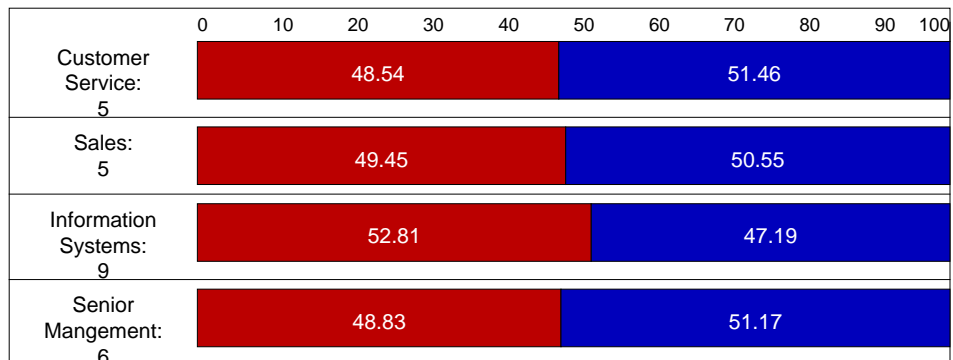


Average Organizational Report

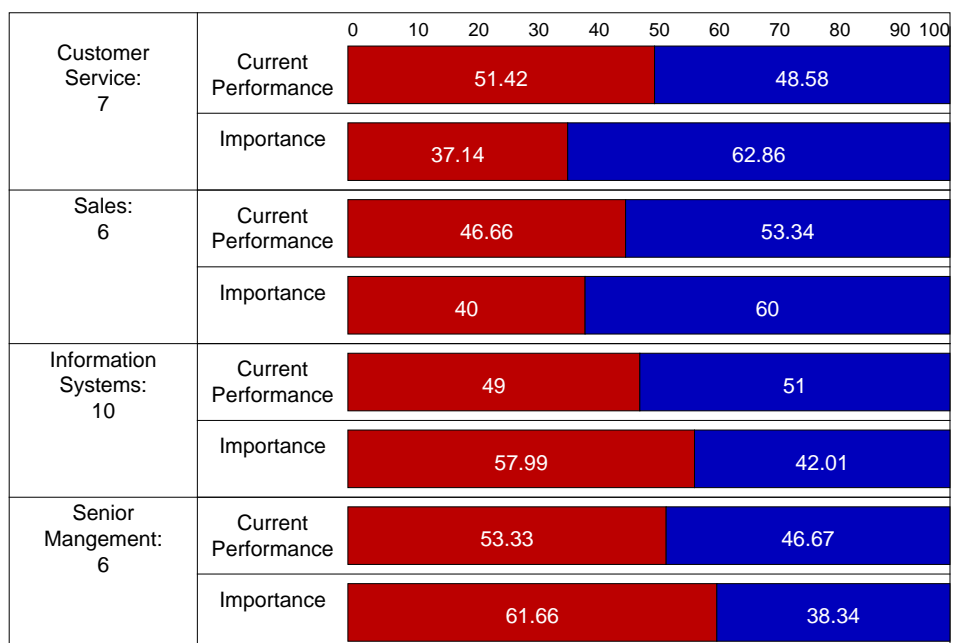
Favorable/Unfavorable-Comparative

Date: 10/9/2003

Diversity Management



Employee Relations



Corporate Strategy

