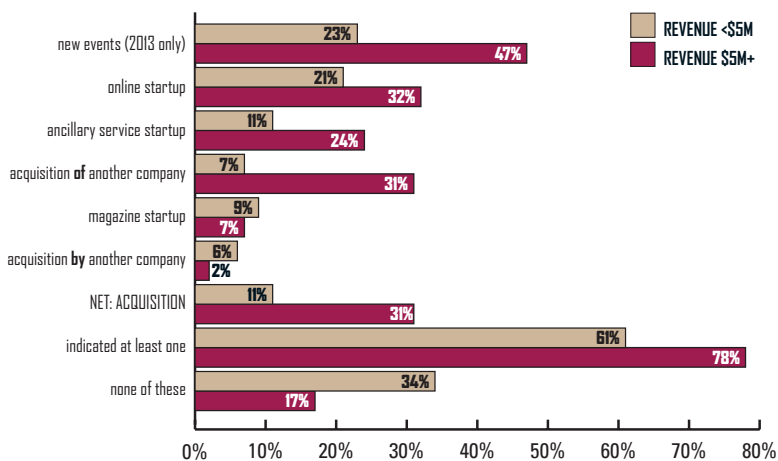
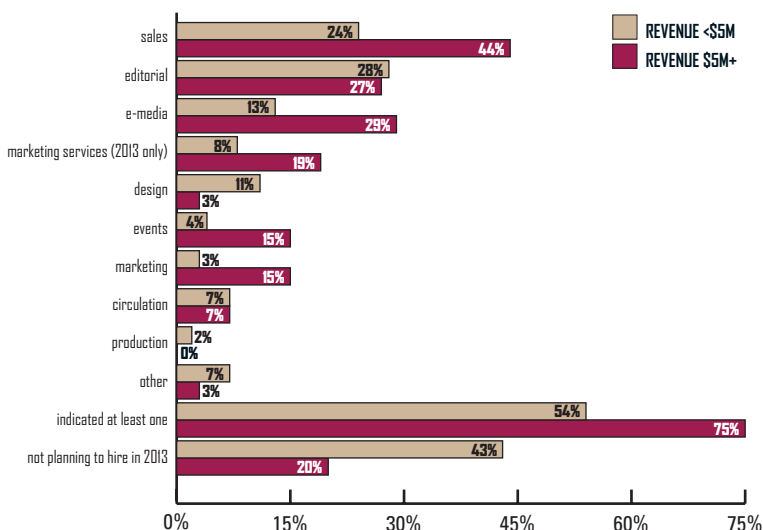


**CHART 10: Which of the following changes do you anticipate for your organization in 2013?**



**CHART 11: In which of these areas is your organization planning to hire in 2013?**



**CHART 12: From which sources do you anticipate increased revenue for your organization in 2013?**

