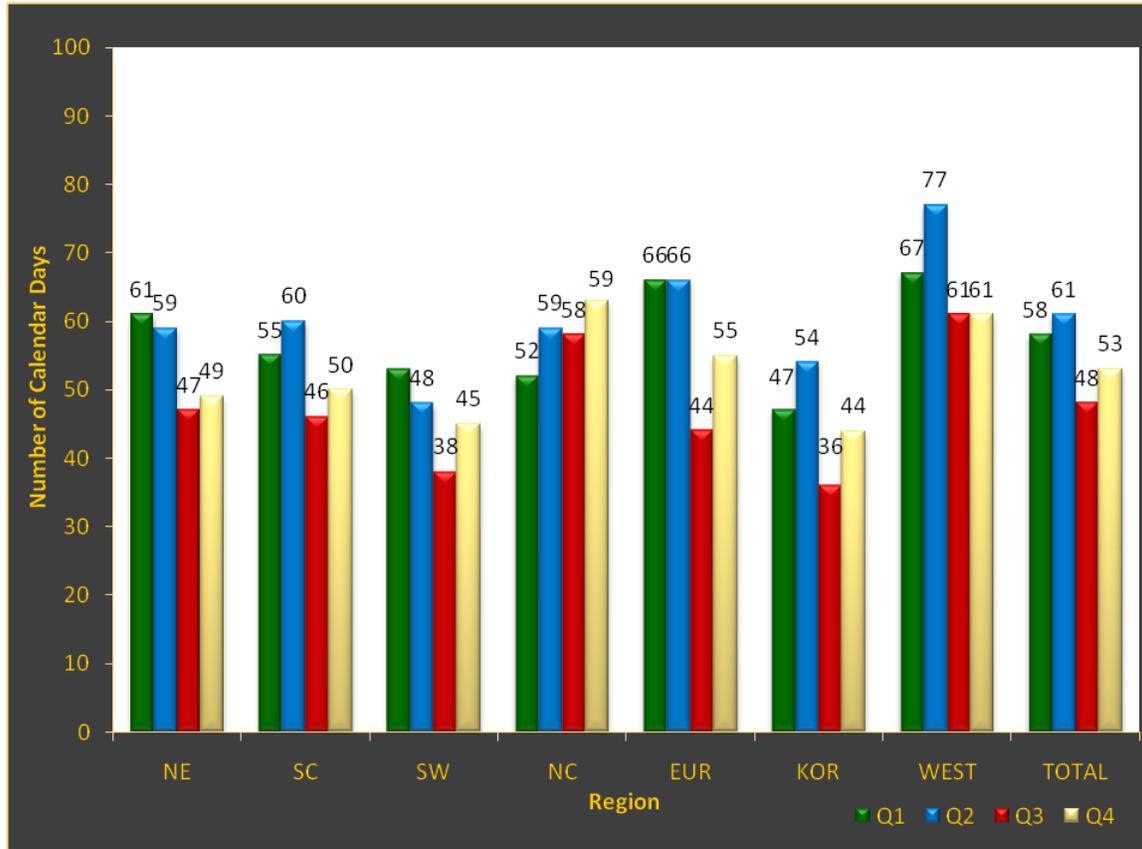




2-3 APPENDIX

AVERAGE NUMBER OF CALENDAR DAYS TO FILL POSITIONS



(From Receipt in Personnel to Date Offer Accepted)