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Sent: Thursday, July 24, 2003 9:56 AM

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The new rules should also include tools that the Employers can use comply with the regulations. With the technology available today the Department of Labor could provide files in Word or PDF format to help with the requirements. Companies should not be burden with having to purchase special software. I believe that SHRM could help in this process. OSHA made available Excel format for the new 300 logs, the DOL should do this with COBRA.

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