Guam Department of Labor & U.S. Department of Defense
Joint adjudication process of employer’s justification that work to be performed is directly connected to or associated with the military realignment on Guam

**Employer Action**
- Employer submits request to GDOL

**Guam DOL Action**
- GDOL Review
- Decision: GDOL View: Work Connected or Associated?
  - Yes: GDOL Forwards to DOD
  - No: Insufficient Information
- GDOL Forwards to DOD

**DOD Action**
- DOD Review
- Decision: DOD View: Work Connected or Associated?
  - Yes: DOD Submits Letter to DOL that work “IS” connected or associated
  - No: DOD Submits Letter to DOL that work is “NOT” connected or associated

**Employer Receives Letter**
- Employer Receives Letter
- Return Request for GDOL to forward to DOD
- GDOL Receives Letter and Transmits Decision to Employer