

**AMENDMENT TO THE AMENDMENT IN THE  
NATURE OF A SUBSTITUTE TO H.R. 3992  
OFFERED BY MS. LETLOW OF LOUISIANA**

After line 12, insert the following:

**1 SEC. 3. RULE OF CONSTRUCTION.**

2       Nothing in this Act, or the amendments made by this  
3 Act, shall be construed to prohibit or to limit an employer  
4 from posting job openings on job search websites and on  
5 online job boards if such posting is not intended to dis-  
6 criminate because of age.

