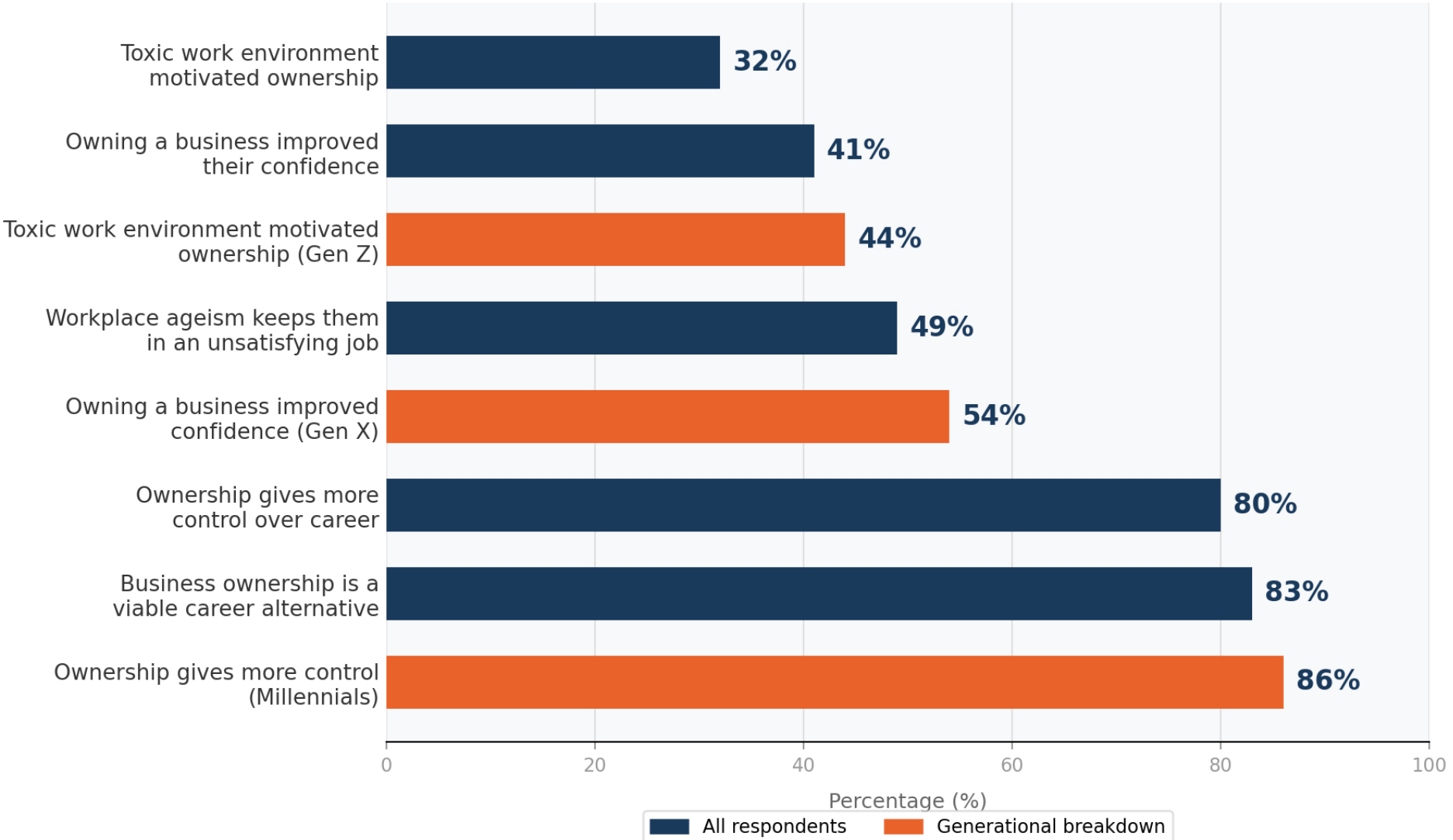Why More People Are Eyeing the Exit