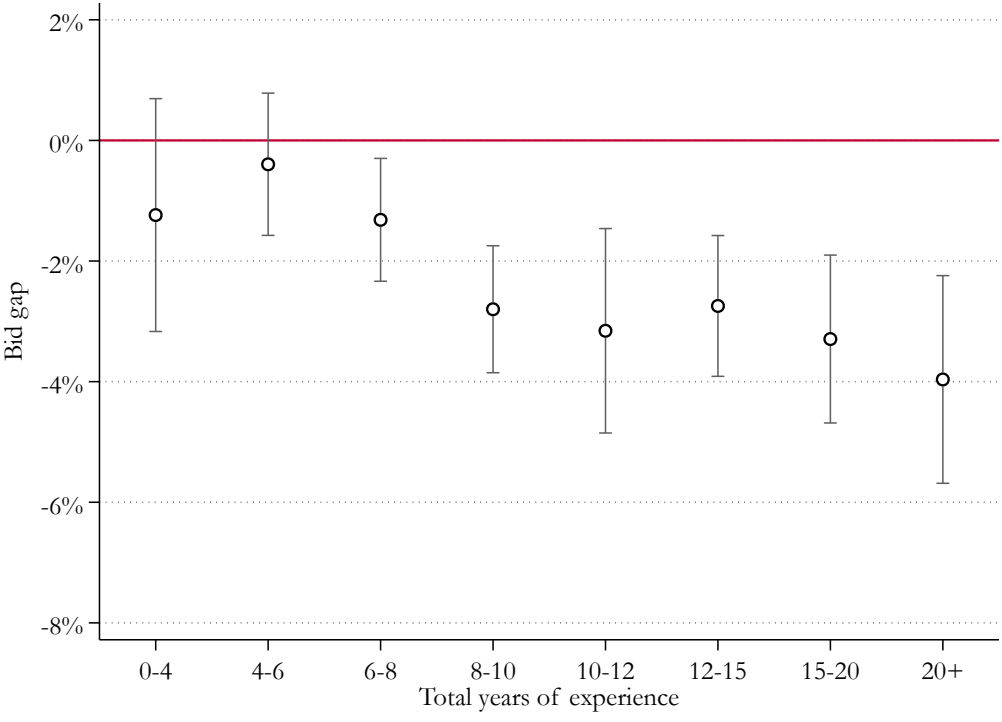
2%
0%
-2%
-4%
-6%
-8%
Bid gap
0-4
4-6
6-8
8-10
10-12
12-15
15-20
20+
Total years of experience