DETERMINANTS TO KNOWLEDGE TRANSFER AND SHARING IN MULTIMEDIA SUPER CORRIDOR IN MALAYSIA: THE MEDIATING ROLE OF TRUST

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ABSTRACT

The increased quest for vision 2020 has certainly meant that the role of MSC status organizations in Malaysia in contributing success becomes the subject of considerable debate. In this context, not much research has been conducted on knowledge transfer and sharing in MSC status organizations as well as the mediating role of trust in enhancing knowledge transfer and sharing in the Malaysian organizations. Based on knowledge creation theory, this study examines the determinants of knowledge transfer and sharing in MSC status organizations in Malaysia. Primarily, this study explored the relationship between organizational capacity, organizational motivation, organizational environment, trust and knowledge transfer and sharing in MSC status organizations. Partial Least Squares Method (PLS) algorithm and bootstrap techniques were used to test the hypotheses. The results indicated that eight out of twenty-five hypotheses were found to be positive and significant. Specifically, the hypothesized direct relationships between organizational capacity (top management support), organizational motivation (culture), organizational environment (information technology), trust and knowledge transfer and sharing were supported. The results also revealed that the direct relationships between organizational capacity (human resource practices), and organizational environment (information technology, networks) were significantly related to trust. Furthermore, in terms of trust as mediating variable between organizational capacity, organizational motivation, organizational environment and knowledge transfer and sharing, one out of eight hypotheses indicated full mediation including the relationship between networks and knowledge transfer and sharing. These results offer theoretical, methodological, and practical implications and will help academics and practitioners in the knowledge management field. Nonetheless, further studies are necessary both to confirm the findings and to incorporate additional variables that may influence results. The results of the study were crucial to be looked into so that MSC status organizations could have a clearer understanding and guidelines if they were to enhance their mission to accomplish phase three 2011-2020 of vision 2020 in transforming Malaysia into a knowledge-based society.

Keywords: Organizational capacity, Motivation, Organizational environment, Knowledge transfer and sharing, Trust, MSC, Malaysia.

ABSTRAK

Usaha yang berterusan untuk mencapai wawasan 2020 menimbulkan persoalan tentang peranan organisasi berstatus MSC di Malaysia dalam menjayakan aspirasi ini. Dalam konteks ini, tidak banyak kajian pernah dijalankan berhubung perkongsian dan pemindahan ilmu yang berlaku dalam organisasi berstatus MSC. Peranan kepercayaan sebagai perantara untuk meningkatkan pemindahan dan perkongsian pengetahuan di organisasi di Malaysia juga kurang diselidiki. Kajian ini yang menggunakan teori penciptaan pengetahuan telah meneliti penentu kepada pemindahan dan perkongsian pengetahuan yang berlaku di organisasi berstatus MSC di negara ini. Kajian ini meneroka hubungan antara kapasiti organisasi, motivasi organisasi, persekitaran organisasi, kepercayaan dengan pemindahan dan perkongsian pengetahuan di organisasi berstatus MSC. Algoritma kaedah kuasa dua terkecil separa dan teknik bootstrap diupayakan untuk menguji hipotesis. Dapatan memperlihatkan bahawa lapan daripada dua puluh lima hipotesis didapati positif dan signifikan. Secara khususnya, hubungan terus yang dihipotesis antara kapasiti organisasi (sokongan pihak pengurusan atasan), motivasi organisasi (budaya), persekitaran organisasi (teknologi maklumat), kepercayaan dengan pemindahan dan perkongsian pengetahuan juga disokong. Dapatan juga memaparkan bahawa hubungan terus antara kapasiti organisasi (amalan sumber manusia) dengan persekitaran organisasi (teknologi maklumat, jaringan) berkait secara signifikan dengan kepercayaan. Selain itu, dari segi kepercayaan sebagai pemboleh ubah perantaraan antara kapasiti organisasi, motivasi organisasi, persekitaran organisasi dengan pemindahan dan perkongsian pengetahuan, satu daripada lapan hipotesis menunjukkan perantaraan penuh, termasuklah hubungan antara jaringan dengan pemindahan dan perkongsian pengetahuan. Hasil kajian ini memberikan implikasi teori, kaedah serta amalan dan membantu golongan akademik serta pengamal dalam bidang pengurusan pengetahuan. Namun begitu, kajian lanjut perlu dilakukan untuk mengesahkan dapatan serta menambah pemboleh ubah yang mungkin boleh mempengaruhi dapatan. Dapatan kajian ini penting dan perlu diambil kira untuk memberikan pemahaman dan panduan kepada organisasi berstatus MSC untuk membolehkan organisasi ini menjayakan fasa ketiga wawasan 2020, iaitu fasa 2011-2020 demi mengubah Malaysia kepada masyarakat yang berteraskan pengetahuan.

Kata kunci: Kapasiti organisasi, Motivasi, Persekitaran organisasi, Pemindahan dan perkongsian pengetahuan, Kepercayaan, MSC, Malaysia.

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In the name of Allah, the most gracious, the most merciful, all the praises and thanks be to Allah, the most merciful. The only owner of the day of recompense, you alone we worship and you alone we ask for help, guide us to the straightway, the way of those on whom you have bestowed your grace, not of those who earned your anger, nor of those who went astray. Peace and Salam are always blessed and poured down upon our beloved prophet Muhammad SAW as the last prophet that has shown us the right ways, we will always be in the shelter of Allah from now until hereafter life. Amien.

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LIST OF ABBREVIATIONS

AMOS	Analysis of Moment Structures
AVE	Average Variance Extracted
CMC	Creative Multimedia Cluster
CR	Composite Reliability
CULT	Culture
D	Omission Distance
DV	Dependent Variable
ICT	Information and Communications Technology
IT	Information Technology
IHLs	Institutions of Higher Learning and Incubators
IVs	Independent Variables
HRP	Human Resource Practices
KM	Knowledge Management
KTS	Knowledge Transfer and Sharing
LS	Learning Strategy
LVs	Latent Variables
MDC	Multimedia Development Corporation
MSC	Multimedia Super Corridor
NET	Networks
OS	Organizational Structure
PCB	Public Complaints Bureau
PhD	Doctor of Philosophy
PLS	Partial Least Squares
Q^2	Cross Validated Redundancy
R^2	R-squared values
REW	Rewards
SSO	Shared Services & Outsourcing Cluster
SECI	Socialization, Externalization, Combination, Internalization
SEM	Structural Equation Modelling
PLS-SEM	Partial Least Squares Structural Equation Modelling
SMEs	Small & Medium-Sized Enterprises
SPSS	Statistical Package for the Social Sciences
SWT	*Subhanahu Wa Ta'ala*
TMS	Top Management Support
T	Trust
VAF	Variance Accounted For
UUM	Universiti Utara Malaysia

CHAPTER ONE

INTRODUCTION

1.1 Background of study

It has been widely known that the competitive advantage of organizations in today‟s economy occurs from knowledge assets (Wei, Siong & Kuan, 2009), which are determined as a process of creating and sharing knowledge effectively to increase organizational effectiveness. This is based on the fact that knowledge assets have been linked to organizational achievement as it is the source of competitive advantage (Wei et al., 2009). Therefore, organization‟s effectiveness can be improved through transferring and sharing useful knowledge. This is because knowledge plays an important role in creating competitive advantage in the organizations (Daud & Yusuf, 2008; Zack, McKeen & Singh, 2009).

However, it is also crucial to note that a sustainable economic development in a highly competitive world market requires a direct involvement in the generation of knowledge (Wei et al., 2009). In this respect, Malaysia has experienced a continuous transformation in the economy (Daud & Yusoff, 2011). For instance; On 1960, Malaysian depended on agricultural economy; in 1970s, manufacturing industry, and two decades later, in 1991, the Prime Minister of Malaysia, Dr. Mahathir bin Mohamad, emphasized that it is necessary to transform and develop the Malaysia economy towards a knowledge based economy in order to achieve vision of 2020 (Tasmin, Rusuli, & Hashim, 2010; Daud & Yusoff, 2011). Moreover, the establishment of the “Multimedia Super Corridor” (MSC) in 1996, started to change

The contents of the thesis is for internal user only

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APPENDIX A
RESEARCH QUESTIONNAIRE

School of Business Management
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06010 UUM Sintok
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Tel: (+604) -9287401 Fax: (+604) -9287422
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Dear Prof / Dato / Dr / Mr / Mrs / Ms,

ACADEMIC RESEARCH QUESTIONNAIRE

I am a PhD student from School of Business Management, Universiti Utara Malaysia. I would like to invite you to participate in a survey on the Determinants to knowledge transfer and sharing in multimedia super corridor in Malaysia: The mediating role of trust which is for my PhD thesis.

The main interest of this study is to determine the relationship between organizational capacity, motivation, organizational environment, trust and knowledge transfer and sharing. This survey is undertaken for an academic purpose only and you are not required to write your name on the questionnaire. I really hope that you will spend some time to participate in this study by completing the attached questionnaire.

For the successful completion of this study, I need your cooperation and honest response in answering each question. Your help will be appreciated greatly.

Thank you.
Yours sincerely,

Meddour Houcine
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SURVEY QUESTIONNAIRE
Part One: Respondent's Profile

Please answer the following questions concerning your demographic. Please tick (/) each question.

1. Age

Please state your age _____

2. Gender

☐ Male ☐ Female

3. Education level

☐ Diploma or lower
☐ Degree
☐ Masters‟ Degree
☐ Doctoral Degree
☐ Professional Certification:
Please state your certificate _____

4. Working experience

Please state to how long have you worked in this company:

7-10Years ☐
More than 10 Years ☐

5. Position

☐ Vice President
☐ General Manager
☐ Branch Manager
☐ Unit Manager
☐ Others (please specify) _____

6. Location of the organization

☐ Klang Valley (Wilayah Persekutuan + Selangor)
☐ Kedah
☐ Penang

7. Type of the organization

☐ Creative Multimedia
☐ IHLs & Incubators
☐ InfoTech
☐ Shared Services Outsourcing

Part Two: Organizational capacity

Directions**:** Please indicate your level of agreement with the following statements that describe the level of top management support, organizational structure, learning strategy and human resource practices among your company**.** Please circle the number representing the most appropriate answer based on the scale below.

Strongly disagree	Disagree	Moderate	Agree	Strongly agree
1	2	3	4	5

	Top management support (TMS)					
1	Top managers are encouraging knowledge transfer and sharing with colleagues.	1	2	3	4	5
2	Top managers usually support and encourage individuals to share and transfer their knowledge with others.	1	2	3	4	5
3	Top managers provide and facilitate the necessary help and resources to enable individuals to share and transfer their knowledge.	1	2	3	4	5
4	Top managers are usually encouraging sharing and transferring knowledge with the colleagues and subordinates.	1	2	3	4	5
	Organizational structure (OS)					
5	Employees of our company are acting without the permission of supervisors.	1	2	3	4	5
6	Employees of our company usually are encouraged to make their own decisions.	1	2	3	4	5
7	Employees of our company made their decision by their own.	1	2	3	4	5
8	Employees of our company usually do not ask their supervisor to act.	1	2	3	4	5
9	Employees in our company usually made their decisions without approval**.**	1	2	3	4	5
10	In our company most of the activities are not under formal procedures.	1	2	3	4	5
11	Contacts which have been made with our company are based on formal procedures or planned basis.	1	2	3	4	5
12	Usually the rules and procedures of our company are written and documented.	1	2	3	4	5
13	Usually employees ignore the rules to handle some situations by using informal agreements.	1	2	3	4	5
14	Employees usually make their own rules to fulfil their jobs.	1	2	3	4	5
	Learning strategy					
15	Our company provides formal training programs to perform well.	1	2	3	4	5
16	Our company provides informal opportunities to develop individuals such as work assignments and job rotation.	1	2	3	4	5
17	Our company usually encourages members to attend seminars and conferences.	1	2	3	4	5
18	Our company usually provides and supports various programs such as clubs and community gatherings.	1	2	3	4	5
19	Employees of our company are satisfied by the contents of formal training and self-development programs	1	2	3	4	5
	Human resource practices					
20	Training programs are provided to transfer and share knowledge among individuals to attain the objectives of the company.	1	2	3	4	5
21	Incentive systems (monetary and non-monetary) are provided by the company to reward the individuals and teams.	1	2	3	4	5
22	Programs of internal rotation have been developed and implemented by the	1	2	3	4	5

	company to facilitate employees move to different departments.					
23	In our company usually encourages participation in making decisions to resolve the problems.	1	2	3	4	5
24	In our company, knowledge management have been practiced, assessed and controlled continuously (creation, storage, transfer, application...)	1	2	3	4	5
25	In our company, teamwork has been promoted as a regular practice	1	2	3	4	5

Part Three: Organizational motivation

Directions: Please indicate your level of agreement with the following statements that describe the level of culture and rewards in your company. Please circle the number representing the most appropriate answer based on the scale below.

Strongly disagree	Disagree	Moderate	Agree	Strongly agree
1	2	3	4	5

	Culture					
26	There has been a common language to support knowledge exchange and sharing between employees and departments.	1	2	3	4	5
27	An effort is made to encourage employees to experiment and implement new ideas in their working day.	1	2	3	4	5
28	An effort is made to inform employees that mistakes are a learning consequence and are tolerated up to a certain limit.	1	2	3	4	5
29	Culture is based on confidence and openness.	1	2	3	4	5
30	The employees are encouraged to share knowledge at an informal level.	1	2	3	4	5
31	The employees demonstrate responsible behavior and a high learning disposition.	1	2	3	4	5
32	All organizational members perceive the same purpose and feel bound to it.	1	2	3	4	5
	Rewards					
33	Sharing and transferring knowledge between employees is based on the rewards system that given by company.	1	2	3	4	5
34	Sharing and transferring knowledge between employees is rewarded by high salary.	1	2	3	4	5
35	Sharing and transferring knowledge between employees is based on promotion that given by company.	1	2	3	4	5
36	Sharing and transferring knowledge between employees is rewarded by increasing job security.	1	2	3	4	5

Part Four: Organizational environment

Directions: Please read each of the following statements and indicate to what extent do your company involved in the information technology and networks. Please circle the number representing the most appropriate answer based on the scale below.

Strongly disagree	Disagree	Moderate	Agree	Strongly agree
1	2	3	4	5

	Information technology					
37	Our company supports collaborative works by using IT to facilitate sharing and transferring knowledge.	1	2	3	4	5
38	Our company using IT to support communication between employees.	1	2	3	4	5
39	Our company using IT to facilitate searching and accessing necessary information.	1	2	3	4	5
40	Our company using IT to support simulation and prediction.	1	2	3	4	5
41	Our company using IT to support systematic storing.	1	2	3	4	5
	Networks					
42	Top management of the company is working together as a team.	1	2	3	4	5
43	Our company has cross-functional teams to exchange and facilitate knowledge between departments.	1	2	3	4	5
44	Our company uses temporary workgroups to transfer and share knowledge between units on a regular basis.	1	2	3	4	5
45	Our company provides the opportunities for informal "hall talk" among employees.	1	2	3	4	5
46	The employees from different departments are calling each other to exchange information and knowledge needed.	1	2	3	4	5

Part Five: Trust

Directions: The following indicators reflect trust among members. Please circle the appropriate number that best represent your company based on the scale below.

Strongly disagree	Disagree	Moderate	Agree	Strongly agree
1	2	3	4	5

47	Most team members trust and respect the other players.	1	2	3	4	5
48	I can talk freely to the employees about difficulties I am having at work and know that they will want to listen.	1	2	3	4	5
49	If I share any problems with team members, they would respond constructively and caringly.	1	2	3	4	5
50	I can freely share any ideas, feelings, and hopes with my team.	1	2	3	4	5
51	I would feel a sense of loss if one of us transferred and we could no longer work together.	1	2	3	4	5
52	My team approach their job with professionalism and dedication.	1	2	3	4	5
53	Given my team"s track record, I see no reason to doubt their competence and preparation for the job.	1	2	3	4	5
54	I can rely on team not to make my job more difficult by careless work.	1	2	3	4	5
55	Other work associates of mine are trustworthy.	1	2	3	4	5

Part Six: Knowledge transfer and sharing

Directions: Please read each of the following statements and indicate the degree of knowledge being transferred and shared inside your company. Please circle the number representing the most appropriate answer based on the scale below.

Strongly disagree	Disagree	Moderate	Agree	Strongly agree
1	2	3	4	5

56	Our company encourages employees to communicate their knowledge using ways of induction, deduction, and others.	1	2	3	4	5
57	Our company encourages employees to describe new concepts using ways of story-telling and creative.	1	2	3	4	5
58	Our company encourages employees to exchange different ideas and concepts frequently.	1	2	3	4	5
59	Our company encourages employees to give specific and relevant information.	1	2	3	4	5
60	Our company adapts team module to implement various projects, and share the experience within the whole company.	1	2	3	4	5
61	Teams in our company continuously search and share new value.	1	2	3	4	5
62	Our company promotes the communication among different functional departments by setting up cross-department teams.	1	2	3	4	5
63	Our company encourages employees to understand and share organizational vision and enterprise value through continuous communication.	1	2	3	4	5
64	Our company spread new concepts and ideas among employees.	1	2	3	4	5
65	Our company regularly collects information from various departments.	1	2	3	4	5
66	Our company regularly shares experience with suppliers, customers, external experts, and partners.	1	2	3	4	5
67	Our company finds new strategies and market opportunities through intra and inter organization learning by doing.	1	2	3	4	5
68	Our company set up abundant data base of products and services.	1	2	3	4	5
69	Our company increases organizational knowledge by collecting various management data and technique information.	1	2	3	4	5
70	Our company implementing advanced management theory (e.g. benchmarking management) and marketing concepts (e.g. market test).	1	2	3	4	5

Thank you

APPENDIX B

LETTER FOR DATA COLLECTION AND RESEARCH WORK


UUM
Universiti Utara Malaysia

APPENDIX C
FREQUENCY TEST

Statistics

		OC	OM	OE	T	KTS
N	Valid	132	132	132	132	132
	Missing	0	0	0	0	0
Mean		3.2981	3.3278	3.7492	3.6734	3.5573
Median		3.3200	3.3636	3.8500	3.7778	3.6000
Std. Deviation		.36419	.55528	.62401	.60839	.54627
Minimum		2.40	2.18	2.00	2.00	2.00
Maximum		4.20	4.91	5.00	5.00	4.60
Sum		435.35	439.27	494.90	484.89	469.56

MULTICOLLINEARITY

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.807	3.957		.709	.479		
	OC	.168	.073	.187	2.301	.023	.409	2.446
	OM	.291	.110	.217	2.660	.009	.405	2.469
	OE	.318	.121	.242	2.622	.010	.316	3.164
	T	.426	.121	.285	3.531	.001	.415	2.407

a. Dependent Variable: KTS

APPENDIX D
RESULT OF UNIVARIATE ANALYSIS

Gender	Education	Experience	Position	Other-position	Location	Organization	OC1	OC2	OC3	OC4	OC5	OC6	OC9	OC10
-0.85514	-0.53389	-1.76106	0.12615	-0.74078	-1.93866	-1.48662	-1.71409	-1.43428	-1.00863	-1.28172	-0.87286	-0.96249	-1.19729	0.51805
-0.85514	-2.03334	-1.76106	0.12615	-0.74078	1.27352	-0.14255	-0.19557	0.04482	0.25936	-1.28172	-1.95981	-0.96249	-1.19729	0.51805
1.16054	0.96555	0.56354	0.12615	-0.74078	-1.93866	-1.48662	-0.19557	-1.43428	-1.00863	-0.23087	-0.87286	0.2475	-0.1842	1.94268
1.16054	0.96555	-1.76106	0.12615	-0.74078	1.27352	-0.14255	-0.19557	0.04482	0.25936	-1.28172	-0.87286	-0.96249	-1.19729	0.51805
1.16054	-0.53389	0.56354	-1.53906	-0.74078	0.20279	-1.48662	1.32295	0.04482	1.52736	-1.28172	0.2141	0.2475	1.84198	-0.90658
-0.85514	-0.53389	0.56354	0.12615	-0.74078	-0.86794	1.20152	-0.19557	0.04482	0.25936	-1.28172	-1.95981	-0.96249	-1.19729	-0.90658
-0.85514	-0.53389	0.56354	0.12615	-0.74078	0.20279	1.20152	1.32295	1.52393	1.52736	-0.23087	0.2141	0.2475	0.82889	0.51805
1.16054	0.96555	0.56354	-3.20427	-0.74078	-0.86794	1.20152	1.32295	0.04482	1.52736	0.81998	1.30105	1.45748	-0.1842	0.51805
1.16054	-0.53389	-1.76106	1.79136	-0.74078	1.27352	-0.14255	-1.71409	0.04482	0.25936	1.87083	0.2141	-0.96249	1.84198	0.51805
1.16054	-0.53389	0.56354	0.12615	-0.74078	0.20279	1.20152	1.32295	0.04482	-1.00863	-0.23087	1.30105	-0.96249	-1.19729	0.51805
1.16054	-0.53389	-1.76106	0.12615	-0.74078	-1.93866	-0.14255	-0.19557	0.04482	0.25936	0.81998	1.30105	0.2475	0.82889	0.51805
-0.85514	2.465	0.56354	0.12615	1.33971	-0.86794	-0.14255	-0.19557	0.04482	0.25936	-0.23087	0.2141	0.2475	-0.1842	0.51805
1.16054	2.465	0.56354	1.79136	1.33971	-0.86794	-0.14255	-0.19557	-1.43428	1.52736	-1.28172	-0.87286	-0.96249	-0.1842	-0.90658
1.16054	0.96555	0.56354	0.12615	1.33971	-0.86794	-0.14255	1.32295	0.04482	0.25936	-1.28172	1.30105	0.2475	-0.1842	0.51805
1.16054	0.96555	-1.76106	0.12615	1.33971	0.20279	-0.14255	-0.19557	-1.43428	-1.00863	0.81998	1.30105	0.2475	-1.19729	-0.90658
-0.85514	-0.53389	-1.76106	0.12615	1.33971	-0.86794	-0.14255	-0.19557	0.04482	0.25936	0.81998	1.30105	2.66746	1.84198	0.51805
1.16054	0.96555	0.56354	0.12615	-0.74078	0.20279	1.20152	1.32295	1.52393	1.52736	-1.28172	-1.95981	-0.96249	-1.19729	1.94268
1.16054	-0.53389	0.56354	0.12615	-0.74078	0.20279	-0.14255	-0.19557	0.04482	-3.54462	-1.28172	-1.95981	-0.96249	-1.19729	0.51805
-0.85514	0.96555	0.56354	0.12615	-0.74078	1.27352	-0.14255	-0.19557	0.04482	0.25936	0.81998	-0.87286	1.45748	1.84198	-0.90658
-0.85514	-0.53389	0.56354	0.12615	-0.74078	0.20279	-0.14255	-0.19557	0.04482	0.25936	1.87083	1.30105	0.2475	-0.1842	-0.90658
-0.85514	0.96555	0.56354	0.12615	-0.74078	-0.86794	-0.14255	-0.19557	0.04482	-1.00863	0.81998	1.30105	1.45748	0.82889	-0.90658
-0.85514	0.96555	0.56354	0.12615	-0.74078	-0.86794	-0.14255	-1.71409	0.04482	0.25936	-0.23087	-0.87286	0.2475	-0.1842	0.51805
1.16054	0.96555	-1.76106	0.12615	1.33971	1.27352	-0.14255	-0.19557	0.04482	0.25936	0.81998	-1.95981	-0.96249	-1.19729	1.94268
-0.85514	-0.53389	0.56354	0.12615	1.33971	-0.86794	1.20152	1.32295	1.52393	1.52736	-1.28172	0.2141	-0.96249	-1.19729	1.94268
-0.85514	0.96555	0.56354	0.12615	1.33971	0.20279	-1.48662	-1.71409	-1.43428	-1.00863	-0.23087	1.30105	0.2475	1.84198	-0.90658
1.16054	-0.53389	0.56354	1.79136	1.33971	0.20279	-1.48662	-1.71409	0.04482	-1.00863	-0.23087	0.2141	0.2475	-0.1842	0.51805
1.16054	0.96555	0.56354	0.12615	1.33971	1.27352	-1.48662	-1.71409	-2.91339	-2.27663	0.81998	0.2141	0.2475	-0.1842	0.51805

Gender	Education	Experience	Position	Other-position	Location	Organization	OC1	OC2	OC3	OC4	OC5	OC6	OC9	OC10
-0.85514	0.96555	0.56354	-1.53906	1.33971	0.20279	-4.17476	-0.19557	0.04482	0.25936	1.87083	2.38801	0.2475	1.84198	0.51805
-0.85514	2.465	0.56354	1.79136	1.33971	0.20279	1.20152	-0.19557	0.04482	0.25936	-0.23087	0.2141	0.2475	-1.19729	0.51805
-0.85514	-0.53389	-1.76106	0.12615	1.33971	-1.93866	-1.48662	-1.71409	-2.91339	0.25936	0.81998	1.30105	-0.96249	0.82889	-2.33122
1.16054	-0.53389	0.56354	0.12615	1.33971	0.20279	-0.14255	-0.19557	0.04482	0.25936	2.92168	2.38801	-0.96249	-0.1842	0.51805
-0.85514	-0.53389	0.56354	0.12615	1.33971	1.27352	-0.14255	-0.19557	0.04482	0.25936	-1.28172	-0.87286	-0.96249	-1.19729	0.51805
-0.85514	0.96555	0.56354	1.79136	1.33971	0.20279	1.20152	1.32295	0.04482	0.25936	-1.28172	0.2141	-0.96249	-1.19729	0.51805
1.16054	0.96555	0.56354	0.12615	1.33971	0.20279	-0.14255	-0.19557	-1.43428	0.25936	-0.23087	0.2141	0.2475	-0.1842	0.51805
-0.85514	0.96555	0.56354	0.12615	1.33971	0.20279	1.20152	1.32295	1.52393	1.52736	-0.23087	-0.87286	-0.96249	-0.1842	0.51805
-0.85514	2.465	-1.76106	1.79136	1.33971	-1.93866	1.20152	1.32295	1.52393	1.52736	0.81998	0.2141	1.45748	0.82889	0.51805
1.16054	-0.53389	-1.76106	0.12615	-0.74078	1.27352	-0.14255	-0.19557	0.04482	-1.00863	0.81998	0.2141	1.45748	0.82889	0.51805
-0.85514	-0.53389	0.56354	0.12615	-0.74078	1.27352	-0.14255	-0.19557	0.04482	0.25936	-0.23087	1.30105	-0.96249	0.82889	0.51805
-0.85514	-0.53389	-1.76106	0.12615	-0.74078	0.20279	-2.83069	-0.19557	0.04482	0.25936	-0.23087	0.2141	0.2475	1.84198	0.51805
1.16054	-0.53389	-1.76106	0.12615	-0.74078	0.20279	1.20152	1.32295	1.52393	-1.00863	-0.23087	0.2141	-0.96249	-1.19729	0.51805
-0.85514	-0.53389	-1.76106	-3.20427	-0.74078	0.20279	1.20152	1.32295	0.04482	-1.00863	-1.28172	-1.95981	-0.96249	-0.1842	-0.90658
-0.85514	-0.53389	0.56354	0.12615	-0.74078	1.27352	1.20152	1.32295	1.52393	1.52736	0.81998	0.2141	0.2475	1.84198	0.51805
-0.85514	-0.53389	0.56354	0.12615	-0.74078	1.27352	1.20152	-0.19557	0.04482	1.52736	0.81998	0.2141	1.45748	-0.1842	0.51805
1.16054	-0.53389	0.56354	0.12615	-0.74078	1.27352	1.20152	1.32295	1.52393	1.52736	-0.23087	1.30105	-0.96249	-0.1842	0.51805
1.16054	-0.53389	-1.76106	0.12615	-0.74078	-1.93866	1.20152	1.32295	1.52393	1.52736	-0.23087	1.30105	0.2475	1.84198	0.51805
-0.85514	-0.53389	0.56354	0.12615	-0.74078	1.27352	-0.14255	1.32295	0.04482	0.25936	-0.23087	0.2141	-0.96249	-1.19729	-0.90658
-0.85514	-0.53389	-1.76106	0.12615	-0.74078	1.27352	1.20152	1.32295	1.52393	-2.27663	0.81998	0.2141	0.2475	-1.19729	-0.90658
-0.85514	-0.53389	0.56354	0.12615	-0.74078	0.20279	-0.14255	-0.19557	0.04482	0.25936	1.87083	0.2141	-0.96249	-0.1842	0.51805
1.16054	-0.53389	0.56354	1.79136	-0.74078	1.27352	1.20152	1.32295	1.52393	0.25936	0.81998	0.2141	0.2475	-0.1842	-2.33122
1.16054	-0.53389	-1.76106	0.12615	-0.74078	0.20279	-1.48662	-1.71409	-1.43428	-1.00863	-0.23087	0.2141	-0.96249	-0.1842	-0.90658
1.16054	-0.53389	-1.76106	0.12615	-0.74078	0.20279	-1.48662	-0.19557	0.04482	0.25936	-1.28172	0.2141	-0.96249	0.82889	0.51805
-0.85514	-2.03334	-1.76106	0.12615	-0.74078	0.20279	1.20152	-0.19557	0.04482	0.25936	-0.23087	-1.95981	-0.96249	-0.1842	0.51805
1.16054	-0.53389	-1.76106	0.12615	-0.74078	1.27352	1.20152	-0.19557	-1.43428	0.25936	0.81998	1.30105	0.2475	0.82889	-0.90658
-0.85514	-2.03334	0.56354	0.12615	-0.74078	0.20279	-0.14255	-1.71409	0.04482	0.25936	0.81998	0.2141	2.66746	0.82889	0.51805
1.16054	-0.53389	0.56354	0.12615	-0.74078	0.20279	-0.14255	-0.19557	0.04482	0.25936	-0.23087	0.2141	0.2475	1.84198	-0.90658

Gender	Education	Experience	Position	Other-position	Location	Organization	OC1	OC2	OC3	OC4	OC5	OC6	OC9	OC10
1.16054	0.96555	0.56354	1.79136	-0.74078	0.20279	-0.14255	-1.71409	0.04482	0.25936	-0.23087	-0.87286	-0.96249	-0.1842	-0.90658
-0.85514	0.96555	0.56354	-3.20427	-0.74078	0.20279	1.20152	1.32295	1.52393	0.25936	-1.28172	0.2141	-0.96249	-1.19729	0.51805
-0.85514	-0.53389	0.56354	0.12615	-0.74078	0.20279	-0.14255	-0.19557	0.04482	0.25936	-1.28172	-0.87286	0.2475	-0.1842	1.94268
-0.85514	0.96555	0.56354	-1.53906	-0.74078	0.20279	1.20152	1.32295	1.52393	0.25936	-1.28172	0.2141	-0.96249	-1.19729	0.51805
-0.85514	-0.53389	-1.76106	0.12615	-0.74078	0.20279	1.20152	-0.19557	1.52393	1.52736	-0.23087	0.2141	0.2475	-0.1842	0.51805
-0.85514	2.465	0.56354	0.12615	-0.74078	0.20279	1.20152	1.32295	1.52393	0.25936	-1.28172	0.2141	-0.96249	-1.19729	0.51805
1.16054	-0.53389	0.56354	0.12615	-0.74078	1.27352	1.20152	1.32295	1.52393	0.25936	-1.28172	0.2141	-0.96249	-1.19729	0.51805
-0.85514	-0.53389	0.56354	0.12615	-0.74078	1.27352	-0.14255	-0.19557	0.04482	-1.00863	-1.28172	0.2141	0.2475	-0.1842	1.94268
-0.85514	-0.53389	0.56354	0.12615	-0.74078	1.27352	-0.14255	-0.19557	-1.43428	0.25936	1.87083	0.2141	2.66746	0.82889	-0.90658
1.16054	-0.53389	0.56354	-1.53906	-0.74078	1.27352	-0.14255	-0.19557	0.04482	0.25936	-1.28172	0.2141	-0.96249	-1.19729	0.51805
1.16054	-0.53389	-1.76106	0.12615	-0.74078	1.27352	-0.14255	-0.19557	0.04482	0.25936	-0.23087	0.2141	0.2475	0.82889	-0.90658
-0.85514	-0.53389	-1.76106	0.12615	-0.74078	1.27352	-0.14255	1.32295	0.04482	0.25936	-0.23087	0.2141	-0.96249	-0.1842	0.51805
-0.85514	0.96555	0.56354	1.79136	-0.74078	1.27352	-0.14255	-0.19557	-1.43428	-1.00863	0.81998	-0.87286	0.2475	-0.1842	-0.90658
-0.85514	0.96555	0.56354	0.12615	-0.74078	1.27352	-0.14255	-1.71409	0.04482	-1.00863	1.87083	0.2141	1.45748	1.84198	-0.90658
-0.85514	-0.53389	0.56354	0.12615	-0.74078	0.20279	1.20152	-0.19557	0.04482	0.25936	-0.23087	0.2141	-0.96249	-0.1842	-0.90658
1.16054	-0.53389	0.56354	-1.53906	-0.74078	0.20279	-0.14255	1.32295	0.04482	0.25936	0.81998	0.2141	2.66746	-0.1842	-0.90658
-0.85514	-0.53389	0.56354	0.12615	-0.74078	0.20279	-0.14255	-0.19557	0.04482	-1.00863	-0.23087	0.2141	0.2475	-1.19729	0.51805
-0.85514	-0.53389	0.56354	0.12615	-0.74078	-1.93866	-0.14255	-0.19557	0.04482	-1.00863	0.81998	0.2141	0.2475	0.82889	-0.90658
-0.85514	-0.53389	0.56354	0.12615	-0.74078	0.20279	-0.14255	-0.19557	0.04482	-1.00863	-0.23087	0.2141	0.2475	0.82889	-0.90658
1.16054	-0.53389	0.56354	0.12615	-0.74078	0.20279	-1.48662	-0.19557	-1.43428	-1.00863	-0.23087	-0.87286	0.2475	-0.1842	-0.90658
-0.85514	-0.53389	0.56354	0.12615	-0.74078	-1.93866	-0.14255	1.32295	1.52393	0.25936	0.81998	0.2141	0.2475	-0.1842	-0.90658
-0.85514	-0.53389	0.56354	0.12615	-0.74078	0.20279	-0.14255	-0.19557	0.04482	0.25936	-1.28172	1.30105	-0.96249	-1.19729	1.94268
-0.85514	-0.53389	0.56354	0.12615	-0.74078	0.20279	-1.48662	-0.19557	-1.43428	-1.00863	0.81998	-0.87286	-0.96249	0.82889	0.51805
-0.85514	-2.03334	0.56354	0.12615	-0.74078	1.27352	-0.14255	-0.19557	0.04482	-1.00863	1.87083	0.2141	-0.96249	-1.19729	0.51805
-0.85514	-2.03334	0.56354	0.12615	-0.74078	0.20279	-0.14255	-0.19557	-1.43428	-1.00863	-1.28172	-0.87286	0.2475	1.84198	0.51805
-0.85514	-0.53389	0.56354	0.12615	-0.74078	1.27352	1.20152	-0.19557	0.04482	0.25936	-1.28172	0.2141	-0.96249	-1.19729	-0.90658
-0.85514	-0.53389	0.56354	0.12615	-0.74078	0.20279	-2.83069	-1.71409	-1.43428	-1.00863	-0.23087	0.2141	1.45748	0.82889	0.51805
1.16054	-0.53389	0.56354	0.12615	-0.74078	0.20279	-0.14255	-0.19557	0.04482	-1.00863	-0.23087	-0.87286	0.2475	-0.1842	-0.90658

Gender	Education	Experience	Position	Other-position	Location	Organization	OC1	OC2	OC3	OC4	OC5	OC6	OC9	OC10
1.16054	-0.53389	-1.76106	0.12615	-0.74078	0.20279	-1.48662	-1.71409	-1.43428	-1.00863	0.81998	-0.87286	0.2475	0.82889	-0.90658
1.16054	-0.53389	0.56354	0.12615	-0.74078	0.20279	1.20152	1.32295	0.04482	1.52736	-0.23087	0.2141	-0.96249	-0.1842	1.94268
-0.85514	2.465	-1.76106	1.79136	1.33971	-1.93866	1.20152	1.32295	1.52393	1.52736	0.81998	0.2141	1.45748	0.82889	0.51805
-0.85514	0.96555	0.56354	1.79136	1.33971	0.20279	1.20152	1.32295	1.52393	1.52736	-0.23087	-0.87286	-0.96249	-0.1842	0.51805
1.16054	0.96555	0.56354	0.12615	1.33971	0.20279	-0.14255	-0.19557	-1.43428	0.25936	-0.23087	0.2141	0.2475	-0.1842	0.51805
-0.85514	0.96555	0.56354	1.79136	1.33971	0.20279	1.20152	1.32295	0.04482	0.25936	-1.28172	0.2141	-0.96249	-1.19729	0.51805
-0.85514	-0.53389	0.56354	0.12615	1.33971	0.20279	-0.14255	-0.19557	0.04482	0.25936	-1.28172	-0.87286	-0.96249	-1.19729	0.51805
-0.85514	2.465	0.56354	1.79136	1.33971	0.20279	-0.14255	-0.19557	0.04482	0.25936	-0.23087	0.2141	0.2475	-1.19729	0.51805
1.16054	0.96555	0.56354	-1.53906	1.33971	0.20279	1.20152	-0.19557	0.04482	0.25936	1.87083	2.38801	0.2475	1.84198	0.51805
1.16054	0.96555	0.56354	0.12615	1.33971	0.20279	-1.48662	-1.71409	-2.91339	-2.27663	0.81998	0.2141	0.2475	-0.1842	0.51805
1.16054	-0.53389	0.56354	-1.53906	1.33971	0.20279	-1.48662	-1.71409	0.04482	-1.00863	-0.23087	0.2141	0.2475	-0.1842	0.51805
-0.85514	0.96555	0.56354	0.12615	1.33971	0.20279	-1.48662	-1.71409	-1.43428	-1.00863	-0.23087	1.30105	0.2475	0.82889	-0.90658
-0.85514	-0.53389	0.56354	0.12615	1.33971	0.20279	-0.14255	-0.19557	0.04482	0.25936	-1.28172	0.2141	-0.96249	-1.19729	1.94268
-0.85514	0.96555	0.56354	0.12615	1.33971	0.20279	-0.14255	-1.71409	0.04482	0.25936	-0.23087	-0.87286	0.2475	-0.1842	0.51805
-0.85514	0.96555	0.56354	0.12615	1.33971	0.20279	-0.14255	-0.19557	0.04482	-1.00863	0.81998	1.30105	1.45748	0.82889	-0.90658
1.16054	-0.53389	0.56354	0.12615	1.33971	0.20279	-0.14255	-0.19557	0.04482	-1.00863	0.81998	1.30105	0.2475	-0.1842	-0.90658
-0.85514	0.96555	0.56354	0.12615	1.33971	0.20279	-0.14255	-0.19557	0.04482	0.25936	0.81998	-0.87286	1.45748	1.84198	-0.90658
-0.85514	-0.53389	0.56354	0.12615	1.33971	0.20279	-0.14255	-0.19557	0.04482	-1.00863	0.81998	-1.95981	-0.96249	-1.19729	0.51805
1.16054	0.96555	0.56354	0.12615	1.33971	0.20279	-0.14255	-0.19557	0.04482	1.52736	-1.28172	-1.95981	-0.96249	-1.19729	-3.75585
1.16054	-0.53389	-1.76106	0.12615	1.33971	-1.93866	-0.14255	-0.19557	0.04482	-1.00863	0.81998	1.30105	2.66746	1.84198	0.51805
1.16054	0.96555	0.56354	0.12615	1.33971	-1.93866	-0.14255	-0.19557	-1.43428	-1.00863	1.87083	1.30105	0.2475	-1.19729	-0.90658
-0.85514	0.96555	0.56354	0.12615	1.33971	-1.93866	-0.14255	1.32295	0.04482	0.25936	-1.28172	0.2141	0.2475	-0.1842	0.51805
1.16054	2.465	0.56354	-3.20427	1.33971	0.20279	-0.14255	-0.19557	0.04482	1.52736	-1.28172	-0.87286	-0.96249	-0.1842	-0.90658
-0.85514	-0.53389	-1.76106	0.12615	1.33971	-1.93866	-0.14255	-0.19557	0.04482	0.25936	-1.28172	-1.95981	-0.96249	-1.19729	0.51805
1.16054	-0.53389	0.56354	-1.53906	1.33971	0.20279	-0.14255	1.32295	0.04482	1.52736	-1.28172	0.2141	0.2475	0.82889	-0.90658
-0.85514	-0.53389	0.56354	0.12615	1.33971	-1.93866	1.20152	-0.19557	0.04482	0.25936	-1.28172	-1.95981	-0.96249	-1.19729	-3.75585
-0.85514	-0.53389	-1.76106	0.12615	-0.74078	0.20279	1.20152	1.32295	1.52393	1.52736	-0.23087	0.2141	0.2475	0.82889	0.51805
1.16054	0.96555	0.56354	-3.20427	-0.74078	0.20279	-0.14255	-0.19557	0.04482	1.52736	0.81998	1.30105	1.45748	-0.1842	0.51805
1.16054	-0.53389	0.56354	-1.53906	-0.74078	0.20279	-0.14255	-0.19557	0.04482	0.25936	1.87083	0.2141	-0.96249	0.82889	-0.90658

Gender	Education	Experience	Position	Other-position	Location	Organization	OC1	OC2	OC3	OC4	OC5	OC6	OC9	OC10
1.16054	-0.53389	0.56354	0.12615	-0.74078	0.20279	-0.14255	-0.19557	1.52393	-1.00863	-0.23087	1.30105	0.2475	-0.1842	0.51805
1.16054	-0.53389	-1.76106	0.12615	-0.74078	0.20279	-0.14255	-0.19557	0.04482	1.52736	0.81998	1.30105	0.2475	-0.1842	0.51805
-0.85514	-0.53389	0.56354	-1.53906	-0.74078	-1.93866	1.20152	1.32295	0.04482	0.25936	0.81998	0.2141	2.87745	-1.19729	-0.90658
1.16054	-0.53389	0.56354	-1.53906	-0.74078	0.20279	-0.14255	-0.19557	0.04482	0.25936	-0.23087	-0.87286	-0.96249	0.82889	-0.90658
-0.85514	0.96555	0.56354	0.12615	-0.74078	-1.93866	-0.14255	-1.71409	-1.43428	0.25936	-0.23087	-0.87286	1.45748	1.84198	-0.90658
1.16054	-0.53389	-1.76106	0.12615	-0.74078	-1.93866	-0.14255	-0.19557	0.04482	-1.00863	0.81998	-1.95981	-0.96249	-1.19729	-0.90658
-0.85514	-0.53389	-1.76106	0.12615	-0.74078	0.20279	-0.14255	-0.19557	0.04482	0.25936	-0.23087	-0.87286	-0.96249	-0.1842	0.51805
1.16054	0.96555	0.56354	0.12615	-0.74078	0.20279	1.20152	1.32295	1.52393	0.25936	-1.28172	1.30105	0.2475	-0.1842	0.51805
-0.85514	-0.53389	0.56354	0.12615	-0.74078	-1.93866	1.20152	1.32295	1.52393	0.25936	0.81998	0.2141	0.2475	-0.1842	-0.90658
-0.85514	-0.53389	0.56354	0.12615	-0.74078	0.20279	-0.14255	-0.19557	-1.43428	-1.00863	-0.23087	-0.87286	0.2475	-0.1842	-0.90658
1.16054	-0.53389	0.56354	0.12615	-0.74078	0.20279	-0.14255	-0.19557	0.04482	-1.00863	-0.23087	-0.87286	0.2475	0.82889	-0.90658
-0.85514	-0.53389	-1.76106	0.12615	-0.74078	0.20279	-0.14255	-0.19557	0.04482	-2.27663	-0.23087	-0.87286	0.2475	0.82889	-0.90658
1.16054	-0.53389	0.56354	0.12615	-0.74078	0.20279	-1.48662	-1.71409	-1.43428	-1.00863	0.81998	-0.87286	-0.96249	-0.1842	0.51805
1.16054	-0.53389	0.56354	0.12615	1.33971	0.20279	-0.14255	-0.19557	0.04482	0.25936	1.87083	0.2141	-0.96249	-1.19729	0.51805
-0.85514	-0.53389	0.56354	0.12615	1.33971	-1.93866	-0.14255	-0.19557	0.04482	0.25936	-0.23087	-0.87286	0.2475	-0.1842	0.51805
-0.85514	0.96555	0.56354	0.12615	1.33971	0.20279	-1.48662	-1.71409	-1.43428	-1.00863	0.81998	-0.87286	0.2475	0.82889	-0.90658
-0.85514	-0.53389	0.56354	0.12615	1.33971	-1.93866	1.20152	1.32295	1.52393	-1.00863	-0.23087	-0.87286	0.2475	-0.1842	0.51805
-0.85514	-0.53389	0.56354	0.12615	-0.74078	0.20279	1.20152	1.32295	1.52393	1.52736	0.81998	0.2141	0.2475	-0.1842	-0.90658
1.16054	-0.53389	0.56354	0.12615	-0.74078	0.20279	-1.48662	-1.71409	-1.43428	-1.00863	-0.23087	0.2141	0.2475	-0.1842	0.51805

OC11	OC12	OC13	OC14	OC15	OC16	OC17	OC18	OC19	OC20	OC21	OC22	OC23	OC24	OC25
-0.0809	0.51506	-0.18617	0.11068	-1.60345	-0.986	-0.62449	-0.78788	-1.0581	0.60096	-2.36573	-1.86782	-1.88986	-1.18646	-1.15382
1.25399	-1.45559	-1.35641	0.11068	-2.66172	-0.986	-0.62449	0.51212	0.15641	0.60096	-0.38302	0.41507	0.4747	0.11865	0.23076
1.25399	1.50038	0.98406	-1.01316	-0.54517	0.136	-2.61081	-0.78788	0.15641	-0.44281	-0.38302	-1.86782	-1.88986	-1.18646	0.23076
1.25399	-0.47027	-0.18617	1.23452	-1.60345	-0.986	-0.62449	1.81212	1.37093	1.64474	1.59968	0.41507	0.4747	1.42376	0.23076
-1.4158	2.4857	2.15429	-3.26084	-1.60345	-3.23	-2.61081	-3.38787	-2.27262	0.60096	-2.36573	-1.86782	-3.07214	-2.49157	-2.5384
1.25399	-0.47027	-0.18617	1.23452	-1.60345	1.258	1.36183	1.81212	1.37093	-0.44281	-0.38302	-1.86782	-0.70758	-1.18646	0.23076
1.25399	0.51506	0.98406	0.11068	0.5131	0.136	0.36867	0.51212	1.37093	1.64474	1.59968	0.41507	0.4747	0.11865	1.61535
1.25399	-0.47027	0.98406	1.23452	1.57138	1.258	1.36183	0.51212	1.37093	0.60096	1.59968	1.55651	1.65698	1.42376	1.61535
-0.0809	-1.45559	-1.35641	-1.01316	-2.66172	-2.108	-2.61081	-2.08787	-3.48713	-2.53036	-1.37437	-1.86782	-0.70758	0.11865	-1.15382
-0.0809	-0.47027	-0.18617	0.11068	1.57138	1.258	1.36183	0.51212	1.37093	1.64474	1.59968	1.55651	1.65698	1.42376	1.61535
-0.0809	0.51506	2.15429	0.11068	0.5131	-0.986	0.36867	0.51212	0.15641	0.60096	0.60833	0.41507	0.4747	0.11865	0.23076
-0.0809	-0.47027	0.98406	0.11068	0.5131	0.136	0.36867	-0.78788	-1.0581	0.60096	-0.38302	0.41507	0.4747	0.11865	0.23076
-2.75069	0.51506	-0.18617	-1.01316	-1.60345	0.136	0.36867	-0.78788	0.15641	-0.44281	-1.37437	0.41507	0.4747	-1.18646	0.23076
-0.0809	-0.47027	-0.18617	0.11068	-0.54517	0.136	0.36867	0.51212	0.15641	0.60096	0.60833	0.41507	0.4747	0.11865	0.23076
-0.0809	-0.47027	-1.35641	-1.01316	-0.54517	-0.986	-0.62449	0.51212	0.15641	0.60096	-0.38302	0.41507	-0.70758	0.11865	-1.15382
-0.0809	-0.47027	2.15429	1.23452	1.57138	0.136	0.36867	0.51212	0.15641	0.60096	0.60833	0.41507	0.4747	0.11865	0.23076
1.25399	2.4857	2.32453	1.23452	1.57138	0.136	0.36867	-0.78788	1.37093	-0.44281	1.59968	0.41507	0.4747	1.42376	1.61535
-0.0809	0.51506	-0.18617	1.23452	0.5131	0.136	0.36867	0.51212	0.15641	0.60096	0.60833	0.41507	-0.70758	0.11865	-1.15382
-2.75069	1.50038	-0.18617	0.11068	0.5131	0.136	0.36867	0.51212	0.15641	-0.44281	-0.38302	-1.86782	0.4747	0.11865	-1.15382
-0.0809	-0.47027	-0.18617	0.11068	0.5131	0.136	0.36867	0.51212	0.15641	0.60096	0.60833	0.41507	0.4747	0.11865	0.23076
-0.0809	0.51506	2.15429	1.23452	1.57138	0.136	0.36867	0.51212	-1.0581	-0.44281	-0.38302	0.41507	-0.70758	-1.18646	0.23076
-0.0809	1.50038	-0.18617	0.11068	-0.54517	0.136	0.36867	-0.78788	0.15641	0.60096	0.60833	0.41507	0.4747	0.11865	0.23076
-0.0809	1.50038	-1.35641	0.11068	0.5131	0.136	0.36867	0.51212	0.15641	-0.44281	0.60833	0.41507	0.4747	0.11865	0.23076
-0.0809	-1.45559	-1.35641	0.11068	-0.54517	1.258	1.36183	0.51212	0.15641	-0.44281	0.60833	0.41507	0.4747	0.11865	1.61535
-2.75069	-0.47027	0.98406	0.11068	-0.54517	0.136	-0.62449	-0.78788	-1.0581	-1.48659	0.60833	-1.86782	-1.88986	-2.49157	-1.15382
-0.0809	-0.47027	-0.18617	1.23452	0.5131	1.258	1.36183	0.51212	0.15641	1.64474	0.60833	0.41507	1.65698	1.42376	0.23076
-0.0809	0.51506	-0.18617	-1.01316	-0.54517	-2.108	-1.61765	-0.78788	-1.0581	0.60096	0.60833	-0.72637	-0.70758	-1.18646	0.23076
-0.0809	0.51506	-0.18617	1.23452	0.5131	1.258	1.36183	0.51212	0.15641	0.60096	0.60833	1.55651	1.65698	1.42376	0.23076
1.25399	-0.47027	-1.35641	0.11068	0.5131	0.136	0.36867	-0.78788	0.15641	-0.44281	0.60833	-0.72637	-0.70758	0.11865	0.23076

OC11	OC12	OC13	OC14	OC15	OC16	OC17	OC18	OC19	OC20	OC21	OC22	OC23	OC24	OC25
-1.4158	-0.47027	-0.18617	-1.01316	-1.60345	0.136	-0.62449	-0.78788	-1.0581	-1.48659	-1.37437	-1.86782	-1.88986	-1.18646	-1.15382
-0.0809	-0.47027	-0.18617	0.11068	0.5131	0.136	1.36183	0.51212	0.15641	-1.48659	0.60833	0.41507	0.4747	0.11865	0.23076
1.25399	-1.45559	-1.35641	1.23452	0.5131	1.258	1.36183	0.51212	1.37093	0.60096	0.60833	1.55651	0.4747	0.11865	0.23076
1.25399	-1.45559	-1.35641	0.11068	0.5131	1.258	0.36867	0.51212	1.37093	0.60096	0.60833	0.41507	0.4747	0.11865	0.23076
-1.4158	1.50038	-0.18617	0.11068	0.5131	1.258	-1.61765	-2.08787	0.15641	-2.53036	-0.38302	0.41507	-1.88986	0.11865	1.61535
1.25399	-1.45559	-1.35641	1.23452	0.5131	1.258	1.36183	0.51212	0.15641	0.60096	0.60833	0.41507	0.4747	1.42376	0.23076
-0.0809	0.51506	0.98406	0.11068	0.5131	0.136	0.36867	0.51212	0.15641	0.60096	0.60833	0.41507	0.4747	0.11865	0.23076
-0.0809	0.51506	0.98406	-1.01316	-0.54517	0.136	-0.62449	0.51212	0.15641	-0.44281	-0.38302	0.41507	-0.70758	0.11865	0.23076
-0.0809	1.50038	0.98406	0.11068	0.5131	0.136	0.36867	0.51212	0.15641	0.60096	0.60833	0.41507	0.4747	0.11865	0.23076
-0.0809	-0.47027	-0.18617	-1.01316	0.5131	0.136	0.36867	0.51212	0.15641	-0.44281	0.60833	0.41507	0.4747	0.11865	0.23076
-0.0809	0.51506	-0.18617	-1.01316	0.5131	0.136	-0.62449	0.51212	0.15641	-0.44281	0.60833	0.41507	0.4747	0.11865	1.61535
-1.4158	0.51506	0.98406	0.11068	1.57138	1.258	1.36183	1.81212	1.37093	1.64474	0.60833	1.55651	1.65698	1.42376	0.23076
-1.4158	-0.47027	-0.18617	-1.01316	0.5131	-0.986	-0.62449	-0.78788	0.15641	0.60096	-0.38302	0.41507	-0.70758	0.11865	0.23076
-0.0809	0.51506	-0.18617	-1.01316	-0.54517	0.136	-0.62449	-0.78788	0.15641	-1.48659	-1.37437	0.41507	-0.70758	0.11865	-1.15382
1.25399	0.51506	-0.18617	1.23452	1.57138	1.258	-0.62449	-0.78788	0.15641	-0.44281	0.60833	0.41507	1.65698	1.42376	1.61535
-0.0809	-0.47027	0.98406	0.11068	-1.60345	-0.986	0.36867	-2.08787	-1.0581	-0.44281	-1.37437	1.55651	-1.88986	1.42376	0.23076
-0.0809	-0.47027	-0.18617	-1.01316	0.5131	0.136	-0.62449	0.51212	0.15641	-0.44281	-0.38302	-0.72637	0.4747	0.11865	0.23076
-0.0809	-0.47027	-0.18617	-1.01316	-0.54517	-0.986	-1.61765	0.51212	0.15641	-0.44281	-1.37437	1.55651	-1.88986	1.42376	0.23076
-0.0809	0.51506	0.98406	-1.01316	-0.54517	-0.986	0.36867	-0.78788	0.15641	-0.44281	0.60833	-0.72637	-0.70758	-1.18646	0.23076
-0.0809	-1.45559	-0.18617	0.11068	0.5131	0.136	-0.62449	-0.78788	0.15641	0.60096	0.60833	0.41507	0.4747	1.42376	1.61535
-0.0809	-0.47027	-0.18617	0.11068	0.5131	0.136	0.36867	-0.78788	-1.0581	-0.44281	-0.38302	-0.72637	-0.70758	-1.18646	-1.15382
-0.0809	1.50038	0.98406	1.23452	0.5131	0.136	0.36867	-0.78788	0.15641	-0.44281	-0.38302	0.41507	-0.70758	1.42376	0.23076
1.25399	-0.47027	-0.18617	1.23452	0.5131	0.136	0.36867	-0.78788	0.15641	0.60096	0.60833	0.41507	0.4747	1.42376	0.23076
-0.0809	-0.47027	0.98406	0.11068	-1.60345	0.136	-1.61765	-0.78788	-2.27262	0.60096	-1.37437	1.55651	-0.70758	1.42376	0.23076
-0.0809	-0.47027	0.98406	0.11068	0.5131	0.136	0.36867	0.51212	0.15641	-0.44281	-0.38302	0.41507	0.4747	0.11865	0.23076
1.25399	1.50038	0.98406	0.11068	-0.54517	0.136	0.36867	0.51212	0.15641	0.60096	-0.38302	0.41507	0.4747	-1.18646	-1.15382
1.25399	1.50038	0.98406	0.11068	-0.54517	0.136	0.36867	0.51212	0.15641	0.60096	0.60833	0.41507	0.4747	-1.18646	-1.15382
-0.0809	1.50038	-0.18617	0.11068	0.5131	0.136	-0.62449	-0.78788	0.15641	-0.44281	0.60833	0.41507	0.4747	-1.18646	-1.15382
1.25399	-1.45559	-0.18617	1.23452	1.57138	1.258	1.36183	1.81212	1.37093	0.60096	0.60833	1.55651	1.65698	1.42376	1.61535

OC11	OC12	OC13	OC14	OC15	OC16	OC17	OC18	OC19	OC20	OC21	OC22	OC23	OC24	OC25
1.25399	-0.47027	-1.35641	0.11068	0.5131	0.136	0.36867	0.51212	0.15641	1.64474	1.59968	0.41507	0.4747	0.11865	0.23076
1.25399	-1.45559	-0.18617	1.23452	1.57138	1.258	1.36183	0.51212	1.37093	0.60096	0.60833	1.55651	1.65698	1.42376	1.61535
-0.0809	1.50038	-0.18617	1.23452	1.57138	1.258	1.36183	1.81212	1.37093	1.64474	1.59968	0.41507	0.4747	1.42376	0.23076
1.25399	-1.45559	-0.18617	1.23452	1.57138	1.258	1.36183	1.81212	1.37093	0.60096	0.60833	1.55651	1.65698	1.42376	1.61535
1.25399	-1.45559	-0.18617	1.23452	1.57138	1.258	1.36183	0.51212	1.37093	0.60096	0.60833	1.55651	1.65698	1.42376	1.61535
1.25399	-0.47027	-0.18617	0.11068	0.5131	0.136	0.36867	1.81212	0.15641	0.60096	0.60833	0.41507	1.65698	0.11865	0.23076
-0.0809	1.50038	0.98406	-1.01316	0.5131	0.136	-0.62449	-0.78788	-1.0581	0.60096	-0.38302	-0.72637	0.4747	0.11865	0.23076
-0.0809	1.50038	-1.35641	0.11068	0.5131	0.136	0.36867	0.51212	0.15641	0.60096	0.60833	0.41507	0.4747	0.11865	1.61535
-1.4158	0.51506	0.98406	-1.01316	-0.54517	0.136	0.36867	0.51212	-1.0581	-0.44281	-0.38302	-0.72637	-0.70758	0.11865	0.23076
1.25399	-0.47027	-1.35641	1.23452	-0.54517	1.258	1.36183	1.81212	1.37093	0.60096	0.60833	0.41507	-0.70758	0.11865	-1.15382
1.25399	-0.47027	-0.18617	0.11068	-0.54517	0.136	-0.62449	-0.78788	-1.0581	-0.44281	-1.37437	-1.86782	0.4747	-1.18646	0.23076
-0.0809	0.51506	0.98406	0.11068	0.5131	-0.986	0.36867	-0.78788	-1.0581	0.60096	0.60833	-0.72637	-0.70758	-1.18646	-1.15382
-0.0809	0.51506	-0.18617	0.11068	0.5131	0.136	0.36867	0.51212	0.15641	-0.44281	-1.37437	0.41507	0.4747	0.11865	-1.15382
-0.0809	0.51506	-0.18617	0.11068	-0.54517	0.136	0.36867	-0.78788	0.15641	-0.44281	0.60833	-0.72637	0.4747	0.11865	-1.15382
-0.0809	-0.47027	-1.35641	0.11068	0.5131	0.136	-0.62449	0.51212	0.15641	0.60096	0.60833	0.41507	0.4747	0.11865	-1.15382
-1.4158	0.51506	0.98406	-2.137	-1.60345	-2.108	-0.62449	-0.78788	0.15641	-1.48659	-1.37437	-1.86782	-0.70758	-1.18646	-1.15382
1.25399	-1.45559	-1.35641	0.11068	-0.54517	-0.986	-0.62449	-0.78788	-1.0581	-0.44281	-1.37437	-0.72637	-0.70758	-1.18646	0.23076
-0.0809	-0.47027	-0.18617	0.11068	-0.54517	1.258	0.36867	0.51212	0.15641	0.60096	-1.37437	-0.72637	-0.70758	0.11865	0.23076
-0.0809	0.51506	0.98406	-1.01316	-0.54517	0.136	-0.62449	-0.78788	0.15641	0.60096	-0.38302	-0.72637	-0.70758	0.11865	0.23076
1.25399	-1.45559	-1.35641	1.23452	-2.66172	-2.108	-2.61081	-0.78788	0.15641	-2.53036	-2.36573	0.41507	-0.70758	0.11865	-1.15382
-0.0809	-0.47027	-1.35641	0.11068	-0.54517	0.136	-1.61765	-0.78788	-1.0581	0.60096	0.60833	-0.72637	-0.70758	0.11865	-1.15382
1.25399	-0.47027	-1.35641	0.11068	0.5131	0.136	0.36867	0.51212	0.15641	-0.44281	-0.38302	0.41507	0.4747	0.11865	0.23076
-0.0809	-0.47027	-0.18617	-1.01316	-0.54517	0.136	-1.61765	0.51212	0.15641	-0.44281	0.60833	-1.86782	-0.70758	-1.18646	-1.15382
1.25399	-1.45559	-1.35641	1.23452	0.5131	0.136	0.36867	0.51212	1.37093	1.64474	0.60833	0.41507	0.4747	1.42376	1.61535
-0.0809	0.51506	-0.18617	-1.01316	-0.54517	-0.986	0.36867	-0.78788	-2.27262	-1.48659	-1.37437	-0.72637	-0.70758	-1.18646	-3.92299
-0.0809	0.51506	0.98406	0.11068	0.5131	-0.986	-0.62449	0.51212	-1.0581	-0.44281	0.60833	0.41507	0.4747	0.11865	-1.15382
-1.4158	0.51506	-0.18617	-1.01316	-1.60345	-0.986	-1.61765	-2.08787	-2.27262	-1.48659	-1.37437	-0.72637	-0.70758	-1.18646	0.23076
1.25399	-0.47027	-1.35641	0.11068	-0.54517	-0.986	-1.61765	0.51212	0.15641	-2.53036	-1.37437	-0.72637	-0.70758	-1.18646	0.23076
-0.0809	0.51506	0.98406	0.11068	0.5131	0.136	0.36867	0.51212	0.15641	0.60096	0.60833	0.41507	0.4747	0.11865	0.23076

OC11	OC12	OC13	OC14	OC15	OC16	OC17	OC18	OC19	OC20	OC21	OC22	OC23	OC24	OC25
1.25399	-1.45559	-1.35641	1.23452	0.5131	1.258	1.36183	0.51212	0.15641	0.60096	0.60833	0.41507	0.4747	1.42376	0.23076
-1.4158	1.50038	-0.18617	0.11068	0.5131	1.258	-1.61765	-2.08787	0.15641	-2.53036	-0.38302	0.41507	-1.88986	0.11865	1.61535
1.25399	-1.45559	-1.35641	0.11068	0.5131	1.258	0.36867	0.51212	1.37093	0.60096	0.60833	0.41507	0.4747	0.11865	0.23076
1.25399	-1.45559	-1.35641	1.23452	0.5131	1.258	1.36183	0.51212	1.37093	0.60096	0.60833	1.55651	0.4747	0.11865	0.23076
1.25399	-0.47027	-1.35641	0.11068	0.5131	0.136	0.36867	-0.78788	0.15641	-0.44281	0.60833	-0.72637	-0.70758	0.11865	0.23076
-0.0809	0.51506	-0.18617	1.23452	0.5131	1.258	1.36183	0.51212	0.15641	0.60096	0.60833	1.55651	1.65698	1.42376	0.23076
-0.0809	0.51506	-0.18617	-1.01316	-0.54517	-2.108	-1.61765	-0.78788	-1.0581	-0.44281	-0.38302	-0.72637	-0.70758	-1.18646	0.23076
-0.0809	-0.47027	-0.18617	1.23452	0.5131	1.258	1.36183	0.51212	0.15641	1.64474	0.60833	0.41507	1.65698	1.42376	0.23076
-2.75069	-0.47027	0.98406	0.11068	-0.54517	0.136	-0.62449	-0.78788	-1.0581	-1.48659	0.60833	-1.86782	-1.88986	-1.18646	-1.15382
1.25399	-1.45559	-1.35641	0.11068	-0.54517	1.258	1.36183	0.51212	0.15641	-0.44281	0.60833	0.41507	0.4747	0.11865	1.61535
-0.0809	1.50038	-0.18617	0.11068	-0.54517	0.136	0.36867	-0.78788	0.15641	0.60096	0.60833	0.41507	0.4747	0.11865	0.23076
-0.0809	0.51506	0.98406	1.23452	1.57138	1.258	0.36867	0.51212	-1.0581	-0.44281	-0.38302	0.41507	-0.70758	-1.18646	0.23076
-0.0809	-0.47027	-0.18617	0.11068	0.5131	0.136	0.36867	-0.78788	-1.0581	0.60096	0.60833	0.41507	0.4747	-2.49157	-1.15382
-2.75069	1.50038	-0.18617	0.11068	0.5131	0.136	0.36867	0.51212	0.15641	-0.44281	-0.38302	-1.86782	0.4747	0.11865	-1.15382
-0.0809	0.51506	-0.18617	1.23452	0.5131	0.136	0.36867	0.51212	-1.0581	-0.44281	0.60833	0.41507	-0.70758	0.11865	-1.15382
-0.0809	1.50038	2.15429	0.11068	0.5131	0.136	0.36867	-0.78788	1.37093	-0.44281	0.60833	0.41507	0.4747	1.42376	0.23076
-0.0809	-0.47027	0.98406	0.11068	0.5131	0.136	0.36867	0.51212	0.15641	0.60096	0.60833	0.41507	0.4747	0.11865	0.23076
-0.0809	-0.47027	-1.35641	-1.01316	-0.54517	-0.986	-0.62449	0.51212	0.15641	0.60096	-0.38302	0.41507	-0.70758	0.11865	0.23076
-0.0809	-0.47027	-0.18617	0.11068	-0.54517	0.136	0.36867	0.51212	0.15641	0.60096	0.60833	0.41507	0.4747	0.11865	0.23076
-2.75069	0.51506	-0.18617	-1.01316	-1.60345	0.136	0.36867	-0.78788	-1.0581	-0.44281	-0.38302	0.41507	0.4747	-1.18646	0.23076
-0.0809	-0.47027	-0.18617	-3.26084	-0.54517	-0.986	0.36867	0.51212	0.15641	0.60096	-0.38302	0.41507	0.4747	0.11865	0.23076
-1.4158	2.4857	2.15429	-3.26084	-1.60345	-3.23	-2.61081	-3.38787	-2.27262	0.60096	-2.36573	-1.86782	-3.07214	-2.49157	-2.5384
-1.4158	2.4857	-0.18617	-2.137	0.5131	-2.108	0.36867	0.51212	0.15641	0.60096	-0.38302	-1.86782	-0.70758	-1.18646	0.23076
1.25399	0.51506	0.98406	0.11068	0.5131	0.136	0.36867	0.51212	1.37093	1.64474	1.59968	0.41507	0.4747	0.11865	1.61535
-0.0809	-0.47027	0.98406	0.11068	0.5131	0.136	0.36867	1.81212	0.15641	0.60096	0.60833	1.55651	1.65698	1.42376	1.61535
-1.4158	-1.45559	-1.35641	-1.01316	-2.66172	-2.108	-1.61765	-2.08787	-3.48713	-2.53036	-2.36573	-1.86782	-0.70758	0.11865	-1.15382
-0.0809	-1.45559	-1.35641	-1.01316	0.5131	0.136	0.36867	0.51212	0.15641	0.60096	0.60833	0.41507	0.4747	0.11865	0.23076
-0.0809	0.51506	2.15429	0.11068	0.5131	-0.986	-0.62449	-0.78788	0.15641	0.60096	0.60833	0.41507	0.4747	-1.18646	0.23076
-1.4158	0.51506	-0.18617	-1.01316	0.5131	0.136	0.36867	0.51212	0.15641	-0.44281	0.60833	-0.72637	0.4747	0.11865	0.23076

OC11	OC12	OC13	OC14	OC15	OC16	OC17	OC18	OC19	OC20	OC21	OC22	OC23	OC24	OC25
-0.0809	-0.47027	-0.18617	0.11068	0.5131	0.136	0.36867	0.51212	1.37093	-0.44281	-1.37437	0.41507	0.4747	1.42376	-1.15382
-0.0809	0.51506	0.98406	0.11068	0.5131	0.136	-0.62449	-0.78788	-1.0581	0.60096	0.60833	-0.72637	-0.70758	-1.18646	0.23076
1.25399	-0.47027	-0.18617	0.11068	-0.54517	-0.986	0.36867	-0.78788	0.15641	-0.44281	-1.37437	-1.86782	1.65698	-1.18646	0.23076
-0.0809	-0.47027	-0.18617	1.23452	0.5131	1.258	1.36183	1.81212	1.37093	0.60096	0.60833	-0.72637	-0.70758	0.11865	-1.15382
-0.0809	-1.45559	-1.35641	0.11068	-1.60345	-2.108	-2.61081	-0.78788	1.37093	-1.48659	-1.37437	-0.72637	-0.70758	0.11865	-1.15382
-0.0809	0.51506	0.98406	-1.01316	-0.54517	1.258	-0.62449	-0.78788	1.37093	0.60096	-0.38302	-0.72637	-0.70758	0.11865	0.23076
-0.0809	-1.45559	-1.35641	1.23452	-0.54517	1.258	0.36867	0.51212	0.15641	0.60096	-2.36573	-0.72637	-0.70758	1.42376	0.23076
-0.0809	-0.47027	-0.18617	1.23452	-0.54517	-0.986	-0.62449	-0.78788	-1.0581	-1.48659	-1.37437	-0.72637	-0.70758	-1.18646	0.23076
-1.4158	0.51506	0.98406	-2.137	-1.60345	-0.986	0.36867	0.51212	0.15641	-1.48659	-1.37437	-1.86782	-0.70758	-1.18646	-1.15382
-0.0809	-0.47027	-0.18617	0.11068	0.5131	0.136	-0.62449	-0.78788	-1.0581	1.64474	1.59968	-0.72637	-0.70758	0.11865	-1.15382
-0.0809	-0.47027	-0.18617	0.11068	0.5131	0.136	0.36867	1.81212	1.37093	-0.44281	-0.38302	0.41507	0.4747	0.11865	-1.15382
-0.0809	-0.47027	-0.18617	-1.01316	-0.54517	-0.986	-0.62449	0.51212	0.15641	-1.48659	-1.37437	-0.72637	-0.70758	-1.18646	0.23076
-1.4158	0.51506	-0.18617	-2.137	-1.60345	-0.986	-0.62449	-0.78788	-1.0581	-1.48659	-0.38302	-0.72637	-0.70758	-1.18646	0.23076
-0.0809	0.51506	0.98406	1.23452	1.57138	-0.986	-0.62449	0.51212	-1.0581	-0.44281	1.59968	1.55651	1.65698	1.42376	-1.15382
-0.0809	-0.47027	-0.18617	1.23452	1.57138	1.258	0.36867	0.51212	1.37093	1.64474	1.59968	1.55651	0.4747	0.11865	1.61535
-0.0809	0.51506	0.98406	-1.01316	-0.54517	-0.986	0.36867	0.51212	-1.0581	-1.48659	-1.37437	-0.72637	-0.70758	-1.18646	-1.15382

OM26	OM27	OM28	OM29	OM30	OM31	OM32	OM33	OM34	OM35	OM36	OE37	OE38	OE39	OE40
-2.48714	-0.87192	-1.87165	-1.89193	-0.67651	-0.90658	-0.99024	-0.60612	-0.73746	-0.8238	-1.08934	-1.18838	-1.18394	-2.03132	-0.97082
0.40539	-0.87192	-0.63015	-0.71947	0.58123	0.51805	0.04715	0.40664	0.23599	0.14711	0.119	0.01828	0.037	0.39523	0.27334
0.40539	-0.87192	0.61134	-0.71947	-1.93426	-0.90658	1.08454	1.4194	1.20944	0.14711	-2.29769	-2.39505	-2.40488	-2.03132	-2.21498
0.40539	0.58496	0.61134	0.453	0.58123	0.51805	-0.99024	-0.60612	0.23599	0.14711	1.32735	1.22495	1.25794	1.60851	1.5175
-1.04087	0.58496	-1.87165	0.453	-1.93426	-0.90658	-2.02762	-1.61888	-1.71092	-1.7947	-2.29769	-2.39505	-1.18394	-2.03132	-3.45914
-1.04087	-0.87192	-0.63015	-0.71947	-0.67651	-0.90658	0.04715	0.40664	-0.73746	-0.8238	-2.29769	-2.39505	-2.40488	-2.03132	-2.21498
1.85166	2.04184	1.85284	1.62546	1.83898	1.94268	-0.99024	-0.60612	-0.73746	0.14711	1.32735	1.22495	1.25794	1.60851	1.5175
1.85166	2.04184	1.85284	1.62546	1.83898	1.94268	2.12193	1.4194	1.20944	1.11801	1.32735	1.22495	1.25794	1.60851	1.5175
-1.04087	-0.87192	-0.63015	-0.71947	0.58123	-0.90658	-2.02762	-1.61888	-1.71092	-1.7947	-1.08934	0.01828	-1.18394	0.39523	-0.97082
1.85166	-0.87192	0.61134	0.453	0.58123	0.51805	0.04715	-0.60612	-0.73746	-0.8238	1.32735	1.22495	1.25794	1.60851	1.5175
0.40539	-0.87192	0.61134	0.453	0.58123	0.51805	1.08454	1.4194	1.20944	1.11801	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	0.61134	0.453	0.58123	-0.90658	0.04715	0.40664	0.23599	1.11801	0.119	0.01828	0.037	0.39523	0.27334
-1.04087	0.58496	-1.87165	0.453	0.58123	-0.90658	-0.99024	-1.61888	-1.71092	-0.8238	1.32735	1.22495	1.25794	1.60851	-0.97082
0.40539	0.58496	0.61134	0.453	0.58123	0.51805	1.08454	1.4194	1.20944	1.11801	0.119	0.01828	0.037	0.39523	0.27334
-1.04087	-0.87192	-0.63015	-0.71947	-0.67651	0.51805	0.04715	0.40664	1.20944	0.14711	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	1.85284	0.453	0.58123	0.51805	1.08454	1.4194	1.20944	1.11801	1.32735	1.22495	0.037	0.39523	0.27334
0.40539	0.58496	-0.63015	1.62546	1.83898	0.51805	1.08454	-1.61888	-1.71092	-1.7947	1.32735	1.22495	1.25794	0.39523	1.5175
-1.04087	-0.87192	0.61134	-0.71947	-0.67651	-0.90658	-0.99024	-1.61888	-0.73746	-0.8238	0.119	0.01828	1.25794	0.39523	0.27334
-1.04087	-0.87192	-0.63015	0.453	0.58123	-0.90658	1.08454	-0.60612	-0.73746	-0.8238	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	0.61134	0.453	0.58123	0.51805	1.08454	1.4194	1.20944	1.11801	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	-0.63015	-0.71947	-0.67651	-0.90658	0.04715	0.40664	0.23599	0.14711	0.119	0.01828	0.037	-0.81804	-0.97082
0.40539	-0.87192	-0.63015	0.453	0.58123	-0.90658	-0.99024	1.4194	1.20944	1.11801	0.119	0.01828	0.037	-0.81804	0.27334
1.85166	2.04184	0.61134	1.62546	0.58123	0.51805	-0.99024	-0.60612	-0.73746	-0.8238	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	0.61134	0.453	0.58123	0.51805	-0.99024	-0.60612	-0.73746	-0.8238	0.119	0.01828	0.037	0.39523	0.27334
-2.48714	-2.3288	-0.63015	0.453	-0.67651	-0.90658	0.04715	-0.60612	0.23599	0.14711	0.119	0.01828	0.037	-0.81804	0.27334
0.40539	0.58496	0.61134	0.453	0.58123	0.51805	-0.99024	-0.60612	0.23599	1.11801	1.32735	1.22495	1.25794	0.39523	1.5175
-1.04087	-2.3288	-0.63015	0.453	-1.93426	-0.90658	-0.99024	-0.60612	-0.73746	-0.8238	-2.29769	-2.39505	-1.18394	-0.81804	-0.97082
0.40539	0.58496	0.61134	0.453	0.58123	-0.90658	1.08454	1.4194	1.20944	1.11801	1.32735	1.22495	1.25794	1.60851	1.5175
0.40539	0.58496	-0.63015	0.453	0.58123	-0.90658	0.04715	0.40664	0.23599	0.14711	0.119	0.01828	0.037	0.39523	0.27334

OM26	OM27	OM28	OM29	OM30	OM31	OM32	OM33	OM34	OM35	OM36	OE37	OE38	OE39	OE40
-1.04087	0.58496	0.61134	-1.89193	-1.93426	-0.90658	0.04715	-0.60612	-0.73746	1.11801	-1.08934	-2.39505	-2.40488	-0.81804	-0.97082
0.40539	0.58496	0.61134	1.62546	0.58123	0.51805	1.08454	1.4194	1.20944	1.11801	0.119	0.01828	1.25794	0.39523	0.27334
0.40539	-0.87192	-0.63015	-0.71947	-0.67651	-0.90658	1.08454	0.40664	0.23599	0.14711	0.119	0.01828	1.25794	1.60851	1.5175
0.40539	0.58496	-0.63015	-0.71947	-0.67651	0.51805	0.04715	-1.61888	-1.71092	-1.7947	1.32735	1.22495	1.25794	-0.81804	-0.97082
0.40539	0.58496	0.61134	0.453	-1.93426	0.51805	-2.02762	-1.61888	-0.73746	-0.8238	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	-0.63015	0.453	0.58123	0.51805	1.08454	0.40664	0.23599	0.14711	1.32735	1.22495	1.25794	0.39523	0.27334
0.40539	0.58496	0.61134	0.453	0.58123	0.51805	0.04715	0.40664	0.23599	0.14711	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	0.61134	-0.71947	0.58123	0.51805	0.04715	0.40664	0.23599	0.14711	1.32735	1.22495	1.25794	0.39523	0.27334
0.40539	0.58496	0.61134	0.453	0.58123	0.51805	1.08454	1.4194	1.20944	1.11801	0.119	0.01828	0.037	-0.81804	0.27334
0.40539	0.58496	0.61134	0.453	0.58123	0.51805	1.08454	1.4194	1.20944	1.11801	0.119	0.01828	0.037	0.39523	0.27334
1.85166	2.04184	1.85284	1.62546	1.83898	1.94268	1.08454	1.4194	1.20944	1.11801	1.32735	1.22495	1.25794	-0.81804	0.27334
0.40539	0.58496	-0.63015	1.62546	1.83898	1.94268	2.12193	-0.60612	0.23599	0.14711	1.32735	1.22495	1.25794	1.60851	1.5175
-1.04087	0.58496	0.61134	0.453	0.58123	-0.90658	-0.99024	-0.60612	-0.73746	-0.8238	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	-0.63015	0.453	-0.67651	-0.90658	-0.99024	0.40664	-0.73746	-0.8238	0.119	0.01828	0.037	0.39523	-0.97082
1.85166	0.58496	0.61134	0.453	-0.67651	0.51805	0.04715	0.40664	-0.73746	-0.8238	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	1.85284	1.62546	0.58123	0.51805	-0.99024	-0.60612	-0.73746	0.14711	1.32735	1.22495	1.25794	-0.81804	0.27334
0.40539	0.58496	-0.63015	0.453	0.58123	0.51805	-0.99024	-0.60612	-0.73746	0.14711	0.119	0.01828	0.037	-0.81804	1.5175
0.40539	0.58496	1.85284	1.62546	0.58123	0.51805	0.04715	0.40664	0.23599	0.14711	1.32735	1.22495	-1.18394	0.39523	1.5175
0.40539	0.58496	-0.63015	0.453	0.58123	0.51805	0.04715	1.4194	0.23599	1.11801	0.119	-1.18838	0.037	-0.81804	-0.97082
1.85166	2.04184	1.85284	1.62546	1.83898	1.94268	2.12193	1.4194	2.18289	2.08891	1.32735	1.22495	1.25794	1.60851	1.5175
-1.04087	-0.87192	-0.63015	-0.71947	-0.67651	-0.90658	0.04715	0.40664	0.23599	0.14711	-1.08934	-1.18838	-2.40488	-0.81804	-0.97082
1.85166	0.58496	0.61134	0.453	-0.67651	-2.33122	0.04715	-0.60612	-0.73746	1.11801	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	-0.63015	0.453	-0.67651	0.51805	0.04715	0.40664	1.20944	1.11801	0.119	1.22495	0.037	-0.81804	0.27334
-1.04087	-2.3288	0.61134	-1.89193	-0.67651	1.94268	0.04715	2.43216	0.23599	1.11801	-2.29769	0.01828	-1.18394	0.39523	1.5175
0.40539	-0.87192	0.61134	-0.71947	-0.67651	0.51805	1.08454	0.40664	1.20944	1.11801	0.119	0.01828	0.037	0.39523	-0.97082
0.40539	0.58496	-1.87165	-1.89193	-1.93426	0.51805	-0.99024	0.40664	0.23599	0.14711	0.119	0.01828	0.037	-0.81804	-0.97082
0.40539	0.58496	-0.63015	-1.89193	-1.93426	0.51805	-0.99024	0.40664	0.23599	0.14711	1.32735	0.01828	0.037	-0.81804	-0.97082
0.40539	0.58496	0.61134	0.453	-0.67651	0.51805	0.04715	0.40664	0.23599	1.11801	0.119	1.22495	0.037	0.39523	-0.97082
0.40539	0.58496	1.85284	0.453	0.58123	1.94268	0.04715	0.40664	1.20944	1.11801	0.119	1.22495	0.037	0.39523	0.27334

OM26	OM27	OM28	OM29	OM30	OM31	OM32	OM33	OM34	OM35	OM36	OE37	OE38	OE39	OE40
-1.04087	2.04184	0.61134	0.453	0.58123	0.51805	0.04715	0.40664	2.18289	2.08891	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	1.85284	0.453	0.58123	1.94268	0.04715	0.40664	1.20944	1.11801	0.119	1.22495	0.037	0.39523	0.27334
0.40539	0.58496	0.61134	0.453	0.58123	0.51805	2.12193	0.40664	0.23599	0.14711	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	1.85284	0.453	0.58123	1.94268	0.04715	0.40664	1.20944	1.11801	0.119	1.22495	0.037	0.39523	0.27334
0.40539	0.58496	1.85284	0.453	0.58123	1.94268	0.04715	0.40664	1.20944	1.11801	0.119	1.22495	0.037	0.39523	0.27334
0.40539	-0.87192	0.61134	0.453	-0.67651	0.51805	0.04715	0.40664	2.18289	2.08891	1.32735	0.01828	0.037	0.39523	0.27334
1.85166	0.58496	0.61134	1.62546	1.83898	0.51805	1.08454	2.43216	2.18289	2.08891	1.32735	1.22495	1.25794	0.39523	0.27334
0.40539	-0.87192	0.61134	0.453	-0.67651	-0.90658	1.08454	1.4194	1.20944	1.11801	0.119	0.01828	1.25794	1.60851	0.27334
-1.04087	0.58496	-0.63015	0.453	0.58123	-0.90658	0.04715	0.40664	0.23599	0.14711	0.119	0.01828	0.037	0.39523	0.27334
-1.04087	-0.87192	0.61134	1.62546	0.58123	0.51805	-0.99024	0.40664	0.23599	0.14711	0.119	0.01828	1.25794	0.39523	0.27334
-1.04087	-2.3288	-1.87165	-1.89193	-0.67651	-0.90658	-0.99024	-0.60612	-0.73746	-0.8238	-1.08934	0.01828	-1.18394	-0.81804	-0.97082
0.40539	-0.87192	0.61134	-0.71947	0.58123	-0.90658	1.08454	0.40664	0.23599	1.11801	0.119	0.01828	-1.18394	-0.81804	0.27334
0.40539	0.58496	-0.63015	-0.71947	-0.67651	-0.90658	1.08454	1.4194	1.20944	1.11801	0.119	0.01828	-1.18394	-0.81804	0.27334
0.40539	0.58496	-0.63015	0.453	0.58123	-0.90658	0.04715	0.40664	0.23599	0.14711	0.119	0.01828	0.037	0.39523	0.27334
0.40539	-0.87192	0.61134	0.453	0.58123	0.51805	0.04715	0.40664	0.23599	0.14711	0.119	0.01828	0.037	0.39523	-0.97082
-2.48714	-0.87192	-0.63015	-1.89193	-0.67651	-2.33122	-0.99024	-0.60612	-0.73746	-0.8238	-1.08934	-2.39505	-2.40488	-2.03132	-0.97082
-1.04087	-0.87192	0.61134	0.453	-0.67651	-0.90658	-0.99024	-0.60612	-0.73746	0.14711	-1.08934	-1.18838	-1.18394	-0.81804	-2.21498
-1.04087	-0.87192	-0.63015	0.453	0.58123	-0.90658	0.04715	0.40664	0.23599	0.14711	-1.08934	0.01828	0.037	-0.81804	-0.97082
0.40539	0.58496	0.61134	-0.71947	0.58123	0.51805	1.08454	0.40664	1.20944	1.11801	-1.08934	-1.18838	0.037	0.39523	0.27334
-2.48714	-0.87192	0.61134	-3.06439	-0.67651	-0.90658	1.08454	-1.61888	-1.71092	-1.7947	-1.08934	-1.18838	-1.18394	-3.24459	-0.97082
0.40539	-0.87192	-0.63015	0.453	0.58123	0.51805	0.04715	-0.60612	0.23599	-0.8238	0.119	0.01828	-1.18394	-0.81804	0.27334
-1.04087	-0.87192	-0.63015	0.453	-0.67651	0.51805	1.08454	0.40664	0.23599	0.14711	-1.08934	-1.18838	-1.18394	-0.81804	0.27334
-1.04087	0.58496	-0.63015	-0.71947	-1.93426	-0.90658	0.04715	0.40664	0.23599	0.14711	0.119	0.01828	0.037	-0.81804	-0.97082
1.85166	0.58496	-0.63015	-0.71947	0.58123	-0.90658	-0.99024	-0.60612	-0.73746	-0.8238	1.32735	1.22495	1.25794	0.39523	1.5175
-1.04087	-0.87192	-1.87165	-1.89193	-1.93426	-0.90658	0.04715	-0.60612	0.23599	0.14711	0.119	0.01828	1.25794	1.60851	0.27334
-1.04087	-0.87192	-0.63015	-0.71947	-0.67651	-0.90658	1.08454	0.40664	0.23599	0.14711	-2.29769	-2.39505	-2.40488	-2.03132	-0.97082
-1.04087	-0.87192	-1.87165	-0.71947	-1.93426	-0.90658	-0.99024	-1.61888	-1.71092	-0.8238	-2.29769	0.01828	0.037	-0.81804	0.27334
-1.04087	-0.87192	-0.63015	-0.71947	-0.67651	0.51805	-2.02762	-1.61888	-1.71092	-1.7947	-1.08934	0.01828	0.037	-0.81804	0.27334
0.40539	0.58496	0.61134	0.453	0.58123	0.51805	0.04715	0.40664	0.23599	0.14711	0.119	0.01828	0.037	0.39523	0.27334

OM26	OM27	OM28	OM29	OM30	OM31	OM32	OM33	OM34	OM35	OM36	OE37	OE38	OE39	OE40
0.40539	0.58496	-0.63015	0.453	0.58123	0.51805	1.08454	0.40664	0.23599	0.14711	1.32735	1.22495	1.25794	0.39523	0.27334
0.40539	0.58496	0.61134	0.453	-1.93426	0.51805	-2.02762	-1.61888	-0.73746	-0.8238	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	-0.63015	-0.71947	-0.67651	0.51805	0.04715	-1.61888	-1.71092	-1.7947	1.32735	1.22495	1.25794	-0.81804	-0.97082
0.40539	-0.87192	-0.63015	-0.71947	-0.67651	-0.90658	1.08454	0.40664	0.23599	0.14711	0.119	0.01828	1.25794	1.60851	1.5175
0.40539	0.58496	-0.63015	0.453	0.58123	-0.90658	0.04715	0.40664	0.23599	0.14711	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	0.61134	0.453	0.58123	-0.90658	1.08454	1.4194	1.20944	1.11801	1.32735	1.22495	1.25794	1.60851	1.5175
-1.04087	-2.3288	-0.63015	0.453	-1.93426	-0.90658	-0.99024	-0.60612	-0.73746	-0.8238	-1.08934	-1.18838	-1.18394	-0.81804	-0.97082
0.40539	0.58496	0.61134	0.453	0.58123	0.51805	0.04715	0.40664	0.23599	1.11801	1.32735	1.22495	1.25794	0.39523	1.5175
-2.48714	-2.3288	-0.63015	0.453	-0.67651	-0.90658	0.04715	-0.60612	0.23599	-0.8238	0.119	0.01828	0.037	-0.81804	0.27334
1.85166	0.58496	0.61134	0.453	0.58123	0.51805	-0.99024	-0.60612	-0.73746	-0.8238	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	-0.63015	-0.71947	-0.67651	0.51805	0.04715	-0.60612	1.20944	1.11801	0.119	0.01828	0.037	-0.81804	0.27334
0.40539	0.58496	-0.63015	-0.71947	-0.67651	-0.90658	0.04715	-0.60612	-0.73746	-0.8238	0.119	0.01828	0.037	-0.81804	-0.97082
0.40539	0.58496	0.61134	0.453	0.58123	0.51805	1.08454	1.4194	1.20944	1.11801	0.119	0.01828	0.037	0.39523	0.27334
-1.04087	-0.87192	-0.63015	0.453	0.58123	-0.90658	1.08454	-0.60612	-0.73746	-0.8238	0.119	0.01828	0.037	0.39523	0.27334
-1.04087	-0.87192	0.61134	-0.71947	-0.67651	0.51805	-0.99024	-1.61888	-0.73746	-0.8238	0.119	0.01828	1.25794	0.39523	0.27334
0.40539	0.58496	-0.63015	1.62546	1.83898	0.51805	1.08454	-1.61888	-1.71092	-1.7947	1.32735	1.22495	1.25794	-0.81804	0.27334
0.40539	-0.87192	1.85284	0.453	0.58123	0.51805	1.08454	1.4194	0.23599	0.14711	1.32735	1.22495	0.037	0.39523	0.27334
0.40539	0.58496	0.61134	-0.71947	-0.67651	-0.90658	0.04715	0.40664	1.20944	0.14711	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	-0.63015	-0.71947	0.58123	1.94268	1.08454	1.4194	1.20944	1.11801	0.119	0.01828	0.037	0.39523	0.27334
-1.04087	0.58496	-1.87165	0.453	0.58123	-0.90658	-0.99024	-1.61888	-1.71092	-1.7947	1.32735	1.22495	1.25794	1.60851	-0.97082
0.40539	-0.87192	-0.63015	-0.71947	0.58123	0.51805	0.04715	0.40664	0.23599	0.14711	0.119	0.01828	0.037	0.39523	0.27334
-1.04087	0.58496	-1.87165	0.453	-1.93426	-0.90658	-2.02762	-1.61888	-1.71092	-1.7947	-2.29769	-2.39505	-1.18394	-2.03132	-3.45914
0.40539	-0.87192	-0.63015	-0.71947	-0.67651	-0.90658	-0.99024	-0.60612	-0.73746	-0.8238	-2.29769	-2.39505	-2.40488	-2.03132	-2.21498
1.85166	2.04184	1.85284	1.62546	1.83898	1.94268	-0.99024	-0.60612	-0.73746	0.14711	0.119	0.01828	0.037	0.39523	0.27334
1.85166	2.04184	1.85284	0.453	0.58123	0.51805	1.08454	0.40664	0.23599	0.14711	0.119	0.01828	0.037	0.39523	0.27334
-1.04087	-0.87192	-0.63015	-0.71947	1.83898	0.51805	-2.02762	-1.61888	-1.71092	-1.7947	-1.08934	-1.18838	-1.18394	0.39523	-0.97082
-1.04087	-0.87192	0.61134	0.453	0.58123	0.51805	0.04715	-1.61888	-1.71092	-1.7947	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	-0.63015	-0.71947	0.58123	1.94268	0.04715	0.40664	0.23599	0.14711	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	-0.63015	-0.71947	-0.67651	-0.90658	0.04715	0.40664	0.23599	0.14711	1.32735	1.22495	1.25794	1.60851	1.5175

OM26	OM27	OM28	OM29	OM30	OM31	OM32	OM33	OM34	OM35	OM36	OE37	OE38	OE39	OE40
0.40539	0.58496	-0.63015	-0.71947	-0.67651	-0.90658	0.04715	0.40664	0.23599	0.14711	0.119	0.01828	0.037	0.39523	0.27334
0.40539	-0.87192	0.61134	-0.71947	0.58123	-0.90658	1.08454	0.40664	0.23599	0.14711	0.119	0.01828	0.037	0.39523	0.27334
0.40539	-2.3288	-1.87165	-1.89193	-0.67651	-0.90658	-0.99024	-0.60612	-0.73746	-0.8238	-1.08934	0.01828	0.037	-0.81804	-0.97082
-1.04087	0.58496	0.61134	1.62546	0.58123	-0.90658	-0.99024	0.40664	0.23599	0.14711	0.119	0.01828	1.25794	1.60851	1.5175
-1.04087	-0.87192	0.61134	-3.06439	-0.67651	-0.90658	1.08454	-1.61888	-1.71092	-1.7947	-1.08934	-1.18838	-1.18394	-3.24459	-2.21498
0.40539	-0.87192	-0.63015	-0.71947	0.58123	0.51805	1.08454	1.4194	1.20944	1.11801	-1.08934	-1.18838	0.037	0.39523	0.27334
-1.04087	-0.87192	0.61134	0.453	0.58123	-0.90658	0.04715	0.40664	0.23599	0.14711	-1.08934	0.01828	0.037	-0.81804	-0.97082
-1.04087	-0.87192	0.61134	0.453	0.58123	0.51805	-0.99024	-0.60612	-0.73746	-0.8238	-1.08934	-1.18838	-1.18394	-0.81804	-2.21498
-1.04087	-0.87192	-0.63015	-1.89193	-0.67651	-2.33122	-0.99024	-0.60612	-0.73746	-0.8238	-1.08934	-2.39505	-2.40488	-0.81804	-0.97082
0.40539	0.58496	0.61134	0.453	0.58123	0.51805	0.04715	-0.60612	0.23599	-0.8238	0.119	0.01828	0.037	0.39523	0.27334
-1.04087	-0.87192	-0.63015	0.453	0.58123	0.51805	1.08454	0.40664	0.23599	0.14711	-1.08934	-1.18838	-1.18394	-0.81804	0.27334
-1.04087	-0.87192	-0.63015	-0.71947	-0.67651	1.94268	-2.02762	-1.61888	-1.71092	-1.7947	0.119	0.01828	0.037	0.39523	0.27334
0.40539	0.58496	-1.87165	-0.71947	-1.93426	-0.90658	-0.99024	-0.60612	-0.73746	-0.8238	-1.08934	0.01828	0.037	0.39523	0.27334
-1.04087	-0.87192	-0.63015	-0.71947	-0.67651	-0.90658	1.08454	-0.60612	-0.73746	-0.8238	-2.29769	-2.39505	-2.40488	-0.81804	-0.97082
0.40539	0.58496	-0.63015	0.453	0.58123	-0.90658	-2.02762	-1.61888	-1.71092	-1.7947	0.119	0.01828	0.037	0.39523	0.27334
-1.04087	-0.87192	-1.87165	-1.89193	-1.93426	-0.90658	0.04715	0.40664	0.23599	0.14711	0.119	0.01828	0.037	0.39523	0.27334

OE41	OE42	OE43	OE44	OE45	OE46	T47	T48	T49	T50	T51	T52	T53	T54	T55
-2.37381	-2.21645	-0.55484	-0.54318	-1.79333	-1.00783	-0.66709	-1.86832	-0.80851	0.55382	-1.06737	-1.07663	-0.70361	-1.03386	-2.17087
0.15315	0.38418	-0.55484	-1.62954	0.419	0.27134	0.52286	0.49166	0.33905	-0.4476	0.17947	0.26408	0.58634	0.30408	-0.83183
-2.37381	-2.21645	-1.71737	-1.62954	-1.79333	0.27134	-1.85705	-1.86832	-1.95606	-1.44902	-2.31422	-2.41734	-1.99356	-2.37179	-2.17087
1.41663	1.6845	1.77021	1.62954	1.52517	0.27134	0.52286	0.49166	0.33905	-0.4476	1.42631	1.60479	-3.28351	1.64201	-0.83183
-1.11033	-2.21645	0.60768	-0.54318	-0.68716	0.27134	-1.85705	-1.86832	-3.10362	-1.44902	-2.31422	-2.41734	-0.70361	-1.03386	0.50721
-2.37381	-2.21645	-1.71737	-1.62954	-1.79333	-2.28699	-1.85705	-3.04831	-1.95606	-2.45044	-2.31422	-1.07663	-1.99356	-1.03386	-2.17087
1.41663	1.6845	1.77021	1.62954	1.52517	1.5505	1.71281	1.67166	1.48661	1.55524	1.42631	1.60479	1.87629	1.64201	1.84625
1.41663	1.6845	0.60768	-0.54318	-0.68716	-1.00783	0.52286	1.67166	1.48661	1.55524	1.42631	1.60479	1.87629	1.64201	0.50721
-1.11033	-0.91613	-2.87989	-2.7159	-2.8995	-1.00783	-0.66709	-1.86832	-0.80851	-1.44902	-1.06737	-1.07663	-0.70361	-1.03386	-0.83183
1.41663	1.6845	1.77021	1.62954	1.52517	0.27134	-0.66709	-0.68833	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
0.15315	0.38418	0.60768	0.54318	0.419	1.5505	0.52286	1.67166	0.33905	1.55524	0.17947	1.60479	0.58634	1.64201	0.50721
0.15315	-0.91613	0.60768	-0.54318	-0.68716	0.27134	-0.66709	-0.68833	-0.80851	-0.4476	0.17947	0.26408	0.58634	0.30408	0.50721
-1.11033	-2.21645	-0.55484	-1.62954	0.419	-1.00783	-1.85705	0.49166	0.33905	0.55382	0.17947	0.26408	1.87629	1.64201	0.50721
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	0.52286	0.49166	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	-1.85705	0.49166	0.33905	-0.4476	-1.06737	0.26408	-0.70361	0.30408	0.50721
0.15315	0.38418	0.60768	0.54318	1.52517	1.5505	0.52286	0.49166	1.48661	0.55382	1.42631	0.26408	0.58634	1.64201	1.84625
1.41663	1.6845	1.77021	1.62954	1.52517	0.27134	0.52286	-0.68833	1.48661	0.55382	1.42631	1.60479	0.58634	1.64201	0.50721
0.15315	0.38418	-0.55484	-1.62954	-1.79333	0.27134	0.52286	0.49166	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	-0.83183
0.15315	0.38418	-0.55484	-0.54318	-0.68716	-1.00783	0.52286	-0.68833	0.33905	-1.44902	-2.31422	-1.07663	0.58634	-1.03386	-0.83183
0.15315	0.38418	0.60768	0.54318	0.419	-1.00783	0.52286	0.49166	-0.80851	0.55382	0.17947	0.26408	-0.70361	-1.03386	0.50721
-1.11033	0.38418	-0.55484	-0.54318	-0.68716	0.27134	0.52286	-0.68833	-0.80851	0.55382	-1.06737	-1.07663	-0.70361	-1.03386	0.50721
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	-1.85705	-0.68833	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
0.15315	0.38418	0.60768	0.54318	1.52517	0.27134	-0.66709	0.49166	0.33905	1.55524	1.42631	0.26408	0.58634	0.30408	0.50721
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	0.52286	0.49166	0.33905	-0.4476	0.17947	0.26408	0.58634	0.30408	0.50721
-1.11033	-0.91613	-0.55484	-0.54318	-0.68716	0.27134	-0.66709	-0.68833	-0.80851	-0.4476	0.17947	0.26408	0.58634	0.30408	-0.83183
1.41663	0.38418	-0.55484	0.54318	0.419	0.27134	0.52286	0.49166	0.33905	0.55382	0.17947	0.26408	-0.70361	-1.03386	-0.83183
-1.11033	-2.21645	-1.71737	0.54318	-1.79333	-2.28699	-0.66709	-0.68833	-0.80851	-1.44902	-1.06737	-2.41734	-0.70361	-2.37179	-0.83183
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	-1.85705	-0.68833	0.33905	-0.4476	0.17947	-1.07663	-0.70361	0.30408	0.50721
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	0.52286	-0.68833	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721

OE41	OE42	OE43	OE44	OE45	OE46	T47	T48	T49	T50	T51	T52	T53	T54	T55
-2.37381	-2.21645	-0.55484	-1.62954	-0.68716	-2.28699	-0.66709	-1.86832	-1.95606	-0.4476	-1.06737	-2.41734	-1.99356	-1.03386	-3.50991
0.15315	0.38418	0.60768	-0.54318	-0.68716	-1.00783	-0.66709	0.49166	0.33905	-1.44902	1.42631	0.26408	-0.70361	0.30408	0.50721
0.15315	0.38418	0.60768	0.54318	-0.68716	0.27134	0.52286	0.49166	1.48661	0.55382	1.42631	0.26408	-0.70361	-1.03386	0.50721
0.15315	0.38418	-0.55484	-0.54318	-0.68716	0.27134	0.52286	0.49166	1.48661	1.55524	-1.06737	-1.07663	-0.70361	1.64201	-0.83183
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	0.52286	-0.68833	-0.80851	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	0.52286	0.49166	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
1.41663	0.38418	0.60768	1.62954	0.419	1.5505	1.71281	1.67166	1.48661	-0.4476	0.17947	0.26408	1.87629	1.64201	0.50721
0.15315	0.38418	0.60768	1.62954	0.419	0.27134	0.52286	0.49166	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	0.52286	0.49166	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
1.41663	1.6845	-0.55484	1.62954	1.52517	1.5505	1.71281	1.67166	1.48661	1.55524	1.42631	1.60479	1.87629	1.64201	0.50721
1.41663	0.38418	1.77021	-0.54318	0.419	0.27134	0.52286	0.49166	0.33905	0.55382	-1.06737	0.26408	0.58634	-1.03386	-0.83183
0.15315	-0.91613	0.60768	-0.54318	0.419	0.27134	0.52286	-0.68833	0.33905	-1.44902	-1.06737	-1.07663	-1.99356	-1.03386	0.50721
1.41663	-0.91613	-1.71737	-0.54318	0.419	0.27134	0.52286	0.49166	0.33905	-0.4476	0.17947	0.26408	0.58634	0.30408	-0.83183
0.15315	0.38418	0.60768	-0.54318	0.419	1.5505	0.52286	-0.68833	0.33905	0.55382	0.17947	0.26408	-0.70361	0.30408	-0.83183
1.41663	0.38418	-0.55484	0.54318	1.52517	1.5505	0.52286	0.49166	1.48661	0.55382	1.42631	0.26408	0.58634	1.64201	1.84625
1.41663	0.38418	-0.55484	0.54318	0.419	0.27134	1.71281	1.67166	1.48661	1.55524	1.42631	0.26408	1.87629	1.64201	-0.83183
0.15315	-0.91613	0.60768	0.54318	0.419	0.27134	0.52286	0.49166	1.48661	0.55382	1.42631	0.26408	-0.70361	-1.03386	1.84625
0.15315	0.38418	0.60768	-0.54318	0.419	0.27134	-0.66709	-0.68833	0.33905	0.55382	-1.06737	0.26408	-0.70361	0.30408	-0.83183
1.41663	1.6845	0.60768	0.54318	0.419	0.27134	-0.66709	0.49166	1.48661	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
-2.37381	-0.91613	-0.55484	-1.62954	-0.68716	0.27134	0.52286	0.49166	0.33905	-1.44902	0.17947	0.26408	0.58634	0.30408	-0.83183
0.15315	0.38418	-0.55484	0.54318	0.419	1.5505	0.52286	0.49166	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	1.84625
1.41663	0.38418	0.60768	1.62954	0.419	0.27134	1.71281	0.49166	0.33905	1.55524	0.17947	0.26408	-1.99356	0.30408	0.50721
-1.11033	-0.91613	0.60768	-0.54318	0.419	-1.00783	-0.66709	1.67166	-0.80851	0.55382	-1.06737	0.26408	-1.99356	0.30408	0.50721
0.15315	0.38418	-0.55484	0.54318	0.419	0.27134	0.52286	-0.68833	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
0.15315	0.38418	-0.55484	-0.54318	-0.68716	0.27134	-0.66709	-0.68833	-0.80851	-0.4476	0.17947	-1.07663	-1.99356	-1.03386	0.50721
0.15315	0.38418	-0.55484	-0.54318	-0.68716	0.27134	-0.66709	-0.68833	-0.80851	-0.4476	0.17947	-1.07663	-1.99356	-1.03386	0.50721
0.15315	-0.91613	-0.55484	-0.54318	0.419	0.27134	0.52286	0.49166	-0.80851	0.55382	0.17947	0.26408	-0.70361	-1.03386	0.50721
1.41663	1.6845	1.77021	0.54318	1.52517	1.5505	1.71281	1.67166	1.48661	1.55524	1.42631	1.60479	-0.70361	0.30408	0.50721
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	0.52286	0.49166	0.33905	-0.4476	0.17947	1.60479	0.58634	-1.03386	0.50721

OE41	OE42	OE43	OE44	OE45	OE46	T47	T48	T49	T50	T51	T52	T53	T54	T55
1.41663	1.6845	1.77021	0.54318	1.52517	1.5505	1.71281	1.67166	1.48661	1.55524	1.42631	1.60479	-0.70361	0.30408	0.50721
1.41663	1.6845	1.77021	0.54318	1.52517	1.5505	1.71281	1.67166	1.48661	1.55524	1.42631	-1.07663	-0.70361	0.30408	0.50721
1.41663	1.6845	1.77021	0.54318	1.52517	1.5505	1.71281	1.67166	1.48661	1.55524	1.42631	1.60479	-0.70361	0.30408	0.50721
0.15315	0.38418	0.60768	0.54318	1.52517	0.27134	0.52286	0.49166	0.33905	1.55524	0.17947	0.26408	-0.70361	0.30408	0.50721
0.15315	1.6845	1.77021	0.54318	0.419	1.5505	1.71281	1.67166	0.33905	0.55382	0.17947	1.60479	1.87629	1.64201	0.50721
-1.11033	-0.91613	0.60768	1.62954	0.419	1.5505	0.52286	0.49166	-0.80851	0.55382	0.17947	0.26408	0.58634	1.64201	1.84625
0.15315	-0.91613	-0.55484	-0.54318	0.419	0.27134	0.52286	0.49166	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	-0.83183
-1.11033	-0.91613	-0.55484	1.62954	0.419	0.27134	0.52286	0.49166	-0.80851	0.55382	1.42631	1.60479	0.58634	0.30408	-0.83183
-2.37381	-0.91613	-0.55484	-2.7159	-0.68716	-2.28699	-1.85705	-1.86832	-0.80851	-0.4476	-2.31422	-2.41734	-1.99356	-2.37179	-0.83183
0.15315	-0.91613	-0.55484	-0.54318	0.419	-1.00783	-0.66709	0.49166	0.33905	-0.4476	0.17947	0.26408	-0.70361	0.30408	0.50721
-1.11033	0.38418	-0.55484	0.54318	-0.68716	0.27134	-0.66709	0.49166	0.33905	-0.4476	-1.06737	-1.07663	-0.70361	-1.03386	0.50721
1.41663	0.38418	0.60768	0.54318	-0.68716	0.27134	0.52286	0.49166	-0.80851	-0.4476	-1.06737	0.26408	0.58634	0.30408	0.50721
0.15315	-0.91613	0.60768	0.54318	0.419	0.27134	0.52286	0.49166	0.33905	-1.44902	0.17947	0.26408	0.58634	0.30408	0.50721
-2.37381	-0.91613	-1.71737	-0.54318	-0.68716	-1.00783	-0.66709	-0.68833	-0.80851	-0.4476	-1.06737	-1.07663	-0.70361	-1.03386	-0.83183
0.15315	0.38418	-1.71737	-0.54318	0.419	0.27134	-0.66709	-0.68833	-0.80851	-0.4476	0.17947	0.26408	-0.70361	0.30408	-0.83183
1.41663	-0.91613	-0.55484	0.54318	1.52517	1.5505	0.52286	0.49166	1.48661	-1.44902	0.17947	0.26408	0.58634	0.30408	-0.83183
0.15315	-0.91613	0.60768	0.54318	0.419	-1.00783	-0.66709	-0.68833	-0.80851	-0.4476	0.17947	0.26408	0.58634	0.30408	0.50721
1.41663	0.38418	-1.71737	0.54318	-2.8995	0.27134	-0.66709	0.49166	0.33905	-1.44902	0.17947	0.26408	-0.70361	-1.03386	-3.50991
-1.11033	0.38418	-1.71737	-0.54318	0.419	-1.00783	-0.66709	-0.68833	-0.80851	0.55382	0.17947	0.26408	0.58634	-1.03386	0.50721
0.15315	-0.91613	0.60768	-0.54318	-0.68716	0.27134	-0.66709	-0.68833	-0.80851	-0.4476	0.17947	-1.07663	-0.70361	-1.03386	0.50721
-1.11033	0.38418	0.60768	-0.54318	0.419	-1.00783	-0.66709	0.49166	-0.80851	0.55382	-1.06737	-1.07663	0.58634	-1.03386	-0.83183
1.41663	1.6845	-1.71737	1.62954	1.52517	0.27134	-0.66709	-0.68833	-0.80851	-1.44902	0.17947	0.26408	0.58634	0.30408	0.50721
0.15315	0.38418	0.60768	-0.54318	-0.68716	0.27134	0.52286	-0.68833	0.33905	1.55524	0.17947	0.26408	0.58634	0.30408	-0.83183
-1.11033	-0.91613	-0.55484	-1.62954	-0.68716	-1.00783	-0.66709	-0.68833	0.33905	-1.44902	0.17947	0.26408	0.58634	1.64201	0.50721
0.15315	0.38418	-1.71737	-1.62954	-0.68716	-2.28699	-0.66709	0.49166	-0.80851	-0.4476	0.17947	0.26408	-0.70361	-1.03386	-0.83183
0.15315	-0.91613	-1.71737	-1.62954	-1.79333	-2.28699	-1.85705	-0.68833	-1.95606	-1.44902	-1.06737	-1.07663	0.58634	-1.03386	-0.83183
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	0.52286	0.49166	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	0.52286	-0.68833	-0.80851	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
0.15315	0.38418	-0.55484	-0.54318	-0.68716	0.27134	0.52286	0.49166	1.48661	1.55524	-1.06737	-1.07663	-0.70361	1.64201	-0.83183

OE41	OE42	OE43	OE44	OE45	OE46	T47	T48	T49	T50	T51	T52	T53	T54	T55
0.15315	0.38418	0.60768	0.54318	-0.68716	0.27134	0.52286	0.49166	1.48661	0.55382	1.42631	0.26408	-0.70361	-1.03386	0.50721
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	0.52286	-0.68833	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
-1.11033	-0.91613	0.60768	0.54318	0.419	0.27134	-0.66709	-0.68833	0.33905	-0.4476	0.17947	-1.07663	-0.70361	0.30408	0.50721
-1.11033	-2.21645	-1.71737	0.54318	-1.79333	-2.28699	-0.66709	-0.68833	-0.80851	-1.44902	-1.06737	-2.41734	-0.70361	-2.37179	-0.83183
1.41663	0.38418	-0.55484	0.54318	0.419	-1.00783	-0.66709	-0.68833	0.33905	0.55382	0.17947	-1.07663	-0.70361	-1.03386	-0.83183
-1.11033	-0.91613	-0.55484	-0.54318	-0.68716	0.27134	-0.66709	-0.68833	-0.80851	-0.4476	0.17947	0.26408	0.58634	0.30408	-0.83183
0.15315	0.38418	0.60768	0.54318	0.419	-1.00783	0.52286	0.49166	-0.80851	-0.4476	0.17947	0.26408	0.58634	0.30408	0.50721
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	-1.85705	-0.68833	-0.80851	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
-1.11033	0.38418	0.60768	-0.54318	-0.68716	0.27134	0.52286	-0.68833	-0.80851	0.55382	-1.06737	-1.07663	-0.70361	-1.03386	0.50721
0.15315	0.38418	0.60768	0.54318	0.419	-1.00783	0.52286	0.49166	-0.80851	0.55382	0.17947	-1.07663	-0.70361	-1.03386	0.50721
0.15315	0.38418	-0.55484	-0.54318	-0.68716	-1.00783	0.52286	-0.68833	-0.80851	-1.44902	-2.31422	-1.07663	0.58634	-1.03386	-0.83183
0.15315	0.38418	-0.55484	-1.62954	-1.79333	0.27134	0.52286	0.49166	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	-0.83183
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	0.52286	-0.68833	1.48661	0.55382	1.42631	1.60479	0.58634	0.30408	0.50721
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	0.52286	0.49166	1.48661	0.55382	0.17947	0.26408	0.58634	1.64201	1.84625
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	-1.85705	0.49166	0.33905	-0.4476	-1.06737	0.26408	-0.70361	0.30408	0.50721
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	0.52286	0.49166	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
-1.11033	-2.21645	-0.55484	-1.62954	0.419	-1.00783	-1.85705	0.49166	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
0.15315	0.38418	-0.55484	-1.62954	0.419	0.27134	0.52286	0.49166	0.33905	-0.4476	0.17947	0.26408	0.58634	0.30408	-0.83183
-1.11033	-2.21645	0.60768	-0.54318	-0.68716	0.27134	-1.85705	-1.86832	-3.10362	-1.44902	-2.31422	-2.41734	-0.70361	-1.03386	0.50721
-1.11033	-0.91613	-0.55484	-0.54318	-0.68716	-2.28699	-1.85705	-3.04831	-1.95606	-2.45044	-2.31422	-1.07663	-1.99356	-1.03386	-2.17087
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	0.52286	0.49166	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
0.15315	0.38418	-0.55484	-0.54318	-0.68716	0.27134	0.52286	0.49166	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
-1.11033	-0.91613	-2.87989	-2.7159	-2.8995	-1.00783	-0.66709	-1.86832	-1.95606	-1.44902	-1.06737	-1.07663	-0.70361	-1.03386	-0.83183
0.15315	0.38418	0.60768	0.54318	0.419	0.27134	0.52286	-0.68833	-0.80851	-0.4476	0.17947	0.26408	0.58634	0.30408	0.50721
0.15315	0.38418	0.60768	0.54318	0.419	1.5505	1.71281	1.67166	0.33905	0.55382	1.42631	1.60479	0.58634	1.64201	0.50721
0.15315	1.6845	0.60768	0.54318	-0.68716	1.5505	1.71281	1.67166	-0.80851	-0.4476	0.17947	0.26408	0.58634	0.30408	0.50721
-1.11033	-0.91613	-0.55484	0.54318	0.419	0.27134	0.52286	-0.68833	-0.80851	0.55382	-1.06737	-1.07663	-0.70361	-1.03386	0.50721
0.15315	-0.91613	-0.55484	0.54318	0.419	0.27134	-0.66709	0.49166	0.33905	0.55382	-1.06737	-1.07663	0.58634	0.30408	0.50721
0.15315	-0.91613	-0.55484	-2.7159	-0.68716	-1.00783	-0.66709	-1.86832	-0.80851	-0.4476	-2.31422	-2.41734	-1.99356	-2.37179	-0.83183

OE41	OE42	OE43	OE44	OE45	OE46	T47	T48	T49	T50	T51	T52	T53	T54	T55
-1.11033	-0.91613	0.60768	1.62954	1.52517	0.27134	0.52286	0.49166	0.33905	-0.4476	-1.06737	1.60479	1.87629	1.64201	-0.83183
-1.11033	-0.91613	0.60768	0.54318	0.419	-1.00783	-0.66709	-0.68833	0.33905	0.55382	0.17947	0.26408	0.58634	0.30408	0.50721
1.41663	0.38418	0.60768	0.54318	1.52517	1.5505	1.71281	0.49166	1.48661	-1.44902	0.17947	0.26408	0.58634	0.30408	-0.83183
1.41663	1.6845	-1.71737	-0.54318	0.419	0.27134	-0.66709	-0.68833	-0.80851	-0.4476	0.17947	0.26408	0.58634	0.30408	-0.83183
-2.37381	-0.91613	-0.55484	-0.54318	-0.68716	-1.00783	-0.66709	-0.68833	-0.80851	-0.4476	-1.06737	-1.07663	-0.70361	-1.03386	-0.83183
-1.11033	-0.91613	0.60768	0.54318	0.419	-1.00783	-0.66709	-0.68833	-0.80851	0.55382	0.17947	0.26408	0.58634	-1.03386	0.50721
0.15315	0.38418	0.60768	0.54318	-0.68716	-1.00783	-0.66709	-0.68833	-0.80851	-0.4476	0.17947	-1.07663	-0.70361	-1.03386	0.50721
0.15315	-0.91613	-1.71737	-1.62954	-1.79333	-2.28699	-1.85705	-1.86832	-1.95606	-1.44902	-1.06737	0.26408	0.58634	0.30408	-0.83183
0.15315	0.38418	-0.55484	-0.54318	-0.68716	-2.28699	-1.85705	0.49166	-0.80851	-0.4476	1.42631	1.60479	-0.70361	-1.03386	-0.83183
-1.11033	-0.91613	-0.55484	-0.54318	-0.68716	-1.00783	-0.66709	0.49166	0.33905	-2.45044	1.42631	1.60479	1.87629	1.64201	0.50721
0.15315	0.38418	-1.71737	0.54318	0.419	0.27134	0.52286	-0.68833	-0.80851	-1.44902	0.17947	0.26408	0.58634	0.30408	0.50721
0.15315	0.38418	0.60768	-0.54318	-0.68716	0.27134	0.52286	0.49166	0.33905	1.55524	0.17947	0.26408	0.58634	-1.03386	-0.83183

KTS56	KTS57	KTS58	KTS60	KTS61	KTS62	KTS64	KTS65	KTS66	KTS67	KTS68	KTS69	KTS70
S-1.6224	-2.18311	-2.45044	-2.34028	-2.28075	-0.87192	-0.52571	-0.63106	-0.72308	-0.63253	-0.53802	-1.5929	-1.08122
-0.43264	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	-0.63106	0.58441	0.67206	0.70792	0.89542	0.38293
-1.6224	-2.18311	-2.45044	-2.34028	-2.28075	-2.3288	-1.74313	-1.95327	-2.03058	-1.93713	-1.78397	-1.5929	-1.08122
-0.43264	-0.86726	-0.99996	-0.955	-0.88048	-0.87192	-0.52571	0.69116	0.58441	0.67206	0.70792	0.89542	-1.08122
-0.43264	-0.86726	-0.99996	-0.955	-0.88048	0.58496	-1.74313	-1.95327	-0.72308	-1.93713	-0.53802	-0.34874	0.38293
-1.6224	-2.18311	-2.45044	-2.34028	-2.28075	-2.3288	-1.74313	-1.95327	-2.03058	-1.93713	-1.78397	-1.5929	0.38293
1.94687	1.76443	1.90101	1.81555	1.92007	2.04184	1.90915	2.01337	1.8919	-1.93713	-0.53802	-0.34874	-1.08122
1.94687	1.76443	1.90101	1.81555	1.92007	0.58496	1.90915	0.69116	0.58441	0.67206	0.70792	0.89542	0
-0.43264	0.44858	-0.99996	-2.34028	0.5198	-0.87192	-1.74313	-0.63106	-0.72308	1.97666	0.70792	-0.34874	-1.08122
0.75712	0.44858	0.45053	0.43027	1.92007	0.58496	-0.52571	0.69116	0.58441	0.67206	0.70792	0.89542	-1.08122
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	2.01337	0.58441	0.67206	1.95387	0.89542	-1.08122
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	-0.52571	-0.63106	0.58441	-0.63253	0.70792	0.89542	0.38293
0.75712	0.44858	0.45053	-0.955	-0.88048	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	-1.5929	-1.08122
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	0.89542	-1.08122
-0.43264	-0.86726	-0.99996	0.43027	-0.88048	0.58496	-0.52571	-0.63106	-0.72308	0.67206	-0.53802	-0.34874	-1.08122
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	-0.52571	0.69116	1.8919	1.97666	1.95387	0.89542	-1.08122
-0.43264	0.44858	1.90101	1.81555	-0.88048	0.58496	-0.52571	0.69116	0.58441	1.97666	1.95387	0.89542	0
-1.6224	-2.18311	-0.99996	-0.955	-0.88048	-0.87192	-1.74313	-0.63106	-0.72308	-0.63253	-0.53802	-0.34874	-1.08122
-0.43264	-0.86726	-0.99996	0.43027	0.5198	-0.87192	-0.52571	0.69116	0.58441	0.67206	0.70792	0.89542	-1.08122
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	0.89542	-1.08122
-0.43264	-0.86726	0.45053	-0.955	-0.88048	-0.87192	-0.52571	-0.63106	-0.72308	-0.63253	-0.53802	-0.34874	1.84709
-0.43264	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	0.58441	-0.63253	-0.53802	-0.34874	-1.08122
-0.43264	1.76443	1.90101	1.81555	1.92007	2.04184	1.90915	0.69116	1.8919	1.97666	-0.53802	2.13958	-1.08122

KTS56	KTS57	KTS58	KTS60	KTS61	KTS62	KTS64	KTS65	KTS66	KTS67	KTS68	KTS69	KTS70
-0.43264	-0.86726	-0.99996	-0.955	-0.88048	-0.87192	-0.52571	-0.63106	-0.72308	-0.63253	-0.53802	-0.34874	1.84709
-0.43264	-0.86726	0.45053	-0.955	-0.88048	-0.87192	-0.52571	-0.63106	0.58441	0.67206	-0.53802	-0.34874	1.84709
-1.6224	-0.86726	-0.99996	-2.34028	0.5198	-2.3288	-1.74313	-0.63106	-0.72308	0.67206	-0.53802	-1.5929	0.38293
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	0.89542	1.84709
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	-1.74313	0.69116	0.58441	-0.63253	0.70792	0.89542	0.38293
-2.81215	-0.86726	-2.45044	-0.955	-2.28075	-0.87192	-0.52571	-1.95327	-0.72308	-1.93713	-0.53802	-0.34874	-1.08122
0.75712	0.44858	1.90101	1.81555	0.5198	0.58496	0.69172	0.69116	0.58441	1.97666	0.70792	0.89542	-1.08122
0.75712	0.44858	0.45053	0.43027	-0.88048	-0.87192	-0.52571	-0.63106	-0.72308	0.67206	-0.53802	0.89542	0.38293
0.75712	1.76443	0.45053	1.81555	0.5198	0.58496	-0.52571	0.69116	0.58441	-0.63253	-0.53802	-0.34874	1.84709
-0.43264	0.44858	0.45053	0.43027	0.5198	-0.87192	-0.52571	-0.63106	-0.72308	-1.93713	-3.02992	-2.83706	0.38293
0.75712	-0.86726	0.45053	0.43027	0.5198	0.58496	0.69172	-0.63106	0.58441	0.67206	0.70792	-0.34874	1.84709
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	0.89542	-1.08122
-0.43264	-0.86726	0.45053	0.43027	0.5198	0.58496	-0.52571	-1.95327	0.58441	-0.63253	-0.53802	-0.34874	-1.08122
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	0.89542	-1.08122
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	0.89542	-1.08122
-0.43264	0.44858	-0.99996	-0.955	0.5198	0.58496	0.69172	-1.95327	0.58441	0.67206	0.70792	-0.34874	-1.08122
-1.6224	0.44858	0.45053	0.43027	0.5198	2.04184	1.90915	-1.95327	1.8919	-0.63253	-0.53802	2.13958	-1.08122
-0.43264	0.44858	-0.99996	-0.955	-0.88048	-0.87192	-0.52571	-0.63106	0.58441	-0.63253	-0.53802	-0.34874	0.38293
-0.43264	0.44858	0.45053	0.43027	-0.88048	0.58496	-1.74313	-0.63106	-0.72308	-1.93713	-0.53802	-0.34874	1.84709
-0.43264	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	-0.63106	0.58441	0.67206	1.95387	-0.34874	-1.08122
1.94687	1.76443	1.90101	1.81555	1.92007	2.04184	1.90915	-0.63106	0.58441	-0.63253	-0.53802	-0.34874	-1.08122
0.75712	-0.86726	0.45053	0.43027	0.5198	0.58496	1.90915	0.69116	1.8919	0.67206	1.95387	0.89542	0.38293
1.94687	1.76443	1.90101	1.81555	1.92007	0.58496	0.69172	0.69116	0.58441	-0.63253	-0.53802	-0.34874	0.38293

KTS56	KTS57	KTS58	KTS60	KTS61	KTS62	KTS64	KTS65	KTS66	KTS67	KTS68	KTS69	KTS70
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	0.89542	0.38293
-0.43264	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	-1.95327	-0.72308	-1.93713	0.70792	0.89542	0.38293
0.75712	1.76443	1.90101	1.81555	1.92007	0.58496	0.69172	-0.63106	0.58441	0.67206	0.70792	-0.34874	-1.08122
-0.43264	0.44858	0.45053	0.43027	-0.88048	0.58496	-0.52571	2.01337	0.58441	0.67206	0.70792	0.89542	-1.08122
-0.43264	0.44858	0.45053	-0.955	1.92007	2.04184	-1.74313	0.69116	-2.03058	0.67206	-0.53802	2.13958	-1.08122
-0.43264	0.44858	0.45053	0.43027	-0.88048	0.58496	0.69172	-0.63106	0.58441	0.67206	0.70792	-0.34874	0.38293
-0.43264	-0.86726	-0.99996	0.43027	0.5198	-0.87192	0.69172	-0.63106	-0.72308	-0.63253	-0.53802	0.89542	0.38293
-0.43264	-0.86726	0.45053	0.43027	0.5198	-0.87192	0.69172	-0.63106	-0.72308	-0.63253	-0.53802	0.89542	1.84709
-0.43264	-0.86726	-0.99996	-0.955	-0.88048	-0.87192	0.69172	0.69116	0.58441	-0.63253	-0.53802	-0.34874	0.38293
0.75712	1.76443	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	0.89542	1.84709
0.75712	0.44858	0.45053	-0.955	0.5198	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	-0.34874	0.38293
0.75712	1.76443	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	0.89542	-1.08122
1.94687	1.76443	1.90101	0.43027	0.5198	2.04184	0.69172	0.69116	0.58441	0.67206	1.95387	0.89542	-1.08122
0.75712	1.76443	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	0.89542	-1.08122
0.75712	1.76443	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	0.89542	-1.08122
0.75712	0.44858	0.45053	0.43027	0.5198	-0.87192	0.69172	0.69116	0.58441	0.67206	0.70792	-0.34874	0.38293
1.94687	0.44858	0.45053	1.81555	0.5198	0.58496	1.90915	0.69116	0.58441	0.67206	1.95387	2.13958	0.38293
1.94687	1.76443	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	1.8919	1.97666	1.95387	0.89542	-1.08122
-0.43264	0.44858	0.45053	-0.955	-0.88048	0.58496	-0.52571	0.69116	0.58441	-0.63253	-0.53802	-0.34874	-1.08122
-0.43264	0.44858	1.90101	1.81555	0.5198	0.58496	0.69172	2.01337	-0.72308	-0.63253	-0.53802	-0.34874	-1.08122
-0.43264	-0.86726	-0.99996	-0.955	-0.88048	-0.87192	-0.52571	-0.63106	-2.03058	-1.93713	-1.78397	-0.34874	0.38293
0.75712	-0.86726	0.45053	0.43027	-0.88048	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	0.89542	0.38293

KTS56	KTS57	KTS58	KTS60	KTS61	KTS62	KTS64	KTS65	KTS66	KTS67	KTS68	KTS69	KTS70
-0.43264	0.44858	-0.99996	0.43027	0.5198	-0.87192	0.69172	-0.63106	0.58441	0.67206	-0.53802	-0.34874	0.38293
0.75712	1.76443	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	-0.72308	0.67206	-0.53802	-0.34874	1.84709
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	-0.63106	0.58441	-0.63253	0.70792	-0.34874	-1.08122
-1.6224	-0.86726	-0.99996	-0.955	0.5198	-0.87192	-0.52571	-0.63106	-2.03058	-0.63253	-1.78397	-1.5929	0.38293
-0.43264	-0.86726	-0.99996	-0.955	0.5198	-0.87192	-0.52571	-0.63106	-0.72308	-0.63253	-0.53802	-0.34874	0.38293
-0.43264	-0.86726	-0.99996	-0.955	0.5198	0.58496	-0.52571	-0.63106	-0.72308	-0.63253	-0.53802	0.89542	0.38293
0.75712	0.44858	0.45053	-0.955	-0.88048	-0.87192	-0.52571	0.69116	0.58441	0.67206	0.70792	0.89542	0.38293
-2.81215	-0.86726	0.45053	-0.955	0.5198	-2.3288	-2.96056	-1.95327	-3.33807	-1.93713	-1.78397	-2.83706	0.38293
0.75712	0.44858	-0.99996	-0.955	0.5198	-0.87192	0.69172	-0.63106	-0.72308	-0.63253	-0.53802	-0.34874	0.38293
-0.43264	0.44858	0.45053	0.43027	-0.88048	0.58496	0.69172	-0.63106	-0.72308	0.67206	0.70792	-0.34874	0.38293
0.75712	-0.86726	-0.99996	-0.955	0.5198	0.58496	0.69172	-1.95327	-0.72308	-0.63253	-1.78397	0.89542	0.38293
0.75712	0.44858	-0.99996	0.43027	-0.88048	0.58496	1.90915	2.01337	0.58441	0.67206	1.95387	2.13958	0.38293
-0.43264	-0.86726	-0.99996	-0.955	-0.88048	0.58496	-0.52571	-0.63106	-0.72308	0.67206	0.70792	0.89542	-1.08122
-1.6224	-0.86726	0.45053	0.43027	-0.88048	-0.87192	-0.52571	0.69116	0.58441	0.67206	0.70792	0.89542	0.38293
-0.43264	-0.86726	-2.45044	-0.955	-2.28075	-2.3288	-1.74313	-0.63106	-2.03058	-0.63253	-0.53802	-1.5929	0.38293
-1.6224	-0.86726	-0.99996	0.43027	-2.28075	-0.87192	-0.52571	-0.63106	-0.72308	-0.63253	-0.53802	-0.34874	0.38293
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	0.89542	0.38293
0.75712	-0.86726	0.45053	0.43027	0.5198	0.58496	0.69172	-0.63106	0.58441	0.67206	0.70792	-0.34874	1.84709
-0.43264	0.44858	0.45053	0.43027	0.5198	-0.87192	-0.52571	-0.63106	-0.72308	-1.93713	-3.02992	-2.83706	0.38293
0.75712	1.76443	0.45053	1.81555	0.5198	0.58496	-0.52571	0.69116	0.58441	-0.63253	-0.53802	-0.34874	1.84709
0.75712	0.44858	0.45053	0.43027	-0.88048	-0.87192	-0.52571	-0.63106	-0.72308	0.67206	-0.53802	0.89542	0.38293
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	-1.74313	0.69116	0.58441	-0.63253	0.70792	0.89542	0.38293
0.75712	-0.86726	-0.99996	0.43027	0.5198	0.58496	-0.52571	-0.63106	0.58441	0.67206	-0.53802	-0.34874	1.84709

KTS56	KTS57	KTS58	KTS60	KTS61	KTS62	KTS64	KTS65	KTS66	KTS67	KTS68	KTS69	KTS70
-0.43264	-0.86726	0.45053	-0.955	-0.88048	-0.87192	-0.52571	0.69116	0.58441	0.67206	-0.53802	-0.34874	1.84709
-0.43264	-0.86726	-0.99996	-0.955	-0.88048	-0.87192	-0.52571	-0.63106	-0.72308	-0.63253	-0.53802	-0.34874	1.84709
0.75712	0.44858	0.45053	0.43027	-0.88048	0.58496	0.69172	-0.63106	-0.72308	-0.63253	-0.53802	-0.34874	1.84709
-1.6224	-0.86726	-0.99996	0.43027	0.5198	0.58496	0.69172	0.69116	0.58441	-0.63253	-0.53802	-0.34874	-1.08122
-0.43264	-0.86726	-0.99996	0.43027	0.5198	-0.87192	-0.52571	-0.63106	-0.72308	-0.63253	-0.53802	-0.34874	1.84709
0.75712	0.44858	-0.99996	-0.955	0.5198	0.58496	0.69172	0.69116	0.58441	0.67206	-0.53802	-0.34874	-1.08122
-0.43264	-0.86726	0.45053	0.43027	0.5198	-0.87192	0.69172	0.69116	0.58441	0.67206	-0.53802	-0.34874	0.38293
-1.6224	-2.18311	-0.99996	-0.955	-0.88048	-0.87192	-1.74313	-0.63106	-0.72308	-0.63253	-0.53802	-0.34874	-1.08122
-0.43264	0.44858	0.45053	0.43027	-0.88048	0.58496	-0.52571	0.69116	0.58441	1.97666	1.95387	-0.34874	-1.08122
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	-0.52571	2.01337	1.8919	0.67206	0.70792	0.89542	0.38293
-0.43264	-0.86726	-0.99996	0.43027	-0.88048	0.58496	-0.52571	-0.63106	-0.72308	0.67206	-0.53802	-0.34874	-1.08122
0.75712	-0.86726	-0.99996	-0.955	-0.88048	0.58496	0.69172	0.69116	0.58441	-0.63253	-0.53802	-0.34874	-1.08122
0.75712	0.44858	0.45053	-0.955	-0.88048	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	-1.5929	0.38293
-0.43264	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	-0.63106	0.58441	0.67206	0.70792	0.89542	0.38293
-0.43264	-0.86726	-0.99996	-0.955	-0.88048	0.58496	-1.74313	-1.95327	-0.72308	-1.93713	-0.53802	-0.34874	0.38293
-1.6224	-2.18311	-2.45044	-2.34028	-2.28075	-2.3288	-1.74313	-1.95327	-2.03058	-1.93713	-1.78397	-1.5929	0.38293
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	0.58441	-0.63253	-0.53802	-0.34874	-1.08122
0.75712	0.44858	1.90101	1.81555	1.92007	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	0.89542	0.38293
-0.43264	1.76443	-0.99996	0.43027	0.5198	-0.87192	-0.52571	-0.63106	-0.72308	0.67206	0.70792	-0.34874	-1.08122
0.75712	0.44858	0.45053	-0.955	-0.88048	-0.87192	0.69172	0.69116	0.58441	-0.63253	-0.53802	-0.34874	0.38293
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	2.01337	0.58441	-0.63253	0.70792	-0.34874	-1.08122
0.75712	0.44858	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	-0.72308	-0.63253	-0.53802	-0.34874	0.38293
0.75712	0.44858	-0.99996	0.43027	0.5198	-0.87192	0.69172	0.69116	-0.72308	0.67206	0.70792	-0.34874	0.38293

KTS56	KTS57	KTS58	KTS60	KTS61	KTS62	KTS64	KTS65	KTS66	KTS67	KTS68	KTS69	KTS70
-0.43264	-0.86726	0.45053	-0.955	-0.88048	-0.87192	-0.52571	-0.63106	-2.03058	-1.93713	-1.78397	-0.34874	-1.08122
-0.43264	-0.86726	0.45053	0.43027	0.5198	0.58496	0.69172	2.01337	-0.72308	-0.63253	-0.53802	-0.34874	-1.08122
-2.81215	-2.18311	0.45053	-0.955	0.5198	-2.3288	-1.74313	-1.95327	-3.33807	-1.93713	-1.78397	-2.83706	0.38293
0.75712	0.44858	0.45053	-0.955	-0.88048	-0.87192	-0.52571	0.69116	0.58441	0.67206	0.70792	0.89542	0.38293
-0.43264	0.44858	-0.99996	-0.955	0.5198	0.58496	-0.52571	-0.63106	-0.72308	-0.63253	-0.53802	0.89542	-1.08122
-0.43264	-0.86726	-0.99996	-0.955	0.5198	-0.87192	-0.52571	-0.63106	-0.72308	-0.63253	-0.53802	-0.34874	0.38293
-1.6224	-0.86726	0.45053	0.43027	0.5198	0.58496	0.69172	0.69116	-2.03058	-0.63253	-1.78397	-1.5929	-1.08122
0.75712	-0.86726	-0.99996	0.43027	0.5198	-0.87192	-0.52571	-0.63106	-0.72308	-0.63253	-0.53802	-0.34874	0.38293
0.75712	0.44858	0.45053	0.43027	-0.88048	-0.87192	-0.52571	-0.63106	0.58441	0.67206	-0.53802	-0.34874	0.38293
-0.43264	-0.86726	0.45053	0.43027	-2.28075	-0.87192	-0.52571	-0.63106	-0.72308	-0.63253	-0.53802	-0.34874	0.38293
-0.43264	-0.86726	-0.99996	-0.955	-2.28075	-2.3288	-1.74313	-0.63106	-0.72308	-0.63253	-0.53802	-1.5929	0.38293
-1.6224	-0.86726	0.45053	0.43027	-0.88048	-0.87192	-0.52571	0.69116	0.58441	0.67206	0.70792	-0.34874	0.38293
0.75712	0.44858	-0.99996	-0.955	0.5198	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	-0.34874	0.38293
-0.43264	-0.86726	-0.99996	-0.955	-0.88048	0.58496	0.69172	0.69116	0.58441	0.67206	0.70792	0.89542	-1.08122

APPENDIX E
CHI-SQUARE DISTRIBUTION TABLE

APPENDIX F
PLS OUTPUT FOR OVERALL MEASUREMENT MODEL

Quality criteria overview

	AVE	Composite Reliability	R Square	Cronbachs Alpha	Communality	Redundancy
CULT	0.543175	0.876935		0.831801	0.543175	
HRP	0.644626	0.878455		0.816037	0.644626	
IT	0.753503	0.938434		0.917671	0.753503	
KTS	0.611108	0.940007	0.664183	0.92879	0.611108	0.219926
LS	0.625291	0.892502		0.850171	0.625291	
NET	0.5982	0.881515		0.832036	0.5982	
OS	0.82659	0.905062		0.790288	0.82659	
REW	0.786691	0.936021		0.906375	0.786691	
T	0.617986	0.918689	0.599668	0.896422	0.617986	0.019728
TM	0.764495	0.906804		0.847448	0.764495	

Latent variable correlations

	CULT	HRP	IT	KTS	LS	NET	OS	REW	T	TM
CULT	1									
HRP	0.686388	1								
IT	0.613582	0.671641	1							
KTS	0.728017	0.636681	0.646535	1						
LS	0.523803	0.752589	0.572467	0.500482	1					
NET	0.710329	0.689101	0.671579	0.683035	0.566509	1				
OS	0.192831	0.147481	0.165624	0.257000	0.083527	0.204774	1			
REW	0.375017	0.423354	0.293135	0.380631	0.428200	0.447723	0.309695	1		
T	0.606100	0.635301	0.602576	0.675400	0.479330	0.748165	0.194844	0.368455	1	
TMS	0.515486	0.477518	0.243930	0.461385	0.333304	0.438032	-0.03088	0.038461	0.388825	1

APPENDIX G
PLS OUTPUT FOR OVERALL STRUCTURAL MODEL

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	Standard Error (STERR)	T Statistics (|O/STERR|)
CULT -> KTS	0.318414	0.317134	0.105798	0.106798	3.002658
CULT -> T	0.02796	0.042597	0.087524	0.086524	0.31203
HRP -> KTS	-0.018023	-0.016352	0.098748	0.097748	0.186519
HRP -> T	0.192206	0.172041	0.1355	0.1345	1.438497
IT -> KTS	0.236886	0.231189	0.090781	0.089781	2.652413
IT -> T	0.133071	0.134013	0.104419	0.104419	1.274389
LS -> KTS	0.002926	0.009274	0.10682	0.10482	0.018034
LS -> T	-0.077673	-0.067204	0.092626	0.093626	0.821772
NET -> KTS	0.018484	0.014979	0.119255	0.118255	0.156996
NET -> T	0.505471	0.506522	0.097042	0.100042	5.080771
OS -> KTS	0.09237	0.088211	0.065532	0.067532	1.37455
OS -> T	0.034975	0.035334	0.061896	0.062896	0.549911
REW -> KTS	0.069411	0.075973	0.071117	0.072117	0.963008
REW -> T	0.032863	0.029436	0.067432	0.069432	0.46451
T -> KTS	0.235825	0.232399	0.099035	0.097035	2.420217
TM -> KTS	0.148063	0.150569	0.078139	0.079139	1.879858
TM -> T	0.055652	0.053344	0.076271	0.077271	0.710548

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	Standard Error (STERR)	T Statistics (|O/STERR|)
CULT26 <- CULT	0.188215	0.189004	0.023055	0.023055	8.163779
CULT27 <- CULT	0.239184	0.238854	0.018562	0.018562	12.885995
CULT28 <- CULT	0.219796	0.219127	0.023061	0.023061	9.530973
CULT29 <- CULT	0.223233	0.222228	0.022326	0.022326	9.998783
CULT30 <- CULT	0.236464	0.236093	0.021022	0.021022	11.248262
CULT31 <- CULT	0.247818	0.247395	0.024864	0.024864	9.966862
HRP22 <- HRP	0.284609	0.285013	0.029596	0.029596	9.616381
HRP23 <- HRP	0.369479	0.36951	0.032767	0.032767	11.276083
HRP24 <- HRP	0.260749	0.259426	0.032084	0.032084	8.127097
HRP25 <- HRP	0.326161	0.326437	0.029953	0.029953	10.88921
IT37 <- IT	0.254434	0.255231	0.014522	0.014522	17.520753
IT38 <- IT	0.25622	0.256613	0.015115	0.015115	16.951443
IT39 <- IT	0.219588	0.219241	0.014662	0.014662	14.977198
IT40 <- IT	0.205044	0.205556	0.015973	0.015973	12.836732
IT41 <- IT	0.21361	0.21329	0.011843	0.011843	18.036992
KTS56 <- KTS	0.120391	0.12214	0.008403	0.008403	14.326461
KTS57 <- KTS	0.136233	0.135542	0.008718	0.008718	15.626365
KTS58 <- KTS	0.127931	0.128903	0.00884	0.00884	14.472061
KTS59 <- KTS	0.134618	0.135202	0.007298	0.007298	18.4455
KTS60 <- KTS	0.126659	0.125936	0.009791	0.009791	12.93621
KTS61 <- KTS	0.12393	0.124101	0.007189	0.007189	17.239268
KTS63 <- KTS	0.127562	0.12577	0.009377	0.009377	13.60399
KTS64 <- KTS	0.126357	0.127101	0.00844	0.00844	14.970388
KTS65 <- KTS	0.116787	0.117159	0.0102	0.0102	11.449155
KTS67 <- KTS	0.139495	0.139033	0.010182	0.010182	13.700071
LS15 <- LS	0.200218	0.197748	0.040177	0.040177	4.983405
LS16 <- LS	0.306828	0.311528	0.052891	0.052891	5.801133
LS17 <- LS	0.270886	0.27083	0.032886	0.032886	8.237149
LS18 <- LS	0.2809	0.281606	0.033326	0.033326	8.428973
LS19 <- LS	0.196158	0.192824	0.037879	0.037879	5.178521
NET42 <- NET	0.255255	0.253671	0.019234	0.019234	13.271216
NET43 <- NET	0.262218	0.261145	0.018169	0.018169	14.432317
NET44 <- NET	0.252281	0.253214	0.022322	0.022322	11.302116
NET45 <- NET	0.238286	0.238871	0.023106	0.023106	10.312641
NET46 <- NET	0.283828	0.285052	0.020237	0.020237	14.025185
OS6 <- OS	0.539094	0.534941	0.117137	0.117137	4.602234
OS7 <- OS	0.56073	0.559977	0.114452	0.114452	4.899263
REW33 <- REW	0.266423	0.26572	0.043648	0.043648	6.103954
REW34 <- REW	0.256638	0.255205	0.02708	0.02708	9.476918

REW35 <- REW	0.284026	0.282999	0.023098	0.023098	12.29675
REW36 <- REW	0.321741	0.324635	0.039951	0.039951	8.053296
T47 <- T	0.186499	0.1855	0.018994	0.018994	9.818888
T48 <- T	0.170367	0.170817	0.013368	0.013368	12.744006
T49 <- T	0.191801	0.191047	0.011629	0.011629	16.493767
T50 <- T	0.190502	0.190681	0.012445	0.012445	15.307714
T52 <- T	0.187752	0.187445	0.011545	0.011545	16.263267
T53 <- T	0.173479	0.174136	0.013671	0.013671	12.689639
T55 <- T	0.171305	0.171773	0.016609	0.016609	10.313719
TM1 <- TM	0.31629	0.314768	0.050536	0.050536	6.258683
TM2 <- TM	0.377016	0.377589	0.042076	0.042076	8.960443
TM3 <- TM	0.446346	0.444382	0.040812	0.040812	10.93658

APPENDIX H
CALCULATED MEDIATION RESULTS

Mediation results for trust

	a1	a2	a3	a4	a5	a6	a7	a8
	CULT -> T	HRP -> T	IT -> T	LS -> T	NET -> T	OS -> T	REW -> T	TM -> T
Sample 4986	0.081935	0.360775	0.127743	0.017449	0.317281	-0.01248	0.08891	-0.06158
Sample 4987	0.125447	0.107871	0.157911	-0.018000	0.419122	0.107147	0.036851	0.002413
Sample 4988	-0.02771	0.31062	0.144752	-0.07094	0.614203	0.053538	-0.07195	-0.10196
Sample 4989	0.010778	0.350671	0.083291	-0.01896	0.419683	0.151763	0.001407	-0.07103
Sample 4990	0.018382	0.083947	-0.04801	-0.10506	0.653177	0.037572	0.006499	0.128722
Sample 4991	0.115303	0.085511	0.193598	-0.01474	0.483038	-0.04286	0.030831	-0.01999
Sample 4992	0.178399	0.020426	0.298952	-0.16331	0.526858	0.034732	0.000915	-0.03797
Sample 4993	-0.03302	0.1345	0.346389	-0.17429	0.504988	0.074	-0.01919	0.076653
Sample 4994	-0.02904	0.276692	0.072439	0.048981	0.350858	0.054492	0.089381	0.077153
Sample 4995	0.073741	0.266936	0.208971	-0.16241	0.425719	-0.03584	0.06279	0.100217
Sample 4996	0.104159	0.223541	0.106608	-0.03965	0.515207	0.072606	0.034336	0.026044
Sample 4997	0.052092	0.281574	0.087908	-0.12129	0.49812	0.064242	0.102326	-0.0215
Sample 4998	-0.15084	0.11301	0.153085	-0.04299	0.708972	0.087382	-0.03754	0.128909
Sample 4999	0.151976	0.340276	-0.05932	0.045997	0.354498	-0.05593	0.071961	-0.03355

b	a1*b	a2*b	a3*b	a4*b	a5*b	a6*b	a7*b	a8*b
T->KTS	CULT=T=KTS	HRP=T=KTS	IT=T=KTS	LS=T=KTS	NET=T=KTS	OS=T=KTS	REW=T=KTS	TM=T=KTS
0.393389	0.032232328	0.14192492	0.050253	0.00686	0.12481486	-0.00491107	0.03497622	-0.02422411
0.337157	0.042295334	0.03636946	0.053241	-0.00607	0.14130992	0.03612536	0.01242457	0.00081356
0.206857	-0.00573221	0.06425392	0.029943	-0.01468	0.12705219	0.01107471	-0.01488315	-0.02109093
0.193181	0.002082105	0.06774297	0.01609	-0.00366	0.08107478	0.02931773	0.00027181	-0.01372107
0.277849	0.00510742	0.02332459	-0.01334	-0.02919	0.18148458	0.01043934	0.00180574	0.03576528
0.094235	0.010865578	0.00805813	0.018244	-0.00139	0.04551909	-0.00403872	0.00290536	-0.00188395
0.198331	0.035382052	0.00405111	0.059291	-0.03239	0.10449227	0.00688843	0.00018147	-0.00752983
0.278775	-0.00920376	0.03749524	0.096565	-0.04859	0.14077803	0.02062935	-0.00535081	0.02136894
0.378347	-0.01098682	0.10468559	0.027407	0.01853	0.13274607	0.02061688	0.03381703	0.02919061
0.133755	0.009863227	0.03570402	0.027951	-0.02172	0.05694204	-0.00479338	0.00839848	0.01340452
0.198478	0.02067327	0.04436797	0.021159	-0.00787	0.10225725	0.01441069	0.00681494	0.00516916
0.212386	0.011063612	0.05980238	0.01867	-0.02576	0.10579371	0.0136441	0.02173261	-0.0045663
0.185893	-0.02803936	0.02100777	0.028457	-0.00799	0.13179293	0.0162437	-0.00697787	0.02396328
0.242683	0.036881992	0.0825792	-0.01439	0.01116	0.08603064	-0.01357253	0.01746371	-0.00814129
AVERAGE	0.010508478	0.03988156	0.030935	-0.01433	0.11949347	0.00918684	0.00668209	0.01086928
STD ERR	0.023227503	0.03835657	0.028968	0.02376	0.05744524	0.01672686	0.01777539	0.01996656
T-Value	0.452415323	1.03975833	1.067881	-0.60325	2.08012813	0.54922669	0.37591805	0.54437408

APPENDIX L
APPENDIX F LIST OF PUBLICATIONS

Houcine Meddour, Abdul Majid. A. H., & Yusoff Rushami Z. (2016). The impact of information technology and networks on knowledge transfer and sharing: The mediating role of trust. *World Journal of Management and Behavioral Studies, 4*(1), 31-40. DOI: 10.5829/idosi.wjmbs.2016.4.1.1326.

Meddour Houcine, Abdul Majid. A. H., & Yusoff Rushami Z. (2015). *Organizational Capacity, Organizational Motivation, External Environment and Knowledge Transfer and Sharing: A Conceptual Framework.* Paper presented at the 3rd International Conference on Business Strategy and Social Sciences, (3-4 October), Langkawi Lagoon Resort, Malaysia.

Meddour Houcine, Abdul Majid. A. H., & Yusoff Rushami Z. (2015). Organizational capacity, organizational motivation, external environment and knowledge transfer and sharing: a conceptual framework. *International journal of economic perspectives* (3rd ICBSSS-746/Scopus impact factor: 0.12).

Meddour Houcine, Abdul Majid. A. H., & Yusoff Rushami Z. (2015). Organizational capacity, organizational motivation, external environment and knowledge transfer and sharing: a conceptual framework. *Handbook on Business Strategy and Social Sciences,* 3, 2015.