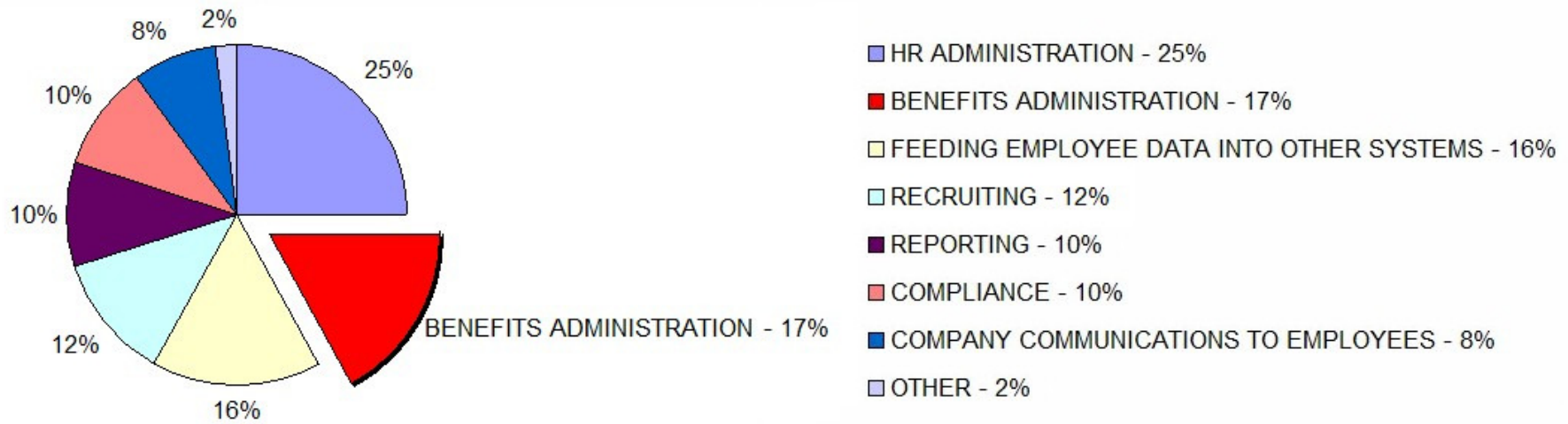


WHERE HR STAFF MEMBERS SPEND THEIR TIME



Source: ADP's "From Personnel Manager To Chief Human Capital Officer: The Transformation to Strategic HR."