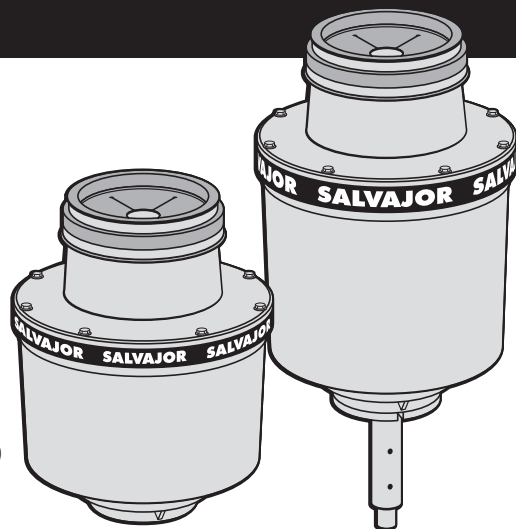


Salvajor Commercial Disposers

For All Models: 100, 200, 300, 500



Models 300-500

Models 100-200



2	Typical Installations & Installation of Cone Bowl or Sink Collar
3	Attaching Disposer to Cone Bowl or Sink Collar & Plumbing
4	Electrical
5	Operating Instructions & Troubleshooting
6	Warning & Safety Instructions
7	Warranty
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**ALL INSTALLATIONS SHOULD BE MADE IN ACCORDANCE WITH
LOCAL AND NATIONAL PLUMBING AND ELECTRICAL CODES.**

FOR PRODUCT/WARRANTY REGISTRATION

- Go to www.salvajor.com
- Click on SUPPORT at the top of homepage
- Click on PRODUCT REGISTRATION



#1 in FOOD WASTE SOLUTIONS

The Salvajor Company 4530 East 75th Terrace Kansas City, Missouri 64132-2081, USA

1-888-SALVAJOR

FAX: 1-800-832-9373

www.salvajor.com

Email: sales@salvajor.com

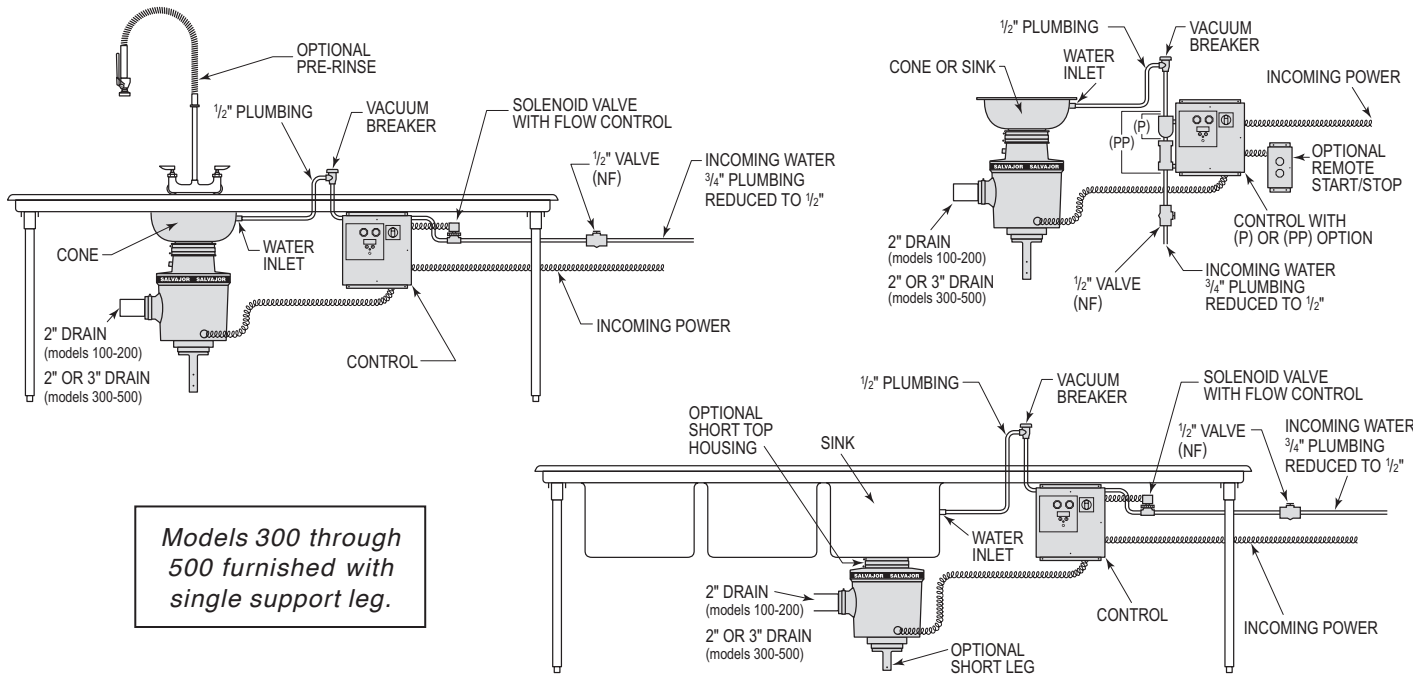
service@salvajor.com

Manufacturers of Commercial Food Waste Disposing Systems since 1944

Made in the U.S.A.

Installation & Operating
INSTRUCTIONS

Typical Installations



Installation of CONE BOWL or SINK COLLAR

CONE ASSEMBLY

1. Cut a hole in the counter top using the appropriate table cutout dimensions listed below.

Application	Cutout Size
12" Cone Bowl	12 $\frac{7}{8}$ " Diameter
15" Cone Bowl	15 $\frac{7}{8}$ " Diameter
18" Cone Bowl	18 $\frac{7}{8}$ " Diameter

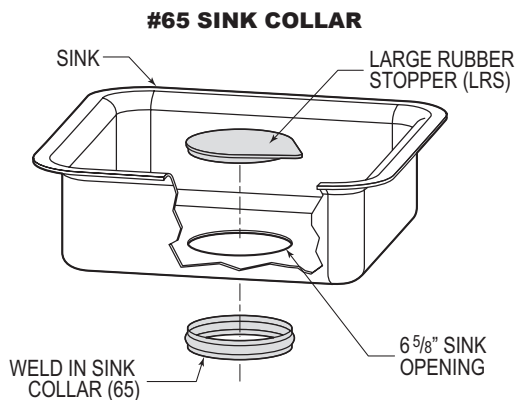
2. Place the large open end of the cone bowl against the underside of the counter top and weld the flange. Weld all the way around and then buff smooth for a watertight, sanitary installation.

SINK COLLARS:

6 1/2" Sink Collar #65

1. If necessary, cut a 6 5/8" DIAMETER hole in the center of the bottom of the sink.

2. Place the adaptor against the underside of the sink and weld all the way around. Buff smooth for a watertight, sanitary installation.



3 1/2" Sink Collar #70

1. Apply caulking compound around the sink hole (TOP SIDE).

2. Insert the stainless steel adaptor in the sink hole.

3. Place the gasket over the stainless steel adaptor (UNDER SINK).

4. Place the hex metal washer over the stainless steel adaptor, up against the gasket.

5. Place the sink collar with O-ring inserted over the stainless steel adaptor, up against the hex metal washer.

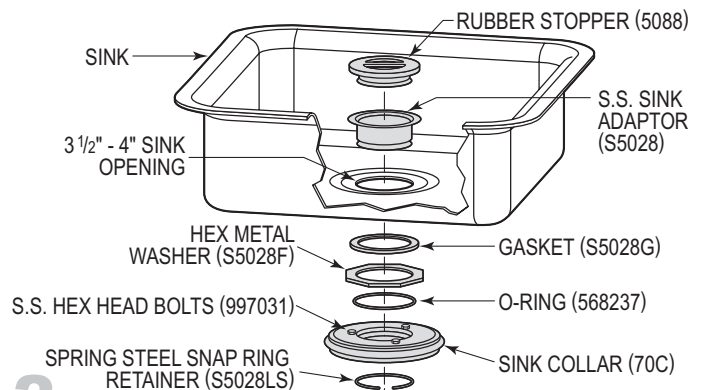
6. Slip the spring steel snap ring over the bottom of the stainless steel adaptor and slide up until it snaps into the groove in the stainless steel adaptor.

7. Screw the hex head bolts out of the sink collar and up against the hex metal washer tight enough to firmly set the assembly.

8. The disposer rubber adaptor fits over the sink collar and bands to the sink collar.

WARNING: Never put your hand thru the Sink Collar after being installed as injury is possible.

#70 SINK COLLAR

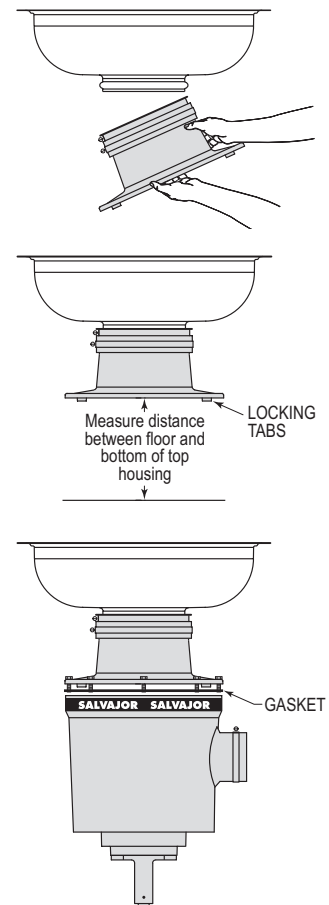


Attaching Disposer to CONE BOWL or SINK COLLAR

1. Carefully remove the top housing assembly by removing the eight bolts making sure not to damage the center gasket.
2. Apply lubricant to the rubber collar on top housing and the beaded collar on cone or sink.
3. Slip the top housing assembly up onto the beaded collar and tighten the clamp so the top housing assembly can not be pulled down over the bead. If attaching disposer to Salvajor ScrapMaster or TroughVeyor, use short top housing and cut out rubber baffles on hycar adaptor to reduce bridging of food waste.
4. Measure distance from the bottom of the top housing to floor.
5. Turn the disposer on its side and install the leg support (optional on Models 100-200, standard on Models 300-500) on the bottom of the disposer and adjust the leg extension so the disposer will stand approximately 1/2" below the bottom of the top housing.
6. Carefully balancing the disposer on the leg support, walk it under the top housing, aligning the ears on the shredder ring with the locking tabs of the top housing.
7. Slide the center gasket into place. Insert the top housing bolts through holes in the top housing and into the disposer body housing. As you tighten bolts, the disposer will pull up securely to the top housing.
8. Extend the leg extension securely on the floor, and tighten set screws.

NOTE: It is important that the leg fit tightly between the disposer and the floor.

STOP! If you have any questions about this installation call 1-888-SALVAJOR for installation advice.



Plumbing

DRAIN PIPING

1. Before installing the Salvajor disposer, the waste line should be properly cleaned out to the connecting main sewer.
2. Use as few elbows, tees and bends as possible when making connections.
3. All horizontal drain lines should have a minimum slope of 1/4" per linear foot.
4. A 3" diameter pipe is recommended for Salvajor disposers models 300 thru 500. A 2" adapter is supplied for existing 2" drains. Models 100 thru 200 require a 2" drain.

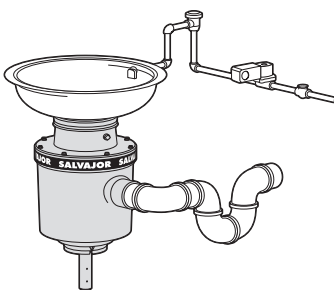
IMPORTANT!

It is imperative to have a proper downward pitch from the disposer outlet to the main sewer line to assure proper gravity flow. Improper drain line installation can result in drain backups.

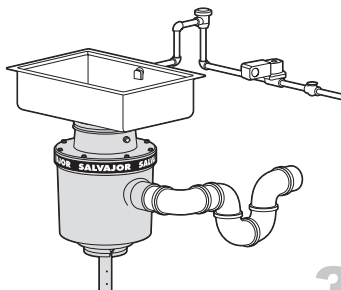
5. Do not connect into a grease trap, interceptor or drum trap.

NOTE: Pressure regulators should be installed in areas where pressure exceeds the recommended maximum of 80 psi.

TYPICAL CONE LAYOUT



TYPICAL SINK LAYOUT



WATER SUPPLY

6. Connect COLD WATER ONLY to disposer.

Recommended Cold Water Supply

Models 100, 200	5GPM
Models 300, 500	8GPM

Water volume can be controlled by a properly rated flow control valve or hand operated valve.

(Nos. 7-9 below for **NEW INSTALLATIONS ONLY!**)

7. Plumb 3/4" IPS line and reduce to 1/2" at the hand valve. Install the factory-supplied solenoid valve with built-in flow control.

8. From the solenoid, plumb 1/2" IPS line above the flood plane of the table and install the factory supplied vacuum breaker to local code.

9. Plumb 1/2" IPS line from the vacuum breaker to either cone bowl, sink or top housing inlet on the disposer. If connecting to cone or sink, use 1/2" water inlet supplied by the factory.

NOTE: CONNECT COLD WATER ONLY TO DISPOSER.

Tempered water from pre-rinse or Salvajor scrapping system is acceptable, but only in conjunction with an independent, continuous cold water supply.

**MAKE ALL PLUMBING CONNECTIONS
IN ACCORDANCE WITH LOCAL AND
NATIONAL PLUMBING CODES.**

Electrical

GENERAL INSTRUCTIONS

Dual voltage disposers are shipped from the factory NOT connected for a specific voltage. Please refer to the wiring diagrams on the disposer junction box cover. When connecting single phase disposers to a reversing control, refer to the diagram supplied with the control. Salvajor disposer cutting elements are designed to operate in either direction.

Use water tight conduit and fittings to make connections.

Caution: Be careful not to pinch wires when replacing junction box cover.

For new installations, an approved control will need to be mounted on or near the dish table with an optional bracket. Power will have to be run to a solenoid for incoming water.

NOTE: The RESET button is located on the bottom of the disposer.

TEST PROCEDURE

1. Check to be sure the disposer cutting teeth are free of foreign objects.
2. Turn the disposer on and determine that the cutting elements rotate freely and that water flows automatically.
3. Check the mounting assembly and plumbing connections for leaks.
4. If disposer fails to operate:
 - A. Turn off power.
 - B. Check wiring connections.
 - C. Determine if the RESET button has tripped. Reset by hand only.

DANGER: If disposer stops, DO NOT look for the cause until the starting control is turned OFF and the power is turned OFF. Consult Operating Instructions.

Full Load Amps

Model 100 (1 HP)

115 Volts	1 Phase	18.6 Amps
208 Volts	1 Phase	10.2 Amps
230 Volts	1 Phase	9.3 Amps
208 Volts	3 Phase	4.9 Amps
230 Volts	3 Phase	4.5 Amps
460 Volts	3 Phase	2.3 Amps

Model 200 (2 HP)

115 Volts	1 Phase	24.0 Amps
208 Volts	1 Phase	12.1 Amps
230 Volts	1 Phase	12.0 Amps
208 Volts	3 Phase	6.6 Amps
230 Volts	3 Phase	6.0 Amps
460 Volts	3 Phase	3.0 Amps

Model 300 (3 HP)

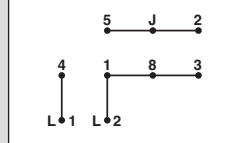
208 Volts	3 Phase	8.8 Amps
230 Volts	3 Phase	8.0 Amps
460 Volts	3 Phase	4.0 Amps

Model 500 (5 HP)

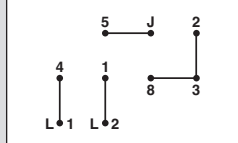
208 Volts	3 Phase	13.8 Amps
230 Volts	3 Phase	12.5 Amps
460 Volts	3 Phase	6.3 Amps

WIRING DIAGRAMS

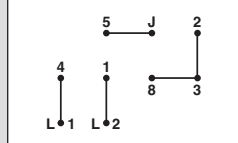
SINGLE PHASE 115 VOLT



SINGLE PHASE 208 VOLT



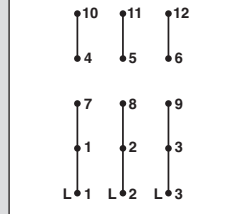
SINGLE PHASE 230 VOLT



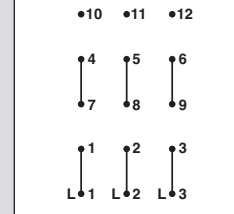
USE CONTROL PANEL WIRING DIAGRAM when using Salvajor Controls (Models ARSS, ARSS-LD, ARSS-2 or MRSS) (Single Phase Only)

TO REVERSE ROTATION: Interchange #5 & #8 (Single Phase Only)

3 PHASE 208/230 VOLT



3 PHASE 460 VOLT

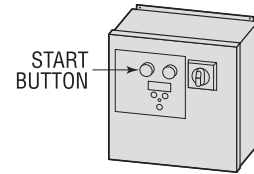


**MAKE ALL INSTALLATIONS IN ACCORDANCE
WITH LOCAL AND NATIONAL ELECTRICAL CODES.**

OPERATING INSTRUCTIONS

1

Push the START button on the control panel to begin operation. Before you start feeding food waste into the disposer, make sure that a steady stream of water is flowing into the unit. Do not start feeding food waste into the disposer until the unit is started and the water is running.



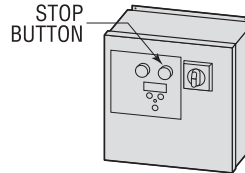
2

Feed food waste into the disposer in a steady continuous flow. Don't overload the disposer with excess amounts of food waste and water. The disposer will consume food waste faster when you feed it steadily.

Always keep your hands away from a disposer when it is operating. Don't stop the disposer with food waste in it. Let it run for approximately 3 minutes to clear itself of all ground waste. This will help to maintain a clean and odor-free unit and to avoid drain line clogs.

3

Push the STOP button on the control panel to stop operation. To prevent accidents, make sure the disposer is shut off before you leave it unattended.



IMPORTANT!

Do NOT use corrosive chemicals or cleaners in the disposer.

Troubleshooting

WARNING! DISCONNECT THE POWER TO THE DISPOSER BEFORE SERVICING.

PROBLEM	POSSIBLE CAUSE	SOLUTION
The disposer will not start and water does not flow.	No incoming power.	Check breaker and disconnect. Turn power on.
<p>Reset button location</p>	The disposer motor overload is tripped.	Turn the disposer control off and press the reset button on the disposer. If the disposer was running, allow the unit to cool for 3-5 minutes before pressing the reset button. Never strike the reset button with an object. Note: This commercial reset requires a firm push.
	The disposer is jammed.	Turn the power off to the disposer and complete the following steps: <ol style="list-style-type: none"> 1. Insert optional dejamming prong through the sink (or cone) opening. Place the prong over the center raised bars found on the top of the disposers revolving rotor. Do NOT turn the castle nut on the bottom of disposer or the top rotor nut in an attempt to unjam disposer. 2. Twist the dejamming bar back and forth to free the jam. The revolving rotor should turn freely when the jam is released. 3. Remove all foreign material that caused the stoppage. Do not insert hand/fingers into the disposer. Use long tongs or pliers to remove objects. 4. Allow the disposer to cool for 3-5 minutes after it stops running. Press the reset button to reset the motor overload protector. Never strike the reset button with an object. 5. If the disposer remains inoperative after following these steps, contact the nearest Salvajor Factory Authorized Service Center, or the factory direct. You may obtain the telephone number of the Service Center nearest you by calling 1-888-SALVAJOR. WARNING: Never put your hand down into the disposer!
The disposer motor stops while grinding, but water continues to flow.	The disposer is jammed.	See: <i>The disposer is jammed</i> , above.
	The disposer motor overload is tripped.	See: <i>The disposer motor overload is tripped</i> , above.
The water flows continuously before the controls are turned on.	Incorrect water solenoid installation.	Reinstall so that the arrow on the solenoid is pointing in the direction of the water flow.
Motor overload trips frequently.	Disposer is overloaded with food waste.	Do not overload the disposer with excessive amounts of food waste. Refer to operating instructions above.
	Hot water used in lieu of cold.	Reconnect with cold water.

Warning!

HOPPERS, SINKS & CONE BOWLS

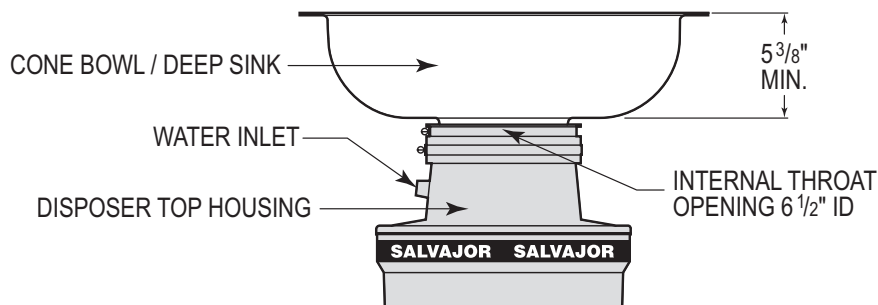
Risk of injury to persons from hazardous moving parts.
Serious injury possible if not properly installed with a UL- listed hopper, sink or cone.

All Salvajor cone bowls and chutes are designed and built per UL Standard 430 Section 7 Enclosures, subsection 7.1.2 (Exception 1), 7.1.3, and 7.1.6 using 16 Gauge nominal stainless steel sheet.

All replacement cones/hoppers, sinks and chutes used with Salvajor disposers should be of equal construction per the previously listed standard.

The following Salvajor cones manufactured as of 11-01-96 comply with UL Standard 430 Section 28.3.1 (Exception 1) and 28.3.2:
P/N CB-12, CB-15, CB-18.

TYPICAL SALVAJOR DISPOSER TO CONE BOWL / DEEP SINK INSTALLATION



NOTE: Above Installation Per UL Standard 430 Height Requirements.

CONTROLS

Per UL 430, install using a UL-listed electrical control panel.

The following Salvajor electrical control panels manufactured as of 11-01-96 comply with UL Standard 430 Section 28.3.1 (Exception 1) and 28.3.2:
model numbers MSS, MSS-LD, MRSS, MRSS-LD, ARSS-2, ARSS and ARSS-LD.

SAFETY INSTRUCTIONS

- 1** Read all the instructions before using the disposer.
- 2** Keep safety baffle over throat of disposer.
- 3** Always keep your hands away from disposer when it is running.
- 4** Push STOP button on control panel and shut off electrical power to the panel before attempting to clear a jam.
- 5** When attempting to clear a jam in a disposer use a Salvajor dejamming tool or a long wooden object to reverse rotation. Remove all foreign material that caused the stoppage. **Do not insert hand/fingers into the disposer. Use long tongs or pliers to remove objects.**
- 6** To reduce risk or injury by materials that may be expelled from the unit, do not put the following items into a disposer:
 - A.** Clam or oyster shells
 - B.** Drain cleaner or corrosive detergents
 - C.** Glass, china or plastics
 - D.** Metal such as bottle caps, tin or aluminum cans, etc.

REMEMBER! Always keep hands away from a disposer when it is running.

Salvajor Warranty

ONE YEAR PARTS AND LABOR

Equipment covered by this warranty:

All Salvajor commercial disposers, disposer systems, collector systems, accessories and parts.

Length of this warranty:

Parts and labor for 12 months from date of installation or 15 months from date of shipment from the factory, whichever expires first, on all disposers and systems. Accessories manufactured by Salvajor are covered for parts and labor when they are sold as part of the original disposer assembly or system package. Accessories not manufactured by Salvajor are covered for parts only. Accessories and parts sold separately are covered for parts and/or workmanship for 90 days from date of installation.

Warranty coverage:

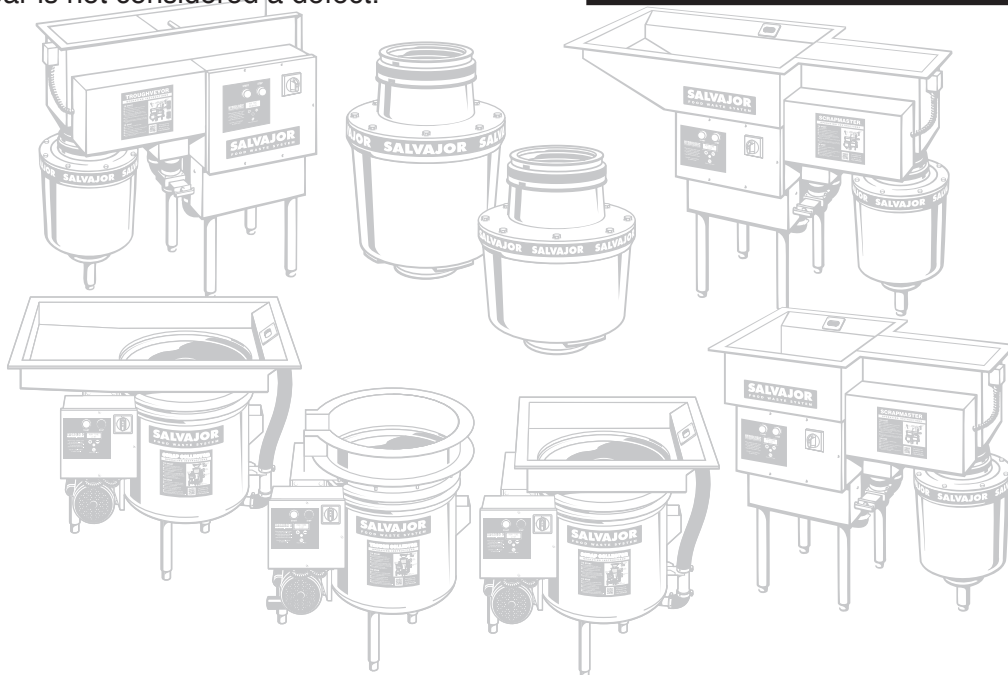
Providing the equipment is unaltered, has been properly installed, maintained and operated, Salvajor will repair or replace at no cost, defective parts due to material or workmanship, if such service is performed by a Salvajor Authorized Service Center. Parts wear is not considered a defect.

Conditions not covered by this warranty:

Faulty or improper electrical installations, faulty or improper plumbing installations, disposer jammed by foreign object, tripped overload (re-set button), clogged drains, pump jams, clogged solenoid valves, blown fuses, abuse, accidental damage, unit improperly sized for application according to factory recommendations.

This warranty is limited to the continental United States, Hawaii and Canada.

*For your nearest
Factory Authorized Service Center:
**Call 1-888-SALVAJOR
or 816-363-1030**
**Fax 1-800-832-9373
or 816-363-4914**
**www.salvajor.com
service@salvajor.com***



GENERAL TERMS AND CONDITIONS OF SALE

These Terms and Conditions shall govern the transaction by and between The Salvajor Company (herein referred to as the "Seller") and the customer or person or entity purchasing goods ("Goods") from Seller (therein referred to as "Buyer"), together with any quotation or acknowledgment from Seller relevant to the sale of the Goods and all documents incorporated by specific reference therein, and shall constitute the complete and exclusive agreement governing the sale of Goods by Seller to Buyer. Buyer's acceptance of the Goods will manifest Buyer's assent to these Terms and Conditions.

1. PRICES

Unless otherwise specified in writing by Seller, Seller shall have the right to change the price for the Goods to Seller's price for the Goods at the time of shipment. All prices are exclusive of taxes, transportation and insurance which are to be borne by Buyer.

2. TAXES

All taxes or government charge (or increase in same) affecting Seller's costs or which seller is otherwise required to pay or collect in connection with the sale, purchase, delivery, storage processing, use or consumption of Goods shall be for Buyer's account and shall be added to the price.

3. TERMS OF PAYMENT

Net 30 days invoices will bear the date on which shipment is made and terms are based upon date of shipment and not on date of arrival. Seller shall have the right among other remedies, to terminate or suspend performance under any order, if Buyer fails to make any payment when due. Buyer shall be liable for all expenses, including attorney's fees, relating to the collection of past due amounts. Delinquent payments shall bear interest at a rate to be determined by Seller, which shall not exceed the legal maximum rate, from the date due until paid. Should Buyer's financial responsibility become unsatisfactory to Seller, Seller may require cash payments or satisfactory security.

4. SHIPMENT AND DELIVERY

Deliveries are made F.O.B. Seller's shipping point. Risk of loss or damage and liability therefore shall pass to Buyer upon delivery to carrier. Shortages or damages must be acknowledged and signed for at the time of delivery. While Seller will use all reasonable commercial efforts to maintain the delivery date (s), all shipping dates are approximate and not guaranteed. Seller reserves the right to make partial shipments. If the shipment of the Goods is postponed or delayed by Buyer for any reason, Buyer agrees to reimburse Seller for any and all storage costs and other resulting expenses.

5. LIMITED WARRANTY

Subject to the limitations of Section 6 Seller warrants that the Goods manufactured by Seller will be free from defects in material and workmanship and meet Seller's published specifications at the time of shipment under normal use and regular service and maintenance for a period of one year from the date of shipment of the Goods by Seller unless otherwise specified by Seller in writing. Products purchased by Seller from a third party for resale to Buyer ("Resale Products") shall carry only the warranty extended by the original manufacturer whether or not the component is incorporated in goods sold by the Seller.

The warranties provided herein are the sole and exclusive warranties by seller with respect to the goods and are in lieu of and exclude all other warranties, express or implied arising by operation of law or otherwise, including without limitation, merchantability and fitness for a particular purpose whether or not the purpose or use has been disclosed to seller in specifications drawings or otherwise and whether or not seller's products are specifically designed and/or manufactured by seller for Buyer's use or purpose.

These warranties do not extend to any losses or damages due to misuse, accident, abuse, neglect, normal wear and tear, Buyer's negligence, unauthorized modification or alteration use beyond rated capacity, or improper installation, maintenance or application. To the extent that Seller has relied upon any specifications, information representation or operating conditions or other data supplied by Buyer or its agents to Seller in the selection or design of the Goods and the preparation of Seller's quotation, and in the event that actual operating conditions or other conditions differ from those represented by Buyer and relied upon by Seller, any warranties or other provisions contained herein which are affected by such conditions shall be null and void.

If within thirty (30) days after Buyer's discovery of any nonconformity with warranty within the warranty period, Buyer notifies Seller thereof in writing, Seller shall, at its own option repair, correct or replace F.O.B. point of manufacture, that portion of the nonconformity. Failure by Buyer to give such written notice within the applicable time period shall be deemed an absolute and unconditional waiver of Buyer's claim for such nonconformity. Goods repaired or replaced during the warranty period shall be covered by the foregoing warranties for the remainder of the original warranty period or ninety (90) days, whichever is longer.

Buyer assumes all other responsibility for any loss, damage, or injury to persons or property arising out of connected with or resulting from the use of Goods, either alone or in combination with other products/components.

6. LIMITATION OF REMEDY AND LIABILITY

The sole and exclusive remedy for breach of any term or condition or warranty hereunder (other than the warranty provided under Section 7) shall be limited at Seller's option to repair, correction or replacement under Section 5 or refund of the purchase price. Seller shall not be liable for damages caused by delay in performance and in no event, regardless of the form of the claim or cause of action (whether based in contract, infringement, negligence, strict liability, other tort or otherwise) shall Seller's liability to Buyer and/or its customers exceed the price paid by Buyer for the specific goods provided by Seller giving rise to the claim or cause of action.

Buyer agrees that in no event shall seller's liability to buyer and/or its customers extend to include incidental, consequential or punitive damages. The term consequential damages shall include without limitation loss of anticipated profits business interruption loss of use or revenue, cost of capital or loss or damage to property or equipment.

It is understood that any technical advice furnished by Seller with respect to the use of the Goods is given without charge and Seller assumes no obligation or liability for the advice given, or results obtained, all such advice being given and accepted at Buyer's risk.

7. PATENTS AND COPYRIGHTS

Subject to the limitations of the second paragraph of Section 6, Seller warrants that the Goods sold except as are made specifically for Buyer according to Buyer's specifications do not infringe any valid U S patent or copyright in existence as of the date of shipment. This warranty is given upon the condition that Buyer promptly notify Seller of any claim or suit involving Buyer in which such infringement is alleged and, that Buyer cooperate fully with Seller and permit Seller to control completely the defense settlement or compromise of any such allegation of infringement. In the event such Goods are held to infringe such a U S patent or copyright in such suit, and the use of such Goods is enjoined, or in the case of a compromise or settlement by Seller, Seller shall have the right, at its option and expense to procure for Buyer the right to continue using such Goods or replace them with non-infringing Goods, or modify same to become non-infringing, or grant Buyer a credit for the depreciated value of such Goods and accept return of them.

8. EXCUSE OF PERFORMANCE

Seller shall not be liable for delays in performance or for non-performance due to acts of God, acts of Buyer, war, fire, flood, weather, sabotage, strikes, or labor or civil disturbance, government requests, restrictions, laws, regulations, orders of actions, unavailability of or delays in transportation, default of suppliers, or unforeseen circumstances or any event or causes beyond Seller's reasonable control Deliveries or other performance may be suspended for an appropriate period of time or canceled by Seller upon notice to Buyer in the event of any of the foregoing, but the balance of the agreement shall otherwise remain unaffected as a result of the foregoing. If Seller determines that its ability to supply the total demand for the Goods or to obtain material used directly or indirectly in the manufacture of the Goods is hindered, limited or made impracticable due to causes set forth in the preceding paragraph, Seller may allocate its available supply of the Goods or such material (without obligation to acquire other supplies of any such Goods or material) among itself and its purchasers on such basis as Seller determines to be equitable without liability for any failure of performance which may result therefrom.

9. CANCELLATION

Seller may cancel this agreement at any time for any reason upon 30 days written notice. Unless otherwise agreed in writing by Seller, Buyer may not cancel this agreement for any reason.

10. CHANGES

Buyer may request changes or additions to the Goods consistent with Seller's specifications and criteria. In the event such changes or additions are accepted by Seller, Seller may revise the price and dates of delivery. Seller reserves the right to change designs and specifications for the Goods without prior notice to Buyer, except with respect to Goods being made-to-order for Buyer.

11. ASSIGNMENT

Buyer shall not assign its rights or delegates its duties hereunder or nay interest therein or any rights hereunder without the prior written consent of the Seller, and any such assignment without such consent, shall be void. Seller may assign its rights and delegate its duties hereunder.

12. GENERAL PROVISIONS

These terms and conditions supersede all other communications, negotiations and prior oral or written statements regarding the subject matter of these terms and conditions. No change, modifications, rescission, discharge, abandonment, or waiver of these terms and conditions shall be binding upon the Seller unless made in writing and signed on its behalf by a duly authorized representative of the Seller. No conditions, usage or trade, course of dealing or performance, understanding, or agreement purporting to modify, vary, explain, or supplement these terms and conditions shall be binding unless hereafter made in writing and signed by the party to be bound and no modification shall be affected by the Seller's receipt, acknowledgment, or acceptance of purchase orders, shipping instruction forms, or other documentation containing terms at variance with or in addition to those set forth herein. No waiver by either party with respect to any breach or default or of any right or remedy and no course of dealing, shall be deemed to constitute a continuing waiver of any other breach or default or of any other right or remedy, unless such waiver be expressed in writing and signed by the party to be bound. All typographical or clerical errors made by Seller in any quotation, acknowledgment or publication are subject to correction.

The validity, performance and all other matters relating to the interpretation and effect of this agreement shall be governed by the law of the state of Missouri. Buyer and Seller agree that the proper venue of all actions arising in connection herewith shall be only in the state of Missouri. The Convention for the International Sales of Goods shall not apply to this agreement.

13. COMPLIANCE WITH CERTAIN LAWS

These Goods shall be produced in compliance with the requirements of the Fair Labor Standards Act of 1938, as amended and Executive Order 11246.