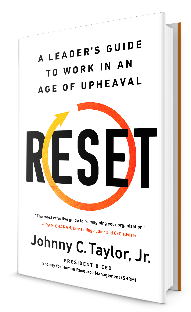
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By Johnny C. Taylor, Jr., President & CEO, SHRM

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