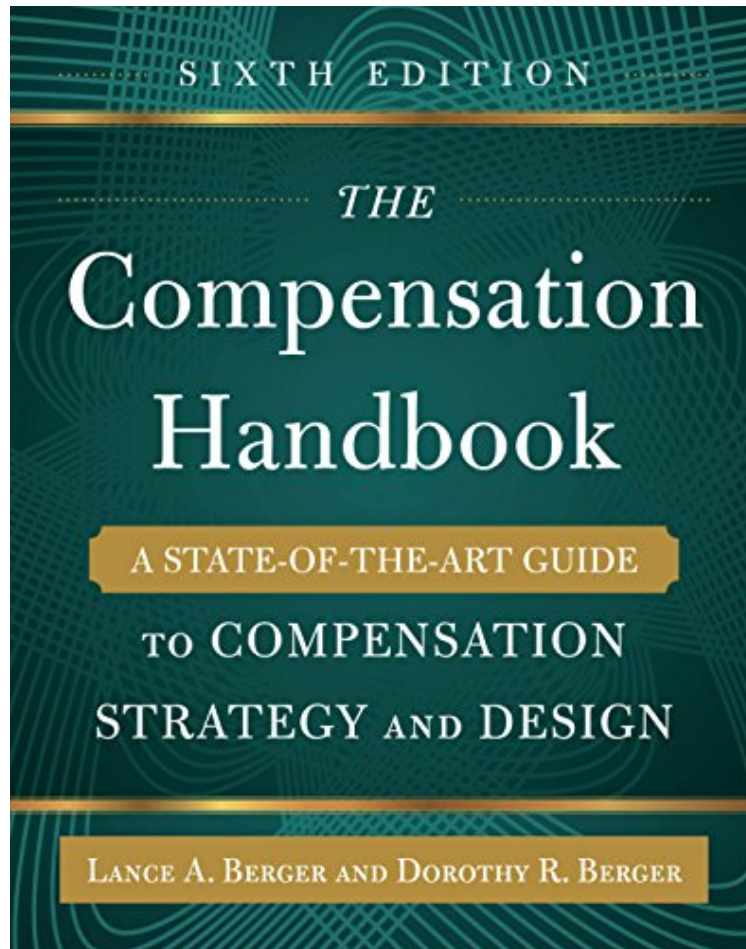


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About the AuthorLance A. Berger is managing partner of Lance A. Berger Associates, Ltd. in Bryn Mawr, Pennsylvania. He is a recognized consulting authority specializing in compensation, talent management, and change management. He cowrote and coedited the third, fourth and fifth editions of The Compensation Handbook, the first and second editions of The Talent Management Handbook, Management Wisdom from the New York Yankees; Dynasty, The Change Management Handbook, and Deengineering the Corporation. Dorothy R. Berger is a partner of Lance A. Berger Associates, Ltd. She coordinates all organizational activities for the firm and is also a talent management consultant. She cowrote and coedited the fourth and fifth editions of The Compensation Handbook, the first edition and second editions of The Talent Management Handbook, Management Wisdom from the New York Yankees; Dynasty, The Change Management Handbook, and Deengineering the Corporation.