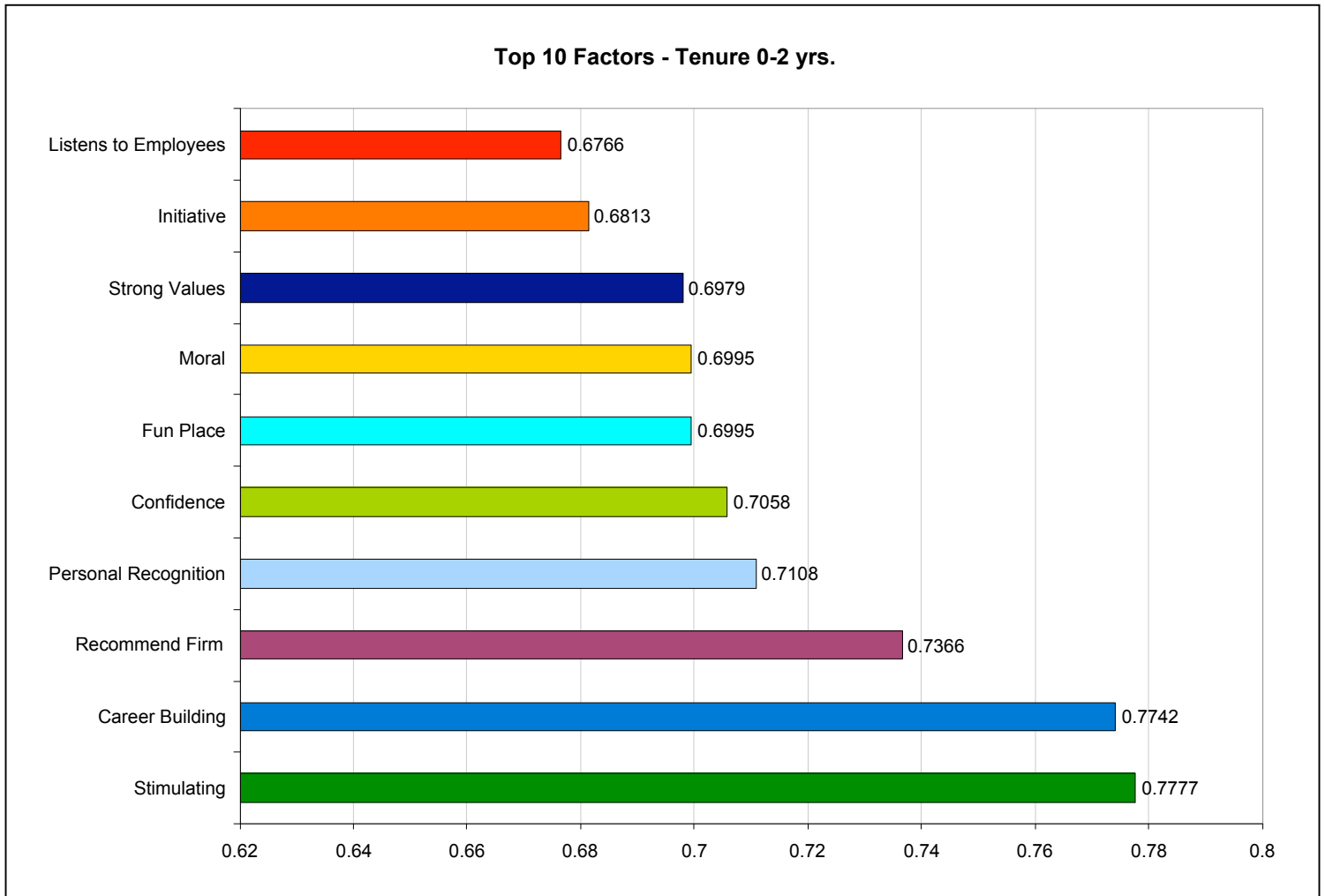
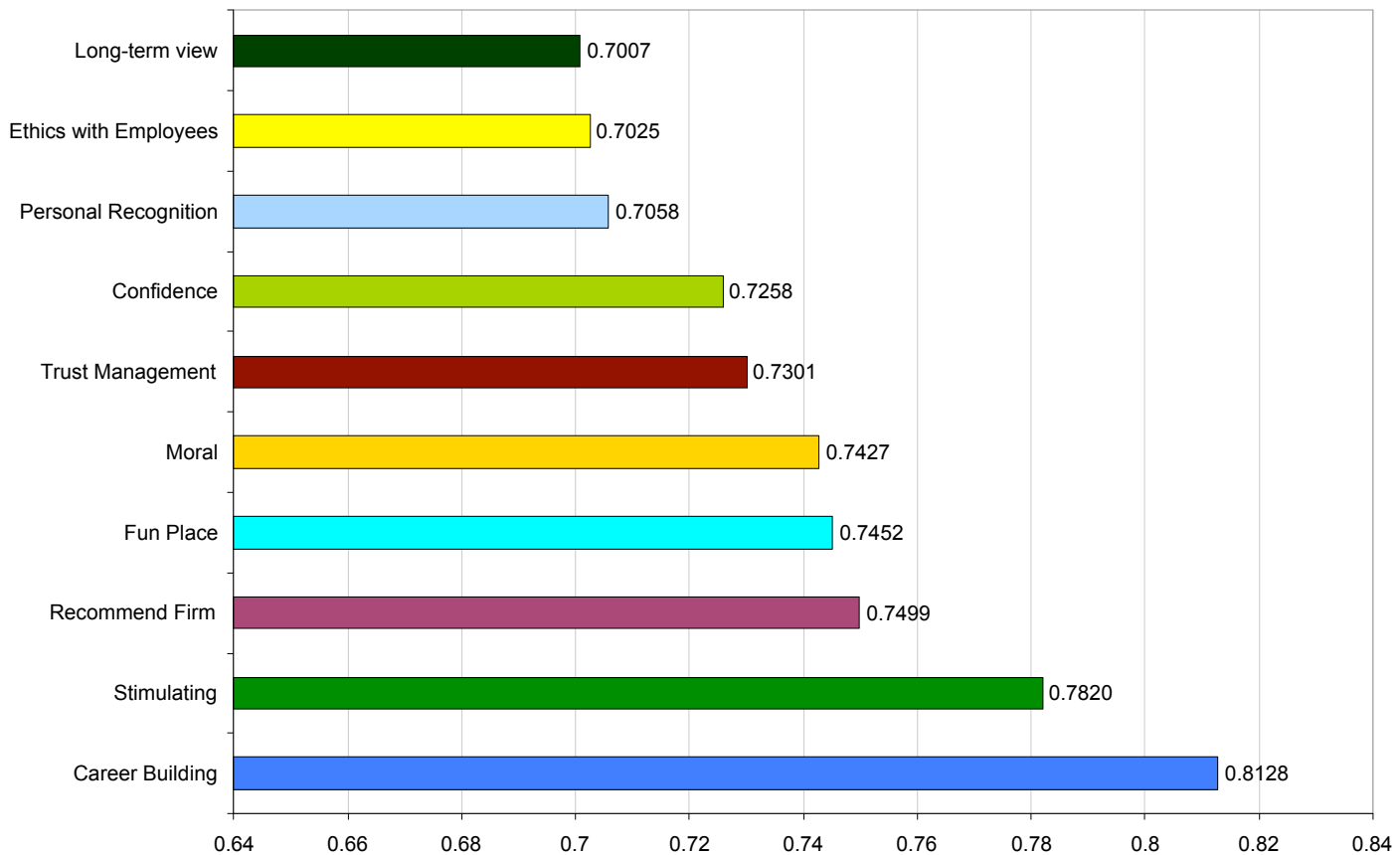


Attachment 2: The Desire for More Challenges

The three graphs below show the factors with the highest correlation to overall job satisfaction, by years of employment at a given firm, according to data in the 2007 Holmes Report Satisfaction Survey: "Best Public Relations Agencies to Work For."



Top 10 Factors - Tenure 2-5 yrs.



Top 10 Factors - Tenure 5-10 yrs

