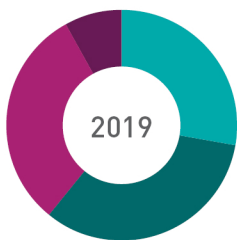


| Employee Statistics | 2019 | 2018 |
|----------------------------------|------|------|
| Total # of Employees at Year End | 666 | 547 |
| New Hires | 64 | 30 |
| Employee Turnover | 8% | 6% |

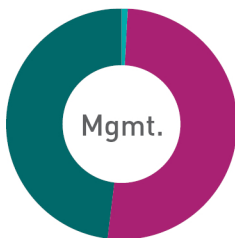
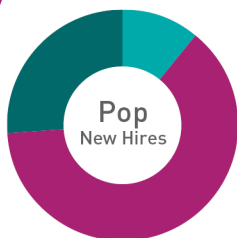
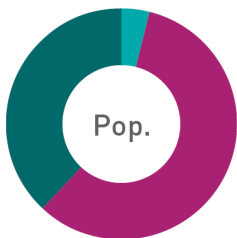
Tenure

| | | |
|---------------|------------|-------------------|
| 0 - 5 | 2018 / 21% | 2019 / 28% |
| 5 - 10 years | 2018 / 34% | 2019 / 33% |
| 10 - 20 years | 2018 / 36% | 2019 / 31% |
| +20 years | 2018 / 9% | 2019 / 8% |

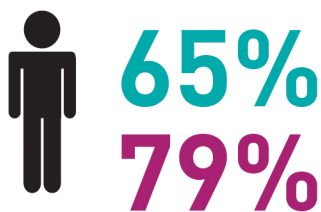


Age / 2019

| | | | | |
|-------------|---------------------------|------------------------|--------------------|------------------------|
| - 30 y/o | Total Pop. / 3.5% | New Hires / 11% | Mgmt. / 1% | New Hires / 0% |
| 30 – 50 y/o | Total Pop. / 59% | New Hires / 63% | Mgmt. / 50% | New Hires / 60% |
| 50+ y/o | Total Pop. / 37.5% | New Hires / 26% | Mgmt. / 49% | New Hires / 40% |



Gender – Total Employee Population

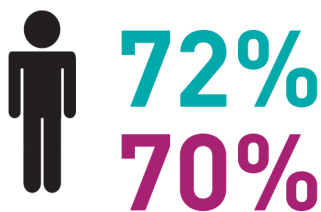


2019 / Male **65%** New Hires **79%**
2018 / Male 63%



2019 / Female **35%** New Hires **21%**
2018 / Female 37%

Gender – Management



2019 / Male **72%** New Hires **70%**
2018 / Male 71%



2019 / Female **28%** New Hires **30%**
2018 / Female 29%

*2019 numbers include data related to Spectrum acquisition