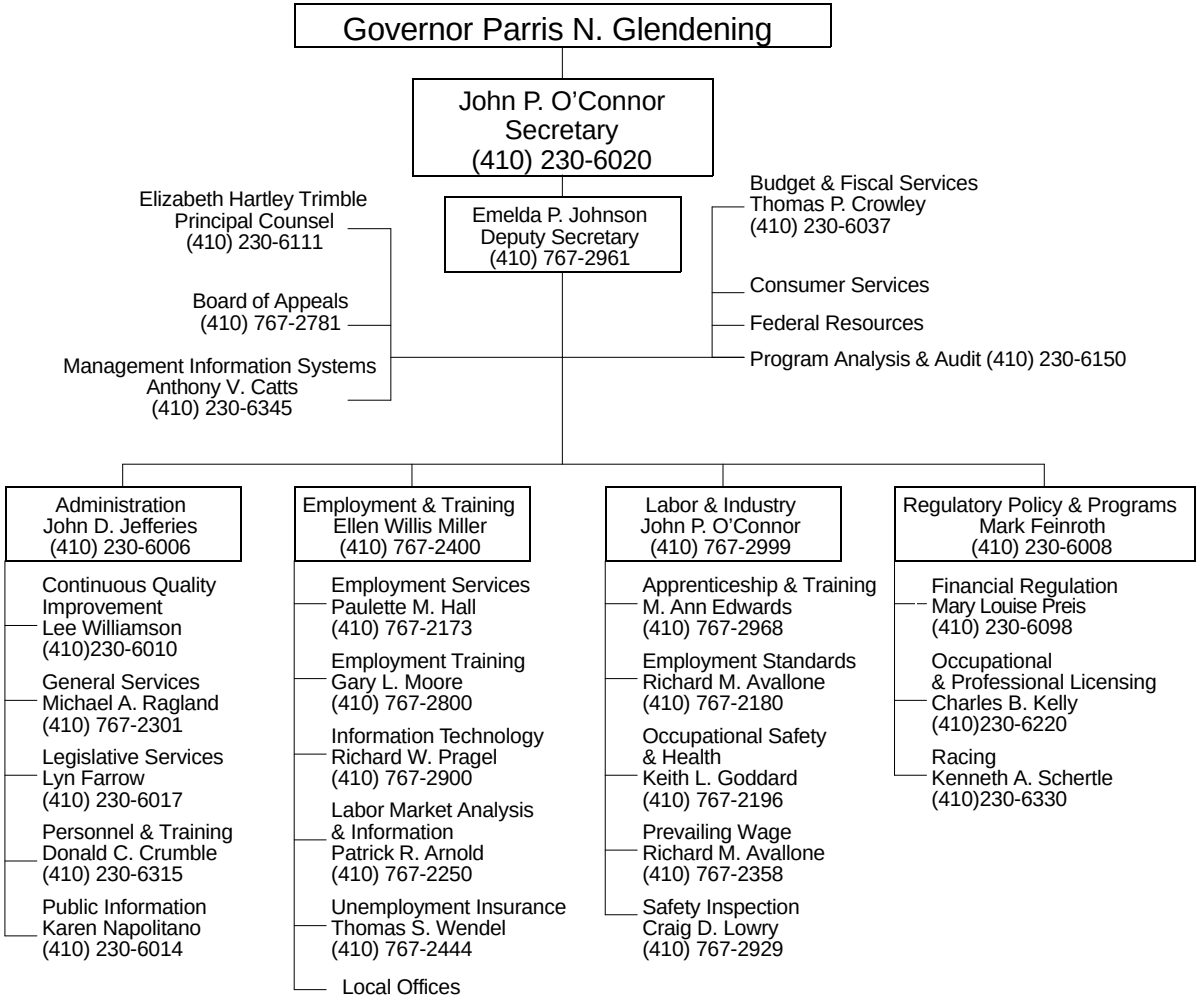DEPARTMENT OF LABOR, LICENSING, & REGULATION