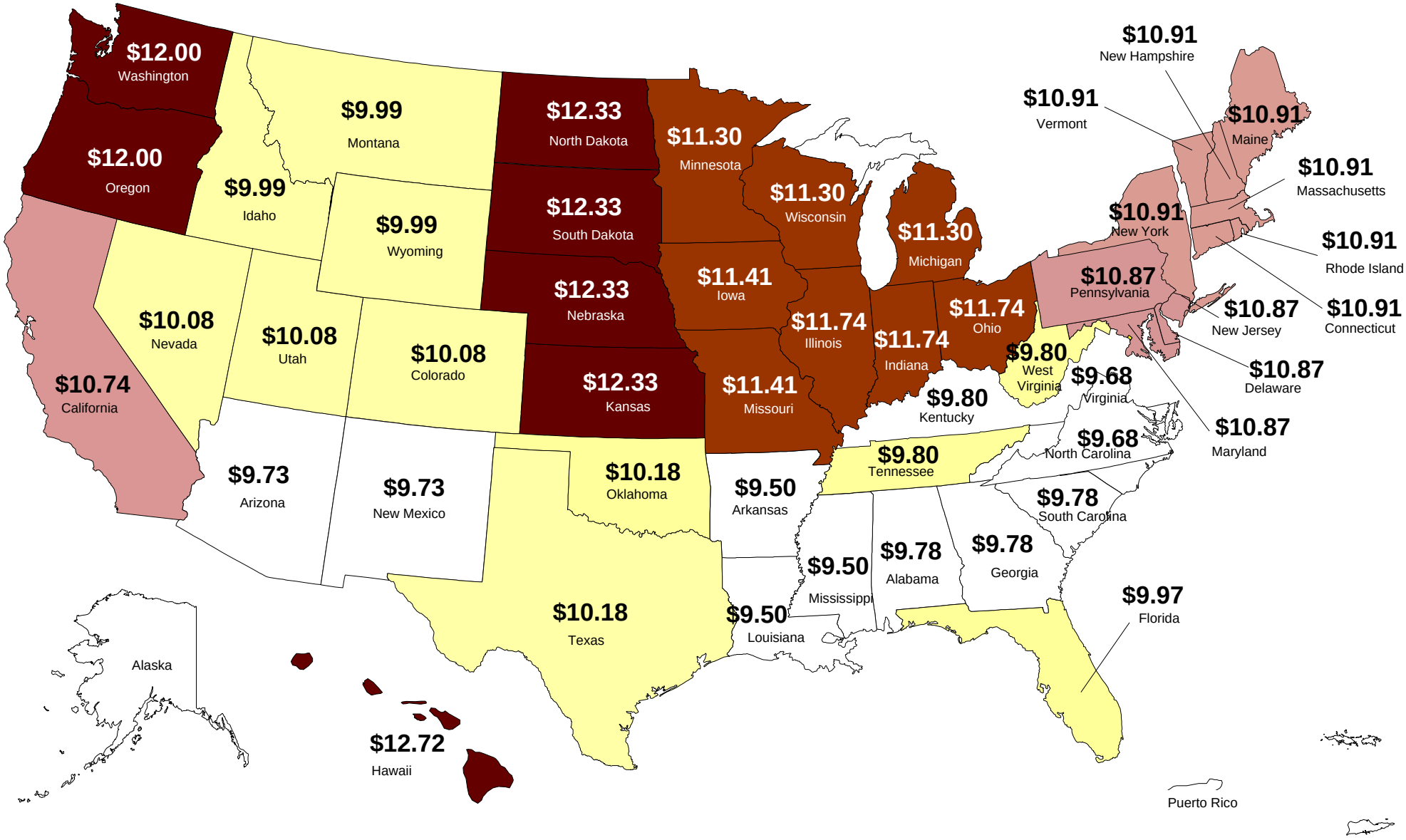FY 2013 Adverse Effect Wage Rates