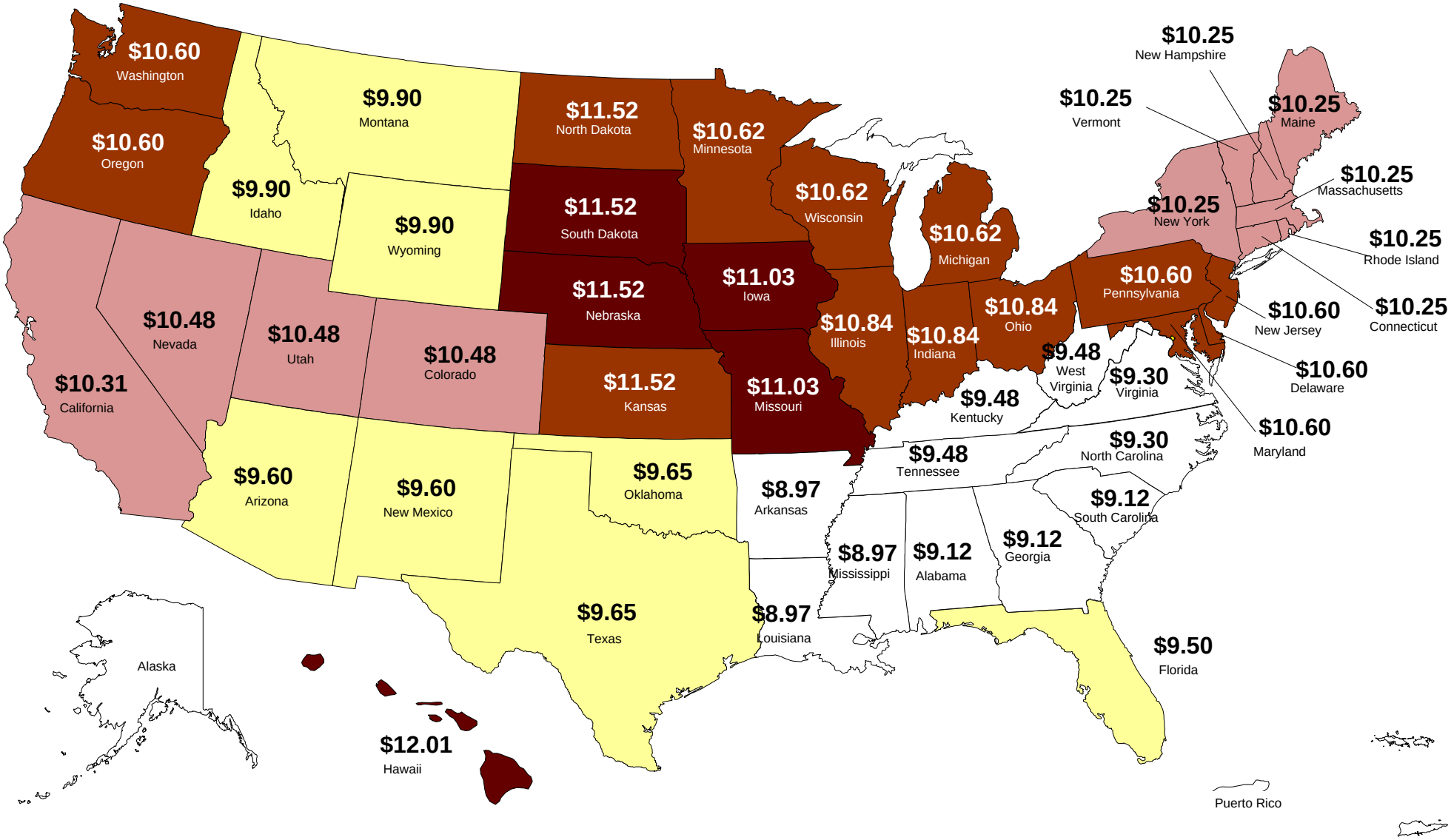FY 2011 Adverse Effect Wage Rates