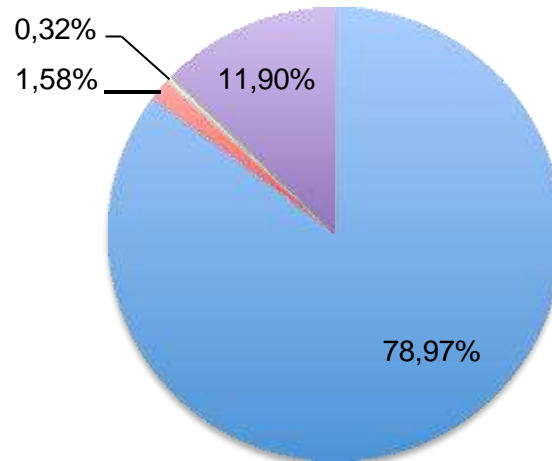


## ABSENTEEIMS 2018

First Quarter (1Q)

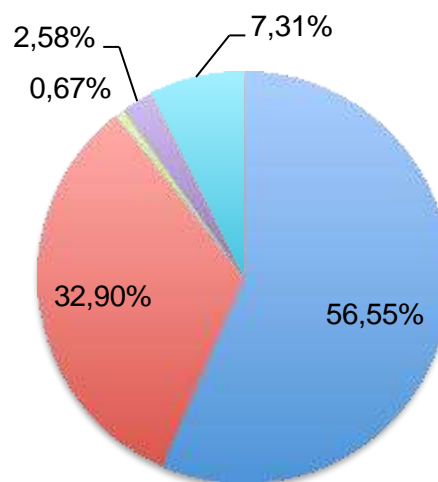
**1,85%**



■ Health      ■ Family Reason      ■ Official Exams      ■ Others

Second Quarter (2Q)

**1,84%**

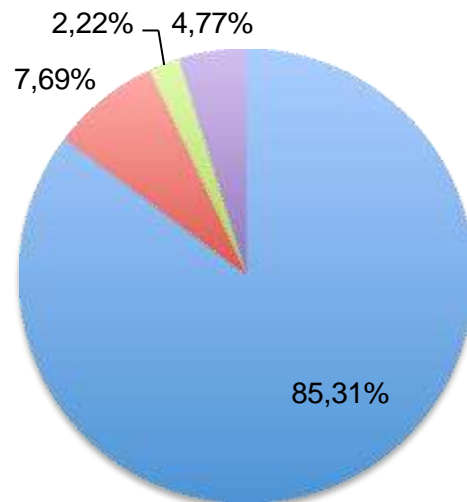


■ Health      ■ Family Reasons      ■ Official Exams  
 ■ Others      ■ Union Leave

## ABSENTEEIMS 2018

Third Quarter (3Q)

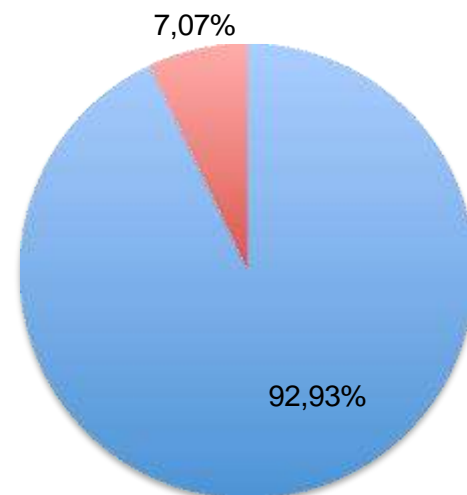
**2,42%**



■ Health    ■ Family Reasons    ■ Union Leave    ■ Others

Fourth Quarter (4Q)

**2,61%**



■ Health    ■ Family Reasons