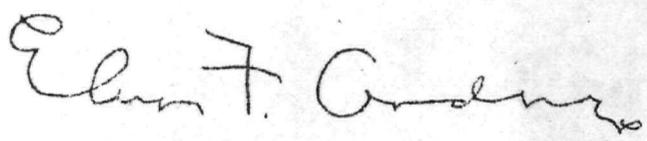


R-109a

ADMINISTRATIVE ORDER NO. 4

By virtue of and pursuant to the authority vested in me by the Fair Labor Standards Act of 1938, I, Elmer F. Andrews, Administrator of the Wage and Hour Division, Department of Labor, hereby designate and appoint Merle D. Vincent as my authorized representative with full power and authority to grant or deny applications for special handicapped worker's certificates, and to sign and issue special certificates authorizing the employment of handicapped persons pursuant to the provisions of Section 14 of the Fair Labor Standards Act of 1938 and regulations Title 29 - Labor, Chapter V - Wage and Hour Division, Part 524 (Regulations Applicable to Employment of Handicapped Persons pursuant to Section 14 of the Fair Labor Standards Act of 1938).

Signed at Washington, D.C., this 23d day of November 1938.



Elmer F. Andrews, Administrator  
Wage and Hour Division  
Department of Labor