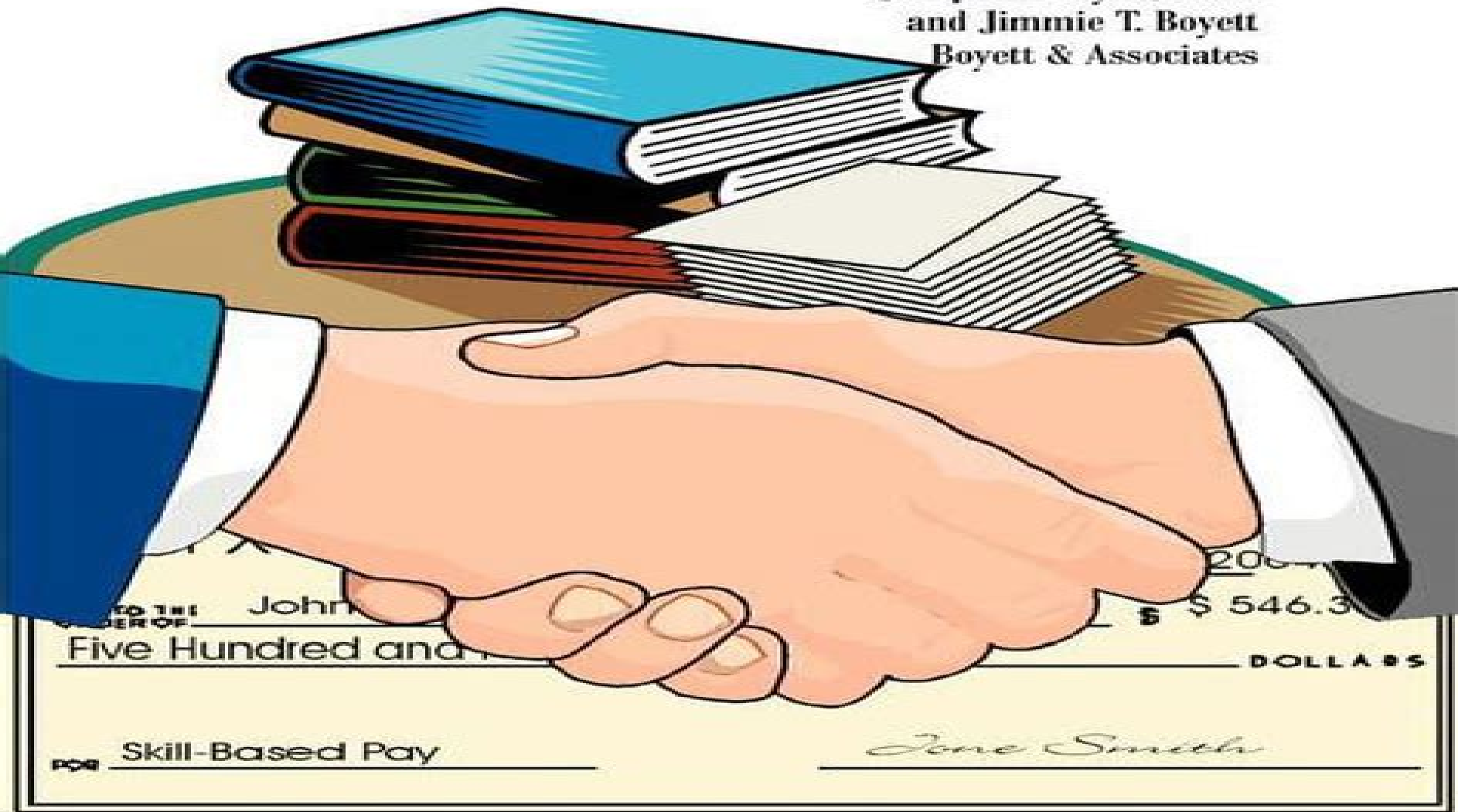


THE SKILL-BASED PAY DESIGN MANUAL

Joseph H. Boyett, Ph.D.
and Jimmie T. Boyett
Boyett & Associates



for Skill-Based Pay

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