



INSIGHT REPORT

The Customer Journeys That Matter the Most

THE MOST PROBLEMATIC EXPERIENCES ACROSS 19
INDUSTRIES

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EXECUTIVE SUMMARY

Few organizations deliver outstanding experiences to their customers. In fact, only 6% of companies earned an “excellent” score in the *2018 Temkin Experience Ratings*. To better understand which types of interactions are most likely to affect the customer’s perception of an organization, we asked customers to identify the most problematic journeys across 19 different industries. In this report, we:

- Examine feedback from 10,000 U.S. consumers about their journeys with 318 companies across 19 industries.
- Identify which customer journeys consumers think most need improvement and look at how those responses differ across age groups.
- Evaluate how different customer journeys impact five loyalty behaviors: likelihood to recommend the company, likelihood to repurchase from the company, likelihood to forgive the company if it makes a mistake, likelihood to trust the company, and likelihood of trying new offerings from the company.

WHY FOCUS ON CUSTOMER JOURNEYS?

Customer experience (CX) is becoming an increasingly mainstream activity within large organizations, yet most companies continue to deliver underwhelming experiences to their customers. According to the recent *Temkin Experience Ratings*, only 6% of the 318 companies evaluated deliver “excellent” experiences.¹ One reason for this disconnect is that companies focus on improving random individual interactions instead of prioritizing a set of journeys. Organizations need to widen their scope and consider customer journeys because:

- **Companies have limited resources.** In an ideal world, companies could make every customer interaction perfect, but in reality, companies are limited by budgets, the number of CX personnel, and operational bandwidth. Companies must therefore make a choice to either prioritize certain key efforts or make mediocre improvements to a variety of different activities.
- **Individual interactions don’t exist in a vacuum.** While every touchpoint with a customer represents an opportunity to help or harm the relationship, individual moments are often only a single piece of a larger, multi-step journey. A call to customer support is likely only one step in a customer’s journey towards solving her problem. So to create positive and memorable interactions, companies must view customers’ experiences within their larger contexts.
- **Not all journeys are equally important.** A poor interaction is never a good thing, but certain problems will disproportionately impact the customer’s experience. To ensure the largest return on investment, companies must concentrate on the moments with

¹ See Temkin Group Insight Report, “Temkin Experience Ratings, 2018.” (March 2018).

the largest impact on CX rather than stretching resources thin by equally investing in all journeys.

Most Important Journeys Across 19 Industries

To evaluate the current state of key customer journeys, Temkin Group asked 10,000 U.S. consumers to identify which journeys companies most need to improve.² In addition to the volume of responses, we also looked at the correlation between specific customer journeys and several customer loyalty behaviors, such as likelihood to recommend the company. Overall, we found that (see Figure 1):

- **Key problems vary.** Which types of journeys customers found to be most in need of improvement varied by industry.
- **Customer service often impacts loyalty.** For 14 of the 19 industries, broken customer service journeys had the most significant negative impact on consumer recommendations.

EXAMINING CUSTOMER JOURNEYS ACROSS 19 INDUSTRIES

We asked consumers to identify which journeys they believe require significant improvement and then analyzed their responses by age group. We also examined how problems occurring during these journeys influence five loyalty behaviors: likelihood to recommend the company, likelihood to repurchase from the company, likelihood to forgive the company if it makes a mistake, likelihood to trust the company, and likelihood of trying the company's new offerings. In this section, we share our analysis of customer journeys across 19 industries.

Banking Customer Journeys

We examined 11 journeys commonly undertaken by banking customers and found that:

- **Finding a branch is the most broken journey.** "Finding a convenient branch location" is the most problematic journey for banks, with more than 15% of consumers saying it needs to be significantly improved (see Figure 2). At 10.5%, the next most troublesome journey is "resolving customer service issues."
- **Customer service issues most impacts loyalty.** Consumers who identified "resolving customer service issues" as a broken journey are 23 percentage-points less likely than the average customer to be a promoter.³ In fact, this journey has the biggest impact on all five loyalty behaviors – through it has the largest effect on how likely consumers are to trust banks (see Figure 3).
- **Young consumers see more problems.** Consumers between 18 and 34 years old identify problems with all 11 customer journeys at a higher rate than the overall average

² Data comes from the Temkin Group Q1 2018 Consumer Benchmark Survey – an online study of 10,000 U.S. consumers completed during January 2018. Survey respondents were representative of the U.S. Census based on quotas for age, income, ethnicity, and geographic region.

³ "Promoter" refers to a customer who selected a "9" or "10" on a scale from 0 (not at all likely) to 10 (extremely likely) to the question, "How likely are you to recommend this company to a friend or relative?"

(see Figure 4). Furthermore, these young consumers identify problems with six of the journeys at a rate of at least 50% higher than the general population.

Computers & Tablets Customer Journeys

We examined eight journeys commonly undertaken by computer & tablet customers and found that:

- **Resolving technical support issues is the most broken journey.** “Resolving technical support issues” is the most problematic journey for computer & tablet makers, with almost 19% of consumers saying it need to be significantly improved (see Figure 5). At just over 14%, the next most troublesome journey is “selecting a computer or tablet that best meets your needs.”
- **Resolving technical support issues has the largest effect on loyalty.** Consumers who identified “resolving technical support issues” as a broken journey are 14 percentage-points less likely than the average customer to be a promoter. In fact, this journey has the biggest impact on four of the five loyalty behaviors – through it has the largest effect on how likely consumers are to trust computer & tablet makers (see Figure 6).
- **25- to 34-year-olds struggle with purchasing.** Consumers between 25 and 34 years old identify problems with six of the eight customer journeys at a higher rate than the overall average (see Figure 7). Consumers in this age group find “purchasing a computer or tablet” particularly difficult, marking it as problematic at a rate of at least 50% higher than the general population.

Insurance Customer Journeys

We examined 12 journeys commonly undertaken by insurance customers and found that:

- **Selecting the right policy is the most broken journey.** “Selecting the policy that best meets your needs” is the most problematic journey for insurance carriers, with over 12% of consumers saying it needs to be significantly improved (see Figure 8). At 11.3%, “finding a convenient location” is the next most troublesome journey.
- **Fixing customer service issues most influences loyalty.** Consumers who identified “resolving customer service issues” as a broken journey are 27 percentage-points less likely than the average customer to be a promoter and 29 percentage-points less likely to trust the insurer (see Figure 9). In fact, this journey has the largest impact on all five loyalty behaviors.
- **Young consumers are least satisfied with journeys.** Consumers under the age of 35 identify problems with nine of the 12 customer journeys at a higher rate than the overall average (see Figure 10). Furthermore, these consumers take issue with seven of the journeys at a rate of at least 50% higher than the general population.

Investment Customer Journeys

We examined 14 journeys commonly undertaken by investment customers and found that:

- **Finding a convenient location is the most broken journey.** “Finding a convenient location” is the most problematic journey for investment firms, with more than 13% of consumers saying it needs to be significantly improved (see Figure 11). The next most troublesome journey is “researching investment options” (10.5%).
- **Resolving customer service issues most impacts loyalty.** Although only 3.3% of consumers identified “resolving customer service issues” as a broken journey, those who do are 22 percentage-points less likely than the average customer to be a promoter and 27 percentage-points less likely to trust the investment firm (see Figure 12). Meanwhile, consumers who cite “getting answers to questions” as the most problematic journey are 14 percentage-points less likely to try new offerings from the firm.
- **Young consumers run into more issues.** Consumers between the ages of 18 and 24 identify problems with 11 of the 14 customer journeys at a higher rate than the overall average (see Figure 13). Furthermore, these young consumers identify problems with four of the journeys at a rate of at least 50% higher than the general population.

Credit Card Customer Journeys

We examined 12 journeys commonly undertaken by credit card customers and found that:

- **Selecting the right credit card is the most broken journey.** “Selecting the credit card that best meets your needs” is the most problematic journey for credit card issuers, with almost 9% of consumers saying it needs to be significantly improved (see Figure 14). At 7.9%, “resolving customer service issues” is the next most troublesome journey.
- **Resolving customer service issues has the largest effect on loyalty.** Consumers who identified “resolving customer service issues” as a broken journey are 24 percentage-points less likely than the average customer to be a promoter. In fact, this journey has the biggest impact on all five loyalty behaviors – through it has the largest effect on how likely consumers are to trust credit card issuers (see Figure 15).
- **Young consumers identify more problem areas.** Consumers between 18 and 34 years old identify problems with all 12 of the customer journeys at a higher rate than the overall average (see Figure 16). Furthermore, these young consumers identify problems with nine of the journeys at a rate of at least 50% higher than the general population.

Health Plan Customer Journeys

We examined 12 journeys commonly undertaken by health plan customers and found that:

- **Determining coverage is the most broken journey.** “Finding out if medical procedures or medications are covered” is the most problematic journey for health plans, with over 20% of consumers saying it needs to be significantly improved (see Figure 17). The next most troublesome journeys are “selecting the health plan that best meets your needs” (11.6%), “resolving customer service issues” (11.4%), and “finding answers to basic questions” (11.4%).

- **Resolving customer service issues greatly influences loyalty.** Consumers who identified “resolving customer service issues” as a broken journey are 20 percentage-points less likely than the average customer to be a promoter. In fact, this journey has the biggest impact on all five loyalty behaviors – through it has the largest effect on how likely consumers are to trust of health plans (see Figure 18).
- **25- to 34-year-olds are least happy with journeys.** This age group identifies problems with four of the 12 journeys at a rate of at least 50% higher than the general population (see Figure 19). The two most problematic journeys for 25- to 34-year-olds, with 13% of consumers this age selecting each, are “receiving information about a new health plan” and “purchasing a new health plan.”

TV & Internet Service Customer Journeys

We examined 13 journeys commonly undertaken by TV & Internet service customers and found that:

- **Resolving technical support issues is the most broken journey.** “Resolving technical support issues” is the most problematic journey for TV & Internet service providers, with more than 19% of consumers saying it needs to be significantly improved (see Figure 20). At 16.3%, “resolving customer service (non-technical) issues” is the next most troublesome journey.
- **Resolving customer service (non-technical) issues most impacts loyalty.** Consumers who identified “resolving customer service (non-technical) issues” as a broken journey are 21 percentage-points less likely than the average customer to be a promoter. In fact, this journey has the biggest impact on all five loyalty behaviors – through it has the largest effect on how likely consumers are to forgive TV & Internet service providers (see Figure 21).
- **Older consumers struggle with support service.** Consumers who are above the age of 45 are more likely than their younger counterparts to struggle with resolving both customer service and technical support issues (see Figure 22). Younger consumers, however, identify more problems during both the installation and new service journeys. Customers between the ages of 18 and 34 say that six of these journeys require improvement at a rate of at least 50% higher than the general population.

Parcel Delivery Customer Journeys

We examined nine journeys commonly undertaken by parcel delivery customers and found that:

- **Receiving delivery updates is the most broken journey.** “Receiving status updates about the delivery” is the most problematic journey for parcel delivery services, with 12% of consumers saying it needs to be significantly improved (see Figure 23). At 11.4%, “resolving customer service issues” is the next most troublesome journey.
- **Resolving customer service issues seriously affects loyalty.** Consumers who identified “resolving customer service issues” as a broken journey are 21 percentage-points less likely than the average customer to be a promoter. In fact, this journey has

the biggest impact on all five loyalty behaviors – through it has the largest effect on how likely consumers are to trust parcel delivery services (see Figure 24).

- **Receiving status updates is problematic.** Across almost all age groups, consumers selected “receiving status updates about a delivery” and “resolving customer service issues” as the two journeys most in need of improvements (see Figure 25). The most problematic journey for any age group is “receiving status updates about the delivery” for 18 to 24 years olds as 21% of them think it needs to be improved – a rate that’s at least 50% higher than the general population.

Wireless Carriers Customer Journeys

We examined 13 journeys commonly undertaken wireless customers and found that:

- **Resolving customer service issues is the most broken journey.** “Resolving customer service (non-technical) issues” is the most problematic journey for wireless carriers, with just over 11% of consumers saying it needs to be significantly improved (see Figure 26). At 10.6%, “resolving technical support issues” is the next most troublesome journey.
- **Resolving customer service (non-technical) issues heavily influences loyalty.** Consumers who identified “resolving customer service (non-technical) issues” as a broken journey are 25 percentage-points less likely than the average customer to be a promoter. In fact, this journey has the biggest impact on all five loyalty behaviors – through it has the largest effect on how likely consumers are to trust wireless carriers (see Figure 27).
- **Young consumers are less satisfied with wireless carrier journeys.** Consumers between the ages of 18 and 34 identify problems with nine of 13 journeys at a higher rate than the overall average (see Figure 28). Furthermore, these younger consumers identify problems with three of the journeys – “finding a convenient store location,” “selecting a phone that best meets your needs,” and “paying monthly bill” – at a rate of at least 50% higher than the general population.

Airline Customer Journeys

We examined 11 journeys commonly undertaken by airline customers and found that:

- **Making a reservation is the most broken journey.** “Making a flight reservation” is the most problematic journey for airlines, with over 13% of consumers saying it needs to be significantly improved (see Figure 29). At 12.7%, “the experience on the plane” is the next most troublesome journey.
- **Resolving customer service issues most impacts loyalty.** Consumers who identified “resolving customer service issues” as a broken journey are 21 percentage-points less likely than the average customer to be a promoter. In fact, this journey has the biggest impact on all five loyalty behaviors – through it has the largest effect on how likely consumers are to trust airlines (see Figure 30).
- **18- to 34-year-olds struggle with airline reservations.** Consumers between the ages of 25 and 34 identify problems with eight of the 11 journeys at a higher rate than

the overall average (see Figure 31). Furthermore, this age group found problems with two of the journeys – “making a flight reservation” and “receiving information about a reservation” – at a rate of at least 50% higher than the general population.

Hotels & Rooms Customer Journeys

We examined 12 journeys commonly undertaken by hotel & room customers and found that:

- **Making a reservation is the most broken journey.** “Making a hotel or room reservation” is the most problematic journey for hotels & rooms, with close to 13% of consumers saying it needs to be significantly improved (see Figure 32). At just over 11%, “selecting the hotel that best meets your needs” is the next most troublesome journey.
- **Resolving customer service issues significantly affects loyalty.** Consumers who identified “resolving customer service issues” as a broken journey are 22 percentage-points less likely than the average customer to be a promoter. In fact, this journey has the biggest impact on all five loyalty behaviors – through it has the largest effect on how likely consumers are to trust hotels & rooms (see Figure 33).
- **Most hotel journeys fail to satisfy young consumers.** Consumers between 18 and 34 years old identify problems with eight of 12 customer journeys at a higher rate than the overall average (see Figure 34). Furthermore, these younger consumers identify problems with seven of the journeys at a rate of at least 50% higher than the general population.

Retail Customer Journeys

We examined 10 journeys commonly undertaken by retail customers and found that:

- **Getting in-store help is the most broken journey.** “Getting help in the store” is the most problematic journey for retailers, with over 13% of consumers saying it needs to be significantly improved (see Figure 35). That’s more than double the second most troublesome journey – “selecting products that best meets your needs” – which only 6% identified as in need of improvement (see Figure 35).
- **Resolving customer service issues has the largest effect on loyalty.** Consumers who identified “resolving customer service issues” as a broken journey are 22 percentage-points less likely than the average customer to be a promoter. In fact, this journey has the biggest impact on all five loyalty behaviors – through it has the largest effect on how likely consumers are to try new offerings from retailers (see Figure 36).
- **Young consumers see more problems.** Consumers under the age of 35 identify problems with nine of the 10 customer journeys at a higher rate than the overall average (see Figure 37). Furthermore, these younger consumers identify problems with three of the journeys – “finding a convenient location,” “finding information about products,” and “receiving status updates about the purchase” – at a rate of at least 50% higher than the general population.

Fast Food Chains Customer Journeys

We examined 11 journeys commonly undertaken by fast food customers and found that:

- **The restaurant experience is the most broken journey.** “The experience inside the restaurant” is the most problematic journey for fast food chains, with almost 8% of consumers saying it needs to be significantly improved (see Figure 38). At 6.6%, “the experience in a drive through” is the next most troublesome journey.
- **Service issues, in-store experiences, and the food all impact loyalty.** Three of the journeys we looked at seriously affect customer loyalty to fast food chains: “the experience inside the restaurant,” “eating the food,” and “resolving customer service issues” (see Figure 39). Consumers who identified “the experience inside the restaurant” as a broken journey are 19.1 percentage-points less likely than the average customer to be a promoter, while consumers who identified “eating the food” as a poor experience are 19.4 percentage-points less likely to repurchase. The journey with the largest impact on a loyalty behavior is “resolving customer service issues,” which decreases consumer trust by nearly 23 percentage-points.
- **Young consumers identify more problem areas.** Consumers under the age of 35 identify problems with eight of the 11 customer journeys at a higher rate than the overall average (see Figure 40). Furthermore, these young consumers identify problems with five of the journeys at a rate of at least 50% higher than the general population.

Rental Car Customer Journeys

We examined eight journeys commonly undertaken by rental car & transport customers and found that:

- **Making a reservation is the most broken journey.** “Making a reservation” is the most problematic journey for rental car companies, with over 18% of consumers saying it needs to be significantly improved (see Figure 41). At 17.3%, “picking up the car” is the next most troublesome journey.
- **Resolving customer service issues greatly influences loyalty.** Consumers who identified “resolving customer service issues” as a broken journey are 17 percentage-points less likely than the average customer to be a promoter. In fact, this journey has the biggest impact on all five loyalty behaviors – through it has the largest effect on how likely consumers are to forgive rental car agencies if they make a mistake (see Figure 42).
- **25- to 34-year-olds struggle with making reservations.** Consumers between 25 and 34 years old identify problems with six of the eight customer journeys at a higher rate than the overall average (see Figure 43). Consumers in this age group identify problems with two of the journeys – “making a reservation” and “driving the car” – at a rate of at least 50% higher than the general population.

Supermarket Customer Journeys

We examined 10 journeys commonly undertaken by supermarket customers and found that:

- **Finding products is the most broken journey.** “Finding specific products” is the most problematic journey for supermarkets, with just over 12% of consumers saying it needs to be significantly improved (see Figure 44). At 11.3%, “going through the checkout process” is the next most troublesome journey.
- **Customer service issues, finding answers, and the in-store experience all significantly impact loyalty.** Three of the journeys we looked at seriously affect customer loyalty to supermarkets: “resolving customer service issues,” “finding answers to basic questions”, and “the experience inside the market/store” (see Figure 45). Consumers who identified “finding answers to basic questions” as a broken journey are 17 percentage-points less likely than the average customer to be a promoter, while those who identified “the experience inside the market/store” as a poor experience are 15 percentage-points less likely to repurchase items from the store. The journey with the largest impact on a loyalty behavior is “resolving customer service issues,” which decreases consumer trust by 22 percentage-points.
- **Young consumers find more problems with supermarket customer journeys.** Consumers under 35 years old identify problems with seven of the 10 customer journeys at a higher rate than the overall average (see Figure 46). Furthermore, these young consumers identify problems with five of the journeys at a rate of at least 50% higher than the general population.

TV & Appliance Customer Journeys

We examined 11 journeys commonly undertaken by TV & appliance customers and found that:

- **Selecting the right TV or appliance is the most broken journey.** “Selecting the TV or appliance that best meets your needs” and “purchasing the TV or appliance” are the two most problematic journeys for TV & appliance makers, with 10.6% and 10.4% of consumers saying they need significant improvement respectively (see Figure 47).
- **Resolving technical support issues most impacts loyalty.** Consumers who identified “resolving technical support issues” as a broken journey are 18 percentage-points less likely than the average customer to be a promoter. The journey with the largest impact on a loyalty behavior is “resolving customer service (non-technical) issues,” which decreases consumers’ likelihood of forgiving a TV & appliance maker by 18.2 percentage-points (see Figure 48).
- **25- to 34-year-olds are least satisfied with the journeys.** Consumers between the ages of 25 and 34 identify problems with eight of the 11 customer journeys at a higher rate than the overall average (see Figure 49). Furthermore, this age group identifies problems with four of the journeys at a rate of at least 50% higher than the general population.

Auto Dealers Customer Journeys

We examined 13 journeys commonly undertaken by auto dealer customers and found that:

- **Financing a car is the most broken journey.** “Financing a car” and “purchasing a new car” are the most problematic journeys for auto dealers, with 11% and 10.9% of consumers saying they need significant improvement respectively (see Figure 50).
- **Car returns and customer service issue resolution most affect loyalty.** Consumers who identified “returning a car” as a broken journey are 27 percentage-points less likely than the average customer to be a promoter and 26 percentage-points less likely to trust the auto dealer (see Figure 51). Meanwhile, “resolving customer service issues” is the journey with the biggest influence on customers’ likelihood of forgiving an auto dealer (18 percentage-points).
- **25- to 34-year-olds find most auto dealer journeys problematic.** Consumers between the ages of 25 and 34 identify problems with eight of the 13 journeys at a higher rate than the overall average (see Figure 52). Furthermore, customers in this age group identify problems with six of those journeys at a rate of at least 50% higher than the general population. This age group found the most problematic journeys to be “selecting the car that best meets your needs” and “finding a convenient location.”

Software Customer Journeys

We examined 11 journeys commonly undertaken by software customers and found that:

- **Using and upgrading the software are the most broken journeys.** “Using the software” and “upgrading the software” are the two most problematic journeys for software firms, with 12.3% of customers saying that each of these journeys needs to be significantly improved (see Figure 53). At 11.3%, “resolving technical support issues” is the third most troublesome journey.
- **Resolving customer service (non-technical) issues has a big effect on loyalty.** Consumers who identified “resolving customer service (non-technical) support issues” as a broken journey are 19 percentage-points less likely than the average customer to be a promoter. In fact, this journey has the biggest impact on four of the five loyalty behaviors – through it has the largest effect on how likely consumers are to trust software firms (see Figure 54).
- **25- to 34-year-olds find purchasing software problematic.** Consumers between 25 and 34 years old identify problems with eight of the 12 customer journeys at a higher rate than the overall average (see Figure 55). This age group identifies issues with two journeys – “purchasing the software” and “receiving status updates about the purchase” – at a rate of at least 50% higher than the general population.

Utility Customer Journeys

We examined 12 journeys commonly undertaken by utility customers and found that:

- **Paying a monthly bill is the most broken journey.** “Paying monthly bill” is the most problematic journey for utilities, with more than 12% of consumers saying it needs to be significantly improved (see Figure 56). At 10%, “selecting a plan that best meets your needs” is the next most troublesome journey.

- **Resolving customer service (non-technical) issues most impacts loyalty.** Consumers who identified “resolving customer service (non-technical) support issues” as a broken journey are 22 percentage-points less likely than the average customer to be a promoter. However, the journey with the biggest impact on a loyalty behavior is “resolving technical support issues,” which decreases consumer trust by 28 percentage-points (see Figure 57).
- **Young consumers see more problems.** Consumers between 18 and 34 years old identify problems with eight of the 12 customer journeys at a higher rate than the overall average (see Figure 58). Furthermore, these younger consumers identify problems with six of the journeys at a rate of at least 50% higher than the general population.

Most Problematic Customer Journeys Across Industries		
Customer Journeys That Require Significant Improvements		
Industry	Most Frequently Needs Improvement	Most Impact on Recommendations
Airlines	Making a flight reservation	Resolving customer service issues
Auto Dealers	Financing a car	Returning a car
Banks	Finding a convenient branch location	Resolving customer service issues
Computers & Tablets	Resolving technical support issues	Resolving technical support issues
Credit Cards	Selecting the credit card that best meets your needs	Resolving customer service issues
Fast Food	The experience inside the restaurant	The experience inside the restaurant
Health Plans	Finding out if medical procedures or medications are covered	Resolving customer service issues
Hotels & Rooms	Making a hotel or room reservation	Resolving customer service issues
Insurance	Selecting the policy that best meets your needs	Resolving customer service issues
Investments	Finding a convenient location	Resolving customer service issues
Parcel Delivery	Receiving status updates about the delivery	Resolving customer service issues
Rental Cars & Transport	Making a reservation	Resolving customer service issues
Retail	Getting help in the store	Resolving customer service issues
Software	Using the software	Resolving customer service (non-technical) issues
Supermarkets	Finding specific products	Finding answers to basic questions
TV/Internet Service	Resolving technical support issues	Resolving customer service (non-technical) issues
TVs & Appliances	Selecting the TV or appliance that best meets your needs	Resolving technical support issues
Utilities	Paying monthly bill	Resolving customer service (non-technical) issues
Wireless	Resolving customer service (non-technical) issues	Resolving customer service (non-technical) issues

Base: 10,000 U.S. consumers
Source: Temkin Group Q1 2018 Consumer Benchmark Survey

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Figure 1

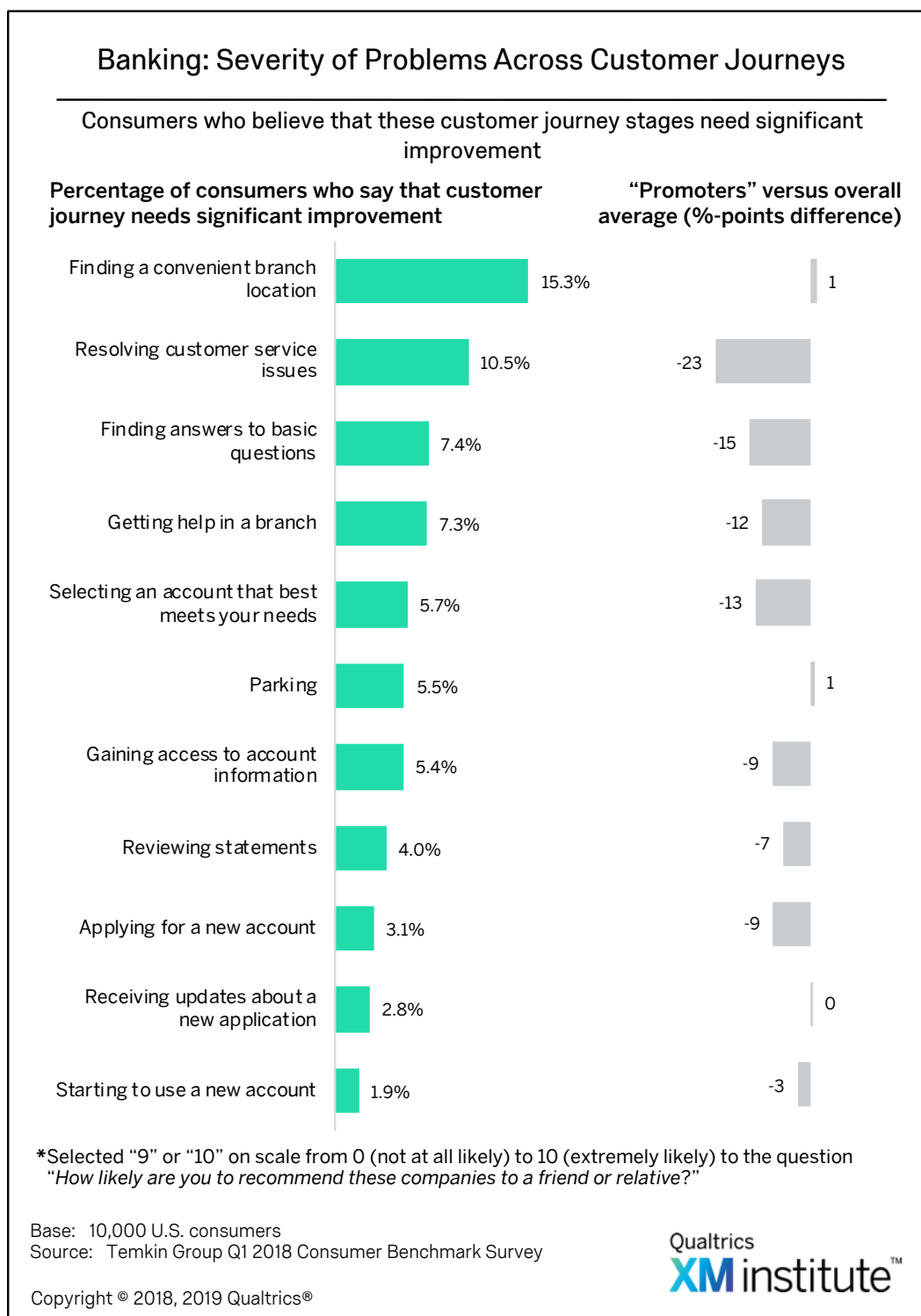


Figure 2

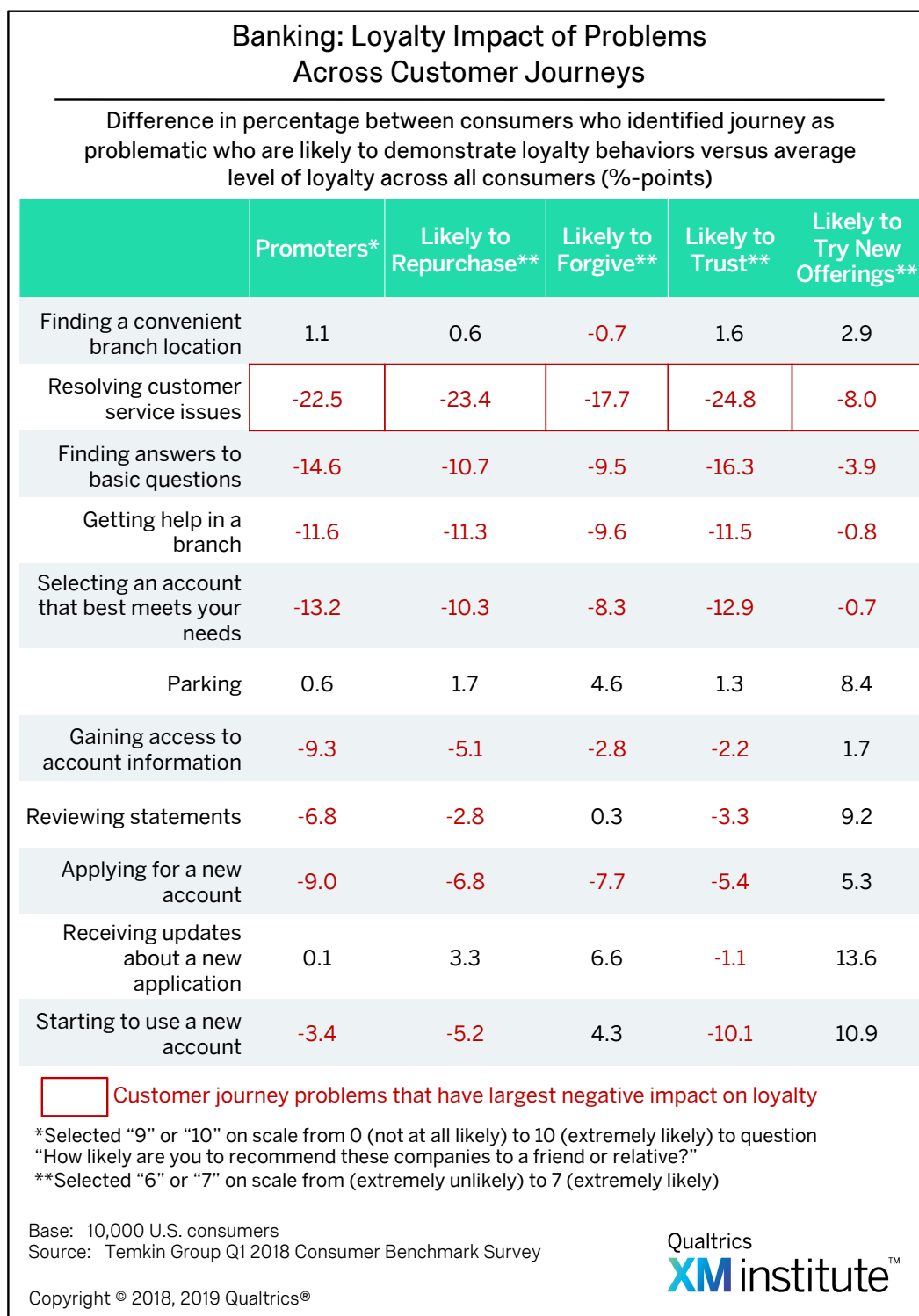


Figure 3

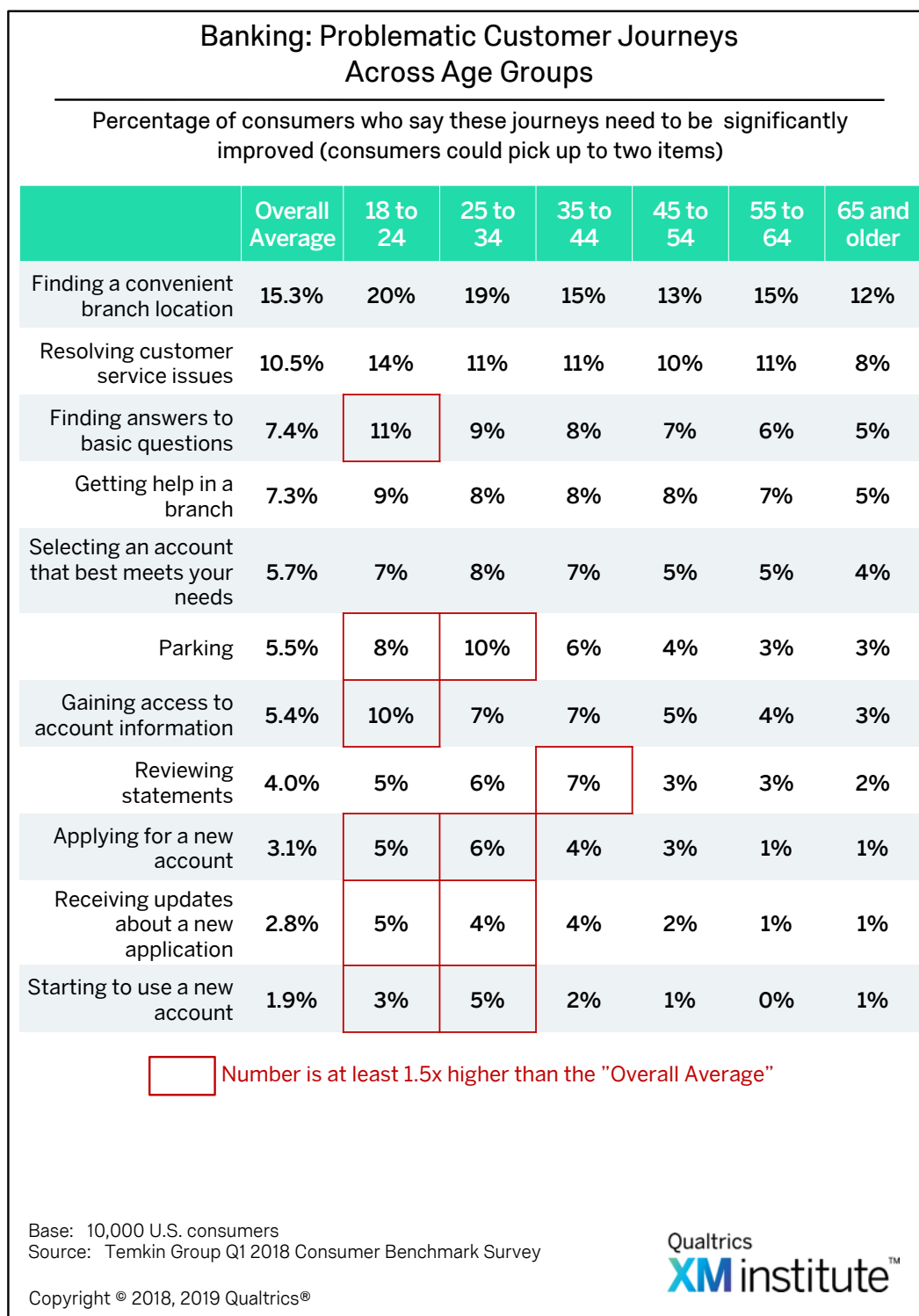


Figure 4

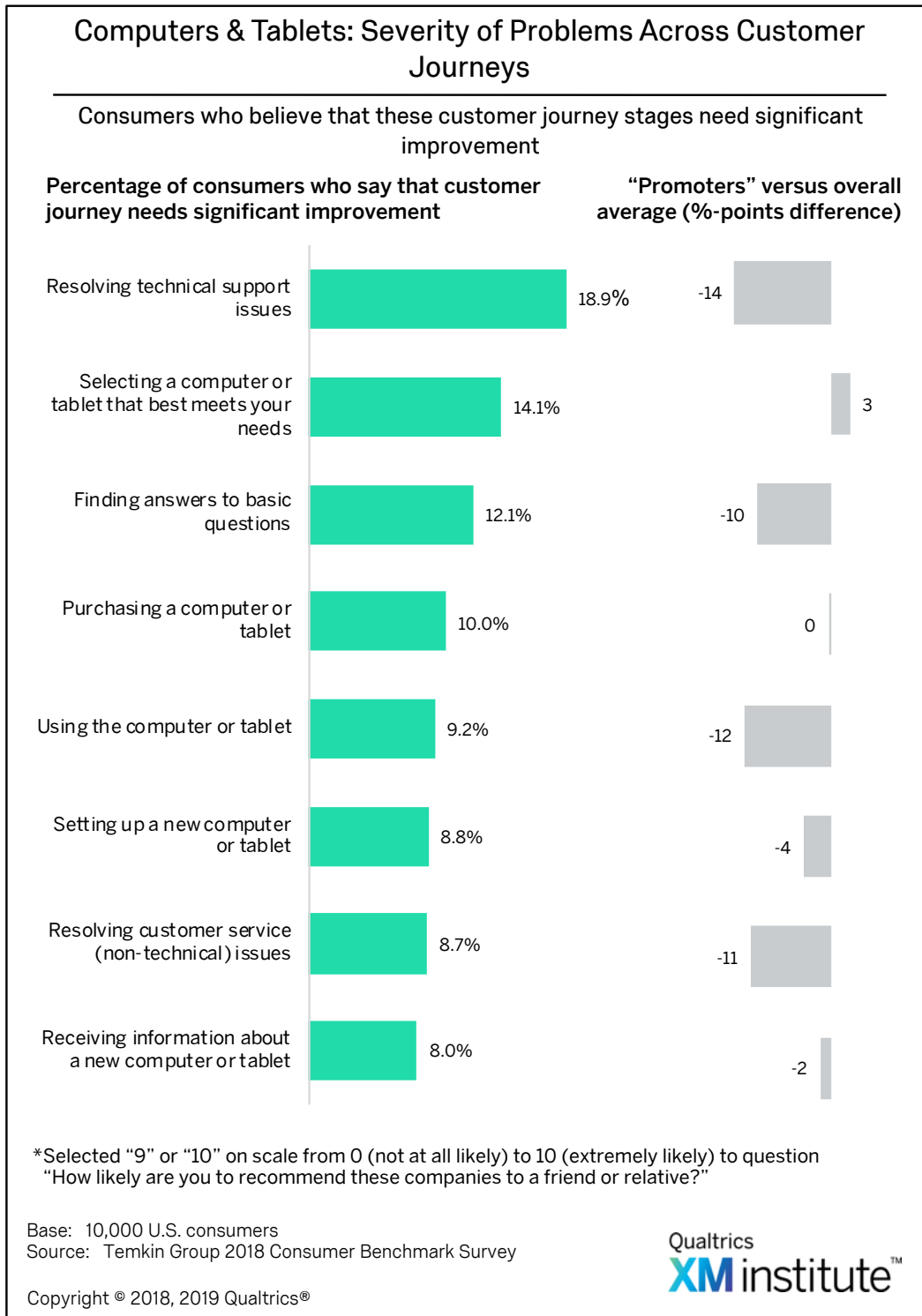


Figure 5

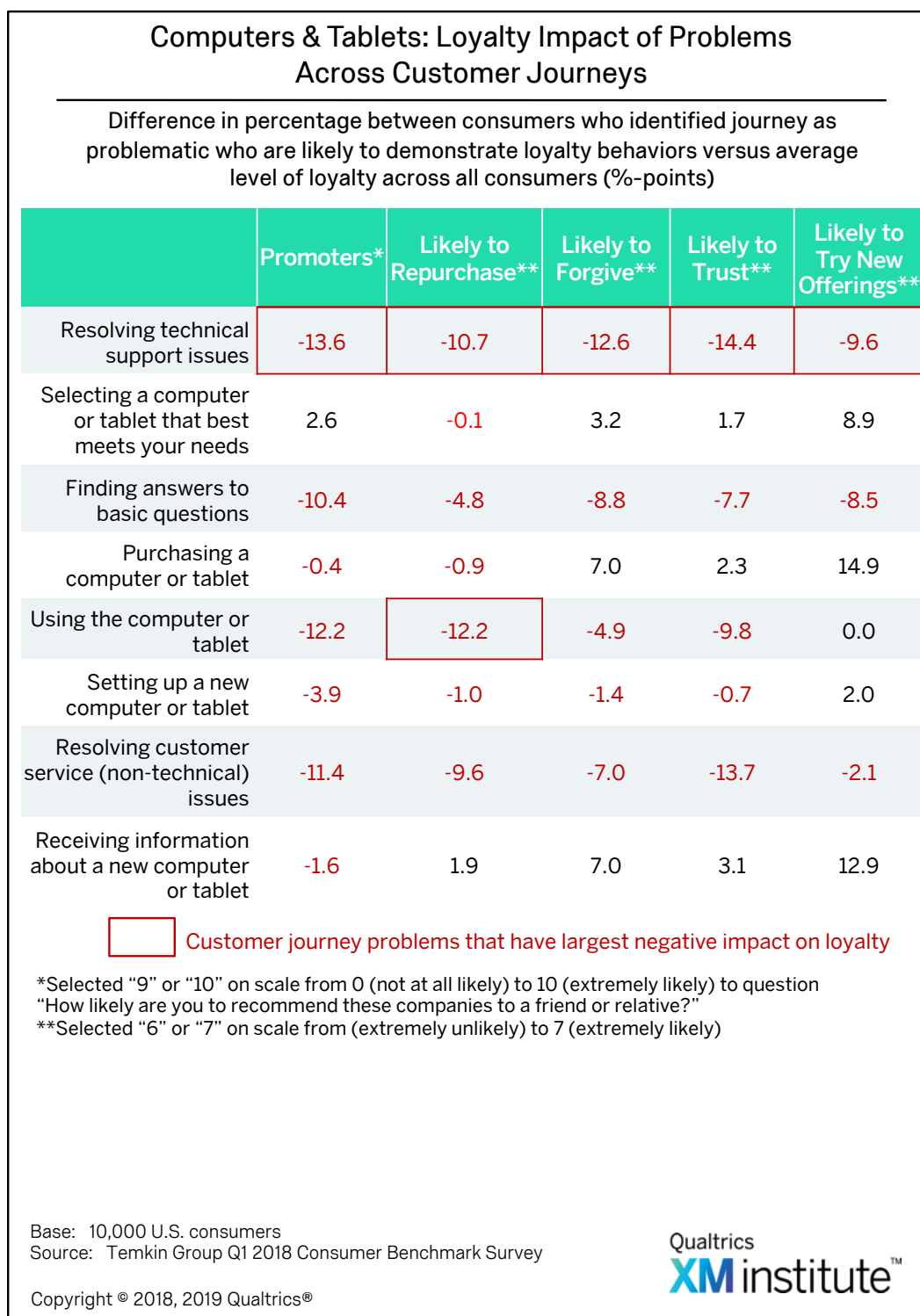


Figure 6

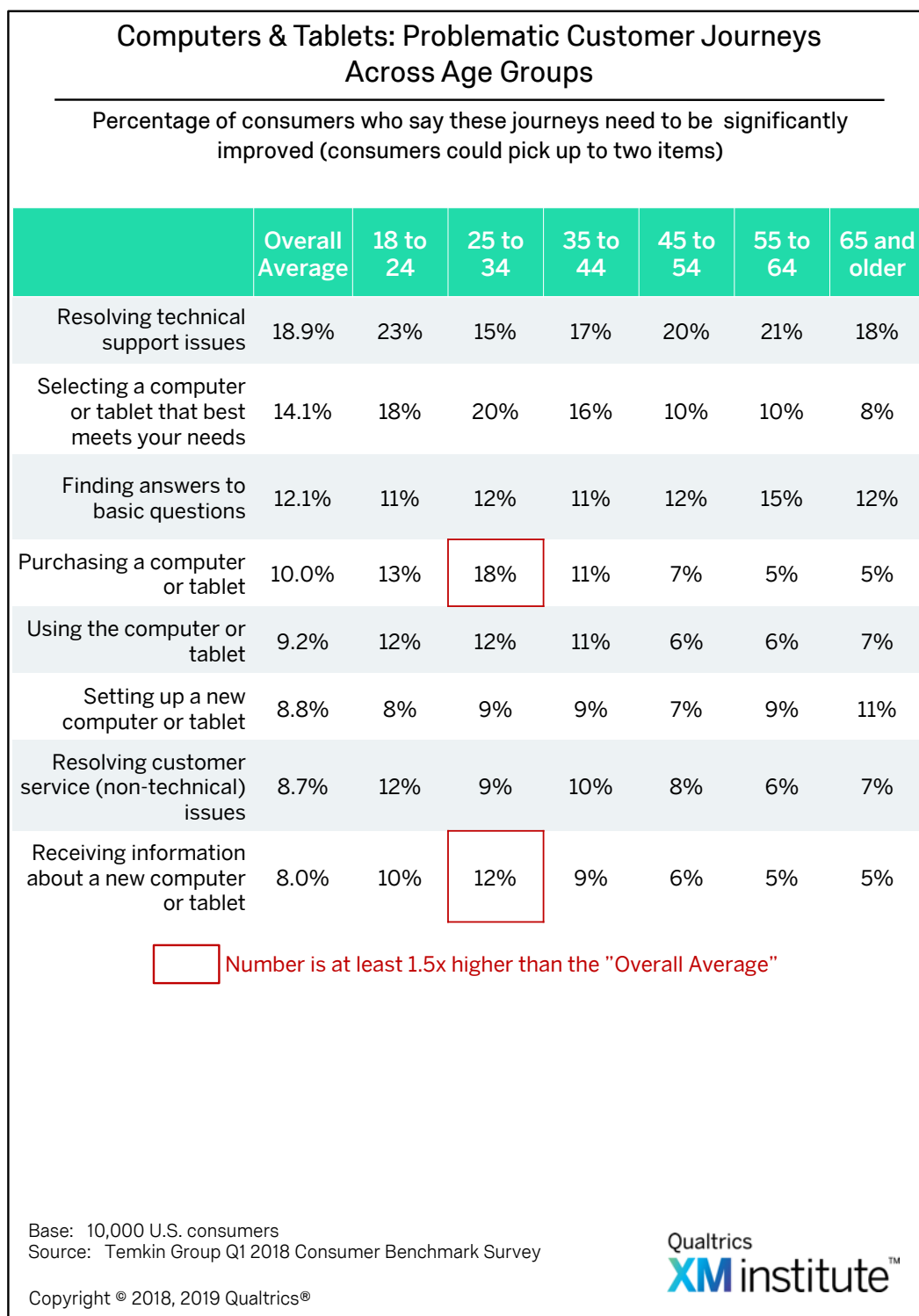


Figure 7

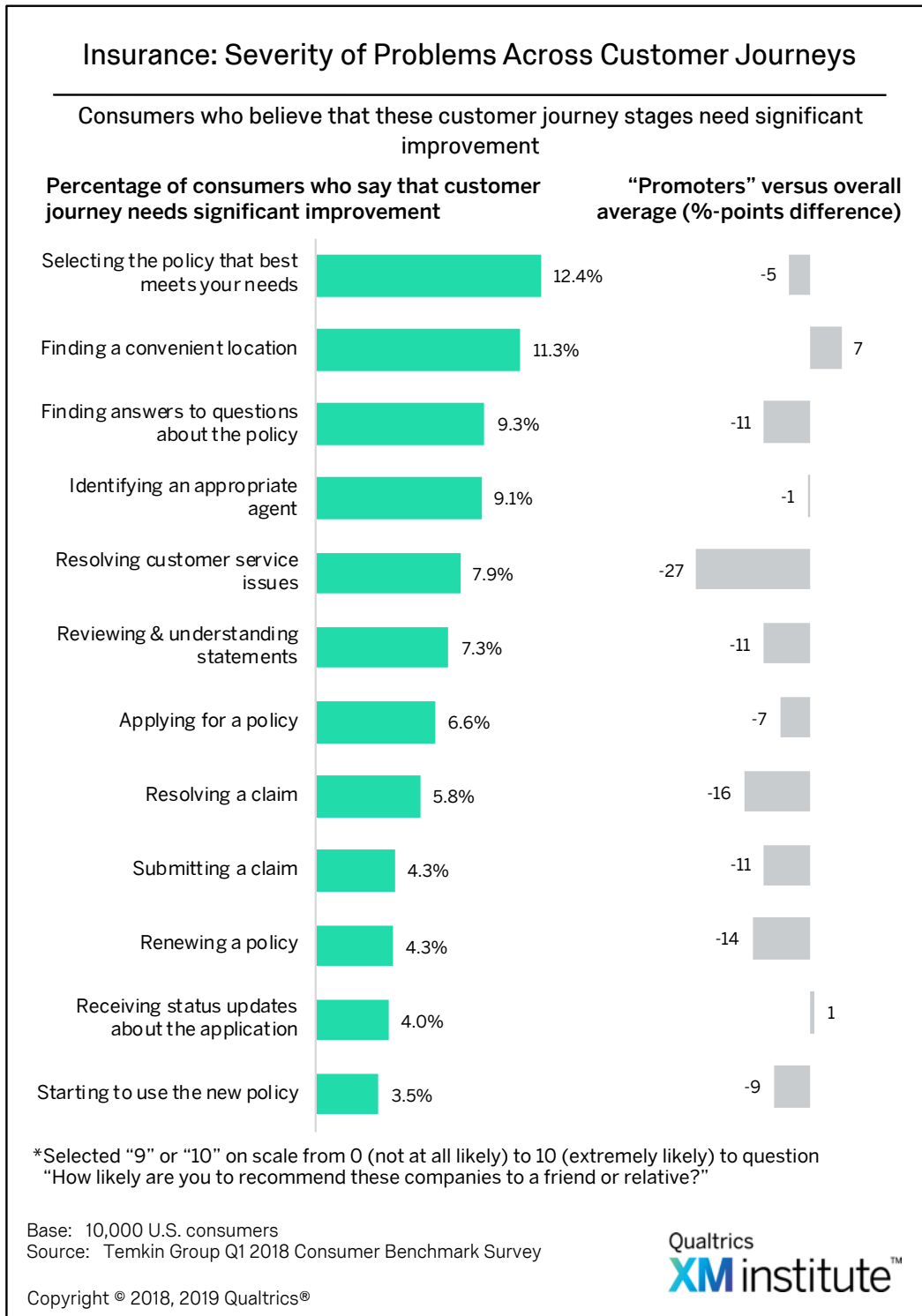


Figure 8

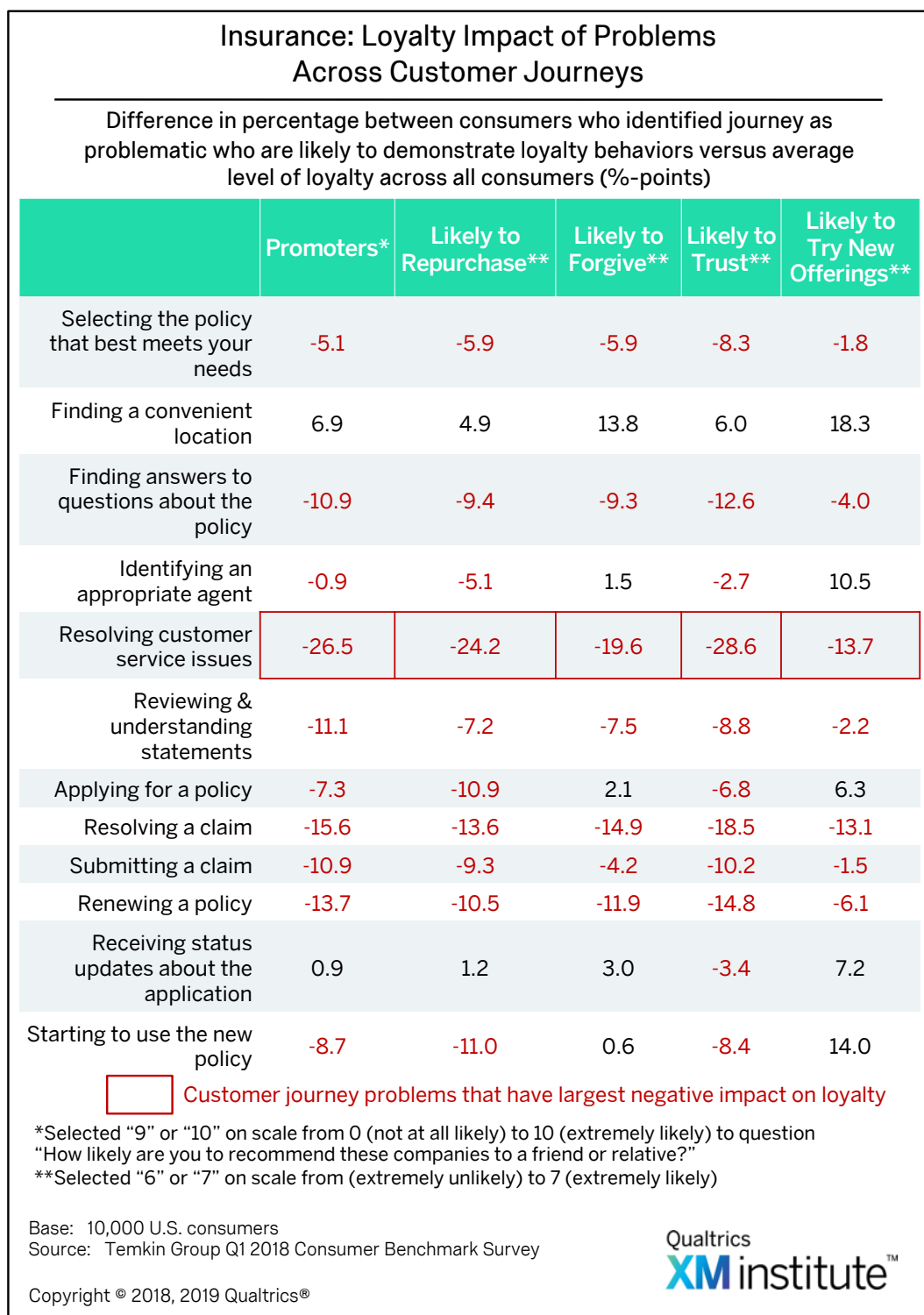


Figure 9

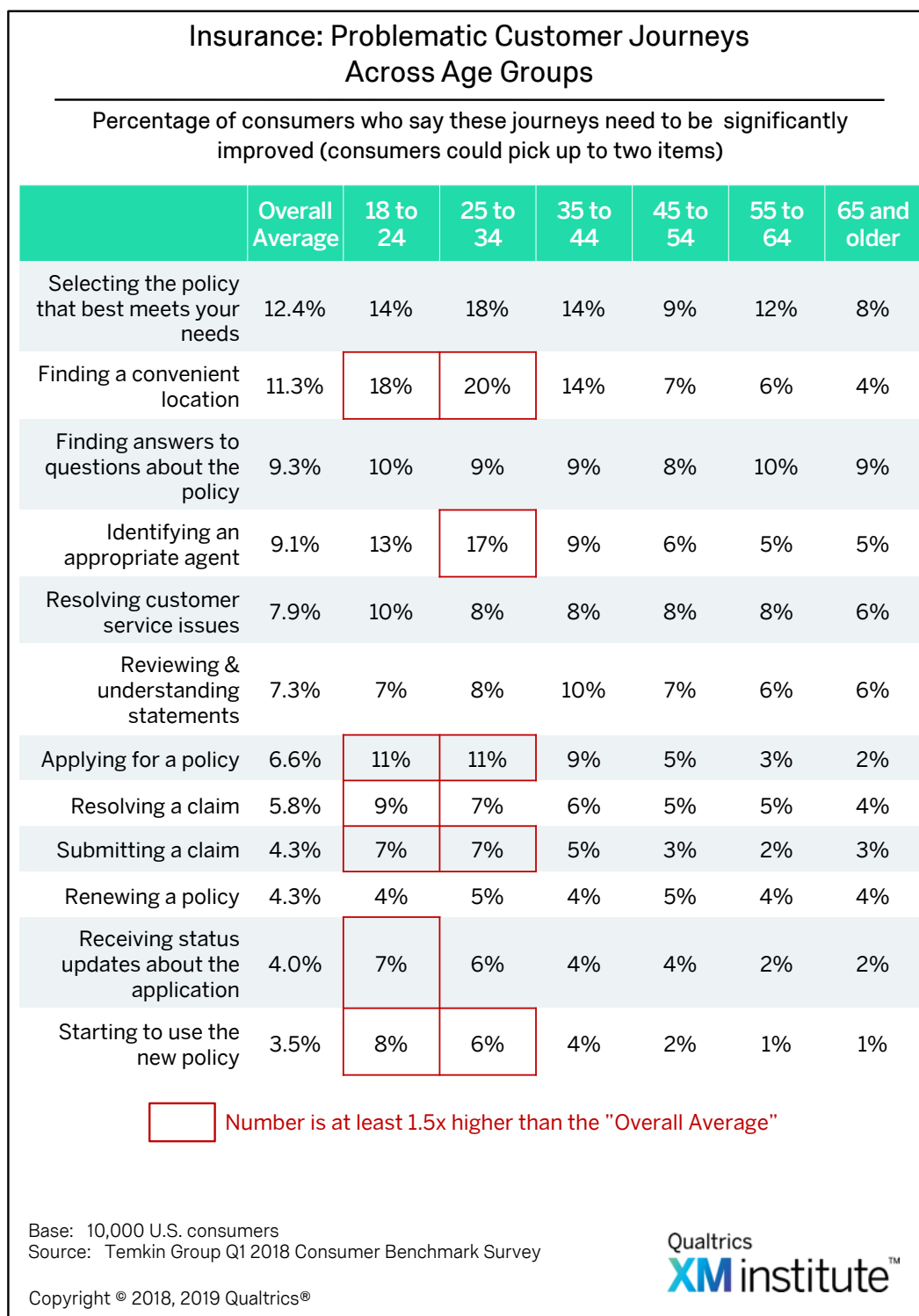


Figure 10

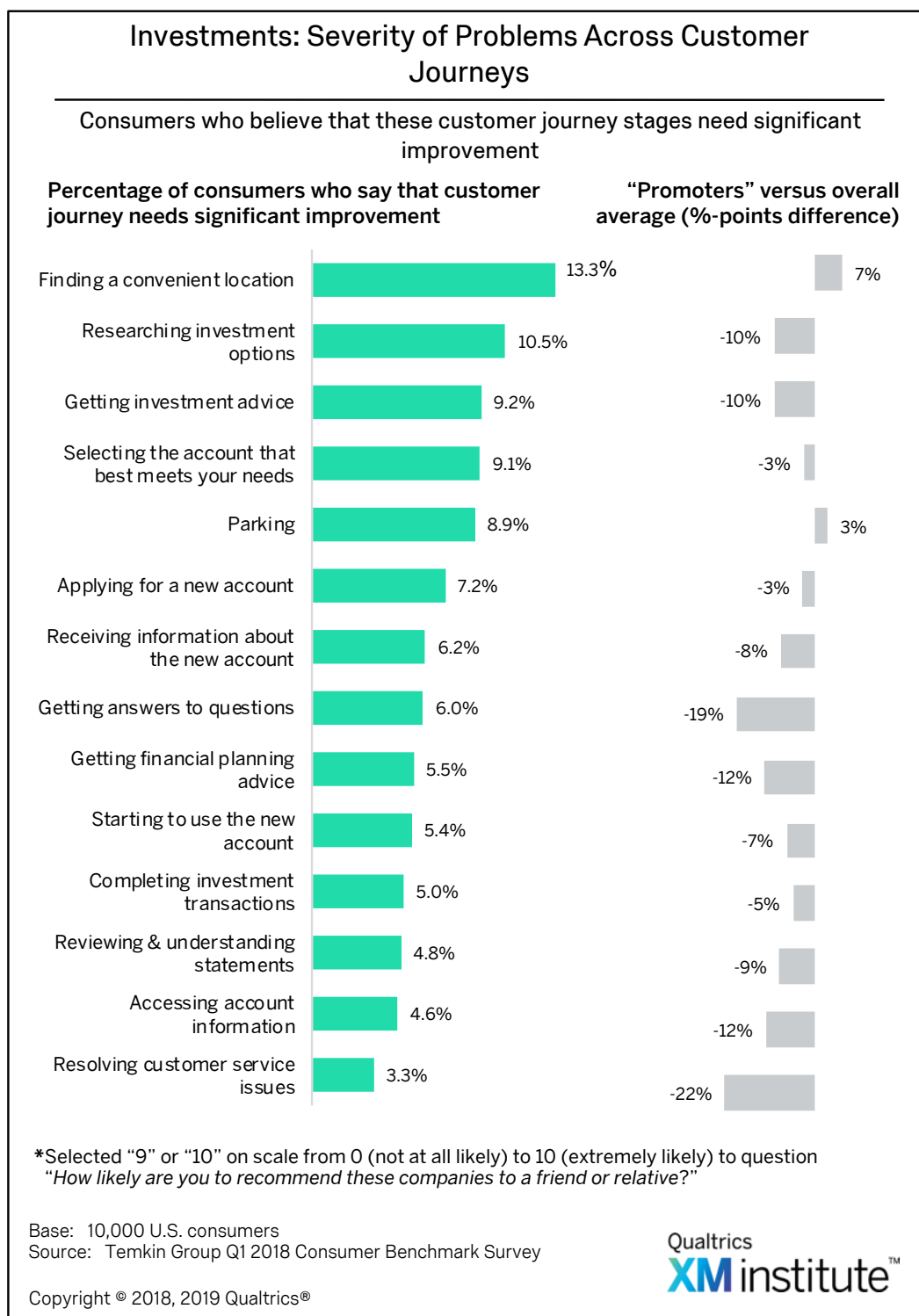


Figure 11

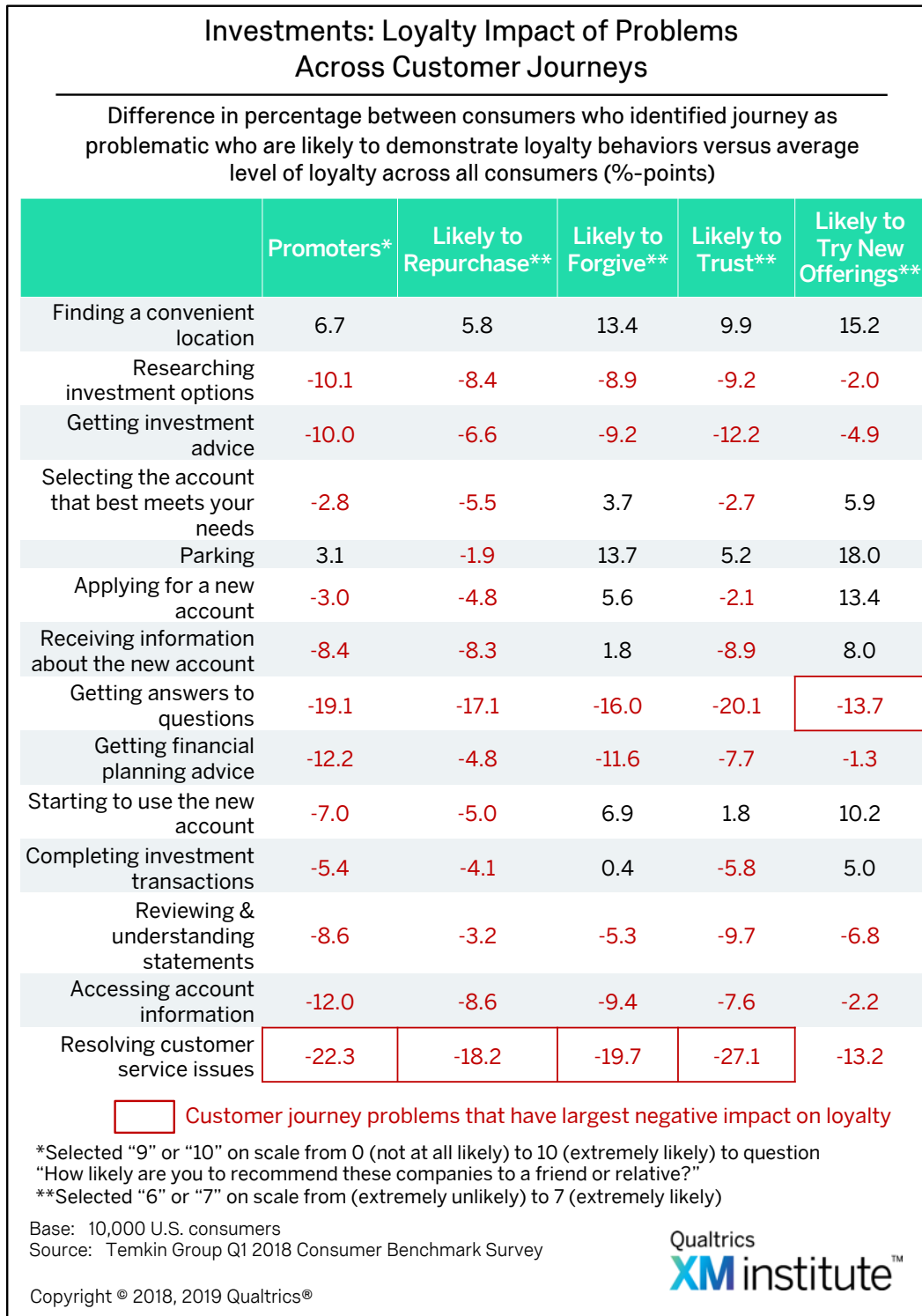


Figure 12

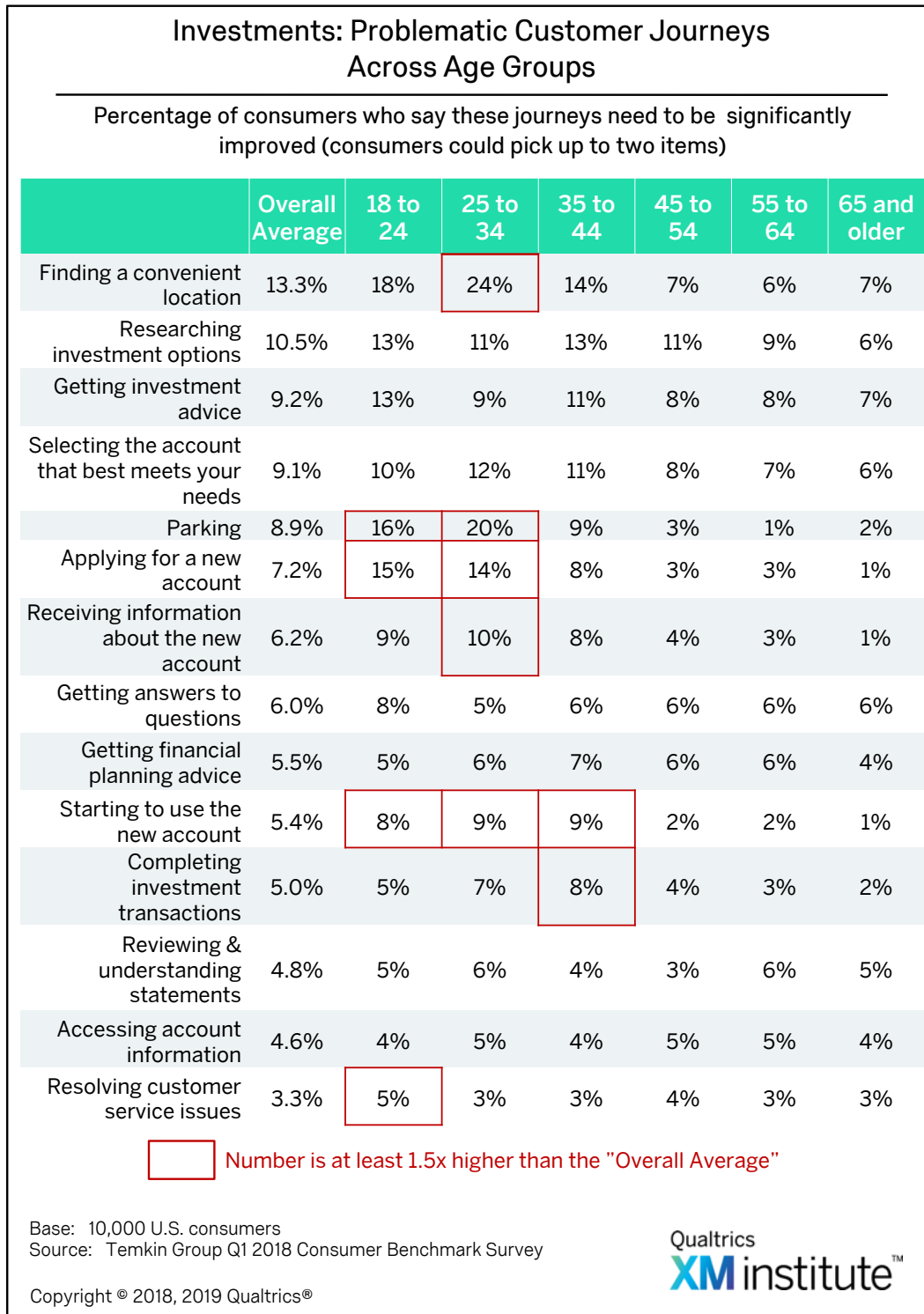


Figure 13

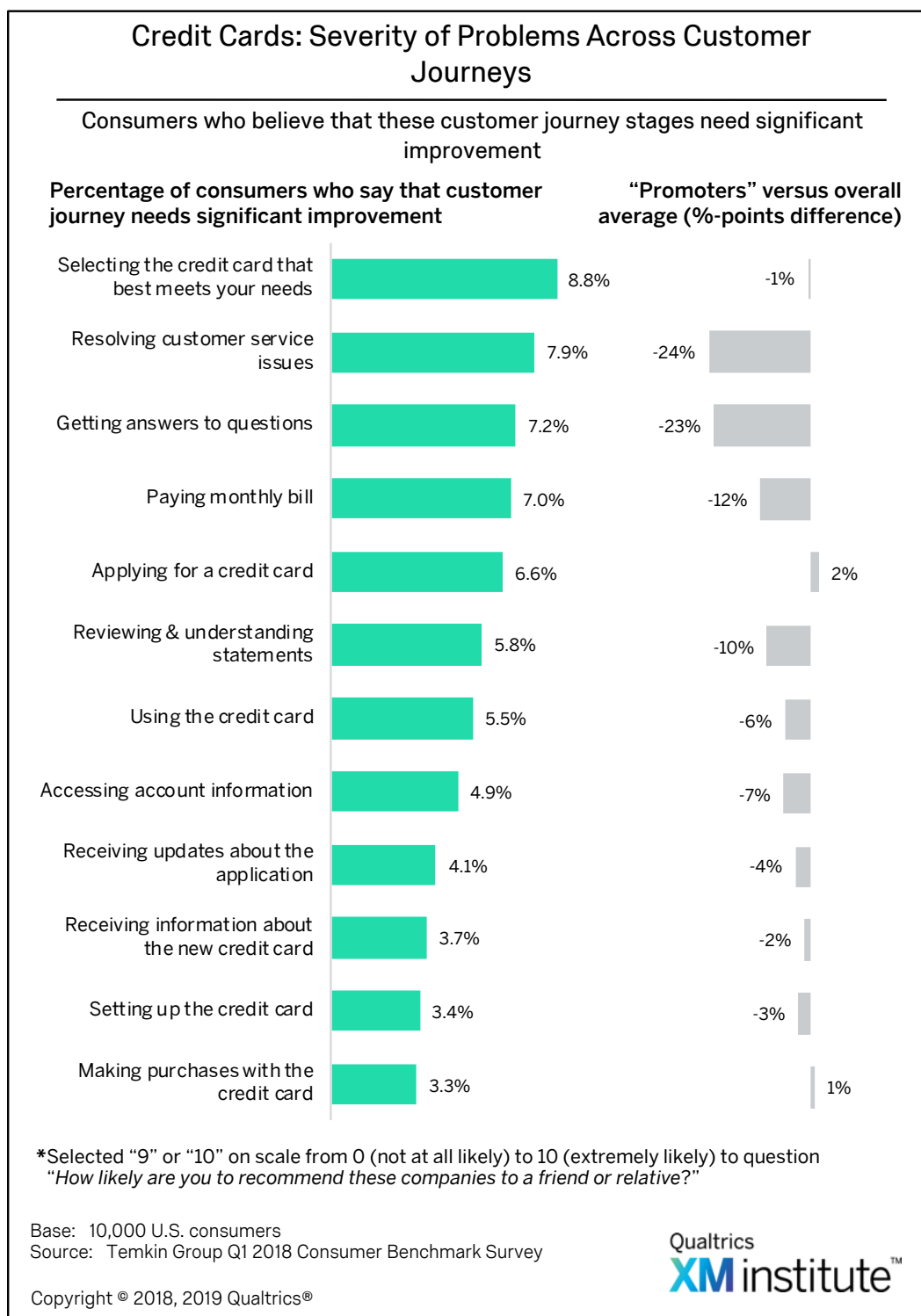


Figure 14

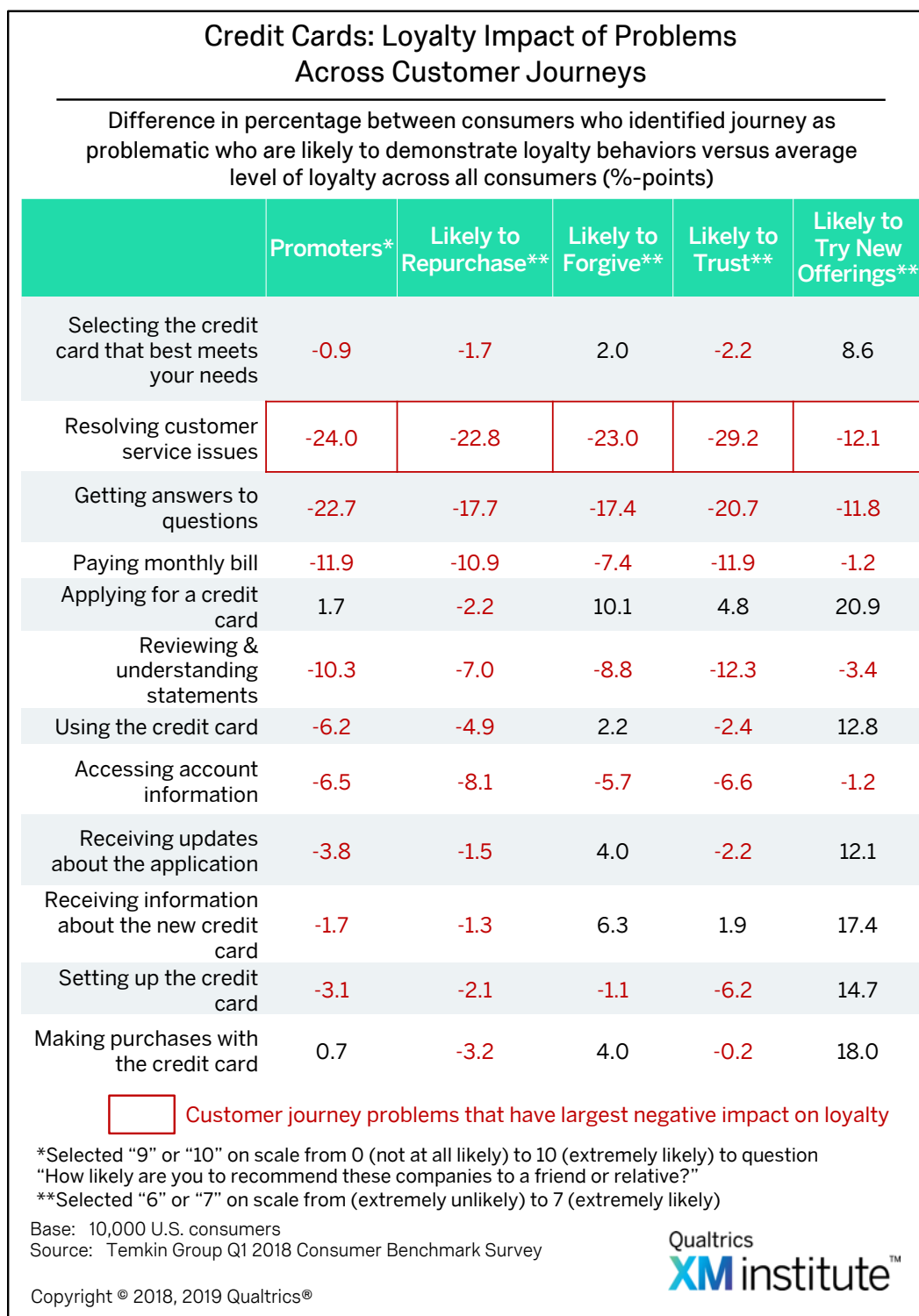


Figure 15

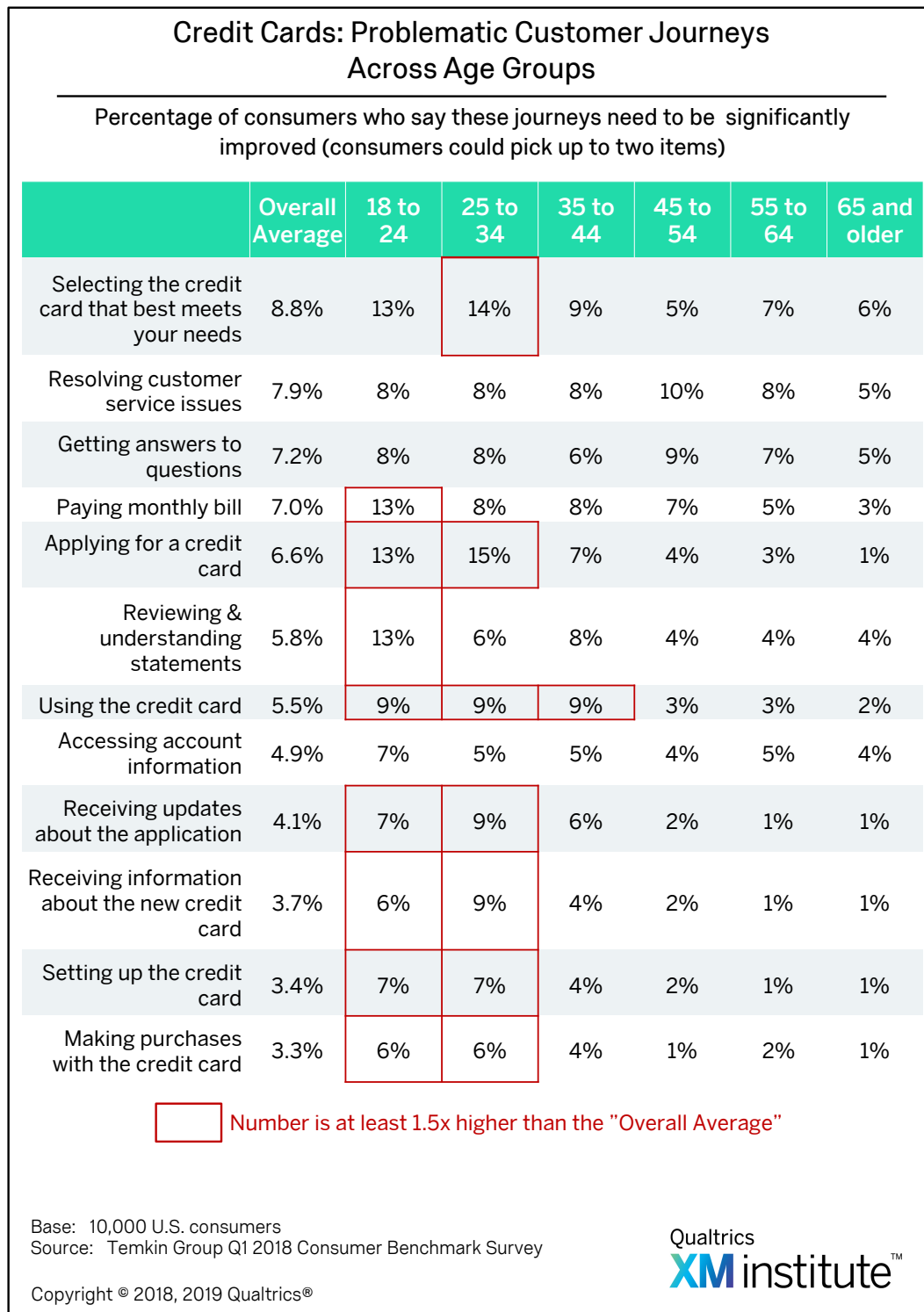


Figure 16

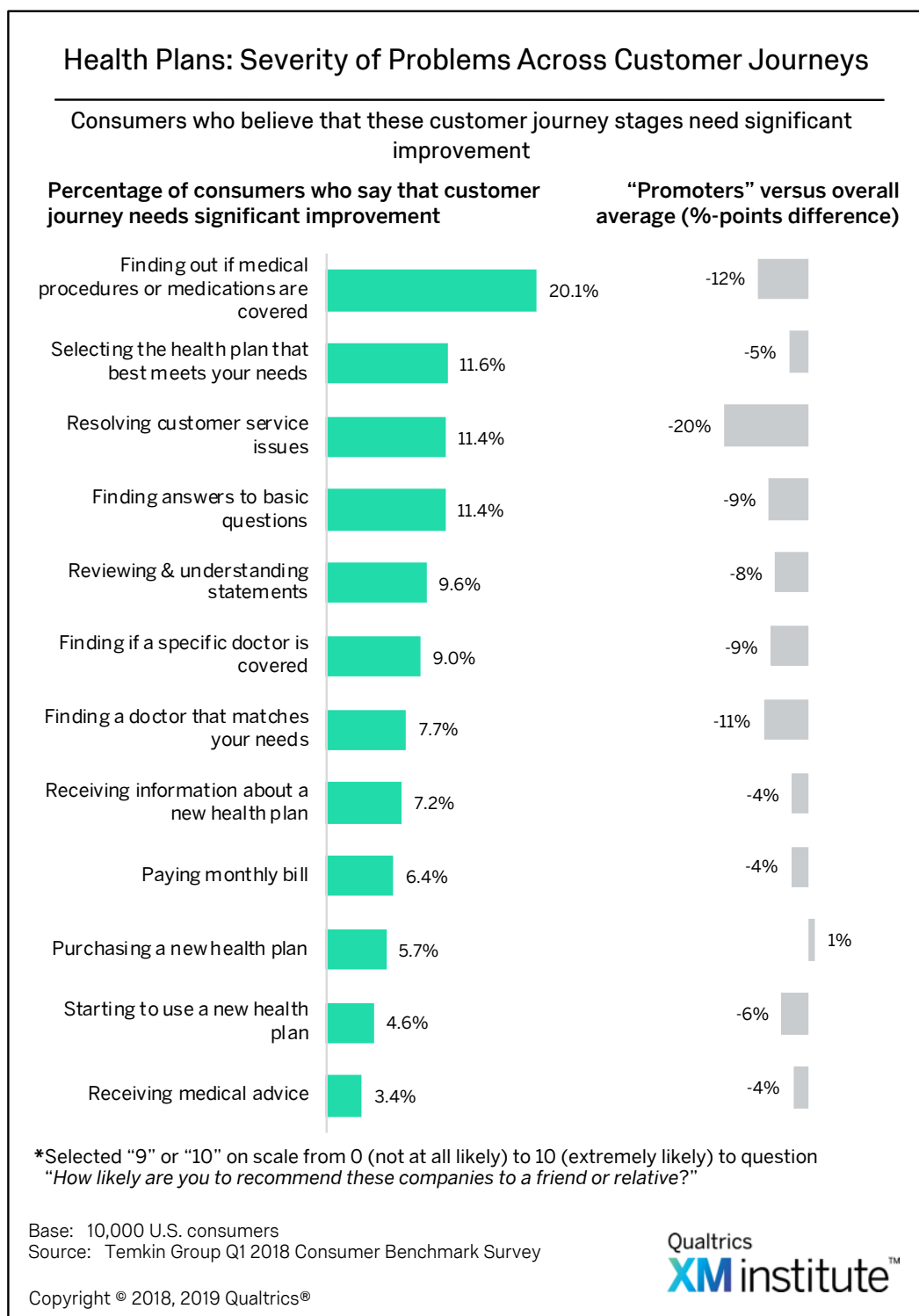


Figure 17

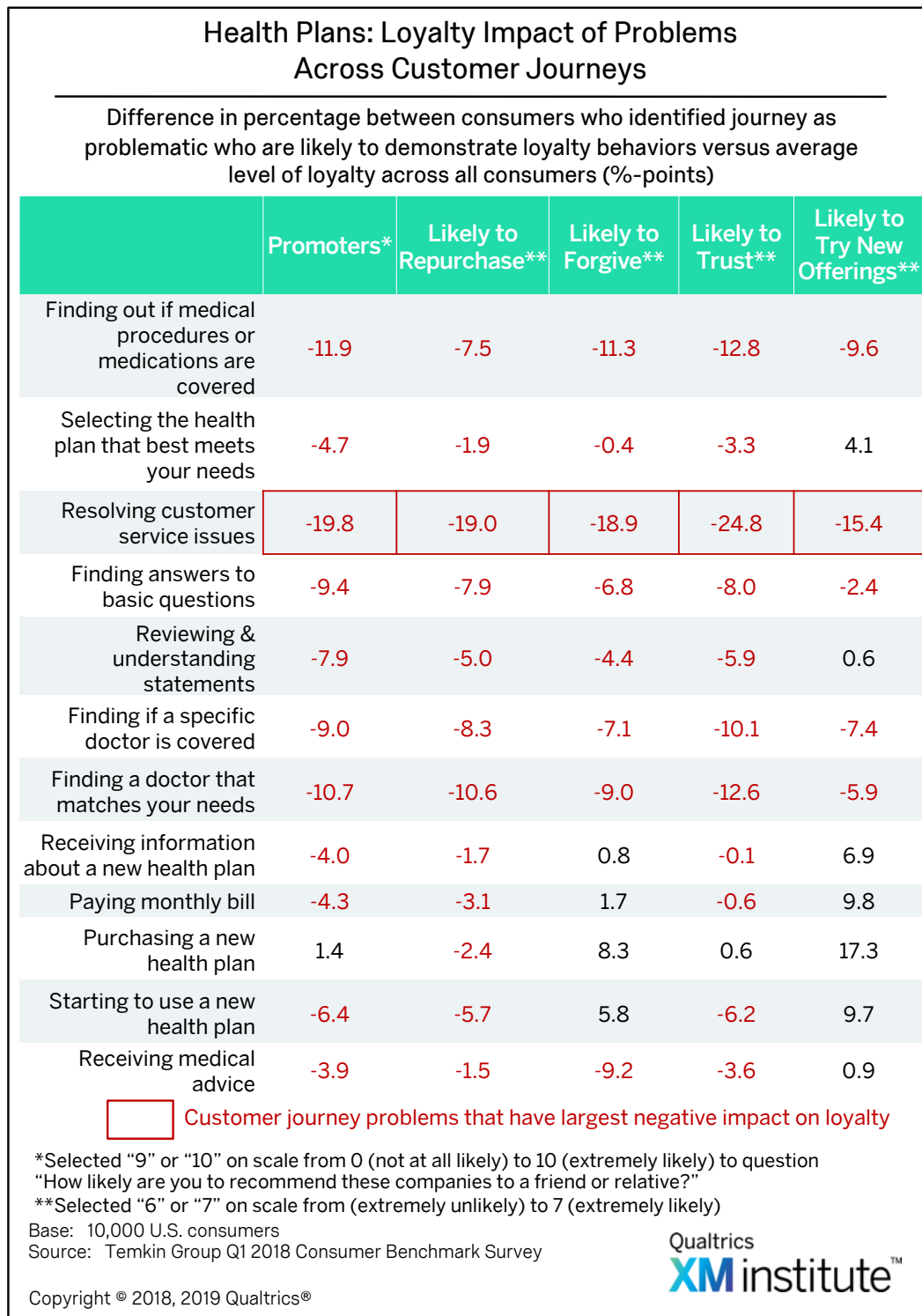


Figure 18

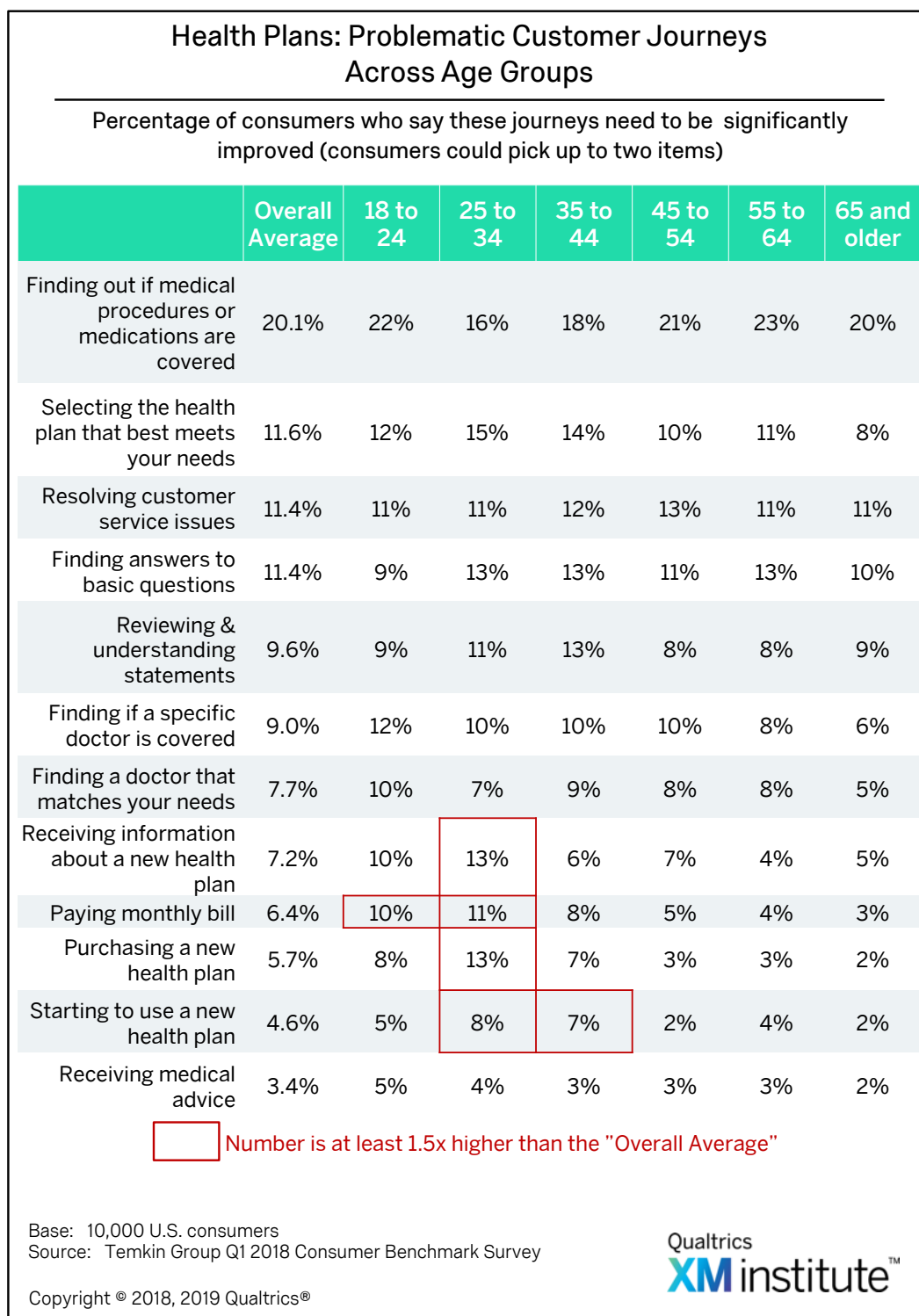


Figure 19

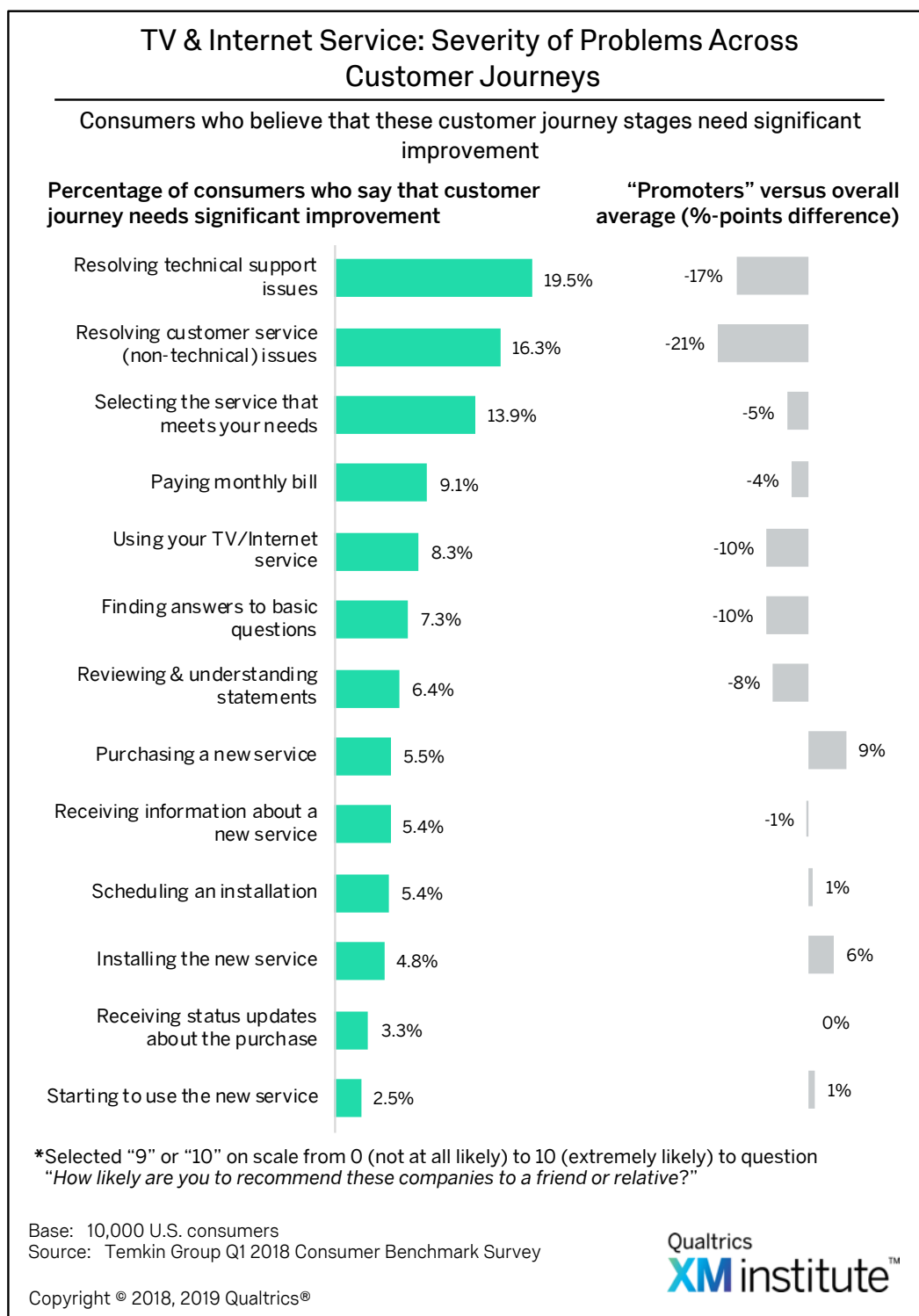


Figure 20

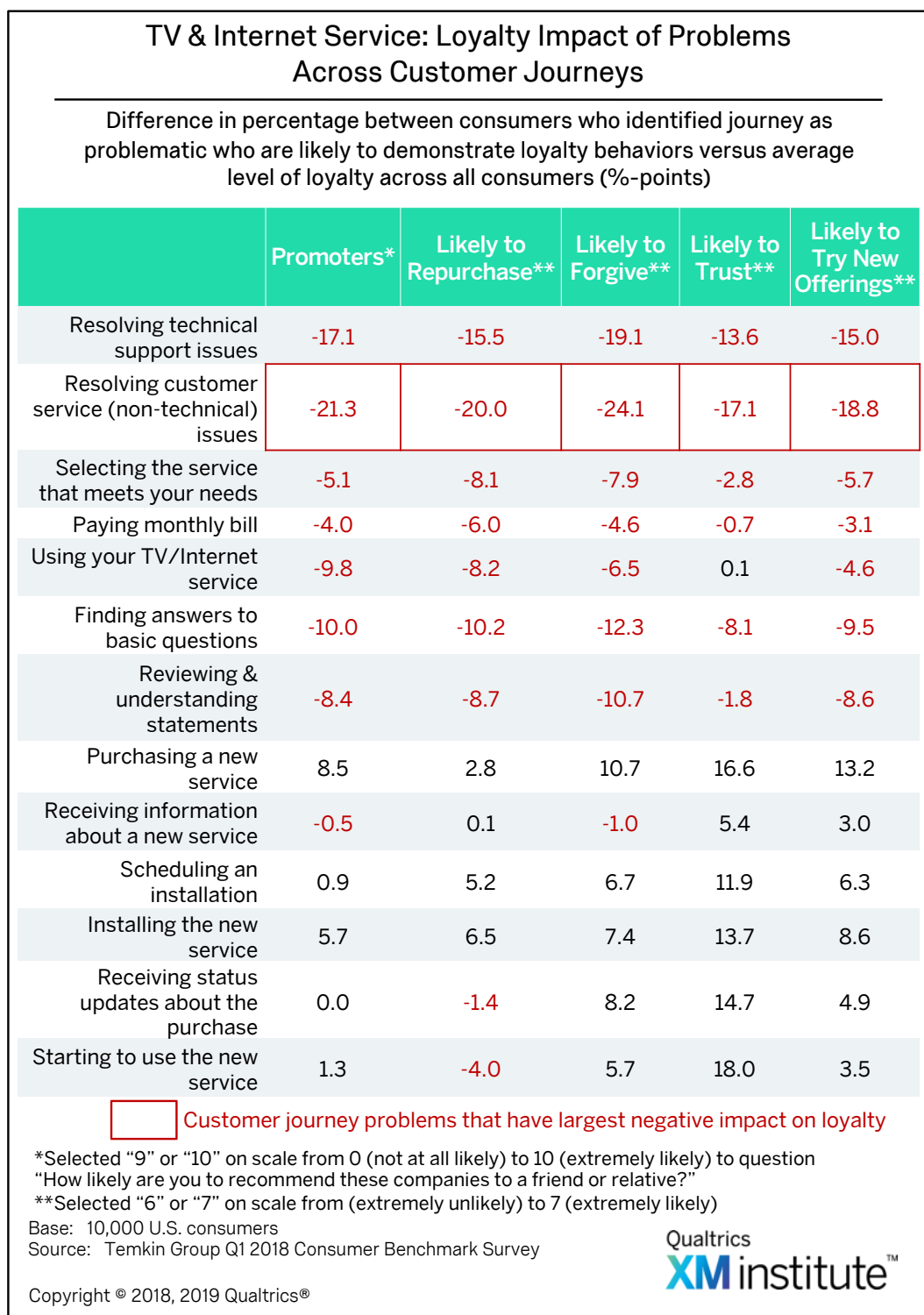


Figure 21

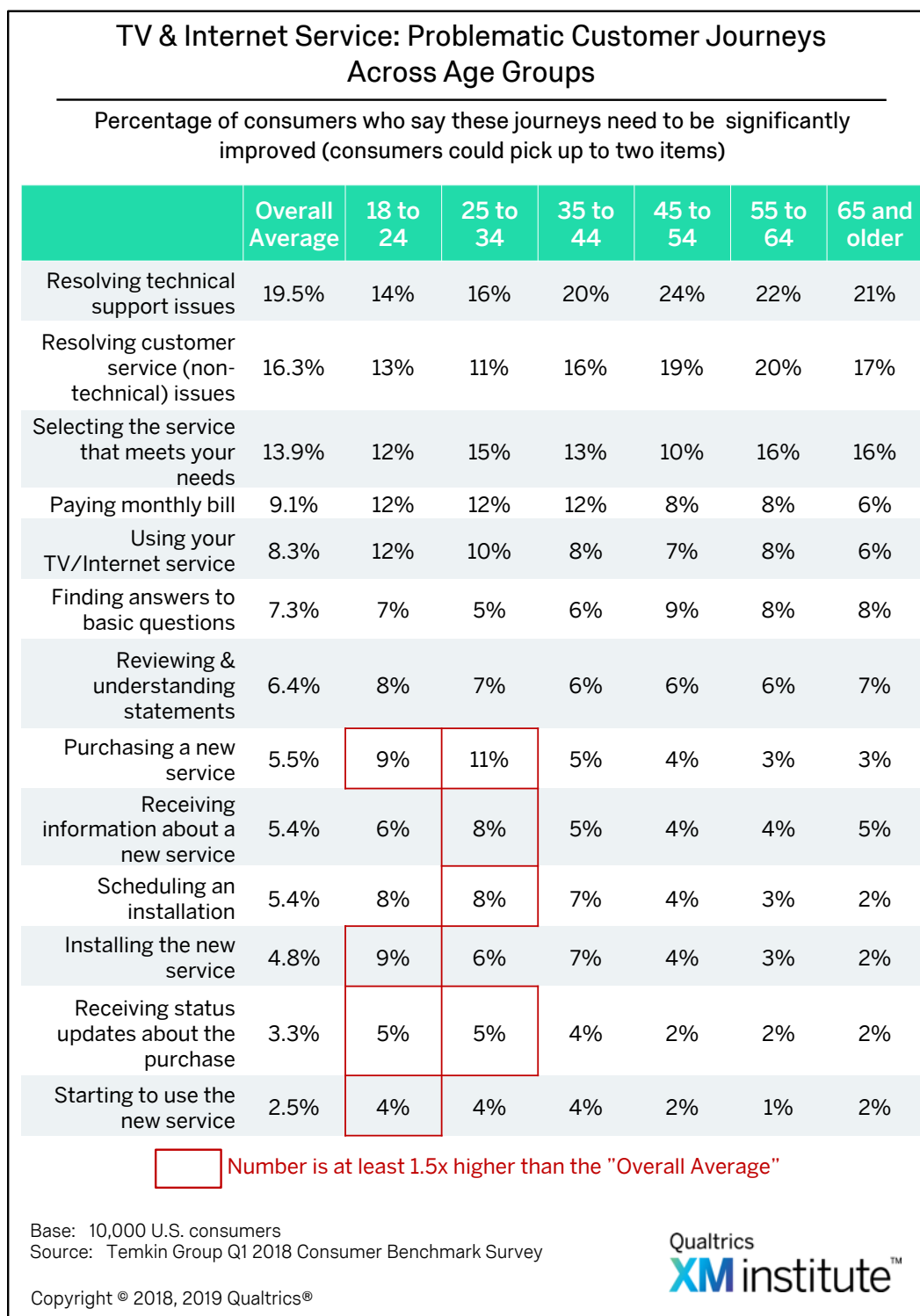


Figure 22

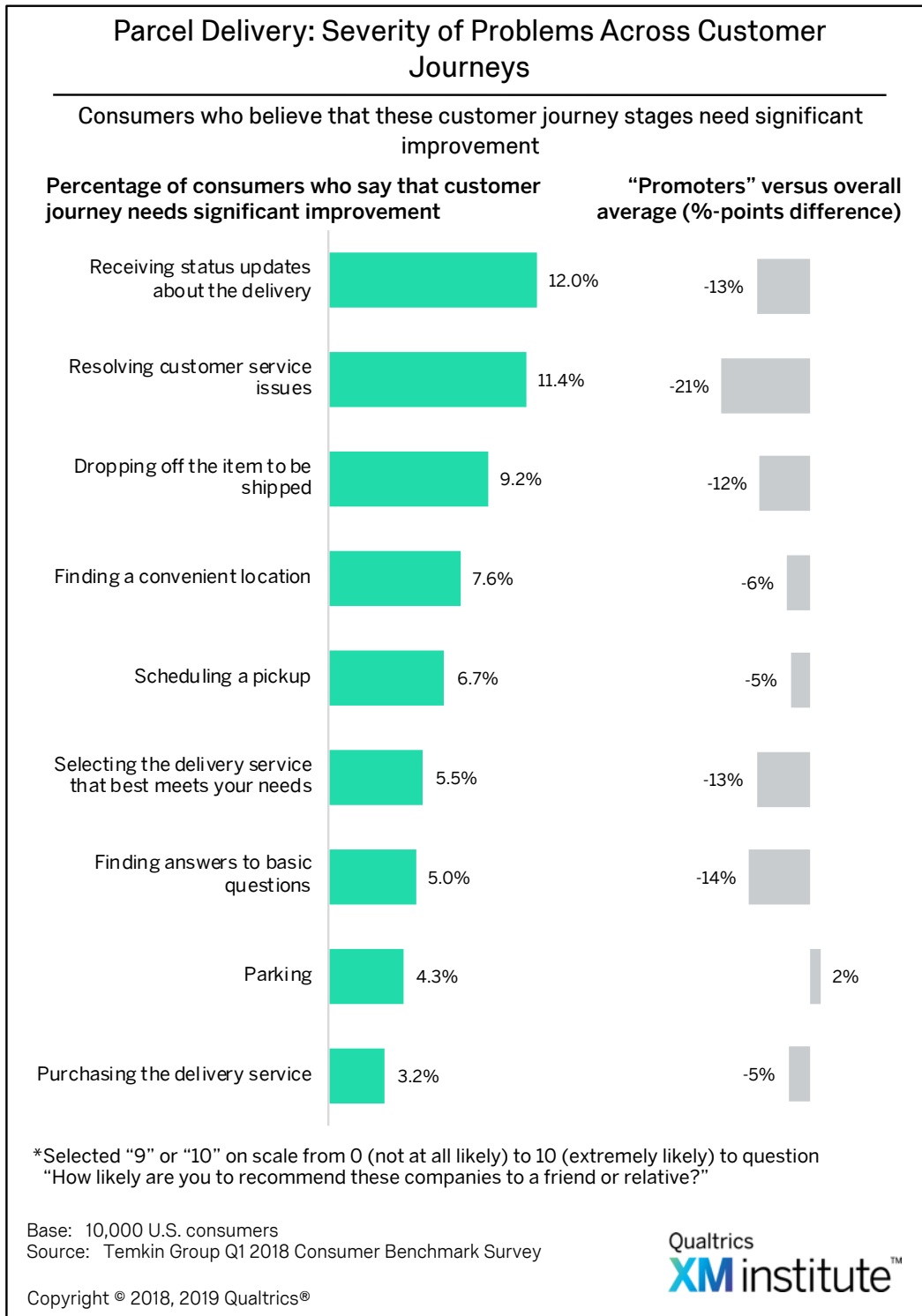


Figure 23

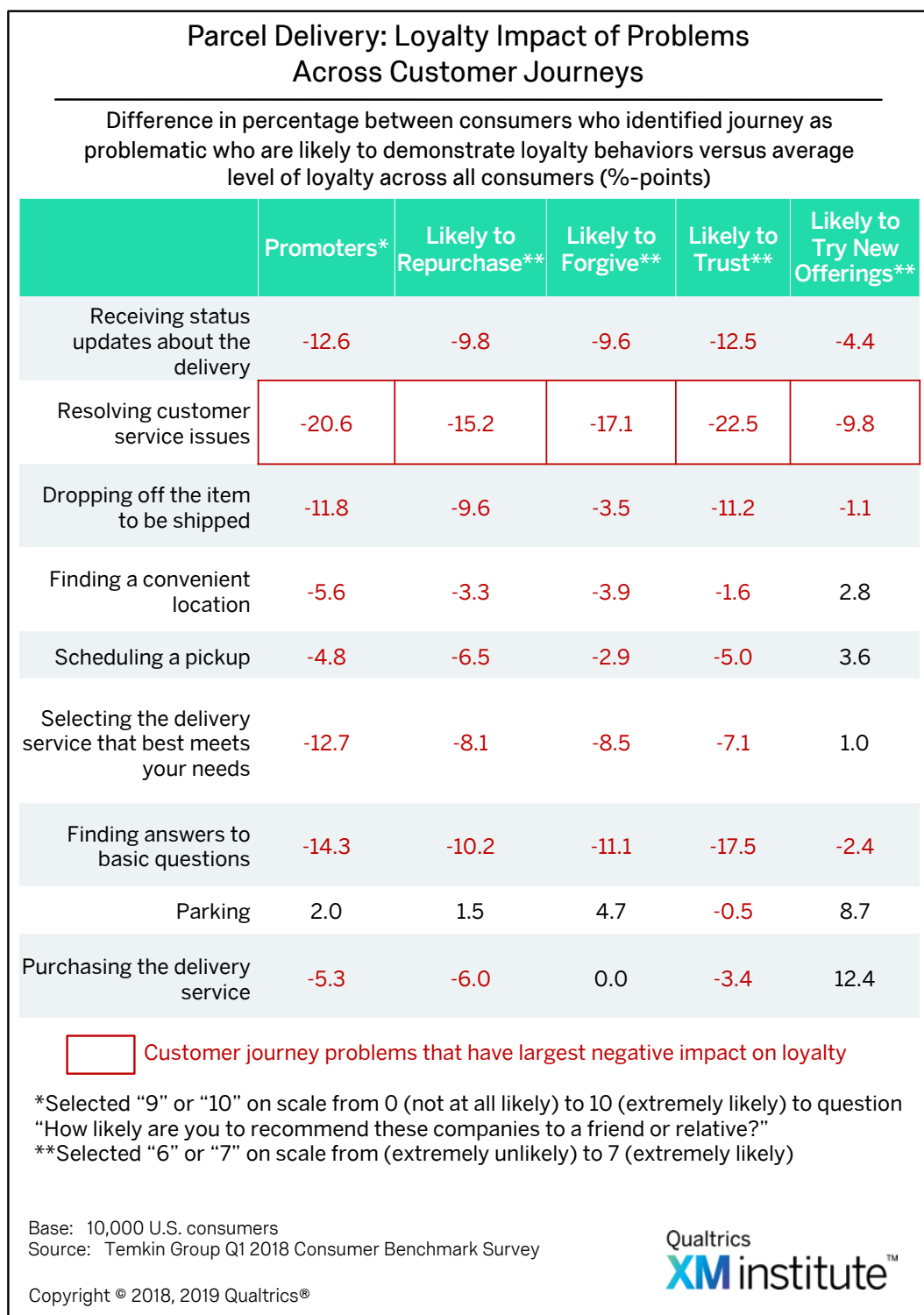


Figure 24

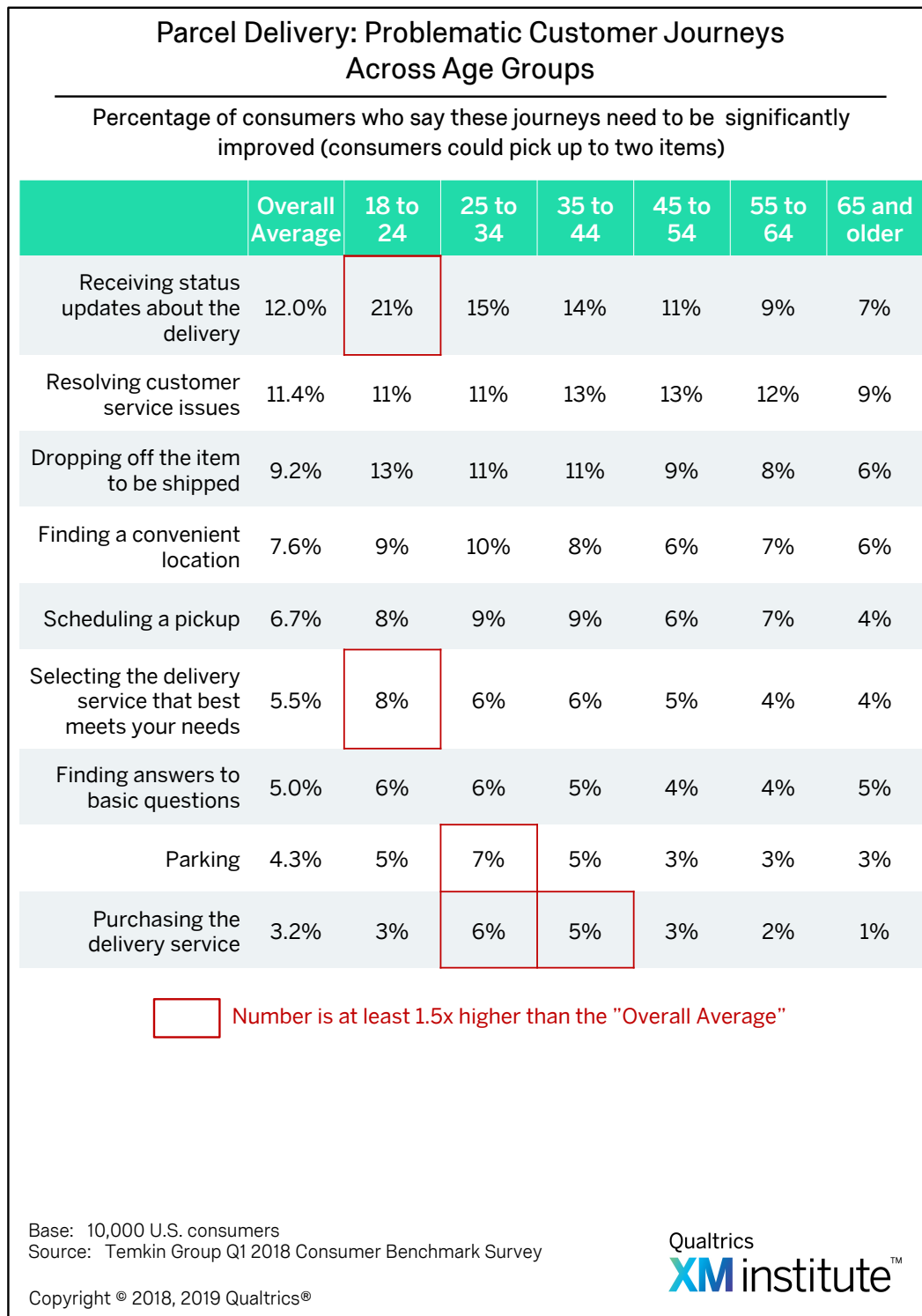


Figure 25

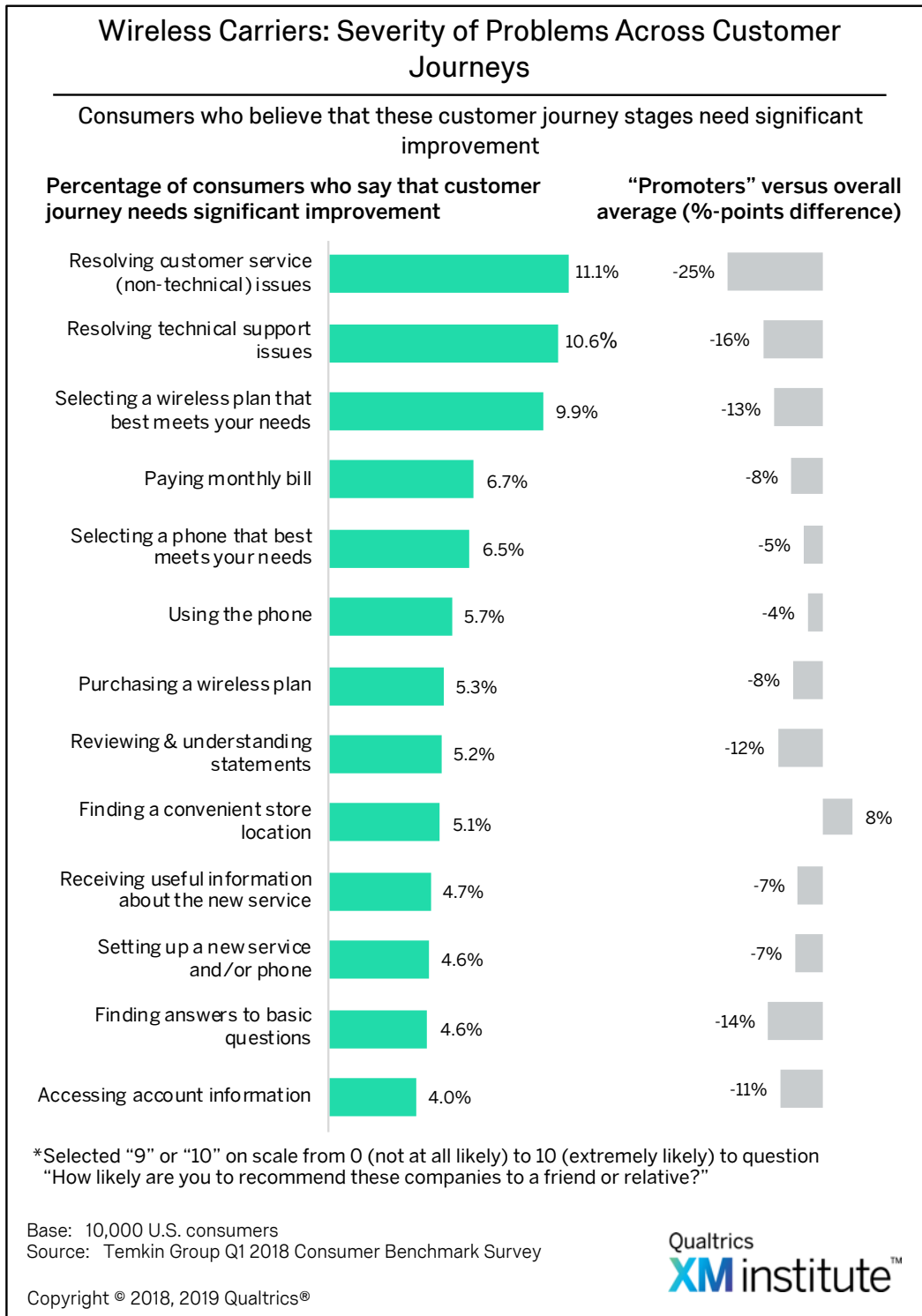


Figure 26

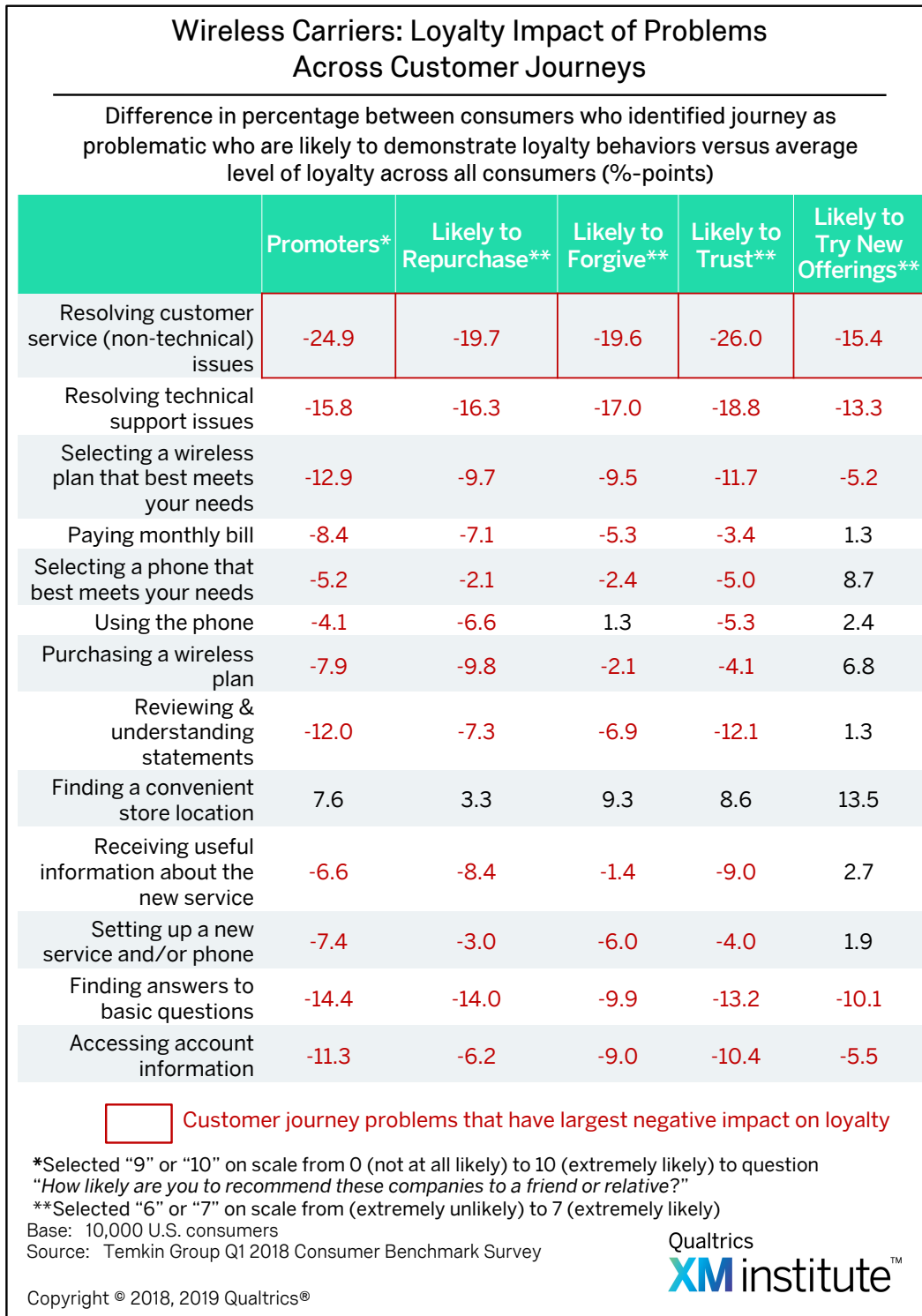


Figure 27

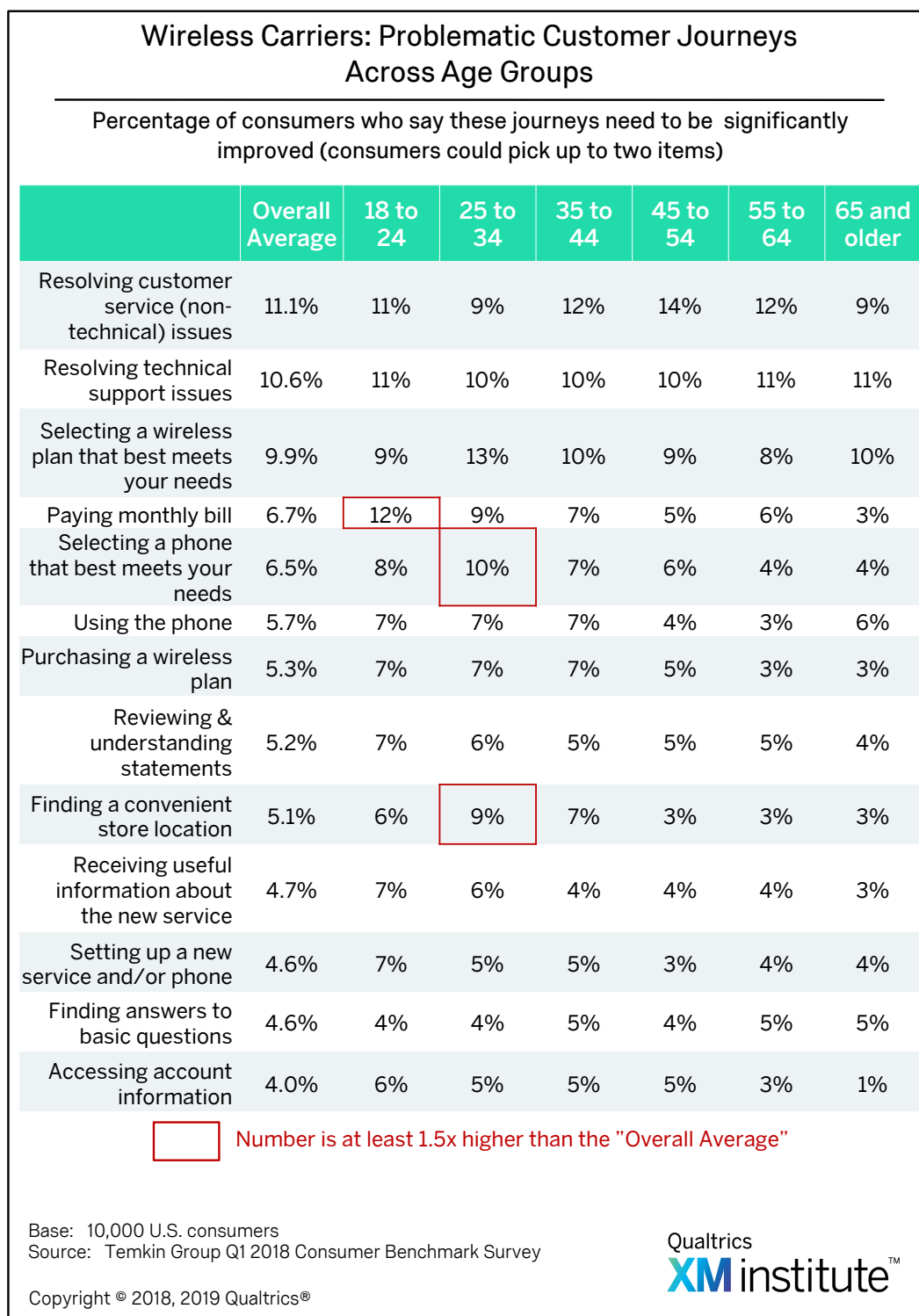


Figure 28

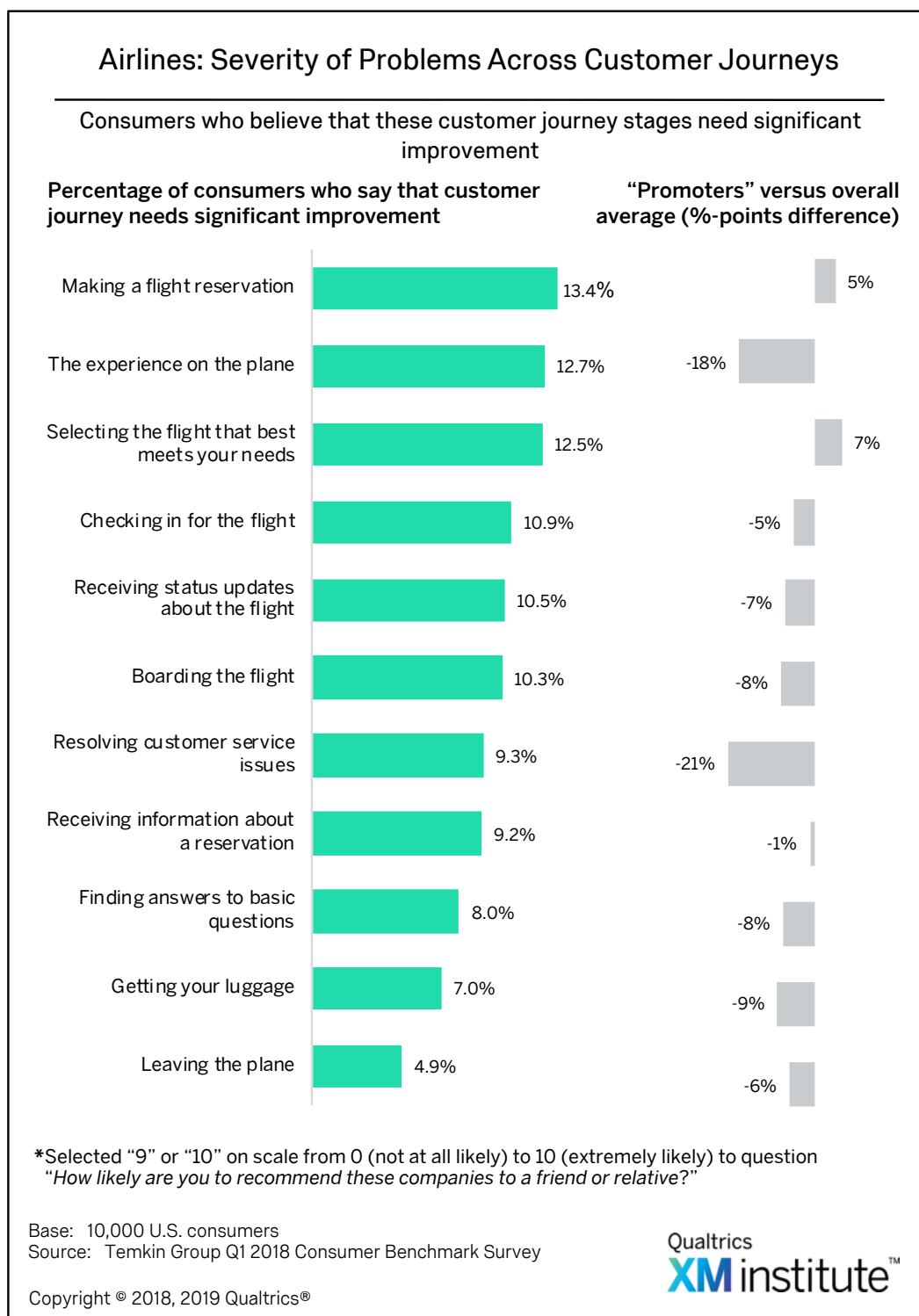


Figure 29

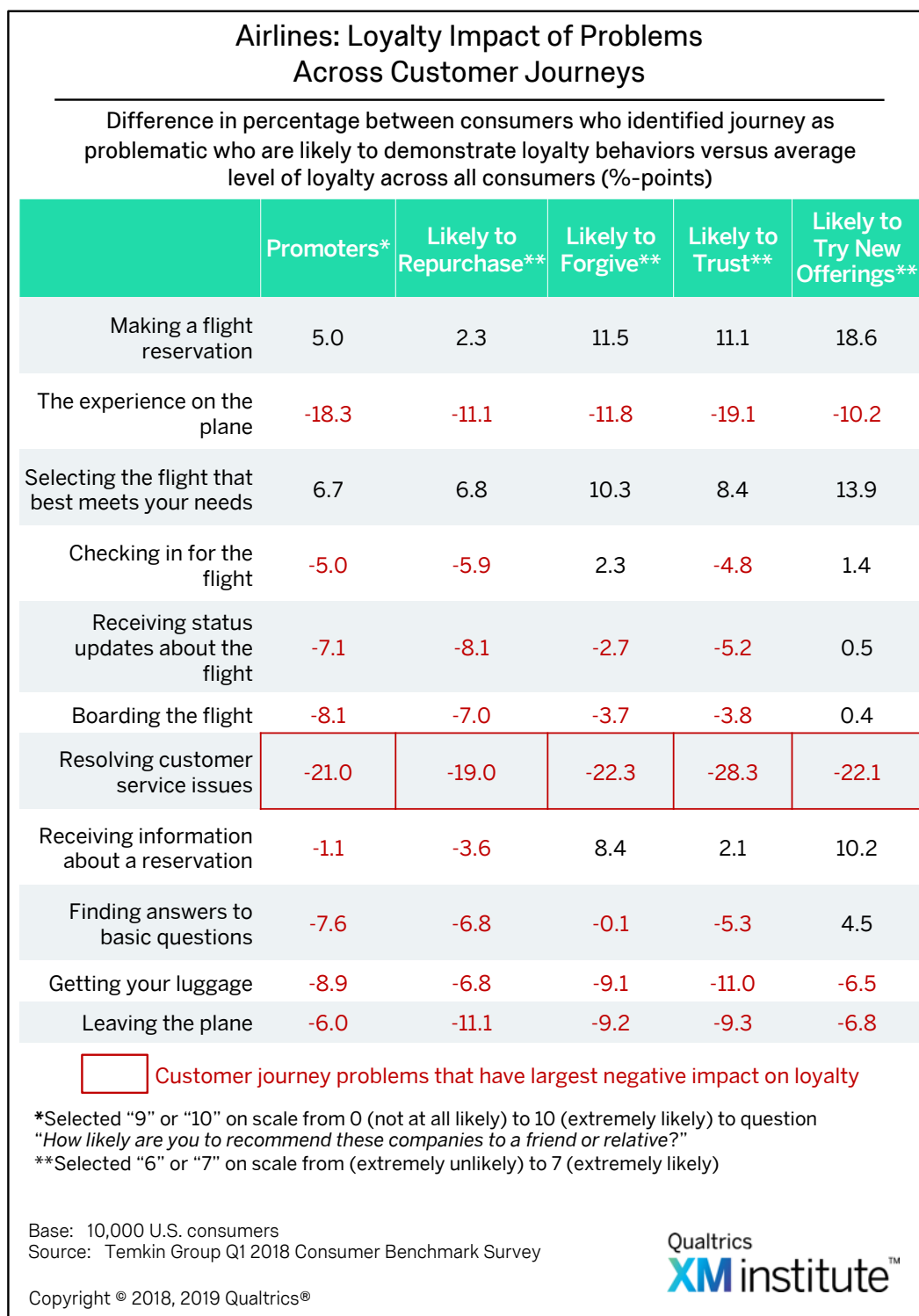


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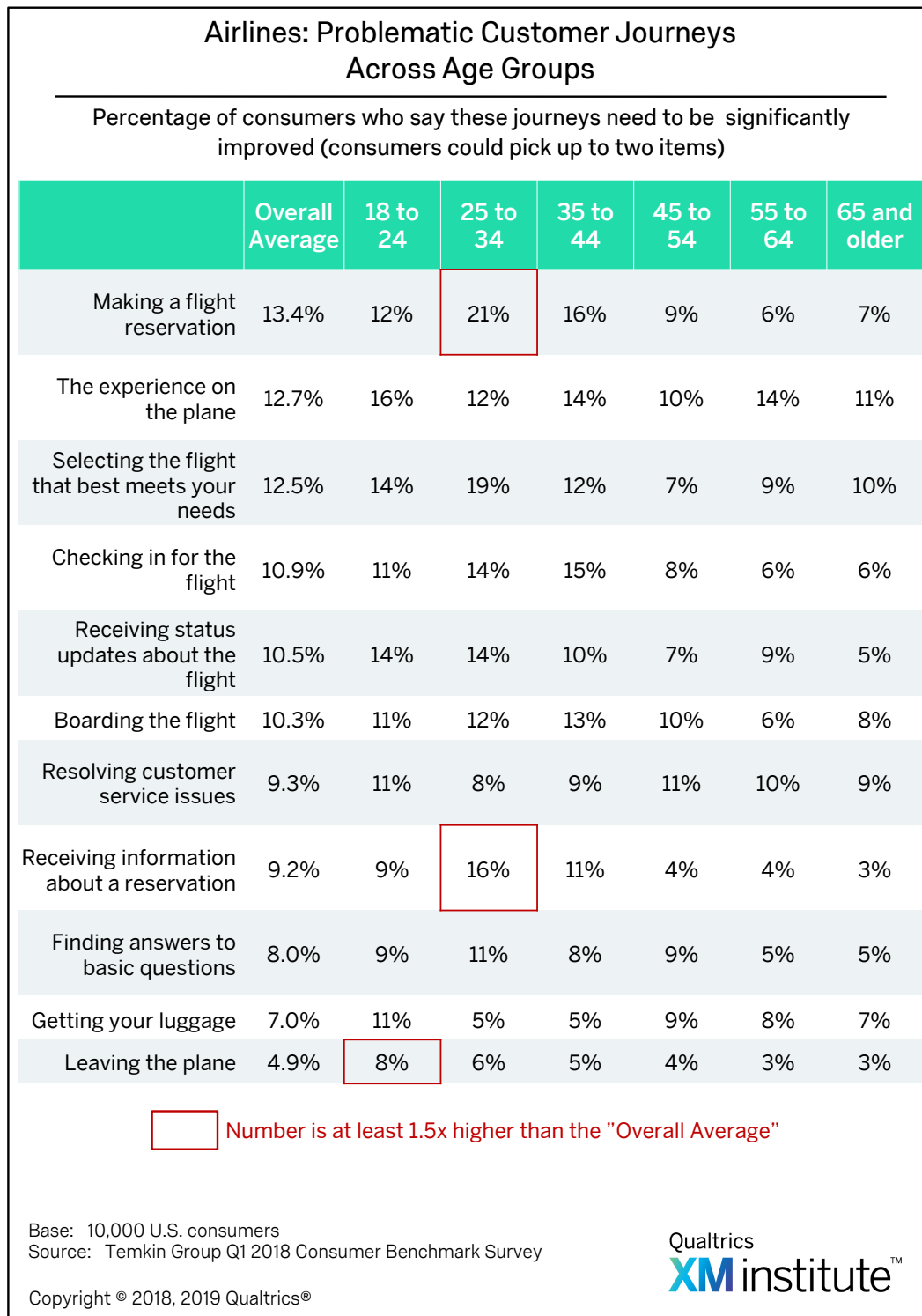


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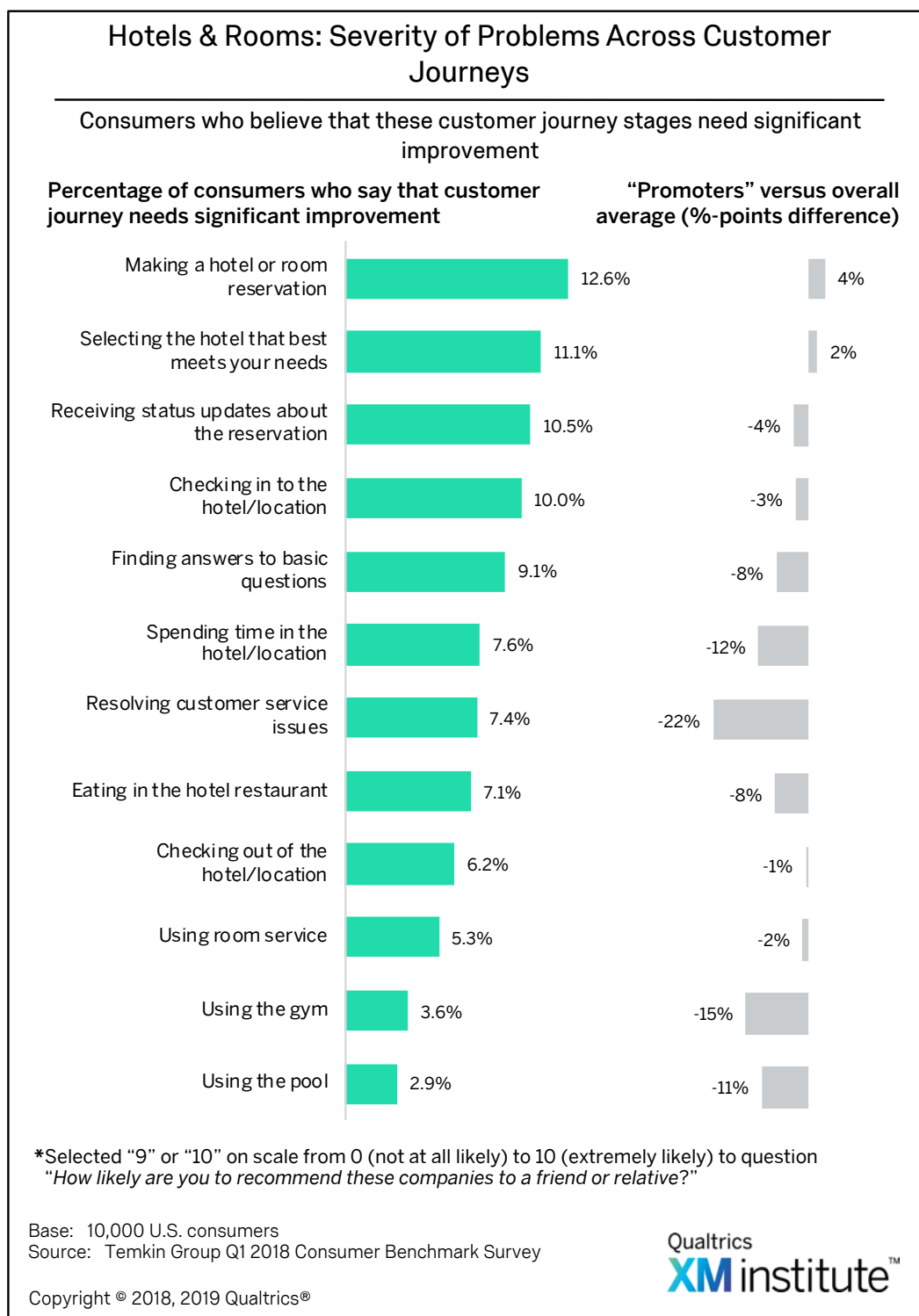


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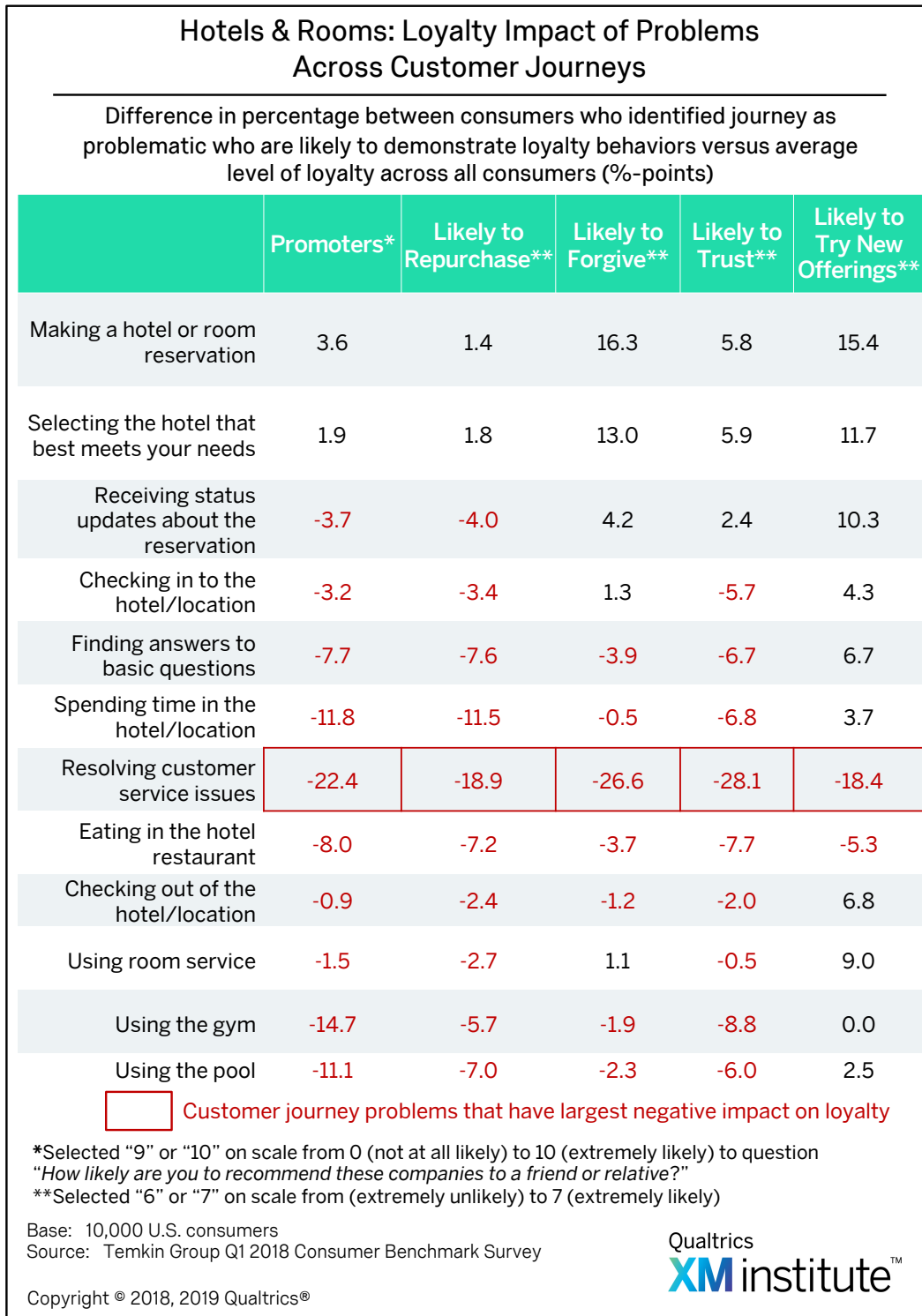


Figure 33

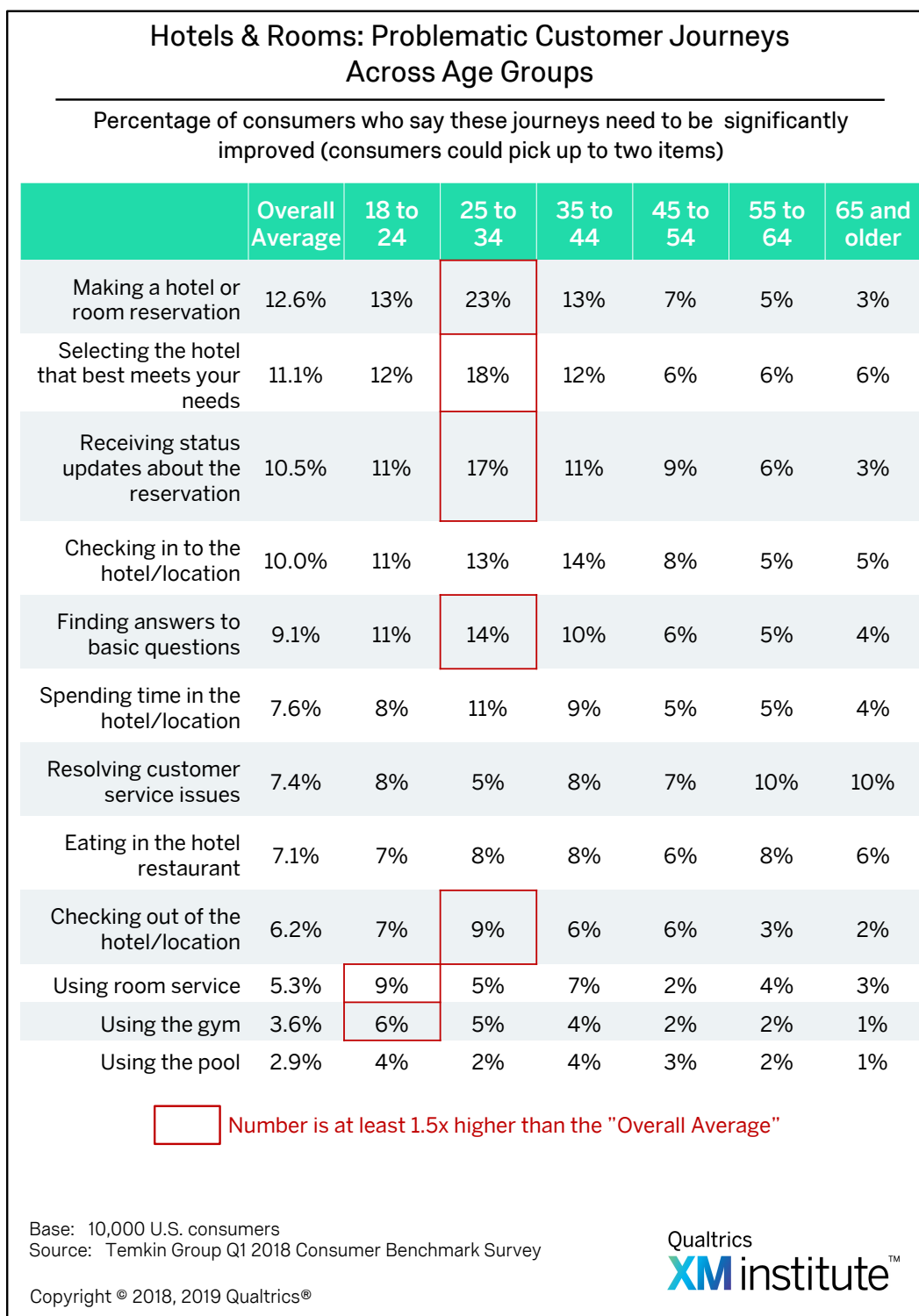


Figure 34

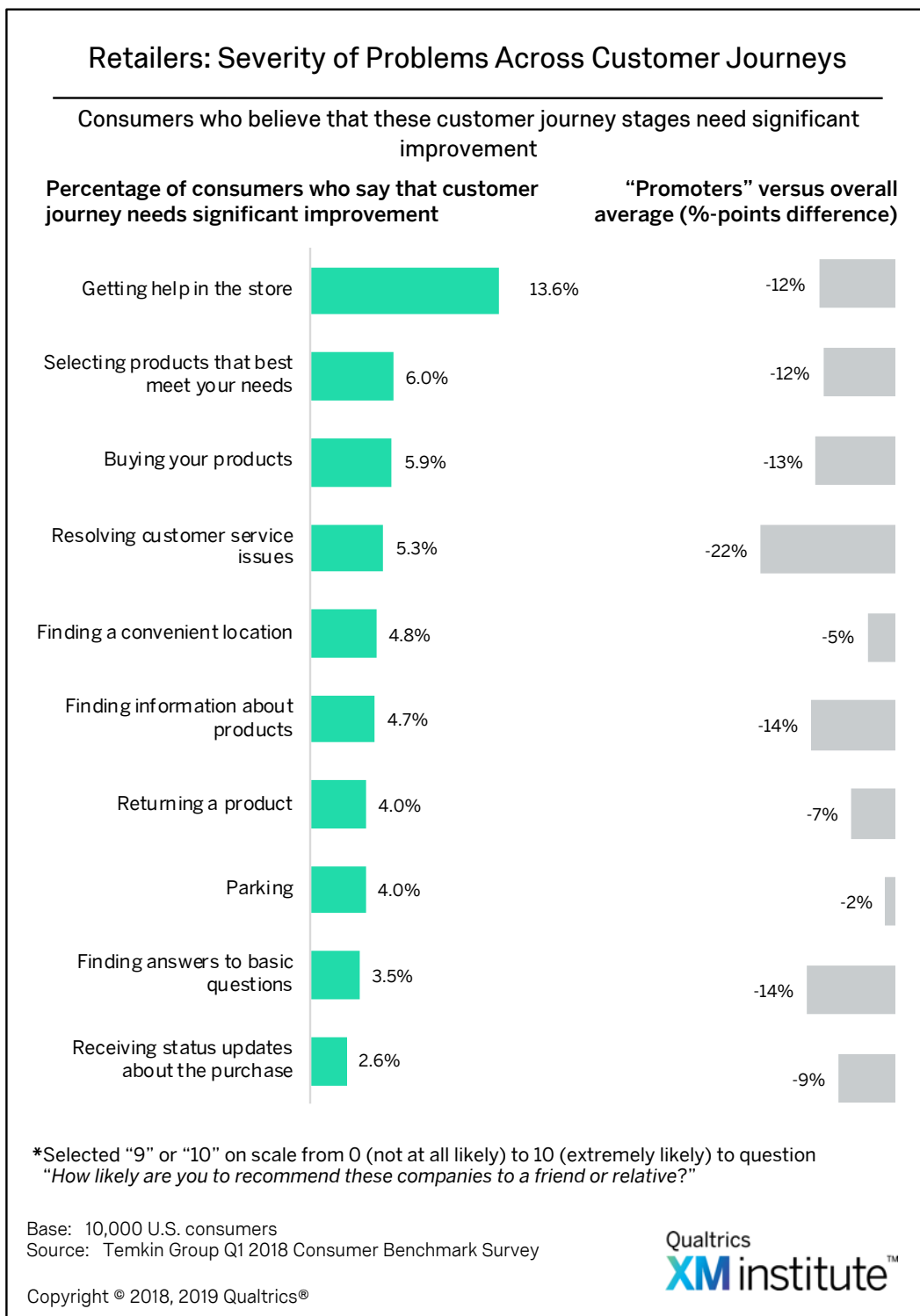


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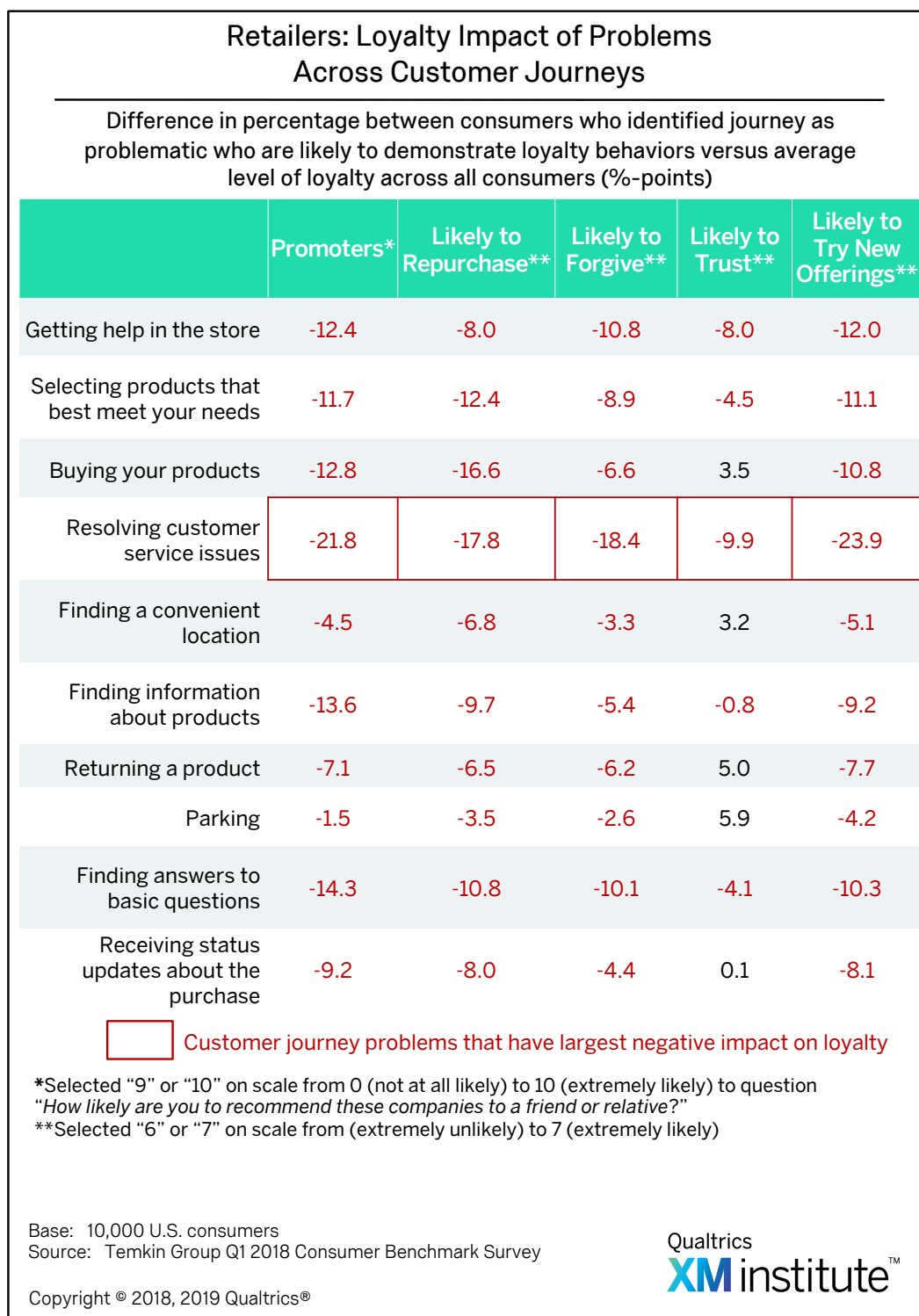


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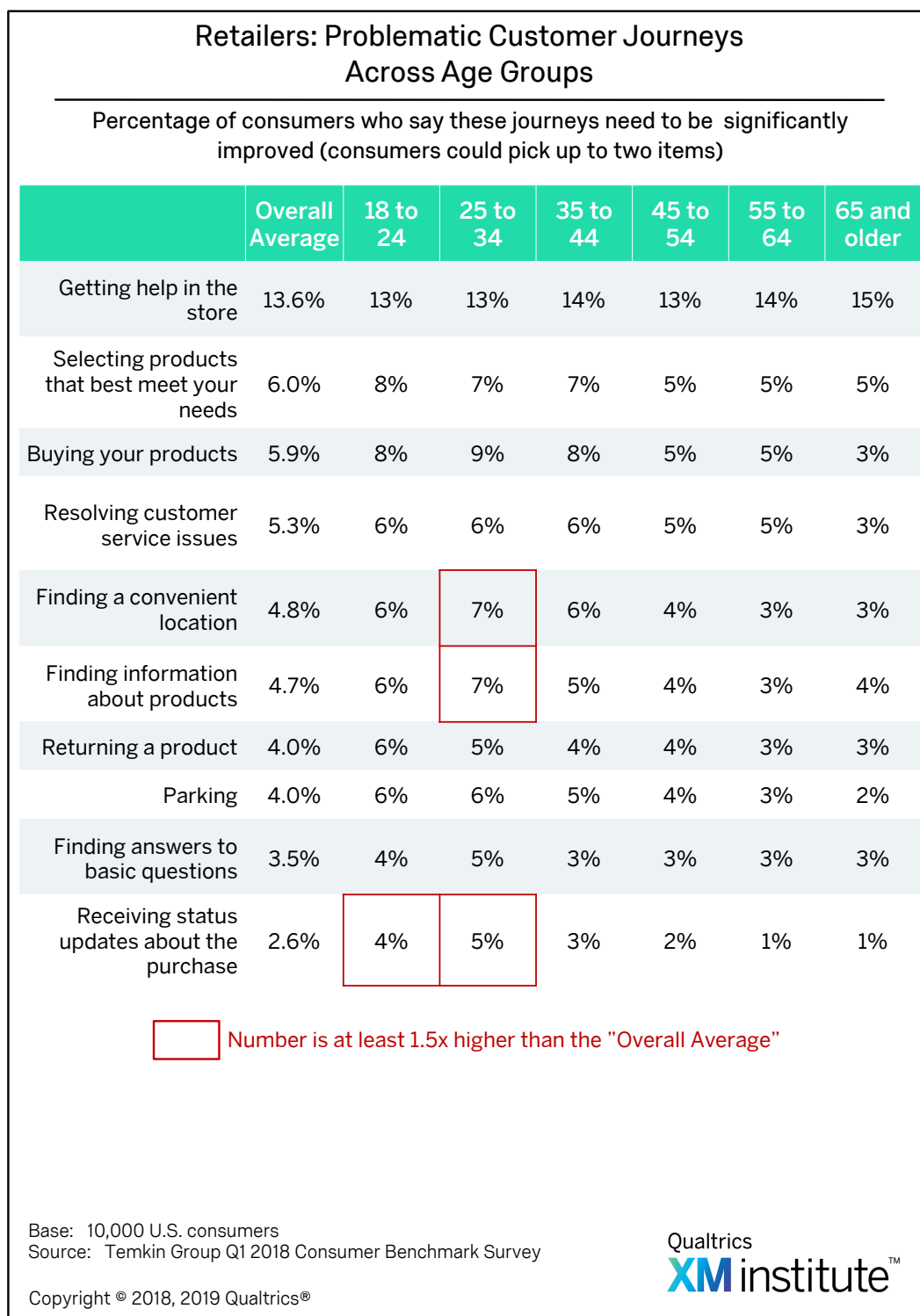


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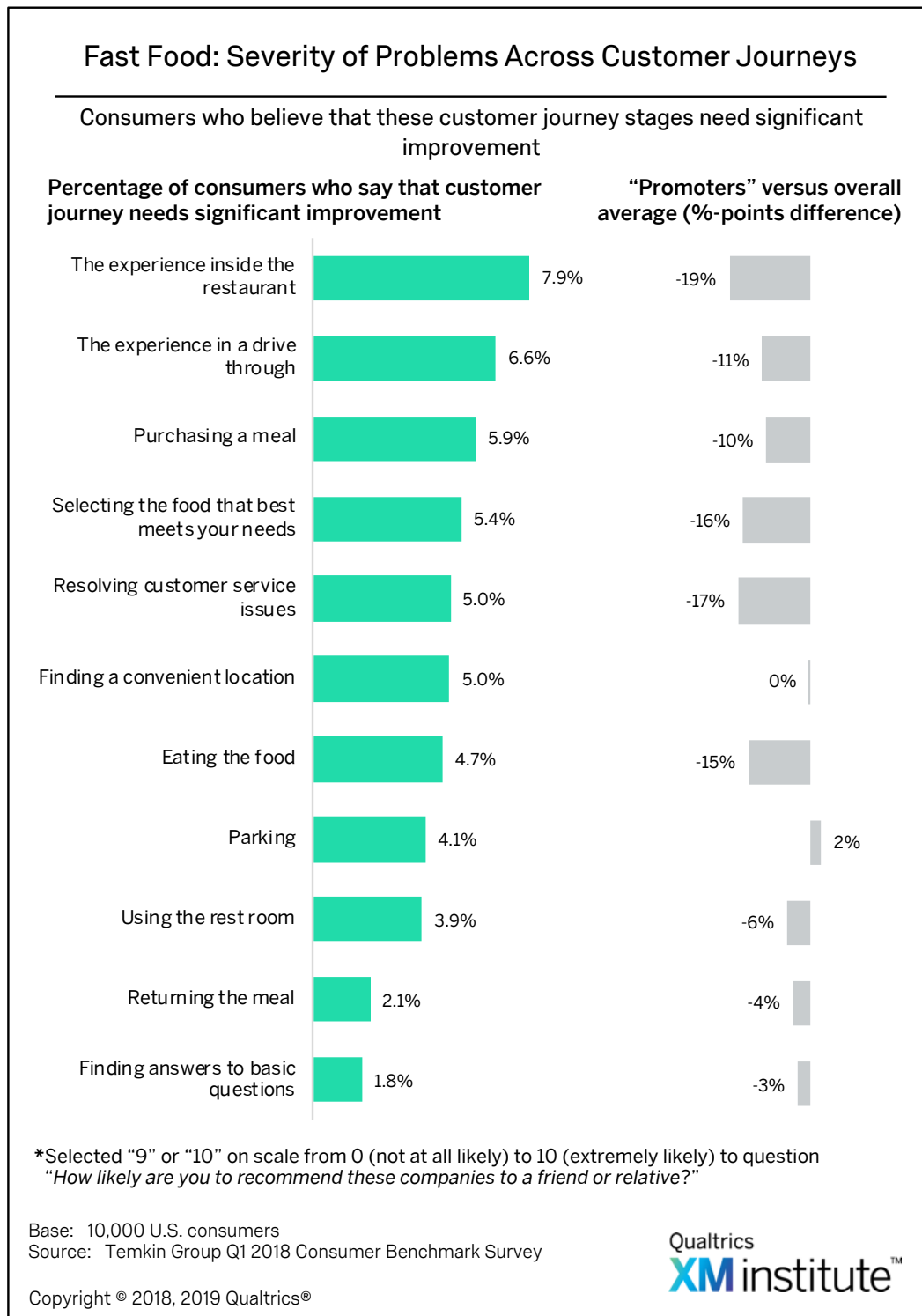


Figure 38

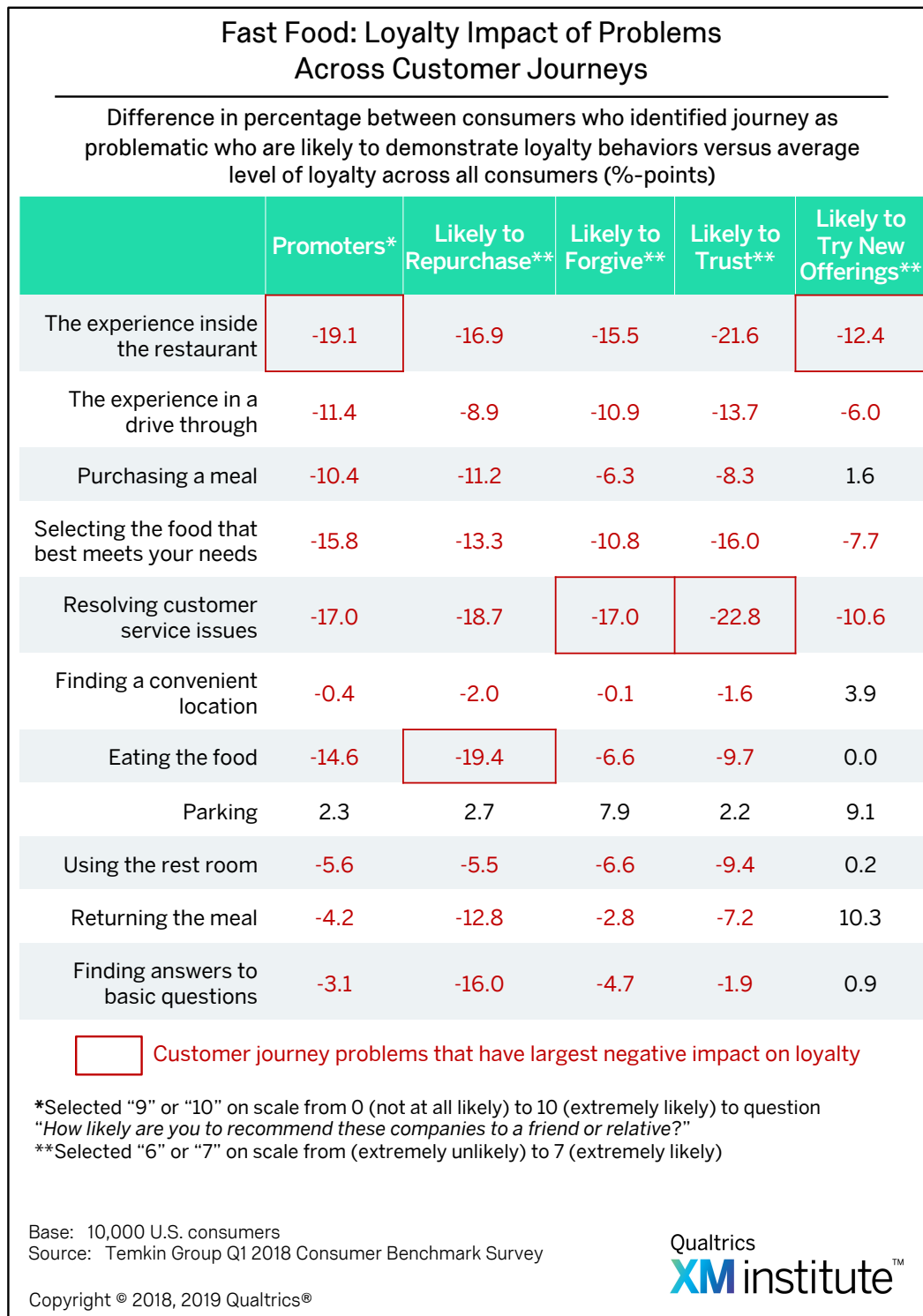


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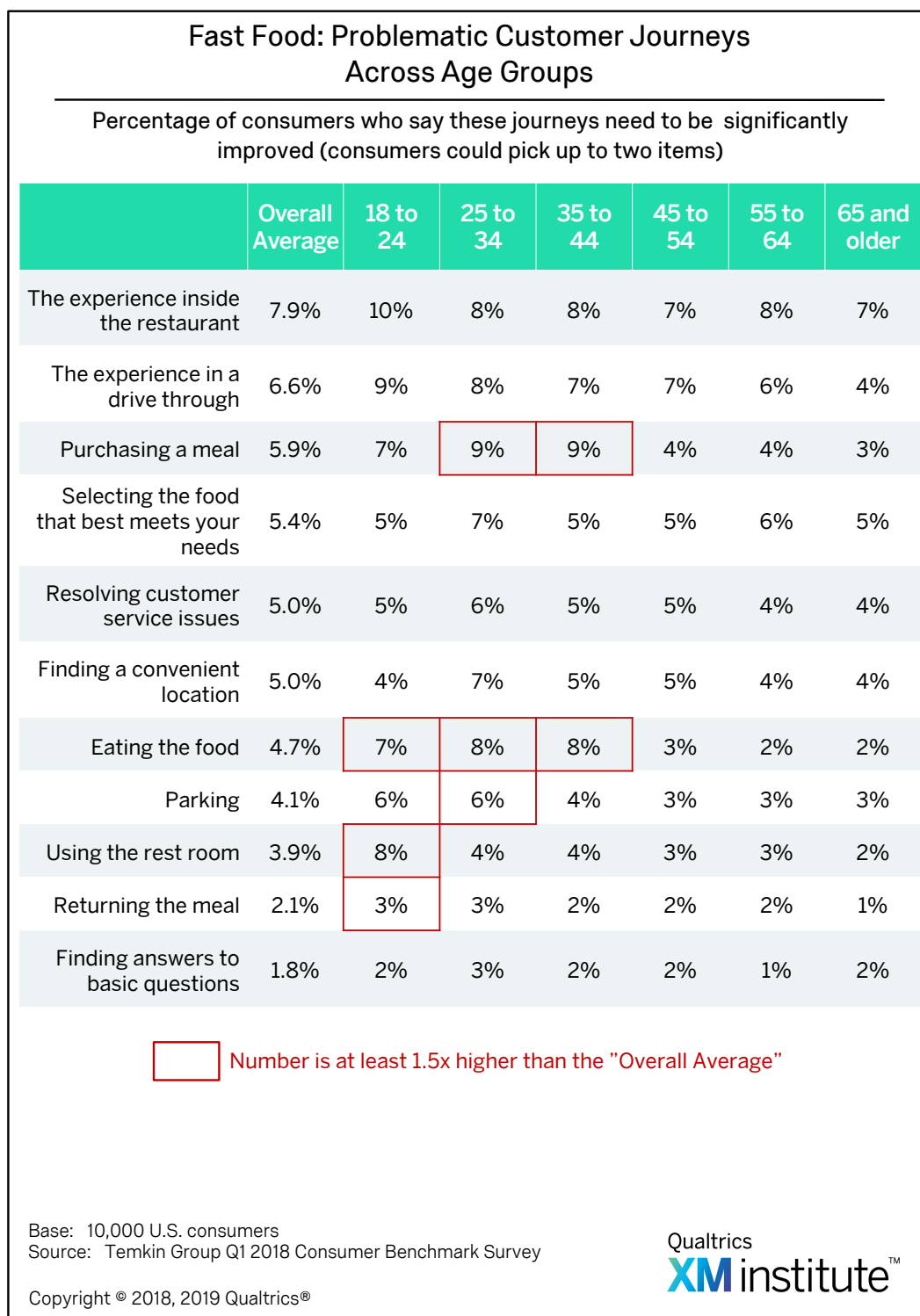


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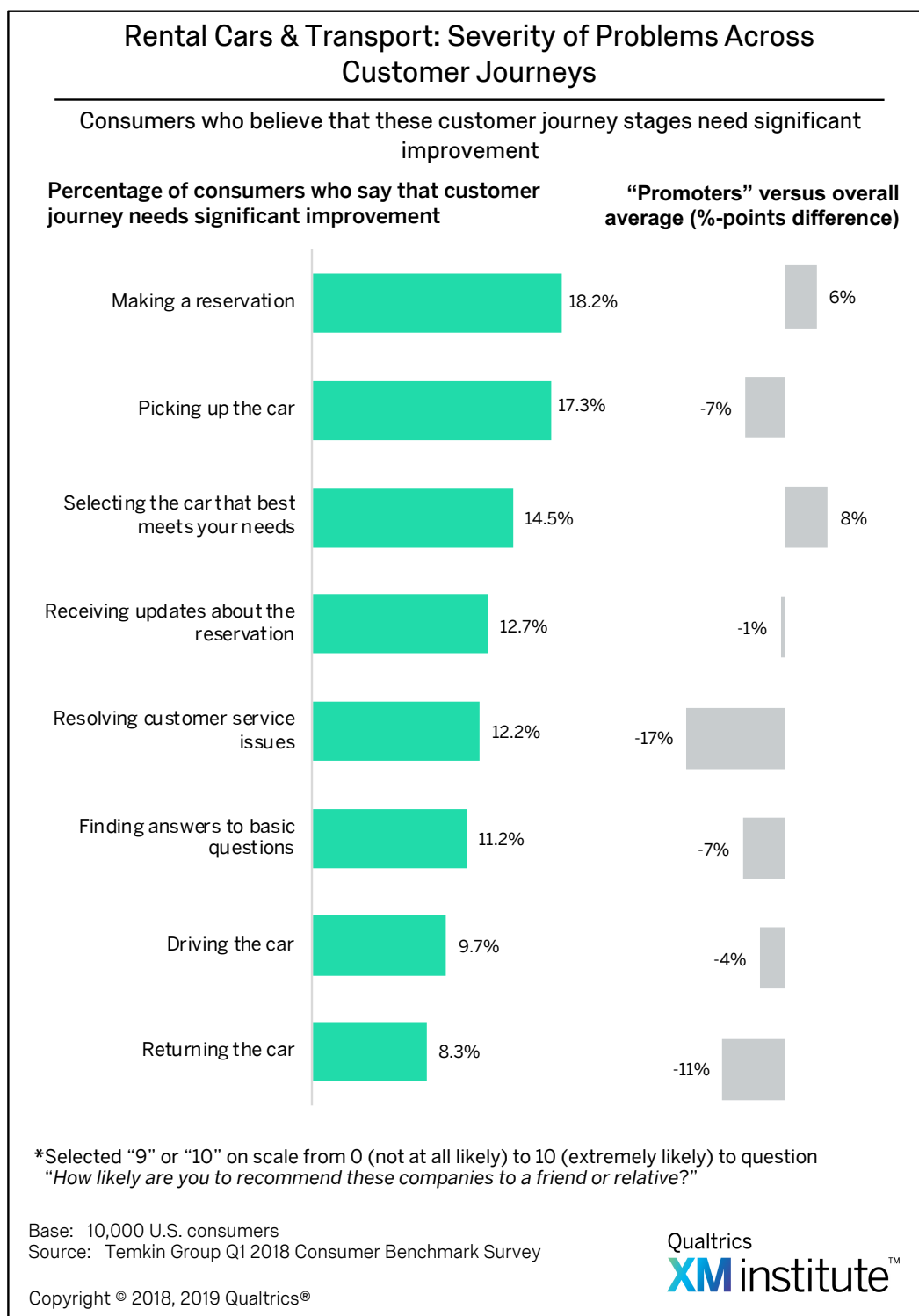


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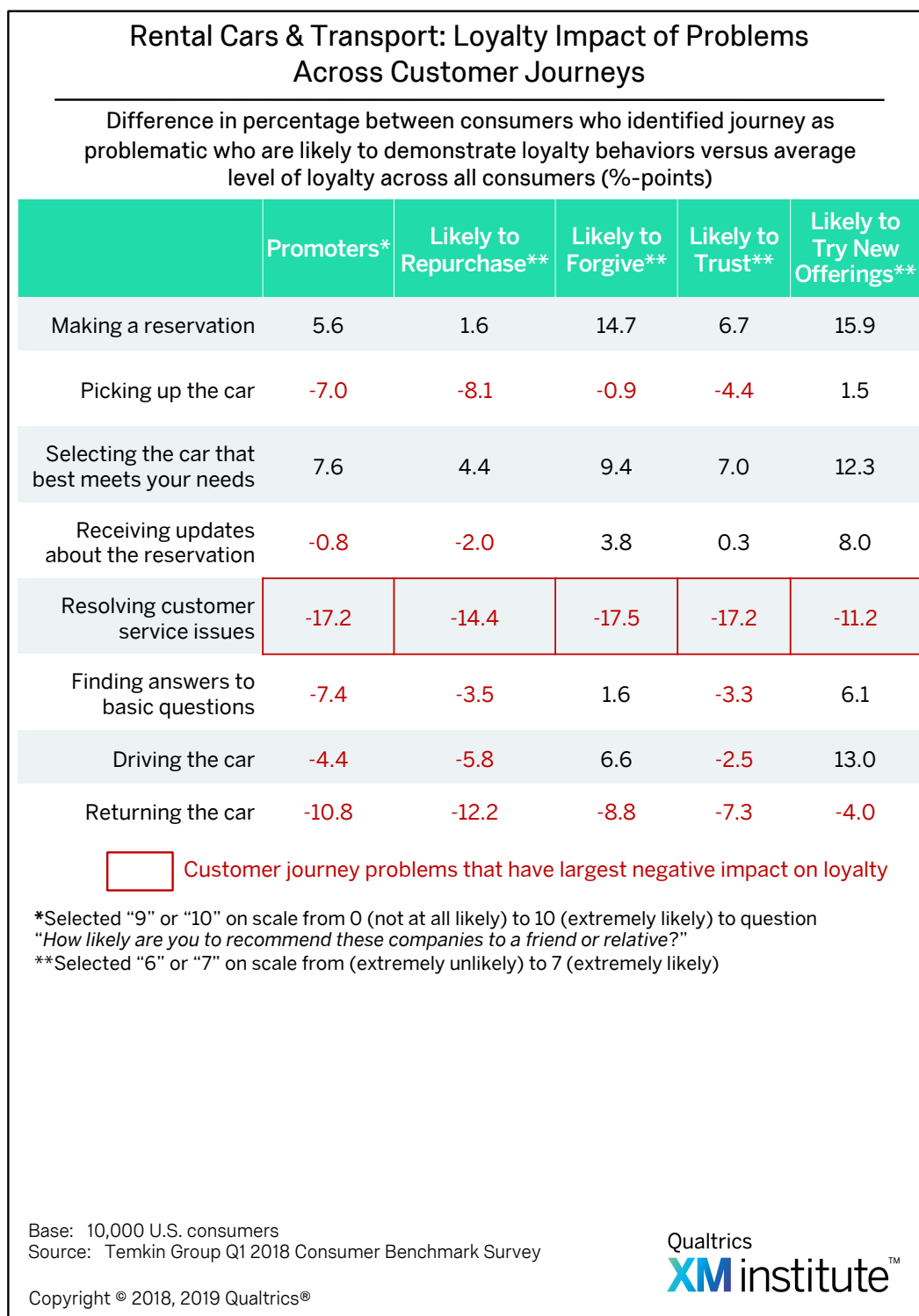


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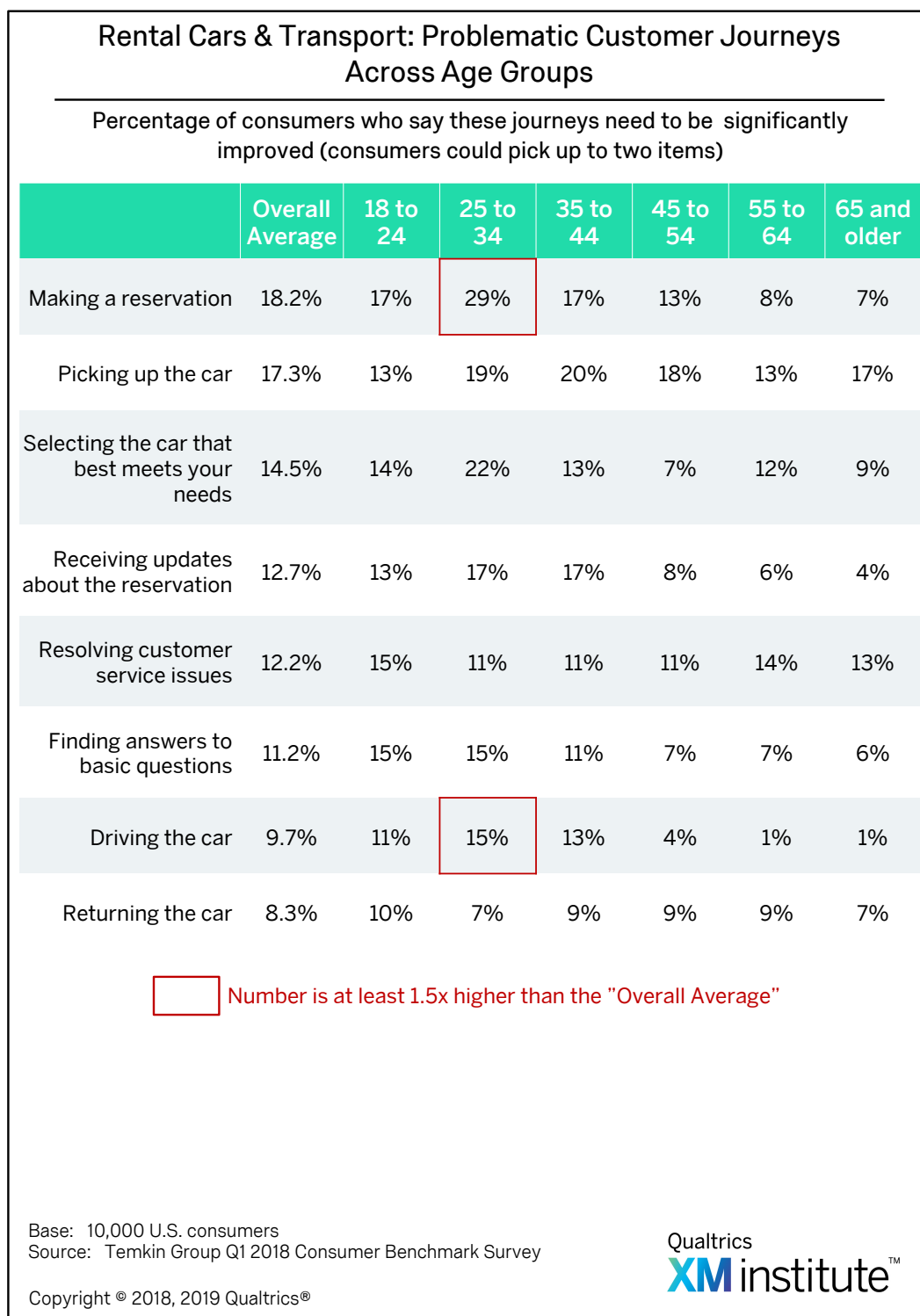


Figure 43

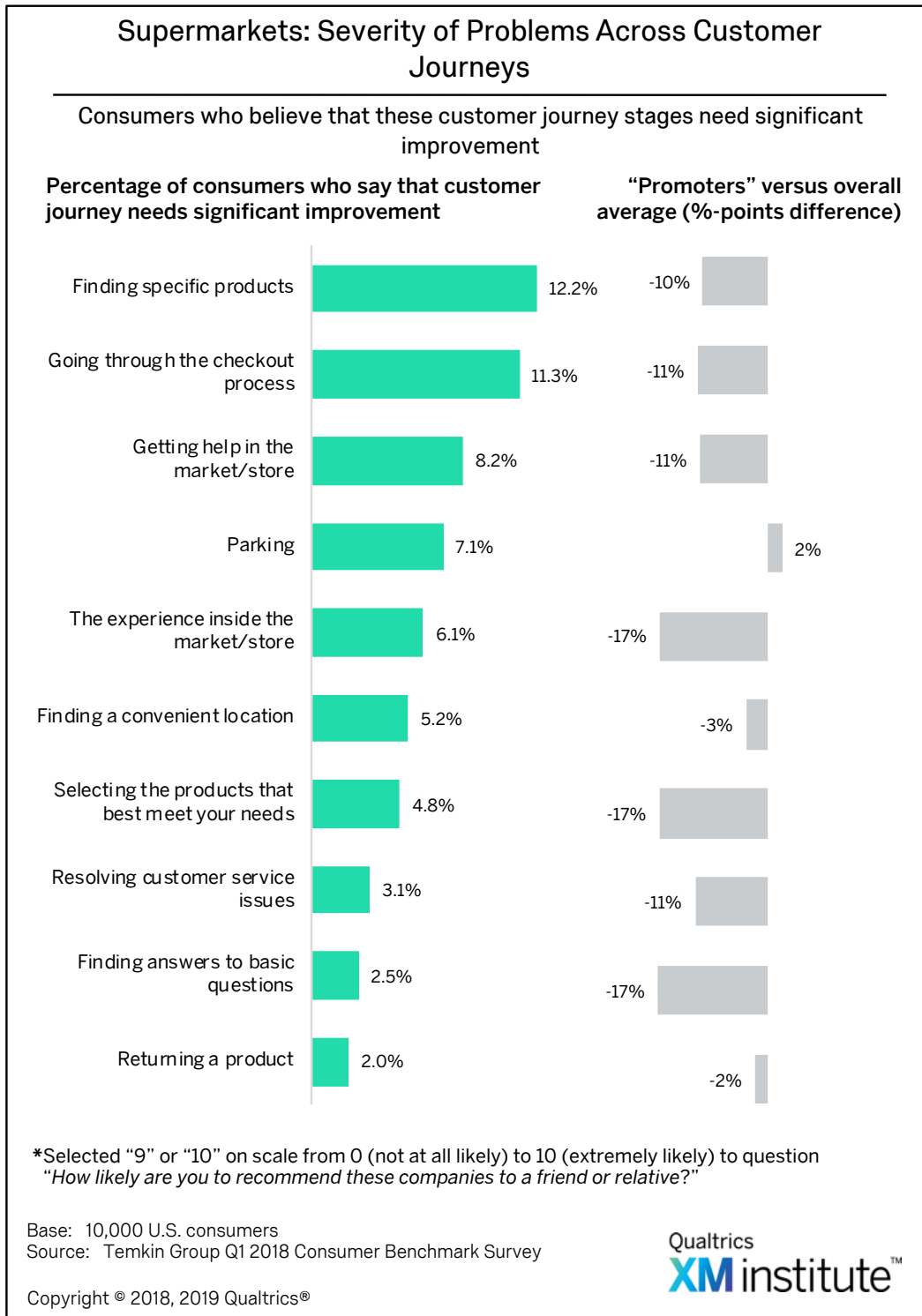


Figure 44

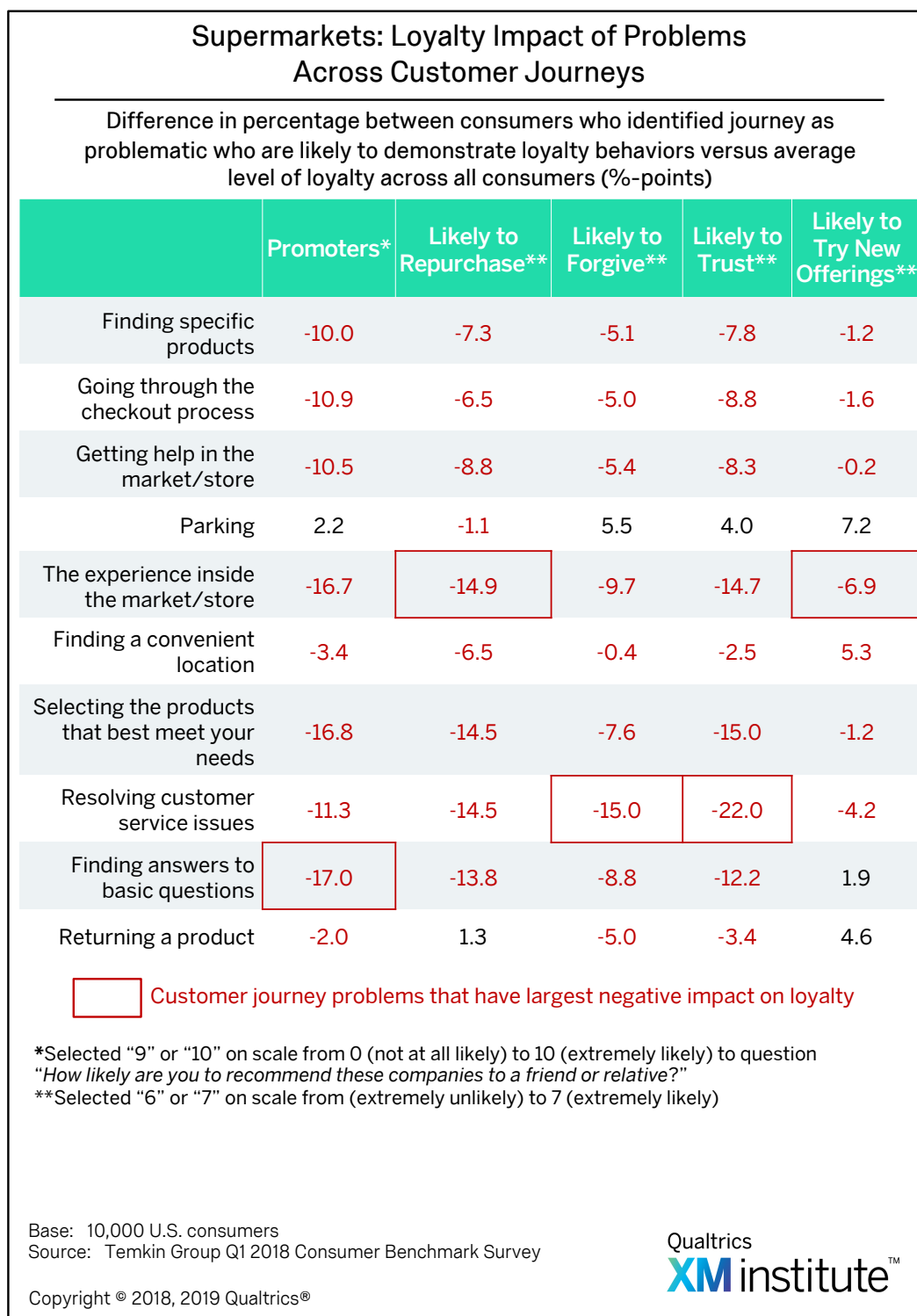


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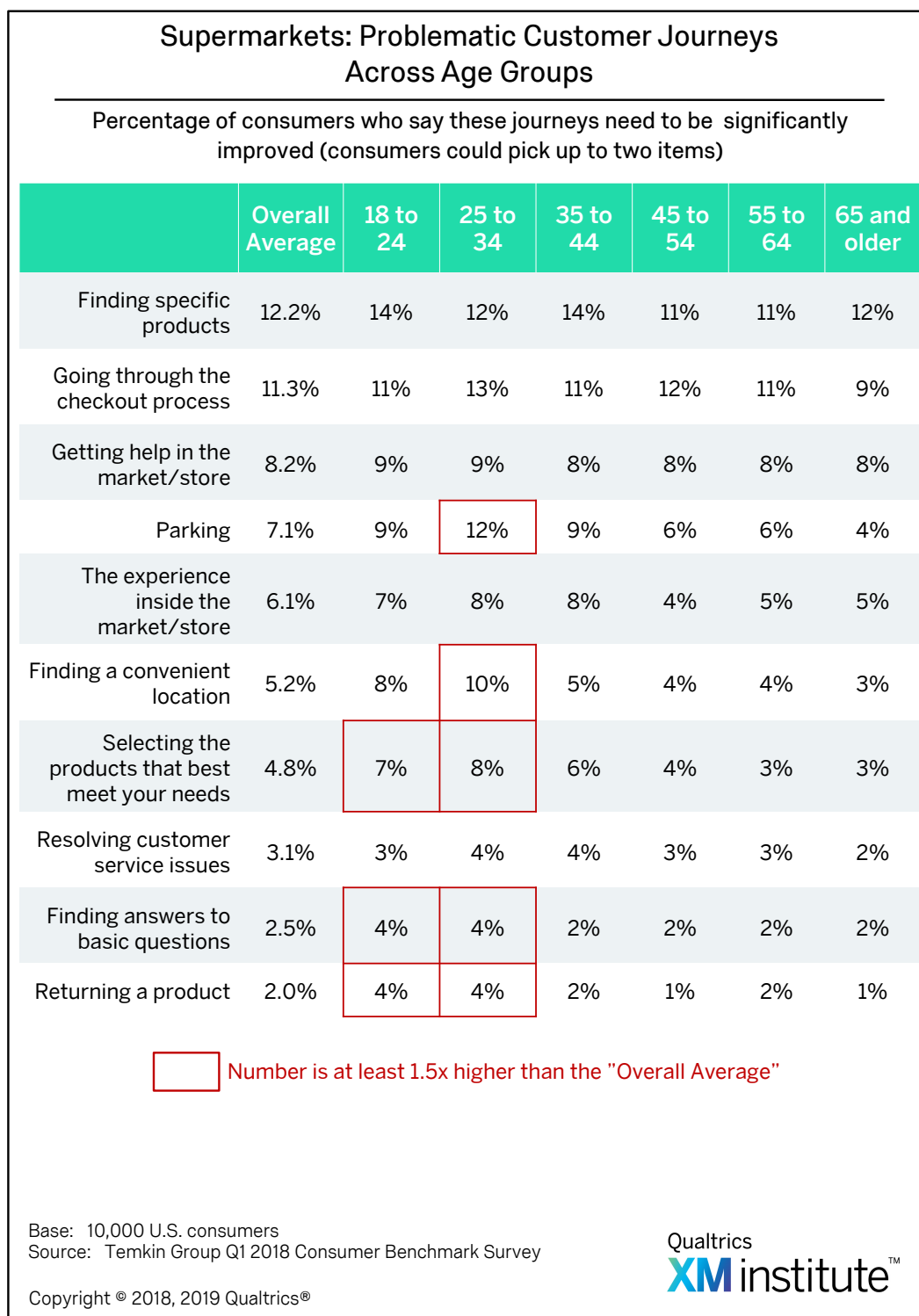


Figure 46

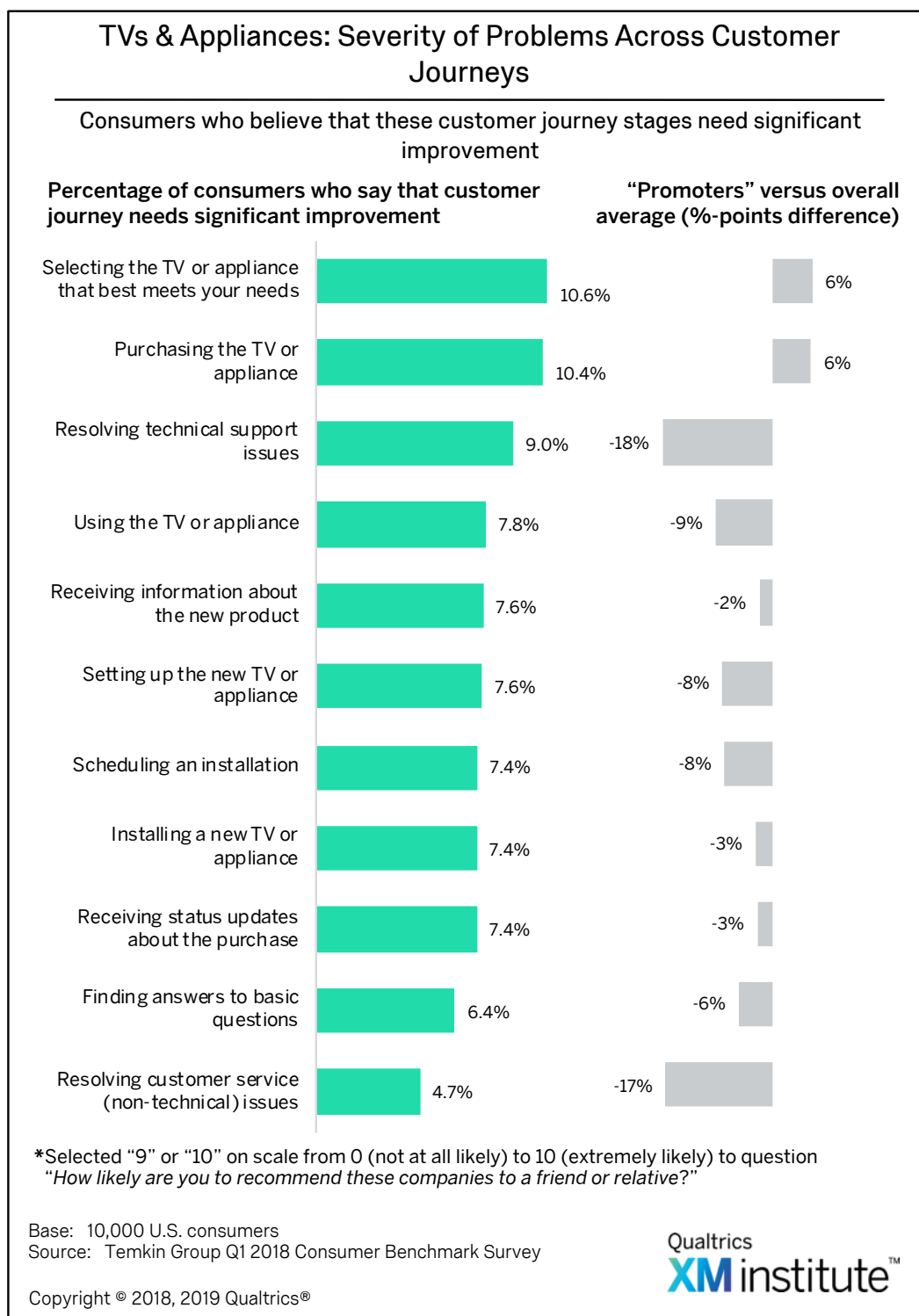


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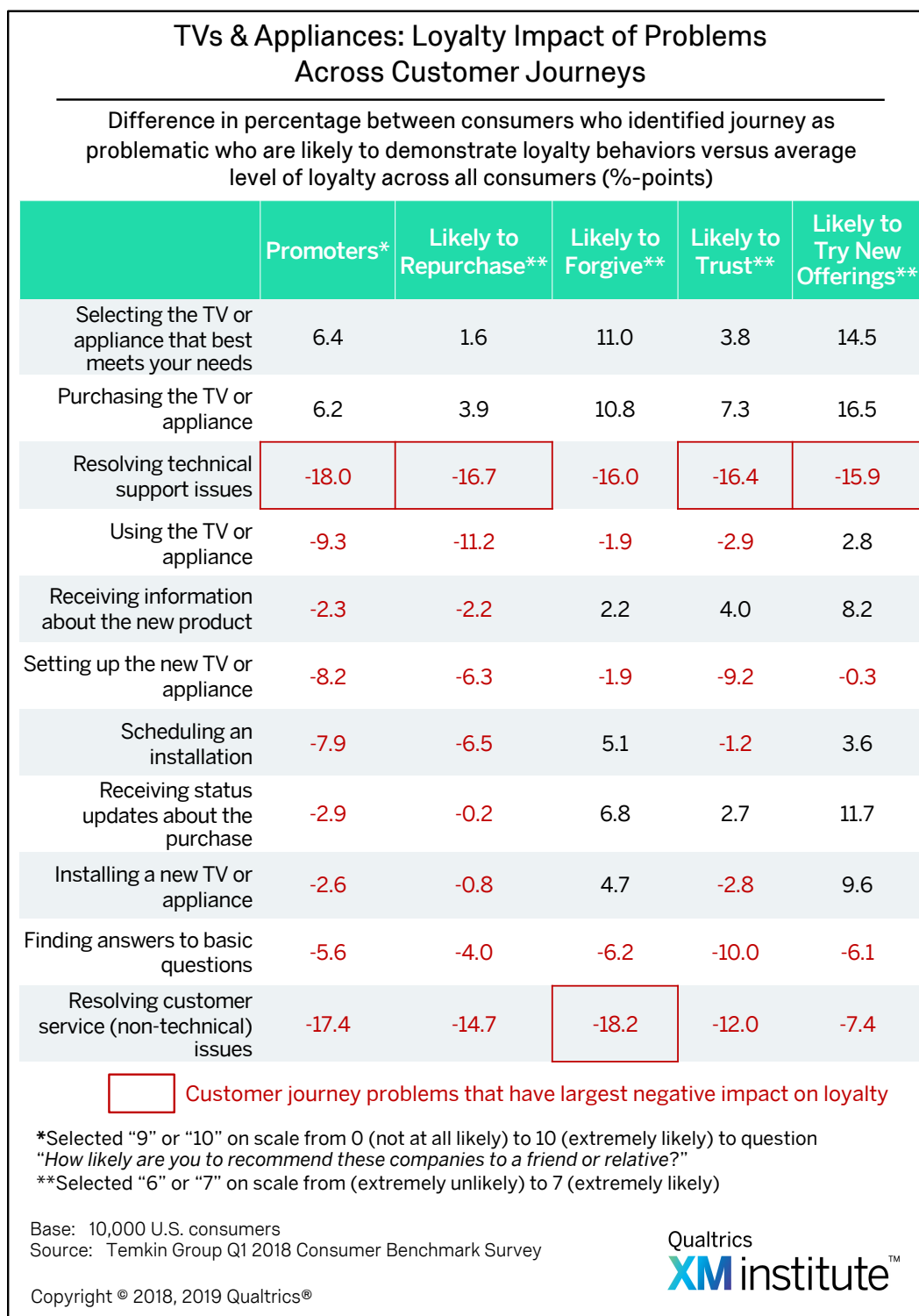


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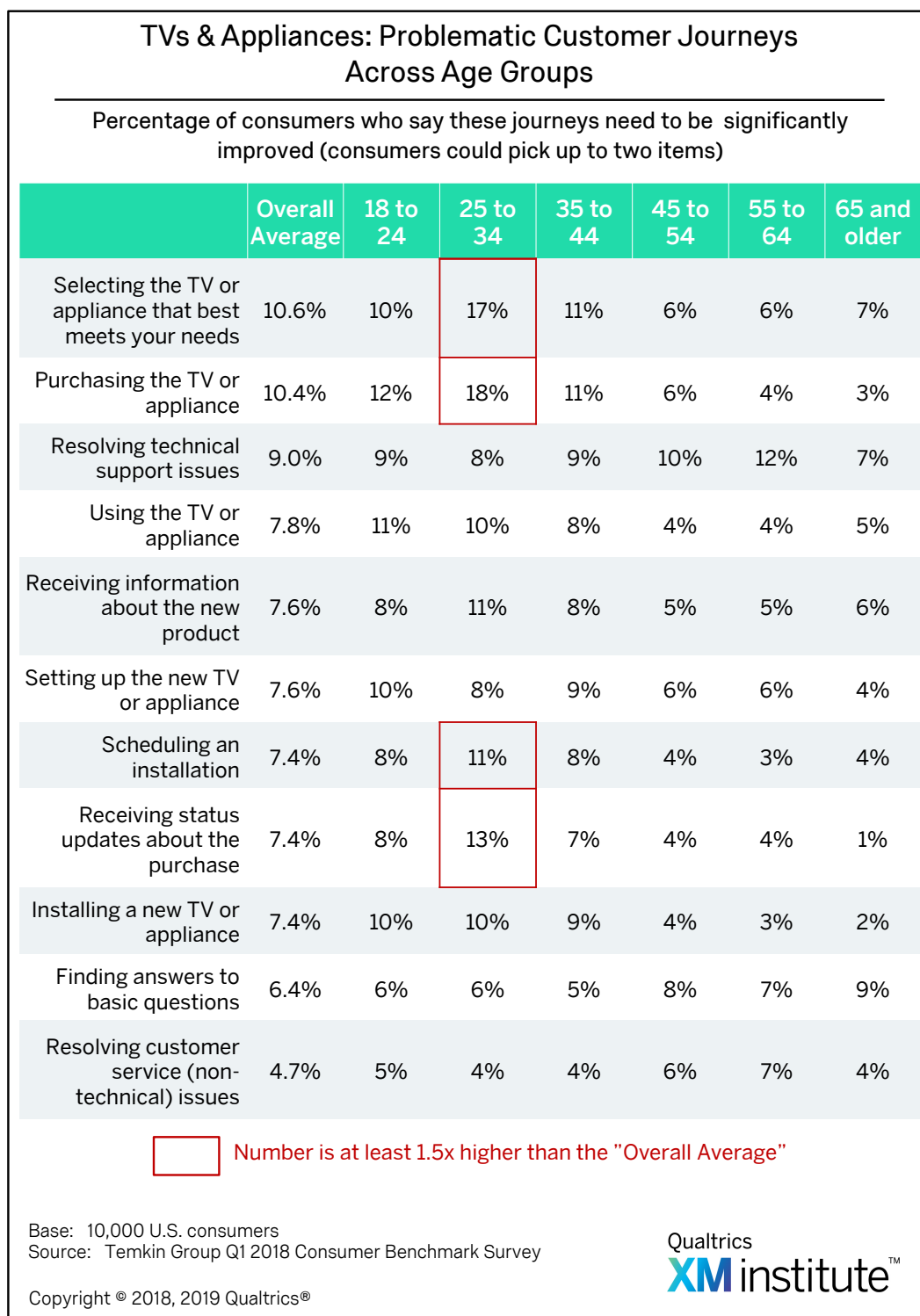


Figure 49

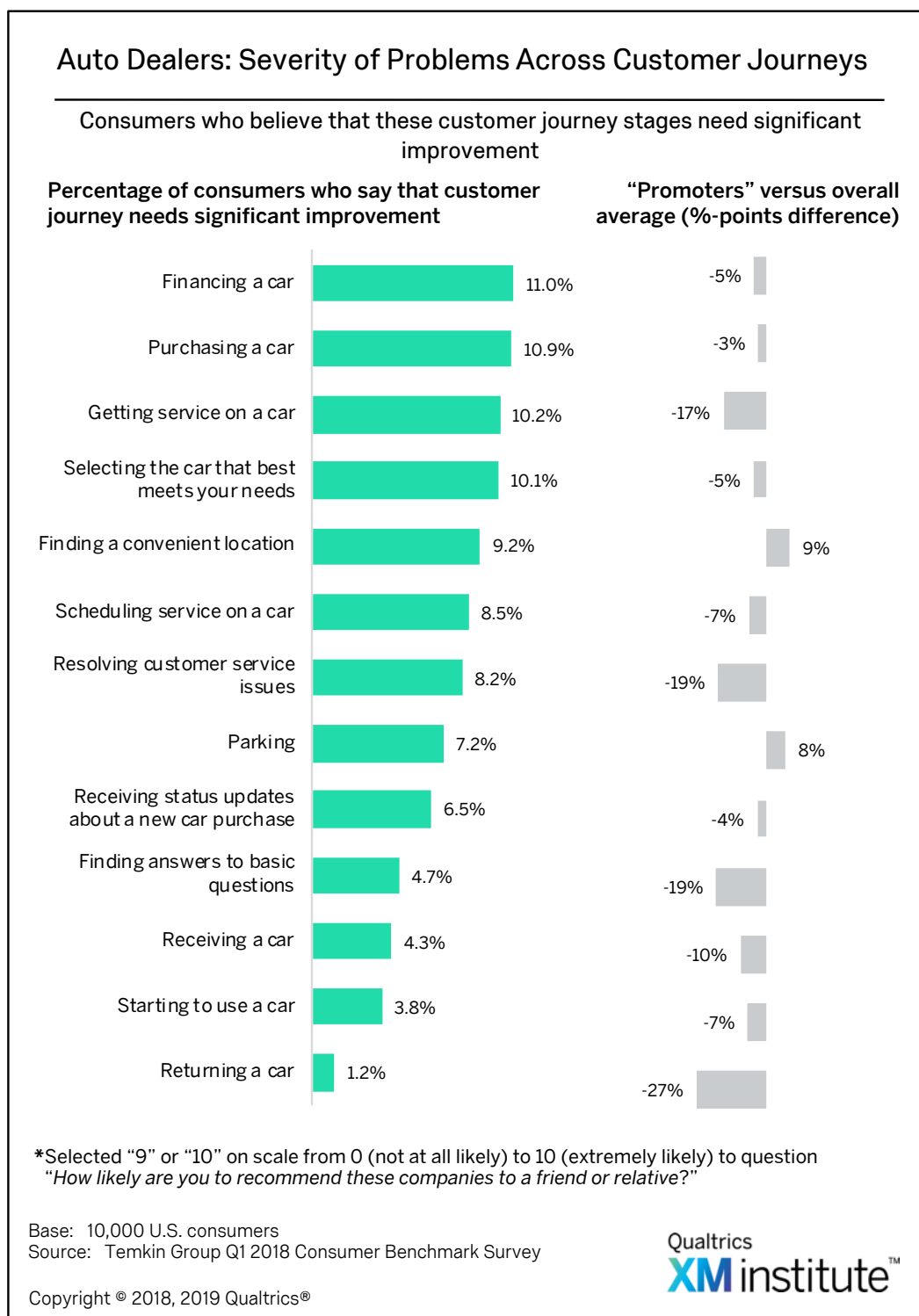


Figure 50

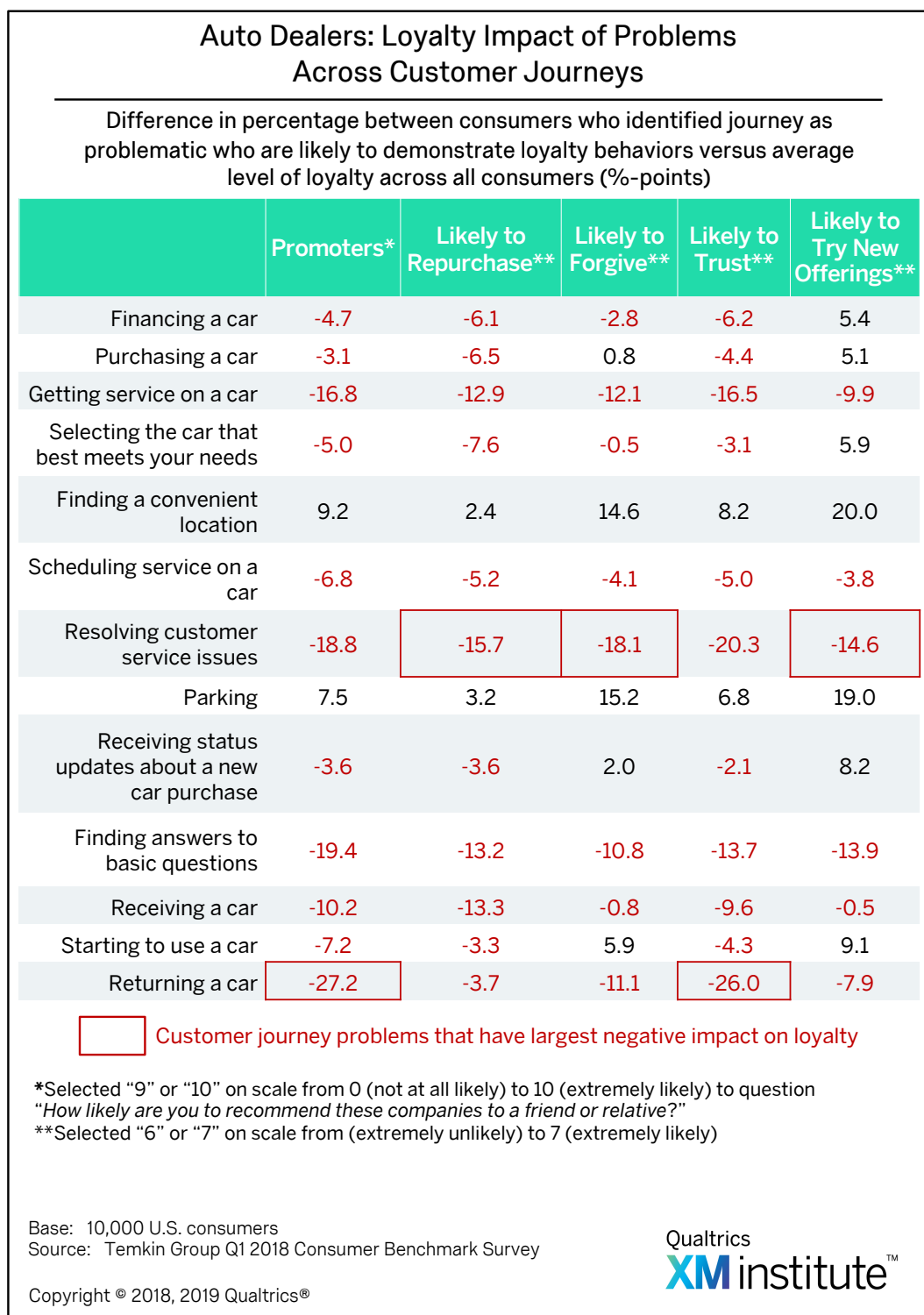


Figure 51

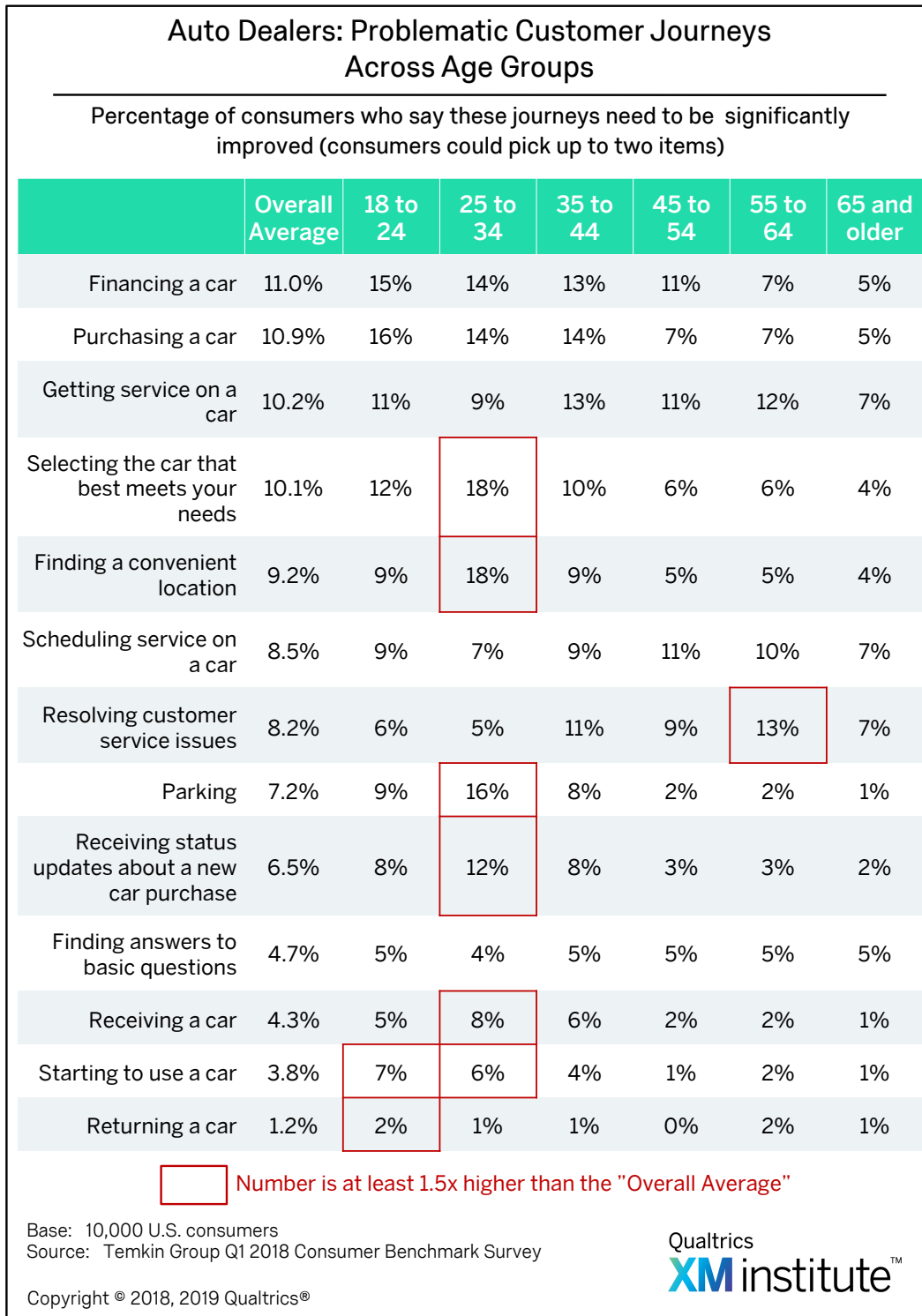


Figure 52

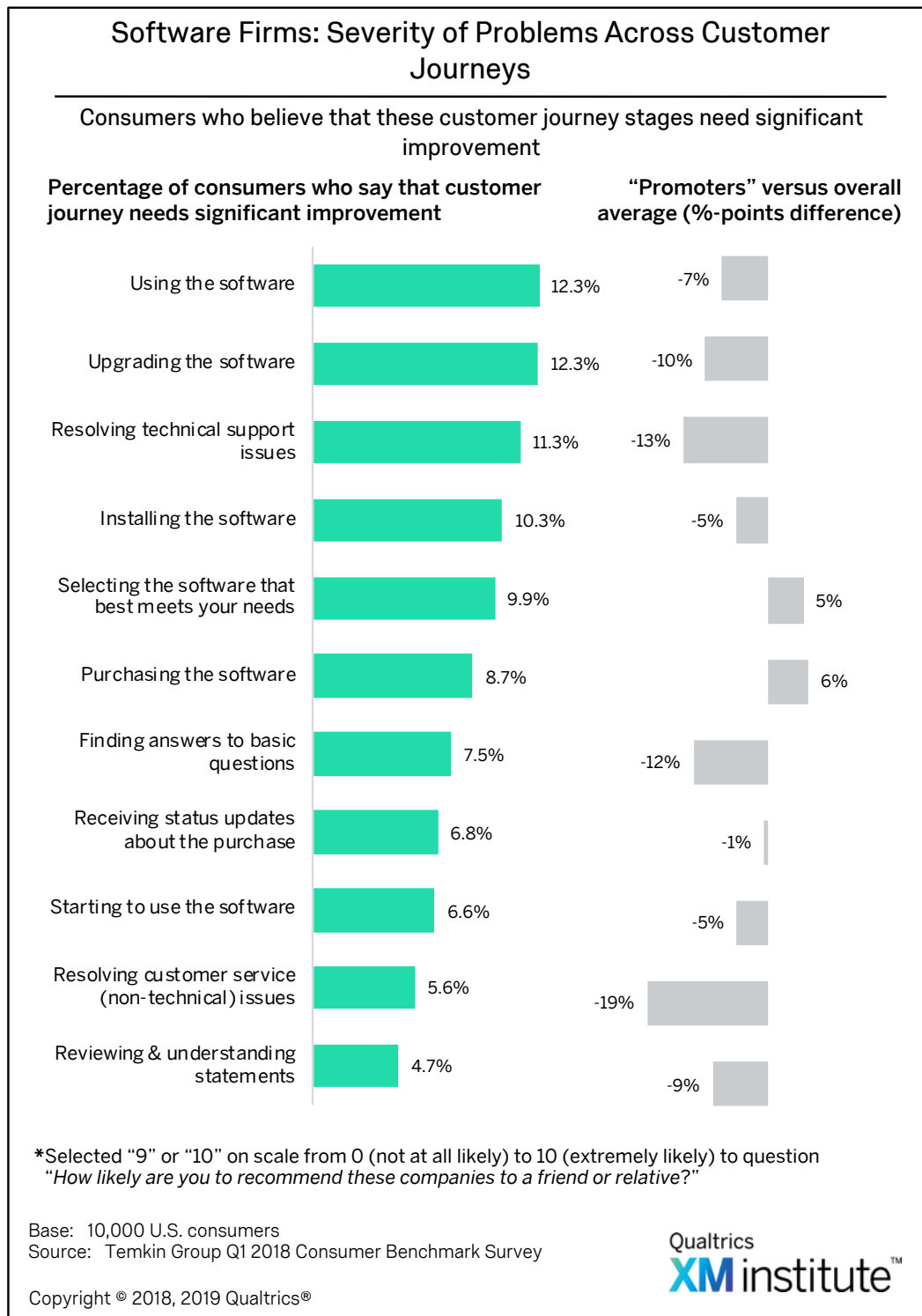


Figure 53

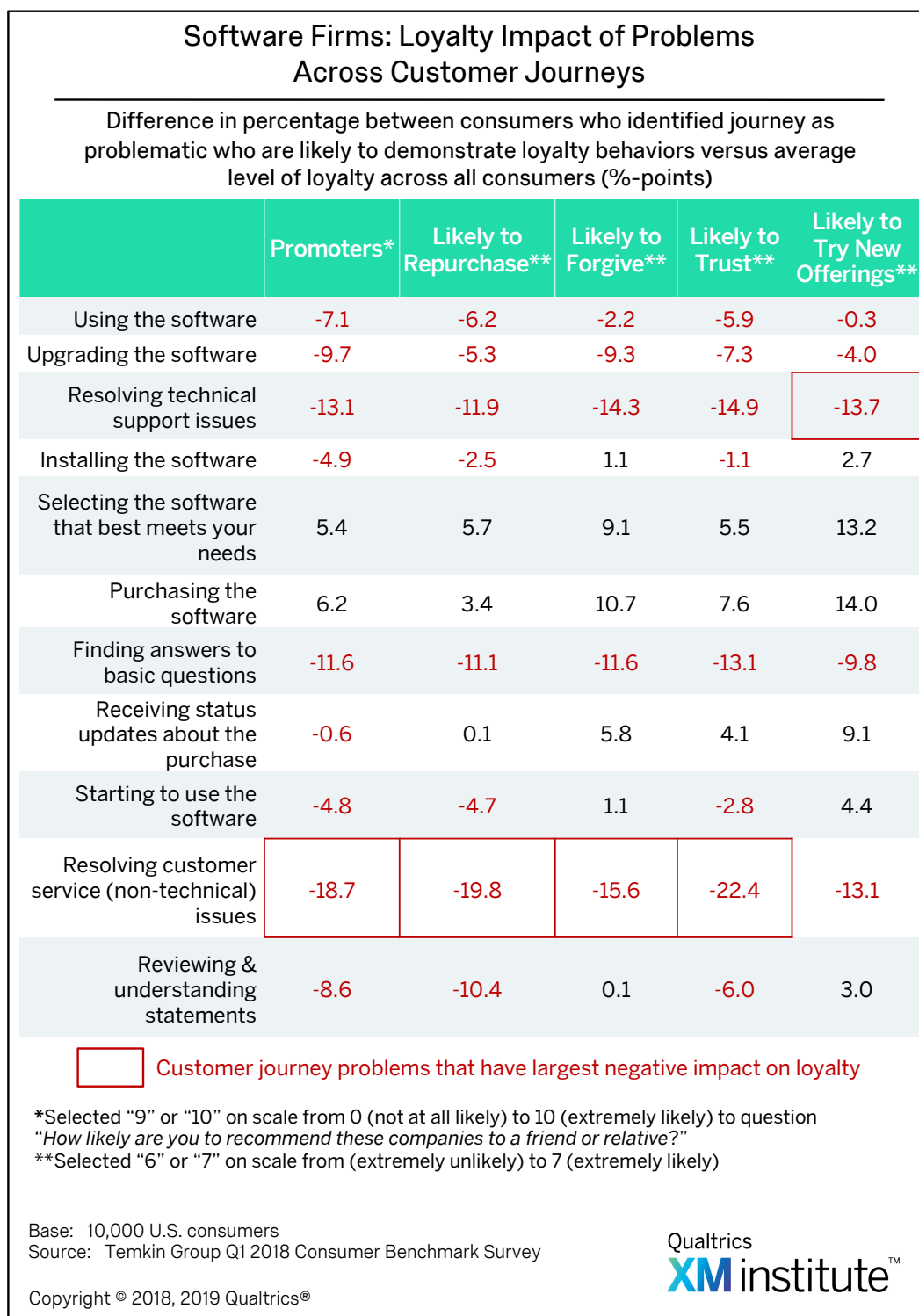


Figure 54

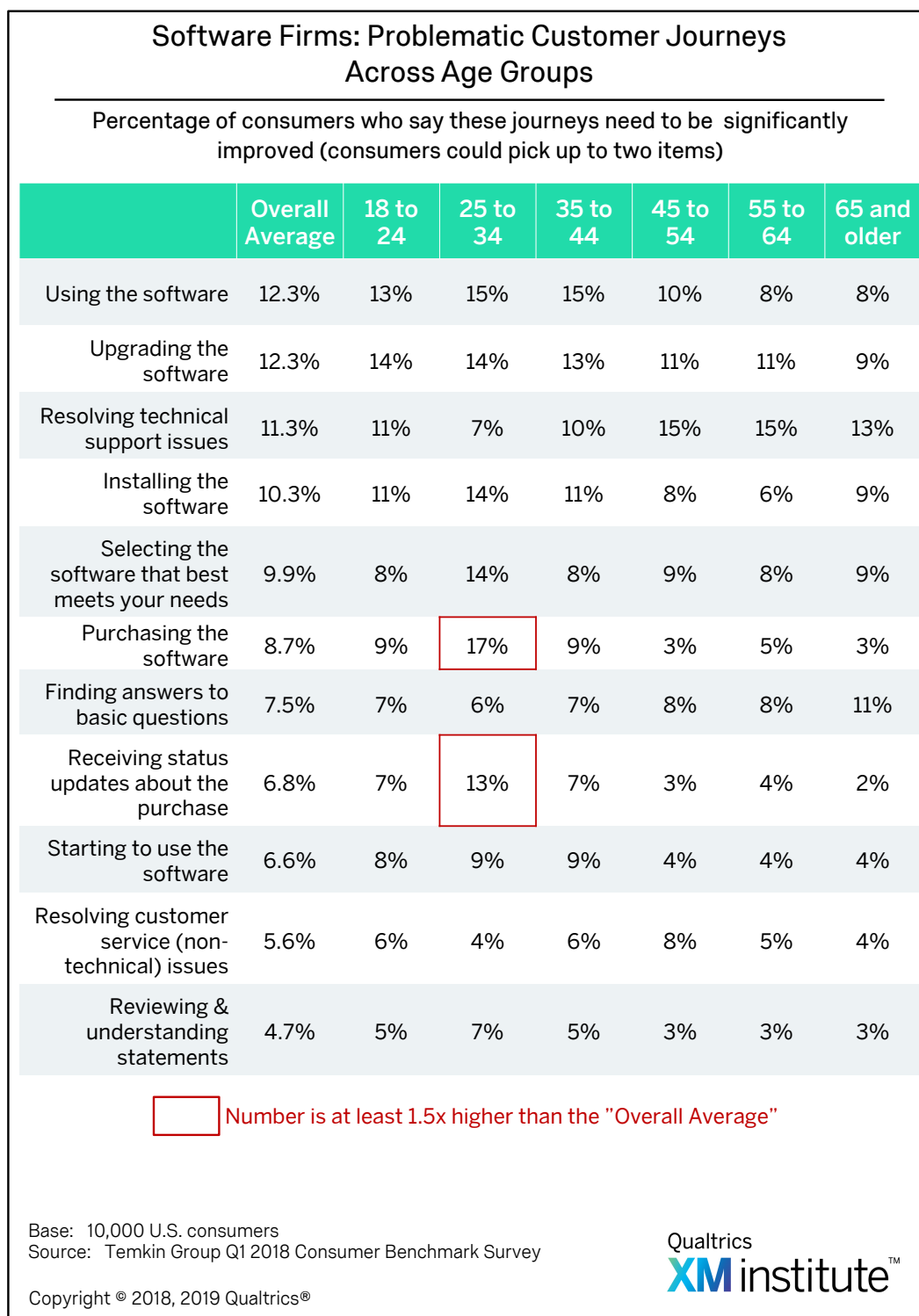


Figure 55

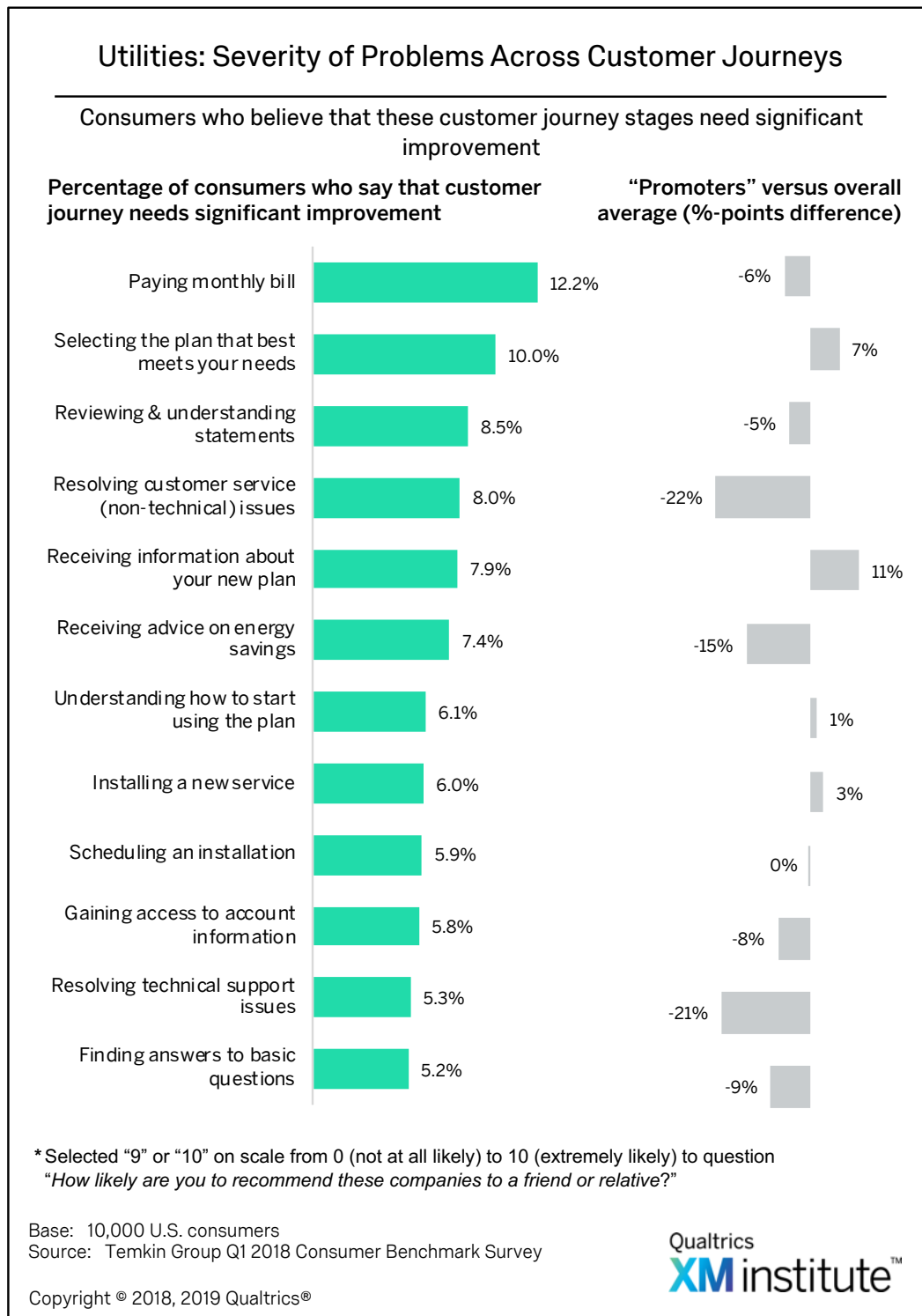


Figure 56

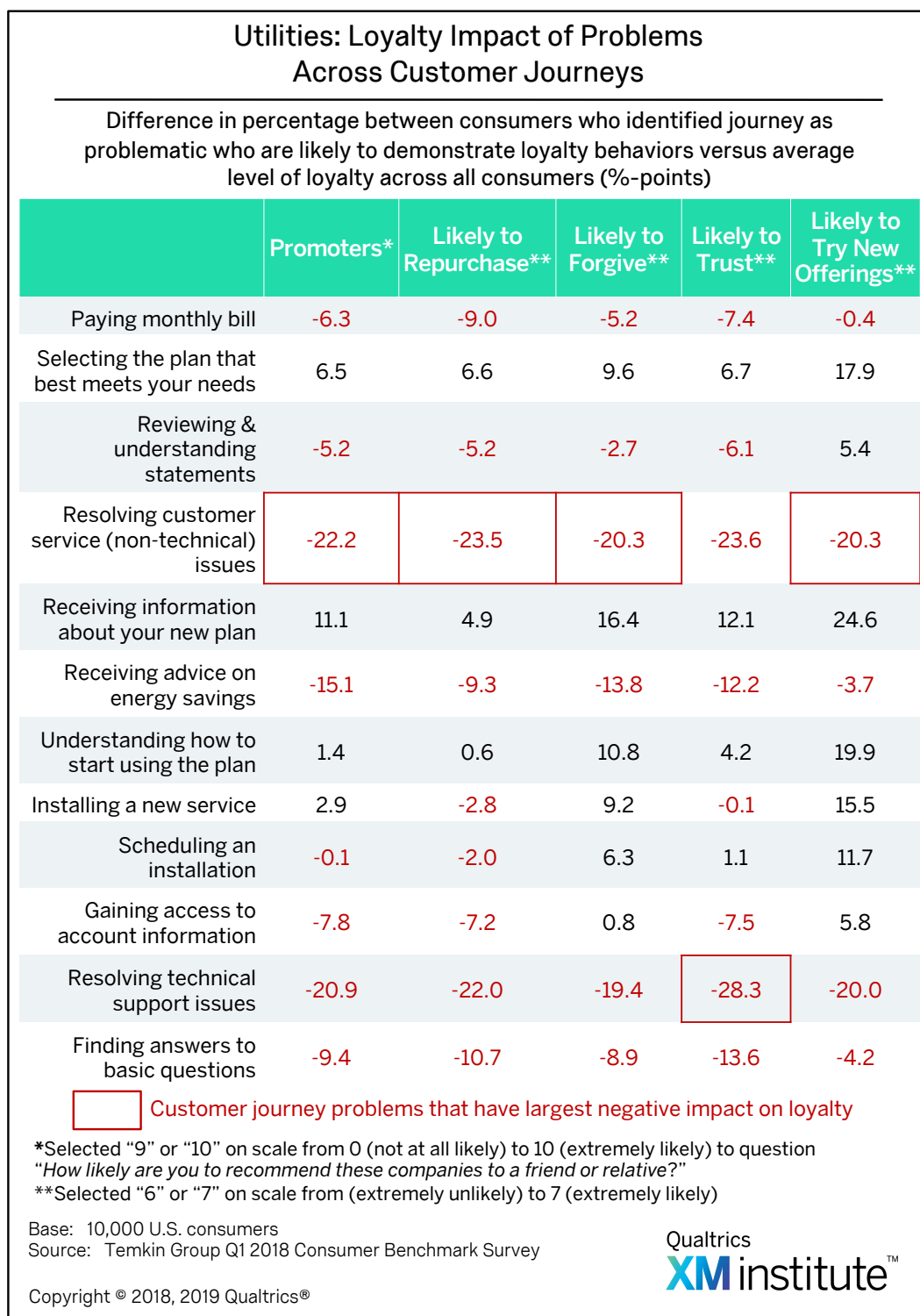


Figure 57

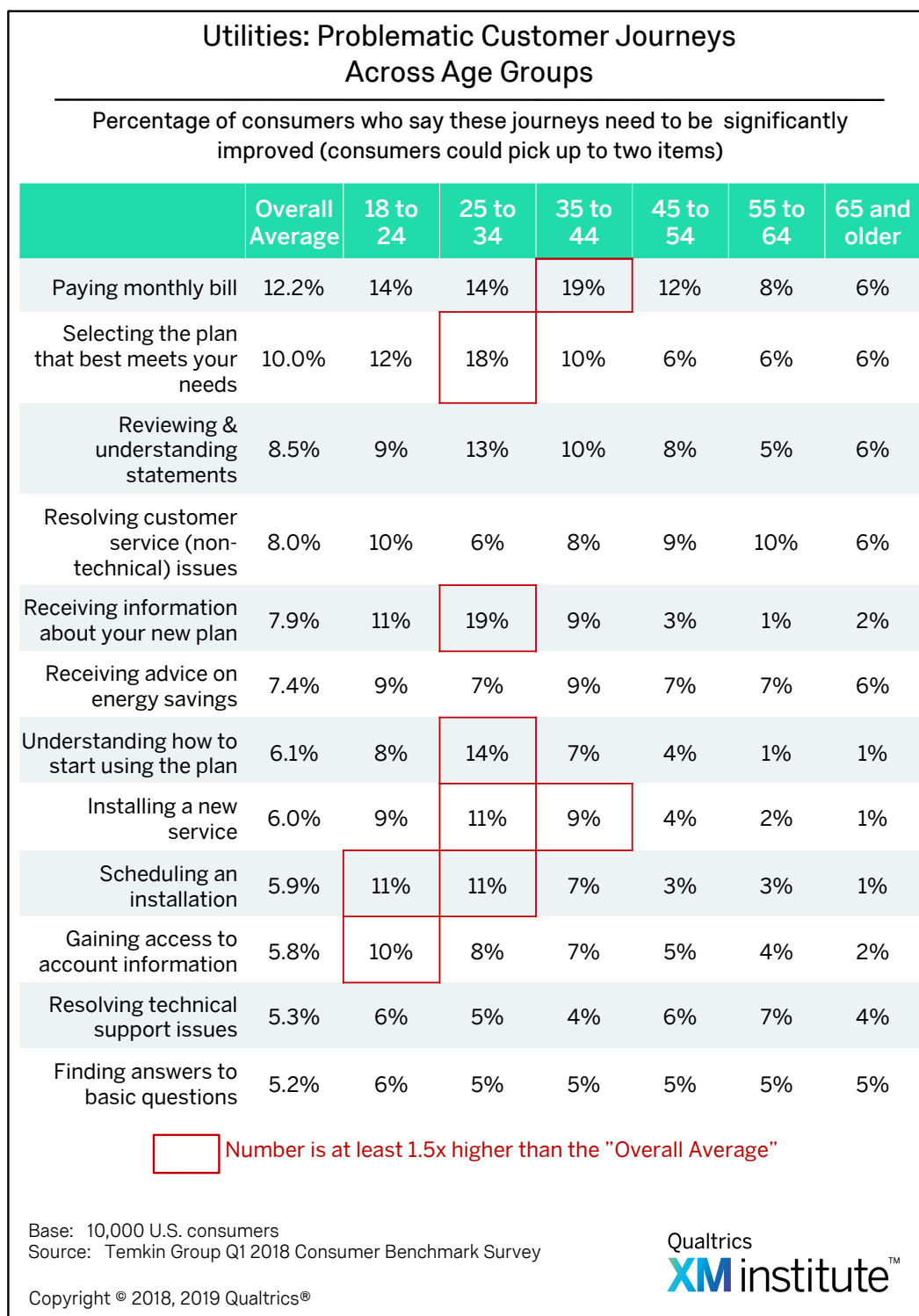


Figure 58