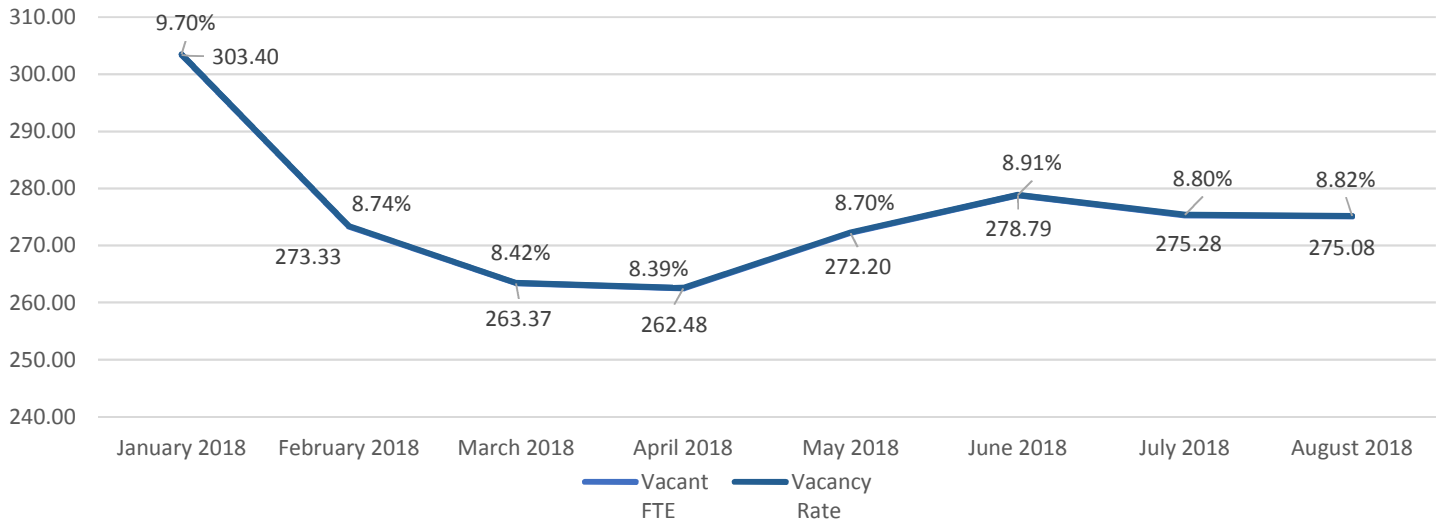
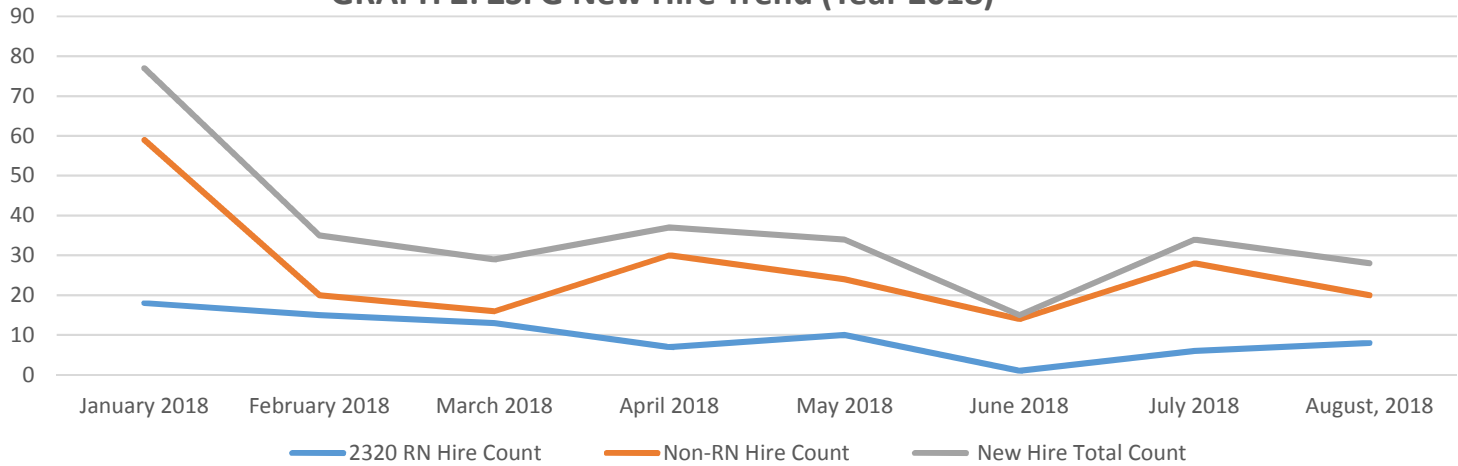


GRAPH 1: ZSFG Vacancy Rate Trend (Year 2018)

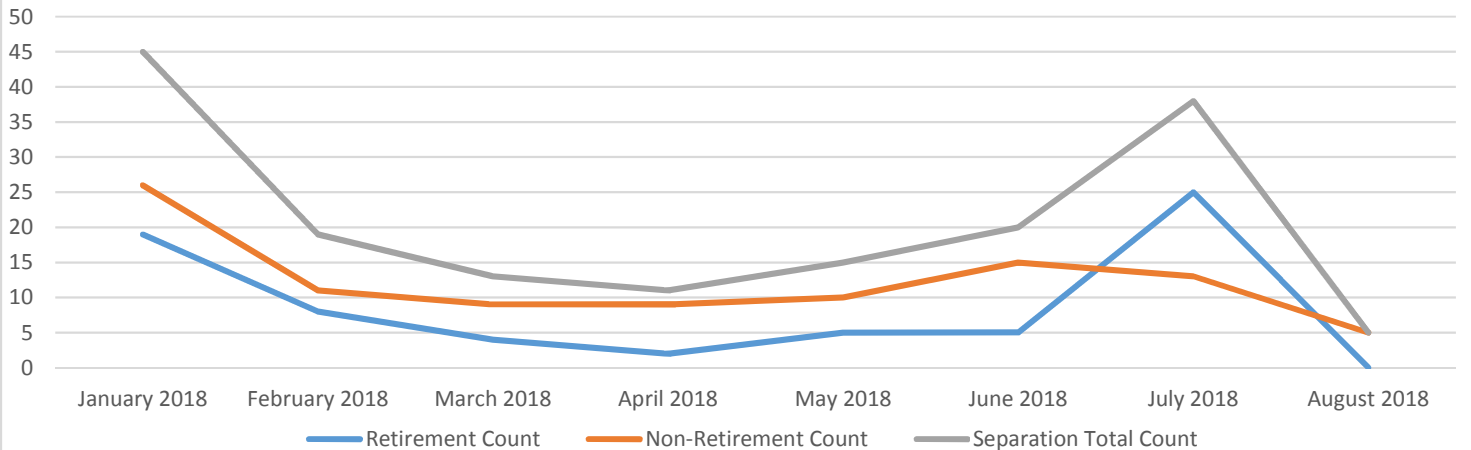


GRAPH 2: ZSFG New Hire Trend (Year 2018)



Note: The new hire count reported for Jan 2018 is the aggregate data for three months (Nov 2017, Dec 2017 and Jan 2018) due to the absence of a JCC meeting during these months.

GRAPH 3: ZSFG Separation Trend (Year 2018)



Note: The separation count reported for Jan 2018 is the aggregate data for three months (Nov 2017, Dec 2017 and Jan 2018) due to the absence of a JCC meeting during these months.