

FY 2026

CONGRESSIONAL BUDGET JUSTIFICATION

EMPLOYEE BENEFITS SECURITY ADMINISTRATION

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EMPLOYEE BENEFITS SECURITY ADMINISTRATION

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APPROPRIATION LANGUAGE

For necessary expenses for the Employee Benefits Security Administration, \$181,100,000, of which up to \$3,000,000 shall be made available through September 30, 2027, for the procurement of expert witnesses for enforcement litigation. Note. —This account is operating under the Full-Year Continuing Appropriations and Extensions Act, 2025 (Division A of Public Law 119-4).

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AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2024 Enacted		FY 2025 Enacted		FY 2026 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	724	\$191,100	687	\$191,100	640	\$181,100
No Surprises Act (P.L. 116-260)	117	\$25,779	102	\$19,590	0	\$0
<i>Subtotal Appropriation</i>	<i>841</i>	<i>\$216,879</i>	<i>789</i>	<i>\$210,690</i>	<i>640</i>	<i>\$181,100</i>
Offsetting Collections From:						
Reimbursements	0	\$7,503	0	\$8,000	0	\$8,000
<i>Subtotal</i>	<i>841</i>	<i>\$224,382</i>	<i>789</i>	<i>\$218,690</i>	<i>640</i>	<i>\$189,100</i>
B. Gross Budget Authority	841	\$224,382	789	\$218,690	640	\$189,100
No Surprises Act (P.L. 116-260)	-117	-\$25,779	-102	-\$19,590	0	\$0
Offsetting Collections To:						
Reimbursements	0	-\$7,503	0	-\$8,000	0	-\$8,000
<i>Subtotal</i>	<i>724</i>	<i>\$191,100</i>	<i>687</i>	<i>\$191,100</i>	<i>640</i>	<i>\$181,100</i>
C. Budget Authority Before the Committee	724	\$191,100	687	\$191,100	640	\$181,100
No Surprises Act (P.L. 116-260)	117	\$25,779	102	\$19,590	0	\$0
Offsetting Collections From:						
Reimbursements	0	\$7,503	0	\$8,000	0	\$8,000
Unobligated Balances From:						
Brought Forward, October 1 (Expert Witness)	0	\$1,195	0	\$1,481	0	\$0
<i>Subtotal</i>	<i>841</i>	<i>\$225,577</i>	<i>789</i>	<i>\$220,171</i>	<i>640</i>	<i>\$189,100</i>
D. Total Budgetary Resources	841	\$225,577	789	\$220,171	640	\$189,100
FTE Lapse and Unobligated Balance Expiring	-9	-\$1	0	\$0	0	\$0
FTE Lapse and Unobligated Balance Carryover (Expert Witness)	0	-\$1,481	0	\$0	0	\$0
FTE Overage and Unobligated Balance Carryover (NSA P.L. 116-260)	-1	-\$350	0	\$0	0	\$0
E. Total, Estimated Obligations¹	831	\$223,745	789	\$220,171	640	\$189,100

¹ NOTE: FY 2024 reflects actual FTE funded from the base appropriation, with CAA/NSA supplemental funding supporting an additional 116 FTE. For FY 2025, EBSA had additional funding from the supplemental fund for 102 FTE.

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SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Request	Net Change
Budget Authority			
General Funds	\$191,100	\$181,100	-\$10,000
Total	\$191,100	\$181,100	-\$10,000
Full Time Equivalents			
General Funds	687	640	-47
Total	687	640	-47

Explanation of Change	FY 2026 Change							
	FY 2025 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	687	\$95,768	0	\$0	0	\$0	0	\$0
Personnel benefits	0	\$33,874	0	\$0	0	\$0	0	\$0
Employee health benefits	0	\$0	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$147	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$1,680	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$2,167	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$1	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$10,034	0	\$0	0	\$0	0	\$0
Rental payments to others	0	\$25	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$94	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$407	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$721	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$5,104	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$26,534	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$832	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$11,033	0	\$0	0	\$0	0	\$0
Research & Development Contracts	0	\$741	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$14	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$1,827	0	\$0	0	\$0	0	\$0
Equipment	0	\$97	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$0	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	687	+\$191,100	0	\$0	0	\$0	0	\$0

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Explanation of Change	FY 2026 Change							
	FY 2025 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
B. Programs:								
Total Increase	687	+\$191,100	0	\$0	0	\$0	0	\$0
Decreases:								
A. Built-Ins:								
To Provide For:								
Built-Ins Subtotal	0	\$0	0	\$0	0	\$0	0	\$0
B. Programs:								
Budget Reduction	0	\$0	0	\$0	-47	-\$10,000	-47	-\$10,000
Programs Subtotal			0	\$0	-47	-\$10,000	-47	-\$10,000
Total Decrease	0	\$0	0	\$0	-47	-\$10,000	-47	-\$10,000
Total Change²	687	+\$191,100	0	\$0	-47	-\$10,000	-47	-\$10,000

² NOTE: FY 2025 reflects actual FTE funded from the base appropriation, with CAA/NSA supplemental funding supporting an additional 102 FTE.

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2024 Enacted		FY 2025 Enacted		FY 2026 Request		Diff. FY 2026 Request / FY 2025 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Employee Benefits Security Programs	715	191,100	687	191,100	640	181,100	-47	-10,000
General Funds	715	191,100	687	191,100	640	181,100	-47	-10,000
Total³	715	191,100	687	191,100	640	181,100	-47	-10,000
General Funds	715	191,100	687	191,100	640	181,100	-47	-10,000

³ NOTE: FY 2024 reflects actual FTE funded from the base appropriation, with CAA/NSA supplemental funding supporting an additional 116 FTE. For FY 2025, EBSA had additional funding from the supplemental fund for 102 FTE.

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BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
	Full-Time Equivalent				
	Full-time Permanent	689	669	622	-47
	Other	26	18	18	0
	Total	715	687	640	-47
	Average ES Salary	\$212,467	\$212,467	\$234,825	\$22,358
	Average GM/GS Grade	12/4	12/4	12/9	0
	Average GM/GS Salary	\$125,179	\$127,682	\$141,118	\$13,436
11.1	Full-time permanent	85,124	92,522	86,452	-6,070
11.3	Other than full-time permanent	937	676	676	0
11.5	Other personnel compensation	2,356	2,570	2,570	0
11.9	Total personnel compensation	88,417	95,768	89,698	-6,070
12.1	Civilian personnel benefits	37,952	34,021	31,975	-2,046
13.0	Benefits for former personnel	30	1,680	3,147	1,467
21.0	Travel and transportation of persons	906	2,167	2,167	0
22.0	Transportation of things	8	1	1	0
23.1	Rental payments to GSA	11,390	10,034	10,034	0
23.2	Rental payments to others	27	25	25	0
23.3	Communications, utilities, and miscellaneous charges	167	94	94	0
24.0	Printing and reproduction	827	407	407	0
25.1	Advisory and assistance services	1,680	721	721	0
25.2	Other services from non-Federal sources	6,696	5,104	3,760	-1,344
25.3	Other goods and services from Federal sources 1/	41,669	38,399	36,399	-2,000
25.5	Research and development contracts	0	741	741	0
25.7	Operation and maintenance of equipment	5	14	14	0
26.0	Supplies and materials	1,310	1,827	1,827	0
31.0	Equipment	16	97	90	-7
42.0	Insurance claims and indemnities	0	0	0	0
	Total⁴	191,100	191,100	181,100	-10,000
	1/Other goods and services from Federal sources				
	Working Capital Fund	23,116	26,534	24,534	-2,000
	DHS Services	753	832	832	0
	GSA Services	14,563	10,788	10,788	0
	HHS Services	123	205	205	0

⁴ NOTE: FY 2024 reflects actual FTE funded from the base appropriation, with CAA/NSA supplemental funding supporting an additional 116 FTE. For FY 2025, EBSA had additional funding from the supplemental fund for 102 FTE.

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AUTHORIZING STATUTES

Public Law / Act	Legislation	Statute No. / US Code	Volume No.	Page No.	Expiration Date
P.L. 93-406	Employee Retirement Income Security Act of 1974	88 Stat. 832/ 29 U.S.C. 1001 et. seq.	88	832	Indefinite
P.L. 99-335	Federal Employees' Retirement System Act of 1986	100 Stat. 514/ 5 U.S.C. 8401 et. seq.	100	514	Indefinite

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APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2017					
Base Appropriation...3/	\$205,761			\$181,000	925
2018					
Base Appropriation...4/	\$183,926	\$175,600		\$181,000	860
2019					
Base Appropriation...5/	\$189,500			\$181,000	840
2020					
Base Appropriation...6/	\$193,500	\$183,155		\$181,000	826
2021					
Base Appropriation...7/	\$192,738			\$362,000	1,610
2022					
Base Appropriation...8/9/	\$218,475	\$218,475		\$185,500	724
2023					
Base Appropriation	\$233,867	\$233,867		\$191,100	724
2024					
Base Appropriation...10/	\$248,959		\$191,100	\$191,100	715
2025					
Base Appropriation	\$205,633			\$191,100	687
2026					
Base Appropriation	\$181,100				640

¹ Reflects the full appropriation pursuant to P.L. 113-76 without enacted rescissions.

² Reflects the full appropriation pursuant to P.L. 113-235 without enacted rescissions.

³ Reflects the full appropriation pursuant to P.L. 114-113 without enacted rescissions.

⁴ Reflects the full appropriation pursuant to P.L. 115-31 without enacted rescissions.

⁵ Reflects the full appropriation pursuant to P.L. 115-141 without enacted rescissions.

⁶ Reflects the full appropriation pursuant to P.L. 115-245 without enacted rescissions.

⁷ Reflects the full appropriation pursuant to P.L. 116-93 without enacted rescissions and impact of Shared Services Realignment.

⁸ Reflects the full appropriation pursuant to P.L. 116-260 without enacted rescissions.

⁹ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or the full Senate Appropriations Committee.

EMPLOYEE BENEFITS SECURITY ADMINISTRATION

OVERVIEW

The Employee Benefits Security Administration's (EBSA) mission is to ensure the security of the retirement, health, and other job-based benefits of America's workers, retirees and their families. The Agency accomplishes this mission by assisting and educating workers, plan sponsors, fiduciaries, and service providers, developing effective regulations, and by vigorously enforcing the law.

EBSA is responsible for protecting more than 156 million workers, retirees, and their families who are covered by approximately 801,000 private retirement plans, 2.6 million health plans, and 514,000 other welfare benefit plans. Together, these plans hold estimated assets of \$14.0 trillion.

The Agency also has important interpretive and regulatory responsibilities with respect to individual retirement accounts (IRAs), which hold about \$15.2 trillion in assets, as well as audit responsibilities with respect to the federal Thrift Savings Plan, which is the world's largest employee contributory plan with more than 7.2 million participants and \$937 billion in assets as of March 2025.

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BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	191,100	191,100	181,100	-10,000
FTE ⁵	715	687	640	-47

EBSA functions as a highly integrated and adaptive organization that is responsive to the complex environment in which it operates, thus assuring the security of the retirement, health and other workplace benefits of America’s workers and their families. The Agency administers an integrated program consisting of the following strategic activities:

1. Informative Compliance Assistance;
2. Strategic Enforcement;
3. Proactive Regulation;
4. Targeted Research;
5. Strong Consumer Outreach and Public Education; and,
6. Effective Participant Assistance and Outstanding Customer Service.

As part of EBSA’s integrated approach, the Agency utilizes an aggressive outreach, education, and participant assistance program to inform the public of their rights and benefits as well as to educate the regulated community regarding their rights and obligations under the law. The Agency’s strategic enforcement program executes key national/regional priorities through the performance of various functions, including civil and criminal investigation, voluntary compliance assistance, and project evaluation. EBSA issues regulations, opinions, rulings, compliance tools, and guidance on ERISA and other laws affecting employee benefit plans.

EBSA’s research program continues to inform the Agency’s regulatory, enforcement, and legislative work, and provides important information to the public and policymakers on benefit plans. EBSA’s outreach, education, and participant assistance programs ensure that workers and their beneficiaries know their rights and educates members of the regulated community on their responsibilities and obligations under the law.

EBSA is currently working on a strategic plan to refocus its activities to facilitate the distribution of resources from lower priority strategies/programs to higher priorities strategies/programs. The restructuring will create a more responsive organization that facilitates results-based management and outcomes, all of which are aimed at protecting the security of employee benefits.

⁵ NOTE: FY 2024 reflects actual FTE funded from the base appropriation, with CAA/NSA supplemental funding supporting an additional 116 FTE. For FY 2025, EBSA had funding from the supplemental fund for 102 FTE.

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Five-Year Budget Activity History⁶

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$181,000	805
2022	\$185,500	724
2023	\$191,100	724
2024	\$191,100	715
2025	\$191,100	687

FY 2026

Consistent with the comprehensive plan for reforming the Federal Government to ensure greater efficiency, EBSA seeks \$181,100,000 and 640 FTE to support the priorities of the Administration.

FY 2026 Activities, Strategies, and Program Workload

In FY 2026, EBSA will continue to provide a multi-faceted employee benefits security program that effectively and strategically targets the most serious and persistent violations, focusing on Major Case investigations to maximize the beneficial impact of the agency's work on plan participants and beneficiaries; provide innovative outreach and education that assists workers in protecting their pension and health benefits; develop and improve compliance assistance tools like the Voluntary Fiduciary Correction Program and the Delinquent Filer Voluntary Compliance Program; conduct a well-integrated research program based on evidence and comprehensive analysis; pursue investigations concerning critical health issues; carry out the agency's interpretive activities concerning the provisions of ERISA and related statutes through the timely issuance of advisory opinions and field assistance bulletins addressing relevant interpretative issues; promote cybersecurity; interpret and implement updated SECURE 2.0 legislation created by the CAA; and continue to pursue claims based on the full range of issues under Title I of ERISA.

EBSA protects the integrity of job-based employee benefit plans as it works to ensure that such plans are administered with prudence and undivided loyalty to plan participants and beneficiaries. To do this, the agency runs a series of robust and effective programs for enforcement, compliance assistance, participant assistance, outreach, and reporting oversight aimed at the broad range of statutory obligations encompassed by ERISA.

Compliance assistance

The agency works to provide sound and timely compliance assistance by implementing voluntary compliance programs. The Policy and Compliance Assistance program issues

⁶ NOTE: FY 2022-2023 reflects funding from the base appropriations for 724 FTE (715 in FY 2024) which does not account for the CAA/NSA supplemental funding supporting an additional 116 FTE. For FY 2025, EBSA had funding from the supplemental fund for 102 FTE.

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regulations and provides guidance related to retirement, group health plans, and other welfare plans under ERISA. It offers education, compliance assistance, and other technical support to group health plans, their service providers, participants and beneficiaries. The program also assists other EBSA offices, and other government agencies on health coverage matters.

EBSA continues to focus on compliance assistance, which includes outreach, education, technical assistance, and innovative programs that help EBSA's stakeholders comply with laws. For example, the agency recently expanded and streamlined its Voluntary Fiduciary Compliance Program (VFCP), which provides a ready mechanism for plan sponsors and fiduciaries to correct violations involving nineteen common fact patterns. Similarly, the agency's Delinquent Filer Voluntary Compliance Program (DFVCP) encourages voluntary compliance with the annual reporting requirements under ERISA. Together, these two programs provide an efficient mechanism for self-identifying and correcting violations, enabling the Agency to focus more investigative resources on other, more complex issues. The agency's renewed focus on compliance assistance boosts its investigative and enforcement efforts and EBSA will continue to measure its success alongside other strategies.

As a standard practice, EBSA continuously works to evaluate and improve policy and regulatory programs, making changes when needed. The agency works with stakeholders to develop tools and resources for compliance.

Participant assistance

EBSA's participant assistance staff responds to inquiries from members of the public who are seeking information or have complaints about their benefits. The agency's benefits advisors assist the public in understanding their rights under their plans and are often able to resolve disputes informally, thereby promptly obtaining benefits for workers, retirees, and their families.

The participant assistance program is the source of some of the agency's best investigative leads, producing several hundred cases per year — cases that may never have been discovered without this program. Perhaps more importantly, the benefits advisors resolve issues without litigation. They provide direct assistance to plan participants, fiduciaries, service providers, and others on the wide range of issues arising under ERISA. These also play an active role in resolving complaints submitted to the No Surprises Act Help Desk which handles inquiries about NSA-related issues from key stakeholders. In FY 2024, the benefits advisors recovered over \$544 million through their efforts to informally resolve disputes.

Outreach

EBSA also engages in public outreach to ensure that workers and their beneficiaries know their rights. For example, the Agency runs three national education campaigns covering retirement savings, health benefits, and fiduciary education to inform plan sponsors and officials, service providers, and plan participants of their rights and responsibilities under ERISA.

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The Agency also conducts outreach through rapid response events, congressional office briefings, job fairs, and other venues. EBSA expects to develop new cost-effective ways of maximizing the effectiveness of its outreach program.

Reporting oversight systems

EBSA ensures that benefit plan annual reports and other mandated reports and disclosures are filed timely and accurately. The Form 5500 electronic filing system provides for the public disclosure of critical plan information, thereby enabling plan participants, beneficiaries, and fiduciaries to ensure the financial integrity of their plans, and assisting policymakers, researchers, and others to base their analyses on an accurate understanding of the plan universe. The system also provides a free web-based program that plan administrators can use at no additional cost to them. On average, the electronic filing system receives and processes approximately 1.2 million Forms 5500 annually. EBSA also operates the ERISA Information System, which maintains plan data for the Agency's enforcement, research, and policy development programs.

Together, these systems and their data: support enforcement-related activities; comprise essential databases for the Agency's research and regulatory activities; are the primary sources of employee benefit plan data for Congress, the Internal Revenue Service (IRS), the Pension Benefit Guaranty Corporation (PBGC), the Government Accountability Office, and plan participants and beneficiaries; support IRS oversight of private-sector retirement and health plans; and directly affect the PBGC's ability to manage the risks associated with underfunded defined benefit plans.

Enforcement

EBSA strives to run a strong and comprehensive enforcement program that encompasses both civil and criminal investigations and gives special attention to the most egregious and persistent violators. It promotes the protection of pension and welfare benefits under ERISA. EBSA primarily focuses its enforcement resources and efforts on investigating potential violations of law, including through its Major Case program, which focuses resources on investigations designed to have the greatest positive impact on the largest numbers of participants and beneficiaries. EBSA investigators conduct thorough investigations to determine whether legal violations occurred.

Although a key focus of the investigative program is on Major Cases, the agency is also committed to pursuing a reasonable mix of small, mid-sized, and large cases, and to responding to participant inquiries. We generally seek voluntary compliance to correct violations and restore losses to employee benefit plans and participants informally before initiating more resource-intensive investigations. When voluntary compliance efforts are unsuccessful, EBSA refers the cases to the Solicitor of Labor (SOL) for litigation.

With only one investigator for every 17,500 plans, EBSA cannot audit even a fraction of ERISA-covered plans in any given year. Nor can it pursue every important issue that arises under the statute through investigation and litigation. The Major Case program is one way in which EBSA

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seeks to have a large impact on a vast plan universe, despite its small size. Under the Major Case program, EBSA focuses its efforts on investigations that are designed to have the greatest impact on the protection of plan assets and participants' benefits. This includes cases involving professional fiduciaries and service providers that are responsible for large numbers of plans and large amounts of plan assets and benefits. By correcting problems that simultaneously affect hundreds or thousands of plans, EBSA can make its limited resources go further.

EBSA will also continue its research activities relating to employment-based pension and health benefit plans. EBSA performs three major, non-discretionary research functions:

- *Economic research* – Section 513 of ERISA directs the Secretary of Labor to conduct research on pension plans. The Secretary is also authorized to conduct research on health plans and other welfare benefit plans.
- *Self-insured health plans* – The Patient Protection and Affordable Care Act (P.L. 111-148) requires the Secretary of Labor to submit to Congress an annual report on self-insured employee health benefit plans.
- *Regulatory impact analysis* – Agencies must assess their regulations' economic costs and benefits as required under Executive Order 12866, the Regulatory Flexibility Act, and the Paperwork Reduction Act.

EBSA conducts discretionary research on health and other benefits and helps develop legislative policy that supports the President's priorities. EBSA also issues specific exemptions from ERISA's rules against prohibited transactions to permit benefits between employee benefit plans and related parties like service providers to proceed, subject to participant-protective conditions. Additionally, EBSA provides ongoing compliance and technical assistance to small businesses, plan officials, and the public to help them comply with legal and regulatory requirements.

As we look forward to the upcoming year, EBSA remains steadfast in its commitment to delivering substantial technical assistance. EBSA consistently averages more than 4,000 interpretive and technical assistance projects annually, while completing approximately 350 regulatory type projects each year to enhance the protection of health care and retirement benefits. In the coming year, through strategic focus, efficient resource management, and active stakeholder engagement, we are committed to continuing to protect the interests of American workers with diligence and integrity. These projects include providing guidance, developing regulatory standards, conducting statistical research, policy work, regulatory analysis, and issuing ERISA exemptions.

In FY 2026, EBSA will continue to effectively administer its responsibilities for the management of debts arising from the assessment of civil penalties under ERISA sections 502(c)(2), 502(i) and 502(l). This will be accomplished in accordance with the requirements of the Debt Collection and Debt Collection Improvement Acts.

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FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of Government Efficiency"* (January 20, 2025); Executive Order 14210 titled *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).