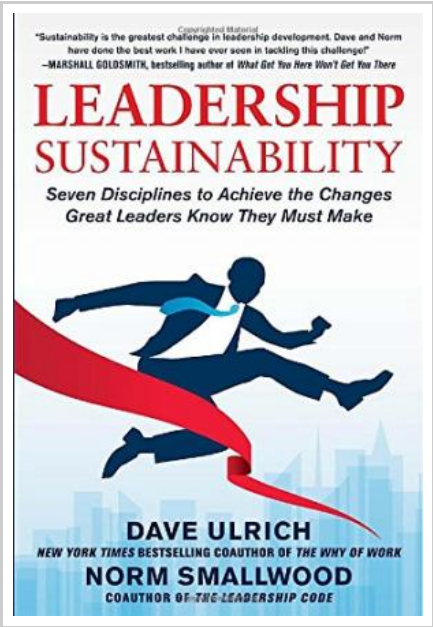

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By Dave Ulrich, Norm Smallwood

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