

From: "Saved by Windows Internet Explorer 8"  
Subject: U.S. Department of Labor - Wage and Hour Division (WHD) - Instructions  
For Completing Payroll Form, WH-347  
Date: Thu, 19 Jan 2012 17:57:08 -0500  
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X-MimeOLE: Produced By Microsoft MimeOLE V6.1.7601.17609

This is a multi-part message in MIME format.

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charset="Windows-1252"  
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Content-Location: http://www.dol.gov/whd/forms/wh347instr.htm

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"http://www.w3c.org/TR/1999/REC-html401-19991224/loose.dtd">
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(WHD) - Instructions For Completing Payroll Form, WH-347</TITLE>
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content=3D"US Department of Labor: The Wage and Hour mission is to =
promote and achieve compliance with labor standards to protect and =
enhance the welfare of the Nation's workforce.">
<META name=3Dkeywords=20
content=3D"employment laws, working conditions, minimum wages, =
employment rules, work rules, work laws, federal law work, contract =
compliance, office labor management standards, workers compensation, =
workers compensation programs, workers compensation law, fair labor =
standards act, FMLA"><!-- begin dol-styles.shtm -->
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Unions : Finances : Bonding, Other employment issues : Discrimination : =
Age, Other employment issues : Discrimination : Disability, Other =
employment issues : Discrimination : Ethnic / national origin, Other =
employment issues : Discrimination : Gender, Other employment issues : =
Discrimination : Race, Other employment issues : Discrimination : =
Religion, Other employment issues : Employment policies : Lie detector =
tests, Other employment issues : Hiring : Workers under 18">
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<BODY><!--start include header-dest-redesign3.shtm --><!--
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content</A>=20
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<P class=3Dbanner><A href=3D"http://www.dol.gov/">United States =
Department of=20
Labor</A></P></DIV>
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<TABLE>
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href=3D"http://www.dol.gov/dol/email.htm">E-mail =
Updates</A></LABEL></DIV>
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value=3Dhttp://www.dol.gov=20
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            <TD>
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DOL&nbsp;</LABEL><INPUT=20
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```



to law=20  
[5 CFR 1320.10(e)(2)], the agency may continue to use the form while =  
its=20  
renewal is pending at OMB. <BR>Persons are not required to respond =  
to the=20  
collection of information unless it displays a currently valid OMB =  
control=20  
number. </LI></UL></UL>  
<P><STRONG>General:</STRONG> Form WH-347 has been made available for the=20  
convenience of contractors and subcontractors required by their Federal =  
or=20  
Federally-aided construction-type contracts and subcontracts to submit =  
weekly=20  
payrolls. Properly filled out, this form will satisfy the requirements =  
of=20  
Regulations, Parts 3 and 5 (29 C.F.R., Subtitle A), as to payrolls =  
submitted in=20  
connection with contracts subject to the Davis-Bacon and related =  
Acts.</P>  
<P>While completion of Form WH-347 is optional, it is mandatory for =  
covered=20  
contractors and subcontractors performing work on Federally financed or =  
assisted=20  
construction contracts to respond to the information collection =  
contained in 29=20  
C.F.R. =A7=A7 3.3, 5.5(a). The Copeland Act (40 U.S.C. =A7 3145) =  
requires contractors=20  
and subcontractors performing work on Federally financed or assisted=20  
construction contracts to "furnish weekly a statement with respect to =  
the wages=20  
paid each employee during the preceding week." U.S. Department of Labor =  
(DOL)=20  
Regulations at 29 C.F.R. =A7 5.5(a)(3)(ii) require contractors to submit =  
weekly a=20  
copy of all payrolls to the Federal agency contracting for or financing =  
the=20  
construction project, accompanied by a signed "Statement of Compliance"=20  
indicating that the payrolls are correct and complete and that each =  
laborer or=20  
mechanic has been paid not less than the proper Davis-Bacon prevailing =  
wage rate=20  
for the work performed. DOL and federal contracting agencies receiving =  
this=20  
information review the information to determine that employees have =  
received=20  
legally required wages and fringe benefits. </P>  
<P>Under the Davis-Bacon and related Acts, the contractor is required to =  
pay not=20  
less than prevailing wage, including fringe benefits, as predetermined =  
by the=20  
Department of Labor. The contractor's obligation to pay fringe benefits =  
may be=20  
met either by payment of the fringe benefits to bona fide benefit plans, =  
funds=20  
or programs or by making payments to the covered workers (laborers and=20  
mechanics) as cash in lieu of fringe benefits.</P>  
<P>This payroll provides for the contractor to show on the face of the =  
payroll=20  
all monies to each worker, whether as basic rates or as cash in lieu of =  
fringe=20  
benefits, and provides for the contractor's representation in the =  
statement of=20  
compliance on the payroll (as shown on page 2) that he/she is paying for =  
fringe=20

benefits required by the contract and not paid as cash in lieu of fringe =  
benefits. Detailed instructions concerning the preparation of the =  
payroll=20  
follow:./P>  
<P><STRONG>Contractor or Subcontractor:./STRONG> Fill in your firm's =  
name and=20  
check appropriate box./P>  
<P><STRONG>Address:./STRONG> Fill in your firm's address./P>  
<P><STRONG>Payroll No.:./STRONG> Beginning with the number "1", list the =  
payroll=20  
number for the submission./P>  
<P><STRONG>For Week Ending:./STRONG> List the workweek ending date./P>  
<P><STRONG>Project and Location:./STRONG> Self-explanatory./P>  
<P><STRONG>Project or Contract No.:./STRONG> Self-explanatory./P>  
<P><STRONG>Column 1 - Name and Individual Identifying Number of =  
Worker:./STRONG>=20  
Enter each worker's full name and an individual identifying number =  
(e.g., last=20  
four digits of worker's social security number) on each weekly payroll=20  
submitted. ./P>  
<P><STRONG>Column 2 - No. of Withholding Exemptions:./STRONG> This =  
column is=20  
merely inserted for the employer's convenience and is not a requirement =  
of=20  
Regulations, Part 3 and 5./P>  
<P><STRONG>Column 3 - Work Classifications:./STRONG> List classification =  
descriptive of work actually performed by each laborer or mechanic. =  
Consult=20  
classification and minimum wage schedule set forth in contract =  
specifications.=20  
If additional classifications are deemed necessary, see Contracting =  
Officer or=20  
Agency representative. An individual may be shown as having worked in =  
more than=20  
one classification provided an accurate breakdown or hours worked in =  
each=20  
classification is maintained and shown on the submitted payroll by use =  
of=20  
separate entries./P>  
<P><STRONG>Column 4 - Hours worked:./STRONG> List the day and date and =  
straight=20  
time and overtime hours worked in the applicable boxes. On all contracts =  
subject=20  
to the Contract Work Hours Standard Act, enter hours worked in excess of =  
40=20  
hours a week as "overtime"./P>  
<P><STRONG>Column 5 - Total:./STRONG> Self-explanatory./P>  
<P><STRONG>Column 6 - Rate of Pay (Including Fringe Benefits):./STRONG> =  
In the=20  
"straight time" box for each worker, list the actual hourly rate paid =  
for=20  
straight time worked, plus cash paid in lieu of fringe benefits paid. =  
When=20  
recording the straight time hourly rate, any cash paid in lieu of fringe =  
benefits may be shown separately from the basic rate. For example, =  
"\$12.25/.40"=20  
would reflect a \$12.25 base hourly rate plus \$0.40 for fringe benefits. =  
This is=20  
of assistance in correctly computing overtime. See "Fringe Benefits" =  
below. When=20  
overtime is worked, show the overtime hourly rate paid plus any cash in =

lieu of=20  
fringe benefits paid in the "overtime" box for each worker; otherwise, =  
you may=20  
skip this box. See "Fringe Benefits" below. Payment of not less than =  
time and=20  
one-half the basic or regular rate paid is required for overtime under =  
the=20  
Contract Work Hours Standard Act of 1962 if the prime contract exceeds =  
\$100,000.=20  
In addition to paying no less than the predetermined rate for the =  
classification=20  
which an individual works, the contractor must pay amounts predetermined =  
as=20  
fringe benefits in the wage decision made part of the contract to =  
approved=20  
fringe benefit plans, funds or programs or shall pay as cash in lieu of =  
fringe=20  
benefits. See "FRINGE BENEFITS" below.</P>  
<P><STRONG>Column 7 - Gross Amount Earned:</STRONG> Enter gross amount =  
earned on=20  
this project. If part of a worker's weekly wage was earned on projects =  
other=20  
than the project described on this payroll, enter in column 7 first the =  
amount=20  
earned on the Federal or Federally assisted project and then the gross =  
amount=20  
earned during the week on all projects, thus "\$163.00/\$420.00" would =  
reflect the=20  
earnings of a worker who earned \$163.00 on a Federally assisted =  
construction=20  
project during a week in which \$420.00 was earned on all work.</P>  
<P><STRONG>Column 8 - Deductions:</STRONG> Five columns are provided for =  
showing=20  
deductions made. If more than five deduction are involved, use the first =  
four=20  
columns and show the balance deductions under "Other" column; show =  
actual total=20  
under "Total Deductions" column; and in the attachment to the payroll =  
describe=20  
the deduction(s) contained in the "Other" column. All deductions must be =  
in=20  
accordance with the provisions of the Copeland Act Regulations, 29 =  
C.F.R., Part=20  
3. If an individual worked on other jobs in addition to this project, =  
show=20  
actual deductions from his/her weekly gross wage, and indicate that =  
deductions=20  
are based on his gross wages.</P>  
<P><STRONG>Column 9 - Net Wages Paid for Week:</STRONG> =  
Self-explanatory.</P>  
<P><STRONG>Totals</STRONG> - Space has been left at the<STRONG> =  
</STRONG>bottom=20  
of the columns so that totals may be shown if the contractor so =  
desires.</P>  
<P><STRONG>Statement Required by Regulations, Parts 3 and 5:</STRONG> =  
While the=20  
"statement of compliance" need not be notarized, the statement (on page =  
2 of the=20  
payroll form) is subject to the penalties provided by 18 U.S.C. =A7 =  
1001, namely,=20  
a fine, possible imprisonment of not more than 5 years, or both. =  
Accordingly,=20  
the party signing this statement should have knowledge of the facts =  
represented=20

as true.</P>

<P><STRONG>Items 1 and 2:</STRONG> Space has been provided between items =  
(1) and=20  
(2) of the statement for describing any deductions made. If all =  
deductions made=20  
are adequately described in the "Deductions" column above, state =  
"<EM>See</EM>=20  
Deductions column in this payroll." <EM>See</EM> "FRINGE BENEFITS" below =  
for=20

instructions concerning filling out paragraph 4 of the statement.</P>

<P><STRONG>Item 4 FRINGE BENEFITS - Contractors who pay all required =  
fringe=20  
benefits:</STRONG> If paying all fringe benefits to approved plans, =  
funds, or=20  
programs in amounts not less than were determined in the applicable wage =

decision of the Secretary of Labor, show the basic cash hourly rate and =  
overtime=20

rate paid to each worker on the face of the payroll and check paragraph =  
4(a) of=20

the statement on page 2 of the WH-347 payroll form to indicate the =  
payment. Note=20

any exceptions in section 4(c).</P>

<P><STRONG>Contractors who pay no fringe benefits:</STRONG> If not =  
paying all=20  
fringe benefits to approved plans, funds, or programs in amounts of at =  
least=20

those that were determined in the applicable wage decision of the =  
Secretary of=20

Labor, pay any remaining fringe benefit amount to each laborer and =  
mechanic and=20

insert in the "straight time" of the "Rate of Pay" column of the payroll =  
an=20

amount not less than the predetermined rate for each classification plus =  
the=20

amount of fringe benefits determined for each classification in the =  
application=20

wage decision. Inasmuch as it is not necessary to pay time and a half on =  
cash=20

paid in lieu of fringe benefits, the overtime rate shall be not less =  
than the=20

sum of the basic predetermined rate, plus the half time premium on basic =  
or=20

regular rate, plus the required cash in lieu of fringe benefits at the =  
straight=20

time rate. In addition, check paragraph 4(b) of the statement on page 2 =  
the=20

payroll form to indicate the payment of fringe benefits in cash directly =  
to the=20

workers. Note any exceptions in section 4(c).</P>

<P><STRONG>Use of Section 4(c), Exceptions</STRONG></P>

<P>Any contractor who is making payment to approved plans, funds, or =  
programs in=20

amounts less than the wage determination requires is obliged to pay the=20  
deficiency directly to the covered worker as cash in lieu of fringe =  
benefits.=20

Enter any exceptions to section 4(a) or 4(b) in section 4(c). Enter in =  
the=20

Exception column the craft, and enter in the Explanation column the =  
hourly=20

amount<STRONG> </STRONG>paid each worker as cash in lieu of fringe =  
benefits and=20

the hourly amount paid to plans, funds, or programs as fringe benefits. =  
The=20

contractor must pay an amount not less than the predetermined rate plus =  
cash in=20  
lieu of fringe benefits as shown in section 4(c) to each such individual =  
for all=20  
hours worked (unless otherwise provided by applicable wage =  
determination) on the=20  
Federal or Federally assisted project. Enter the rate paid and amount of =  
cash=20  
paid in lieu of fringe benefits per hour in column 6 on the payroll. See =  
paragraph on "Contractors who pay no fringe benefits" for computation of =  
overtime rate.</P>  
<HR>

<P><STRONG>Public Burden Statement:</STRONG> We estimate that it will =  
take an=20  
average of 55 minutes to complete this collection of information, =  
including time=20  
for reviewing instructions, searching existing data sources, gathering =  
and=20  
maintaining the data needed, and completing and reviewing the collection =  
of=20  
information. If you have any comments regarding these estimates or any =  
other=20  
aspect of this collection of information, including suggestions for =  
reducing=20  
this burden, send them to the Administrator, Wage and Hour Division, =  
ESA, U.S.=20  
Department of Labor, Room S3502, 200 Constitution Avenue, =  
N.W., Washington, D.C.=20  
20210.</P>

<P><STRONG>Note:</STRONG> In order to view, fill out, and print PDF =  
forms, you=20  
need Adobe=AE Acrobat=AE Reader=AE version 5 or later, which you may =  
download for free=20  
at <A=20  
href=3D"http://www.dol.gov/cgi-bin/leave-dol.asp?exitURL=3Dhttp://www.ado=

be.com/products/acrobat/readstep2.html&exitTitle=3DAdobe%20Systems%20=

Incorporated">http://www.dol.gov/cgi-bin/leave-dol.asp?exitURL=3Dhttp://w=

ww.adobe.com/products/acrobat/readstep2.html&exitTitle=3DAdobe%20Syst=

ems%20Incorporated</A>.=20

To save the completed forms on your workstation, you need to use the =  
"Save As"=20  
method to save the file. <BR>For example, move your mouse curser over =  
the PDF=20  
link and click on your "RIGHT" mouse button. This will cause a menu to =  
be=20  
displayed, from which you will select the proper save option -- =  
depending upon=20  
which browser you are using:</P>

<UL>  
<LI>For Microsoft IE users, select "Save Target As"</LI>  
<LI>For Netscape Navigator users, select "Save Link As"</LI></UL>  
<P>Once you've selected the proper save option for your browser, and =  
have saved=20  
the file to a location you specified, go to your program menu and start =  
the=20  
Adobe Acrobat=AE Reader. Once open, locate the PDF file you saved and =  
open it=20  
directly in Acrobat=AE. </P>

<P>&nbsp;</P><!-- END CONTENT HERE =  
\*\*\*\*\* --><!--original =  
location of this file: "/includes/" --></DIV><!--Content End --><!-- =



Perkins Building, 200 Constitution Ave., NW, Washington, DC 20210  
http://www.dol.gov/ http://www.dol.gov/ Telephone:  
1-866-4-USWAGE (1-866-487-9243) TTY:  
1-877-889-5627  
http://www.dol.gov/whd/contact\_us.htm Contact Us

-----  
----- --><!-- Warning: The two script blocks below must remain =  
inline. Moving them to an external --><!-- JavaScript include file can =  
cause serious problems with cross-domain tracking. --><!-- =  
-----

-->  
<SCRIPT type=text/javascript>  
//<br/>var \_tag=new WebTrends();<br/>//]]&gt;<br/>&lt;/SCRIPT&gt;</p></div><div data-bbox="90 415 490 545" data-label="Text"><p>&lt;SCRIPT type=text/javascript&gt;<br/>//<![CDATA[<br/>\_tag.dcsCustom=function(){<br/>// Add custom parameters here.<br/>//\_tag.DCSext.param\_name=param\_value;<br/>}<br/>\_tag.dcsCollect();<br/>//]]&gt;<br/>&lt;/SCRIPT&gt;<br/>&lt;NOSCRIPT&gt;</p></div><div data-bbox="90 550 850 645" data-label="Text"><p>&lt;DIV&gt;&lt;IMG id=DCSIMG alt=DCSIMG<br/>src="http://statse.webtrends-live.com/dcs3pkxiq000004jt61hmxbbk\_2y3z/njs=.gif?dcsuri=nojavascript&amp;WT.js=No&amp;DCS.dcscfg=1&amp;WT.tv=9.4.0&amp;dcssip=www.dol.gov" width=200 height=200&lt;/DIV&gt;&lt;/NOSCRIPT&gt;&lt;!-- END OF SmartSource Data Collector TAG --&gt;&amp;gt;&lt;/BODY&gt;&lt;/HTML&gt;</p></div><div data-bbox="90 655 630 715" data-label="Text"><p>-----=\_NextPart\_000\_0000\_01CCD6D3.C3224BB0<br/>Content-Type: image/gif<br/>Content-Transfer-Encoding: base64<br/>Content-Location: http://www.dol.gov/images/clear.gif</p></div><div data-bbox="90 725 860 755" data-label="Text"><p>R0lGODlhBQAFALMAAAAAIAAAACAAICAAAAAIAAAgIAAgACAgICAgMDAwP8AAAD/AP//AAAA//8A/wD////////yH5BAEAAA8ALAAAAAFAAUAAAQGMlJq6URADs=</p></div><div data-bbox="90 765 890 850" data-label="Text"><p>-----=\_NextPart\_000\_0000\_01CCD6D3.C3224BB0<br/>Content-Type: application/octet-stream<br/>Content-Transfer-Encoding: base64<br/>Content-Location:<br/>http://statse.webtrends-live.com/dcs3pkxiq000004jt61hmxbbk\_2y3z/njs.gif?dcsuri=nojavascript&amp;WT.js=No&amp;DCS.dcscfg=1&amp;WT.tv=9.4.0&amp;dcssip=www.dol.gov</p></div><div data-bbox="90 860 860 890" data-label="Text"><p>R0lGODlhAQABAJH/AP///wAAAP///wAAACH/C0FET0JFoklSMS4wAt7tACH5BAEAAAIALAAAAAABAAEAAAICVAEAOw==</p></div><div data-bbox="90 900 530 930" data-label="Text"><p>-----=\_NextPart\_000\_0000\_01CCD6D3.C3224BB0<br/>Content-Type: image/gif</p></div>

Content-Transfer-Encoding: base64  
Content-Location: http://www.dol.gov/images/SubscribeButton.gif

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T5IEcaCp0xEAohIY8aApFwAHDEQFM0IAVKLYRqyIGiXC1qpfy25FoMDs1gh0/51emDu3AIAgIUk8  
6TFj7tULBhaEWLDC169CwAIVoDAgoEQWFY4E0BgBhzHeQ34wZwXCL26SzQwEZ0GQAQzT0xQDU0F  
gAYDEZj4meHEdBKNGviIubDGCJwIBjQkWMGjDFU5wDVsWcELeWgzZe4sucNkSYHr18tYQAAAAQ4/  
D67vAVBAA9QR2rl7f+AHewEHUVf0WFMA/Pu1CeBvheD++hY1afznhB0HYEEAAg08sEUa0ACwHQEW  
QJEAADaYcQAUB/JBWBZtBLFFDwasYUADAqIR4IcGQAEFHzM4kKIAUGyQhhN0qJHhFlk0ocS0SmSh  
hAchWrBCHFkiYASBvSgRP9iVMYx44HwNaBEHH+AqAAEADighBgPKAGiEl08MMaXwjShBY9lKpEA  
Hmzi0VpUXbCXRrRw60GHeQD4IcVwCw7gx1ZTGYCHFn6sQEBUfHzVXQJ/biUGHgLECIkELFKawAVI  
HKEBHhBscAQZcngAgRxxkEHFFgmQgQQSm0LQxhF1HJGGAhpQukUfWyBxwQYkQEpGGXj0SscRSFxZ  
KaVFFGHCCya4YIIORZzgwkg55HBCtENMe8KyLujA7LZDeJuDDta+0K00Q+QwBLc6NLvtC0WY+4K0  
Q6RrQg47tJDBDvzuQEIS/2ZwQwYt3EDCDS0kv08VA50QQYkXHFWEi2E8XBxEgYTTAIJYewQxhX6  
ZnxDEiDvC3AGHPjAAQssTNEYD0HwsDIHKXZsgsg8pqDzFByxwEAQHPn/Ag9AppMDBB0gPnULMNdes  
cs88071yzhwEYLUNNrh9dZcE2G111vbwHXYY+txtDYB2AD22GwH4DURgQAA0w==

-----\_NextPart\_000\_0000\_01CCD6D3.C3224BB0  
Content-Type: image/gif  
Content-Transfer-Encoding: base64  
Content-Location: http://www.dol.gov/images/SearchButton.gif

R0lGODlhLgARA0YAADMzM60jo+Dg4M70ztfw172+vbq5uklJScnJydLT0rKyspGRkcTFxeXb29zc  
3Kenp7a2toqKimpqa4WfHt49PmNjY+Xl5VRUVJycn0Tc242Nja+vr+Xb3Nzb3KqqquDg3+Xk5aem  
p3Z2duXc30Xl5Kurq9vc30Xk5H5+ft/f366vrnJycuTl5a+ur9zc26qrqqurqu7u6+urtfX16uq  
q6anpqSjo6enppqrq66vr9bw2Kanp6+vrpSULK0ko8rKyr+/v9fY16qqq9vb3NTU1F5dXr/AwEZG  
ReTk5dzb28C/v+Df4N/g4Kampq6urtjw2K6ur7u8u8LCwtvc27e3t7/Av66truTk5Kupq6eopuTl  
5Kuqqqamp6empre4t7i4uLe2t6inqMDAv1hXV+Df39PT06ioqJ+gn60jpnXV1tXW1dbV1tbw1by7  
u66vrawlpaaLpkhIR0dHskYrQ60kpKSjpnvb28zMzNfX2LSztMC/wNjY17y8vLy8u8nJycnKySH5  
BAAAAAALAAAAAAuABEAAAF/gCMNHISDGRyCIxkZgw2LHIcNg4K0ki0KkpWtjJcWJyCfFkgWIKQs  
LKEWJCCrQfokoyeqV1qnJBaeLLAkJ1ekHwIfZALEwEfwMTKAsfKycvES8DAS0wCS8suDtomDkM0  
3eBT3w4d5udJHQ5JQ0ng5dsuJlN2Qybd6i4ueDP9BDP/gszAo2PGk37+/hHQEETJP34zBBKAKHDG  
nn4VZ5QpkyBBmQIXAIj0E0ckgDgcKcTpuMBkkY5mQgIoUgBAGY1xFnDc0aBnTxQXUggdcACDUAcD  
MFAA8GZAJwMpiFBYYICCiBRpirSM0fNAD589/YgVCxTI2AMLxvpZIULCCj8L/w74gUdhWYQLRPz8  
mMEHwBexaNX6YUC4sAiRihgCMckhBgUMShm0BEAhwo8JRQozyGNS5ALNDKqIAUJayp00QKbG6aGG  
zYAIInRdoOPDjwAQgd4EYUVJlAwAgadYc0KCbTJIYyJFHjRjJDoUecSIwj1EBxcYVFSLEKaAAGIbu  
jRwMmQCgRjQ+0W00Se6FCgQqYCSYXAFEjksjADC87wEARRwqfExAwRlw2AdAbb6FQQUV0b0HHXUK  
RBihFD5JoYAFpV0xgAERCqXHDxEaccXBm4AANgDABBD9wJ6ECGzixAQ8qqNDCjCrMaEULLeQg  
wwYyWCGDDFCoIEMLTtSYA5AUMvBw4wZuQLFBDlPy4EQ0KtBQggdC4PAClx7gEKYHMHhQwgsLYEGD  
By+8IAQWZ9KgpRAL0ADDCzjAsIUHNOcWRZkwwBDCA03s8EANTYRQww437JDFDYPW8EAIWXSxKBcP  
ZBrCoJg+cI0kD3SR6A4hfOppAKj6gGqqAdjQ6qurwoqGqnXEGoCqqNjH66o2BAIA0w==

-----\_NextPart\_000\_0000\_01CCD6D3.C3224BB0  
Content-Type: text/css;  
charset="iso-8859-1"  
Content-Transfer-Encoding: quoted-printable  
Content-Location: http://www.dol.gov/dol.css

```
A.skipster {  
    POSITION: absolute; TEXT-ALIGN: left; WIDTH: 1px; HEIGHT: 1px; =  
OVERFLOW: hidden; TOP: -9999em; LEFT: -9999em  
}  
A.skipster:active {  
    Z-INDEX: 100; PADDING-BOTTOM: 0.2em; BACKGROUND-COLOR: #fff; =
```

```

PADDING-LEFT: 0.2em; WIDTH: 99%; PADDING-RIGHT: 0.2em; HEIGHT: auto; =
COLOR: #000; FONT-SIZE: 1em; OVERFLOW: auto; TOP: 0px; PADDING-TOP: =
0.2em; LEFT: 0px
}
A.skipster:focus {
    Z-INDEX: 100; PADDING-BOTTOM: 0.2em; BACKGROUND-COLOR: #fff; =
PADDING-LEFT: 0.2em; WIDTH: 99%; PADDING-RIGHT: 0.2em; HEIGHT: auto; =
COLOR: #000; FONT-SIZE: 1em; OVERFLOW: auto; TOP: 0px; PADDING-TOP: =
0.2em; LEFT: 0px
}
A.skipster:hover {
    Z-INDEX: 100; PADDING-BOTTOM: 0.2em; BACKGROUND-COLOR: #fff; =
PADDING-LEFT: 0.2em; WIDTH: 99%; PADDING-RIGHT: 0.2em; HEIGHT: auto; =
COLOR: #000; FONT-SIZE: 1em; OVERFLOW: auto; TOP: 0px; PADDING-TOP: =
0.2em; LEFT: 0px
}
* {
    MARGIN: 0px
}
BODY {
    BACKGROUND-COLOR: #b4b4b4; FONT-FAMILY: tahoma
}
IMG {
    BORDER-BOTTOM: medium none; BORDER-LEFT: medium none; BORDER-TOP: =
medium none; BORDER-RIGHT: medium none
}
LI {
    MARGIN-BOTTOM: 4px; COLOR: #000; FONT-SIZE: 80%
}
OL {
    PADDING-LEFT: 16px; COLOR: #000; MARGIN-LEFT: 20px; FONT-SIZE: 100%
}
P {
    PADDING-BOTTOM: 3px; PADDING-LEFT: 3px; PADDING-RIGHT: 3px; =
MARGIN-BOTTOM: 5px; MARGIN-LEFT: 10px; FONT-SIZE: 80%; PADDING-TOP: 3px
}
BLOCKQUOTE {
    MARGIN-LEFT: 25px; MARGIN-RIGHT: 25px
}
TD.tabletitle {
    BACKGROUND-COLOR: #fff
}
UL {
    LIST-STYLE-POSITION: outside; PADDING-LEFT: 10px; MARGIN-BOTTOM: 7px; =
COLOR: #000; MARGIN-LEFT: 20px; FONT-SIZE: 100%; LIST-STYLE-IMAGE: =
url(/images/bullet-gray.gif)
}
OL OL {
    FONT-SIZE: 100%
}
OL OL OL {
    FONT-SIZE: 125%
}
OL OL UL {
    FONT-SIZE: 100%
}
OL P {
    MARGIN-LEFT: -5px; FONT-SIZE: 80%
}
OL OL P {
    MARGIN-LEFT: -5px; FONT-SIZE: 100%
}
.item-nested {
    FONT-SIZE: 100%
}

```

```

}
H1 {
    PADDING-BOTTOM: 3px; PADDING-LEFT: 3px; PADDING-RIGHT: 3px; =
MARGIN-BOTTOM: 5px; COLOR: #003399; MARGIN-LEFT: 10px; FONT-SIZE: 140%; =
FONT-WEIGHT: 600; PADDING-TOP: 3px
}
H2 header-topic {
    PADDING-BOTTOM: 3px; PADDING-LEFT: 3px; PADDING-RIGHT: 3px; =
MARGIN-BOTTOM: 5px; COLOR: #900; MARGIN-LEFT: 10px; FONT-SIZE: 120%; =
FONT-WEIGHT: 500; PADDING-TOP: 3px
}
H2 {
    PADDING-BOTTOM: 3px; PADDING-LEFT: 3px; PADDING-RIGHT: 3px; =
MARGIN-BOTTOM: 5px; COLOR: #000; MARGIN-LEFT: 10px; FONT-SIZE: 125%; =
FONT-WEIGHT: 600; PADDING-TOP: 3px
}
H3 {
    PADDING-BOTTOM: 3px; PADDING-LEFT: 3px; PADDING-RIGHT: 3px; =
MARGIN-BOTTOM: 7px; COLOR: #000; MARGIN-LEFT: 10px; FONT-SIZE: 105%; =
PADDING-TOP: 3px
}
H4 {
    PADDING-BOTTOM: 3px; PADDING-LEFT: 3px; PADDING-RIGHT: 3px; =
MARGIN-BOTTOM: 7px; COLOR: #000; MARGIN-LEFT: 10px; FONT-SIZE: 95%; =
FONT-WEIGHT: bold; PADDING-TOP: 3px
}
.headermed {
    PADDING-BOTTOM: 3px; PADDING-LEFT: 3px; PADDING-RIGHT: 3px; =
MARGIN-BOTTOM: 5px; COLOR: #039; MARGIN-LEFT: -5px; FONT-SIZE: 160%; =
FONT-WEIGHT: lighter; PADDING-TOP: 3px
}
.headermedred {
    COLOR: #900; FONT-SIZE: 140%; FONT-WEIGHT: 700
}
.headersm {
    COLOR: #000; FONT-SIZE: 120%; FONT-WEIGHT: 700
}
.header-topic {
    COLOR: #900; FONT-SIZE: 15px; FONT-WEIGHT: 700
}
.backtotop {
    MARGIN-TOP: 15px; MARGIN-BOTTOM: 10px; COLOR: #039; FONT-SIZE: 70%; =
FONT-WEIGHT: 700
}
.captions text {
    COLOR: #000; FONT-SIZE: 11px; FONT-WEIGHT: 700
}
.crumb-links {
    TEXT-ALIGN: left; COLOR: #000; MARGIN-LEFT: 12px
}
.crumb-links A {
    COLOR: #666; FONT-SIZE: 100%; TEXT-DECORATION: underline
}
.boxtitle2 {
    BACKGROUND-IMAGE: url(//www.dol.gov/images/HorizontalGrad.jpg)
}
.highlights-hidden {
    DISPLAY: none; VISIBILITY: hidden
}
.menu-header {
    TEXT-ALIGN: left; MARGIN-TOP: 10px; MARGIN-BOTTOM: 5px; FLOAT: left; =
COLOR: #900; FONT-SIZE: 300%; BORDER-TOP: #e5e5e5 1px solid; =
FONT-WEIGHT: 700; PADDING-TOP: inherit
}

```

```

.more {
    COLOR: #666; FONT-SIZE: 8pt; FONT-WEIGHT: 700
}
.more A {
    COLOR: #666
}
.more A:active {
    COLOR: #000
}
.more A:focus {
    COLOR: #000
}
.more A:hover {
    COLOR: #000
}
.navlinks {
    TEXT-ALIGN: left; COLOR: #fff; FONT-SIZE: 12px; FONT-WEIGHT: 700; =
PADDING-TOP: 3px
}
.overline {
    BORDER-BOTTOM: #000 3.5px groove
}
.panel {
    PADDING-BOTTOM: 5px; MARGIN-TOP: 10px; PADDING-LEFT: 5px; =
PADDING-RIGHT: 5px; COLOR: #636363; CLEAR: left; FONT-SIZE: 8pt; =
OVERFLOW: auto; PADDING-TOP: 5px
}
.sec-menu-header {
    COLOR: #900; MARGIN-LEFT: 7px; FONT-SIZE: 8pt; FONT-WEIGHT: 700
}
SPAN {
    COLOR: #636363; FONT-SIZE: 8pt
}
.stats {
    TEXT-ALIGN: left; PADDING-BOTTOM: 3px; PADDING-LEFT: 5px; FONT-SIZE: =
9pt; PADDING-TOP: 3px
}
.title A {
    COLOR: #636363; FONT-WEIGHT: 700; TEXT-DECORATION: none
}
.tools A {
    COLOR: #666; TEXT-DECORATION: none
}
UL.menu-item {
    PADDING-BOTTOM: 0px; PADDING-LEFT: 0px; PADDING-RIGHT: 0px; COLOR: =
#666; MARGIN-LEFT: 30px; FONT-SIZE: 100%; PADDING-TOP: 0px
}
.underline {
    BORDER-BOTTOM: #000 1px groove
}
.utilitybarleft {
    TEXT-ALIGN: left; WIDTH: 50%; FLOAT: left; COLOR: #000; FONT-SIZE: 9px; =
FONT-WEIGHT: 700
}
.utilitybarright {
    TEXT-ALIGN: right; WIDTH: 50%; FLOAT: right; COLOR: #636363; FONT-SIZE: =
11px
}
.utilitybarright A {
    COLOR: #636363; TEXT-DECORATION: none
}
#Header {
    TEXT-ALIGN: center; WIDTH: 984px; BACKGROUND: =
url(//www.dol.gov/images/RedVerticalGrad.jpg) #900 repeat-x 0px 0px; =

```

```

HEIGHT: 79px
}
#Banner {
    BACKGROUND-IMAGE: url(//www.dol.gov/images/Banner.gif); MARGIN: 0px; =
WIDTH: 400px; DISPLAY: inline; BACKGROUND-REPEAT: no-repeat; =
BACKGROUND-POSITION: 0px 0px; FLOAT: left; HEIGHT: 79px; OVERFLOW: =
hidden; CURSOR: pointer
}
#Banner P {
    TEXT-INDENT: -9999em; WIDTH: 400px; HEIGHT: 79px
}
#Banner P A {
    WIDTH: 100%; DISPLAY: block; HEIGHT: 100%
}
#Footer {
    WIDTH: 984px; MARGIN-LEFT: auto; CLEAR: both; MARGIN-RIGHT: auto
}
#FooterContact {
    TEXT-ALIGN: center; BACKGROUND-COLOR: #b4b4b4; MARGIN-TOP: 0px; WIDTH: =
984px; DISPLAY: inline; MARGIN-BOTTOM: 0px; FLOAT: left; HEIGHT: 36px; =
MARGIN-LEFT: 0px; FONT-SIZE: 10px; VERTICAL-ALIGN: middle; OVERFLOW: =
hidden
}
#FooterContactContainer {
    MARGIN-TOP: 5px
}
#FooterContactContainer A:active {
    COLOR: #000; FONT-WEIGHT: 700; TEXT-DECORATION: underline
}
#FooterContactContainer A:focus {
    COLOR: #000; FONT-WEIGHT: 700; TEXT-DECORATION: underline
}
#FooterContactContainer A:hover {
    COLOR: #000; FONT-WEIGHT: 700; TEXT-DECORATION: underline
}
#FooterMenu {
    TEXT-ALIGN: center; BACKGROUND-COLOR: #900; MARGIN-TOP: 0px; WIDTH: =
984px; DISPLAY: inline; MARGIN-BOTTOM: 0px; FLOAT: left; HEIGHT: 29px; =
COLOR: #fff; MARGIN-LEFT: 0px; FONT-SIZE: 10px; VERTICAL-ALIGN: middle; =
OVERFLOW: hidden; FONT-WEIGHT: 700
}
#FooterMenuContainer {
    MARGIN-TOP: 9px
}
#FooterMenuContainer A {
    COLOR: #fff; TEXT-DECORATION: none
}
#FooterMenuContainer A:active {
    COLOR: #fff; TEXT-DECORATION: underline
}
#FooterMenuContainer A:focus {
    COLOR: #fff; TEXT-DECORATION: underline
}
#FooterMenuContainer A:hover {
    COLOR: #fff; TEXT-DECORATION: underline
}
#LeftColumn {
    BORDER-BOTTOM: #f0f0f0 0px solid; BORDER-LEFT: #f0f0f0 0px solid; =
MARGIN-TOP: 0px; WIDTH: 330px; PADDING-RIGHT: 5px; FLOAT: left; =
MARGIN-LEFT: 0px; BORDER-TOP: #f0f0f0 0px solid; BORDER-RIGHT: #f0f0f0 =
0px solid
}
#Main {
    BACKGROUND-IMAGE: url(//www.dol.gov/images/VerticalGrad.jpg); =

```

```

BACKGROUND-COLOR: #fff; MARGIN: 0px auto; WIDTH: 984px; =
BACKGROUND-REPEAT: repeat-x
}
#Nav {
    MARGIN-TOP: 0px; WIDTH: 464px; DISPLAY: inline; MARGIN-BOTTOM: 0px; =
    FLOAT: left; HEIGHT: 22px; MARGIN-LEFT: 0px; OVERFLOW: hidden
}
.nobullet {
    LIST-STYLE-TYPE: none; LIST-STYLE-IMAGE: none
}
.nonselectedTab {
    BACKGROUND: none transparent scroll repeat 0% 0%
}
#RightColumn {
    MARGIN-TOP: 10px; WIDTH: 510px; FLOAT: right; MARGIN-LEFT: 2px; =
    FONT-SIZE: 10px; MARGIN-RIGHT: 5px
}
#RightColumn A {
    COLOR: #fff
}
.selectedTab {
    BACKGROUND-COLOR: #fff; BACKGROUND-REPEAT: no-repeat; =
    BACKGROUND-POSITION: left 50%
}
#ToolsContent {
    BACKGROUND-COLOR: #fff; MARGIN-TOP: 0px; WIDTH: 276px; DISPLAY: inline; =
    MARGIN-BOTTOM: 0px; FLOAT: left; LETTER-SPACING: 0.1px; MARGIN-LEFT: =
    8px; OVERFLOW: hidden
}
#ToolsHeader {
    TEXT-ALIGN: left; PADDING-BOTTOM: 4px; MARGIN-TOP: 8px; PADDING-LEFT: =
    4px; WIDTH: 160px; PADDING-RIGHT: 4px; DISPLAY: inline; MARGIN-BOTTOM: =
    0px; FLOAT: left; MARGIN-LEFT: 8px; VERTICAL-ALIGN: bottom; PADDING-TOP: =
    4px
}
#tooltip {
    Z-INDEX: 100; BORDER-BOTTOM: #000 1px solid; POSITION: absolute; =
    FILTER: =
    progid:DXImageTransform.Microsoft.Shadow(color=3Dgray,direction=3D135); =
    BORDER-LEFT: #000 1px solid; BACKGROUND-COLOR: #ffffe0; WIDTH: 150px; =
    VISIBILITY: hidden; BORDER-TOP: #000 1px solid; BORDER-RIGHT: #000 1px =
    solid
}
#leftnav {
    BORDER-BOTTOM: #f0f0f0 0px solid; BORDER-LEFT: #f0f0f0 0px solid; =
    BACKGROUND-COLOR: #f7f7f7; MARGIN-TOP: 7px; WIDTH: 165px; PADDING-RIGHT: =
    5px; FLOAT: left; MARGIN-LEFT: -974px; OVERFLOW: hidden; BORDER-TOP: =
    #f0f0f0 0px solid; BORDER-RIGHT: #f0f0f0 0px solid
}
INPUT.subscribeButton {
    MARGIN-TOP: 1px; MARGIN-LEFT: 2px
}
INPUT.subscribeText {
    WIDTH: 152px; FLOAT: left; FONT-SIZE: 11px
}
#searchboxform {
    =09
}
INPUT.searchButton {
    MARGIN-TOP: 5px; MARGIN-LEFT: 2px
}
INPUT.searchText {
    MARGIN-TOP: 4px; WIDTH: 167px; FLOAT: left; FONT-SIZE: 11px
}

```

```

#Searchlabel A {
    COLOR: #f6f6f6; FONT-SIZE: 8pt
}
#Subscribe {
    TEXT-ALIGN: left; WIDTH: 230px; DISPLAY: inline; MARGIN-BOTTOM: 0px; =
    FLOAT: left; HEIGHT: 40px; COLOR: #fff; MARGIN-LEFT: 0px; FONT-SIZE: 8pt
}
#SubscribeForm {
    PADDING-TOP: 1px
}
#Subscribelabel {
    PADDING-BOTTOM: 5px; COLOR: #f6f6f6; FONT-SIZE: 8pt
}
#Subscribelabel A {
    COLOR: #f6f6f6; FONT-SIZE: 8pt; PADDING-TOP: 1px
}
#Search {
    TEXT-ALIGN: left; WIDTH: 266px; DISPLAY: inline; MARGIN-BOTTOM: 0px; =
    FLOAT: right; HEIGHT: 40px; COLOR: #b4b4b4; MARGIN-LEFT: 0px; FONT-SIZE: =
    8pt
}
#searcharea {
    MARGIN-TOP: -5px; HEIGHT: 500px
}
#agencyname {
    TEXT-ALIGN: left; PADDING-LEFT: 5px; COLOR: #000; MARGIN-LEFT: 10px; =
    FONT-SIZE: 10pt
}
#agencyname A {
    PADDING-LEFT: 5px; COLOR: #000; FONT-SIZE: 10pt; FONT-WEIGHT: 700
}
#content {
    TEXT-ALIGN: left; PADDING-BOTTOM: 7px; BACKGROUND-COLOR: #fff; =
    MARGIN-TOP: 7px; PADDING-LEFT: 7px; PADDING-RIGHT: 7px; DISPLAY: inline; =
    FLOAT: left; MARGIN-LEFT: 10px; MARGIN-RIGHT: 10px; PADDING-TOP: 7px
}
#imagestrip {
    BACKGROUND-COLOR: #fff; HEIGHT: 824px; MARGIN-LEFT: 592px; FONT-SIZE: =
    8pt
}
#imagestrip A {
    COLOR: #303030; TEXT-DECORATION: none
}
#leftnav H2 {
    PADDING-BOTTOM: 0px; MARGIN-TOP: 10px; PADDING-LEFT: 0px; =
    PADDING-RIGHT: 0px; MARGIN-BOTTOM: 5px; COLOR: #900; FONT-SIZE: 80%; =
    BORDER-TOP: #e5e5e5 1px solid; FONT-WEIGHT: 700; PADDING-TOP: 0px
}
#rightnav {
    BACKGROUND-COLOR: #f7f7f7; MARGIN-TOP: 0px; WIDTH: 170px; FLOAT: right; =
    OVERFLOW: hidden
}
#rightnav UL {
    PADDING-LEFT: 10px; MARGIN-LEFT: 15px
}
#UtilityBar {
    BACKGROUND-IMAGE: url(/images/utilbar.gif); WIDTH: 964px; =
    BACKGROUND-REPEAT: repeat-x; HEIGHT: 28px; COLOR: #636363; MARGIN-LEFT: =
    10px; FONT-SIZE: 8pt; MARGIN-RIGHT: 10px
}
#UtilityBar IMG {
    VERTICAL-ALIGN: bottom
}
A[href] {

```

```
        COLOR: #039; TEXT-DECORATION: underline
}
LI A {
    COLOR: #039; TEXT-DECORATION: underline
}
OL A {
    COLOR: #039; TEXT-DECORATION: underline
}
P A {
    COLOR: #039; TEXT-DECORATION: underline
}
UL A {
    COLOR: #039; TEXT-DECORATION: underline
}
.backtotop A {
    COLOR: #039; TEXT-DECORATION: underline
}
.backtotop A:active {
    COLOR: #039; TEXT-DECORATION: underline
}
.backtotop A:focus {
    COLOR: #039; TEXT-DECORATION: underline
}
.backtotop A:hover {
    COLOR: #039; TEXT-DECORATION: underline
}
A[href]:active {
    COLOR: #000; TEXT-DECORATION: underline
}
A[href]:focus {
    COLOR: #000; TEXT-DECORATION: underline
}
A[href]:hover {
    COLOR: #000; TEXT-DECORATION: underline
}
UL.menu-item A:active {
    COLOR: #000; TEXT-DECORATION: underline
}
UL.menu-item A:focus {
    COLOR: #000; TEXT-DECORATION: underline
}
UL.menu-item A:hover {
    COLOR: #000; TEXT-DECORATION: underline
}
.utilitybarright A:active {
    COLOR: #000; TEXT-DECORATION: underline
}
.utilitybarright A:focus {
    COLOR: #000; TEXT-DECORATION: underline
}
.utilitybarright A:hover {
    COLOR: #000; TEXT-DECORATION: underline
}
A[name] {
    TEXT-DECORATION: none
}
A[name]:visited {
    TEXT-DECORATION: none
}
A[name]:active {
    TEXT-DECORATION: none
}
A[name]:focus {
    TEXT-DECORATION: none
}
```

```
}
A[name]:hover {
    TEXT-DECORATION: none
}
.navlinks A {
    TEXT-DECORATION: none
}
LI A:active {
    COLOR: #900; TEXT-DECORATION: underline
}
LI A:focus {
    COLOR: #900; TEXT-DECORATION: underline
}
LI A:hover {
    COLOR: #900; TEXT-DECORATION: underline
}
OL A:active {
    COLOR: #900; TEXT-DECORATION: underline
}
OL A:focus {
    COLOR: #900; TEXT-DECORATION: underline
}
OL A:hover {
    COLOR: #900; TEXT-DECORATION: underline
}
P A:active {
    COLOR: #900; TEXT-DECORATION: underline
}
P A:focus {
    COLOR: #900; TEXT-DECORATION: underline
}
P A:hover {
    COLOR: #900; TEXT-DECORATION: underline
}
UL A:active {
    COLOR: #900; TEXT-DECORATION: underline
}
UL A:focus {
    COLOR: #900; TEXT-DECORATION: underline
}
UL A:hover {
    COLOR: #900; TEXT-DECORATION: underline
}
.menu-header A:active {
    COLOR: #900; TEXT-DECORATION: underline
}
.menu-header A:focus {
    COLOR: #900; TEXT-DECORATION: underline
}
.menu-header A:hover {
    COLOR: #900; TEXT-DECORATION: underline
}
.sec-menu-header A:active {
    COLOR: #900; TEXT-DECORATION: underline
}
.sec-menu-header A:focus {
    COLOR: #900; TEXT-DECORATION: underline
}
.sec-menu-header A:hover {
    COLOR: #900; TEXT-DECORATION: underline
}
#leftnav H2 A:active {
    COLOR: #900; TEXT-DECORATION: underline
}
}
```

```
#leftnav H2 A:focus {
    COLOR: #900; TEXT-DECORATION: underline
}
#leftnav H2 A:hover {
    COLOR: #900; TEXT-DECORATION: underline
}
OL A:visited {
    COLOR: purple; TEXT-DECORATION: underline
}
P A:visited {
    COLOR: purple; TEXT-DECORATION: underline
}
UL A:visited {
    COLOR: purple; TEXT-DECORATION: underline
}
.crumb-links {
    TEXT-ALIGN: left; COLOR: #000; MARGIN-LEFT: 12px; FONT-SIZE: 9pt
}
.crumb-links A {
    COLOR: #666; TEXT-DECORATION: underline
}
.crumb-links A:active {
    COLOR: #000; TEXT-DECORATION: underline
}
.crumb-links A:focus {
    COLOR: #000; TEXT-DECORATION: underline
}
.crumb-links A:hover {
    COLOR: #000; TEXT-DECORATION: underline
}
.box-title {
    COLOR: #f3f3f3; FONT-SIZE: 80%; FONT-WEIGHT: 700
}
.menu-header A {
    COLOR: #900; TEXT-DECORATION: none
}
.sec-menu-header A {
    COLOR: #900; TEXT-DECORATION: none
}
#leftnav H2 A {
    COLOR: #900; TEXT-DECORATION: none
}
.navlinks A:active {
    TEXT-DECORATION: underline
}
.navlinks A:focus {
    TEXT-DECORATION: underline
}
.navlinks A:hover {
    TEXT-DECORATION: underline
}
.utilitybarleft A {
    TEXT-DECORATION: underline
}
.utilitybarleft A:active {
    TEXT-DECORATION: underline
}
.utilitybarleft A:focus {
    TEXT-DECORATION: underline
}
.utilitybarleft A:hover {
    TEXT-DECORATION: underline
}
#imagestrip A:active {
```

```

        TEXT-DECORATION: underline
    }
    #imagestrip A:focus {
        TEXT-DECORATION: underline
    }
    #imagestrip A:hover {
        TEXT-DECORATION: underline
    }
    .title {
        COLOR: #636363; TEXT-DECORATION: none
    }
    #UtilityBar A {
        COLOR: #636363; TEXT-DECORATION: none
    }
    UL.menu-item A {
        COLOR: #666; TEXT-DECORATION: none
    }
    UL.menu-item A:visited {
        COLOR: #666; TEXT-DECORATION: none
    }
    UL.item-nested LI {
        FONT-SIZE: 12px
    }
    UL.item-nested LI UL.item-nested LI {
        FONT-SIZE: 12px
    }
}

```

```

-----=_NextPart_000_0000_01CCD6D3.C3224BB0
Content-Type: text/css;
    charset="iso-8859-1"
Content-Transfer-Encoding: quoted-printable
Content-Location: http://www.dol.gov/print.css

```

```

* {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; PADDING-RIGHT: =
0px; PADDING-TOP: 0px
}
BODY {
    PADDING-BOTTOM: 0px; MARGIN: 5px; PADDING-LEFT: 0px; PADDING-RIGHT: =
0px; FONT-FAMILY: Tahoma, Helvetica, Verdana, Arial, sans-serif; COLOR: =
#000000; FONT-SIZE: 100%; PADDING-TOP: 0px
}
A {
    COLOR: #0000ff; TEXT-DECORATION: underline
}
#Header {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#ToolsHeader {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#ToolsContent {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#subscribe {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#search {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}

```

```
}
#footer {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
    PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#utilitybar {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
    PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#breadcrumb {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
    PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#leftnav {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
    PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#rightnav {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
    PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#Banner {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
    PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#RightColumn {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
    PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#Subscribe {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
    PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#Subscribelabel {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
    PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#SubscribeForm {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
    PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#Search {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
    PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#SearchForm {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
    PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#Searchlabel {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
    PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#Nav {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
    PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#agencyname {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
    PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
.crumbs-links {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
    PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
```

```

}
.hidePrint {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
.navlinks {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#FooterMenu {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#FooterMenuContainer {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#FooterContactContainer {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#FooterContact {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#utilitybarright {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#Tools {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#utilitybarleft {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#fbcontent {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#backtotop {
    PADDING-BOTTOM: 0px; MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 0px; =
PADDING-RIGHT: 0px; DISPLAY: none; HEIGHT: 0px; PADDING-TOP: 0px
}
#content {
    TEXT-ALIGN: left; PADDING-BOTTOM: 0px; BACKGROUND-COLOR: #fff; =
MARGIN-TOP: 7px; PADDING-LEFT: 0px; PADDING-RIGHT: 0px; DISPLAY: inline; =
FLOAT: none; MARGIN-LEFT: 0px; FONT-SIZE: 12pt; MARGIN-RIGHT: 10px; =
PADDING-TOP: 0px
}
BODY {
    TEXT-ALIGN: left; PADDING-BOTTOM: 0px; BACKGROUND-COLOR: #ffffff; =
MARGIN: 0px; PADDING-LEFT: 0px; WIDTH: 100%; PADDING-RIGHT: 0px; =
FONT-FAMILY: sanserif; FONT-SIZE: 12pt; PADDING-TOP: 0px
}
#SEGMENTS {
    PADDING-BOTTOM: 3px; PADDING-LEFT: 3px; PADDING-RIGHT: 3px; =
MARGIN-BOTTOM: 5px; MARGIN-LEFT: 10px; FONT-SIZE: 12pt; PADDING-TOP: 3px
}
.headermed {
    MARGIN-LEFT: 0px; FONT-SIZE: 18px
}
}

```

-----=\_NextPart\_000\_0000\_01CCD6D3.C3224BB0  
Content-Type: application/octet-stream  
Content-Transfer-Encoding: quoted-printable  
Content-Location: http://www.dol.gov/scripts/webtrends-whd.js

// WebTrends SmartSource Data Collector Tag  
// Version: 9.4.0 =20  
// Tag Builder Version: 3.2  
// Created: 10/7/2011 3:17:45 PM

```
function WebTrends(){
    var that=3Dthis;
    // begin: user modifiable
    this.dcsid=3D"dcs3pkxiq000004jt61hmxkbkb_2y3z";
    this.domain=3D"statse.webtrends-live.com";
    this.timezone=3D-5;
    this.fpcdom=3D".dol.gov";
    this.onsitedoms=3D"youthrules.dol.gov";
    =
    this.downloadtypes=3D"xls,doc,pdf,txt, csv,zip,docx,xlsx,mp3,mp4,wav,mov,w=
mf,avi,pps,ppt,wmv";
    this.navigationtag=3D"div,table";
    this.trackevents=3Dtrue;
    this.trimoffsiteparams=3Dtrue;
    this.enabled=3Dtrue;
    this.i18n=3Dtrue;
    this.fpc=3D"WT_FPC";
    this.paidsearchparams=3D"clid";
    this.splitvalue=3D"";
    this.preserve=3Dtrue;
    // end: user modifiable
    this.DCS=3D{};
    this.WT=3D{};
    this.DCSext=3D{};
    this.images=3D[];
    this.index=3D0;
    this.exre=3D(function(){return(window.RegExp?new =
RegExp("dcs(uri)|(ref)|(aut)|(met)|(sta)|(sip)|(pro)|(byt)|(dat)|(p3p)|(c=
fg)|(redirect)|(cip)","i"):"");})();
    =
    this.re=3D(function(){return(window.RegExp?(that.i18n?{"%25":/\%/g,"%26":=
/\&/g}:{"%09":/\t/g,"%20":/ =
/g,"%23":/\#/g,"%26":/\&/g,"%2B":/\+/g,"%3F":/\?/g,"%5C":/\\\/g,"%22":/\\"/=
g,"%7F":/\x7F/g,"%A0":/\xA0/g}):"");})();
}
WebTrends.prototype.dcsGetCookie=3Dfunction(name){
    var cookies=3Ddocument.cookie.split("; ");
    var cmatch=3D[];
    var idx=3D0;
    var i=3D0;
    var namelen=3Dname.length;
    var clen=3Dcookies.length;
    for (i=3D0;i<clen;i++){
        var c=3Dcookies[i];
        if ((c.substring(0,namelen+1))=3D=3D(name+"=3D")){
            cmatch[idx++]=3Dc;
        }
    }
    var cmatchCount=3Dcmatch.length;
    if (cmatchCount>0){
        idx=3D0;
        if ((cmatchCount>1)&&(name=3D=3Dthis.fpc)){
            var dLatest=3Dnew Date(0);
            for (i=3D0;i<cmatchCount;i++){
```

```

        var lv=3DparseInt(this.dcsGetCrumb(cmatch[i],"lv"));
        var dLst=3Dnew Date(lv);
        if (dLst>dLatest){
            dLatest.setTime(dLst.getTime());
            idx=3Di;
        }
    }
    return unescape(cmatch[idx].substring(namelen+1));
}
else{
    return null;
}
}
WebTrends.prototype.dcsGetCrumb=3Dfunction(cval,crumb,sep){
    var aCookie=3Dcval.split(sep||":");
    for (var i=3D0;i<aCookie.length;i++){
        var aCrumb=3DaCookie[i].split("=3D");
        if (crumb=3D=3DaCrumb[0]){
            return aCrumb[1];
        }
    }
    return null;
}
WebTrends.prototype.dcsGetIdCrumb=3Dfunction(cval,crumb){
    var id=3Dcval.substring(0,cval.indexOf(":lv=3D"));
    var aCrumb=3Did.split("=3D");
    for (var i=3D0;i<aCrumb.length;i++){
        if (crumb=3D=3DaCrumb[0]){
            return aCrumb[1];
        }
    }
    return null;
}
WebTrends.prototype.dcsIsFpcSet=3Dfunction(name,id,lv,ss){
    var c=3Dthis.dcsGetCookie(name);
    if (c){
        return =
        ((id=3D=3Dthis.dcsGetIdCrumb(c,"id"))&&(lv=3D=3Dthis.dcsGetCrumb(c,"lv"))=
        &&(ss=3D=3Dthis.dcsGetCrumb(c,"ss")))?0:3;
    }
    return 2;
}
WebTrends.prototype.dcsFPC=3Dfunction(){
    if (document.cookie.indexOf("WTLOPTOUT=3D")!=3D-1){
        return;
    }
    var WT=3Dthis.WT;
    var name=3Dthis.fpc;
    var dCur=3Dnew Date();
    var adj=3D(dCur.getTimezoneOffset()*60000)+(this.timezone*3600000);
    dCur.setTime(dCur.getTime()+adj);
    var dExp=3Dnew Date(dCur.getTime()+315360000000);
    var dSes=3Dnew Date(dCur.getTime());
    =
    WT.co_f=3DWT.vtid=3DWT.vtvs=3DWT.vt_f=3DWT.vt_f_a=3DWT.vt_f_s=3DWT.vt_f_d=
    =3DWT.vt_f_tlh=3DWT.vt_f_tlv=3D"";
    if (document.cookie.indexOf(name+"=3D")=3D=3D-1){
        if ((typeof(gWtId)!=3D"undefined")&&(gWtId!=3D"")){
            WT.co_f=3DgWtId;
        }
        else if ((typeof(gTempWtId)!=3D"undefined")&&(gTempWtId!=3D"")){
            WT.co_f=3DgTempWtId;
            WT.vt_f=3D"1";
        }
    }
}

```

```

    }
    else{
        WT.co_f=3D"2";
        var curt=3DdCur.getTime().toString();
        for (var i=3D2;i<=3D(32-curt.length);i++){
            WT.co_f+=3DMath.floor(Math.random()*16.0).toString(16);
        }
        WT.co_f+=3Dcurt;
        WT.vt_f=3D"1";
    }
    if (typeof(gWtAccountRollup)=3D=3D"undefined"){
        WT.vt_f_a=3D"1";
    }
    WT.vt_f_s=3DWT.vt_f_d=3D"1";
    WT.vt_f_tlh=3DWT.vt_f_tlv=3D"0";
}
else{
    var c=3Dthis.dcsGetCookie(name);
    var id=3Dthis.dcsGetIdCrumb(c,"id");
    var lv=3DparseInt(this.dcsGetCrumb(c,"lv"));
    var ss=3DparseInt(this.dcsGetCrumb(c,"ss"));
    if ((id=3D=3Dnull)||((id=3D=3D"null")||isNaN(lv)||isNaN(ss))){
        return;
    }
    WT.co_f=3Did;
    var dLst=3Dnew Date(lv);
    WT.vt_f_tlh=3DMath.floor((dLst.getTime()-adj)/1000);
    dSes.setTime(ss);
    if =
((dCur.getTime())>(dLst.getTime()+1800000))||((dCur.getTime())>(dSes.getTime=
()+28800000))){
        WT.vt_f_tlv=3DMath.floor((dSes.getTime()-adj)/1000);
        dSes.setTime(dCur.getTime());
        WT.vt_f_s=3D"1";
    }
    if =
((dCur.getDay()!=3DdLst.getDay())||((dCur.getMonth()!=3DdLst.getMonth())||=
(dCur.getYear()!=3DdLst.getYear()))){
        WT.vt_f_d=3D"1";
    }
}
WT.co_f=3Descape(WT.co_f);
WT.vtid=3D(typeof(this.vtid)=3D=3D"undefined"?WT.co_f:(this.vtid||"");
WT.vtvs=3D(dSes.getTime()-adj).toString();
var expiry=3D"";
var cur=3DdCur.getTime().toString();
var ses=3DdSes.getTime().toString();
=
document.cookie=3Dname+"=3D"+"id=3D"+WT.co_f+":lv=3D"+cur+":ss=3D"+ses+ex=
piry+"; path=3D/"+(((this.fpcdom!=3D""))?(" =
domain=3D"+this.fpcdom):(""));
var rc=3Dthis.dcsIsFpcSet(name,WT.co_f,cur,ses);
if (rc!=3D0){
    =
WT.co_f=3DWT.vtvs=3DWT.vt_f_s=3DWT.vt_f_d=3DWT.vt_f_tlh=3DWT.vt_f_tlv=3D"=
";
    if (typeof(this.vtid)=3D=3D"undefined"){
        WT.vtid=3D"";
    }
    WT.vt_f=3DWT.vt_f_a=3DRc;
}
}
WebTrends.prototype.dcsIsOnsite=3Dfunction(host){
    if (host.length>0){

```

```

        host=3Dhost.toLowerCase();
        if (host=3D=3Dwindow.location.hostname.toLowerCase()){
            return true;
        }
        if (typeof(this.onsitedoms.test)=3D=3D"function"){
            return this.onsitedoms.test(host);
        }
        else if (this.onsitedoms.length>0){
            var doms=3Dthis.dcsSplit(this.onsitedoms);
            var len=3Ddoms.length;
            for (var i=3D0;i<len;i++){
                if (host=3D=3Ddoms[i]){
                    return true;
                }
            }
        }
        return false;
    }
}
WebTrends.prototype.dcsTypeMatch=3Dfunction(pth, typelist){
    var =
type=3Dpth.toLowerCase().substring(pth.lastIndexOf(".")+1, pth.length);
    var types=3Dthis.dcsSplit(typelist);
    var tlen=3Dtypes.length;=09
    for (var i=3D0;i<tlen;i++){
        if (type=3D=3Dtypes[i]){
            return true;
        }
    }
    return false;
}
WebTrends.prototype.dcsEvt=3Dfunction(evt, tag){
    var e=3Devt.target||evt.srcElement;
    while (e&&e.tagName&&(e.tagName.toLowerCase()!=3Dtag.toLowerCase())){
        e=3De.parentElement||e.parentNode;
    }
    return e;
}
WebTrends.prototype.dcsNavigation=3Dfunction(evt){
    var id=3D"";
    var cname=3D"";
    var elems=3Dthis.dcsSplit(this.navigationtag);
    var elen=3Delems.length;=09
    var i,e,elem;
    for (i=3D0;i<elen;i++){
        elem=3Delems[i];
        if (elem.length){
            e=3Dthis.dcsEvt(evt, elem);
            id=3D(e.getAttribute&&e.getAttribute("id"))?
e.getAttribute("id"):"";
            cname=3De.className||"";
            if (id.length||cname.length){
                break;
            }
        }
    }
    return id.length?id:cname;
}
WebTrends.prototype.dcsBind=3Dfunction(event, func){
    if ((typeof(func)=3D=3D"function")&&document.body){
        if (document.body.addEventListener){
            document.body.addEventListener(event, func.wtbind(this),
true);
        }
    }
}

```

```

        else if(document.body.attachEvent){
            document.body.attachEvent("on"+event, func.wtbind(this));
        }
    }
}
WebTrends.prototype.dcsET=function(){
    var =
e=function(navigator.appVersion.indexOf("MSIE")!=3-1)?"click":"mousedown";
    this.dcsBind(e,this.dcsDownload);
    this.dcsBind(e,this.dcsJavaScript);
    this.dcsBind(e,this.dcsMailTo);
    this.dcsBind(e,this.dcsFormButton);
    this.dcsBind(e,this.dcsOffsite);
    this.dcsBind(e,this.dcsAnchor);
    this.dcsBind("contextmenu",this.dcsRightClick);
    this.dcsBind(e,this.dcsImageMap);
}
WebTrends.prototype.dcsMultiTrack=function(){
    var args=dcsMultiTrack.arguments?dcsMultiTrack.arguments:arguments;
    if (args.length%2==3-30){
        this.dcsSaveProps(args);
        this.dcsSetProps(args);
        var dCurrent=new Date();
        this.DCS.dcsdat=3DdCurrent.getTime();
        this.dcsFPC();
        this.dcsTag();
        this.dcsRestoreProps();
    }
}
WebTrends.prototype.dcsCleanUp=function(){
    this.DCS=3D{};
    this.WT=3D{};
    this.DCSext=3D{};
    if (arguments.length%2==3-30){
        this.dcsSetProps(arguments);
    }
}
WebTrends.prototype.dcsSetProps=function(args){
    for (var i=30;i<args.length;i+=32){
        if (args[i].indexOf('WT.')=3-30){
            this.WT[args[i].substring(3)]=3Dargs[i+1];
        }
        else if (args[i].indexOf('DCS.')=3-30){
            this.DCS[args[i].substring(4)]=3Dargs[i+1];
        }
        else if (args[i].indexOf('DCSext.')=3-30){
            this.DCSext[args[i].substring(7)]=3Dargs[i+1];
        }
    }
}
WebTrends.prototype.dcsSaveProps=function(args){
    var i,x,key,param;
    if (this.preserve){
        this.args=3D[];
        for (i=30,x=30;i<args.length;i+=32){
            param=3Dargs[i];
            if (param.indexOf('WT.')=3-30){
                key=3Dparam.substring(3);
                this.args[x]=3Dparam;
                this.args[x+1]=3Dthis.WT[key]||"";
                x+=32;
            }
            else if (param.indexOf('DCS.')=3-30){

```

```

        key=3Dparam.substring(4);
        this.args[x]=3Dparam;
        this.args[x+1]=3Dthis.DCS[key]||"";
        x+=3D2;
    }
    else if (param.indexOf('DCSext.')=3D=3D0){
        key=3Dparam.substring(7);
        this.args[x]=3Dparam;
        this.args[x+1]=3Dthis.DCSext[key]||"";
        x+=3D2;
    }
}
}
}
WebTrends.prototype.dcsRestoreProps=3Dfunction(){
    if (this.preserve){
        this.dcsSetProps(this.args);
        this.args=3D[];
    }
}
WebTrends.prototype.dcsSplit=3Dfunction(list){
    var items=3Dlist.toLowerCase().split(",");
    var len=3Ditems.length;
    for (var i=3D0;i<len;i++){
        items[i]=3Ditems[i].replace(/^\s*/,"").replace(/\s*$/,"");
    }
    return items;
}
// Code section for Track clicks to download links.
WebTrends.prototype.dcsDownload=3Dfunction(evt){
    evt=3Devt||(window.event||"");
    if (evt&&((typeof(evt.which)!=3D"number")||(evt.which=3D=3D1))){
        var e=3Dthis.dcsEvt(evt,"A");
        if (e.href){
            var hn=3De.hostname?(e.hostname.split(":")[0]):"";
            if =
(this.dcsIsOnsite(hn)&&this.dcsTypeMatch(e.pathname,this.downloadtypes)){=
                var =
qry=3De.search?e.search.substring(e.search.indexOf("?")+1,e.search.length=
):"";
                var =
pth=3De.pathname?((e.pathname.indexOf("/")!=3D0)?"/"+e.pathname:e.pathnam=
e):"/";
                var ttl=3D"";
                var text=3Ddocument.all?e.innerText:e.text;
                var img=3Dthis.dcsEvt(evt,"IMG");
                if (img.alt){
                    ttl=3Dimg.alt;
                }
                else if (text){
                    ttl=3Dtext;
                }
                else if (e.innerHTML){
                    ttl=3De.innerHTML;
                }
                =
this.dcsMultiTrack("DCS.dcssip",hn,"DCS.dcsuri",pth,"DCS.dcsqry",e.search=
||"", "WT.ti", "Download:"+ttl, "WT.dl", "20", "WT.nv", this.dcsNavigation(evt)=
);
            }
        }
    }
}
}
}

```

```

// Code section for Track right clicks to download links.
WebTrends.prototype.dcsRightClick=function(evt){
    evt=3Dev||window.event||"";
    if (evt){
        var btn=3Dev.which||evt.button;
        if ((btn!=3D1)||navigator.userAgent.indexOf("Safari")!=3D-1)){
            var e=3Dthis.dcsEvt(evt,"A");
            if ((typeof(e.href)!=3D"undefined")&&e.href){
                if =
                ((typeof(e.protocol)!=3D"undefined")&&e.protocol&&(e.protocol.indexOf("ht=
tp")!=3D-1)){
                    if =
                    ((typeof(e.pathname)!=3D"undefined")&&this.dcsTypeMatch(e.pathname,this.d=
ownloadtypes)){
                        var =
                        pth=3De.pathname?((e.pathname.indexOf("/")!=3D0)?"/"+e.pathname:e.pathnam=
e):"/";
                        var hn=3De.hostname?(e.hostname.split(":")
[0]):"";
                        =
                        this.dcsMultiTrack("DCS.dcssip",hn,"DCS.dcsuri",pth,"DCS.dcsqry","", "WT.t=
i","RightClick:"+pth,"WT.dl","25");
                    }
                }
            }
        }
    }
}
// Code section for Track clicks to MailTo links.
WebTrends.prototype.dcsMailTo =function(evt) {
    evt =3D evt || (window.event || "");
    if (evt && ((typeof (evt.which) !=3D "number") || (evt.which =3D=3D =
1)))) {
        var e =3D this.dcsEvt(evt, "A");
        if (e.href && e.protocol) {
            var qry =3D e.search ? =
            e.search.substring(e.search.indexOf("?") + 1, e.search.length) : "";
            if (e.protocol.toLowerCase() =3D=3D "mailto:") {
                this.dcsMultiTrack("DCS.dcssip", =
                window.location.hostname, "DCS.dcsuri", e.href, "WT.ti", "MailTo:" + =
                e.innerHTML, "WT.dl", "23", "WT.nv", this.dcsNavigation(evt));
            }
        }
    }
}
// Code section for Track clicks to JavaScript links.
WebTrends.prototype.dcsJavaScript =function(evt) {
    evt =3D evt || (window.event || "");
    if (evt && ((typeof (evt.which) !=3D "number") || (evt.which =3D=3D =
1)))) {
        var e =3D this.dcsEvt(evt, "A");
        if (e.href && e.protocol) {
            var qry =3D e.search ? =
            e.search.substring(e.search.indexOf("?") + 1, e.search.length) : "";
            if (e.protocol.toLowerCase() =3D=3D "javascript:") {
                this.dcsMultiTrack("DCS.dcssip", =
                window.location.hostname, "DCS.dcsuri", e.href, "WT.ti", "JavaScript:" + =
                e.innerHTML, "WT.dl", "22", "WT.nv", this.dcsNavigation(evt));
            }
        }
    }
}
// Code section for Track form button clicks.
WebTrends.prototype.dcsFormButton=function(evt){

```

```

    evt=3Devnt||(window.event||"");
    if (evt&&((typeof(evt.which)!=3D"number")||(evt.which=3D=3D1)))){
        var tags=3D["INPUT","BUTTON"];
        for (var j=3D0;j<tags.length;j++){
            var e=3Dthis.dcsEvt(evt, tags[j]);
            var type=3De.type||"";
            if =
            (type&&((type=3D=3D"submit")||(type=3D=3D"image")||(type=3D=3D"button")||=
            (type=3D=3D"reset"))||((type=3D=3D"text")&&((evt.which||evt.keyCode)=3D=3D=
            13)))){
                var uri=3D"";
                var ttl=3D"";
                var id=3D0;
                if (e.form){
                    // begin: field capture
                    // end: field capture
                    uri=3De.form.action||window.location.pathname;
                    ttl=3De.form.id||e.form.name||
e.form.className||"Unknown";
                    =
                    id=3D(e.form.method&&(e.form.method.toLowerCase()=3D=3D"post"))?"27":"26"=
                    ;
                }
                else{
                    uri=3Dwindow.location.pathname;
                    ttl=3De.name||e.id||"Unknown";

                    id=3D(tags[j].toLowerCase()=3D=3D"input")?"28":"29";
                }
                if (uri&&ttl&&(evt.keyCode!=3D9)){
                    =
                    this.dcsMultiTrack("DCS.dcsuri",uri,"WT.ti","FormButton:"+ttl,"WT.dl",id,=
                    "WT.nv",this.dcsNavigation(evt));
                }
                break;
            }
        }
    }
}
// Code section for Track clicks to links leading offsite.
WebTrends.prototype.dcsOffsite=3Dfunction(evt){
    evt=3Devnt||(window.event||"");
    if (evt&&((typeof(evt.which)!=3D"number")||(evt.which=3D=3D1)))){
        var e=3Dthis.dcsEvt(evt,"A");
        if (e.href){
            var hn=3De.hostname?(e.hostname.split(":")[0]):"";
            var pr=3De.protocol||"";
            if =
            ((hn.length>0)&&(pr.indexOf("http")=3D=3D0)&&!this.dcsIsOnsite(hn)){
                var =
                qry=3De.search?e.search.substring(e.search.indexOf("?")+1,e.search.length=
                ):"";
                var =
                pth=3De.pathname?(e.pathname.indexOf("/")!=3D0)?"/"+e.pathname:e.pathnam=
                e)"/";
                this.dcsMultiTrack("DCS.dcssip", hn, "DCS.dcsuri", pth, =
                "DCS.dcsqry", this.trimoffsiteparams ? "" : qry, "DCS.dcsref", =
                window.location, "WT.ti", "Offsite:" + hn + pth + (qry.length ? ("?" + =
                qry) : ""), "WT.dl", "24", "WT.nv", this.dcsNavigation(evt));
            }
        }
    }
}
}

```

```

// Code section for Track clicks to links that contain anchors.
WebTrends.prototype.dcsAnchor=3Dfunction(evt){
    evt=3Devnt||(window.event||"");
    if (evt&&((typeof(evt.which)!=3D"number")||(evt.which=3D=3D1))){
        var e=3Dthis.dcsEvt(evt, "A");
        if (e.href){
            var hn=3De.hostname?(e.hostname.split(":")[0]):"";
            if =
            (this.dcsIsOnsite(hn)&&e.hash&&(e.hash!=3D"")&&(e.hash!=3D"#")){
                var =
                qry=3De.search?e.search.substring(e.search.indexOf("?")+1,e.search.length=
                ):"";
                var =
                pth=3De.pathname?((e.pathname.indexOf("/")!=3D0)?"/"+e.pathname:e.pathnam=
                e):"/";
                =
                this.dcsMultiTrack("DCS.dcSSIP", hn, "DCS.dcsuri", escape(pth+e.hash), "WT.ti=
                ", "Anchor:"+e.hash, "WT.dl", "21", "WT.nv", this.dcsNavigation(evt));
            }
        }
    }
}
// Code section for clicks to image maps.
WebTrends.prototype.dcsImageMap=3Dfunction(evt){
    evt=3Devnt||(window.event||"");
    if (evt){
        var e=3Dthis.dcsEvt(evt, "AREA");
        if (e.href){
            var hn=3De.hostname?(e.hostname.split(":")[0]):"";
            if ((hn!=3D"")&&e.protocol&&(e.protocol.indexOf("http")!=3D-1)){
                var ttl=3D"";
                var map=3Dthis.dcsEvt(evt, "MAP");
                if (map){
                    if (map.name){
                        ttl=3Dmap.name;
                    }
                    else if (map.id){
                        ttl=3Dmap.id;
                    }
                }
                var =
                pth=3De.pathname?((e.pathname.indexOf("/")!=3D0)?"/"+e.pathname:e.pathnam=
                e):"/";
                =
                this.dcsMultiTrack("DCS.dcSSIP", hn, "DCS.dcsuri", pth, "DCS.dcsqry", e.search=
                ||"", "WT.ti", "ImageMap:"+ttl, "WT.dl", "30", "WT.nv", this.dcsNavigation(evt)=
                );
            }
        }
    }
}
WebTrends.prototype.dcsAdv=3Dfunction(){
    if (this.trackevents&&(typeof(this.dcsET)=3D=3D"function")){
        if (window.addEventListener){
            window.addEventListener("load", this.dcsET.wtbind(this), false);
        }
        else if (window.attachEvent){
            window.attachEvent("onload", this.dcsET.wtbind(this));
        }
    }
    this.dcsFPC();
}
WebTrends.prototype.dcsVar=3Dfunction(){
    var dCurrent=3Dnew Date();

```

```

var WT=3Dthis.WT;
var DCS=3Dthis.DCS;
WT.tz=3DparseInt(dCurrent.getTimezoneOffset()/60*-1)||"0";
WT.bh=3DdCurrent.getHours()||"0";
=
WT.ul=3Dnavigator.appName=3D=3D"Netscape"?navigator.language:navigator.us=
erLanguage;
    if (typeof(screen)=3D=3D"object"){
        =
WT.cd=3Dnavigator.appName=3D=3D"Netscape"?screen.pixelDepth:screen.colorD=
ePTH;
        WT.sr=3Dscreen.width+"x"+screen.height;
    }
    if (typeof(navigator.javaEnabled())=3D=3D"boolean"){
        WT.jo=3Dnavigator.javaEnabled()?"Yes":"No";
    }
    if (document.title){
        if (window.RegExp){
            var tire=3Dnew =
RegExp("^"+window.location.protocol+"//"+window.location.hostname+"\\s-\\s"=
s");
            WT.ti=3Ddocument.title.replace(tire,"");
        }
        else{
            WT.ti=3Ddocument.title;
        }
    }
WT.js=3D"Yes";
WT.jv=3D(function(){
    var agt=3Dnavigator.userAgent.toLowerCase();
    var major=3DparseInt(navigator.appVersion);
    var mac=3D(agt.indexOf("mac")!=3D-1);
    var ff=3D(agt.indexOf("firefox")!=3D-1);
    var ff0=3D(agt.indexOf("firefox/0.")!=3D-1);
    var ff10=3D(agt.indexOf("firefox/1.0")!=3D-1);
    var ff15=3D(agt.indexOf("firefox/1.5")!=3D-1);
    var ff20=3D(agt.indexOf("firefox/2.0")!=3D-1);
    var ff3up=3D(ff&&!ff0&&!ff10&!ff15&!ff20);
    var =
nn=3D(!ff&&(agt.indexOf("mozilla")!=3D-1)&&(agt.indexOf("compatible")=3D=3D=
-1));
    var nn4=3D(nn&&(major=3D=3D4));
    var nn6up=3D(nn&&(major>=3D5));
    var =
ie=3D((agt.indexOf("msie")!=3D-1)&&(agt.indexOf("opera")=3D=3D-1));
    var ie4=3D(ie&&(major=3D=3D4)&&(agt.indexOf("msie 4")!=3D-1));
    var ie5up=3D(ie&&!ie4);
    var op=3D(agt.indexOf("opera")!=3D-1);
    var op5=3D(agt.indexOf("opera =
5")!=3D-1||agt.indexOf("opera/5")!=3D-1);
    var op6=3D(agt.indexOf("opera =
6")!=3D-1||agt.indexOf("opera/6")!=3D-1);
    var op7up=3D(op&&!op5&&!op6);
    var jv=3D"1.1";
    if (ff3up){
        jv=3D"1.8";
    }
    else if (ff20){
        jv=3D"1.7";
    }
    else if (ff15){
        jv=3D"1.6";
    }
    else if (ff0||ff10||nn6up||op7up){

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```

        jv=3D"1.5";
    }
    else if ((mac&&ie5up)||op6){
        jv=3D"1.4";
    }
    else if (ie5up||nn4||op5){
        jv=3D"1.3";
    }
    else if (ie4){
        jv=3D"1.2";
    }
    return jv;
})();
WT.ct=3D"unknown";
if (document.body&&document.body.addBehavior){
    try{
        document.body.addBehavior("#default#clientCaps");
        WT.ct=3Ddocument.body.connectionType||"unknown";
        document.body.addBehavior("#default#homePage");
        WT.hp=3Ddocument.body.isHomePage(location.href)?"1":"0";
    }
    catch(e){
    }
}
if (document.all){
    =
WT.bs=3Ddocument.body?document.body.offsetWidth+"x"+document.body.offsetH=
eight:"unknown";
}
else{
    WT.bs=3Dwindow.innerWidth+"x"+window.innerHeight;
}
WT.fv=3D(function(){
    var i,flash;
    if (window.ActiveXObject){
        for(i=3D15;i>0;i--){
            try{
                flash=3Dnew
ActiveXObject("ShockwaveFlash.ShockwaveFlash."+i);
                return i+".0";
            }
            catch(e){
            }
        }
    }
    else if (navigator.plugins&&navigator.plugins.length){
        for (i=3D0;i<navigator.plugins.length;i++){
            if (navigator.plugins[i].name.indexOf('Shockwave
Flash')!=3D-1){
                return navigator.plugins[i].description.split(" ")
[2];
            }
        }
    }
    return "Not enabled";
})();
WT.slv=3D(function(){
    var slv=3D"Not enabled";
    try{
        =20
        if (navigator.userAgent.indexOf('MSIE')!=3D-1){
            var sli =3D new ActiveXObject('AgControl.AgControl');
            if (sli){
                slv=3D"Unknown";
            }
        }
    }
}

```

```

    }
    else if (navigator.plugins["Silverlight Plug-In"]){
        slv=3D"Unknown";
    }
}
catch(e){
}
if (slv!=3D"Not enabled"){
    var i,m,M,F;
    if =
((typeof(Silverlight)=3D=3D"object")&&(typeof(Silverlight.isInstalled)=3D=
=3D"function")){
        for(i=3D9;i>0;i--){
            M=3Di;
            if (Silverlight.isInstalled(M+".0")){
                break;
            }
            if (slv=3D=3DM){
                break;
            }
        }
        for (m=3D9;m>=3D0;m--){
            F=3DM+"."+m;
            if (Silverlight.isInstalled(F)){
                slv=3DF;
                break;
            }
            if (slv=3D=3DF){
                break;
            }
        }
    }
}
return slv;
})();
if (this.i18n){
    if (typeof(document.defaultCharset)=3D=3D"string"){
        WT.le=3Ddocument.defaultCharset;
    }=20
    else if (typeof(document.characterSet)=3D=3D"string"){
        WT.le=3Ddocument.characterSet;
    }
    else{
        WT.le=3D"unknown";
    }
}
WT.tv=3D"9.4.0";
WT.sp=3Dthis.splitvalue;
WT.dl=3D"0";
WT.ssl=3D(window.location.protocol.indexOf('https:')=3D=3D0)?"1":"0";
DCS.dcsdat=3DdCurrent.getTime();
DCS.dcssip=3Dwindow.location.hostname;
DCS.dcsuri=3Dwindow.location.pathname;
WT.es=3DDCS.dcssip+DCS.dcsuri;
if (window.location.search){
    DCS.dcsqry=3Dwindow.location.search;
}
if (DCS.dcsqry){
    var dcsqry=3DDCS.dcsqry.toLowerCase();
    var =
params=3Dthis.paidsearchparams.length?this.paidsearchparams.toLowerCase(=
.split(","):[];
    for (var i=3D0;i<params.length;i++){
        if (dcsqry.indexOf(params[i]+"=3D")!=3D-1){

```

```

        WT.srch=3D"1";
        break;
    }
}
}
if =
((window.document.referrer!=3D""))&&(window.document.referrer!=3D"-")){
    if (!(navigator.appName=3D=3D"Microsoft Internet =
Explorer"&&parseInt(navigator.appVersion)<4)){
        DCS.dcsref=3Dwindow.document.referrer;
    }
}
DCS.dcscfg=3D1;
}
WebTrends.prototype.dcsEscape=3Dfunction(S, REL){
    if (REL!=3D""){
        S=3DS.toString();
        for (var R in REL){
            if (REL[R] instanceof RegExp){
                S=3DS.replace(REL[R],R);
            }
        }
        return S;
    }
    else{
        return escape(S);
    }
}
WebTrends.prototype.dcsA=3Dfunction(N,V){
    if (this.i18n&&(this.exre!=3D"")&&!this.exre.test(N)){
        if (N=3D=3D"dcsqry"){
            var newV=3D"";
            var params=3DV.substring(1).split("&");
            for (var i=3D0;i<params.length;i++){
                var pair=3Dparams[i];
                var pos=3Dpair.indexOf(=3D");
                if (pos!=3D-1){
                    var key=3Dpair.substring(0,pos);
                    var val=3Dpair.substring(pos+1);
                    if (i!=3D0){
                        newV+=3D"&";
                    }
                    newV+=3Dkey+=3D"+this.dcsEncode(val);
                }
            }
            V=3DV.substring(0,1)+newV;
        }
        else{
            V=3Dthis.dcsEncode(V);
        }
    }
    return "&"+N+=3D"+this.dcsEscape(V, this.re);
}
WebTrends.prototype.dcsEncode=3Dfunction(S){
    return =
(typeof(encodeURIComponent)=3D=3D"function")?encodeURIComponent(S):escape=
(S);
}
WebTrends.prototype.dcsCreateImage=3Dfunction(dcsSrc){
    if (document.images){
        this.images[this.index]=3Dnew Image();
        this.images[this.index].src=3DdcsSrc;
        this.index++;
    }
}

```

```

}
WebTrends.prototype.dcsMeta=3Dfunction(){
    var elems;
    if (document.documentElement){
        elems=3Ddocument.getElementsByTagName("meta");
    }
    else if (document.all){
        elems=3Ddocument.all.tags("meta");
    }
    if (typeof(elems)!=3D"undefined"){
        var length=3Delems.length;
        for (var i=3D0;i<length;i++){
            var name=3Delems.item(i).name;
            var content=3Delems.item(i).content;
            var equiv=3Delems.item(i).httpEquiv;
            if (name.length>0){
                if (name.toUpperCase().indexOf("WT.")=3D=3D0){
                    this.WT[name.substring(3)]=3Dcontent;
                }
                else if (name.toUpperCase().indexOf("DCSEXT.")=3D=3D0){
                    this.DCSext[name.substring(7)]=3Dcontent;
                }
                else if (name.toUpperCase().indexOf("DCS.")=3D=3D0){
                    this.DCS[name.substring(4)]=3Dcontent;
                }
            }
        }
    }
}
WebTrends.prototype.dcsTag=3Dfunction(){
    if (document.cookie.indexOf("WTLOPTOUT=3D")!=3D-1){
        return;
    }
    var WT=3Dthis.WT;
    var DCS=3Dthis.DCS;
    var DCSExt=3Dthis.DCSExt;
    var i18n=3Dthis.i18n;
    var P=3D"http"+(window.location.protocol.indexOf('https:')=3D=3D0?'s':'')+"://"+this.domain+(this.dcsid=3D=3D""?'':'/'+this.dcsid)+"/dcs.gif?";
    if (i18n){
        WT.dep=3D"";
    }
    for (var N in DCS){
        if (DCS[N]&&(typeof DCS[N]!=3D"function")){
            P+=3Dthis.dcsA(N,DCS[N]);
        }
    }
    for (N in WT){
        if (WT[N]&&(typeof WT[N]!=3D"function")){
            P+=3Dthis.dcsA("WT."+N,WT[N]);
        }
    }
    for (N in DCSExt){
        if (DCSExt[N]&&(typeof DCSExt[N]!=3D"function")){
            if (i18n){
                WT.dep=3D(WT.dep.length=3D=3D0)?N:(WT.dep+";" +N);
            }
            P+=3Dthis.dcsA(N,DCSExt[N]);
        }
    }
    if (i18n&&(WT.dep.length>0)){
        P+=3Dthis.dcsA("WT.dep",WT.dep);
    }
}

```

```

    if (P.length>2048&&navigator.userAgent.indexOf('MSIE')>=3D0){
        P=3DP.substring(0,2040)+"&WT.tu=3D1";
    }
    this.dcsCreateImage(P);
    this.WT.ad=3D"";
}
WebTrends.prototype.dcsDebug=3Dfunction(){
    var t=3Dthis;
    var i=3Dt.images[0].src;
    var q=3Di.indexOf("?");
    var r=3Di.substring(0,q).split("/");
    var m=3D"<b>Protocol</b><br><code>"r[0]+"<br></code>";
    m+=3D"<b>Domain</b><br><code>"r[2]+"<br></code>";
    m+=3D"<b>Path</b><br><code>/"r[3]+"/"+r[4]+"<br></code>";
    m+=3D"<b>Query =
Params</b><code>"i.substring(q+1).replace(/&/g, "<br>")+"</code>";
    =
m+=3D"<br><b>Cookies</b><br><code>"document.cookie.replace(/;/g, "<br>")=
+"</code>";
    if (t.w&&!t.w.closed){
        t.w.close();
    }
    =
t.w=3Dwindow.open("", "dcsDebug", "width=3D500,height=3D650,scrollbars=3Dye=
s,resizable=3Dyes");
    t.w.document.write(m);
    t.w.focus();
}
WebTrends.prototype.dcsCollect=3Dfunction(){
    if (this.enabled){
        this.dcsVar();
        this.dcsMeta();
        this.dcsAdv();
        if (typeof(this.dcsCustom)=3D=3D"function"){
            this.dcsCustom();
        }
        this.dcsTag();
    }
}
function dcsMultiTrack(){
    if (typeof(_tag)!=3D"undefined"){
        return(_tag.dcsMultiTrack());
    }
}
function dcsDebug(){
    if (typeof(_tag)!=3D"undefined"){
        return(_tag.dcsDebug());
    }
}
Function.prototype.wtbind =3D function(obj){
    var method=3Dthis;
    var temp=3Dfunction(){
        return method.apply(obj,arguments);
    };
    return temp;
}
-----=_NextPart_000_0000_01CCD6D3.C3224BB0--

```