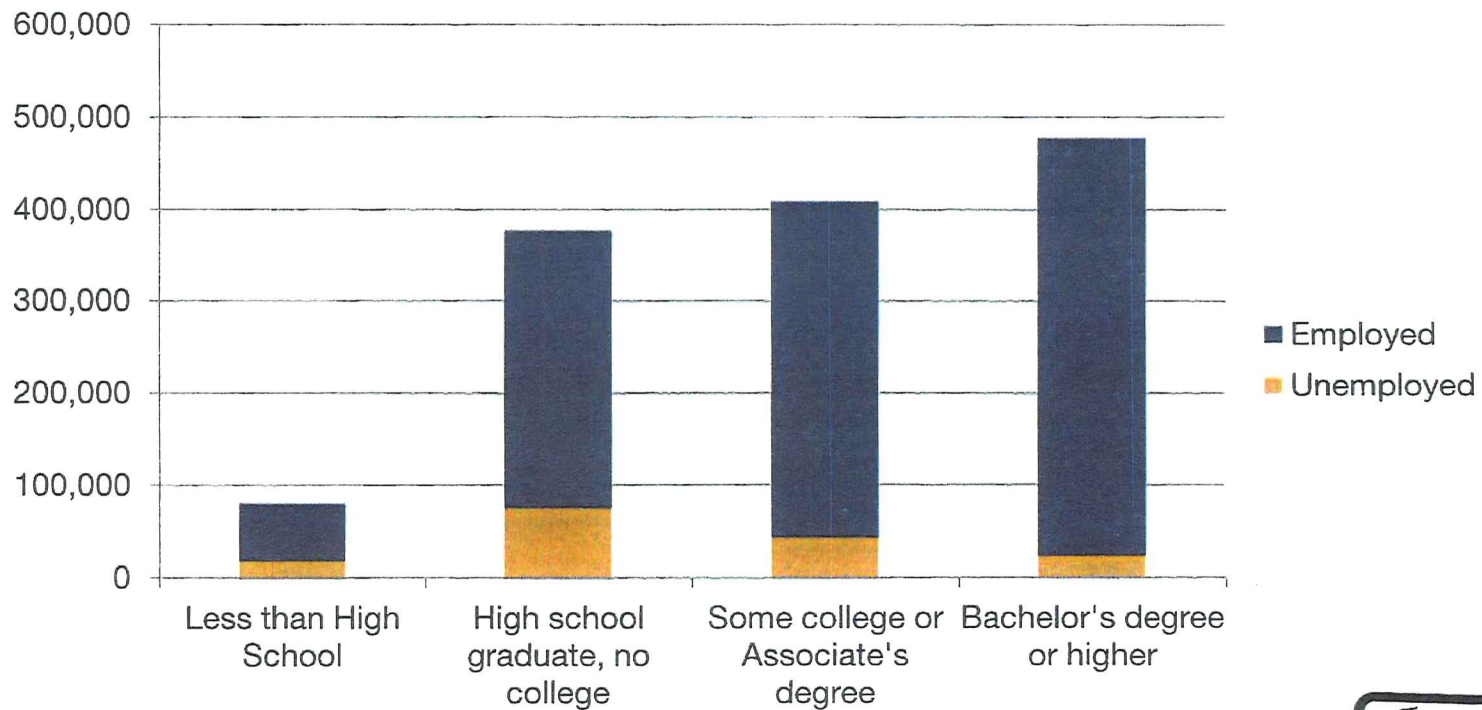




# Employment & Education Levels



KBOR000185

**PLAINTIFFS'**  
**EX. 158**

*Tompkins*  
EXHIBIT NO. 20  
APPINO & BIGGS