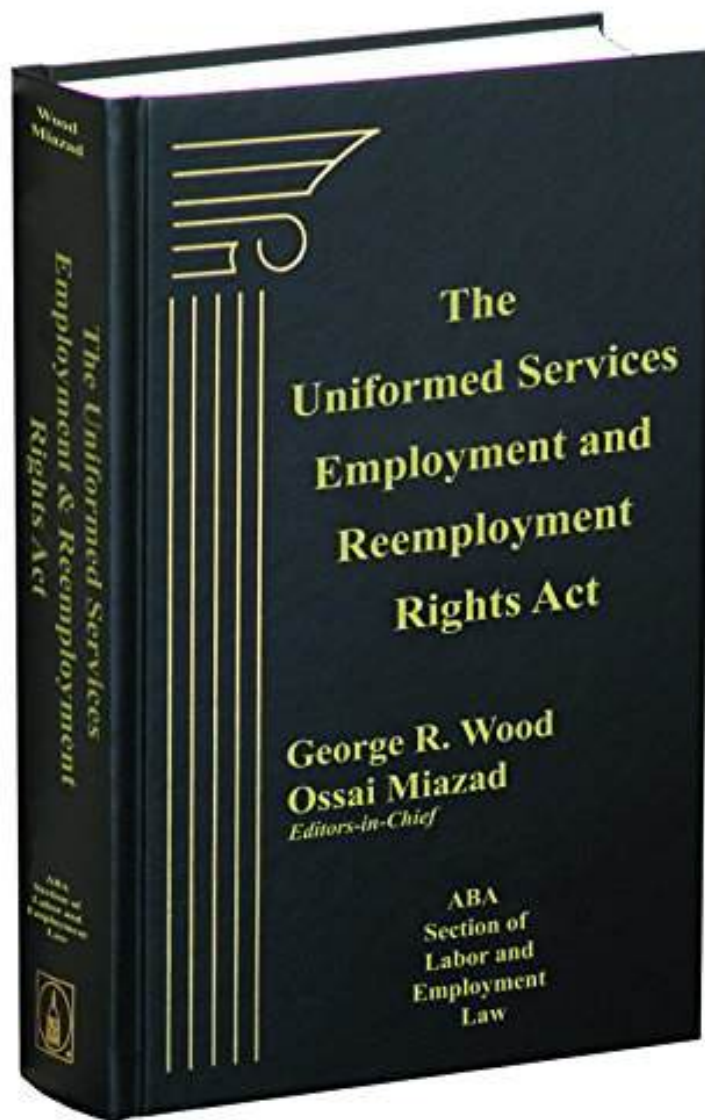


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*By George R. Wood, Ossai Miazad, ABA Section of Labor and Employment Law
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