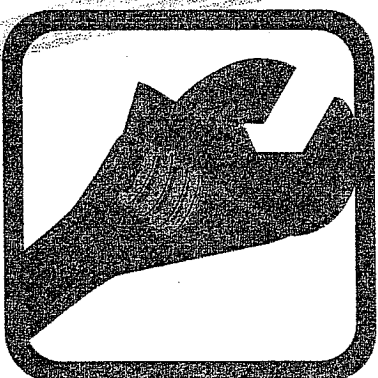
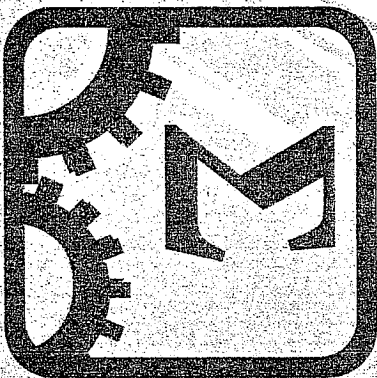
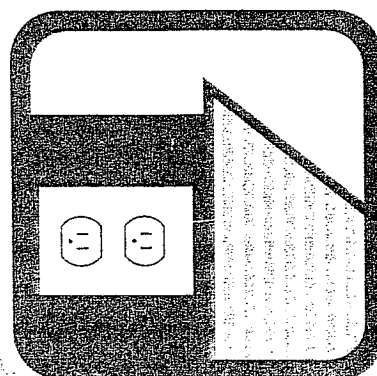
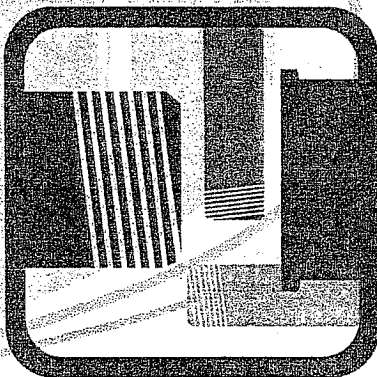
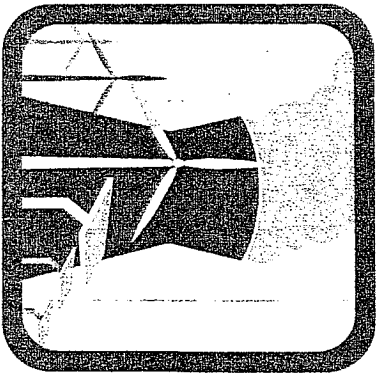


# TECHNICIANS ARE NEEDED FOR ENERGY JOBS NOW!



tabbles<sup>®</sup>

EXHIBIT

3

**By 2015, 46% of the existing skilled technician workforce may need to be replaced due to retirement or attrition as well as 51% of the engineering workforce.**