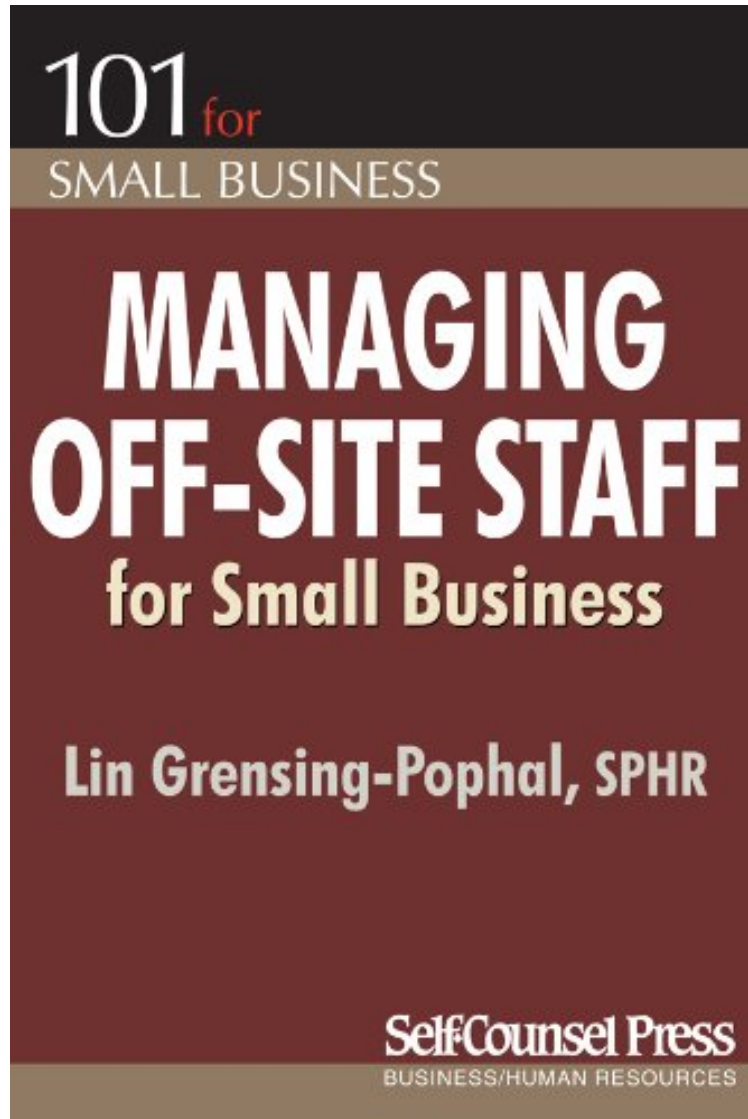


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About the Author Lin-Greising Pophal, SPHR, is an independent business journalist with a background in employee relations and corporate communications. She writes business and employee management articles for general and trade publications and is the author of four books previously published by Self-Counsel Press.