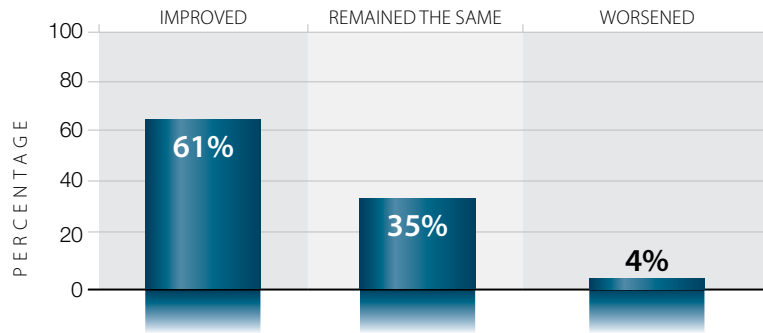
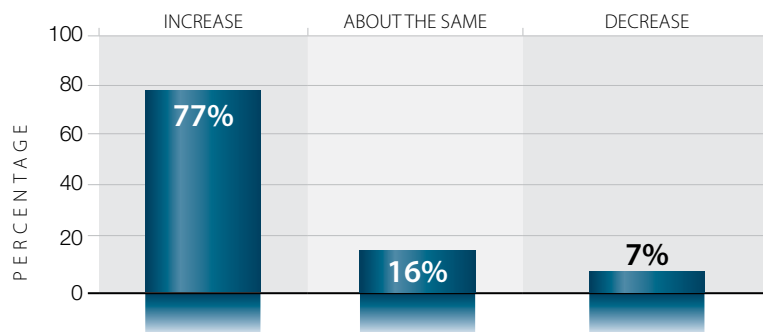


Overall economic conditions in the U.S. compared to last year



Anticipated sales revenue gains in the year ahead



Anticipated hiring in the year ahead

