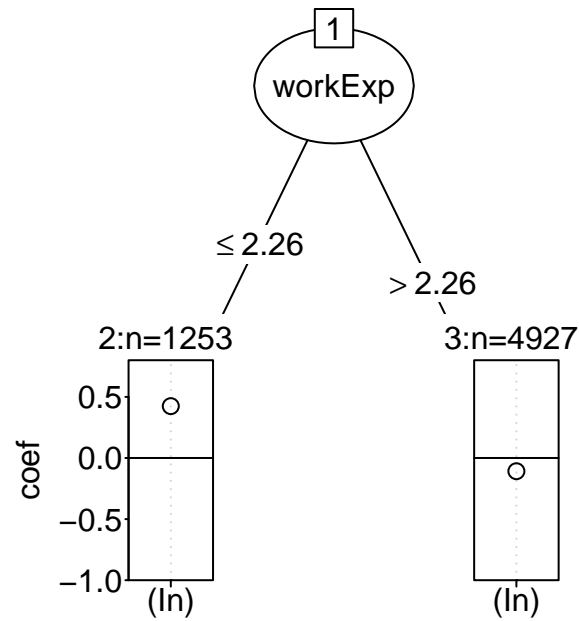
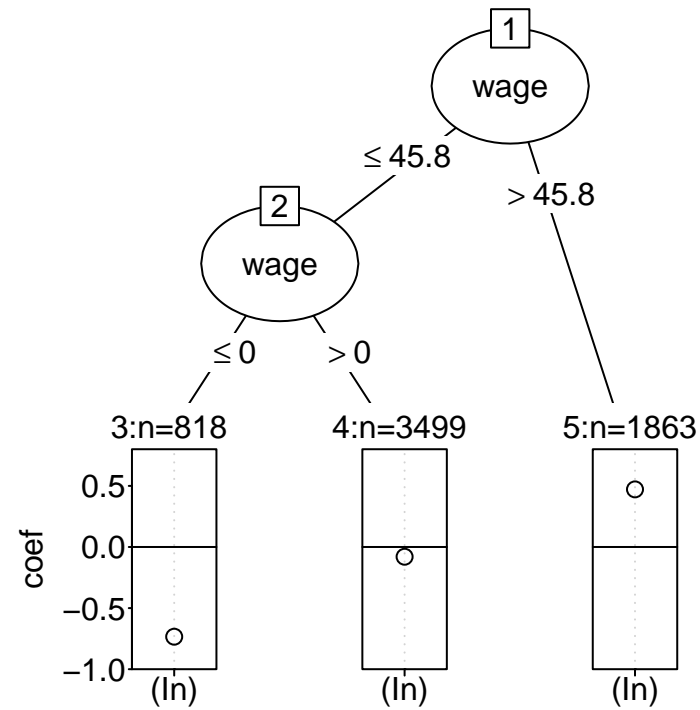


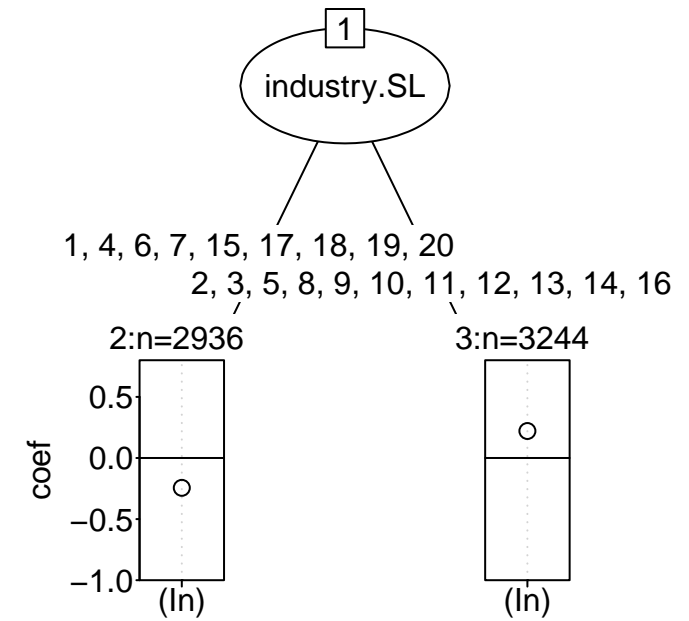
vc(workExp, by = (Intercept))



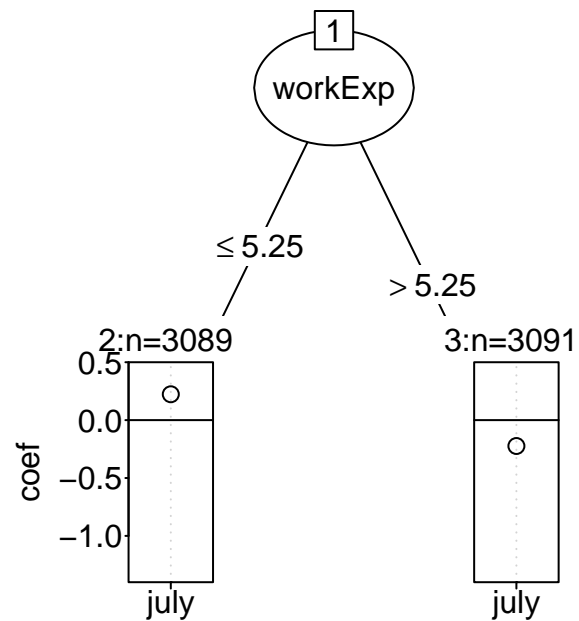
vc(wage, by = (Intercept))



vc(industry.SL, by = (Intercept))



vc(workExp, by = july)



vc(region.SL, by = july)

