

WD 05-2389 (Rev.-19) was first posted on www.wdol.gov on 01/05/2016

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2005-2389
Director	Wage Determinations	Revision No.: 19
		Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Carolina

Area: North Carolina Counties of Alleghany, Ashe, Avery, Buncombe, Burke, Caldwell, Cherokee, Clay, Graham, Haywood, Henderson, Jackson, Macon, Madison, McDowell, Mitchell, Polk, Rutherford, Swain, Transylvania, Watauga, Yancey

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.85
01012 - Accounting Clerk II		13.30
01013 - Accounting Clerk III		14.88
01020 - Administrative Assistant		18.61
01040 - Court Reporter		15.02
01051 - Data Entry Operator I		11.35
01052 - Data Entry Operator II		12.34
01060 - Dispatcher, Motor Vehicle		16.26
01070 - Document Preparation Clerk		12.97
01090 - Duplicating Machine Operator		12.97
01111 - General Clerk I		11.33
01112 - General Clerk II		12.36
01113 - General Clerk III		13.87
01120 - Housing Referral Assistant		16.88
01141 - Messenger Courier		11.41
01191 - Order Clerk I		12.71
01192 - Order Clerk II		13.87
01261 - Personnel Assistant (Employment) I		14.00
01262 - Personnel Assistant (Employment) II		15.66
01263 - Personnel Assistant (Employment) III		17.46
01270 - Production Control Clerk		19.41
01280 - Receptionist		11.41
01290 - Rental Clerk		11.22
01300 - Scheduler, Maintenance		13.43
01311 - Secretary I		13.43
01312 - Secretary II		15.02
01313 - Secretary III		16.88
01320 - Service Order Dispatcher		14.33

01410 - Supply Technician	18.61
01420 - Survey Worker	15.02
01531 - Travel Clerk I	11.36
01532 - Travel Clerk II	12.10
01533 - Travel Clerk III	12.90
01611 - Word Processor I	11.65
01612 - Word Processor II	13.08
01613 - Word Processor III	14.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.79
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.18
05070 - Automotive Worker	17.18
05110 - Mobile Equipment Servicer	15.33
05130 - Motor Equipment Metal Mechanic	19.05
05160 - Motor Equipment Metal Worker	17.18
05190 - Motor Vehicle Mechanic	18.17
05220 - Motor Vehicle Mechanic Helper	14.43
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.18
05310 - Painter, Automotive	18.09
05340 - Radiator Repair Specialist	17.18
05370 - Tire Repairer	12.54
05400 - Transmission Repair Specialist	19.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.78
07041 - Cook I	12.08
07042 - Cook II	12.78
07070 - Dishwasher	8.43
07130 - Food Service Worker	8.89
07210 - Meat Cutter	12.49
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.93
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.93
09090 - Furniture Refinisher Helper	13.48
09110 - Furniture Repairer, Minor	15.22
09130 - Upholsterer	16.93
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.63
11060 - Elevator Operator	9.80
11090 - Gardener	13.76
11122 - Housekeeping Aide	9.80
11150 - Janitor	9.80
11210 - Laborer, Grounds Maintenance	11.44
11240 - Maid or Houseman	8.80
11260 - Pruner	10.51
11270 - Tractor Operator	13.34
11330 - Trail Maintenance Worker	11.44
11360 - Window Cleaner	10.66
12000 - Health Occupations	
12010 - Ambulance Driver	15.58
12011 - Breath Alcohol Technician	15.71
12012 - Certified Occupational Therapist Assistant	22.24
12015 - Certified Physical Therapist Assistant	21.68
12020 - Dental Assistant	15.59
12025 - Dental Hygienist	27.85
12030 - EKG Technician	24.90
12035 - Electroneurodiagnostic Technologist	24.90
12040 - Emergency Medical Technician	15.58
12071 - Licensed Practical Nurse I	15.73

12072 - Licensed Practical Nurse II	17.50
12073 - Licensed Practical Nurse III	19.52
12100 - Medical Assistant	13.08
12130 - Medical Laboratory Technician	16.33
12160 - Medical Record Clerk	12.10
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.79
12210 - Nuclear Medicine Technologist	34.53
12221 - Nursing Assistant I	9.67
12222 - Nursing Assistant II	10.87
12223 - Nursing Assistant III	11.86
12224 - Nursing Assistant IV	13.31
12235 - Optical Dispenser	16.25
12236 - Optical Technician	15.73
12250 - Pharmacy Technician	12.82
12280 - Phlebotomist	13.31
12305 - Radiologic Technologist	23.37
12311 - Registered Nurse I	23.01
12312 - Registered Nurse II	28.15
12313 - Registered Nurse II, Specialist	28.15
12314 - Registered Nurse III	34.05
12315 - Registered Nurse III, Anesthetist	34.05
12316 - Registered Nurse IV	40.81
12317 - Scheduler (Drug and Alcohol Testing)	21.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.43
13012 - Exhibits Specialist II	20.37
13013 - Exhibits Specialist III	24.92
13041 - Illustrator I	16.43
13042 - Illustrator II	20.37
13043 - Illustrator III	24.92
13047 - Librarian	22.55
13050 - Library Aide/Clerk	13.09
13054 - Library Information Technology Systems Administrator	20.37
13058 - Library Technician	15.39
13061 - Media Specialist I	14.69
13062 - Media Specialist II	16.43
13063 - Media Specialist III	18.33
13071 - Photographer I	14.38
13072 - Photographer II	16.09
13073 - Photographer III	19.94
13074 - Photographer IV	24.40
13075 - Photographer V	29.51
13110 - Video Teleconference Technician	15.77
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.56
14042 - Computer Operator II	17.41
14043 - Computer Operator III	19.42
14044 - Computer Operator IV	21.57
14045 - Computer Operator V	23.88
14071 - Computer Programmer I	17.38
14072 - Computer Programmer II	23.68
14073 - Computer Programmer III	26.36
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	25.89
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.56
14160 - Personal Computer Support Technician	27.43
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.33

15020	- Aircrew Training Devices Instructor (Rated)	31.32
15030	- Air Crew Training Devices Instructor (Pilot)	36.76
15050	- Computer Based Training Specialist / Instructor	25.43
15060	- Educational Technologist	22.25
15070	- Flight Instructor (Pilot)	36.76
15080	- Graphic Artist	20.33
15090	- Technical Instructor	16.60
15095	- Technical Instructor/Course Developer	20.31
15110	- Test Proctor	14.23
15120	- Tutor	14.23
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	8.88
16030	- Counter Attendant	8.88
16040	- Dry Cleaner	10.93
16070	- Finisher, Flatwork, Machine	8.88
16090	- Presser, Hand	8.88
16110	- Presser, Machine, Drycleaning	8.88
16130	- Presser, Machine, Shirts	8.88
16160	- Presser, Machine, Wearing Apparel, Laundry	8.88
16190	- Sewing Machine Operator	11.60
16220	- Tailor	12.22
16250	- Washer, Machine	9.50
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	15.32
19040	- Tool And Die Maker	20.40
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	13.81
21030	- Material Coordinator	19.41
21040	- Material Expediter	19.41
21050	- Material Handling Laborer	11.79
21071	- Order Filler	11.03
21080	- Production Line Worker (Food Processing)	13.81
21110	- Shipping Packer	12.94
21130	- Shipping/Receiving Clerk	12.94
21140	- Store Worker I	11.01
21150	- Stock Clerk	14.29
21210	- Tools And Parts Attendant	13.81
21410	- Warehouse Specialist	13.81
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	19.89
23021	- Aircraft Mechanic I	18.88
23022	- Aircraft Mechanic II	19.89
23023	- Aircraft Mechanic III	20.81
23040	- Aircraft Mechanic Helper	12.98
23050	- Aircraft, Painter	17.11
23060	- Aircraft Servicer	14.65
23080	- Aircraft Worker	15.47
23110	- Appliance Mechanic	16.46
23120	- Bicycle Repairer	11.09
23125	- Cable Splicer	20.97
23130	- Carpenter, Maintenance	15.46
23140	- Carpet Layer	15.57
23160	- Electrician, Maintenance	18.04
23181	- Electronics Technician Maintenance I	20.68
23182	- Electronics Technician Maintenance II	21.85
23183	- Electronics Technician Maintenance III	23.13
23260	- Fabric Worker	14.75
23290	- Fire Alarm System Mechanic	17.04
23310	- Fire Extinguisher Repairer	13.86
23311	- Fuel Distribution System Mechanic	17.42
23312	- Fuel Distribution System Operator	13.88
23370	- General Maintenance Worker	16.11

23380 - Ground Support Equipment Mechanic	18.88
23381 - Ground Support Equipment Servicer	14.65
23382 - Ground Support Equipment Worker	15.47
23391 - Gunsmith I	13.86
23392 - Gunsmith II	15.57
23393 - Gunsmith III	17.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.09
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.06
23430 - Heavy Equipment Mechanic	17.65
23440 - Heavy Equipment Operator	15.34
23460 - Instrument Mechanic	17.42
23465 - Laboratory/Shelter Mechanic	16.46
23470 - Laborer	11.79
23510 - Locksmith	15.87
23530 - Machinery Maintenance Mechanic	21.05
23550 - Machinist, Maintenance	16.79
23580 - Maintenance Trades Helper	12.57
23591 - Metrology Technician I	17.42
23592 - Metrology Technician II	18.35
23593 - Metrology Technician III	19.23
23640 - Millwright	19.03
23710 - Office Appliance Repairer	16.52
23760 - Painter, Maintenance	14.91
23790 - Pipefitter, Maintenance	18.51
23810 - Plumber, Maintenance	17.58
23820 - Pneudraulic Systems Mechanic	17.42
23850 - Rigger	17.42
23870 - Scale Mechanic	15.57
23890 - Sheet-Metal Worker, Maintenance	16.09
23910 - Small Engine Mechanic	15.14
23931 - Telecommunications Mechanic I	21.13
23932 - Telecommunications Mechanic II	22.27
23950 - Telephone Lineman	19.11
23960 - Welder, Combination, Maintenance	15.38
23965 - Well Driller	17.42
23970 - Woodcraft Worker	17.42
23980 - Woodworker	13.26
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	15.26
24610 - Chore Aide	9.81
24620 - Family Readiness And Support Services Coordinator	14.77
24630 - Homemaker	16.06
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.42
25040 - Sewage Plant Operator	15.96
25070 - Stationary Engineer	17.42
25190 - Ventilation Equipment Tender	12.95
25210 - Water Treatment Plant Operator	15.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.19
27007 - Baggage Inspector	12.18
27008 - Corrections Officer	14.62
27010 - Court Security Officer	15.44
27030 - Detection Dog Handler	13.50
27040 - Detention Officer	14.69
27070 - Firefighter	14.26
27101 - Guard I	12.18
27102 - Guard II	13.50

27131 - Police Officer I	17.80
27132 - Police Officer II	19.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.15
28042 - Carnival Equipment Repairer	10.83
28043 - Carnival Equipment Worker	8.39
28210 - Gate Attendant/Gate Tender	13.18
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	16.21
28510 - Recreation Aide/Health Facility Attendant	12.65
28515 - Recreation Specialist	18.19
28630 - Sports Official	12.91
28690 - Swimming Pool Operator	17.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.80
29020 - Hatch Tender	15.80
29030 - Line Handler	15.80
29041 - Stevedore I	14.96
29042 - Stevedore II	16.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	13.95
30022 - Archeological Technician II	15.60
30023 - Archeological Technician III	20.64
30030 - Cartographic Technician	20.64
30040 - Civil Engineering Technician	18.55
30061 - Drafter/CAD Operator I	14.90
30062 - Drafter/CAD Operator II	16.66
30063 - Drafter/CAD Operator III	18.82
30064 - Drafter/CAD Operator IV	22.86
30081 - Engineering Technician I	13.39
30082 - Engineering Technician II	15.75
30083 - Engineering Technician III	17.62
30084 - Engineering Technician IV	21.82
30085 - Engineering Technician V	26.70
30086 - Engineering Technician VI	32.29
30090 - Environmental Technician	18.67
30210 - Laboratory Technician	18.58
30240 - Mathematical Technician	20.46
30361 - Paralegal/Legal Assistant I	17.14
30362 - Paralegal/Legal Assistant II	21.24
30363 - Paralegal/Legal Assistant III	25.98
30364 - Paralegal/Legal Assistant IV	31.43
30390 - Photo-Optics Technician	20.64
30461 - Technical Writer I	20.46
30462 - Technical Writer II	24.99
30463 - Technical Writer III	30.29
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or (see 2)	18.82
Surface Programs	
30621 - Weather Observer, Senior (see 2)	20.64
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.97
31030 - Bus Driver	14.48
31043 - Driver Courier	13.62
31260 - Parking and Lot Attendant	9.63

31290 - Shuttle Bus Driver	14.58
31310 - Taxi Driver	10.53
31361 - Truckdriver, Light	14.58
31362 - Truckdriver, Medium	16.26
31363 - Truckdriver, Heavy	17.84
31364 - Truckdriver, Tractor-Trailer	17.84
99000 - Miscellaneous Occupations	
99030 - Cashier	8.45
99050 - Desk Clerk	12.77
99095 - Embalmer	29.41
99251 - Laboratory Animal Caretaker I	11.97
99252 - Laboratory Animal Caretaker II	12.81
99310 - Mortician	29.41
99410 - Pest Controller	16.86
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	12.45
99711 - Recycling Specialist	14.52
99730 - Refuse Collector	11.44
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	12.11
99830 - Survey Party Chief	18.29
99831 - Surveying Aide	13.03
99832 - Surveying Technician	17.33
99840 - Vending Machine Attendant	12.52
99841 - Vending Machine Repairer	14.95
99842 - Vending Machine Repairer Helper	12.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.