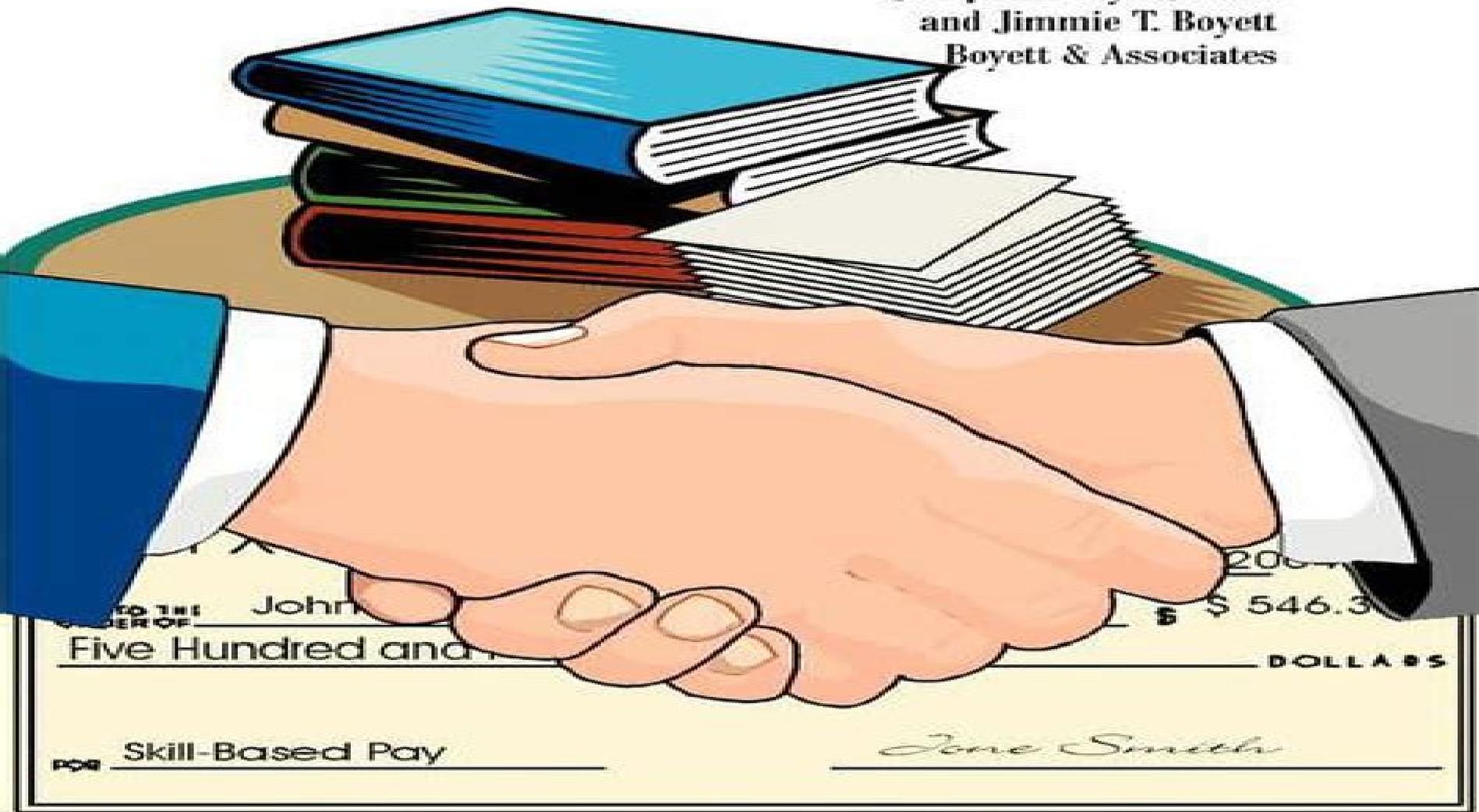


# THE SKILL-BASED PAY DESIGN MANUAL

Joseph H. Boyett, Ph.D.  
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