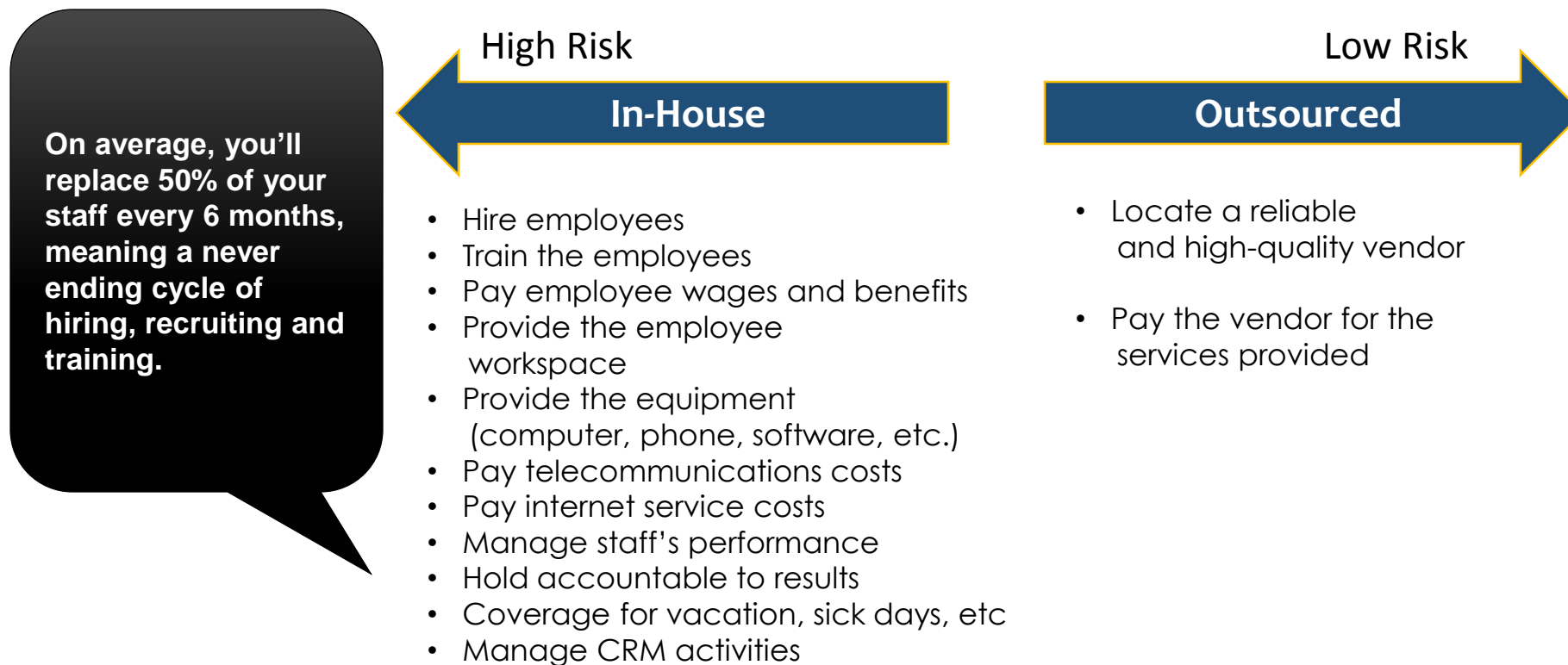


In-House or Outsourced?

What's involved (risk) with each model?



The average employee tenure for BDC is 6 Months