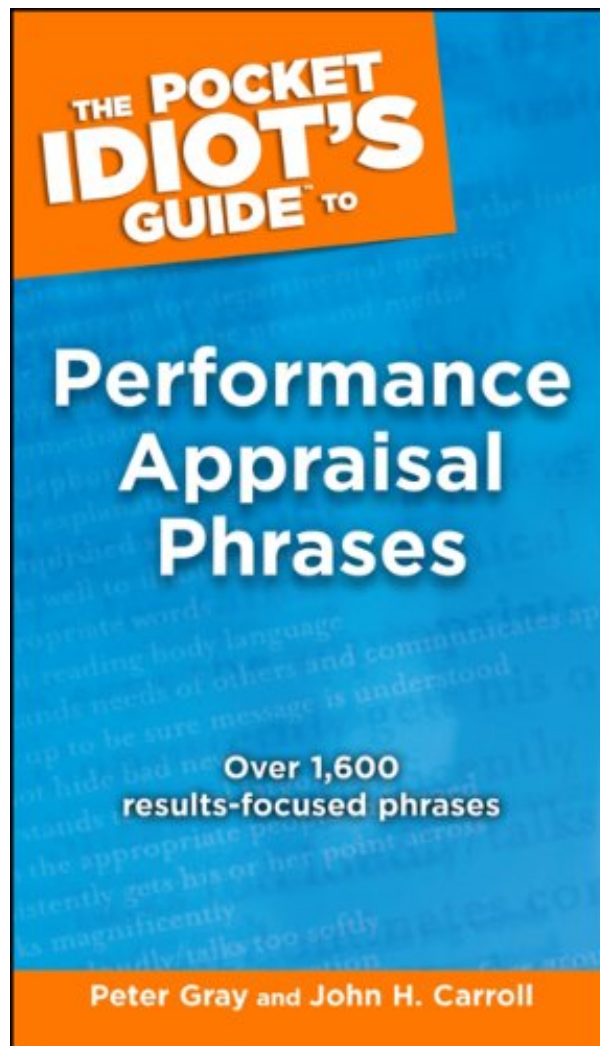


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Peter Lawrence Gray is the CEO of Peter Gray Associates, an executive search firm. Gray has worked for a variety of Fortune 100 firms. He writes columns and articles on employment-related issues for newspapers and business journals, and is frequently featured on radio and television.

John H. Carroll has 34 years of experience in human resource management and organizational leadership development. He was senior associate at The Essex Group, a leadership, management, and organizational development consulting firm.

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