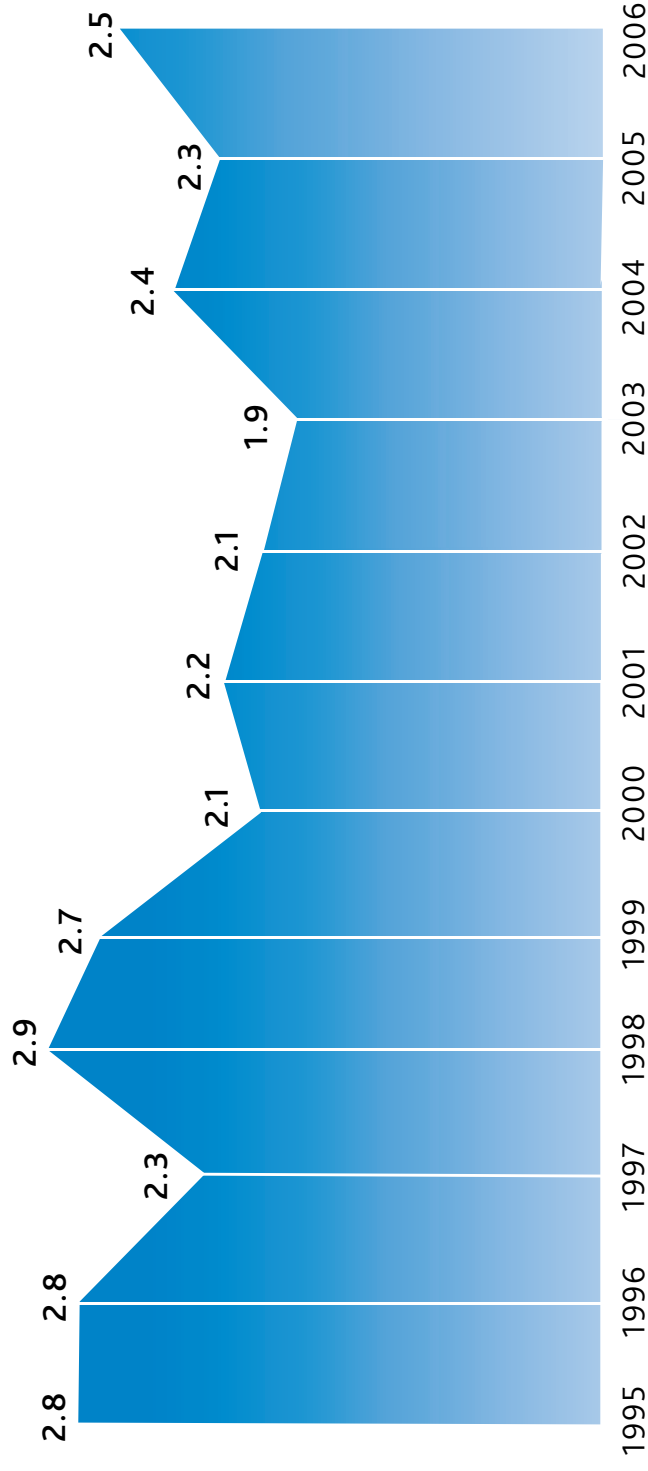


Rate of Absenteeism



Rate of Absenteeism = Paid Unscheduled Absence Hours/Paid Productive Hours