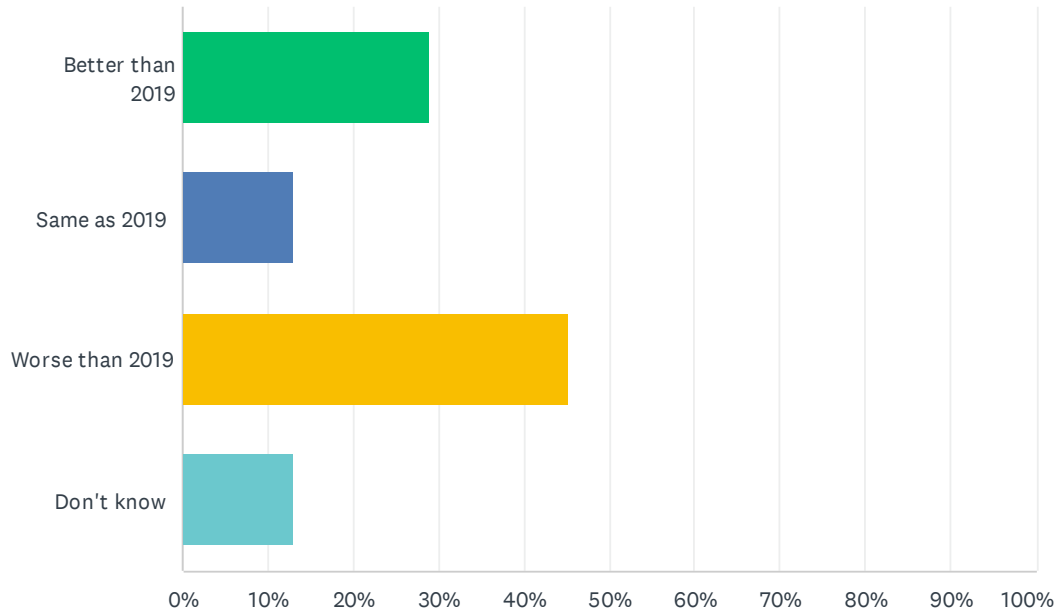


# Q1 What is the current state of your recruiting efforts compared to 2019 at the same time?

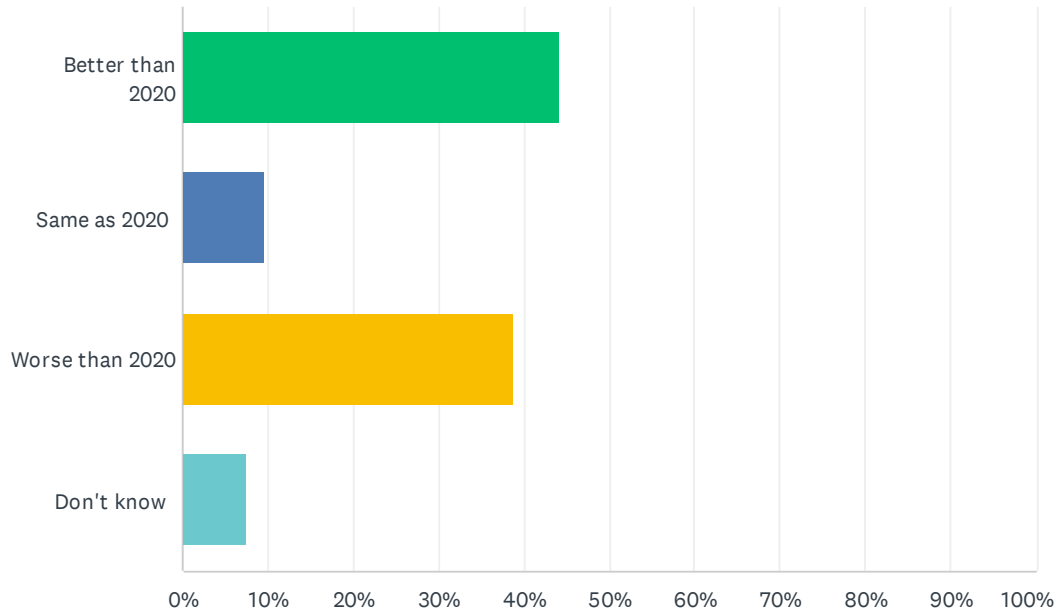
Answered: 93 Skipped: 0



ANSWER CHOICES	RESPONSES	
Better than 2019	29.03%	27
Same as 2019	12.90%	12
Worse than 2019	45.16%	42
Don't know	12.90%	12
<b>TOTAL</b>		<b>93</b>

## Q2 What is the current state of your recruiting efforts compared to 2020 at the same time?

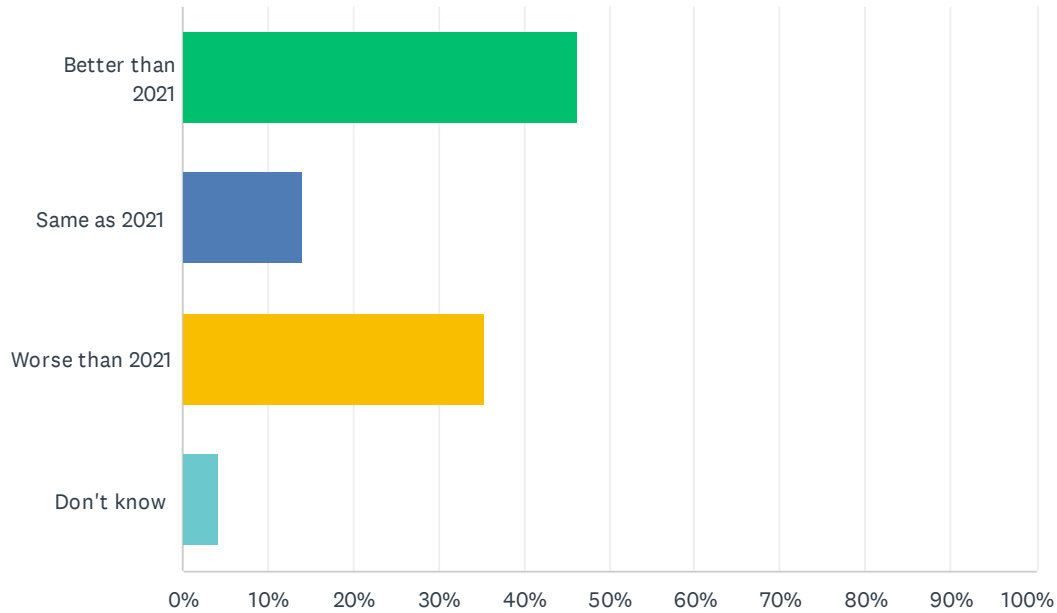
Answered: 93 Skipped: 0



ANSWER CHOICES	RESPONSES	
Better than 2020	44.09%	41
Same as 2020	9.68%	9
Worse than 2020	38.71%	36
Don't know	7.53%	7
<b>TOTAL</b>		<b>93</b>

### Q3 What is the current state of your recruiting efforts compared to 2021 at the same time?

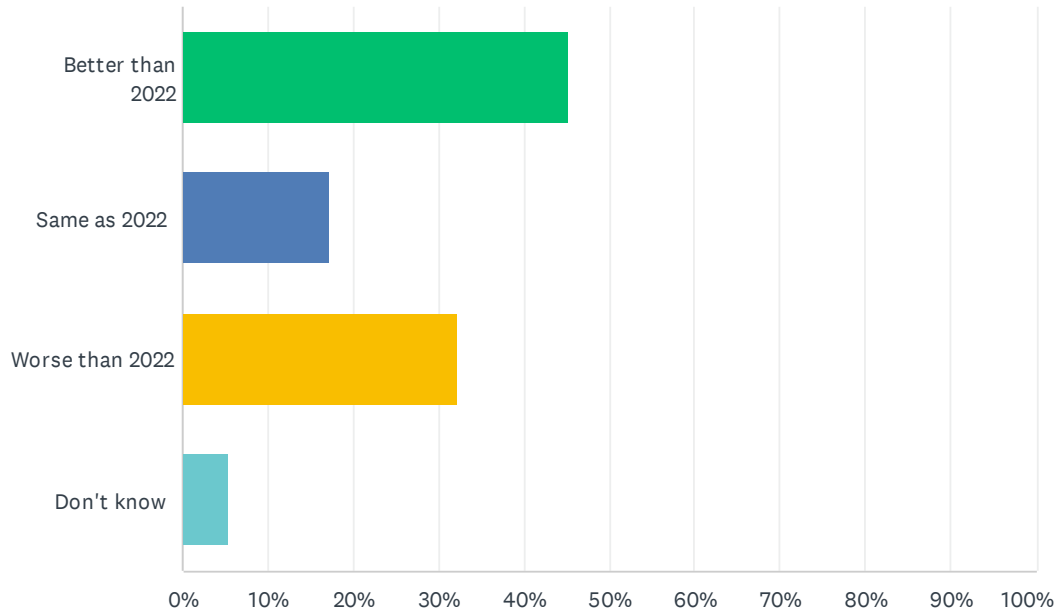
Answered: 93 Skipped: 0



ANSWER CHOICES	RESPONSES	
Better than 2021	46.24%	43
Same as 2021	13.98%	13
Worse than 2021	35.48%	33
Don't know	4.30%	4
<b>TOTAL</b>		<b>93</b>

## Q4 What is the current state of your recruiting efforts compared to 2022 at the same time?

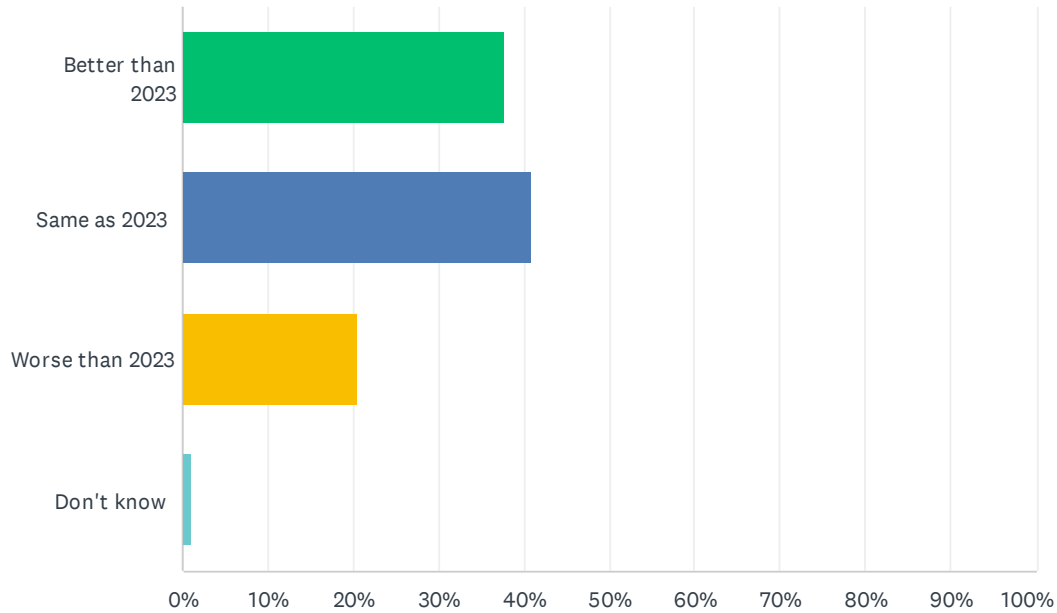
Answered: 93 Skipped: 0



ANSWER CHOICES	RESPONSES	
Better than 2022	45.16%	42
Same as 2022	17.20%	16
Worse than 2022	32.26%	30
Don't know	5.38%	5
<b>TOTAL</b>		<b>93</b>

## Q5 What is the current state of your recruiting efforts compared to 2023 at the same time?

Answered: 93 Skipped: 0



ANSWER CHOICES	RESPONSES	
Better than 2023	37.63%	35
Same as 2023	40.86%	38
Worse than 2023	20.43%	19
Don't know	1.08%	1
<b>TOTAL</b>		<b>93</b>