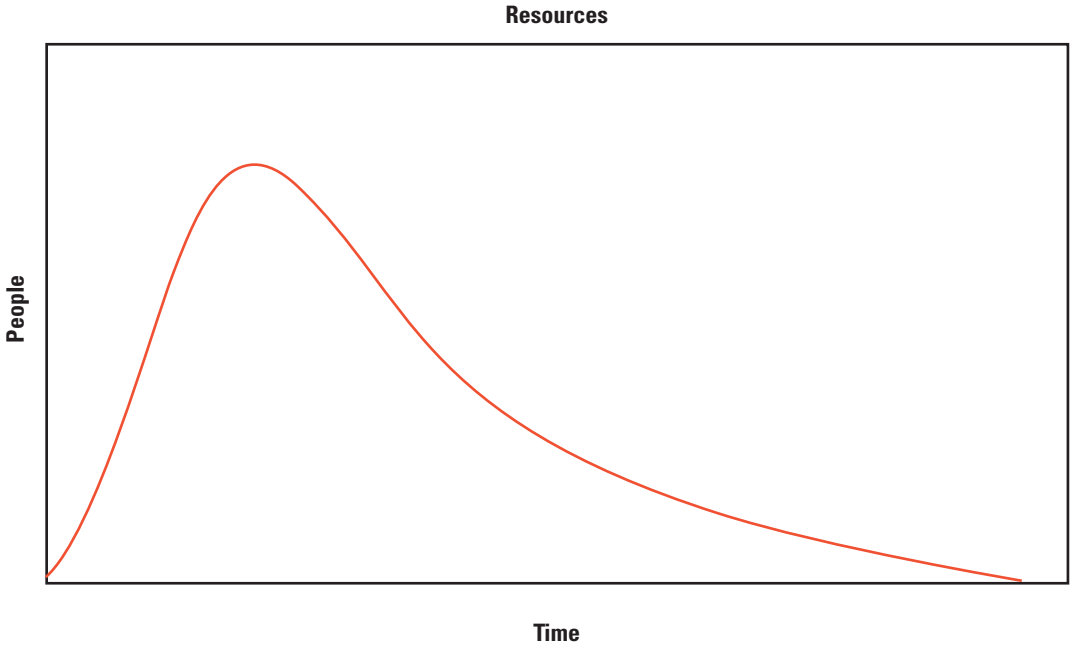## Exhibit 12: Staffing Requirements Over Time