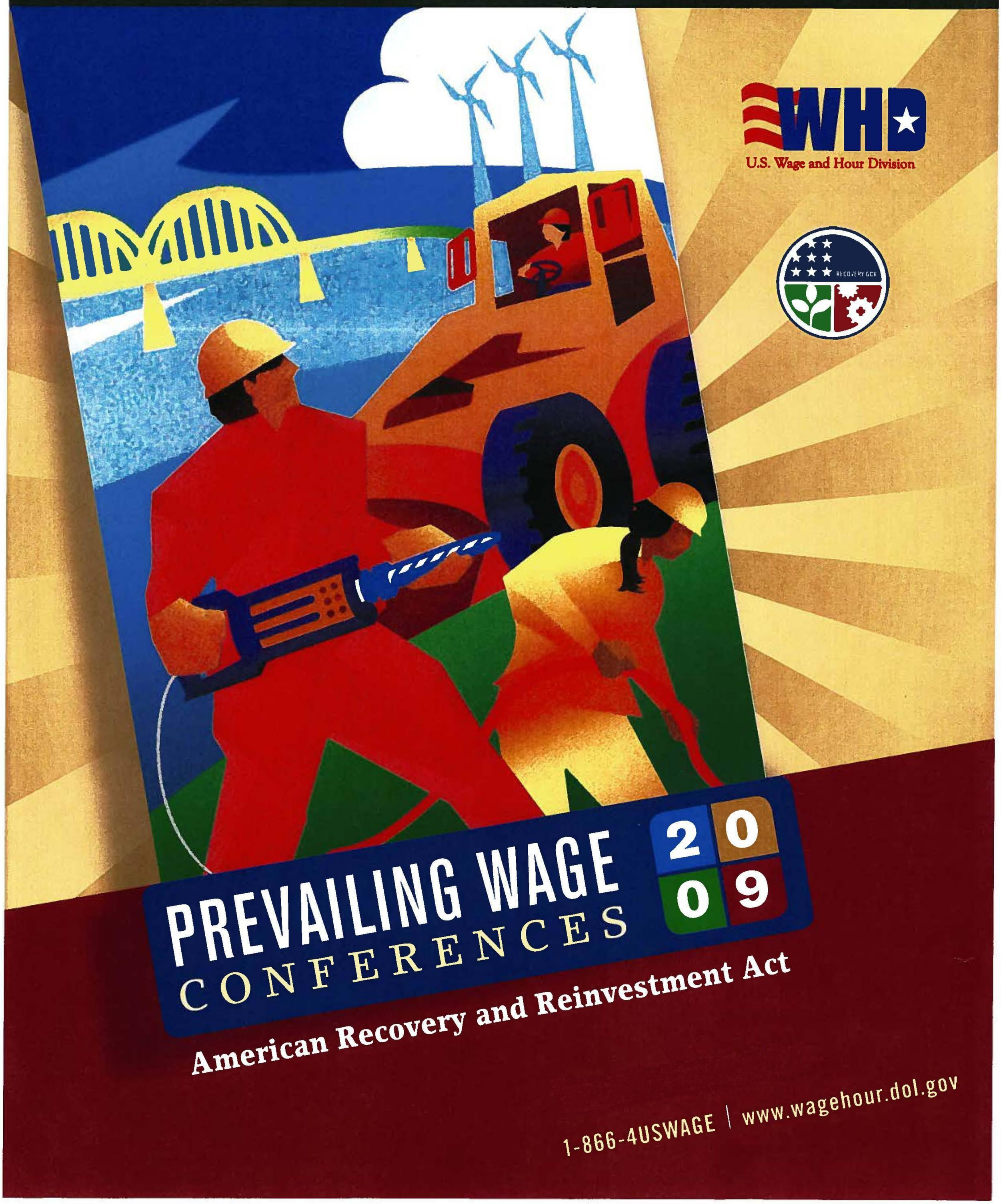U.S. DEPARTMENT OF LABOR