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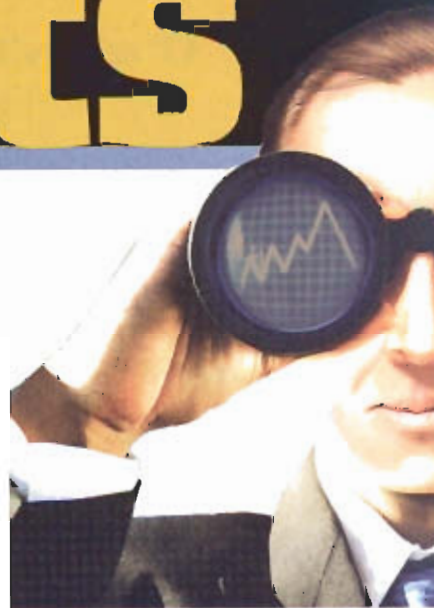
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▶ Additional information available online at [www.shrm.org/hrmagazine](http://www.shrm.org/hrmagazine).

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