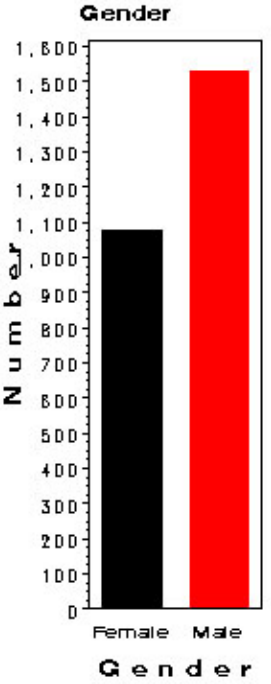Exhibit 6: Assessment of Permanent Workforce