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SANDRA M. REED, SPHR, is a leading expert in the certification of Human Resource Professionals with 20 years of practical HR experience. She is the author of the 4th edition of the PHR/SPHR: Professional in Human Resources Certification Study Guide and PHR/SPHR Exam Prep for Dummies. Sandra, owner of epochResources, is a sought-after, engaging facilitator of human resource and management ...

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