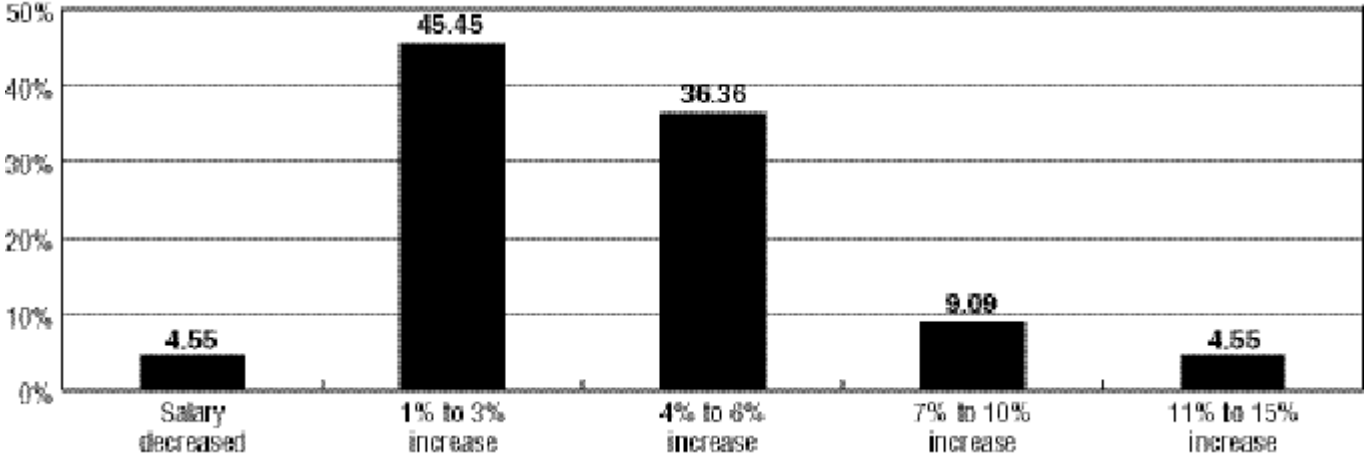In the Past Year, How Has Your Salary Changed?