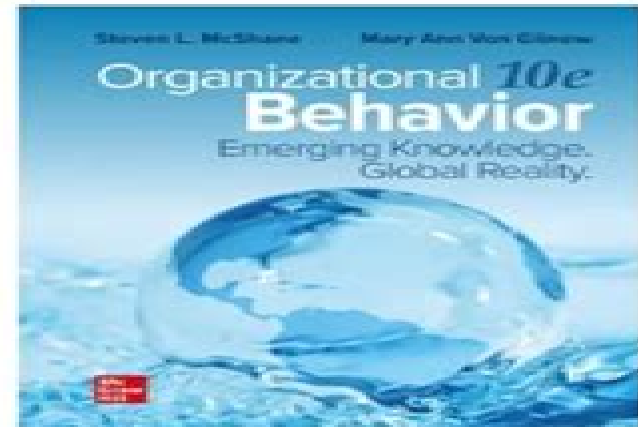


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by Steven L. McShane and Mary Ann Von Glinow

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