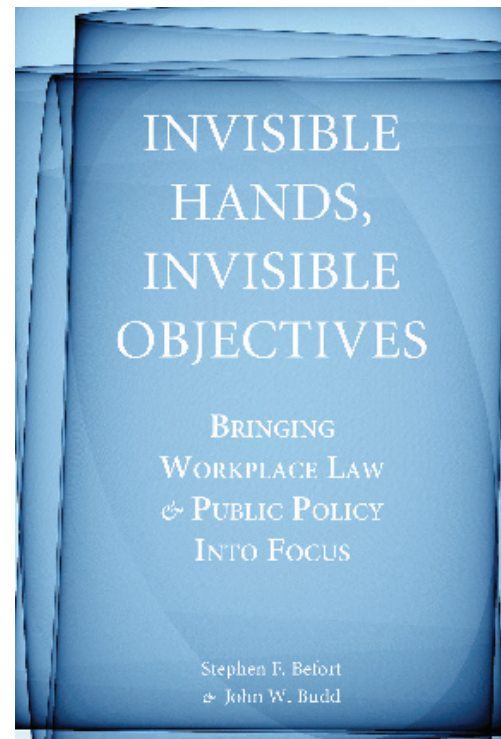


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Stephen F. Befort is the Gray, Plant, Mooty, Mooty, and Bennett Professor of Law at the University of Minnesota Law School. He is the author of *Employment Law and Practice, Second Edition* (2003).

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