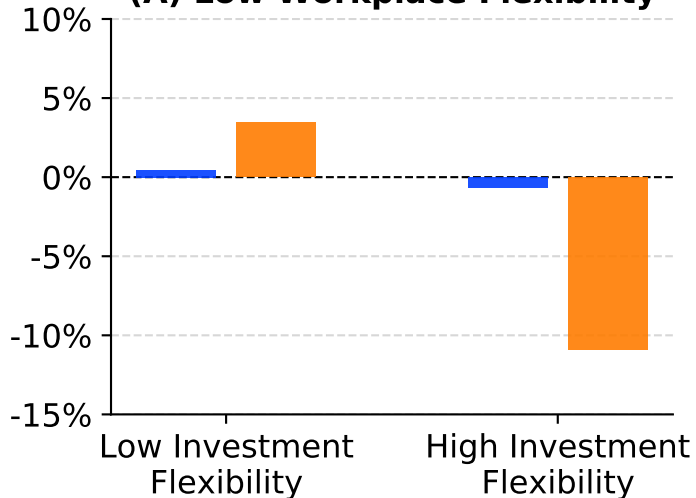
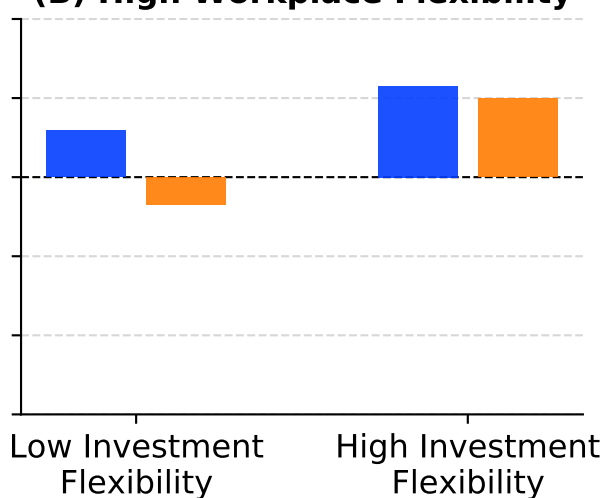


(A) Low Workplace Flexibility



(B) High Workplace Flexibility



Employment



Capital Spending