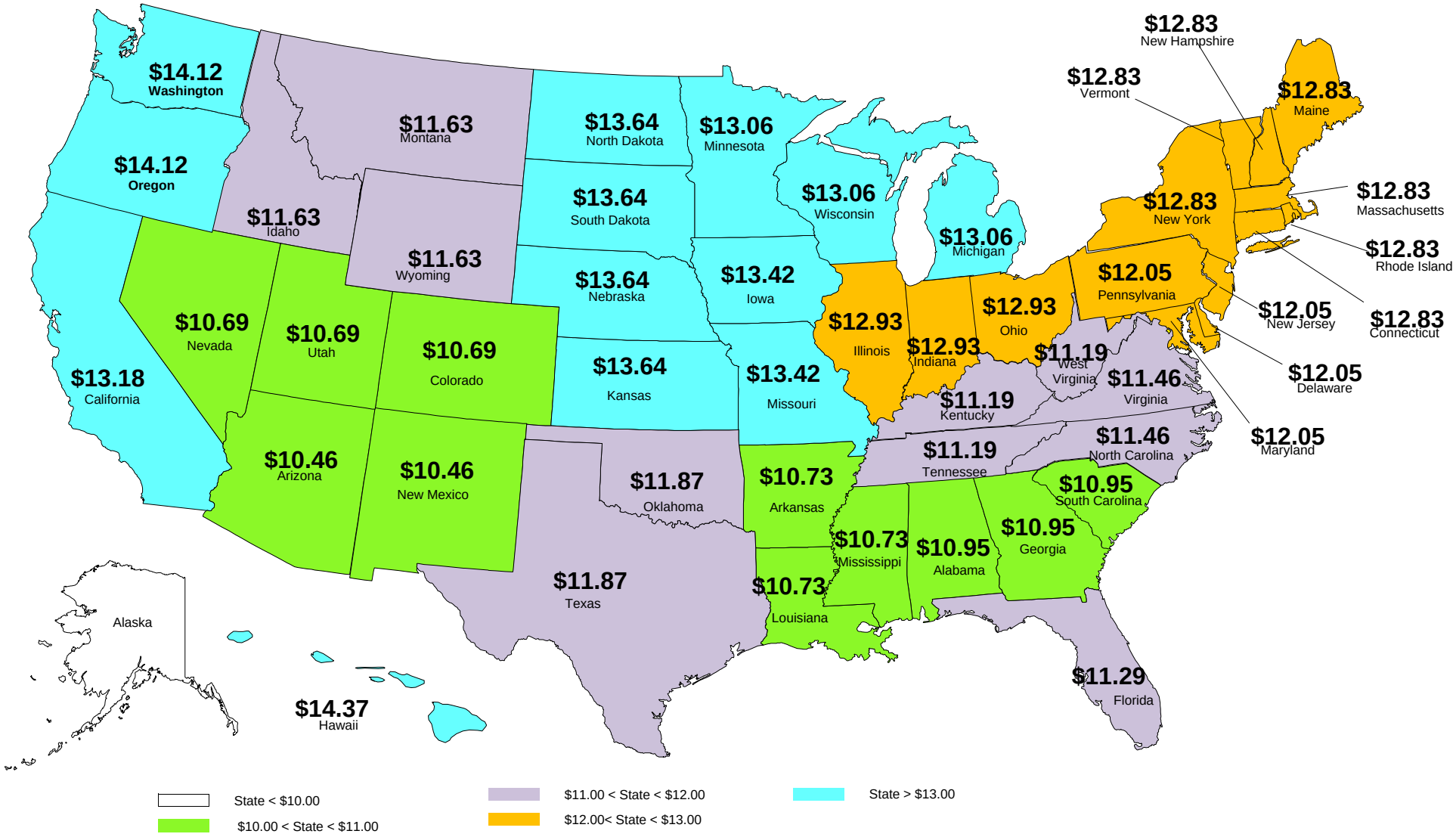FY 2018 Adverse Effect Wage Rates