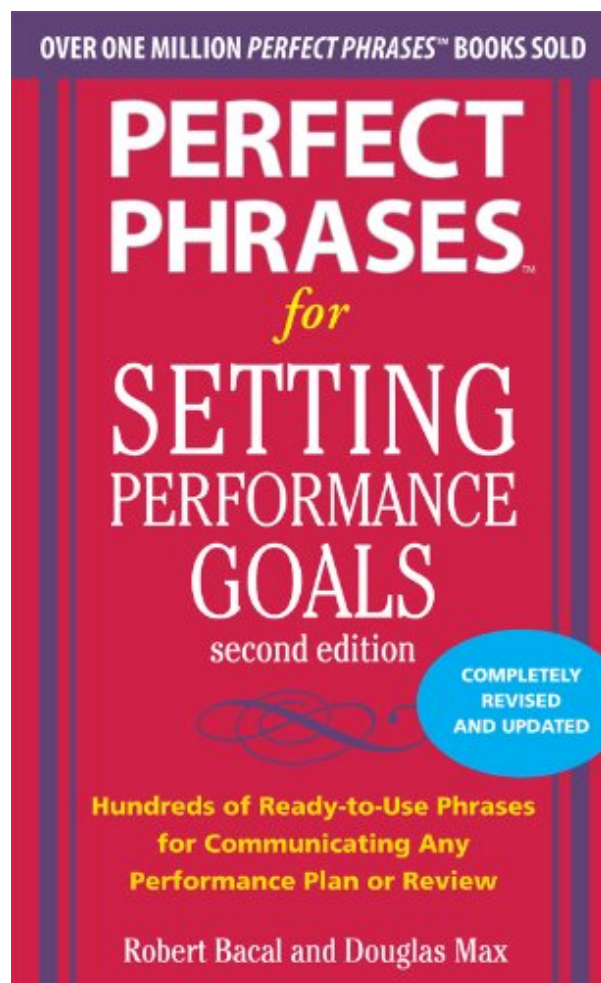


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Robert Bacal is the author of Managing Performance, The Complete Idiot's Guide to Consulting, and other human resources books.

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