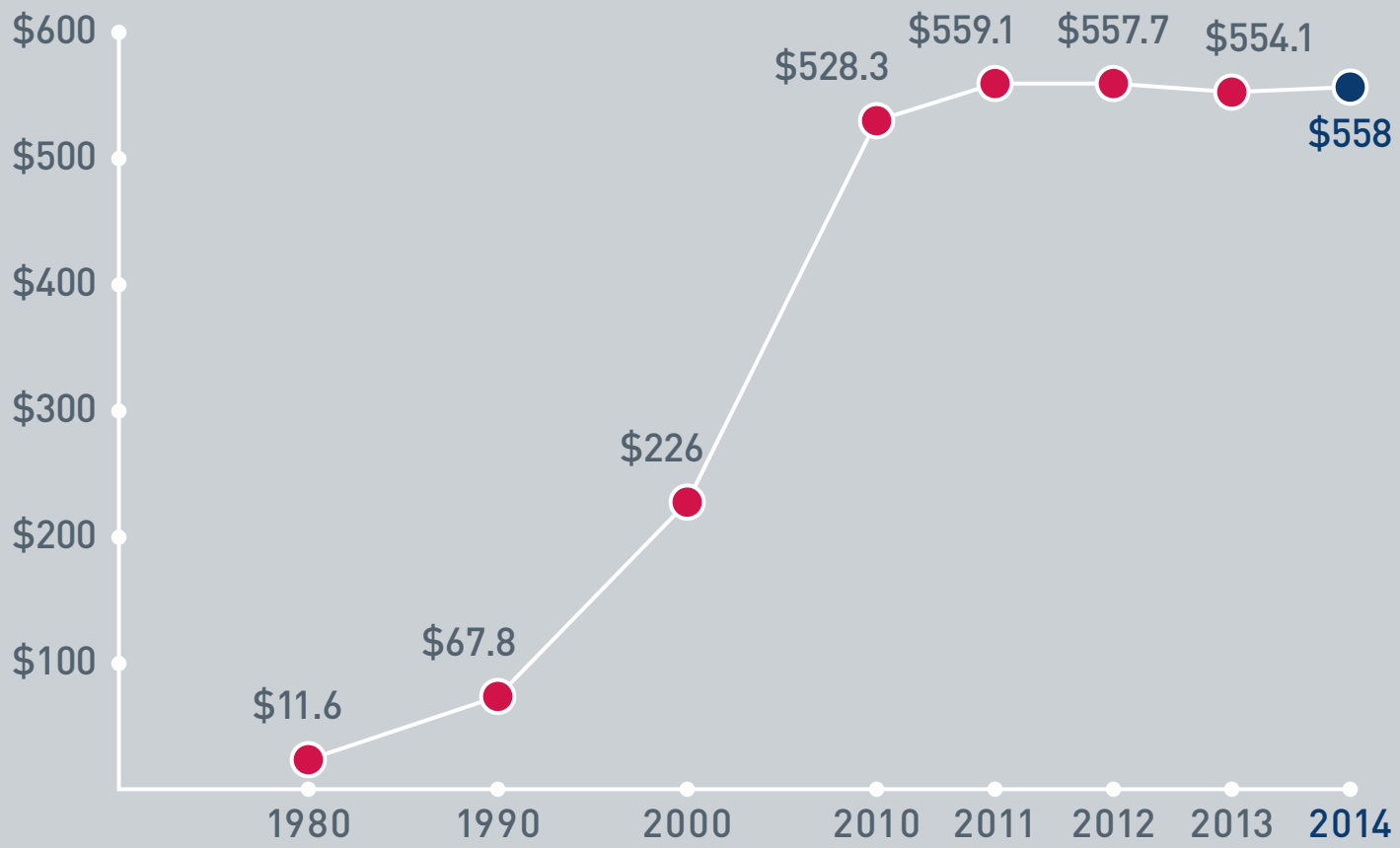DIRECT LABOR WAGES (millions)