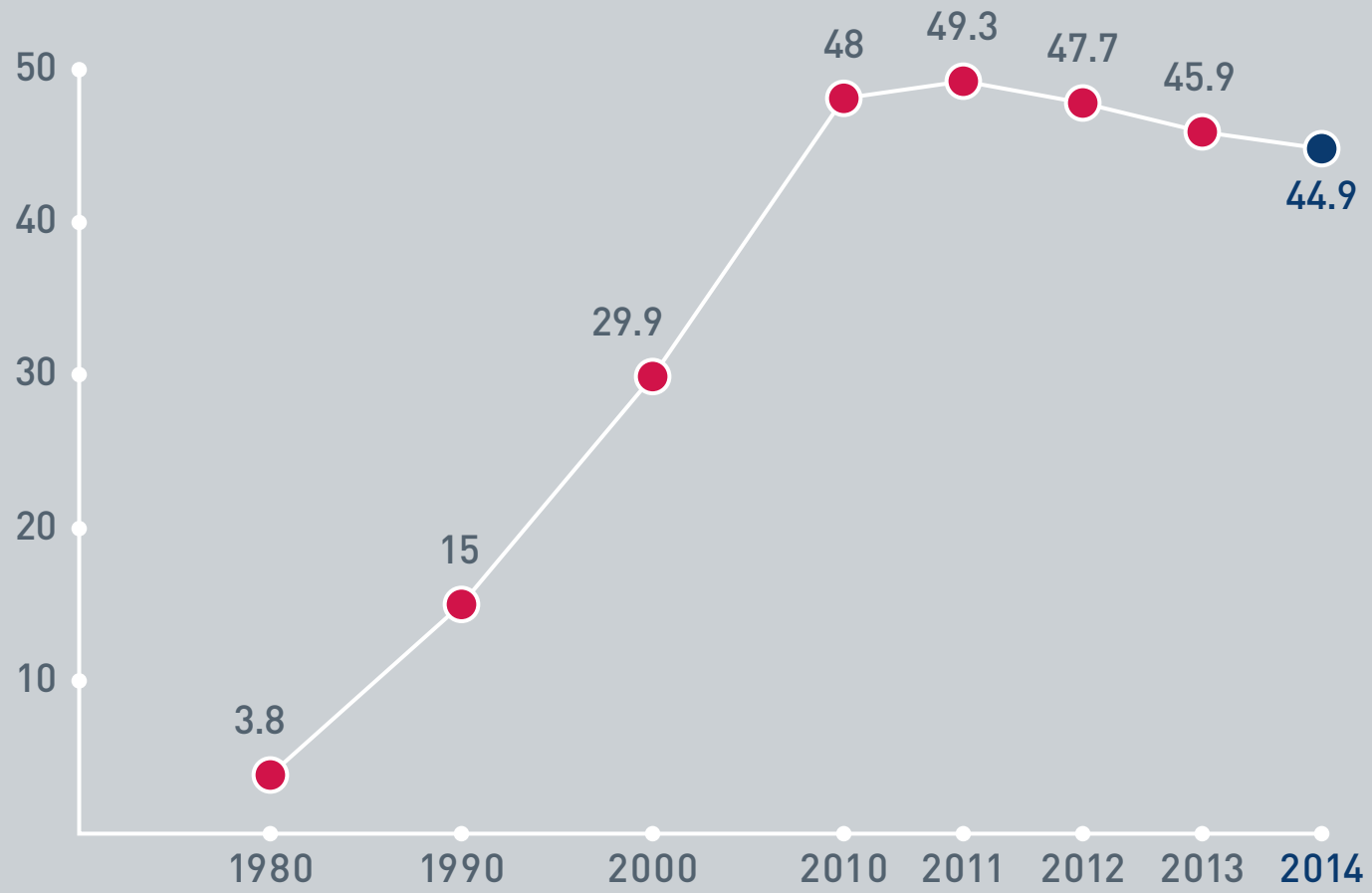DIRECT LABOR HOURS (millions)