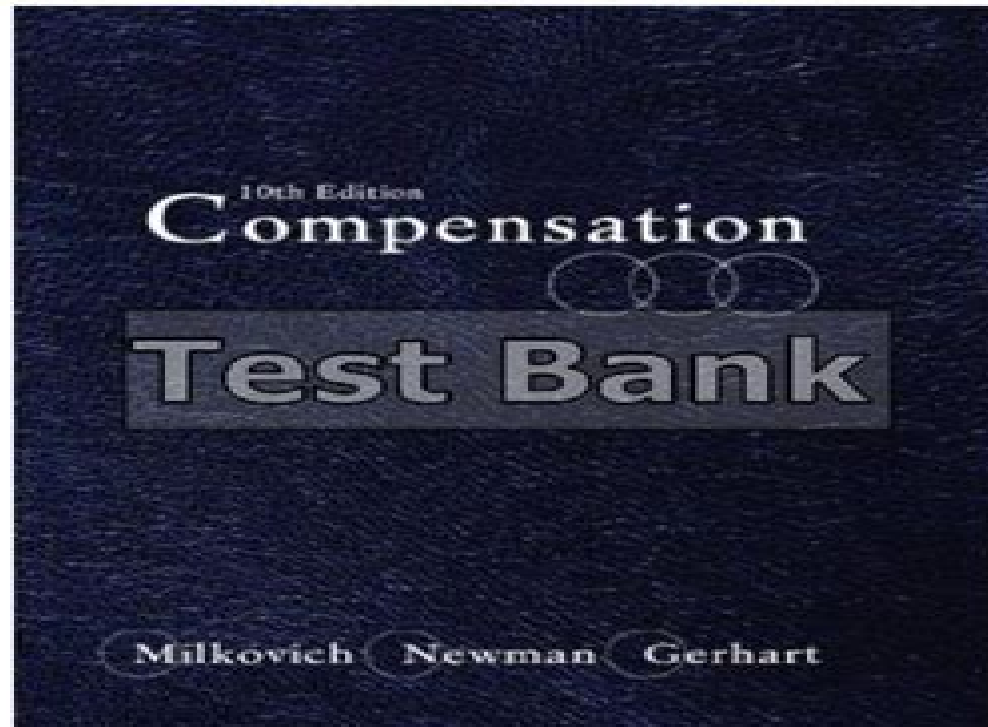


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Compensation George T. Milkovich,Jerry M. Newman,1999

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