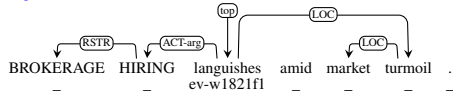
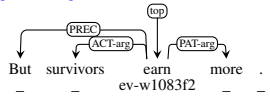


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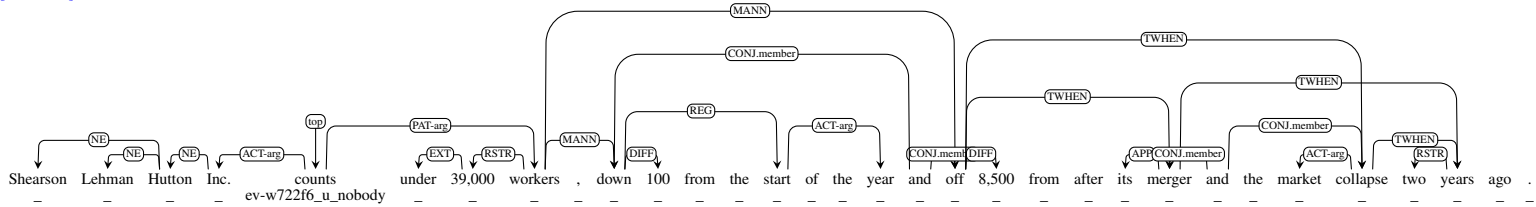
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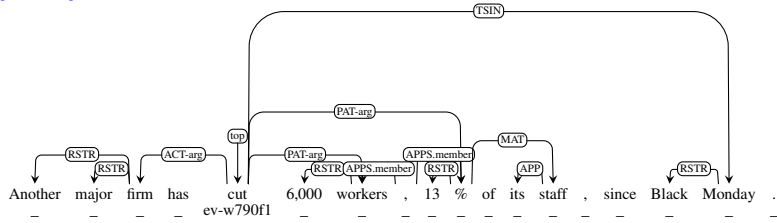
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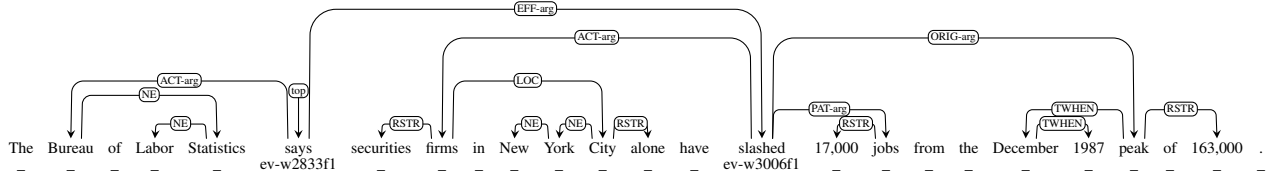
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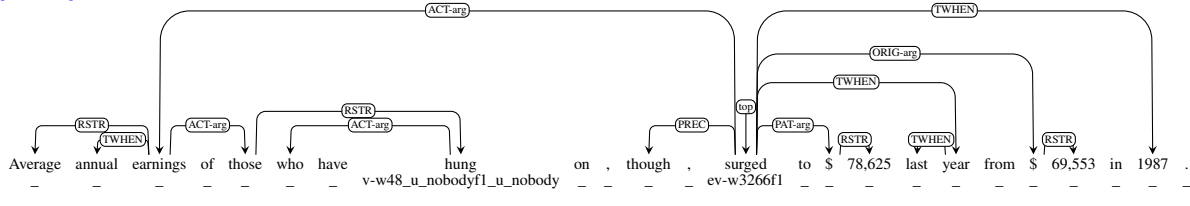
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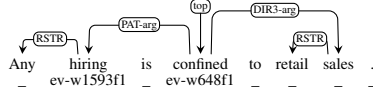
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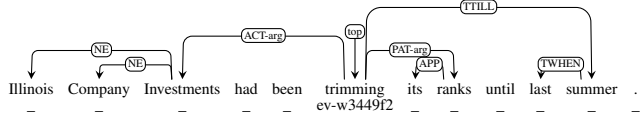
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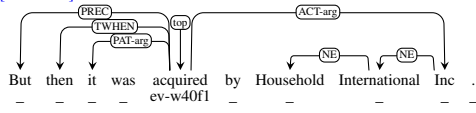
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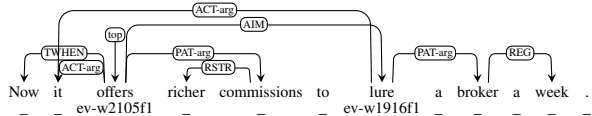
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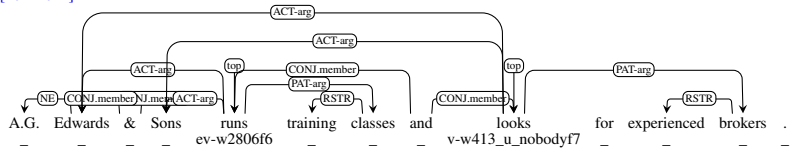
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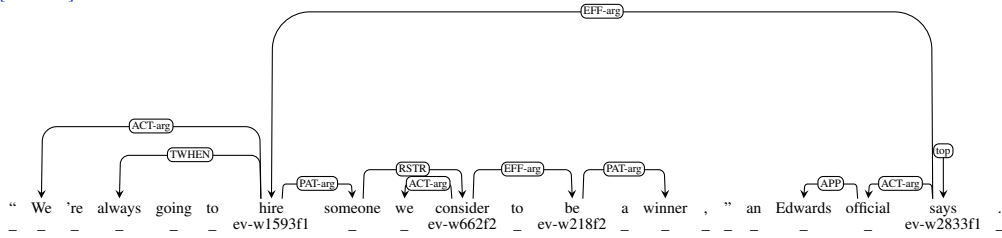
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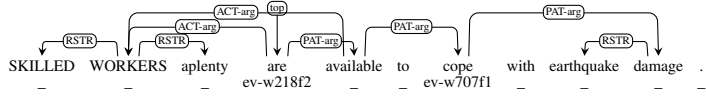
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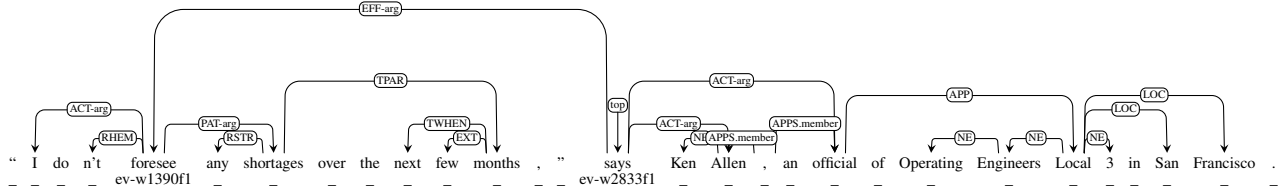
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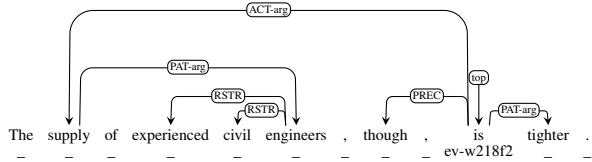
[20414014]



[20414015]



[20414018]



[20414019]

In recent months , California 's Transportation Department has been recruiting in Pennsylvania , Arizona and Texas for engineers experienced in road and bridge design .

[20414021]

He says the department now has 75 openings and wants to hire 625 civil engineers over the next 15 months .

[20414022]

THE IRS may taketh what the Labor Department giveth .

[20414023]

But stay tuned .

[20414026]

Now comes word that IRS regulations being drafted could put companies in violation of the tax code if they make loans to retiree shareholders and directors but do n't make them available to other former workers who usually earned less .

[20414027]

The IRS says the question wo n't be settled until the regulations are issued " shortly . "

[20414028]

But violation could bring substantial tax penalties to both employer and employees .

[20414029]

" It 's a severe case of regulatory whiplash . " complains Henry Saveth of consultant A. Foster Higgins & Co .

[20414030]

Frederick Rumack of Buck Consultants has asked Labor to recruit its rule to remove the IRS threat .

[20414031]

CORPORATE DOWNSIZING digs deeper .

[20414032]

Outplacement consultant Right Associates says the average pay of its clients fell to \$ 66,743 last year from \$ 70,765 in 1987 ; severance pay dropped to 25 weeks from 29 .

[20414033]

Both reflect the dismissal of lower-level and shorter-tenure executives .

[20414034]

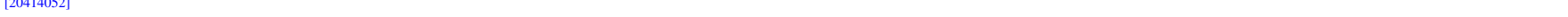
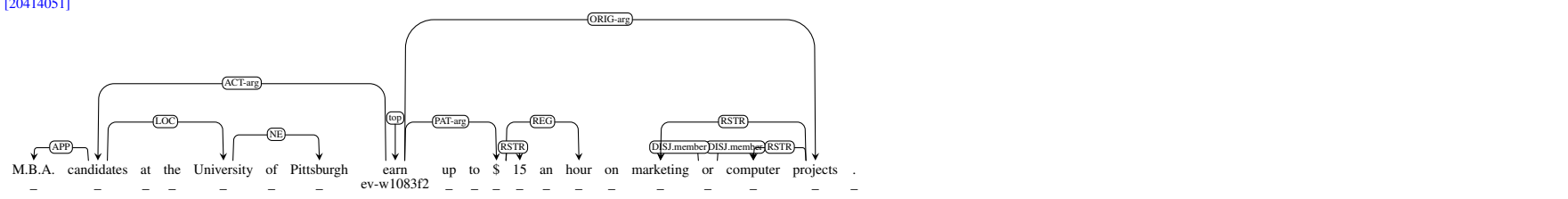
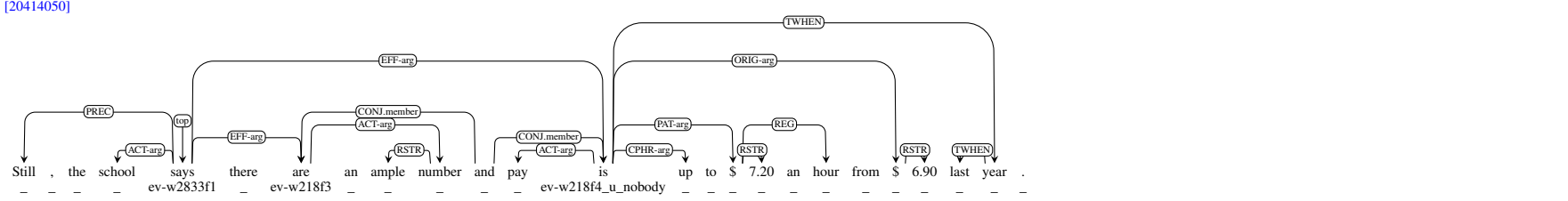
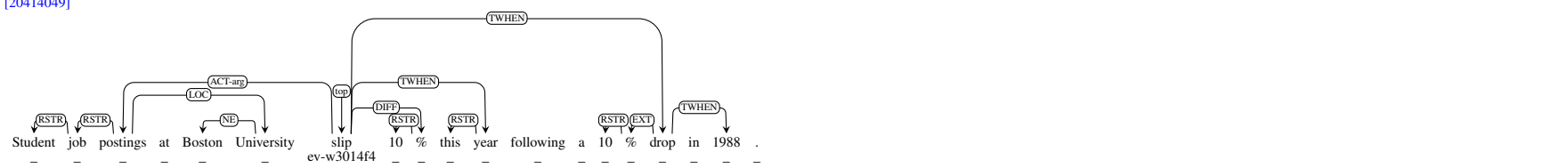
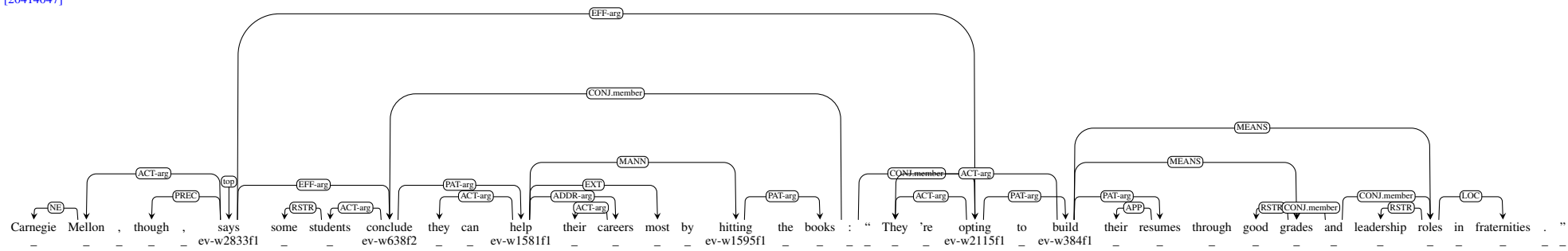
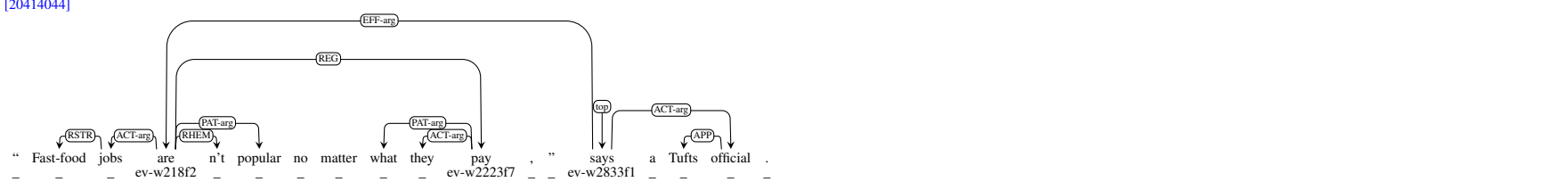
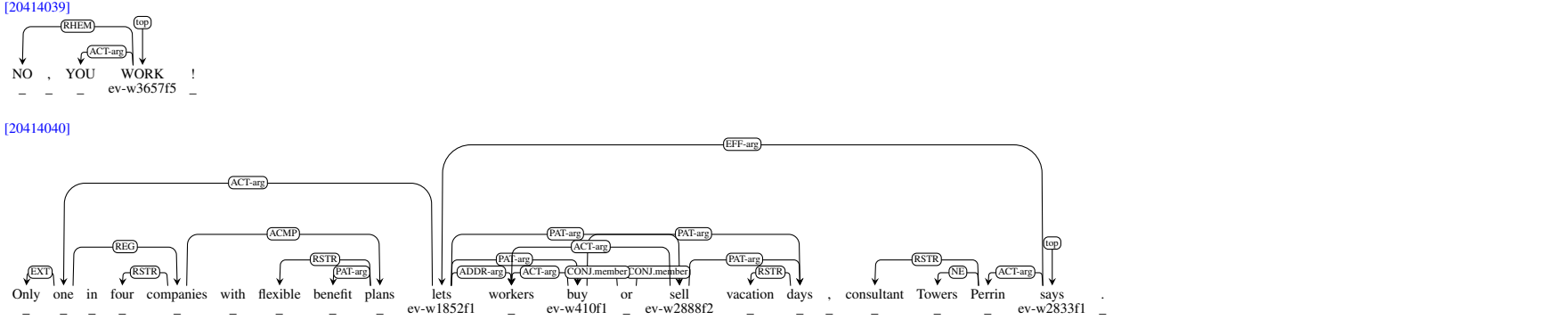
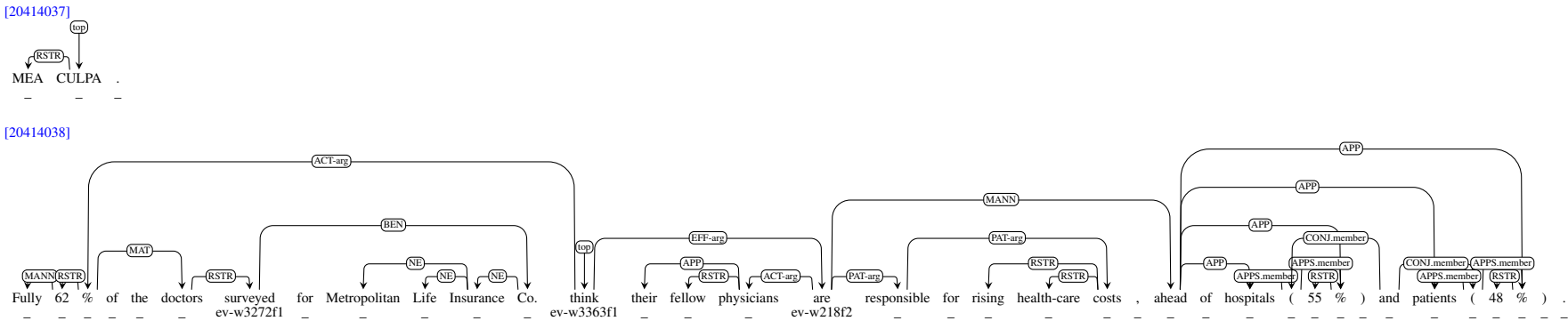
FIRST TEACH THYSELF .

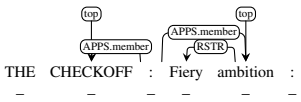
[20414035]

Executives universally believe workers should know their employer-sponsored benefits .

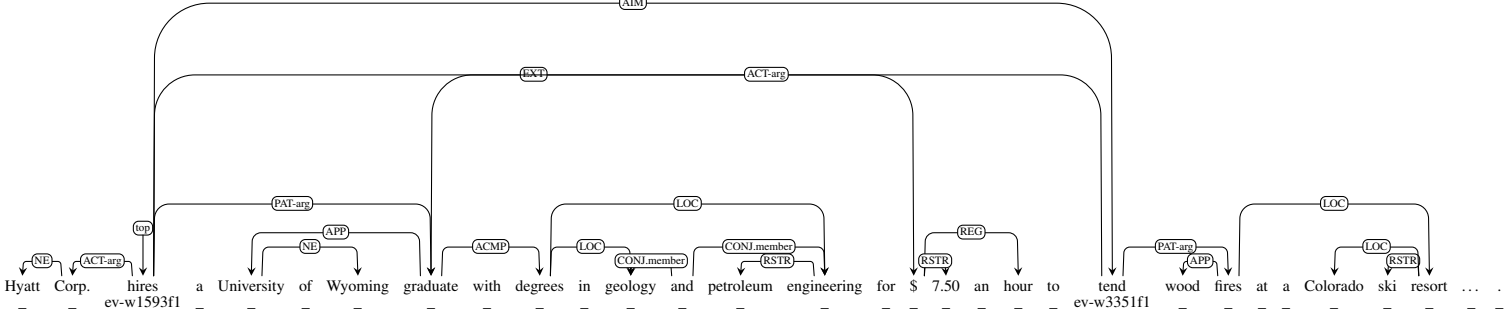
[20414036]

But three out of four managers ca n't accurately state the value of their own packages , consultant Noble Lowndes says .





[20414053]



[20414054]

