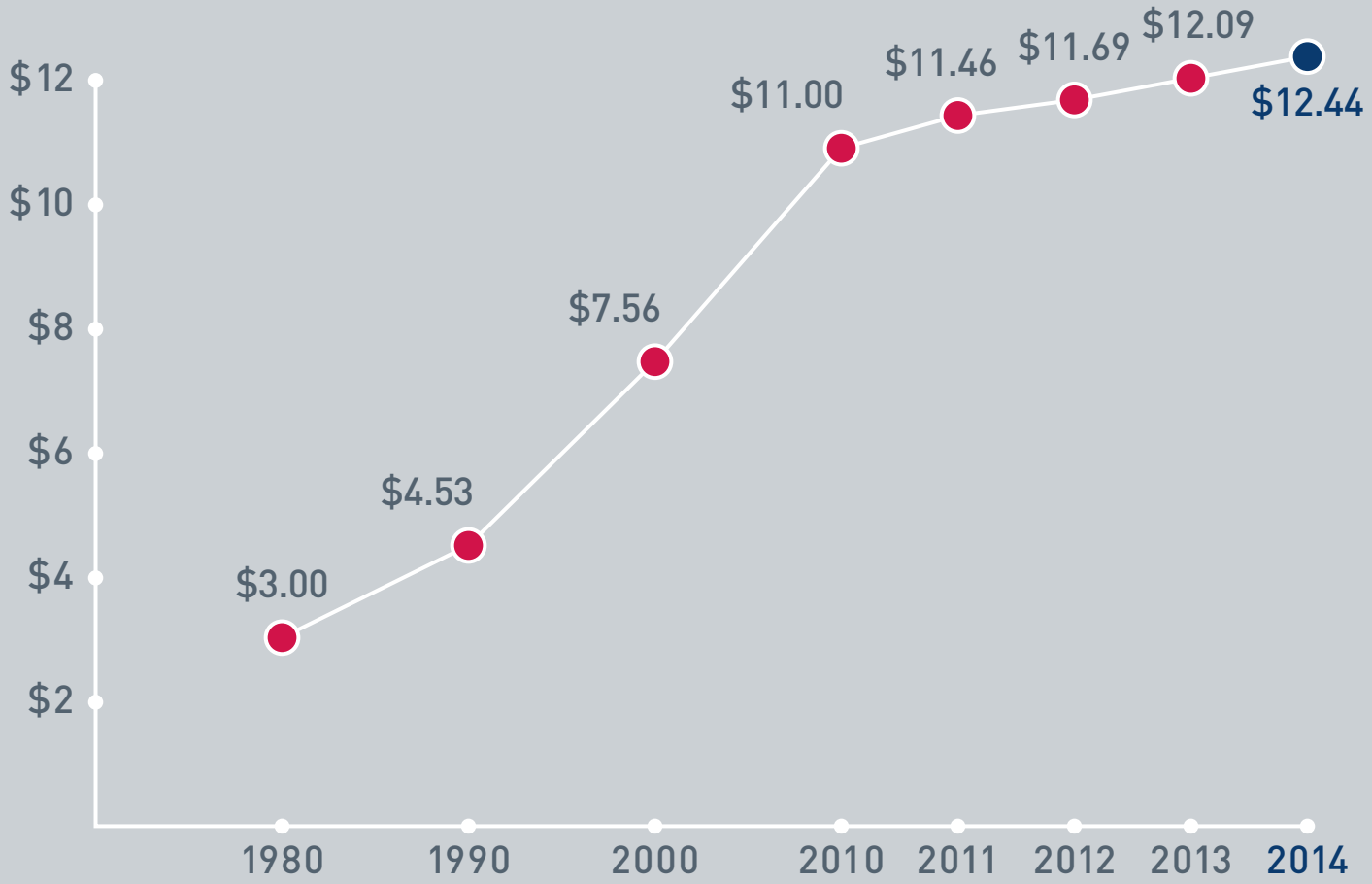AVERAGE HOURLY WAGE