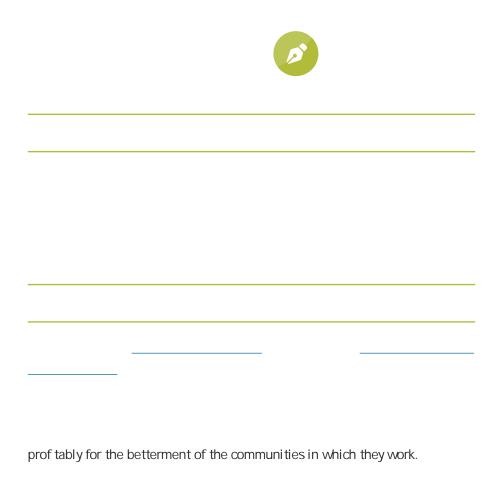


| most powerful recruiting tools any construction f rm has: |
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| 2. TRAINING AND DEVELOPMENT: INVESTING IN |
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| forms and in a magnetic property that leads of ability of professional and |
| frm, and, in a recent survey, the lack of skilled craft represented |
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Any views and opinions expressed in this article may or may not ref ect the