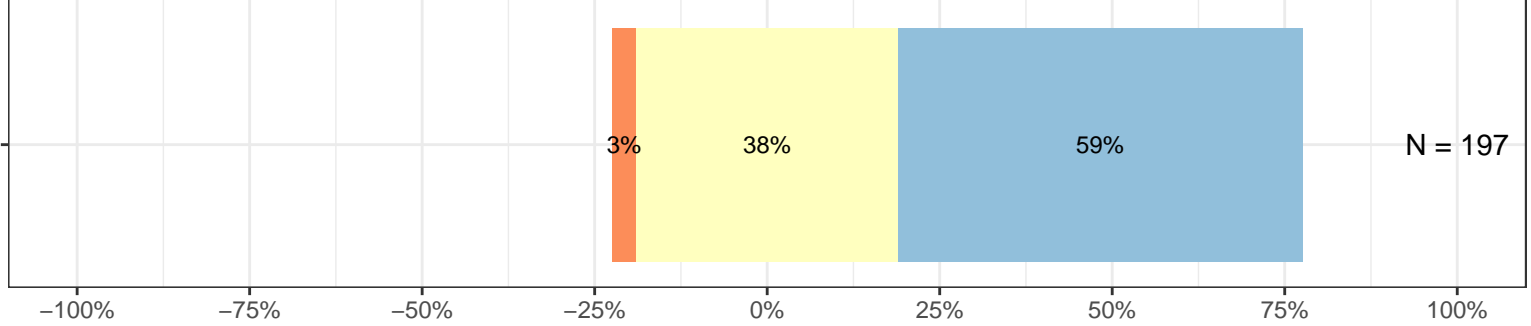
N = 197

Support for Existing EHF



- Not at all supportive
- Moderately supportive
- Extremely supportive

Support for New EHF



N = 197