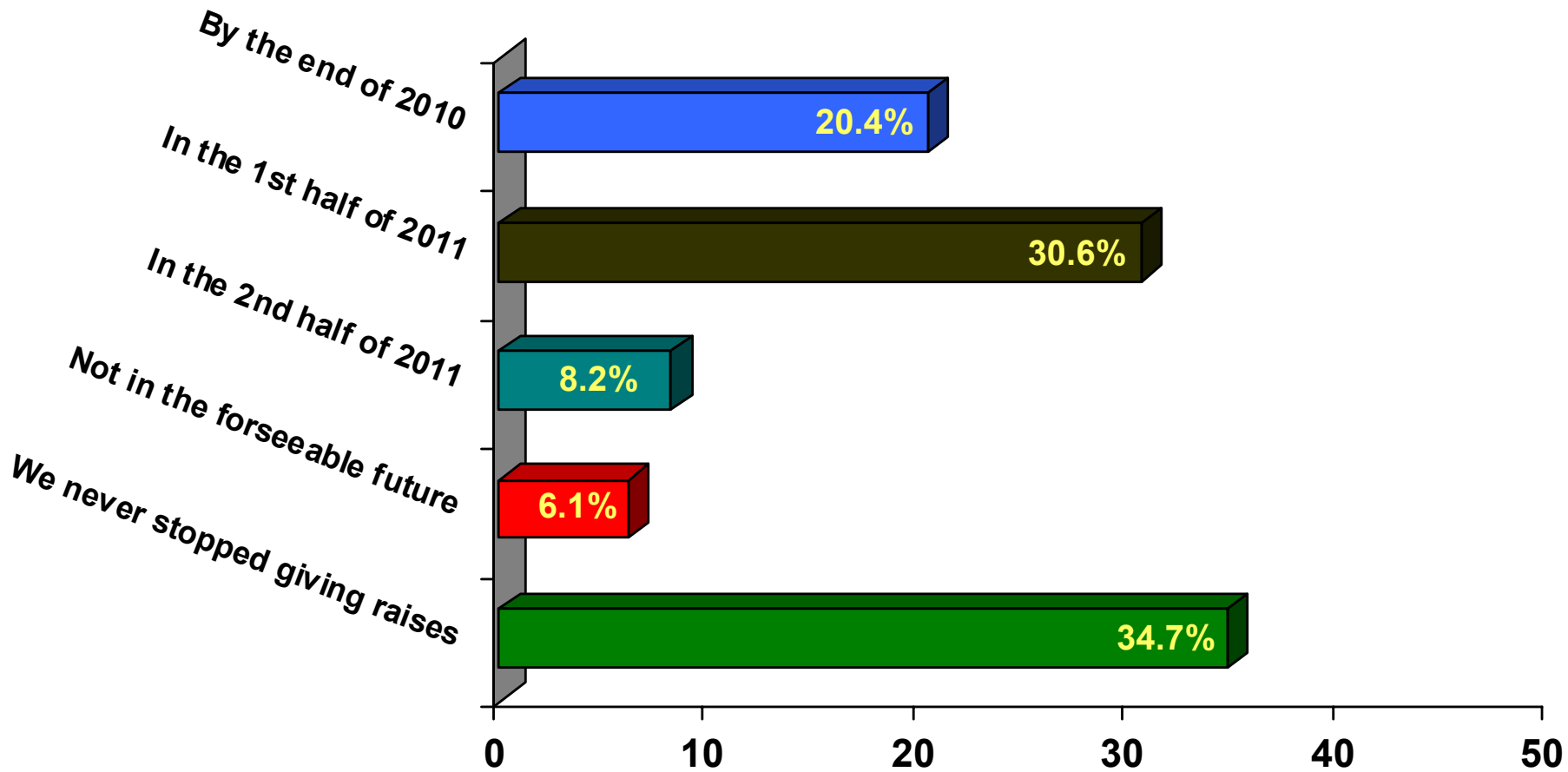


When does your company expect to start giving raises again?

Overall results from Wholesalers & Specialty Wholesalers

(35/95 responses, 36.8% response rate)



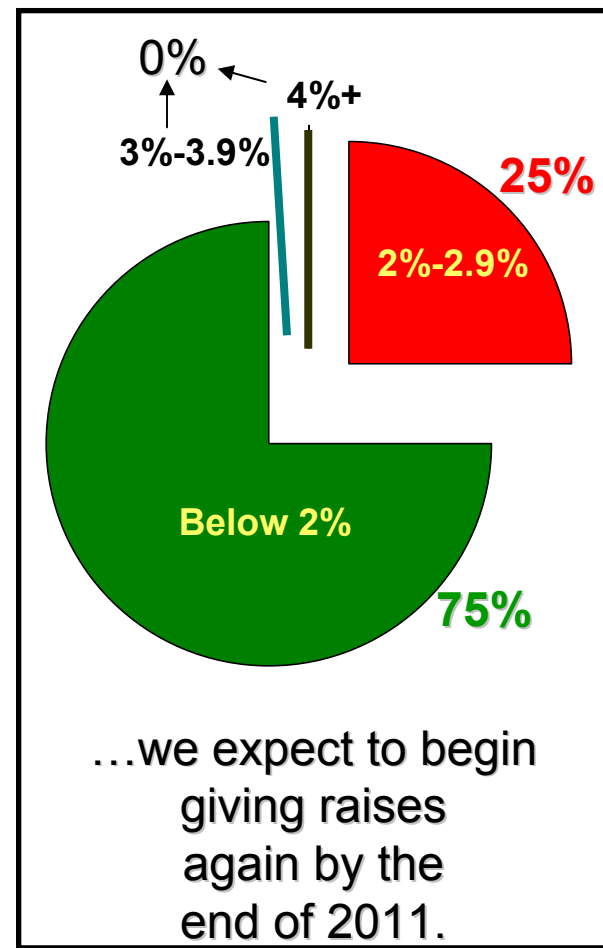
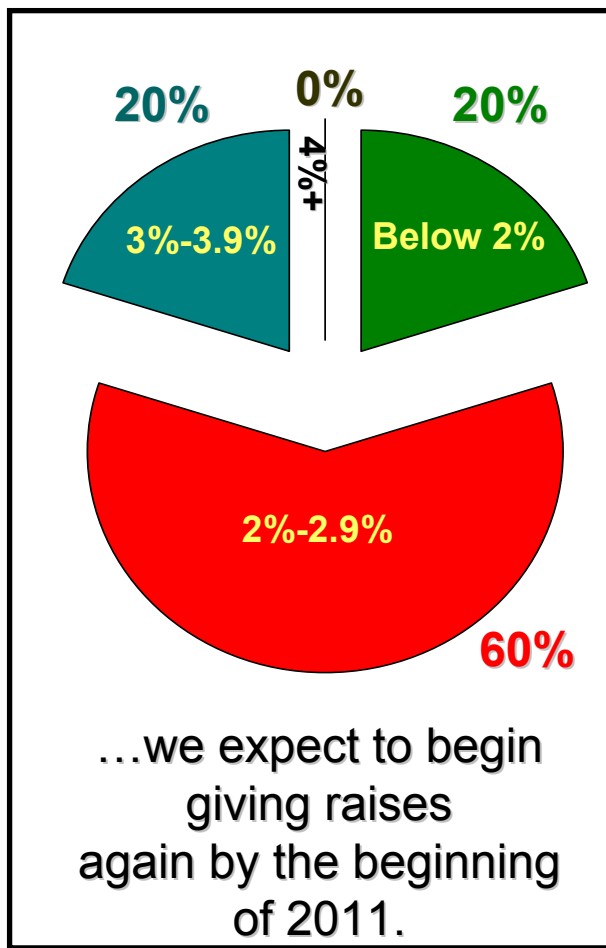
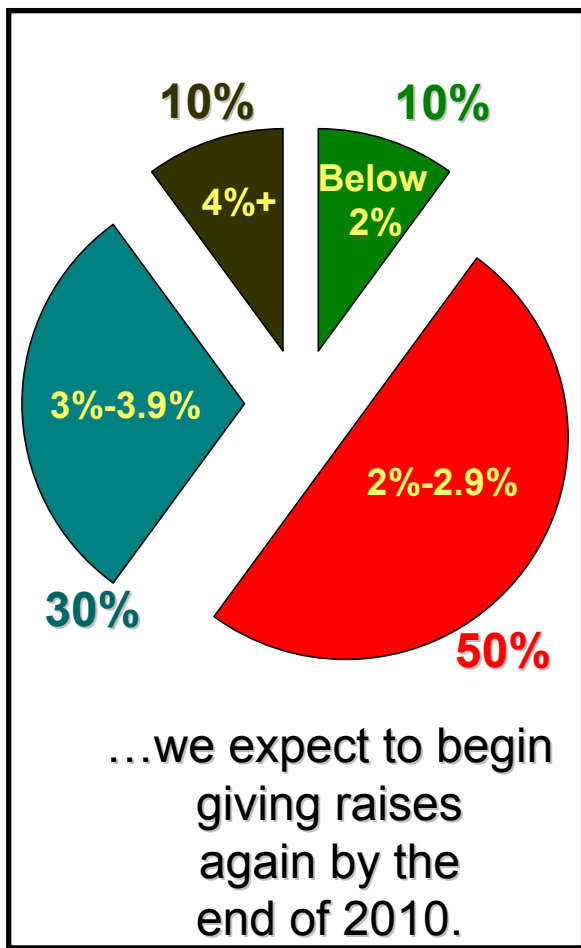
[Please see the next page to view a breakout of anticipated raises by %]



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CIPH EconoLink

Results by group from the previous page. What % range of raises do you anticipate giving... (Wholesalers & Specialty Wholesalers)

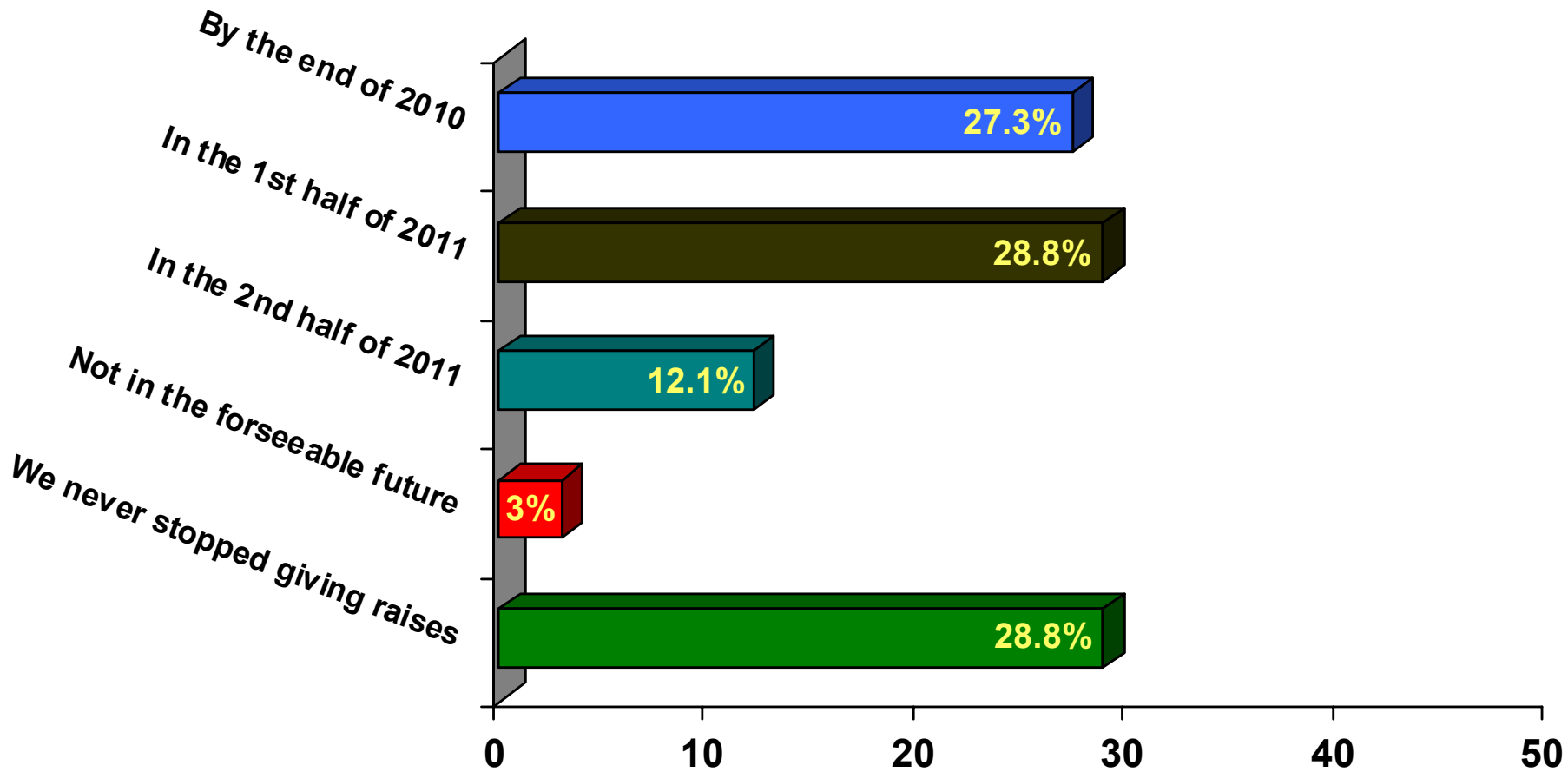


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When does your company expect to start giving raises again?

Overall results from Manufacturers & Master Distributors

(52/149 responses, 34.9% response rate)



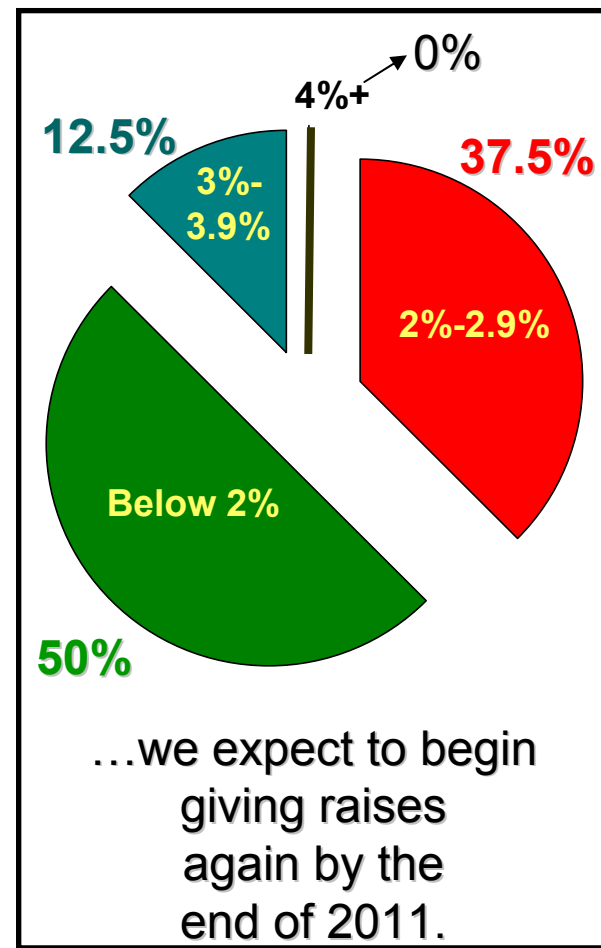
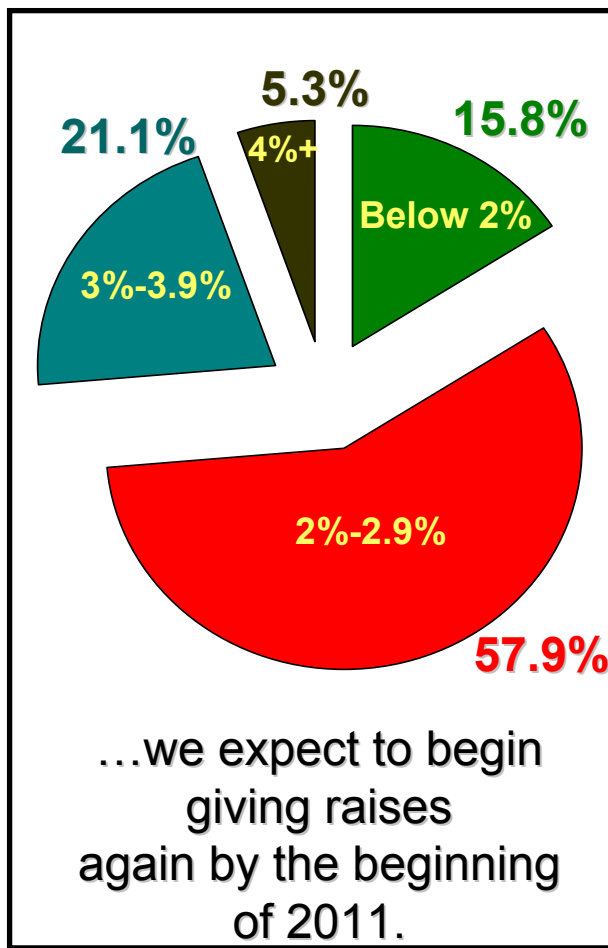
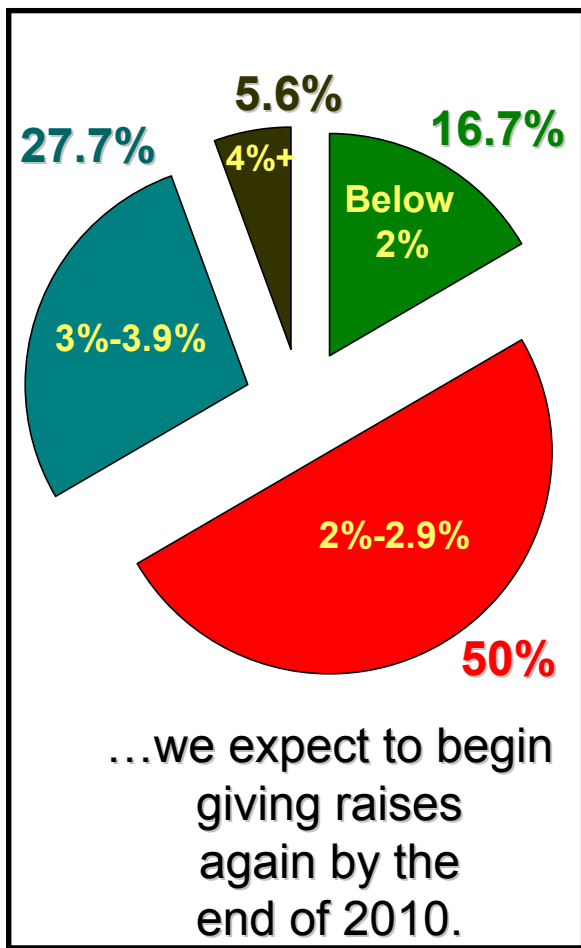
[Please see the next page to view a breakout of anticipated raises by %]



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Results by group from the previous page. What % range of raises do you anticipate giving... (Manufacturers & Master Distributors)



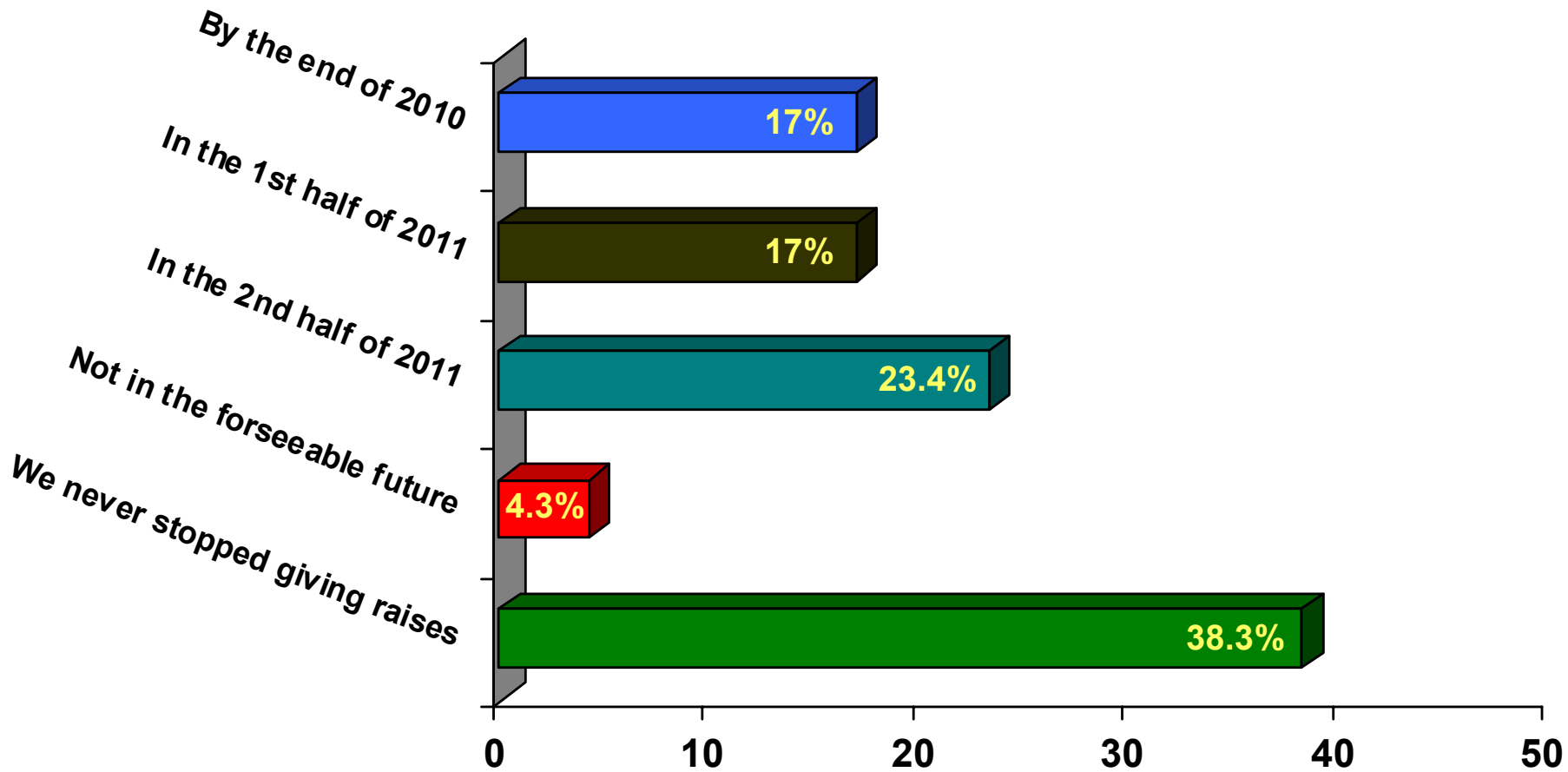
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When does your company expect to start giving raises again?

Overall results from Agents

(31/102 responses, 30.4% response rate)



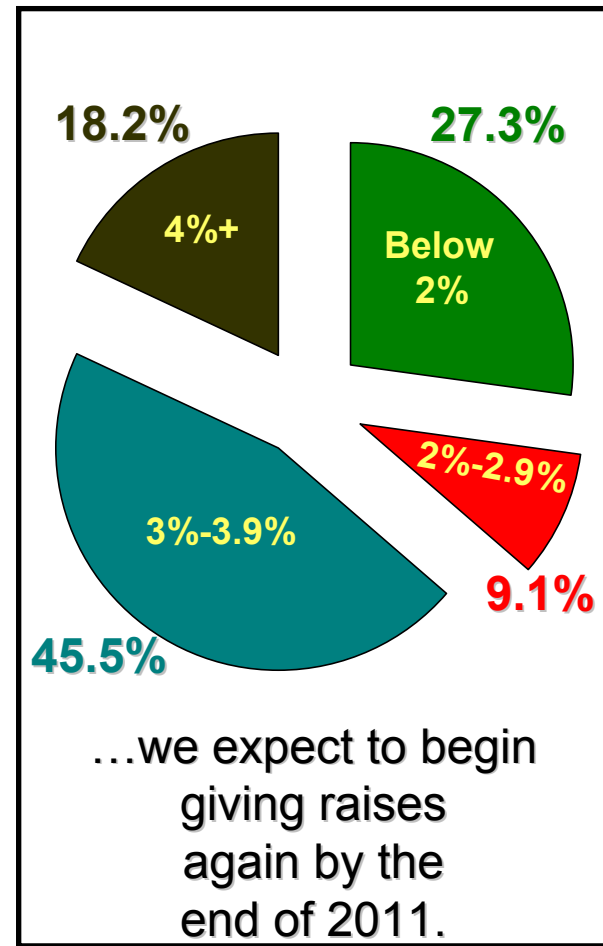
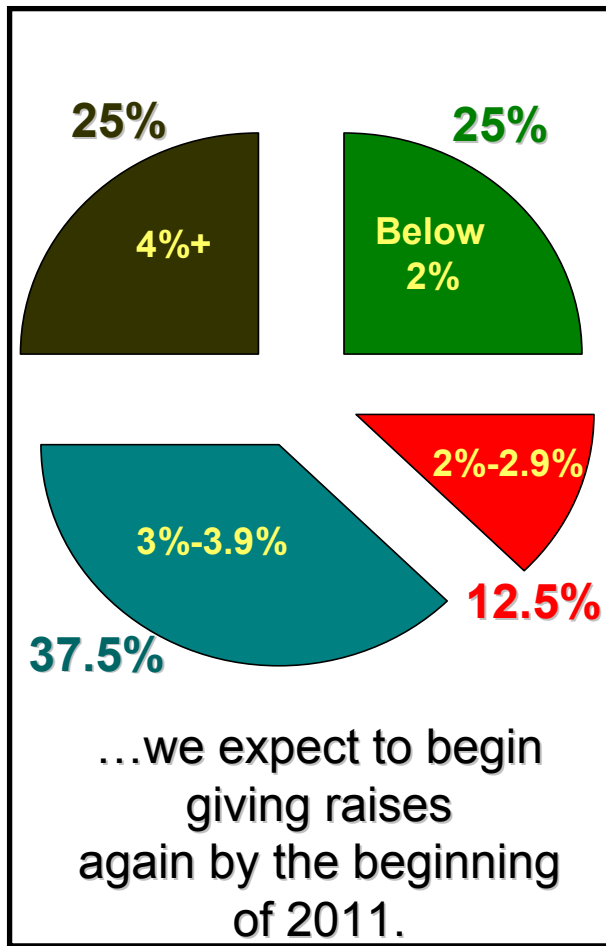
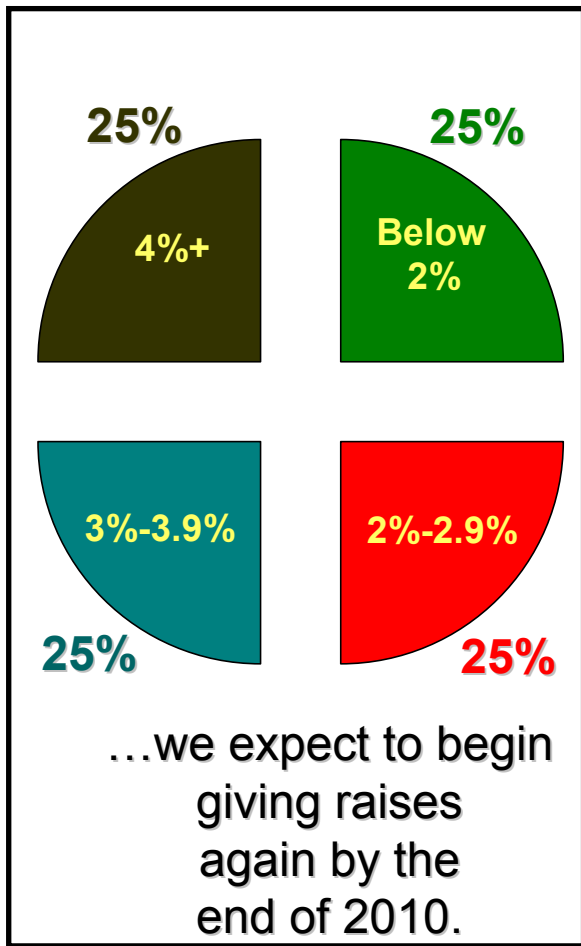
[Please see the next page to view a breakout of anticipated raises by %]



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CIPH EconoLink

Results by group from the previous page. What % range of raises do you anticipate giving... (Agents)



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