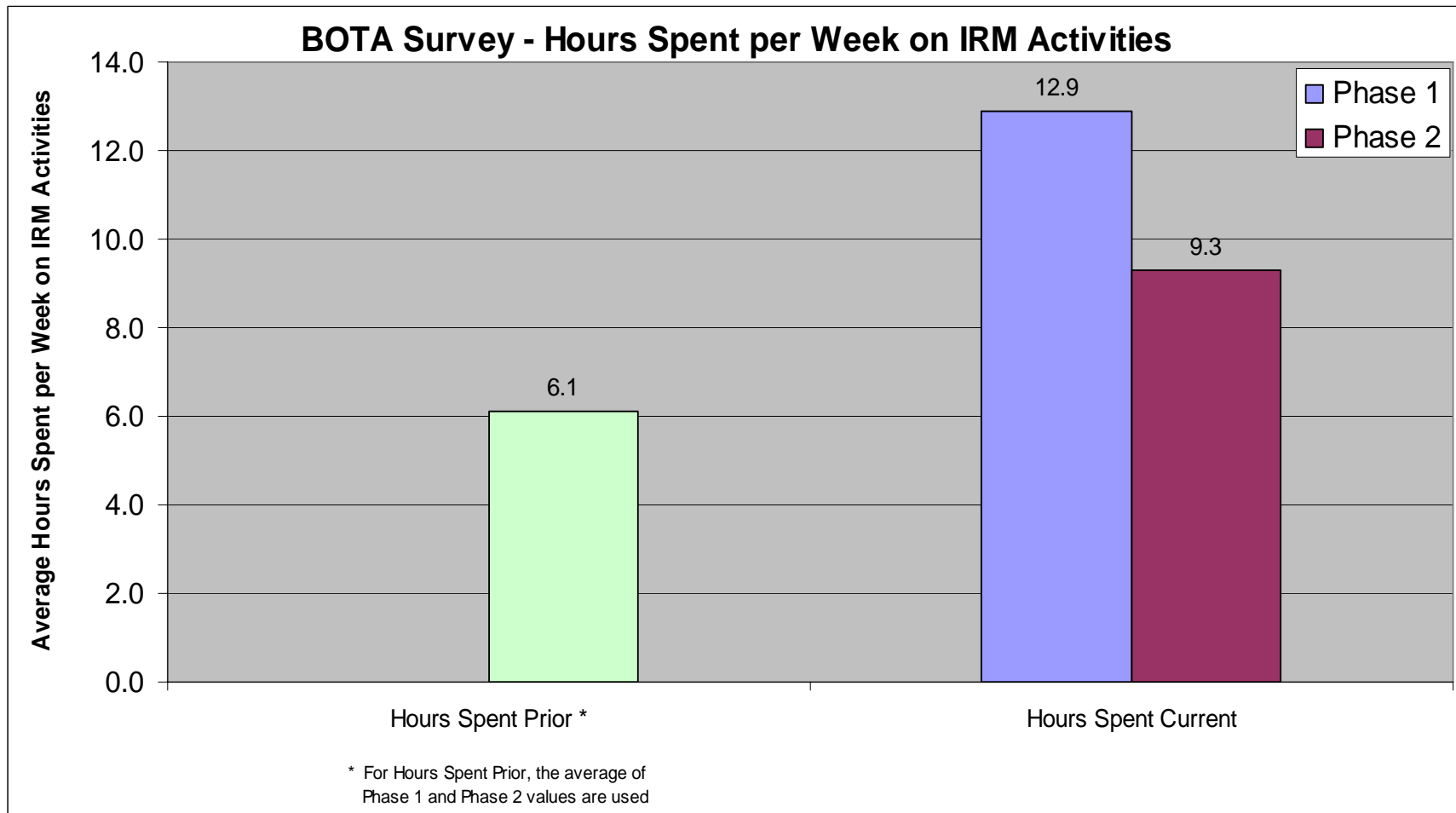


APPENDIX A: AVERAGE HOURS SPENT PER WEEK FOR EACH FUNCTION

SUMMARY OF IRM OVERALL



Summary of B&F Overall

