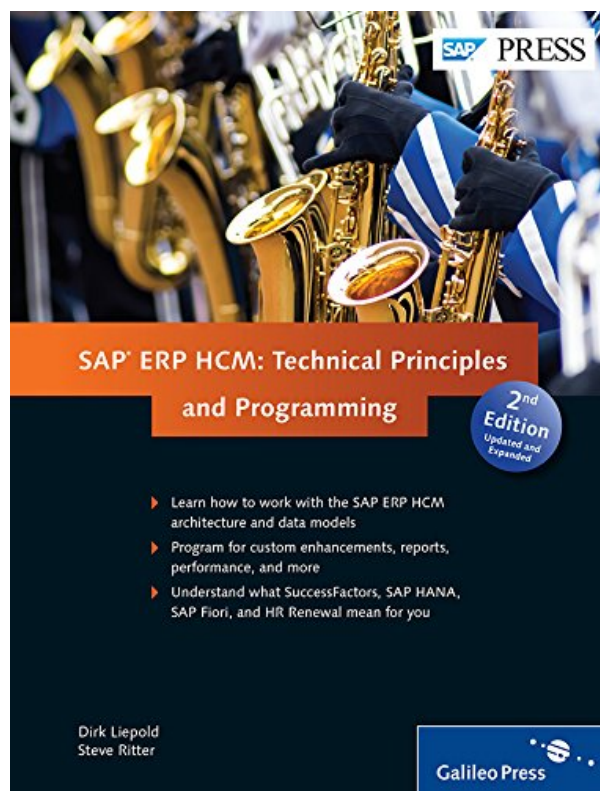
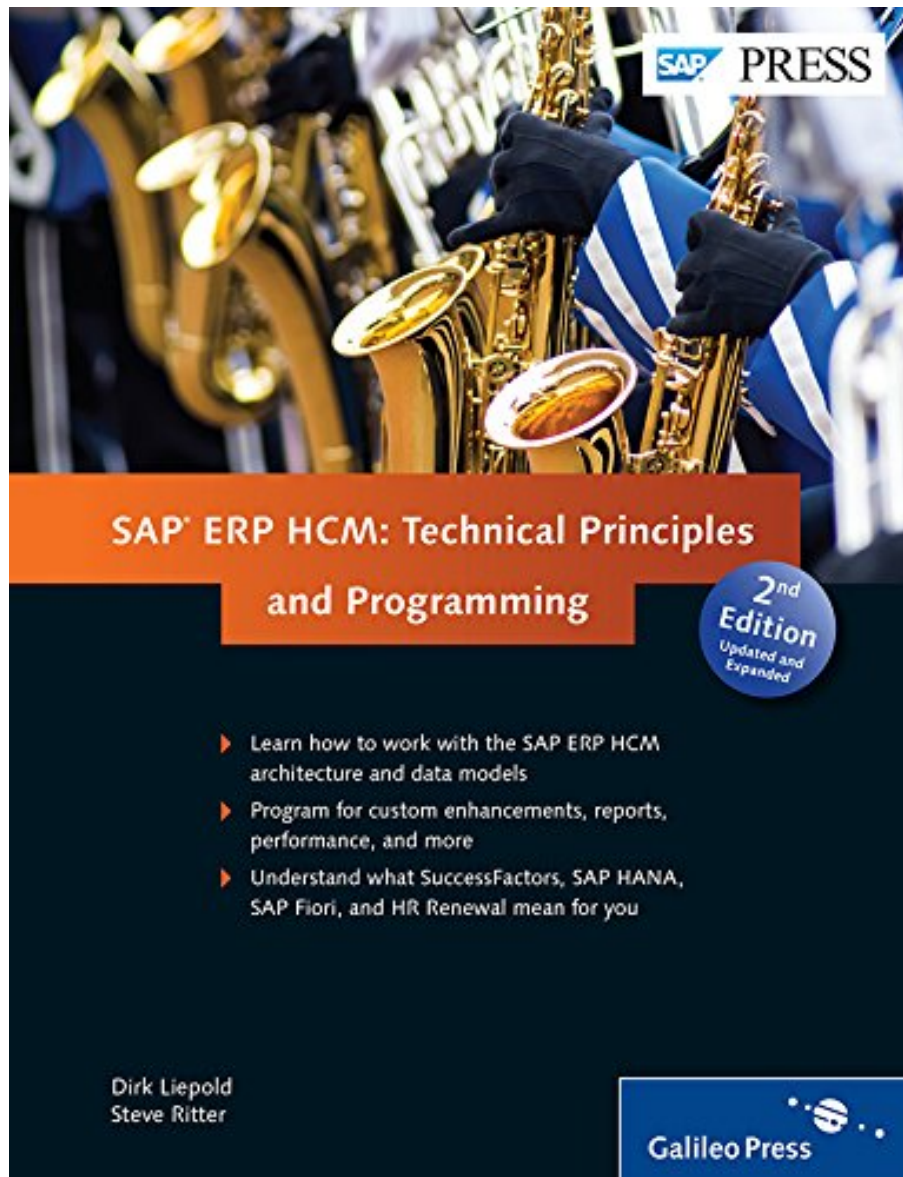


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About the Author

Dirk Liepold has been working with SAP products, experiencing the evolution of SAP, and supporting numerous European, U.S., and global SAP implementations since 1988. He is an SAP ERP HCM subject matter expert performing in such capacities as solution architect and project manager. Dirk began his career as an SAP developer and functional consultant at the German SAP consulting firm ABS-Team GmbH before joining PriceWaterhouseCoopers in the U.S. as a senior consultant and, later, director of the SAP HR Center of Excellence. He founded the SAP ERP HCM consulting firm RowSix, LLC before joining Kivala-HR as a senior executive to lead its North American SAP ERP HCM consulting practice.

Steve Ritter has worked with HR information systems for over 20 years and is currently a managing partner of Sage Consulting, LLC, an SAP software solutions and technology partner that provides business consulting services and add-on solutions for the HCM application. Since 1996, he has been exclusively engaged in numerous SAP ERP HCM projects, serving in both technical and functional leadership positions. Currently, his primary focus is assisting clients with the implementation of the latest SAP web-enabled technologies.

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