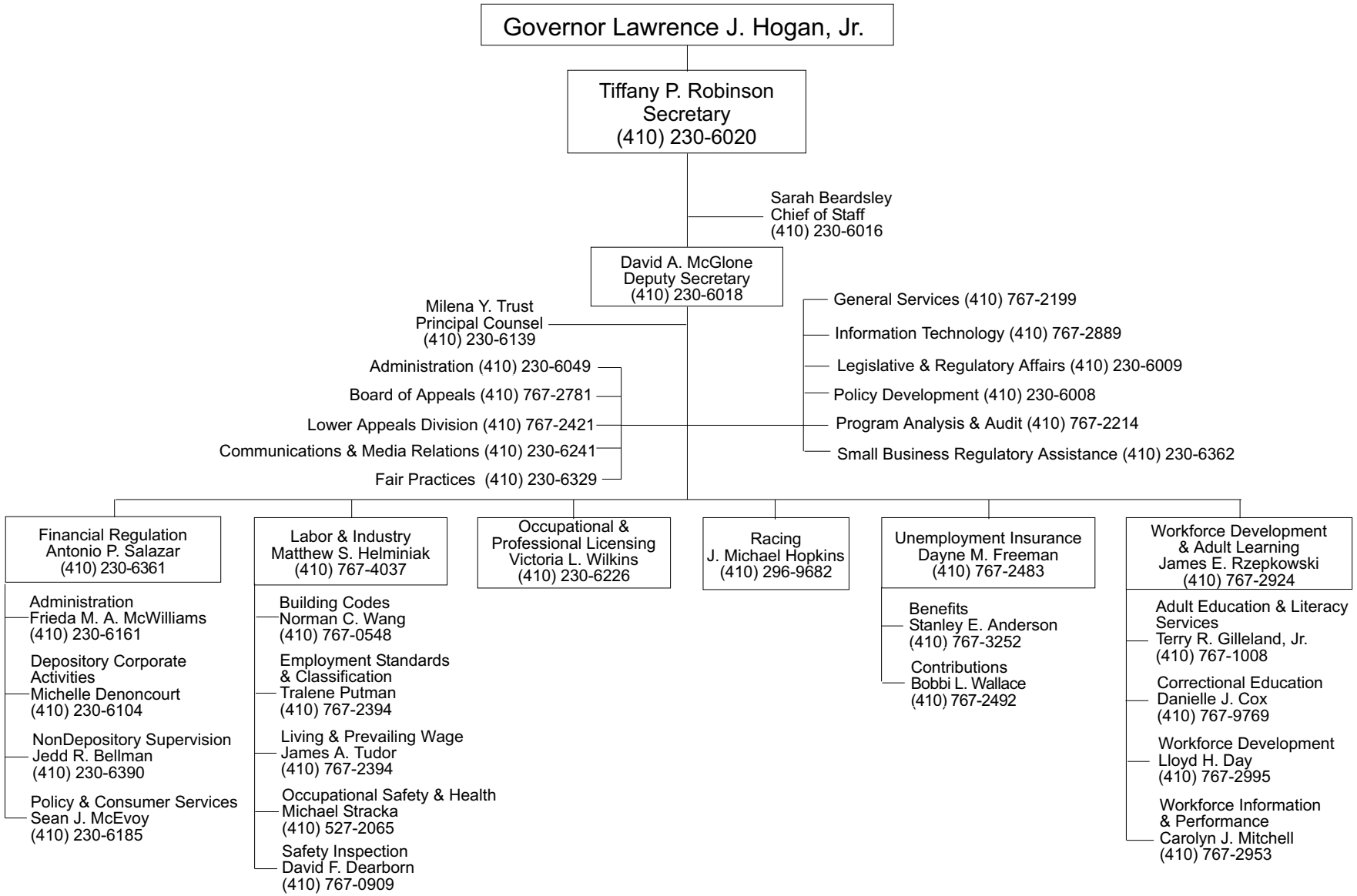MARYLAND DEPARTMENT OF LABOR