

**AMENDMENT TO THE AMENDMENT IN THE  
NATURE OF A SUBSTITUTE TO H.R. 3992  
OFFERED BY MR. ALLEN OF GEORGIA**

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 operating an apprenticeship or internship program  
5 if such program is not intended to discriminate because  
6 of age.

