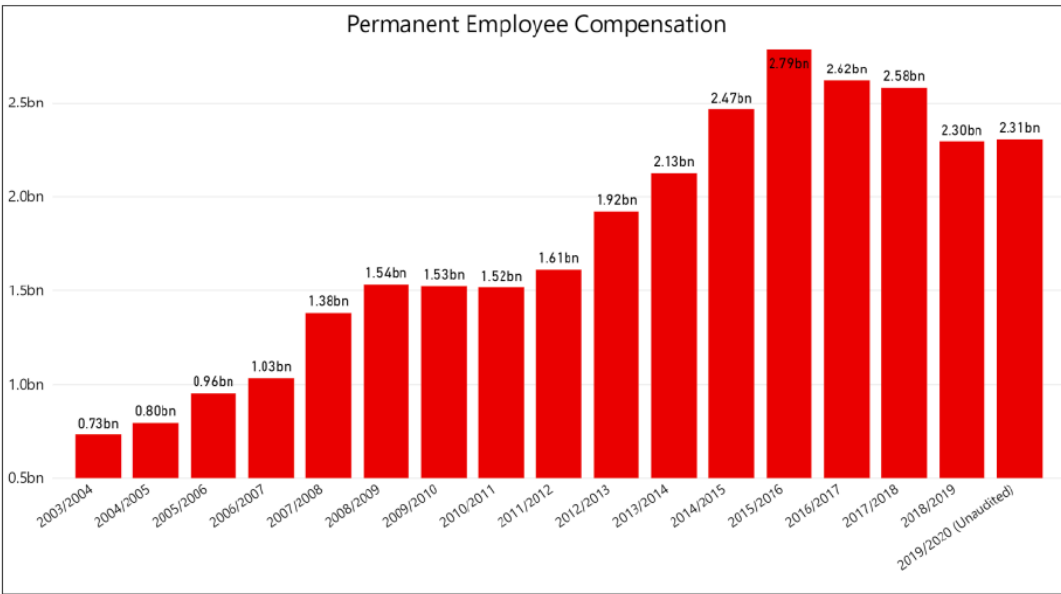
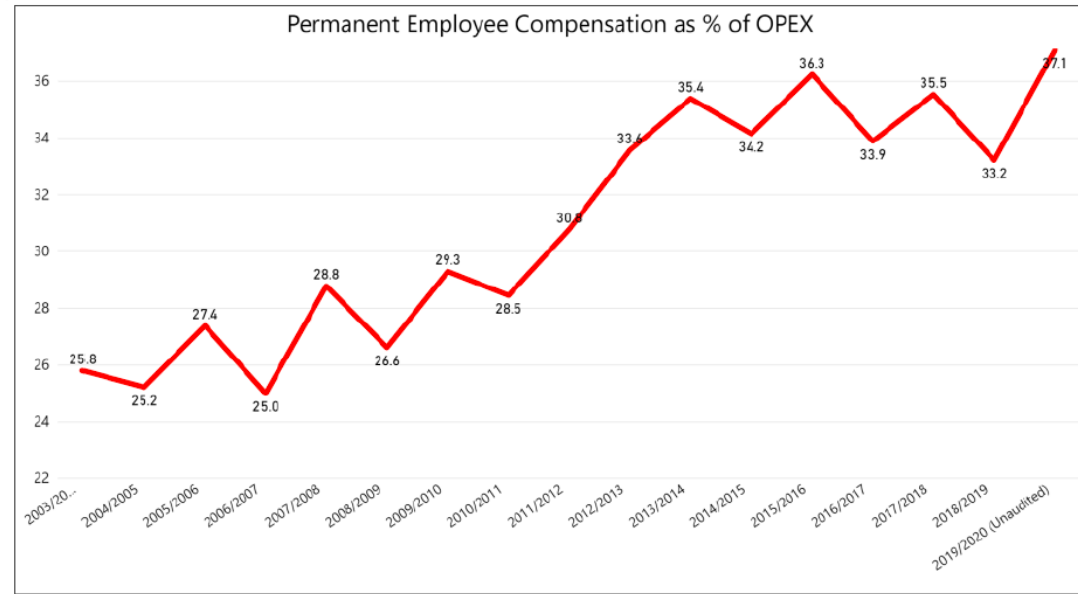


# OVERVIEW – UNSUSTAINABLE EMPLOYEE COSTS

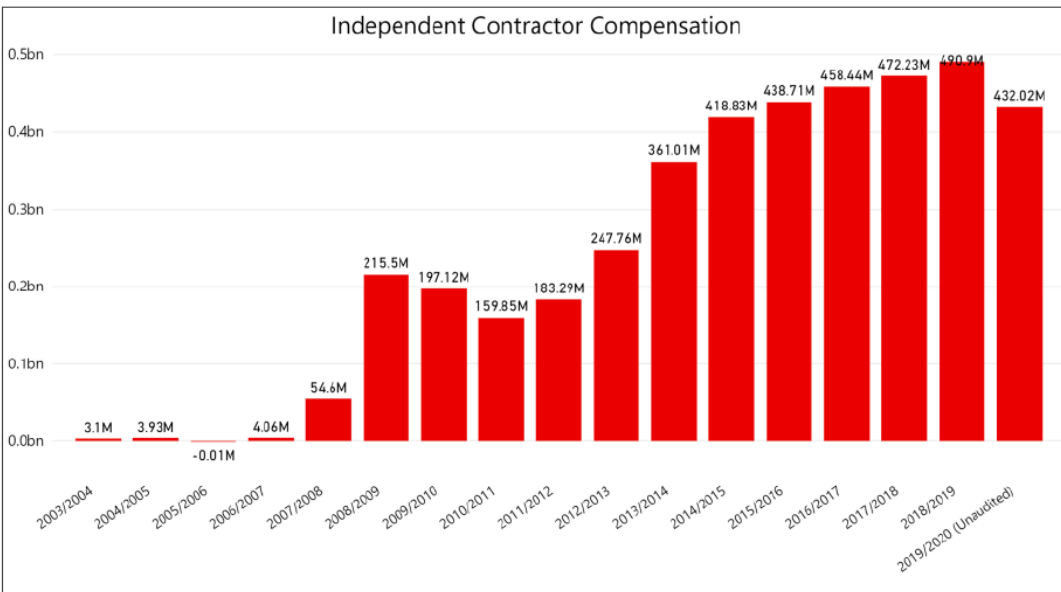
Permanent Employee Compensation



Permanent Employee Compensation as % of OPEX



Independent Contractor Compensation



Independent Contractor Compensation as % of OPEX

