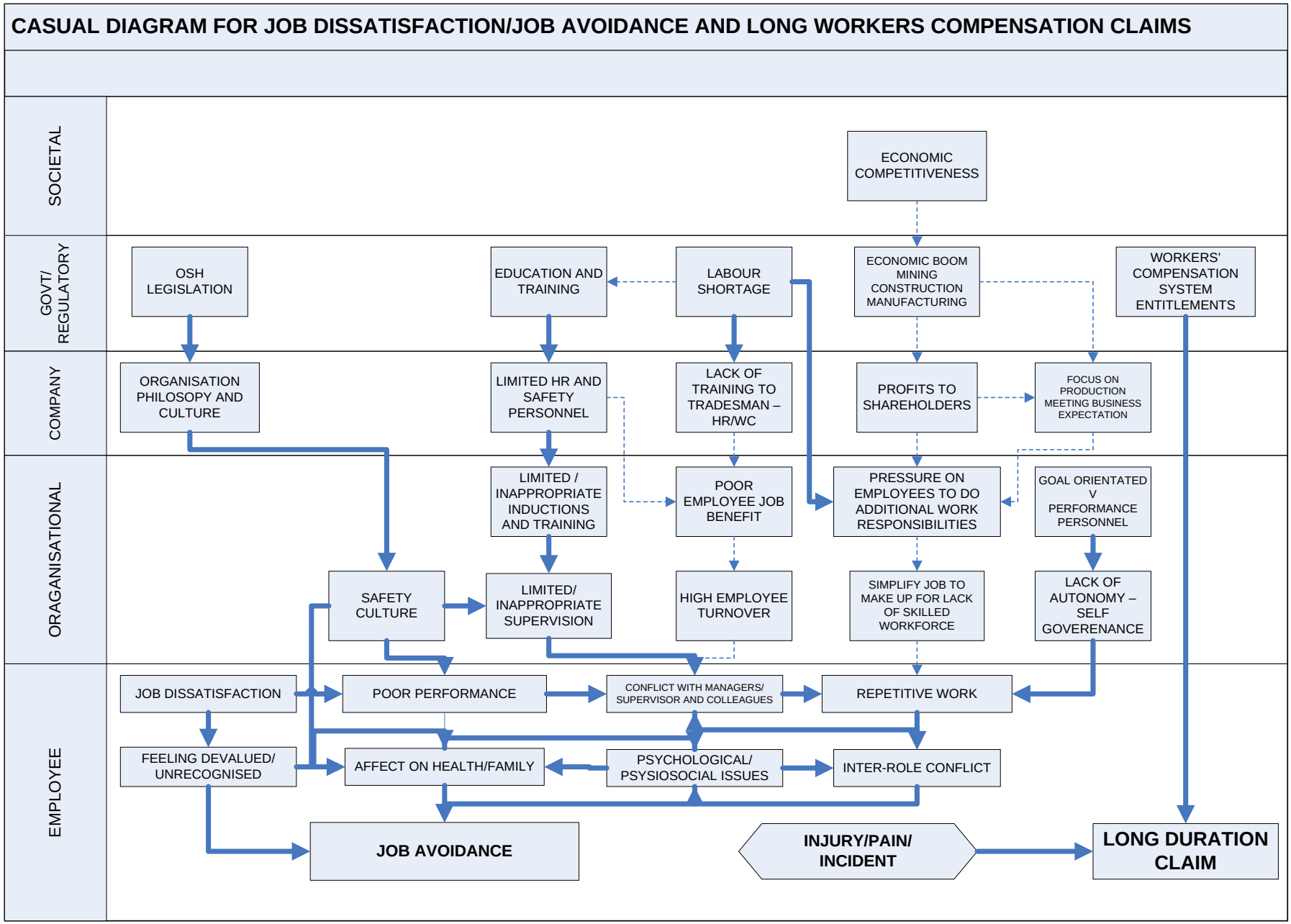CASUAL DIAGRAM FOR JOB DISSATISFACTION/JOB AVOIDANCE AND LONG WORKERS COMPENSATION CLAIMS