

2. AMENDMENT/MODIFICATION NO. 3. EFFECTIVE DATE 4. REQUISITION/PURCHASE REQ. NO. 5. PROJECT NO. (If applicable)
 000001 See Block 16C

6. ISSUED BY CODE 7. ADMINISTERED BY (If other than item 4) CODE
 BSC
 NASA/Stennis Space Center
 Office of Procurement
 Building 1100 Room 251H
 Stennis Space Center MS 39529-6000

8. NAME AND ADDRESS OF CONTRACTOR (Name, street, county, State and ZIP Code)
 SYNCOM SPACE SERVICES LLC
 6500 W FREEWAY STE 400
 FORT WORTH TX 76116-2118
 9A. AMENDMENT OF SOLICITATION NO.
 9B. DATED (SEE ITEM 11)
 X 10A. MODIFICATION OF CONTRACT/ORDER NO.
 NINS15AA01C
 10B. DATED (SEE ITEM 13)
 07/02/2015
 CODE 75X31 FACILITY CODE

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS
 The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of Offers is extended. is not extended.
 Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)
 See Schedule

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACT/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.
 CHECK ONE
 A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
 B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 48.105(p).
 X C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF 52.243-1 Changes-Fixed-Price (Aug1987), 52.243-2 Changes Cost-Reimbursement w/ (Alt II (Apr1984)) (Aug1987)
 D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor is not. is required to sign this document and return 1 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)
 See continuation pages 4-8.

LIST OF CHANGES:
 Reason for Modification : Change Order
 Period Of Performance Start Date changed from 2015-10-01 to 2016-02-01
 Total Amount for this Modification: (b)(4)
 New Total Amount for this Award: (b)(4)

CHANGES FOR LINE ITEM NUMBER: 101
 Total Amount changed from (b)(4)
 Continued ...

Except as provided herein, all terms and conditions of the document referenced in item 9 A or 10A, as heretofore changed, remain unchanged and in full force and effect.

18A. NAME AND TITLE OF SIGNER (Type or print) 18A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)
 MICHAEL MATTESON, PRESIDENT MARVIN L. HORNE
 18B. CONTRACTOR/OFFEROR 18C. DATE SIGNED 18B. UNITED STATES OF AMERICA 18C. DATE SIGNED
 [Signature] 2/25/2016 [Signature] 2/25/2016
 (Signature of person authorized to sign) (Signature of Contracting Officer)

CONTINUATION SHEET

REFERENCE NO. OF LINE ITEM BEING CONTINUED
NNS15AA01C/000001

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2 8

NAME OF OFFEROR OR CONTRACTOR
SYNCOM SPACE SERVICES LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Start Date changed from 2015-10-01 to 2016-02-01 CHANGES FOR LINE ITEM NUMBER: 102 Total Amount changed from (b)(4) Start Date changed from 2015-10-01 to 2016-02-01 CHANGES FOR LINE ITEM NUMBER: 201 Total Amount changed from (b)(4) CHANGES FOR LINE ITEM NUMBER: 202 Total Amount changed from (b)(4) CHANGES FOR LINE ITEM NUMBER: 301 Total Amount changed from (b)(4) CHANGES FOR LINE ITEM NUMBER: 302 Total Amount changed from (b)(4) CHANGES FOR LINE ITEM NUMBER: 401 Total Amount changed from (b)(4) CHANGES FOR LINE ITEM NUMBER: 402 Total Amount changed from (b)(4) CHANGES FOR LINE ITEM NUMBER: 501 Total Amount changed from (b)(4) CHANGES FOR LINE ITEM NUMBER: 502 Total Amount changed from (b)(4) CHANGES FOR LINE ITEM NUMBER: 601 Total Amount changed from (b)(4) CHANGES FOR LINE ITEM NUMBER: 602 Total Amount changed from (b)(4) CHANGES FOR LINE ITEM NUMBER: 701 Total Amount changed from (b)(4) Continued				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
NNS15AA01C/000001

PAGE OF
3 8

NAME OF OFFEROR OR CONTRACTOR
SYNCOM SPACE SERVICES LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>CHANGES FOR LINE ITEM NUMBER: 702 Total Amount changed from (b)(4)</p> <p>CHANGES FOR LINE ITEM NUMBER: 801 Total Amount changed from (b)(4) End Date changed from 2025-02-28 to 2025-06-30</p> <p>CHANGES FOR LINE ITEM NUMBER: 802 Total Amount changed from (b)(4) End Date changed from 2016-09-30 to 2025-06-30 Payment Terms: Net 30 days FOB: Destination</p>				

14. DESCRIPTION OF AMENDMENT/MODIFICATION *continued*:

The purpose of this modification is to incorporate the changes listed below:

1. The contractor's remittance address is hereby changed from:

SYNCOM SPACE SERVICES LLC.

Bank: HSBC USA N.A.

1 HSBC Center

14th Floor

Buffalo, NY 14203

To:

SYNCOM SPACE SERVICES

Bank: Hancock Bank

PO Box 4019

Gulfport, MS 39502

2. The Period of Performance is hereby changed from October 1, 2015 thru February 28, 2025 To February 1, 2016 thru June 30, 2025. This change resulted in the following contract section to be revised: Section B.4, B.7, B.13, B.14, B.15; Section F.2; Section I.5; and Attachment J-3, Appendix B.
3. Section B.7 Total Contract Price and individual CLINs are hereby revised to incorporate the period of performance change, revised CBAs, and the additional travel support requirement.
4. Section D.2, Identification and Marking of Government Equipment (NFS 1852.245-74) (e) is hereby changed from:

NASA Transportation Officer

Bldg. 220; Attn: Property Manager

Michoud Assembly Facility

13800 Old Gentilly Blvd.

New Orleans, LA 70129

To:

NASA Transportation Officer

Bldg. 103 South Dock; Attn: Property Manager

Michoud Assembly Facility

13800 Old Gentilly Blvd.

New Orleans, LA 70129

5. Section E.2, FAR 52.246-11, Higher Level Contract Quality Requirement (Government Specification) (Feb 1999) is hereby changed from "... Contractor shall obtain certification in ANSI/ISO/ASQ Q9001:2008 within 18 months of the contract start date" to read as follows "Contractor shall obtain certification in ANSI/ISO/ASQ Q9001:2015 within 24 months of the contract start date.
6. Section F.4, Phase-In and Phase-Out clause is hereby revised to identify Attachment J-11 as the correct Phase-In plan.
7. Section F.5, Delivery Requirements (b) is hereby revised from:

National Aeronautics and Space Administration

Bldg. 220; Attn: Property Manager
Michoud Assembly Facility
13800 Old Gentilly Blvd.
New Orleans, LA 70129

To:

NASA Transportation Officer
Bldg. 103 South Dock; Attn: Property Manager
Michoud Assembly Facility
13800 Old Gentilly Blvd.
New Orleans, LA 70129

8. Section G, Clauses NFS 1852.216-87 Submission of Vouchers for Payment is hereby revised from directing the Contractor to submit Cost Vouchers directly to DCAA to direct the Contractor to upload its Cost Voucher into the DOD WAWF system.
9. Section G, hereby Incorporates G.12, Submission of Invoicing for Firm Fixed Price Requirements (CLINS X01 & 901) to identify how to invoice for FFP CLINS. This change also resulted in an updated Table of Contents.
10. Section H, Clauses NFS 1852.242-72 Observance of Legal Holidays (Aug 1992), Alternate I (Sep 1989) and Alternate II (Oct 2000) are hereby deleted and replaced with NFS 1852.242-72 Denied Access to NASA Facilities (Oct 2015) and incorporated by reference.
11. Section H.6, Limitation of Future Contracting clause is hereby revised to read as, "See Page H 3a of 21 for incorporation of Contractor's Organizational Conflict of Interest (OCI) Plan clause stipulating its Limitation of Future Contracting."
12. Section H.7, Task Ordering Procedure (i)(1) clause is hereby revised to identify the correct clause for the Proposal Adequacy Checklist as I.23.
13. Section H.12, Associate Contractor Agreements (ACA) is hereby revised to remove contract SAA8-1212350, NNM07AA74C, SAA8-1314019 (MX1301), and NNS10AA35C from the list of required ACAs.
14. The Contractor's proposal in its entirety is hereby incorporated in to the contract as Attachment J-12 in accordance with clause H.29, Incorporation of Contractor's proposal.
15. Section H.26, Synergy, Consolidation, Enhancement, and Innovation is hereby revised from "The Contracting Officer will insert synergies, consolidations, enhancements, and innovations from the successful Offeror's Proposal" to read as follows "Refer to Section H page 19a – 19c for list of Synergy, Consolidation, Enhancement, and Innovation."
16. Section H.27, Key Personnel and Facilities hereby incorporates S3 list of Key Personnel. This action also removes the place holder pages 20a, 20b, and 20c.
17. Section H.32, Strike Plan currently states "...acceptance not later than 60 days preceding the phase-in start date." Is hereby changed to "...acceptance not later than 60 days after award of contract."
18. Section I.1, Clauses incorporated by Reference pg.4 is hereby revised to incorporate FAR 52.228-8, Liability And Insurance -- Leased Motor Vehicles (May 1999) (Clins X02 &902)
19. Attachment J-1 PWS Table of Content is hereby revised to incorporate PWS 5.9 travel support.

20. Attachment J-1 PWS 1.3.2 Customer Guide performance standard pg. 31 is hereby revised from "Guide is easily accessible by all customers" to read as follows "Guide is easily accessible by all customers NLT 60 days after contract start."
21. Attachment J-1 PWS 3.0 (B)(1) pg. 58-61 is hereby revised to incorporate SPR 3700.1, SSC Children in the Workplace and SPD 8715.8, Visitor Safety Policy, to delete SCWI-1280-0001, Management System Internal Audits, and to clearly identify the following reference documents that are identified throughout PWS 3.0 and current referenced documents but were not identified in the reference list:
 - SCWI-1800-0003, Bloodborne Pathogens Control Program;
 - SCWI-8500-0004-ENV, Hazardous Materials, Hazardous Waste, and Solid Waste Plan
 - SCWI-8710-0003, NASA Mishap Information System (NMIS)
 - SCWI-8715-0001, John C. Stennis Space Center Lightning Warning System;
 - SWI-8735-0001, SSC Government Industry Data Exchange Program (GIDEP)/NASA ALERTS Implementation;
 - SCWI-8838-0002, Hot Work Permit Program;
 - NASA-STD-8739.8, Software Assurance Standard;
 - NASA-STD-8719.13, Software Safety Standard;
 - NASA-STD-8719.17, NASA Requirements for Ground-Based Pressure Vessels and Pressurized Systems (PV/S); and
 - SWI-8730-0004, John. C. Stennis Space Center Safety and Mission Assurance Corrective Action
22. Attachment J-1 PWS 3.0, Safety, Health, and Environmental pg. 62 performance standard is hereby changed from "No instance of permits not being issued when requested and required" to "100% of permits issued in accordance with requirements, when requested and required."
23. Attachment J-1 PWS 3.2, Quality Assurance and Reliability, Investigations requirements identified in table on pg. 69 is hereby revised to provide clarity from, "The Contractor shall implement corrective action, when applicable." To "The Contractor shall also track to closure all quality corrective action requests assigned to the Contractor through SHEtrak system by NASA SMA and the SMA Support Contractor in accordance with SWI-8730-0004, John. C. Stennis Space Center Safety and Mission Assurance Corrective Action."
24. Attachment J-1 PWS 3.4.1 Environmental Management (B.10) pg. 79 is hereby revised from "Develop, maintain, implement, and review/update work instructions, organizational issuances processes, and policy/procedures to ensure compliance with NASA Environmental Permits and Regulatory requirements." to read as follows "Develop, maintain, implement, and review/update work instructions, plans, organizational issuances processes, and policy/procedures to ensure compliance with NASA Environmental Permits and Regulatory requirements."
25. Attachment J-1 PWS 3.4.5 Waste Management (B.3) pg. 83 is hereby revised from "Maintain the responsibility for and control of all NASA generated industrial and hazardous waste from initial generation to final disposal offsite. The Contractor shall ensure waste is managed in compliance with site permits, as well as local, state and Federal laws, and regulations." To read as follows "Maintain the responsibility for and control of all NASA generated industrial and hazardous waste from initial generation to

- final disposal offsite. The Contractor shall on an as needed basis maintain SCWI-8500-0004-ENV/Hazardous Materials, Hazardous Waste, and Solid Waste Management Plan to ensure waste is managed in compliance with site permits, as well as local, state and Federal laws, and regulations.”
26. Attachment J-1 PWS 3.6 Non-Destructive Examination Services (C) pg. 95 is hereby revised from “...ultrasonic examination; borescope inspection...” to read as follows “... ultrasonic examination (including thickness, shearwave, and phased array); borescope inspection...”
 27. Attachment J-1 PWS 3.6 Non-Destructive Examination Services (C) pg. 96 performance standard is hereby revised from “No instance of NDE services not being performed in accordance with PWS 3.6.” to read as follows “100% of NDE services performed in accordance with requirements, when requested and/or required.”
 28. Attachment J-1 PWS 5.3 Grounds Maintenance and Integrated Pest Control, Flower Beds, pg. 156 is hereby revised from, “SSC – Atrium of Building 1100, North and South Gate Sign, and Patio areas in Building 1020, 1002, and 1105.” To read as follows, “SSC – Atrium of Building 1100, North and South Gate Sign, and Patio areas in Building 1020, 1002, and 4110.”
 29. Attachment J-1 PWS 5.9 Travel Service pg. 190 – 190a is hereby incorporated into the PWS.
 30. Attachment J-1 PWS 6.1.5 Cryogenic and Propellant Operations pg. 208 is hereby revised from:
 - a. “...Operations necessary for maintenance activities, engine testing and the operations of the MAF LN2/GN2 conversion facility in support of manufacturing, are considered Core requirements” to read as follows “... Operations necessary for maintenance activities and the operations of the MAF LN2/GN2 conversion facility in support of manufacturing, are considered Core requirements.
 - b. “... Required operations also include loading and unloading six (6) liquid oxygen barges” is revised to read as follows “...Required operations also include loading six (6) liquid oxygen barges”.
 - c. “...The Contractor shall coordinate barge deliveries to the SSC test complex” to read as follows “...Loading or unloading of propellants from bulk storage vessels including barges to test stand run tanks is considered to be an IDIQ task. The Contractor shall coordinate barge deliveries to the SSC test complex.”
 31. The Contractors IDIQ rates are hereby incorporated into the contract as Attachment J-1, Appendix B. The Business Development Senior classification and rate is only approved for the incumbent that was selected to fulfill this classification. In the event S3 replaces this individual, the approved rate will become null and void.
 32. Attachment J-2 DRDs are hereby revised to incorporate a new DRD GA12-6.0, 5-Year Equipment Plan. A new DRD GA12-6.0 is also incorporated into Attachment J-1 PWS Section 6.0 pg. 204.
 33. Attachment J-2 DRD EN08-3.4 Title V Air Operating Permits Reports (SSC Only) Section 5 Frequency of Submission is hereby revised from “SA- Compliance Report, as of January 15th; AN- Certification of Compliance MDEQ & EPA, as of July 15th to read as follows “SA- Compliance Report, as of January 20th and July 20th; AN- Certification of Compliance MDEQ & EPA, as of January 20th. And Section 10 Reference is hereby revised to from “APC-S-6, Mississippi Air Regulations, Title V Permit, #1000-00005,

and 1000-00054 part III” to read as follows “Mississippi Air Regulations/11 Miss. Admin. Code Pt.2, Ch. 6 for Title V Permit # 1000-00005.”

34. Attachment J-2 DRD FA01-4.1, Facility Proposed Project Plan is hereby revised to include a project plan for Michoud Assembly Facility in addition to SSC’s plan.
35. Attachment J-4, Appendix B, file 6 Advance Business Solution & UAW CBA dated October 23, 2010 is hereby revised to Advance Business Solution & UAW CBA dated October 26, 2014.
36. The approved Small Business Plan is attached and hereby incorporated into the contract as attachment J-5.
37. Attachment J-6, Security Classification, DD Form 254 is hereby revised to update information and include the Certifying Official signature.
38. Change pages are attached.
39. All other terms and conditions remain the same.

END OF MODIFICATION

necessary labor, material, travel, and other direct cost (ODC) as delineated in the individual task order proposals based on the rates delineated in Attachment J-1, Appendix B, IDIQ Direct/Indirect Rates and Profit/Fee.

- (c) Incentive Fees for Cost and Performance: An incentive fee arrangement will be applied based on actual cost (including IDIQ) as compared to negotiated target cost (including IDIQ). An incentive fee arrangement will be applied for performance, based on performance requirements stated in the Performance Requirement Summary (PRS) identified in each PWS Section of Attachment J-1, PWS. Performance and cost will be computed for an annual period over the term of the contract in accordance with the Cost and Incentive Fee Plan set forth in Attachment J-3, Appendix A, Incentive Fee. The Government reserves the right to unilaterally change the frequency and weight distribution of the PRS.

(End of Clause)

B.4. PERFORMANCE PERIOD AND AWARD TERM OPTIONS

- (a) The Contract has a base period of eight months (Feb 1, 2016 – Sept 30, 2016), following with a 2-Year Option, and the potential to earn five (5) one (1) year Award Term Options and one (1) twenty-one (21) month Award Term Option.

Contract period 2 (Oct 1, 2016 – Sept 30, 2018) consists of the two-year option period, during which the Contractor can earn Contract periods 3 and 4. At the end of the first year of Contract period 2 (Oct 1, 2016 – Sept 30 2017), the Contractor can earn Contract period 3. At the end of the second year of Contract period 2 (Oct 1, 2017 – Sept 30, 2018), the Contractor can earn Contract period 4. Similarly, at the end of each Award Term Option period performed, the Contractor can earn an additional Award Term Option period.

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Performance Period and Award Term Options Table

Evaluation Period	Performance Required for Award Term Option	Available Contract Period
Period 1 (BASE) February 1, 2016 - September 30, 2016	Option Procedures	N/A
Period 2 (2 Year Option - First Year) October 1, 2016 - September 30, 2017	Excellent (91 - 100)	3
Period 2 (2 Year Option - Second Year) October 1, 2017 - September 30, 2018	Excellent (91 - 100)	4
Period 3 (Award Term 1) October 1, 2018 - September 30, 2019	Excellent (91 - 100)	5
Period 4 (Award Term 2) October 1, 2019 - September 30, 2020	Excellent (91 - 100)	6
Period 5 (Award Term 3) October 1, 2020 - September 30, 2021	Excellent (91 - 100)	7
Period 6 (Award Term 4) October 1, 2021 - September 30, 2022	Excellent (91 - 100)	8
Period 7 (Award Term 5) October 1, 2022 - September 30, 2023	N/A	N/A
Period 8 (Award Term 6) October 1, 2023 - June 30, 2025	N/A	N/A

- (b) A Contractor must earn an Excellent adjective rating for the first year of Contract period 2 (Oct 1, 2016 – Sept 30, 2017) and each sequential period to earn additional periods, not to exceed a total contract period of performance of nine years and five months (see (i) of this clause). In the event that the Contractor earns a rating less than Excellent in Contract period 2 (first year of the two year option (Oct 1, 2016 – Sept 30, 2017) or later, no additional term will be earned and the Government may re-compete the contract at the end of the Contract option period or previously earned contract year(s). Additionally, in order to allow sufficient time for the Government to re-procure services, the Government may require continued performance of any services within the limits and at the rates specified in the Contract for a period of 12 months in addition to the period available in the FAR clause 52.217-8, Option to Extend Service (potential 1-year, 6 months) from the end of the Contract two-year option period or previously earned contract period(s). All Award Term Option Incentive Distributions are made by contractual modification by the contracting officer to add the earned Award Term Option to the period of performance at pre-determined prices.
- (c) Award Term Option Evaluation Factors – Award Term Option evaluation factors are

Revised per Mod 1

SACOM CLIN VALUE STRUCTURE (BASE CONTRACT PERIOD 1)		
CLIN	Work Description	Firm Fixed Price Total
101	Non-personal Services: Provide all labor, tools, material, and equipment (except as otherwise indicated in the performance work statement (PWS)) to perform site services in accordance with Performance Work Statement (PWS) 5.0 (Core Work Firm-Fixed-Price)	(b)(4)

SACOM CLIN VALUE STRUCTURE (BASE CONTRACT PERIOD 1)									
Column A	Column B*	Column C**	Column D	Column E	Column F	Column G	Column H	Column I***	Column J****
CLIN	Target Cost	Target Cost Total Incentive Fee Pool	Min Cost Fee	Target Cost Fee (25% Of Incentive Fee Pool)	Max Cost Fee	Performance Incentive Fee (75% Of Incentive Fee Pool)	Reimbursements	Contract Value At Target Cost & Performance Fee	Contract Value At Max Cost Fee And Target Performance Fee
102	(b)(4)			(b)(4)				(b)(4)	

- * Includes the Government Directed Core Plug of \$9,916,667
- ** Column C = (Column E + Column G)
- *** Column I = (Column B + Column C) – Column H
- **** Column J= (Column B + Column F + Column G) – Column H

CLIN 102 Work Description:

Non-personal Services: Provide all Core Services including but not limited to, labor, tools, material, and equipment (except as otherwise indicated in the performance work statement (PWS) as Government furnished) to perform Contract Management (PWS 1.0), Logistics & Product Data Management (PWS 2.0), Safety, Health & Environmental (PWS 3.0), Engineering and Manufacturing Support Services (PWS 4.0) and Facility Operations & Maintenance (PWS 6.0).

CLIN 102 Government Directed Core Plug Description:

The CORE base period 1 contains an additional value of \$9,916,667, which represents the historical work requirements for purchases (Direct Buys) (PWS 1.3.3) (60%) and Program/Project/Tenants service requests under \$5,000 (40%). The Program/Project/Tenants service requests primarily consists of Facility Operations & Maintenance (PWS 6.0); however request may include Contract Management (PWS 1.0), Logistics & Product Data Management (PWS 2.0), Safety, Health & Environmental (PWS 3.0), and Engineering and Manufacturing Support Services (PWS 4.0) requirements.

CLIN	Period Covered	Total
101	February 1, 2016 - Sept 30, 2016	
102		(b)(4)
TOTAL FOR BASE PERIOD 1		

* CPIF total at maximum incentive fee

Revised per Mod 1

SACOM CLIN VALUE STRUCTURE (CONTRACT PERIOD 2 - OPTION)		
CLIN	Work Description	Firm Fixed Price Total
201	Non-personal Services: Provide all labor, tools, material, and equipment (except as otherwise indicated in the performance work statement (PWS)) to perform site services in accordance with Performance Work Statement (PWS) 5.0 (Core Work Firm-Fixed-Price)	(b)(4)

SACOM CLIN VALUE STRUCTURE (CONTRACT PERIOD 2 - OPTION)									
Column A	Column B*	Column C**	Column D	Column E	Column F	Column G	Column H	Column I***	Column J****
CLIN	Target Cost	Target Cost Total Incentive Fee Pool	Min Cost Fee	Target Cost Fee (25% Of Incentive Fee Pool)	Max Cost Fee	Performance Incentive Fee (75% Of Incentive Fee Pool)	Reimbursements (-)	Contract Value At Target Cost & Performance Fee	Contract Value At Max Cost Fee And Target Performance Fee
202	(b)(4)			(b)(4)					

- * Includes the Government Directed Core Plug of \$14M
- ** Column C = (Column E + Column G)
- *** Column I = (Column B + Column C) – Column H
- **** Column J= (Column B + Column F + Column G) – Column H

CLIN 202 Work Description:

Non-personal Services: Provide all Core Services including but not limited to, labor, tools, material, and equipment (except as otherwise indicated in the performance work statement (PWS) as Government furnished) to perform Contract Management (PWS 1.0), Logistics & Product Data Management (PWS 2.0), Safety, Health & Environmental (PWS 3.0), Engineering and Manufacturing Support Services (PWS 4.0) and Facility Operations & Maintenance (PWS 6.0).

CLIN 202 Government Directed Core Plug Description:

The CORE period 2 contains an additional value of \$14M (\$7M per year), which represents the historical work requirements for purchases (Direct Buys) (PWS 1.3.3) (60%) and Program/Project/Tenants service requests under \$5,000 (40%). The Program/Project/Tenants service requests primarily consists of Facility Operations & Maintenance (PWS 6.0); however request may include Contract Management (PWS 1.0), Logistics & Product Data Management (PWS 2.0), Safety, Health & Environmental (PWS 3.0), and Engineering and Manufacturing Support Services (PWS 4.0) requirements.

CLIN	Period Covered	Total
201	Oct 1, 2016 - Sept 30, 2018	(b)(4)
202		
TOTAL FOR CONTRACT PERIOD 2 OPTION		(b)(4)

* CPIF total at maximum incentive fee

Revised per Mod 1

SACOM CLIN VALUE STRUCTURE (CONTRACT PERIOD 3 – AWARD TERM OPTION 1)		
CLIN	Work Description	Firm Fixed Price Total
301	Non-personal Services: Provide all labor, tools, material, and equipment (except as otherwise indicated in the performance work statement (PWS)) to perform site services in accordance with Performance Work Statement (PWS) 5.0 (Core Work Firm-Fixed-Price)	(b)(4)

SACOM CLIN VALUE STRUCTURE (CONTRACT PERIOD 3 – AWARD TERM OPTION 1)									
Column A	Column B*	Column C**	Column D	Column E	Column F	Column G	Column H	Column I***	Column J****
CLIN	Target Cost	Target Cost Total Incentive Fee Pool	Min Cost Fee	Target Cost Fee (25% Of Incentive Fee Pool)	Max Cost Fee	Performance Incentive Fee (75% Of Incentive Fee Pool)	Reimbursements	Contract Value At Target Cost & Performance Fee	Contract Value At Max Cost Fee And Target Performance Fee
302	(b)(4)								

- * Includes the Government Directed Core Plug of \$7M
- ** Column C = (Column E + Column G)
- *** Column I = (Column B + Column C) – Column H
- **** Column J = (Column B + Column F + Column G) – Column H

CLIN 302 Work Description:

Non-personal Services: Provide all Core Services including but not limited to, labor, tools, material, and equipment (except as otherwise indicated in the performance work statement (PWS) as Government furnished) to perform Contract Management (PWS 1.0), Logistics & Product Data Management (PWS 2.0), Safety, Health & Environmental (PWS 3.0), Engineering and Manufacturing Support Services (PWS 4.0) and Facility Operations & Maintenance (PWS 6.0).

CLIN 302 Government Directed Core Plug Description:

The CORE period 3 contains an additional value of \$7M, which represents the historical work requirements for purchases (Direct Buys) (PWS 1.3.3) (60%) and Program/Project/Tenants service requests under \$5,000 (40%). The Program/Project/Tenants service requests primarily consists of Facility Operations & Maintenance (PWS 6.0); however request may include Contract Management (PWS 1.0), Logistics & Product Data Management (PWS 2.0), Safety, Health & Environmental (PWS 3.0), and Engineering and Manufacturing Support Services (PWS 4.0) requirements.

CLIN	Period Covered	Total
301	Oct 1, 2018 - Sept 30, 2019	(b)(4)
302		
TOTAL FOR CONTRACT PERIOD 3 - AWARD TERM OPTION 1		(b)(4)

* CPIF total at maximum incentive fee

Revised per Mod 1

SACOM CLIN VALUE STRUCTURE (CONTRACT PERIOD 4 - AWARD TERM OPTION 2)		
CLIN	Work Description	Firm Fixed Price Term
401	Non-personal Services: Provide all labor, tools, material, and equipment (except as otherwise indicated in the performance work statement (PWS)) to perform site services in accordance with Performance Work Statement (PWS) 5.0 (Core Work Firm-Fixed-Price)	(b)(4)

SACOM CLIN VALUE STRUCTURE (CONTRACT PERIOD 4 - AWARD TERM OPTION 2)									
Column A	Column B*	Column C**	Column D	Column E	Column F	Column G	Column H	Column I***	Column J****
CLIN	Target Cost	Target Cost Total Incentive Fee Pool	Min Cost Fee	Target Cost Fee (25% Of Incentive Fee Pool)	Max Cost Fee	Performance Incentive Fee (75% Of Incentive Fee Pool)	(-) Reimbursements	Contract Value At Target Cost & Performance Fee	Contract Value At Max Cost Fee And Target Performance Fee
402	(b)(4)								

- * Includes the Government Directed Core Plug of \$7M
- ** Column C = (Column E + Column G)
- *** Column I = (Column B + Column C) - Column H
- **** Column J = (Column B + Column F + Column G) - Column H

CLIN 402 Work Description:

Non-personal Services: Provide all Core Services including but not limited to, labor, tools, material, and equipment (except as otherwise indicated in the performance work statement (PWS) as Government furnished) to perform Contract Management (PWS 1.0), Logistics & Product Data Management (PWS 2.0), Safety, Health & Environmental (PWS 3.0), Engineering and Manufacturing Support Services (PWS 4.0) and Facility Operations & Maintenance (PWS 6.0).

CLIN 402 Government Directed Core Plug Description:

The CORE period 4 contains an additional value of \$7M, which represents the historical work requirements for purchases (Direct Buys) (PWS 1.3.3) (60%) and Program/Project/Tenants service requests under \$5,000 (40%). The Program/Project/Tenants service requests primarily consists of Facility Operations & Maintenance (PWS 6.0); however request may include Contract Management (PWS 1.0), Logistics & Product Data Management (PWS 2.0), Safety, Health & Environmental (PWS 3.0), and Engineering and Manufacturing Support Services (PWS 4.0) requirements.

CLIN	Period Covered	Total
401	Oct 1, 2019 - Sept 30, 2020	(b)(4)
402		
TOTAL FOR CONTRACT PERIOD 4 - AWARD TERM OPTION 2		(b)(4)

* CPIF total at maximum incentive fee

SACOM CLIN VALUE STRUCTURE (CONTRACT PERIOD 5 – AWARD TERM OPTION 3)		
CLIN	Work Description	Firm Fixed Price Total
501	Non-personal Services: Provide all labor, tools, material, and equipment (except as otherwise indicated in the performance work statement (PWS)) to perform site services in accordance with Performance Work Statement (PWS) 5.0 (Core Work Firm-Fixed-Price)	(b)(4)

SACOM CLIN VALUE STRUCTURE (CONTRACT PERIOD 5 – AWARD TERM OPTION 3)									
Column A	Column B*	Column C**	Column D	Column E	Column F	Column G	Column H	Column I***	Column J****
CLIN	Target Cost	Target Cost Total Incentive Fee Pool	Min Cost Fee	Target Cost Fee (25% Of Incentive Fee Pool)	Max Cost Fee	Performance Incentive Fee (75% Of Incentive Fee Pool)	Reimbursements (-)	Contract Value At Target Cost & Performance Fee	Contract Value At Max Cost Fee And Target Performance Fee
502	(b)(4)								

- * Includes the Government Directed Core Plug of \$7M
- ** Column C = (Column E + Column G)
- *** Column I = (Column B + Column C) – Column H
- **** Column J = (Column B + Column F + Column G) – Column H

CLIN 502 Work Description:

Non-personal Services: Provide all Core Services including but not limited to, labor, tools, material, and equipment (except as otherwise indicated in the performance work statement (PWS) as Government furnished) to perform Contract Management (PWS 1.0), Logistics & Product Data Management (PWS 2.0), Safety, Health & Environmental (PWS 3.0), Engineering and Manufacturing Support Services (PWS 4.0) and Facility Operations & Maintenance (PWS 6.0).

CLIN 502 Government Directed Core Plug Description:

The CORE period 5 contains an additional value of \$7M, which represents the historical work requirements for purchases (Direct Buys) (PWS 1.3.3) (60%) and Program/Project/Tenants service requests under \$5,000 (40%). The Program/Project/Tenants service requests primarily consists of Facility Operations & Maintenance (PWS 6.0); however request may include Contract Management (PWS 1.0), Logistics & Product Data Management (PWS 2.0), Safety, Health & Environmental (PWS 3.0), and Engineering and Manufacturing Support Services (PWS 4.0) requirements.

CLIN	Period Covered	Total
501	Oct 1, 2020 - Sept 30, 2021	(b)(4)
502		
TOTAL FOR CONTRACT PERIOD 5 - AWARD TERM OPTION 3		(b)(4)

* CPIF total at maximum incentive fee

SACOM CLIN VALUE STRUCTURE (CONTRACT PERIOD 6 – AWARD TERM OPTION 4)		
CLIN	Work Description	Firm Fixed Price Total
601	Non-personal Services: Provide all labor, tools, material, and equipment (except as otherwise indicated in the performance work statement (PWS)) to perform site services in accordance with Performance Work Statement (PWS) 5.0 (Core Work Firm-Fixed-Price)	(b)(4)

SACOM CLIN VALUE STRUCTURE (CONTRACT PERIOD 6 – AWARD TERM OPTION 4)									
Column A	Column B*	Column C**	Column D	Column E	Column F	Column G	Column H	Column I***	Column J****
CLIN	Target Cost	Target Cost Total Incentive Fee Pool	Min Cost Fee	Target Cost Fee (25% Of Incentive Fee Pool)	Max Cost Fee	Performance Incentive Fee (75% Of Incentive Fee Pool)	Reimbursements	Contract Value At Target Cost & Performance Fee	Contract Value At Max Cost Fee And Target Performance Fee
602	(b)(4)								

- * Includes the Government Directed Core Plug of \$7M
- ** Column C = (Column E + Column G)
- *** Column I = (Column B + Column C) – Column H
- **** Column J = (Column B + Column F + Column G) – Column H

CLIN 602 Work Description:

Non-personal Services: Provide all Core Services including but not limited to, labor, tools, material, and equipment (except as otherwise indicated in the performance work statement (PWS) as Government furnished) to perform Contract Management (PWS 1.0), Logistics & Product Data Management (PWS 2.0), Safety, Health & Environmental (PWS 3.0), Engineering and Manufacturing Support Services (PWS 4.0) and Facility Operations & Maintenance (PWS 6.0) Cost Reimbursable Incentive Fee Award Term.

CLIN 602 Government Directed Core Plug Description:

The CORE period 6 contains an additional value of \$7M, which represents the historical work requirements for purchases (Direct Buys) (PWS 1.3.3) (60%) and Program/Project/Tenants service requests under \$5,000 (40%). The Program/Project/Tenants service requests primarily consists of Facility Operations & Maintenance (PWS 6.0) and Direct Buys however request may include Contract Management (PWS 1.0), Logistics & Product Data Management (PWS 2.0), Safety, Health & Environmental (PWS 3.0), and Engineering and Manufacturing Support Services (PWS 4.0) requirements.

CLIN	Period Covered	Total
601	Oct 1, 2021 - Sept 30, 2022	(b)(4)
602		
TOTAL FOR CONTRACT PERIOD 6 - AWARD TERM OPTION 4		(b)(4)

* CPIF total at maximum incentive fee

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SACOM CLIN VALUE STRUCTURE (CONTRACT PERIOD 7 – AWARD TERM OPTION 5)		
CLIN	Work Description	Firm Fixed Price Total
701	Non-personal Services: Provide all labor, tools, material, and equipment (except as otherwise indicated in the performance work statement (PWS)) to perform site services in accordance with Performance Work Statement (PWS) 5.0 (Core Work Firm-Fixed-Price)	(b)(4)

SACOM CLIN VALUE STRUCTURE (CONTRACT PERIOD 7 – AWARD TERM OPTION 5)									
Column A	Column B*	Column C**	Column D	Column E	Column F	Column G	Column H	Column I***	Column J****
CLIN	Target Cost	Target Cost Total Incentive Fee Pool	Min Cost Fee	Target Cost Fee (25% Of Incentive Fee Pool)	Max Cost Fee	Performance Incentive Fee (75% Of Incentive Fee Pool)	Reimbursements (-)	Contract Value At Target Cost & Performance Fee	Contract Value At Max Cost Fee And Target Performance Fee
702	(b)(4)								

- * Includes the Government Directed Core Plug of \$7M
- ** Column C = (Column E + Column G)
- *** Column I = (Column B + Column C) – Column H
- **** Column J = (Column B + Column F + Column G) – Column H

CLIN 702 Work Description:

Non-personal Services: Provide all Core Services including but not limited to, labor, tools, material, and equipment (except as otherwise indicated in the performance work statement (PWS) as Government furnished) to perform Contract Management (PWS 1.0), Logistics & Product Data Management (PWS 2.0), Safety, Health & Environmental (PWS 3.0), Engineering and Manufacturing Support Services (PWS 4.0) and Facility Operations & Maintenance (PWS 6.0) Cost Reimbursable Incentive Fee Award Term.

CLIN 702 Government Directed Core Plug Description:

The CORE period 7 contains an additional value of \$7M, which represents the historical work requirements for purchases (Direct Buys) (PWS 1.3.3) (60%) and Program/Project/Tenants service requests under \$5,000 (40%). The Program/Project/Tenants service requests primarily consists of Facility Operations & Maintenance (PWS 6.0) and Direct Buys; however request may include Contract Management (PWS 1.0), Logistics & Product Data Management (PWS 2.0), Safety, Health & Environmental (PWS 3.0), and Engineering and Manufacturing Support Services (PWS 4.0) requirements.

CLIN	Period Covered	Total
701	Oct 1, 2022 - Sept 30, 2023	(b)(4)
702		
TOTAL FOR CONTRACT PERIOD 7 - AWARD TERM OPTION 5		(b)(4)

* CPIF total at maximum incentive fee

SACOM CLIN VALUE STRUCTURE (CONTRACT PERIOD 8 – AWARD TERM OPTION 6)		
CLIN	Work Description	Firm Fixed Price Total
801	Non-personal Services: Provide all labor, tools, material, and equipment (except as otherwise indicated in the performance work statement (PWS)) to perform site services in accordance with Performance Work Statement (PWS) 5.0 (Core Work Firm-Fixed-Price)	(b)(4)

SACOM CLIN VALUE STRUCTURE (CONTRACT PERIOD 8 – AWARD TERM OPTION 6)									
Column A	Column B*	Column C**	Column D	Column E	Column F	Column G	Column H	Column I***	Column J****
CLIN	Target Cost	Target Cost Total Incentive Fee Pool	Min Cost Fee	Target Cost Fee (25% Of Incentive Fee Pool)	Max Cost Fee	Performance Incentive Fee (75% Of Incentive Fee Pool)	Reimbursements	Contract Value At Target Cost & Performance Fee	Contract Value At Max Cost Fee And Target Performance Fee
802	(b)(4)								

- * Includes the Government Directed Core Plug of \$7M
- ** Column C = (Column E + Column G)
- *** Column I = (Column B + Column C) – Column H
- **** Column J = (Column B + Column F + Column G) – Column H

CLIN 802 Work Description:

Non-personal Services: Provide all Core Services including but not limited to, labor, tools, material, and equipment (except as otherwise indicated in the performance work statement (PWS) as Government furnished) to perform Contract Management (PWS 1.0), Logistics & Product Data Management (PWS 2.0), Safety, Health & Environmental (PWS 3.0), Engineering and Manufacturing Support Services (PWS 4.0) and Facility Operations & Maintenance (PWS 6.0) Cost Reimbursable Incentive Fee Award Term.

CLIN 802 Government Directed Core Plug Description:

The CORE period 8 contains an additional value of \$7M, which represents the historical work requirements for purchases (Direct Buys) (PWS 1.3.3) (60%) and Program/Project/Tenants service requests under \$5,000 (40%). The Program/Project/Tenants service requests primarily consists of Facility Operations & Maintenance (PWS 6.0) and Direct Buys; however request may include Contract Management (PWS 1.0), Logistics & Product Data Management (PWS 2.0), Safety, Health & Environmental (PWS 3.0), and Engineering and Manufacturing Support Services (PWS 4.0) requirements.

CLIN	Period Covered	Total
801	Oct 1, 2023 – June 30, 2025	(b)(4)
802		
TOTAL FOR CONTRACT PERIOD 8 - AWARD TERM OPTION 6		(b)(4)

* CPIF total at maximum incentive fee

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IDIQ			
CLIN	Work Description	Period Covered	Total
901 (FFP)	IDIQ, Demand, Projects and Tenants. IDIQ Plug Number includes but is not limited to all allowable, allocable, and reasonable labor, material, burdens, overhead, G&A, and fee/profit. The Cost Reimbursable task orders or work request's fees will be costed in the Cost Files and NF533 reporting; however, associated fee amounts will be added to the Fee pool identified under Clause B.14 Incentive Fee Availability Schedule and earned in accordance with Incentive Fee Plan. The Fixed Price task orders profit under this IDIQ CLIN will remain with its associated task order.	2/1/2016 - 6/30/2025	\$ 2,000,000
902 (CPIF)			\$ 700,000,000
TOTAL IDIQ			\$ 702,000,000

GRAND TOTAL ALL CLINS AND ALL YEARS AT MAXIMUM FEE	\$1,210,393,254
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B.8. LIMITATIONS OF FUNDS FIXED PRICE CONTRACTS (NFS 1852.232-77) (MAR 1989) (CLINs x01 and 901)

- (a) Of the total price of items, CLIN X01 & CLIN 901, the sum of (See table below, CLIN X01 & CLIN 901 incremental funding) is presently available for payment and allotted to this contract. It is anticipated that from time to time additional funds will be allocated to the contract in accordance with the following schedule, until the total price of said items is allotted:

SCHEDULE FOR ALLOTMENT OF FUNDS	
Date: TBD	Amounts: TBD

- (b) The Contractor agrees to perform or have performed work on the items specified in paragraph (a) of this clause up to the point at which, if this contract is terminated pursuant to the Termination for Convenience of the Government clause of this contract, the total amount payable by the Government (including amounts payable for subcontracts and settlement costs) pursuant to paragraphs (f) and (g) of that clause would, in the exercise of reasonable judgment by the Contractor, approximate the total amount at the time allotted to the contract. The Contractor is not obligated to continue performance of the work beyond that point. The Government is not obligated in any event to pay or reimburse the Contractor more than the amount from time to time allotted to the contract, anything to the contrary in the Termination for Convenience of the Government clause notwithstanding.
- (c) (1) It is contemplated that funds presently allotted to this contract will cover the work to be performed from Contract effective date through dates indicated in sections (h)(i) & (h)(ii) below.

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PWS Section 1, Contract Management	20%	PWS Section 4, Engineering, Manufacturing & Testing Support & Construction	30%
PWS Section 2, Logistics & Product Data Management	10%	PWS Section 6, Facility Operations and Maintenance	25%
PWS Section 3, Safety, Health & Environmental	15%		

The Government retains the right to unilaterally make adjustments to the weights for each PWS section.

(End of Clause)

B.12. PERFORMANCE REQUIREMENTS SUMMARY (PRS) (CLINS X02 & 902)

The purpose of the Performance Requirements Summary (Section J, Attachment J-1, PWS) is to summarize the work requirements and standards of performance. The weights allocated to each PWS section along with individual work requirements are identified. The PRS will be utilized to determine the quarterly and yearly performance assessments.

(End of Clause)

B.13. PAYMENT OF FEES (CLINS X02 & 902)

- (a) For total Earned Cost and Performance Incentive Fees, the Contractor will be evaluated annually with the exception of the first evaluation period, which will be eight months and assessed as the period of February 1, 2016, through September 30, 2016. The Contracting Officer and the Contracting Officer's Representative (COR) will compute the fee amount based on the Contractor's performance in accordance with the Performance Requirements Summary of Attachment J-1, Performance Work Statement, and Attachment J-3, Appendix A, Cost and Performance Incentive Fee Plan.
- (b) The Government will advise the Contractor in writing of the fee computation. The Contractor is required to submit a separate voucher for earned fee in accordance with Schedule Clause G.2.
- (c) Fee that is not earned in an evaluation period cannot be reallocated to future evaluation periods.
- (d) Up to eighty five percent (85%) of the potential total incentive fee may be provisionally paid to the Contractor in periodic installments based upon the quality of performance and/or percentage of work completed as determined by the Contracting Officer. In the event that the earned incentive fee, as determined by the Contracting Officer, is less than the provisional payments for the period, the Contractor will credit the contract the difference by submitting a separate voucher entitled "Incentive Fee Adjustment" for the amount of such overpayment. In the event that the incentive fee earned is more than the provisional payments, the

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Incentive Fee Evaluation Period	Target Incentive "Performance" Fee Pool (Core)	Target Incentive "Performance" Fee Pool (IDIQ)*	TOTAL Target "Performance" Incentive Fee Pool (CORE & IDIQ)	Total "Performance" Incentive Fee Percentage Earned	Total "Performance" Incentive Fee Earned	Target "Cost" Incentive Fee Pool	Total "Cost" Incentive Fee Earned	Total Incentive Fee Earned
1 (2/1/16 to 9/30/16)	\$TBD	\$TBD by Task Orders issued	\$TBD	TBD%	\$TBD	\$TBD	\$TBD	\$TBD
2 (10/1/16 to 9/30/17)	\$TBD	\$TBD by Task Orders issued	\$TBD	TBD%	\$TBD	\$TBD	\$TBD	\$TBD
2 (10/1/17 to 9/30/18)	\$TBD	\$TBD by Task Orders issued	\$TBD	TBD%	\$TBD	\$TBD	\$TBD	\$TBD
3 (10/1/18 to 9/30/19)	\$TBD	\$TBD by Task Orders issued	\$TBD	TBD%	\$TBD	\$TBD	\$TBD	\$TBD
4 (10/1/19 to 9/30/20)	\$TBD	\$TBD by Task Orders issued	\$TBD	TBD%	\$TBD	\$TBD	\$TBD	\$TBD
5 (10/1/20 to 9/30/21)	\$TBD	\$TBD by Task Orders issued	\$TBD	TBD%	\$TBD	\$TBD	\$TBD	\$TBD
6 (10/1/21 to 9/30/22)	\$TBD	\$TBD by Task Orders issued	\$TBD	TBD%	\$TBD	\$TBD	\$TBD	\$TBD
7 (10/1/22 to 9/30/23)	\$TBD	\$TBD by Task Orders issued	\$TBD	TBD%	\$TBD	\$TBD	\$TBD	\$TBD
8 (10/1/23 to 6/30/25)	\$TBD	\$TBD by Task Orders issued	\$TBD	TBD%	\$TBD	\$TBD	\$TBD	\$TBD

* Paragraphs (b) and (c) below are only applicable to task orders.

- (b) The maximum incentive fee amount available to the Contractor on each task order will be established in accordance with clause H.7, Task Ordering Procedure (NFS 1852.216-80).
- (c) The incentive fee available for each evaluation period will be determined based on the task orders projected to be performed during that period. If a task order is projected to be started and completed during a particular evaluation period, then the incentive fee for that particular task order will be included in the incentive fee available for that period only. If a task order is started in a particular evaluation period and projected to extend beyond that period, then the incentive fee for that particular task order will be distributed by the Contracting Officer across the appropriate evaluation period(s).

(End of Clause)

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(e) Premiums for Scheduled Overtime

Pursuant to the clause entitled FAR 52.222-2, "Payment for Overtime Premiums," the amount of overtime premium authorized shall not exceed the amount specified below for the indicated period.

Amount	Period
(b)(4)	02/01/16 – 09/30/16
	10/01/16 – 09/30/17
	10/01/17 – 09/30/18
	10/01/18 – 09/30/19
	10/01/19 – 09/30/20
	10/01/20 – 09/30/21
	10/01/21 – 09/30/22
	10/01/22 – 09/30/23
	10/01/23 – 06/30/25

Note 1: All overtime (scheduled and non-scheduled) shall be coordinated with, and concurred in, by the Contracting Officer's Representative prior to work.

Note 2: This clause satisfies the fill-in requirement for FAR Clause 52.222-2.

(f) Severance Pay

Severance pay reimbursement shall be in accordance with the provisions of FAR Part 31.205-6(g). However, termination of employment related to contract expiration shall not be considered to be involuntary termination as defined by FAR Part 31.205-6(g). Accordingly, any payment in addition to regular salaries and wages that is made as a result of or in connection with the expiration of any basic, option, or extended period of contract performance shall be an unallowable cost. Any termination effective within 60 calendar days of contract expiration shall be presumed to be a result of or in connection with contract expiration.

(g) Relocation Costs

Reimbursement for relocation costs shall be in accordance with FAR Part 31.205-35. It is mutually agreed that upon expiration or termination of this contract, the Contractor shall not be entitled to reimbursement under this contract for cost of relocating employees to their "home" site or any other gaining contracting activity. No relocation costs will be reimbursable under this contract for employees whose residence at time of hiring was within a sixty mile radius of the John C. Stennis Space Center or the Michoud Assembly Facility.

(h) Travel Costs

The Contractor shall be reimbursed for reasonable and allowable lodging and subsistence costs incurred for official travel only to the extent that they do not exceed

PART I – THE SCHEDULE
SECTION F
DELIVERIES OR PERFORMANCE

F.1. LISTING OF CLAUSES INCORPORATED BY REFERENCE

CLAUSES INCORPORATED BY REFERENCE (FEB 1998):

This solicitation incorporates one or more solicitation provisions by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. The Offeror is cautioned that the listed provisions may include blocks that must be completed by the Offeror and submitted with its quotation or offer. In lieu of submitting full text of those provisions, the Offeror may identify the provision by paragraph identifier and provide the appropriate information with its quotation or offer. **NOTE:** Clause Titles that identify CLINs to which the clause applies are for reference purposes only and each clause will be applied in accordance with the applicable FAR or NFS prescription for that clause. Also, the full text of a solicitation provision may be accessed electronically at these addresses:

<http://www.acquisition.gov/Far/>

<http://www.hq.nasa.gov/office/procurement/regs/nfstoc.htm>

I. FEDERAL ACQUISITION REGULATION (FAR) (48 CFR CHAPTER 1) CLAUSES:

CLAUSES INCORPORATED BY REFERENCE	
CLAUSE NUMBER	CLAUSE TITLE (DATE)
52.242-15	STOP-WORK ORDER (APR 1984) (CLINS X01 & 901)
52.242-15	STOP-WORK ORDER, ALTERNATE I (APR 1989) (CLINS X02 & 902)
52.247-34	F.O.B. DESTINATION (NOV 1991) (CLINS X01 & 901)

II. NASA FAR SUPPLEMENT (48 CFR CHAPTER 18) CLAUSES:

NONE INCORPORATED BY REFERENCE

(End of Clauses Incorporated By Reference)

F.2. PERIOD OF PERFORMANCE

- (a) The basic period of performance of this contract shall be eight months from February 1, 2016, through September 30, 2016.
- (b) The Government may increase the period of performance by exercising a two-year option from October 1, 2016 through September 30, 2018.

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- (1) When the Contractor becomes aware that a change in its ownership has occurred, or is certain to occur, that could result in changes in the valuation of its capitalized assets in the accounting records, the Contractor shall notify the Administrative Contracting Officer (ACO) within 30 calendar days.
 - (2) The Contractor shall also notify the ACO within 30 calendar days whenever changes to asset valuations or any other cost changes have occurred or are certain to occur as a result of a change in ownership.
- (b) The Contractor shall—
- (1) Maintain current, accurate, and complete inventory records of assets and their costs;
 - (2) Provide the ACO or designated representative ready access to the records upon request;
 - (3) Ensure that all individual and grouped assets, their capitalized values, accumulated depreciation or amortization, and remaining useful lives are identified accurately before and after each of the Contractor's ownership changes; and
 - (4) Retain and continue to maintain depreciation and amortization schedules based on the asset records maintained before each Contractor ownership change.
- (c) The Contractor shall include the substance of this clause in all subcontracts under this contract that meet the applicability requirement of FAR 15.408(k).

(End of Clause)

I.5. ORDERING (FAR 52.216-18) (OCT 1995) (CLINS 901 & 902)

- (a) Any supplies and services to be furnished under this contract shall be ordered by issuance of delivery orders or task orders by the individuals or activities designated in the Schedule. Such orders may be issued from February 1, 2016, through June 30, 2025.
- (b) All delivery orders or task orders are subject to the terms and conditions of this contract. In the event of conflict between a delivery order or task order and this contract, the contract shall control.
- (c) If mailed, a delivery order or task order is considered "issued" when the Government deposits the order in the mail. Orders may be issued orally, by facsimile, or by electronic commerce methods only if authorized in the Schedule.

(End of Clause)

ATTACHMENT A
FOR THE
SYNERGY-ACHIEVING CONSOLIDATED OPERATIONS AND MAINTENANCE
(SACOM) CONTRACT

Evaluation Period	Performance Required for Award Term Option	Available Contract Period
Period 1 (BASE) February 1, 2016 - September 30, 2016	Option Procedures	N/A
Period 2 (2 Year Option - First Year) October 1, 2016 - September 30, 2017	Excellent (91 - 100)	3
Period 2 (2 Year Option - Second Year) October 1, 2017 - September 30, 2018	Excellent (91 - 100)	4
Period 3 (Award Term 1) October 1, 2018 - September 30, 2019	Excellent (91 - 100)	5
Period 4 (Award Term 2) October 1, 2019 - September 30, 2020	Excellent (91 - 100)	6
Period 5 (Award Term 3) October 1, 2020 - September 30, 2021	Excellent (91 - 100)	7
Period 6 (Award Term 4) October 1, 2021 - September 30, 2022	Excellent (91 - 100)	8
Period 7 (Award Term 5) October 1, 2022 - September 30, 2023	N/A	N/A
Period 8 (Award Term 6) October 1, 2023 - June 30, 2025	N/A	N/A

EVALUATION PERIODS AND
AVAILABLE AWARD TERM PERIODS

- (b) Equipment shall be marked in a location that will be human readable, without disassembly or movement of the equipment, when the items are placed in service unless such placement would have a deleterious effect on safety or on the item's operation.
- (c) Concurrent with equipment delivery or transfer, the Contractor shall provide the following data in an electronic spreadsheet format:
 - (1) Item Description.
 - (2) Unique Identification Number (License Tag).
 - (3) Unit Price.
 - (4) An explanation of the data used to make the unique identification number.
- (d) For equipment no longer needed for contract performance and physically transferred under paragraph (a) of this clause, the following additional data is required:
 - (1) Date originally placed in service.
 - (2) Item condition.
- (e) The data required in paragraphs (c) and (d) of this clause shall be delivered to the NASA Center receiving activity listed below:

NASA Transportation Officer
Bldg. 103 South Dock; Attn: Property Manager
Michoud Assembly Facility
13800 Old Gentilly Blvd.
New Orleans, LA 70129
- (f) The Contractor shall include the substance of this clause, including this paragraph (f), in all subcontracts that require delivery of equipment.

(End of clause)

(END OF SECTION)

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The Contractor shall comply with the standard titled: ANSI/ISO/ASQ Q9001:2015, *Quality Management Systems Requirements*. The Contractor shall obtain certification in ANSI/ISO/ASQ Q9001:2015 within 24 months of the contract start date.

(End of Clause)

**E.3. MATERIAL INSPECTION AND RECEIVING REPORT (NFS 1852.246-72)
(AUGUST 2003)**

- (a) At the time of each delivery to the Government under this contract, the Contractor shall furnish a Material Inspection and Receiving Report (DD Form 250 series) prepared in original and 2 copies.
- (b) The Contractor shall prepare the DD Form 250 in accordance with NASA FAR Supplement 1846.6. The Contractor shall enclose the copies of the DD Form 250 in the package or seal them in a waterproof envelope, which shall be securely attached to the exterior of the package in the most protected location.
- (c) When more than one package is involved in a shipment, the Contractor shall list on the DD Form 250, as additional information, the quantity of packages and the package numbers. The Contractor shall forward the DD Form 250 with the lowest numbered package of the shipment and print the words "CONTAINS DD FORM 250" on the package.

(End of clause)

**E.4. GOVERNMENT CONTRACT QUALITY ASSURANCE FUNCTIONS (NFS
1852.246-71) (OCT 1988)**

In accordance with the inspection clause of this contract, the Government intends to perform the following functions at the locations indicated: Conduct periodic surveillance of services, for both on and off-site (off-site from SSC and MAF), provided by the Contractor to ensure conformance to the requirements in the PWS and any task orders. Surveillance by the Government will be in accordance with the Government's Quality Assurance Surveillance Plan (QASP) and may be conducted by a Government Representative other than the Contracting Officer's Representative (COR) or Contracting Officer (CO).

The methods of surveillance that may be used include, but are not limited to:

- (a) Record Review (RR). Plans, Reports and Schedules submitted by the Contractor will be reviewed for content to confirm that contractual requirements are planned, scheduled and reported as properly completed. The Contractor is also responsible for accurately reporting work that was either rescheduled or not completed.
- (b) Planned Inspections (PI). The Performance Monitors (PM) shall establish a predetermined plan for inspecting all or part of the work. Determination of a sample size is at the

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- (c) The Government may increase the period of performance by awarding five (5) Award Term Option periods (See Award Term Option Incentive Plan, Attachment J-3 Appendix B) for one year each (See SACOM Period of Performance Table below) and one (1) Award Term Option period for seventeen (17) months.

SACOM Period of Performance Table		
Period	Start	End
Base	February 1, 2016	September 30, 2016
Option	October 1, 2016	September 30, 2018
Award Term Option 1	October 1, 2018	September 30, 2019
Award Term Option 2	October 1, 2019	September 30, 2020
Award Term Option 3	October 1, 2020	September 30, 2021
Award Term Option 4	October 1, 2021	September 30, 2022
Award Term Option 5	October 1, 2022	September 30, 2023
Award Term Option 6	October 1, 2023	June 30, 2025

- (d) In addition, each task order issued will identify a specific period of performance. Issuance of task orders will not occur beyond the current contract expiration date. Performance of all task orders issued before the end of the contract period of performance shall adhere to the performance period identified in Section I.7, Indefinite Quantity, FAR 52.216-22 (Oct 1995).

(End of clause)

F.3. PLACE OF PERFORMANCE

The Contractor shall perform the work under this contract at the John C. Stennis Space Center, Mississippi, and Michoud Assembly Facility, Louisiana, and at such other locations as may be approved in writing by the Contracting Officer.

(End of Clause)

F.4. PHASE-IN AND PHASE-OUT

- (a) Contractor Phase-In: The services provided by this contract are vital to meeting the overall NASA mission, and continuity must be maintained at a consistently high level without interruption. The Contractor shall meet full performance requirements from the start date of the base contract period. The Phase-In period shall not exceed 89 calendar days prior to the start date of the base contract period. Office space will be provided by the Government during the Phase-In period. The Contractor shall support, at a minimum, a weekly meeting with the preceding Contractor and Government representatives to discuss/identify problems or areas requiring attention during this Phase-In period, to ensure a smooth transition. The Contractor shall accomplish Phase-In in accordance with its proposed Attachment J-11, Phase-In Plan.

- (b) Contractor Phase-Out: Near the conclusion of this contract, the Contractor shall exercise its best efforts to effect an orderly and efficient transition to a successor Contractor to ensure that the required services are performed without interruption. FAR clause 52.237-3, Continuity of Services, incorporated in Section I of this contract shall apply.

(End of Clause)

F.5. DELIVERY REQUIREMENTS

- (a) Data Requirements: All Data Requirements shall be submitted in accordance with the reporting instructions identified in the Data Requirements Document (DRD) via the Stennis Contracts Deliverable System (SCDS).
- (b) Other Deliveries: Delivery shall be f.o.b. destination to the facility listed below or as specified in individual task orders:

National Aeronautics and Space Administration
Bldg. 103 South Dock; Attn: Property Manager
Michoud Assembly Facility
13800 Old Gentilly Blvd.
New Orleans, LA 70129

The Contractor shall retain full responsibility for deliveries and equipment handling, even if a Contractor's representative is not present during this process.

- (c) The Contractor shall notify the Contracting Officer and the COR as soon as it becomes apparent to the Contractor that a scheduled delivery will be late. The Contractor shall include in the notification the rationale for late delivery, the expected date for the delivery, and the project impact of the late delivery. The COR will review the new schedule and provide guidance to the Contractor.

(End of Clause)

(END OF SECTION)

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	WITH POTENTIAL HISTORIC OR SIGNIFICANT REAL VALUE (JAN 2011)
1852.245-82	OCCUPANCY MANAGEMENT REQUIREMENTS (JAN 2011)

(End of Clause)

**G.2. SUBMISSION OF VOUCHERS FOR PAYMENT (NFS 1852.216-87) (MAR 1998)
(CLINS X02 & 902)**

- (a) The designated billing office for cost vouchers for purposes of the Prompt Payment clause of this contract is indicated below. Public vouchers for payment of costs shall include a reference to the number of this contract.
- (b) The Contractor shall submit interim cost vouchers Standard Form (SF) 1034, Public Voucher for Purchases and Services Other Than Personal and SF 1035, Public Voucher for Purchases and Services Other Than Personal (Continuation Sheet) or equivalent Contractor's attachment into the DOD WAWF system
<https://wawf.eb.mil/xhtml/unauth/home/login.xhtml>. To access the DOD WAWF system, the contractor is required to have a designated electronic business point of contact in the System for Award Management at <https://www.sam.gov/> following the step-by-step procedures for self-registration available at this web site. Contractors can obtain NASA invoice payment information, to include NASA Activity Address Codes, at the NASA Shared Services Center (NSSC) Vendor Payment information web site at <https://www.nssc.nasa.gov/vendorpayment>.

The following NASA DoDAAC (Department of Defense Activity Address Codes) codes shall be entered into the DOD WAWF system:

Admin by location code refers to the NASA center administrating the procurement: SSC 804429

Ship to location code refers to the NASA center receiving the product or service: SSC 804430 and MAF 807228

Paying office DoDAAC refers to the NSSC Paying Office: 803112

In lieu of inputting DCAA DoDAAC code the Contractor shall input the SSC DoDAAC code 804429.

- (c) The contractor shall complete SF 1034 and SF 1035 or equivalent Contractor's attachment in accordance with 48 CFR Chapter 12, Part 132 Appendices A and B. The completed SF 1034 and SF 1035 (Continuation Sheet) or equivalent Contractor's attachment shall be uploaded into the DOD WAWF in EXCEL format or have EXCEL format available upon request. Documents up to 5MB in size can be uploaded. If the supporting documentation file is larger than 5MB, upload the file in multiple documents of 5MB or less.

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Protective Services Badging Office. An electronic PIV Employee Termination Request must also be submitted.

- (e) Questions on how to access the PIV and MISM systems shall be directed to the MSFC Protective Services Office, Marshall Space Flight Center, Alabama 35812.

(End of Clause)

G.12. SUBMISSION OF INVOICING FOR FIRM FIXED PRICE REQUIREMENTS (CLINS X01 & 901)

The Contractor shall submit invoices to the following address:

NASA Shared Services Center (NSSC)
Financial Management Division (FMD) – Accounts Payable
Bldg 1111, C. Road
Stennis Space Center, MS 39529
Email: NSSC-AccountsPayable@nasa.gov
Fax: 866-209-5415

(End of Clause)

(END OF SECTION)

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- G.2. SUBMISSION OF VOUCHERS FOR PAYMENT (NFS 1852.216-87) (MAR 1998)
- G.3. DESIGNATION OF NEW TECHNOLOGY REPRESENTATIVE AND PATENT REPRESENTATIVE (NFS 1852.227-72) (JUL 1997)
- G.4. INSTALLATION-ACCOUNTABLE GOVERNMENT PROPERTY (NFS 1852.245-71) (JANUARY 2011)
- G.5. GOVERNMENT PROPERTY INSTALLATION OPERATION SERVICES (FAR 52.245-2) (Apr 2012)
- G.6. LIST OF GOVERNMENT PROPERTY FURNISHED PURSUANT TO FAR 52.245-2 (NFS 1852.245-77) (JANUARY 2011)
- G.7. CONTRACTOR REQUESTS FOR GOVERNMENT-PROVIDED EQUIPMENT (NFS 1852.245-70) (JAN 2011) ALTERNATE I (JAN 2011)
- G.8. CAPITALIZATION OF PROPERTY
- G.9. TECHNICAL DIRECTION (NFS 1852.242-70) (SEPTEMBER 1993)
- G.10. STENNIS SPACE CENTER CONTRACTOR EMPLOYEE BADGING
- G.11. MICHoud ASSEMBLY FACILITY (MAF) CONTRACTOR EMPLOYEE BADGING
- G.12. SUBMISSION OF INVOICING FOR FIRM FIXED PRICE REQUIREMENTS (CLINS X01 & 901)

SECTION H – SPECIAL CONTRACT REQUIREMENTS

- H.1. LISTING OF CLAUSES INCORPORATED BY REFERENCE
- H.2. EXPORT LICENSES (NFS 1852.225-70) (FEBRUARY 2000)
- H.3. REPRESENTATIONS, CERTIFICATIONS AND OTHER STATEMENTS OFFEROR
- H.4. ORGANIZATIONAL CONFLICTS OF INTEREST
- H.5. DISCLOSURE OF ORGANIZATIONAL CONFLICT OF INTEREST AFTER CONTRACT AWARD
- H.6. LIMITATION OF FUTURE CONTRACTING (NFS 1852.209-71)(DEC 1988)
- H.7. TASK ORDERING PROCEDURE (NFS 1852.216-80) (OCT 1996) ALTERNATE I (OCT 1996)

Revised per Mod 1

PART I – THE SCHEDULE
SECTION H
SPECIAL CONTRACT REQUIREMENTS

H.1. LISTING CLAUSES INCORPORATED BY REFERENCE

CLAUSES INCORPORATED BY REFERENCE (FEB 1998):

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. The Offeror is cautioned that the listed provisions may include blocks that must be completed by the Offeror and submitted with its quotation or offer. In lieu of submitting full text of those provisions, the Offeror may identify the provision by paragraph identifier and provide the appropriate information with its quotation or offer. **NOTE:** Clause Titles that identify CLINs to which the clause applies are for reference purposes only and each clause will be applied in accordance with the applicable FAR or NFS prescription for that clause. Also, the full text of a clause may be accessed electronically at these addresses:

<http://www.arnet.gov/far/>

<http://www.hq.nasa.gov/office/procurement/regs/nfstoc.htm>

I. FEDERAL ACQUISITION REGULATION (48 CFR CHAPTER 1) CLAUSES

NONE INCORPORATED BY REFERENCE

II. NASA FAR SUPPLEMENT (48 CFR CHAPTER 18) CLAUSES:

CLAUSES INCORPORATED BY REFERENCE	
CLAUSE NUMBER	CLAUSE TITLE (DATE)
1852.208-81	RESTRICTIONS ON PRINTING AND DUPLICATING (NOV 2004)
1852.223-70	SAFETY AND HEALTH (APR 2002)
1852.223-75	MAJOR BREACH OF SAFETY OR SECURITY (FEB 2002)
1852.223-76	FEDERAL AUTOMOTIVE STATISTICAL TOOL REPORTING (JULY 2003)
1852.242-72	DENIED ACCESS TO NASA FACILITY (OCT 2015)

H.2. EXPORT LICENSES (NFS1852.225-70) (FEBRUARY 2000)

- (a) The Contractor shall comply with all U.S. export control laws and regulations, including the International Traffic in Arms Regulations (ITAR), 22 CFR Parts 120 through 130, and the Export Administration Regulations (EAR), 15 CFR Parts 730 through 799, in the performance of this contract. In the absence of available license exemptions/exceptions, the Contractor shall be responsible for obtaining the appropriate licenses or other approvals, if

- (c) **Violation.** The Contractor shall report any violation of the OCI Plan, whether by its own personnel or those of the Government or other Contractors, to the Contracting Officer. This report shall include a description of the violation and the actions the Contractor has taken or proposes to take to mitigate and avoid repetition of the violation. After conducting such further inquiries and discussions as may be necessary, the Contracting Officer and the Contractor shall agree on appropriate corrective action, if any, or the Contracting Officer shall direct corrective action.
- (d) **Breach.** Any breach of the above restrictions or any nondisclosure or misrepresentation of any relevant facts required regarding organizational conflicts of interests to be disclosed may result in termination of this contract for default or other remedies as may be available under law or regulation.
- (e) **Subcontracts.** The Contractor shall include the substance of this clause, including this paragraph (e), in subcontracts where the work includes or may include tasks related to the actual organizational conflict of interest. The terms "Contractor" and "Contracting Officer" shall be appropriately modified to reflect the change in parties and to preserve the Government's rights.

(End of Clause)

H.5. DISCLOSURE OF ORGANIZATIONAL CONFLICT OF INTEREST AFTER CONTRACT AWARD

- (a) If the Contractor identifies an actual or potential organizational conflict of interest that has not already been adequately disclosed and resolved, the Contractor shall make a prompt and full disclosure in writing to the Contracting Officer. This disclosure shall include a description of the action the Contractor has taken or proposes to take in order to resolve the conflict. This reporting requirement also includes Subcontractors' actual or potential organizational conflicts of interest not adequately disclosed and resolved prior to award.
- (b) If there is an Organizational Conflict of Interest Plan in the contract, the Contractor shall periodically update the plan, based on changes such as changes to the legal entity, the overall structure of the organization, Subcontractor arrangements, Contractor management, ownership, ownership relationships, or modification of the work scope.

(End of Clause)

H.6. LIMITATION OF FUTURE CONTRACTING (NFS 1852.209-71) (DEC 1988)

See Page H 3a of 21 for incorporation of Contractor's Organizational Conflict of Interest (OCI) Plan clause stipulating its Limitation of Future Contracting."

(End of Clause)

H.6. LIMITATION OF FUTURE CONTRACTING (NFS 1852.209-71) (DEC 1988)

(a) The Contracting Officer has determined that this acquisition may give rise to a potential organizational conflict of interest. Accordingly, the attention of prospective offerors is invited to FAR Subpart 9.5—Organizational Conflicts of Interest.

(b) The nature of this conflict is (potentially) in the areas of Biased Ground Rules and Unequal Access to Information as those terms are defined in RFP NNS14478585R, paragraphs L.I-21(c) (1) and (2).

(c) The restrictions upon future contracting are as follows:

(1) If the Contractor, under the terms of this contract, or through the performance of tasks pursuant to this contract, is required to develop specifications or statements of work that are to be incorporated into a solicitation, the Contractor shall be ineligible to perform the work described in that solicitation as a prime or first-tier and lower tier subcontractors under an ensuing NASA contract. This restriction shall remain in effect for a reasonable time, as agreed to by the Contracting Officer and the Contractor, sufficient to avoid unfair competitive advantage or potential bias (this time shall in no case be less than the duration of the initial production contract). NASA shall not unilaterally require the Contractor to prepare such specifications or statements of work under this contract.

(2) To the extent that the work under this contract requires access to proprietary, business confidential, or financial data of other companies, and as long as these data remain proprietary or confidential, the Contractor shall protect these data from unauthorized use and disclosure and agrees not to use them to compete with those other companies.

(End of clause)

- (1) Discussion of the technical approach for performing the work (including safety and quality); for task plan work valued equal to or less than \$150K, a brief explanation of technical approach will suffice.
 - (2) A detailed schedule, including, but not limited to, activities, durations, resources, and deliverables identified in the Government PWS and/or the Contractor's technical approach; for task plan work valued equal to or less than \$150K, a milestone of the schedule will suffice;
 - (3) Detailed cost/price information (reference paragraph i, below, for details);
 - (4) Proposed deviations from the stated PWS requirements;
 - (5) Details of the conflict of interest review and findings in accordance with clause H.5, Disclosure of Organizational Conflict of Interest After Contract Award and H.6(d)(2), Limitation of Future Contracting (if applicable);
 - (6) Any other information required to determine the reasonableness of the Contractor's proposal.
- (i) Procedure for establishing IDIQ Estimated CPIF or FFP:
- (1) The cost/price proposal from the Contractor shall include the applicable burdened labor rates as identified in Attachment J-1, Appendix B, IDIQ Direct/Indirect Rates and Profit/Fee, unless otherwise approved by the Contracting Officer. The Contractor shall include a detailed Basis of Estimate (BOE) identifying the cost by months required to perform the task plan work. For task plan work valued equal to or less than \$150K, a brief explanation of the BOE will suffice, the CO reserves the rights to request additional data. In addition, the Contractor shall provide labor hours, material, equipment and other direct costs, and/or any other appropriate information to allow the Government to determine the reasonableness of the Contractor's proposal. When applicable, the Contractor shall utilize the worksheet identified at Clause I.23, Proposal Adequacy Checklist.
 - (2) The Contractor shall substantiate and provide the basis for all proposed costs (e.g., based on RS Means Facilities Construction Cost Data, historical data, competition, another appropriate (as determined by the Contracting Officer) industry standard).
 - (3) Direct Labor:
 - i. The Contractor shall include a detailed breakdown of direct labor hours for each labor category performing the task order work. For task order work valued equal to or less than \$150K, a simple breakdown of direct labor hours for each category will suffice.

the Government. The Contractor shall immediately notify the Contracting Officer's Representative (COR) and the Contracting Officer if performance of an activity would result in the performance of an inherently Governmental function.

(b) Non-Personal Services Contract – In accordance with FAR 37.101, this contract is a non-personal services contract in that the Contractor personnel rendering the services shall not be subject, either by the contract's terms or by the manner of its administration, to the continuous supervision and control of a Government officer or employee. The Contractor shall immediately notify the COR and the Contracting Officer if, through contract administration, the actions of a Government employee will result in the performance of a personal services contract.

(c) Identification of Contractor Personnel – All Contractor personnel who attend meetings, answer Government telephones, use a nasa.gov e-mail address, or work in situations where their actions could be construed as acts of Government officials shall clearly identify themselves as Contractor personnel. Contractor employees shall not identify themselves as representing NASA but rather shall identify themselves as being under contract to NASA. Additionally, all Contractor work spaces located on NASA premises shall be clearly identified.

(End of clause)

H.12. ASSOCIATE CONTRACTOR AGREEMENT (ACA)

Given the unique role of this contract for supporting all other entities at SSC & MAF, the Contractor shall engage in cooperative relationships that facilitate effective management of overall SSC & MAF operations. The Contractor shall establish ACAs as required or as directed by the Contracting Officer for the coordination and exchange of information with other NASA associate Contractors during SACOM's period of performance. The information to be exchanged shall be that which is required by NASA for the Contractor and the associate Contractors to successfully execute their respective NASA contract or agreement requirements at SSC & MAF. The Contractor shall pursue and foster cooperative efforts and goodwill in a manner that shall benefit SSC & MAF with increased safety, efficiency, and productivity. At a minimum, the Contractor will enter into ACAs with the current NASA associate Contractors, which include:

NASA Contract / Agreement Number	Title of NASA Contract or Agreement	Contractor / Entity
NNM07AB03C	Stages (SLS)	The Boeing Company
NNJ06TA25C	Orion (SLS) / Crew Exploration Vehicle (CEV)	Lockheed Martin Corporation
NNM11AA04C	NASA Integrated Communications Services (NICS)	Science Applications International Corporation (SAIC)

NNX11AA01C	Agency Consolidated End-User Services (ACES)	HP Enterprise Services, LLC
NNM12AA08C	Protective Services for MSFC and MAF	Excalibur Associates, Inc.
NNS12AA11C	Protective Services for SSC	ISS Action Inc.
NNS10AA47C	Laboratory Service	A2 Research Inc.

The Contractor shall negotiate and document formal ACAs with the aforementioned NASA associate Contractors to address coordination, cooperation, and communication. The Contractor shall establish the means for the exchange of data and communications as needed in order to keep the Space Launch System (SLS) and/or any other NASA program or project's elements fully informed, as well as to minimize Government involvement between the Contractor and other NASA associate Contractors operating at SSC & MAF. In formulating and documenting the ACAs, the Government shall not be a named party in the ACAs.

- (a) The effectiveness of this joint cooperation between the Contractor and the other NASA associate Contractors operating at SSC & MAF will be evaluated as part of the contract award-term process, as defined in Attachment J-3, Appendix B, Award Term Option Evaluation Plan of this contract.
- (b) All ACAs to include those in the table above shall be accomplished within three (3) months of written notification from the CO to the Contractor that an ACA is required. A copy of each ACA shall be provided to the CO and Contracting Officer's Representative (COR).
- (c) The Contractor is not relieved of any contractual requirements or entitled to any adjustments to this contract's value or terms and conditions because of a failure to resolve a disagreement with any NASA Associate Contractor. All costs associated with ACAs are included in the negotiated cost of this contract.
- (d) Liability for the improper disclosure of any proprietary data contained in or referenced by any ACA shall rest with the parties to the agreement and not the Government.

(End of Clause)

H.13. COMPUTING SERVICES

The Office of Federal Procurement Policy (OFPP) Administrator issued a notice in the Federal Register, dated December 4, 2013, revising the benchmark limitation on Contractor employee compensation under Government contracts for fiscal year 2011 from \$763,029 to \$952,308 (See 78 FR 72930). The \$952,308 amount is to be used for Contractor fiscal year 2012 and any subsequent Contractor fiscal years unless and until revised by OFPP. The limitation amount applies to contract costs incurred after January 1, 2012, under defense and civilian agency contracts, whether or not the contract was previously subject to a statutory limitation on compensation. Compensation in excess of the benchmark limitation is unallowable.

(End of Clause)

H.25. CONTRACTOR REPRESENTATIVE(S)

The Contractor shall designate one of its personnel at SSC to act as project manager, and delegate to this person the complete authority to decide all matters connected with this contract. The Contractor shall further designate a local second employee as alternate with the authority to act as and on upon behalf of the manager in the event of the absence or incapacity of the designated manager. The Contractor shall advise the Contracting Officer in writing of the persons so designated.

(End of Clause)

H.26. SYNERGY, CONSOLIDATION, ENHANCEMENT, AND INNOVATION

- (a) If applicable, synergies, consolidations, enhancements, and innovations that were included in the proposal submitted in response to the SACOM solicitation and accepted by the Government will be incorporated into this clause. The incorporation of the below items does not relieve the Contractor from the responsibilities of meeting all other contract terms and conditions. By incorporating the below items into this contract, the Contractor agrees to fully implement each with all of the implied requirements such as reliability and quality assurance, and appropriate documentation, as applicable. The Contractor shall perform the items on all applicable work performed, unless specifically waived by the Contracting Officer in writing.
- (b) There shall be no increase in the estimated cost of the contract as a result of the Contractor's full implementation of the below items. The Government will evaluate the Contractor's progress in fully implementing the below items in the Award Term Option evaluation process (reference Attachment J -3, Appendix B, Award Term Option clause).

Refer to Section H page 19a – 19c for list of Synergies, Consolidations, Enhancements, and Innovations

(End of clause)

Pages 40 through 42 redacted for the following reasons:

(b)(4)

H.27: KEY PERSONNEL AND FACILITIES (NFS 1852.235-71) (MARCH 1989)

- (a) The personnel and/or facilities listed below (or specified in the contract Schedule) are considered essential to the work being performed under this contract. Before removing, replacing, or diverting any of the listed or specified personnel or facilities, the Contractor shall (1) notify the Contracting Officer reasonably in advance and (2) submit justification (including proposed substitutions) in sufficient detail to permit evaluation of the impact on this contract.
- (b) The Contractor shall make no diversion without the Contracting Officer's written consent; provided that the Contracting Officer may ratify in writing the proposed change, and that ratification shall constitute the Contracting Officer's consent required by this clause.
- (c) The list of personnel and/or facilities (shown below or as specified in the contract Schedule) may, with the consent of the contracting parties, be amended from time to time during the course of the contract to add or delete personnel and/or facilities.

Mike Matteson	General Manager
(b)(4)	SSC Deputy General Manager / Transformation Office
	Deputy General Manager Manufacturing & Support
	Gateway 2020
	Business Manager
	Safety/ Health/ Environmental Manager
	Quality Assurance & Reliability Manager
	Logistics & Property Manager
	Test Operations & Support Manager
	Engineering Service Manager
	Facility Operations & Maintenance Manager

(End of clause)

H.28. COMPLIANCE WITH SERVICE CONTRACT ACT (SCA) AND COLLECTIVE BARGAINING AGREEMENT (CBA)

The SCA Wage Determinations (WD) provided at Attachment J-4, Appendix A and the Collective Bargaining Agreements (CBAs) provided at Attachment J-4, Appendix B are applicable to this requirement. The Contractor shall adhere to these SCA WDs and the required wages and fringe benefits specified in the CBAs, in accordance with 41 U.S.C. 6701, *et seq.*

(End of clause)

H.29. INCORPORATION OF CONTRACTOR'S PROPOSAL

The contractor's proposal, as revised through discussions, and the Final Proposal Revision dated *May 19, 2015, submitted in response to Solicitation NNS14478585R, dated

Revised per Mod 1

May 19, 2014, and supplemented by Amendment 01, 02, 03, 04, 05, and 06 is incorporated into this contract by reference. The PWS at Attachment J-1 shall govern in the event of any inconsistency between the Contractor's proposal and the requirements identified in Attachment J-1 PWS.

NOTE* This information will be filled in at time of Final Proposal Revision (if applicable). Contractor's proposal is attached as Attachment J-12

(End of clause)

H.30. CONTRACTING OFFICER'S AUTHORITY

The Contracting Officer is the only person authorized to approve changes in any of the requirements under this contract and notwithstanding any provisions contained elsewhere in this contract, the said authority remains solely in the Contracting Officer. In the event the contractor effects any such change at the direction of any person other than the Contracting Officer, the change will be considered to have been made without authority.

(End of clause)

H.31. CONTRACTING OFFICER'S REPRESENTATIVES

The Contracting Officer (CO) will designate Contracting Officer's Representatives (CORs) as his representatives for the purpose of quality inspection and assisting the CO in the administration of the contract. Notwithstanding the previous contents of this clause or any other provisions of this contract, the Contracting Officer is the only individual authorized to redirect the effort or in any way modify any of the terms of this contract.

(End of clause)

H.32. STRIKE PLAN

The Contractor shall develop and maintain a strike contingency plan that establishes procedures to cope with labor disputes among its workforce in accordance with DRD PC18-1.1. One copy of the Contractor's Strike Plan shall be provided to the Contracting Officer for acceptance not later than 60 days after award of contract. Changes to the plan shall be submitted to the Procuring Contracting Officer within 45 days of occurrence.

(End of clause)

[END OF SECTION]

52.223-19	COMPLIANCE WITH ENVIRONMENTAL MANAGEMENT SYSTEMS (MAY 2011)
52.224-1	PRIVACY ACT NOTIFICATION (APR 1984)
52.224-2	PRIVACY ACT (APR 1984)
52.225-1	BUY AMERICAN ACT – SUPPLIES (FEB 2009)
52.225-8	DUTY-FREE ENTRY (OCT 2010)
52.225-13	RESTRICTIONS ON CERTAIN FOREIGN PURCHASES (JUN 2008)
52.227-1	AUTHORIZATION AND CONSENT (DEC 2007)
52.227-2	NOTICE & ASSISTANCE REGARDING PATENT & COPYRIGHT INFRINGEMENT (DEC 2007)
52.227-3	PATENT INDEMNITY (APR 1984) – (ALTERNATE I, Fill-In: None) (APR 1984)
52.227-10	FILING OF PATENT APPLICATIONS – CLASSIFIED SUBJECT MATTER (DEC 2007)
52.227-14	RIGHTS IN DATA-GENERAL (DEC 2007)
52.227-16	ADDITIONAL DATA REQUIREMENTS (JUN 1987)
52.228-2	ADDITIONAL BOND SECURITY (OCT 1997)
52.228-5	INSURANCE - WORK ON A GOVERNMENT INSTALLATION (JAN 1997) (CLINS X01 & 901)
52.228-7	INSURANCE - LIABILITY TO THIRD PERSONS (MAR 1996) (CLINS X02 &902)
52.228-8	LIABILITY AND INSURANCE -- LEASED MOTOR VEHICLES (MAY 1999) (CLINS X02 &902)
52.228-11	PLEDGES OF ASSETS (JAN 2012)
52.229-3	FEDERAL, STATE, AND LOCAL TAXES (FEB 2013) (CLINS X01 & 901)
52.230-2	COST ACCOUNTING STANDARDS (MAY 2012)
52.230-6	ADMINISTRATION OF COST ACCOUNTING STANDARDS (JUN 2010)
52.232-1	PAYMENTS (APR 1984)
52.232-8	DISCOUNT FOR PROMPT PAYMENT (FEB 2002) (CLINS X01 & 901)
52.232-9	LIMITATION ON WITHHOLDING OF PAYMENTS (APR 1984)
52.232-11	EXTRAS (APR 1984) (CLINS X01 & 901)
52.232-17	INTEREST (OCT 2010)
52.232-18	AVAILABILITY OF FUNDS (APR 1984)
52.232-22	LIMITATION OF FUNDS (APR 1984) (CLINS X02 & 902)
52.232-19	AVAILABILITY OF FUNDS FOR THE NEXT FISCAL YEAR (APR 1984)
52.232-23	ASSIGNMENT OF CLAIMS (JAN 1986)
52.232-25	PROMPT PAYMENT (JUL 2013) (CLINS X01 & 901)
52.232-25	PROMPT PAYMENT – (ALTERNATE I, (FEB 2002)) (JUL 2013) (CLINS X02 & 902)
52.232-33	PAYMENT BY ELECTRONIC FUNDS TRANSFER— SYSTEM FOR AWARD MANAGEMENT (JUL 2013)
52.233-1	DISPUTES – WITH (ALTERNATE I, (DEC. 1991)) (JUL 2002)
52.233-3	PROTEST AFTER AWARD (AUG 1996) (CLINS X01 &901)
52.233-3	PROTEST AFTER AWARD (AUG 1996) (ALTERNATE I, (JUNE 1985)) (CLINS X02 & 902)

52.233-4	APPLICABLE LAW FOR BREACH OF CONTRACT CLAIM (OCT 2004)
52.237-2	PROTECTION OF GOVERNMENT BUILDINGS, EQUIPMENT AND VEGETATION (APR 1984)
52.237-3	CONTINUITY OF SERVICES (JAN 1991)
52.237-7	INDEMNIFICATION AND MEDICAL LIABILITY INSURANCE (JAN 1997) Fill-In: \$1,000,000
52.237-11	ACCEPTING AND DISPENSING OF \$1 COIN (SEP 2008)
52.239-1	PRIVACY OR SECURITY SAFEGUARDS (AUG 1996)
52.242-1	NOTICE OF INTENT TO DISALLOW COSTS (APR 1984) (CLINS X02 & 902)
52.242-3	PENALTIES FOR UNALLOWABLE COSTS (MAY 2001)
52.242-4	CERTIFICATION OF FINAL INDIRECT COSTS (JAN 1997)
52.242-13	BANKRUPTCY (JUL 1995)
52.243-1	CHANGES-FIXED-PRICE (AUG 1987) (CLINS X01 & 901)
52.243-2	CHANGES-COST REIMBURSEMENT- WITH (ALTERNATE II (APR 1984)) (AUG 1987) (CLINS X02 & 902)
52.243-7	NOTIFICATION OF CHANGES (APR 1984)
52.244-2	SUBCONTRACTS (OCT 2010)
52.244-5	COMPETITION IN SUBCONTRACTING (DEC 1996) (CLINs X02, 901 & 902)
52.245-1	GOVERNMENT PROPERTY (APR 2012)
52.245-9	USE AND CHARGES (APR 2012)
52.246-23	LIMITATION OF LIABILITY (FEB 1997)
52.246-25	LIMITATION OF LIABILITY – SERVICES (FEB 1997)
52.247-1	COMMERCIAL BILL OF LADING NOTATIONS (FEB 2006)
52.247-63	PREFERENCE FOR U.S. FLAG AIR CARRIERS (JUN 2003)
52.247-64	PREFERENCE FOR PRIVATELY OWNED U.S. FLAG COMMERCIAL VESSELS (FEB 2006)
52.248-1	VALUE ENGINEERING (OCT 2010)
52.249-2	TERMINATION FOR CONVENIENCE OF THE GOVERNMENT (FIXED-PRICE) (APR 2012) (CLINS X01 & 901)
52.249-6	TERMINATION (COST REIMBURSEMENT) (MAY 2004) (CLINS X02 & 902)
52.249-8	DEFAULT (FIXED-PRICE SUPPLY AND SERVICE) (APR 1984) (CLINS X01 & 901)
52.249-14	EXCUSABLE DELAYS (APR 1984) (CLINS X02 & 902)
52.251-1	GOVERNMENT SUPPLY SOURCES (APR 2012)
52.251-2	INTERAGENCY FLEET MANAGEMENT SYSTEM (IFMS) VEHICLES AND RELATED SERVICES (JAN 1991) (CLINS X02 & 902)
52.253-1	COMPUTER GENERATED FORMS (JAN 1991)

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- 4.6 Manufacturing and Fabrication Support**
- 4.6.1 Management of Shared Manufacturing Areas/Resources
- 4.6.2 Operations of Shared Manufacturing Areas/Resources (IDIQ Only)

5.0 SITE SERVICES

5.1 Food Services

5.2 Custodial Services

5.3 Grounds Maintenance and Integrated Pest Services

5.4 Occupational Health Services

- 5.4.1 Medical Treatments
- 5.4.2 Occupational Health Services
- 5.4.3 Employee Assistance Program
- 5.4.4 Wellness Center and Physical Fitness Program (SSC Only)

5.5 Internal and External Communications

- 5.5.1 Media Services
- 5.5.2 NASA Visitor Support (Core – SSC Only)
- 5.5.3 Offsite Outreach Activities
- 5.5.4 Onsite Activities
- 5.5.5 Catering (IDIQ Only)
- 5.5.6 History Office (SSC Only)
- 5.5.7 NASA Visitor's Center (IDIQ Only)

5.6 Education Services (IDIQ Only)

- 5.6.1 Workshops
- 5.6.2 Presentations
- 5.6.3 Education Resource Center
- 5.6.4 Tracking
- 5.6.5 Website
- 5.6.6 Astro Camp
- 5.6.7 Higher Education Program Support

5.7 Energy Management, Controls and Operations

- 5.7.1 EMCS Operations
- 5.7.2 Energy Management and Water Conservation

5.8 Fire Protection Services

5.9 Travel Support

6.0 FACILITY OPERATIONS AND MAINTENANCE

6.1 Facility Operations

- 6.1.1 Boiler House (MAF Only)
- 6.1.2 Landfill Operations (SSC Only)

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The Contractor shall develop, maintain, and ensure the following deliverables are auditable and reconcilable to the Contractor's financial management systems:

- DRD MF01-1.3 *Financial Management Report (533M)*
- DRD MF02-1.3 *Financial Management Report Detail (electronic 533M)*
- DRD MF03-1.3 *Maintenance and Operations Cost by Facility Report*
- DRD MF04-1.3 *Service Request Funds Notification Balance-Customer Summary*

PWS TITLE	REQUIREMENTS	ESTIMATED WORKLOAD DATA	PERFORMANCE STANDARD
1.3.2 Work Control Management			
Customer Guide	Develop and update a customer guide of SACOM Services to be used by customers.	One (1) Guide	Guide is easily accessible by all customers NLT 60 days after contract start.
Work Document Coding	Ensure the correct code is utilized per work document (e.g. request, order).	30,000 work orders	No instance of inaccurate code structure on work document.
Work Scheduling	Schedule and arrange work so as to cause no interference with the normal occurrence of Government business and missions.	Daily	No interferences for normal scheduled work.
Outage Notifications	a. Provide notifications of scheduled and unscheduled site outages, failures, and/or anomalies. b. Maintain a current, updated contact list(s) necessary to ensure proper notifications of outages, failures, and/or anomalies.	a. 1,500 b. 400 updates	Provide notification within fifteen (15) minutes of discovery of outage, failure and/or anomaly Eight (8) hours to update once notified of change

1.3.3 Acquisition Management

A. Scope

Acquisition Management includes all services associated with procuring supplies, services, and materials and exercising a subcontracting management program.

B. General Requirements

The Contractor shall acquire supplies, services, and subcontracts in support of NASA, resident agencies, and commercial tenants adhering to the requirements identified in the FAR and NFS. The Contractor shall also procure all supplies and materials required for establishment and

3.0 SAFETY, HEALTH AND ENVIRONMENTAL

A. Scope

NASA is strongly committed to the safety and health of the workforce, teamwork, and integrity between organizations in order to achieve mission success. Safety requirements are a part of the occupational and environmental health of personnel and activities. NASA's commitment is achieved by the following Safety, Health, and Environmental (SHE) critical elements:

- Management leadership and employee involvement
- System and worksite analysis
- Hazard prevention and control
- Safety, health, environmental training
- Environmental compliance

These elements allow for the establishment of a highly skilled, diverse, and motivated workforce committed to achieving mission success. The NASA management team is committed to preventing human injury and ensuring the safety of all operations and products. The Contractor is expected to support these endeavors and demonstrate the same commitment. This section includes requirements for cross-cutting activities which provide the foundation for the success of a SHE program.

B. General Requirements

1. SSC and MAF Requirements

The Contractor shall establish, implement, and administer a SHE program consisting of an industrial safety, occupational health, and environmental program that (1) prevents employee fatalities, (2) reduces the number of incidents, (3) reduces the severity of employee injuries and illnesses, and (4) protects the environment, through the ongoing planning, implementation, integration and management control of these programs in accordance with DRD SA01-3.0, *Safety and Health Plan*. The Contractor's Safety and Health Plan shall address each of the SHE critical elements in detail that is applicable to the contracted effort.

The SHE Program shall be implemented, operated, and maintained in accordance and consistent with the SHE requirements of:

- NPR 1800.1, *NASA Occupational Health Program*
- NPR 8621.1, *NASA Procedural Requirements for Mishap and Close Call Reporting, Investigation, and Recordkeeping*
- NPR 8715.1, *NASA Occupational Safety and Health Programs*
- NPR 8715.3, *NASA General Safety Program Requirements*
- NASA-STD-8719.12, *Safety Standard for Explosives, Propellants, and Pyrotechnics*
- NASA-STD-8719.13, *Software Safety Standard*
- NASA-STD-8719.17, *NASA Requirements for Ground-Based Pressure Vessels and Pressurized Systems (PV/S)*

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- NASA-STD-8739.8, *Software Assurance Standard*
- MPD 1840.1, *MSFC Environmental Health Program*
- MPR 8500.1, *MSFC Environmental Management Program*
- MPR 8715.1, *Marshall Safety, Health and Environmental (SHE) Program*
- MWI 7120.6, *Program, Project, and Institutional Risk Management*
- MWI 8710.1, *Inspection and Certification Process for Pressure Vessels and Systems*
- MWI 8715.1, *Electrical Safety Program*
- MWI 8715.2, *Control of Hazardous Energy (Lockout/Tagout) Program*
- MWI 8715.5, *Area/Building Manager Program*
- MWI 8715.10, *Explosives, Propellant, and Pyrotechnics Program*
- MWI 8715.11, *Fire Safety Program*
- MWI 8715.12, *Safety, Health and Environmental-Finding Tracking (SHEtrak) System*
- MWI 8715.13, *Safety Concerns Reporting System (SCRS)*
- MWI 8715.15, *Ground Operations Safety Assessment Program*
- SPD 8715.8, *Visitor Safety Policy*
- SPR 1280.1, *Stennis Management System Requirements*
- SPR 1740.1, *Pressure Vessel and Pressurized System Procedural Requirements*
- SPR 3700.1, *John C. Stennis Space Center Children in the workplace*
- SPR 6330.1, *Explosive Safety Program*
- SPR 7120.1, *Risk Management Procedural Requirements*
- SPR 8715.1, *SSC Safety and Health Program Requirements*
- SPR 8715.2, *Operational Readiness Program Procedural Requirements*
- SPR 8715.7, *Range Safety Program*
- SPR 8730.1, *Control of Nonconforming Product*
- SPR 8730.2, *NASA SSC Parts Control Program*
- SPR 8730.5, *SSC Material Review Board Procedural Requirements*
- SPR 8730.6, *Foreign Object Elimination Program*
- SPR 8739.1, *Software Assurance Procedural Requirements*
- SSP-8715-0001, *SSC Safety and Health Handbook*
- SCWI-1250-0001, *Food Services Sanitation*
- SCWI-1800-0001, *Ergonomics Program*
- SCWI-1800-0002, *Hearing Conservation*
- SCWI-1800-0003, *Bloodborne Pathogens Control Program*
- SCWI-1800-0005, *Hazard Communication*
- SCWI-1800-0008, *Reproductive and Developmental Health Protection Program*
- SCWI-1840-0001, *Respiratory Protection Program*
- SCWI-8500-0004-ENV, *Hazardous Materials, Hazardous Waste, and Solid Waste Plan*
- SCWI-8500-0018-ENV, *Lead Hazard Control Program Plan*
- SCWI-8500-0019-ENV, *Asbestos Hazard Control Plan*
- SCWI-8500-0029, *Isocyanate Hazard Control Plan*
- SCWI-8700-0002, *Health Physics*
- SCWI-8700-0004, *Ionizing Radiation*
- SCWI-8700-0005, *Nonionizing Radiation*
- SCWI-8710-0003, *NASA Mishap Information System (NMIS)*
- SCWI-8715-0001, *John C. Stennis Space Center Lightning Warning System*
- SCWI-8710-0001, *System Safety and Health*

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- SCWI-8710-0004, *John C. Stennis Space Center Audit Process Program*
- SCWI-8715-0002, *Personal Protective Equipment*
- SCWI-8715-0003, *Fall Protection Program*
- SCWI-8715-0004, *Confined Space Entry Program*
- SCWI-8715-0005, *Safety, Health, Housekeeping and Essential Item Inspections*
- SCWI-8715-0006, *Electrical Safety Program*
- SCWI-8715-0008, *Construction Safety and Health Program*
- SCWI-8715-0010, *Process Safety Management Program*
- SCWI-8715-0012, *Work in Hazardous Classification Areas*
- SCWI-8715-0013, *Control of Hazardous Energy Lockout/Tagout and Non-Service/Maintenance Hazardous Energy Isolation*
- SCWI-8715-0014, *Heat Stress Program*
- SCWI-8715-0015, *Laboratory Chemical Safety and Health Program*
- SCWI-8715-0016, *SSC Close Call Reporting System (CCRS)*
- SCWI-8730-0002, *Corrective Action, Preventive Action, and Improvement*
- SCWI-8730-0004, *Instructions for Initiating and Processing Form SSC 715- CPI Report*
- SCWI-8730-0005, *Receiving, Inspection and Testing*
- SCWI-8830-0002, *Indoor Air Quality Program*
- SCWI-8838-0002, *Hot Work Permit Program*
- SWI-8710-0001, *Quality Stamp Control*
- SWI-8730-0004, *John. C. Stennis Space Center Safety and Mission Assurance Corrective Action*
- SWI-8735-0001, *SSC Government Industry Data Exchange Program (GIDEP)/NASA ALERTS Implementation*
- SPLN-8621-0003, *Mishap Preparedness and Contingency Plan*
- SPLN-8715-0004, *SSC Chemical Hygiene Plan*
- SPLN-8838-0001, *SSC Fire Protection/Prevention Program Plan*
- SSTD-8070-0007-CONFIG, *Variance and Alternate Standard Requests*
- SSTD-8070-0008-CONFIG, *Discrepancy & Correction Report*
- AS60-OI-021, *MAF Food Sanitation Program*
- AS60-OI-022, *MAF Automated External Defibrillator (AED) Program*
- AS60-OI-023, *MAF Ionizing Radiation Safety Procedures*
- AS60-OI-024, *MAF Ergonomics Program*
- AS60-OI-025, *MAF Bloodborne Pathogen*
- AS60-OI-026, *MAF Confined Space Program*
- AS60-OI-027, *MAF Hearing Conservation Program*
- AS60-OI-028, *MAF Hazard Communication Program*
- AS60-OI-029, *MAF Respiratory Protection Program*
- AS60-OI-030, *MAF Asbestos Program*
- AS60-OI-033, *MAF Industrial Hygiene Program*
- AS60-OI-034, *MAF Occupational Medicine*
- AS60-OI-035, *Non-ionizing Radiation Procedures at MAF*
- OSHA, Environmental Protection Agency (EPA) and other Government safety and health regulations and industry standards, as applicable

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The Contractor shall support the overall NASA SHE Program by engaging in activities to include, but not limited to, administering a site-wide industrial safety and health awareness program in accordance with DRD SA02-3.0, *Safety and Health Awareness Annual Plan*; planning and coordinating monthly/quarterly safety and health meetings; maintaining internal safety and health websites; and providing site-wide safety and health services for NASA, NASA contractors, resident NASA projects, and other users/tenants. These services shall include all aspects of:

- Safety management
- System safety
- Industrial safety
- Test operations safety
- Explosive safety
- Range safety
- Product safety
- Industrial hygiene
- Occupational health including medical services

The Contractor shall establish and monitor a dedicated "Hotline" phone to receive site-wide employee safety, health, and environmental concerns. This hotline shall be available 24 hours a day, 7 days a week. At MAF, the Contractor shall evaluate all employees' hazardous conditions reported using this hotline and record concerns as specified in MWI 8715.13, *Safety Concerns Reporting System (SCRS)*. At SSC, the Contractor shall record all reported hazards on this hotline in the *Close Call Reporting System (CCRS)* in accordance with SCWI-8715-0016, *SSC Close Call Reporting System (CCRS)*.

The Contractor shall perform an annual SHE self-assessment of the Contractor's SHE Program in accordance with DRD SA03-3.0, *Contractor Safety and Environmental Health Program Annual Self-Assessment Report*.

2. MAF Only Requirements

The Contractor shall administer the NASA SHE program assuring Center compliance with SHE policies, requirements, and controls to include performing surveillance of users/tenants, other NASA contractors, and visitors within the MAF manufacturing environment in accordance with the applicable documents listed above. In the event that a user/tenant is also the Contractor or its affiliate, the Contractor shall not provide SHE surveillance/oversight for said Contractor/affiliate user/tenant. Instead, the Contractor shall coordinate with the NASA MAF Safety Manager, who will provide independent surveillance of the Contractor/affiliate user/tenant. For the purposes of this requirement, the term "affiliate" shall include, but not be limited to, all members of Joint Ventures and their respective affiliates. This restriction is applicable to all of PWS Section 3.

NOTE: NASA will be responsible for conducting independent surveillance, assessments, evaluations, and inspections to verify MAFs SHE Program's continual compliance in accordance with 29 CFR 1960.26, Conduct of Inspections and NPR 8715.1, and MPR 8715.1.

C. Reporting Requirements

The Contractor shall develop, maintain, and ensure the following deliverables are accurate and timely as defined in the specific DRD(s) listed below:

DRD SA01-3.0	<i>Safety and Health Plan</i>
DRD SA02-3.0	<i>Safety and Health Awareness Annual Plan</i>
DRD SA03-3.0	<i>Contractor Safety and Environmental Health Program Annual Self-Assessment Report</i>

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PWS TITLE	REQUIREMENTS	ESTIMATED WORKLOAD DATA	PERFORMANCE STANDARD
3.0 Safety, Health and Environmental			
Permits	The Contractor shall issue all permits such as hot work, dig, confined space entry, energy, etc..	2,523 hot work; 720 dig; 307 confined space; 900 zero energy	100% of permits issued in accordance with requirements, when requested and required.

3.1 Safety and Risk Management

A. Scope

The Contractor shall establish and implement a System Safety Program that (1) is effective in assessing facilities and operations to identify hazardous conditions and control methods to minimize the level of risk directly or indirectly related to performing an operation or operating a facility; and (2) ensures the residual risks identified during the assessment are accepted by the appropriate level of management based on the overall level of risk classification assigned the facility or operation prior to the actual startup or restart of the facility or operation.

B. Limitations, Restrictions, and/or Special Conditions

At SSC, the Contractor shall provide a Safety Program that is certified by OSHA Voluntary Protection Program (VPP) within eighteen (18) months after contract start. At MAF, the Contractor shall provide a Safety Program that incorporates the OSHA VPP requirements within eighteen (18) months after contract start.

C. General Requirements

1. SSC and MAF Requirements

The Contractor shall ensure all their employees are knowledgeable of, and comply with, all appropriate safety requirements, including personnel certifications and training as described in PWS Section 1.1.5. The Contractor shall promote safety awareness throughout all aspects of Contract performance. The Contractor shall encourage all employees located onsite to report hazardous conditions and/or situations which, if not corrected, have the potential to result in an injury to personnel or damage to equipment/property in accordance with SCWI-8715-0016, *SSC Close Call Reporting System (CCRS)*, MWI 8715.13, *Safety Concerns and Reporting System (SCRS)*, MWI 8621.1, *Mishap and Close Call Reporting and Investigation Program*.

The Contractor shall ensure system and facility safety activities are conducted for all programs and projects in accordance with SCWI 8710-0001, *SSC System Safety and Health* and MWI 8715.15, *Ground Operations Safety Assessment Program*. The Contractor shall ensure safety risks are managed through the systematic identification,

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PWS TITLE	REQUIREMENTS	ESTIMATED WORKLOAD DATA	PERFORMANCE STANDARD
	<p>third parties to include data entry into the NASA provided database. The Contractor shall record and track audit findings to closure in accordance with MPR 8715.1, <i>Marshall Safety Health and Environmental (SHE) Program and MPR 1280.6, Management System Internal Audits</i>, and SPR 1280.1, <i>SSC Management System Requirements</i>. The Contractor shall also track to closure all quality corrective action requests assigned to the Contractor through SHEtrak system by NASA SMA and the SMA Support Contractor.</p>		
<p>Investigations</p>	<p>The Contractor shall provide support during participation in problem and failure investigations to determine root cause and provide recommendation of corrective action. The Contractor shall also track to closure all quality corrective action requests assigned to the Contractor through SHEtrak system by NASA SMA and the SMA Support Contractor in accordance with SWI-8730-0004, John. C. Stennis Space Center Safety and Mission Assurance Corrective Action.”</p>	<p>Two (2) – four (4)</p>	<p>No instance of not supporting investigations when requested by the Government.</p>

3.3 Environmental Health

The Contractor shall implement and maintain an Industrial Hygiene Program and a Health Physics Program.

3.3.1 Industrial Hygiene

A. Scope

The Contractor shall implement and maintain an Industrial Hygiene (IH) Program. IH is the art and science dedicated to the anticipation, recognition, evaluation, communication and control of environmental stressors in, or arising from, the workplace that may result in injury, illness, or impairment, or otherwise affect the well-being of workers and members of the community.

B. Limitations, Restrictions, and/or Special Conditions

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3. Provide expertise in the areas of air emissions management, hazardous and solid waste management, waste water & storm water management, and potable water management to ensure compliance with local, state, and Federal laws and regulations, as well as permit requirements.
4. Submit documentation detailing the results of hazardous and controlled waste management, pollution prevention, spill response, storm water management, and air management activities in accordance with DRD EN04-3.4, *Environmental Monthly Status Report*.
5. Provide a single interface with MSFC Environmental Office on Resources Conservation and Recovery Act (RCRA) Corrective Action issues and MAF onsite support as required. MSFC Environmental Office will be responsible for managing and administrating the RCRA Corrective Action Program (site remediation clean-up activities) at MAF.
6. For SSC, submit documentation detailing information relating to the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) and Federal Facility compliance in accordance with DRD EN05-3.4, *RCRA 3016 Report* and DRD EN06-3.4, *Federal Facilities Compliance and Inspection Report* respectively.
7. Operate MAF environmental systems and equipment, including, but not limited to: the Treatment, Storage and Disposal Facility (TSDF) (Building 159), Chemical Storage Facility (Building 221), the Horizontal Recovery Well, Dense Non-Aqueous Phased Liquid (DNAPL) Trench, the Air Stripper (Pump and Treat Facility), and the Emergency Water Well.
8. Operate SSC environmental systems and equipment, including, but not limited to: Hazardous Waste Handling Facility (Building 2210), Drum Staging and Recycling Facility (Building 7021), and four (4) Pump and Treat Facilities (Buildings 2208, 2211, 2418, and 3308); also document compliance per DRD EN27-3.4, *CERCLA Oversight and System Operations Report*.
9. Identify and interpret changes/impacts to existing and new environmental requirements applicable to the two sites. If applicable, submit impacts and recommendations to the NASA Center Environmental Representative for evaluation.
10. Develop, maintain, implement, and review/update work instructions, plans, organizational issuances processes, and policy/procedures to ensure compliance with NASA Environmental Permits and Regulatory requirements.
11. Provide environmental expertise in support of engineering design review packages.
12. Provide guidance and monitoring of site construction projects for proper implementation of environmental requirements.
13. Identify environmental permit and implementation strategies for both site operations.

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ensure that the Safety Data Sheet (SDS) and waste profile documentation data is accurate, updated, and maintained.

3. Maintain the responsibility for and control of all NASA generated industrial and hazardous waste from initial generation to final disposal offsite. The Contractor shall on an as needed basis maintain SCWI-8500-004-ENV/Hazardous Materials, Hazardous Waste, and Solid Waste Management Plan to ensure waste is managed in compliance with site permits, as well as local, state and Federal laws, and regulations.
4. Identify, approve, and manage site and program generated NASA hazardous waste and petroleum, oil, and lubricant (POL) wastes year round for all satellite accumulation areas (SAAs) and ninety (90) day storage areas. Transport hazardous waste and petroleum, oil, and lubricant (POL) wastes to the Treatment, Storage, and Disposal Facility (Building 159) for MAF and Building 2210 for SSC.
5. Provide overall management of the permitted Treatment, Storage, and Disposal Facility (TSDF), Building 159, at MAF.
6. Prepare and ship all hazardous, non-hazardous, and other solid waste offsite for disposal. For SSC, non-hazardous and other solid waste/refuse is managed and transported to the onsite permitted landfill and rubbish site. Therefore, the Contractor shall submit the appropriate documentation to ensure compliance with SSC's landfill operating permit to include DRD EN11-3.4, *Landfill and Storm Water Report* and DRD EN12-3.4, *Landfill and Rubbish Areas Inspection and Methane Monitoring Report*.
7. Manage all solid waste/refuse containers site-wide to ensure there are no materials or components in the containers that are not considered solid waste or refuse. If unauthorized dumping is detected, report immediately to the NASA Center Environmental Officer.
8. At MAF, the Contractor shall prepare and sign for the Hazardous Waste Manifest to ensure RCRA and Department of Transportation (DOT) compliance for shipping of all waste offsite.
9. Provide support and technical consultation for spill response and clean-up...
10. Prepare and submit a report on hazardous waste in accordance with DRD EN13-3.4, *Hazardous Waste Report*, and on non-hazardous solid waste in accordance with DRD EN14-3.4, *Industrial Solid Waste Report*.
11. Conduct audits of offsite treatment, storage, and disposal facilities in accordance with DRD EN15-3.4, *Offsite Treatment, Storage and Disposal (TSD) Facility Audit Report*.

3.4.6 Hazardous Waste Operations

A. Scope

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A. Scope

The Contractor shall provide Non-Destructive Examination (NDE) services, including extensive capabilities in the areas of inspection and evaluation services. These capabilities must be state-of-the-art and readily available.

B. Limitations, Restrictions, and/or Special Conditions

The Contractor shall ensure personnel performing NDE services are certified to perform duties in accordance with the qualification levels stated by the American Society for Non-destructive Testing (ASNT) in Recommended Practice No. SNT-TC-1A (latest edition). At a minimum, the NDE personnel shall have a current Level 1 or greater NDE certification, applicable to the NDE discipline being performed. The NDE Examiner(s) shall have a current Level 2 or greater NDE certification to perform the evaluation/interpretation of NDE results. All NDE Examiners shall be certified by personnel with an ASNT certified Level 3 only. The Contractor shall conduct all non-destructive examinations in accordance with applicable American Society for Testing Materials (ASTM), American Welding Society (AWS), ASME, and NASA specifications. The Contractor shall maintain NRC and State Materials licenses and registrations for radioactive materials and radiation producing machines.

C. General Requirements

The Contractor shall provide NDE services, which includes but is not limited to, the following: leak inspections by mass spectrometer; radiography (film and digital) and interpretation; ultrasonic examination (including thickness, shearwave, and phased array); borescope inspection; magnetic particle examination; dye penetrant examination; acoustic emission testing; hardness determination; radiation safety; eddy current; positive material identification (PMI), and other inspection and evaluation work. Available NDE services shall include, but are not limited to, the capability to inspect welds up to six (6) inches thick, certify pressure vessel and systems, evaluate and predict failure, evaluate and detect corrosion, evaluate leakage rates in support of component testing, perform NDE Services for products fabricated and assembled by the Contractor, and provide other inspection efforts required to support operations and maintenance (O&M) activities as defined in PWS Section 6.0 *Facility Operations and Maintenance*, as well as other Government operations. These capabilities may extend to inspection of customer products as requested by the customer on an IDIQ basis. When necessary, the Contractor shall conduct a pre-inspection meeting with the customer to define the requirements and objectives of the inspection, physical and design features of the item, test acceptance criteria, and NDE methods to be employed. The Contractor shall also provide the inspection results and appropriate recommendations to the customer. The Contractor shall perform NDE services using NASA approved procedures:

PWS TITLE	REQUIREMENTS	ESTIMATED WORKLOAD DATA	PERFORMANCE STANDARD
3.6 Non-Destructive Examination Services			

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PWS TITLE	REQUIREMENTS	ESTIMATED WORKLOAD DATA	PERFORMANCE STANDARD
NDE Services	The Contractor shall perform NDE services to support Government activities.	SSC: See Attachment J-10, <i>Reference Library</i> MAF: Sixty-three (63) Service Requests	100% of NDE services performed in accordance with requirements, when requested and/or required.”

3.7 Contamination and Foreign Object Debris Program

A. Scope

The Contractor shall establish and monitor an overall integrated facility Contamination and Foreign Object Debris (FOD) Program. The FOD Program shall contain clearly defined user(s)/tenant(s) roles and responsibilities for dealing with contamination and FOD control related items, if applicable. The Contractor shall provide support on an as requested basis (IDIQ) to user(s)/tenant(s) that are responsible for implementing FOD control within assigned dedicated manufacturing areas.

B. General Requirements

The Contractor shall establish and monitor an overall integrated facility Contamination and FOD Program in accordance with SPR 8730.6, *Foreign Object Elimination Program* and AS60-OI-031, *MAF Foreign Object Debris and Contamination Control Program*. The Contractor shall submit a *FOD Prevention Plan* in accordance with DRD RA05-3.7.

NOTE: The Core requirement is for MAF only.

C. Reporting Requirements

The Contractor shall develop, maintain, and ensure the following deliverables are accurate and timely as defined in the specific DRD(s) listed below:

DRD RA05-3.7 *Foreign Object Damage/Debris (FOD) Prevention Plan*

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PWS TITLE	REQUIREMENTS	ESTIMATED WORKLOAD DATA	PERFORMANCE STANDARD
	Hwy 603, Hwy 607, and Texas Flat Road.		
Pruning -- Hedges, Shrubs & Trees	<p>Shrubs shall be pruned only to promote normal development and the removal of damaged or dead limbs.</p> <p>Trimming shall be performed in a manner that maintains or enhances the plant's natural growth patterns.</p> <p>Mature Shrubs/hedges (Annually) Young Shrubs/Hedges (As Required)</p>	<p>MAF: 2800LF mature shrubs/hedges & 300 LF young shrubs/hedges SSC: 2100 LF of shrubs/hedges & 300 LF young shrubs/hedges</p>	No visual damage or dead limbs.
Flower Beds	<p>Maintain Plant Annuals and Plant Beds:</p> <p>A. SSC – Atrium of Building 1100, North and South Gate Sign, and Patio areas in Building 1020, 1002, and 4110.</p> <p>B. MAF – Gate 5, Exploration Park, Building 350 Court Yard/Main Entrance, Building 350 South Entrance and Building 101 Lobby Entrance.</p> <p>Plant beds shall be maintained with a combination of seasonal plantings. The Contractor shall maintain plant beds void of any undesirable vegetation which includes, but not limited to, grass, fungus, thistle, dallis grass, clover, and other vegetation</p>	<p>SSC: 7,100 SF</p> <p>MAF: 7,893 SF</p>	Maintain healthy growth during seasonal months. Maintain landscape areas free of undesirable vegetation.
Mulch	Apply Organic Mulch (e.g. decorative bark) in Planting Beds/Tree Rings. Bark shall be pine or softwood bark mulch.	<p>SSC: 7,100 SF excluding tree rings MAF: 7,893 SF excluding tree rings</p>	Apply bark to maintain a minimum of 2" depth and a maximum of 3" depth bi-annually.
Herbicide	Apply non-selective and pre-emergence herbicide to prevent growth of all vegetation in paved/unpaved parking/storage areas, cracks in paved roads/sidewalks/ dock areas/curb joints, and under elevated pipe/conduit/cable tray runs. Maintain a vegetation free strip	Reference MAF Area Mowing Schedule & SSC Lawn/Road Maintenance Maps	Areas shall remain free of vegetation. If a residual herbicide is used, it must be non-leaching with minimal toxicity.

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PWS TITLE	REQUIREMENTS	ESTIMATED WORKLOAD DATA	PERFORMANCE STANDARD
	including, but not limited to: Fire alarm and suppression. Provide support to work control and PM activities.		operations.

5.9 Travel Support

A. Scope

The Contractor shall operate and maintain all functions necessary to support official travel at SSC in accordance with the Code Federal Travel Regulations (FTR) and Section 9700 of the NASA Procedural Requirements.

B. Limitations, Restrictions, and/or Special Conditions

1. The Contractor shall utilize the most current NASA travel system.
2. Travel coordination shall be in accordance with the Code Federal Travel Regulations (FTR) at URL: <http://www.gsa.gov/portal/content/104790> and Section 9700 of the NASA Procedural Requirements at URL: http://nodis3.gsfc.nasa.gov/OPD_docs/NID_9700_2.pdf
3. The contractor must have authority through Alamo travel to utilize the SABRE booking system in order to view air travel and lodging options, currently not available to NASA through the government travel systems.

C. General Requirements

The SSC travel office shall support travel for SSC civil servants and all personnel on the SACOM contract (SSC and MAF). This includes but not limited to: receiving worksheet from travelers; setting up travel authorizations; booking hotels, airlines and rental cars; corresponding and answering questions from travelers; performing cancellation activities and other duties including maintaining a variety of financial or other records associate with official travel.

The Contractor shall prepare official domestic and international travel documentations using NASA's current travel system. This shall include preparation and processing of travel requests, orders, vouchers, itineraries, schedules, summaries, aircraft, lodging and car rental reservations, and securing government vehicles to travel to/from the airport and/or travel destination from the local transportation office. The Contractor shall also be responsible for obtaining the required administrative approvals, coordination with or notification of companies, organizations, or

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officials to be visited, and updating the traveler as to the status of his/her travel arrangements. These will be accomplished by creating and updating a travel data package.

The Contractor shall request refunds on unused tickets; Assist NASA finance in reconciling ticket cost on Centralized Billing Account (CBA); Verify key information from the traveler's profile when reservations are made.

PWS TITLE	REQUIREMENTS	ESTIMATED WORKLOAD DATA	PERFORMANCE STANDARD	
5.9 Travel Support				
Create and Update Travel Data Packages	The Contractor shall create and update travel data packages as specified in the general requirements.	~940 Actions	Returns Calls within 1 business hour; Forward itinerary to travelers within 1 hour of being completed.	
Historical Workload Data:				
	FY13	FY14	FY15	3- Year Average
# of Travelers	454	480	474	469
Sabre Hotel Reserv.	171	132	170	158
Fed Traveler Reserv.	131	137	0 *	134
Directly Booked Reserv.	132	161	137	143
Travel w/o Hotel	11	15	9	12
Concur reservations	0	48	190 *	24
* New system implemented in July 14				
Total				940

NNS15AA01C, PWS

- a. When operated in support of a test, the HPIW pumps shall be brought on line approximately one (1) hour before the test and operated until after the test is completed. The HPIW operator shall remain in communication with the test conductor during this time to allow for quick response to all requests.
- b. The Contractor shall maintain all Exhaust Systems which fall under the RICE NESHAP Environmental Regulations in accordance with RICE NESHAP Guidelines. The Contractor shall additionally record and provide reports needed to meet the RICE NESHAP guidelines.

2. IDIQ Requirements

- a. The backup generators, located at the HPIW facility, support the A/B Complexes. The Contractor shall operate generators at the request of A/B Complex test operations personnel. Generators are normally used on test days to mitigate the potential for power fluctuations.
- b. The Contractor shall also provide services to support NASA's Standby Generation Agreement with Mississippi Power Company.

6.1.5 Cryogenic and Propellant Operations

The Contractor shall operate the cryogenic and propellant systems and equipment in such a manner that protects the availability, reliability, and redundancy of cryogenic and propellant equipment and/or systems through their life cycle. Operations necessary for maintenance activities and the operations of the MAF LN2/GN2 conversion facility in support of manufacturing, are considered Core requirements.

SSC Only: Required operations include the offloading of cryogenics from delivery trucks into bulk storage at all test facilities. Required operations also include loading six (6) liquid oxygen barges, three (3) liquid hydrogen barges, six (6) gas trailers used for bulk delivery, and storage tanks at the E-complex and HPGF, as well as JP-8, RP-1, IPA, methane, TEA/TEB, hydrogen peroxide and any other propellants in use at SSC. Loading or unloading of propellants from bulk storage vessels including barges to test stand run tanks is considered to be an IDIQ task. The Contractor shall coordinate barge deliveries to the SSC test complex. The Contractor shall coordinate barge deliveries to the SSC test complex.

NOTE: Requirements associated with propellant barge movements are addressed in the PWS Section 2.0.

6.1.6 Industrial Wastewater Treatment Facility (IWTF) Operations (MAF only)

The Contractor shall manage and operate the Industrial Wastewater Treatment Facility (IWTF) in accordance with local, state, Federal regulations, as well as MAF permit requirements. These activities shall include, but are not limited to, operation of associated equipment (e.g., Cyanide/ph/Chromium treatment units, pumps, storage tank, sand and carbon unit, sludge system

Revised per Mod 1



National Aeronautics and
Space Administration
John C. Stennis Space Center
Stennis Space Center, MS 39529-6000

Data Requirement (DR)

Data Procurement Document

1. Number Issue
Modification 1

2. Title: Five Year Equipment Plan	3. DR Number Page Date Rev. FA01-4.1 Page 1 of 1
---------------------------------------	---

SUBMITTAL REQUIREMENTS

4. Type: 1	5. Frequency of Submission: One (1) Five Year Equipment Plan (updated for deviations of items greater than \$25K and annually)
6. Distribution: Approval: SF02, AS60 Distribution: SF02, AS60	
8. As of Date: The 15th of June (for the start of next fiscal year.	7. Initial Submission: 5-Year Equipment Plan Submitted within 30 Days of Contract Start.

DATA REQUIREMENT DESCRIPTION (DRD)

9. Use: To provide status to the Government of Government Furnished Property (GFP) and additional equipment that may need to be refurbished, replaced, or acquired. The annual update equipment plan will assist the Government in planning future equipment procurements.	10. Reference: None
---	---------------------

11. Preparation Information:
The contractor shall develop a planning process for the replacement of capital equipment, including but not limited to refurbishment or remanufacturing of existing equipment, new equipment purchases, and other related items
1. The contractor shall request inputs from the MAF users, tenants, and NASA Programs for incorporation of items into the MAF 5-year Equipment Plan.
 2. The contractor shall prepare a 5-year Property, Plant and Equipment Capital Asset Plan, update it annually or updated for deviations of greater than \$25K. The plan shall include, but not limited to a description of the items to be acquired, estimated price, purchase specifications, acceptance criteria, purchase justification and priority of need and requesting source (i.e. tenant, program). The contractor shall provide a more detail assessment (requirements and budget) for the upcoming fiscal year items with a forecast for the subsequent out years. The upcoming fiscal year plan will also include an engineering assessment of each item (e.g., requirement definition, research, item selection, and determination of installation/design for installation) and any other pertinent data that is required to direct purchase the items without additional information from the government.
 3. The contractor shall prepare and submit the 5-year plan to NASA for approval.
 4. Any deviations from the approved plan, individual items greater than \$25,000, shall require concurrence by NASA (no need for prior to acquisition as all items will have to be inputted by Gov into direct buy system or by task order.)

NNS15AA01C, PWS

DRD FA06-6.0
 DRD FA07-6.0
 DRD GA01-6.0
 DRD GA12-6.0

Reliability Centered Maintenance (RCM) Metric Report
HQ Functional Performance Metric Report
Operations and Maintenance Plan
5-Year Equipment Plan

PWS TITLE	REQUIREMENTS	ESTIMATED WORKLOAD DATA	PERFORMANCE STANDARD
6.0 Facility Operations and Maintenance			
Operations and Maintenance Plan	Provide an Operations and Maintenance Plan (in accordance with DRD GA01-6.0) to address how the Contractor intends to comply with the requirements of PWS Section 6.	One (1)	In accordance with the DRD GA01-6.0.
Deferred Maintenance Assessment	Support the NASA Headquarters annual Deferred Maintenance (DM) Assessment of all facilities	2 weeks SSC: 1 week long period MAF: 1 week long period	Complete assessment of all facilities on time
OMFIT	Support NASA HQs sponsored Operations and Maintenance Facilities Innovation Team (OMFIT) monthly VITS and Face-to Face meetings.	1 VITS monthly; 2 presentation; maximum of 2 face-to-face meetings	Participation by subject matter experts for at least 95% of all OMFIT elements
Asbestos Hazard Control Floor Plans (SSC Only)	The Contractor shall update Asbestos Hazard Control Floor Plans (AHCFFP) when building modifications impact the current AHCFFP. The Contractor shall coordinate with NASA to post AHCFPs on SSC Environmental web page.	As ordered, minimum of one per year	Update AHCFFP within 30 days of building modification. Update website within 30 days of updated AHCFFP.
Change Log (SSC Only)	The Contractor shall maintain a change log to track, at a minimum, all buildings (and specific area) where asbestos exists, the date building modifications that change the AHCFFP was performed, the date the AHCFFP was updated.	N/A	Updated change log and make available for inspection by the Government. Respond to request for inspection within 2 days.

6.1 Facility Operations
A. Scope



National Aeronautics and
Space Administration
John C. Stennis Space Center
Stennis Space Center, MS 39529-6000

Data Requirement (DR)

Data Procurement Document

1. Number Issue
Modification 1

2. Title:

Title V Air Operating Permits Report (SSC Only)

3. DR Number Page Date Rev.

EN08-3.4 Page 1 of 1

SUBMITTAL REQUIREMENTS

4. Type:

2

5. Frequency of Submission:

SA Compliance Report, as of January 20th and July 20th
AN Certification of Compliance MDEQ & EPA, as of January 20th

6. Distribution:

RA02

7. Initial Submission:

Follow Stated Schedule - #5, Frequency of Submission (after contract start)

8. As of Date:

See #5, Frequency of Submission

DATA REQUIREMENT DESCRIPTION (DRD)

9. Use:

To provide data required by the MDEQ permit for submission to EPA Region IV and MDEQ.

10. Reference:

Mississippi Air Regulations/11 Miss. Admin. Code Pt.2, Ch. 6 for Title V Permit # 1000-00005

11. Preparation Information:

Establishes the requirement for preparation of the semi-annual and annual report that are required by the Title V Air Operating permits.

1. All monitoring as required by the Title V permit.
2. The annual certification shall include an identification of each term or condition of the permit, compliance status, whether compliance was continuous or intermittent, method used to determine status, and any other facts that are pertinent to the permit. All instances of deviations from permit requirements must be clearly identified.
3. All reports must contain the following statement "Based on the information and belief formed after reasonable inquiry, the statements and information in the following report are true, accurate, and complete". The report must be signed by the 'Responsible Official', which is the SSC Center Director.



National Aeronautics and
Space Administration
John C. Stennis Space Center
Stennis Space Center, MS 39529-6000

Data Requirement (DR)

Data Procurement Document

1. Number Issue
Modification 1

2. Title: Facility Proposed Project Plan	3. DR Number Page Date Rev. FA01-4,1 Page 1 of 1
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SUBMITTAL REQUIREMENTS

4. Type: 1	5. Frequency of Submission: One (1) Five year CoF Plan (updated quarterly).
6. Distribution: Approval: RA10/AS60/ SF01 Distribution: EA00, TA00 AS60	7. Initial Submission: CoF Facility Proposed Project Plan issued to NASA CoF technical monitor / NASA COTR within 30 days of contract award.
8. As of Date: The 10th of January, April, July, October	

DATA REQUIREMENT DESCRIPTION (DRD)

9. Use: To provide the necessary communication between the government and contractor in the area of Construction of Facilities (CoF).	10. Reference: SCWI-8810-0001 NPD 8820.2C NPR 8820.2F
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11. Preparation Information:
The CoF Facility Proposed Project Plan shall detail the support to the NASA CoF Program Manager. This plan should include the process flow, data collecting / submitting, preparing, and project selection support as outlined in the following items:

1. The CoF Data Call is a competitive process whereby the Facilities Engineering and Real Property (FERP) division at NASA HQ selects CoF projects among the Agency's ten centers based on a project's risk assessment, need and available budget.
2. The contractor shall provide support to NASA SSC's CoF Data Call process as described in SCWI-8810-0001. The contractor shall provide support to NASA MAF's CoF Data Call process as outlined in NPR 8820.2.
3. To support NASA project submission's the contractor shall assist the development of a Five Year CoF Plan and support collection of data in the development of the subject plan. All projects submitted shall meet the requirements of NASA Policy Directive (NPD) 8820.2C, Design and Construction of Facilities and NASA Procedural Requirement (NPR) 8820.2F, Facility Project Requirements.
4. CoF Project Data shall be collected at the request of the NASA CoF Program Manager. CoF Data shall include the research to accurately complete SSC Form 702, SSC Project Data Sheet, for each proposed project (usually between 40 - 100 Project Data Sheets). Select projects from the CoF Project Data collection shall be further researched to prepare for a detailed NASA HQ submission package.
5. NASA HQ Submission packages shall include, but not limited to, NASA Form 1509/1510, Risk Analysis, Economic Analysis, Quad Charts and data sheets (usually between 5 - 10 Packages).

**DEPARTMENT OF DEFENSE
CONTRACT SECURITY CLASSIFICATION SPECIFICATION**
*(The requirements of the DoD Industrial Security Manual apply
to all security aspects of this effort.)*

1. CLEARANCE AND SAFEGUARDING

a. FACILITY CLEARANCE REQUIRED
Secret

b. LEVEL OF SAFEGUARDING REQUIRED
None

2. THIS SPECIFICATION IS FOR: *(X and complete as applicable)*

a. PRIME CONTRACT NUMBER
NNS15AA01C

b. SUBCONTRACT NUMBER

c. SOLICITATION OR OTHER NUMBER DUE DATE (YYYYMMDD)

3. THIS SPECIFICATION IS: *(X and complete as applicable)*

a. ORIGINAL *(Complete date in all cases)* DATE (YYYYMMDD)
20151102

b. REVISED *(Supersedes all previous specs)* REVISION NO. DATE (YYYYMMDD)

c. FINAL *(Complete Item 6 in all cases)* DATE (YYYYMMDD)

4. IS THIS A FOLLOW-ON CONTRACT? YES NO. If Yes, complete the following:
Classified material received or generated under **NONE** *(Preceding Contract Number)* is transferred to this follow-on contract.

5. IS THIS A FINAL DD FORM 254? YES NO. If Yes, complete the following:
In response to the contractor's request dated _____, retention of the classified material is authorized for the period of _____

6. CONTRACTOR *(Include Commercial and Government Entity (CAGE) Code)*

a. NAME, ADDRESS, AND ZIP CODE
SYNCOM SPACE SERVICE LLC
6500 West Freeway, Suite 400
Fort Worth, TX 76116

b. CAGE CODE

c. COGNIZANT SECURITY OFFICE *(Name, Address, and Zip Code)*
Defense Security Service, San Antonio Field Office
Main: 210-810-4495
Fax: 210-826-0817
Email: sanantonio.iofss@dss.mil

7. SUBCONTRACTOR

a. NAME, ADDRESS, AND ZIP CODE

b. CAGE CODE

c. COGNIZANT SECURITY OFFICE *(Name, Address, and Zip Code)*

8. ACTUAL PERFORMANCE

a. LOCATION
NASA
John C Stennis Space Center
Stennis Space Center, MS 39529

b. CAGE CODE

c. COGNIZANT SECURITY OFFICE *(Name, Address, and Zip Code)*
Defense Security Service Atlanta Field Office (IOFSA)
Main: 770-370-3740
Fax: 770-952-6176
Email: atlanta.iofssa@dss.mil

9. GENERAL IDENTIFICATION OF THIS PROCUREMENT

Provide facilities operating services to the John C. Stennis Space Center and Resident Agencies.

10. CONTRACTOR WILL REQUIRE ACCESS TO:		YES	NO	11. IN PERFORMING THIS CONTRACT, THE CONTRACTOR WILL:		YES	NO
a. COMMUNICATIONS SECURITY (COMSEC) INFORMATION			<input checked="" type="checkbox"/>	a. HAVE ACCESS TO CLASSIFIED INFORMATION ONLY AT ANOTHER CONTRACTOR'S FACILITY OR A GOVERNMENT ACTIVITY		<input checked="" type="checkbox"/>	
b. RESTRICTED DATA			<input checked="" type="checkbox"/>	b. RECEIVE CLASSIFIED DOCUMENTS ONLY			<input checked="" type="checkbox"/>
c. CRITICAL NUCLEAR WEAPON DESIGN INFORMATION			<input checked="" type="checkbox"/>	c. RECEIVE AND GENERATE CLASSIFIED MATERIAL			<input checked="" type="checkbox"/>
d. FORMERLY RESTRICTED DATA			<input checked="" type="checkbox"/>	d. FABRICATE, MODIFY, OR STORE CLASSIFIED HARDWARE			<input checked="" type="checkbox"/>
e. INTELLIGENCE INFORMATION				e. PERFORM SERVICES ONLY		<input checked="" type="checkbox"/>	
(1) Sensitive Compartmented Information (SCI)			<input checked="" type="checkbox"/>	f. HAVE ACCESS TO U.S. CLASSIFIED INFORMATION OUTSIDE THE U.S., PUERTO RICO, U.S. POSSESSIONS AND TRUST TERRITORIES			<input checked="" type="checkbox"/>
(2) Non-SCI			<input checked="" type="checkbox"/>	g. BE AUTHORIZED TO USE THE SERVICES OF DEFENSE TECHNICAL INFORMATION CENTER (DTIC) OR OTHER SECONDARY DISTRIBUTION CENTER			<input checked="" type="checkbox"/>
f. SPECIAL ACCESS INFORMATION			<input checked="" type="checkbox"/>	h. REQUIRE A COMSEC ACCOUNT			<input checked="" type="checkbox"/>
g. NATO INFORMATION			<input checked="" type="checkbox"/>	i. HAVE TEMPEST REQUIREMENTS			<input checked="" type="checkbox"/>
h. FOREIGN GOVERNMENT INFORMATION			<input checked="" type="checkbox"/>	j. HAVE OPERATIONS SECURITY (OPSEC) REQUIREMENTS		<input checked="" type="checkbox"/>	
i. LIMITED DISSEMINATION INFORMATION			<input checked="" type="checkbox"/>	k. BE AUTHORIZED TO USE THE DEFENSE COURIER SERVICE			<input checked="" type="checkbox"/>
j. FOR OFFICIAL USE ONLY INFORMATION		<input checked="" type="checkbox"/>		l. OTHER <i>(Specify)</i>			<input checked="" type="checkbox"/>
k. OTHER <i>(Specify)</i>			<input checked="" type="checkbox"/>				

12. PUBLIC RELEASE. Any information (classified or unclassified) pertaining to this contract shall not be released for public dissemination except as provided by the Industrial Security Manual or unless it has been approved for public release by appropriate U.S. Government authority. Proposed public releases shall be submitted for approval prior to release Direct Through (Specify)

TO THE OFFICE OF COMMUNICATIONS, NATIONAL AERONAUTICS AND SPACE ADMINISTRATION, WASHINGTON, DC 20546. FOR REVIEW.

~~In the Directorate for Foreign Information and Security, Defense Intelligence Agency, Department of Defense, Washington, DC 20315-5000~~
~~To be processed in accordance with the procedures established in the Security Manual~~

13. SECURITY GUIDANCE. The security classification guidance needed for this classified effort is identified below. If any difficulty is encountered in applying this guidance or if any other contributing factor indicates a need for changes in this guidance, the contractor is authorized and encouraged to provide recommended changes; to challenge the guidance or the classification assigned to any information or material furnished or generated under this contract; and to submit any questions for interpretation of this guidance to the official identified below. Pending final decision, the information involved shall be handled and protected at the highest level of classification assigned or recommended. (Fill in as appropriate for the classified effort. Attach, or forward under separate correspondence, any documents/guides/extracts referenced herein. Add additional pages as needed to provide complete guidance.)

Contractor shall supply properly cleared individual(s) up to the level of Secret to handle CLASSIFIED material/information should the need arises.

Contractor may routinely be required to access information that is considered Sensitive But Unclassified (SBU), also known as For Official Use Only (FOUO). Contractor shall be knowledgeable of NISPOM Guidance and pertinent NASA regulations on the handling, storage and safeguarding of information that contains either of the above or similar designations.

In accordance with applicable regulations, Contractor shall develop and implement project operation security (OPSEC) plan(s) that will identify critical information or activity, analyze threat(s), and vulnerability(ies), assess risk, and apply appropriate countermeasures.

Contractor shall provide copy of this DD 254 to subcontractor

Contractor shall notify the NASA Office of Protective Services (OPS) and Contracting Officer if there is a change in key management personnel (KMP) and provide a list of clearance holders to the OPS annually.

References: National Industrial Security Program Operating Manual (NISPOM), DOD 5220.22-M, other applicable policies and procedures as identified by NASA. www.dss.mil

14. ADDITIONAL SECURITY REQUIREMENTS. Requirements, in addition to ISM requirements, are established for this contract. Yes No
 (If Yes, identify the pertinent contractual clauses in the contract document itself, or provide an appropriate statement which identifies the additional requirements. Provide a copy of the requirements to the cognizant security office. Use Item 13 if additional space is needed.)

15. INSPECTIONS. Elements of this contract are outside the inspection responsibility of the cognizant security office. Yes No
 (If Yes, explain and identify specific areas or elements carved out and the activity responsible for inspections. Use Item 13 if additional space is needed.)

16. CERTIFICATION AND SIGNATURE. Security requirements stated herein are complete and adequate for safeguarding the classified information to be released or generated under this classified effort. All questions shall be referred to the official named below.

a. TYPED NAME OF CERTIFYING OFFICIAL	b. TITLE	c. TELEPHONE (Include Area Code)
L S Ward	Security Specialist	(228) 688-3592

d. ADDRESS (Include Zip Code)
 Mail Code RA03
 Stennis Space Center, MS 39529

e. SIGNATURE


17. REQUIRED DISTRIBUTION

<input checked="" type="checkbox"/>	a. CONTRACTOR
<input checked="" type="checkbox"/>	b. SUBCONTRACTOR
<input type="checkbox"/>	c. COGNIZANT SECURITY OFFICE FOR PRIME AND SUBCONTRACTOR
<input type="checkbox"/>	d. U.S. ACTIVITY RESPONSIBLE FOR OVERSEAS SECURITY ADMINISTRATION
<input checked="" type="checkbox"/>	e. ADMINISTRATIVE CONTRACTING OFFICER
<input type="checkbox"/>	f. OTHERS AS NECESSARY

OCTOBER 26, 2014

AGREEMENT

between

Advance Business Solutions



and the
UAW Local 1921

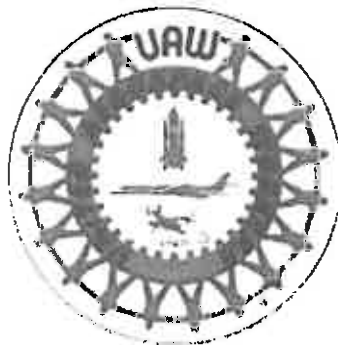


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AGREEMENT

1 This Agreement is entered into the 26th day of October 2014, by and between the International
2 Union, United Automobile, Aerospace and Agricultural Implement Workers of America, (UAW),
3 and its Local No. 1921 - ABS Unit (hereinafter referred to as the "Union"), and Advance Business
4 Solutions Enterprises, Inc. (ABS) (referred to as the "Company"), is intended to assure that there
5 is efficient and non-disruptive contract support to the manufacturing Support and Facility
6 Operations Contract ("MSFOC") at the Michoud Assembly Facility in New Orleans, Louisiana.

7 **WITNESSETH:** This agreement shall pertain only to the employees of the Company in the
8 bargaining unit hereinafter described in the Recognition Clause.

ARTICLE 1 RECOGNITION AND PURPOSE

9 **Section 1.** The Company recognizes the International Union, United Automobile, Aerospace
10 and Agricultural Implement Workers of America (UAW), and its Local 1921, New Orleans,
11 Louisiana, as the exclusive bargaining agent for those employees defined in Section 2 hereof, for
12 the purpose of collective bargaining, in respect to rates of pay, wages, hours of employment and
13 other conditions of employment.

14 "Unit" has the meaning ascribed to it by the National Labor Relations Board, Case No. 15-RC-
15 8836 dated May 3, 2010.

16 **Section 2.** The word "employee" as used herein shall mean only that person or persons who
17 are included in the "unit" and who are regular employees employed at the Michoud Assembly
18 Facility (MAF) excluding all office clerical employees, professional employees, watchmen and/or
19 guards and supervisors as defined in the National Labor Relations Act.

20 "Contracting Officer" – has the meaning ascribed to it by the Contract No: Specialty Sub 003 /
21 Roads and Grounds between the Company and Jacobs Technology Inc.

22 **Section 3.** It is the purpose of the parties that this Agreement will promote and improve
23 harmonious industrial relations between the members of the Union and the Company.

24 **Section 4.** This agreement shall be binding on any and all successors and assigns, who by
25 purchase, lease, transfer of stock or merger or in any other manner, acquire control of the
26 Company's facilities at MAF in New Orleans, Louisiana.

27 **Section 5.** Where used herein, the masculine pronoun shall include the feminine, and
28 references to committeemen shall also refer to committeewomen.

ARTICLE 2 MANAGEMENT RIGHTS

29 The right to hire, discipline, suspend or discharge for cause, transfer, maintain efficiency of
30 employees, promote, and the right to lay off employees because of lack of work, is vested
31 exclusively in the Company provided that this will not be exercised in violation of the terms of
32 this Agreement or be used for the purpose of discrimination against any member of the Union as

1 such. In addition, the Management of the Michoud Facility, the control and regulation of the use
2 of all equipment and other property of the Company, the direction of the working force, the making
3 of rules not in conflict with this Agreement, and the operations of the Michoud Facility, the work
4 to be performed, the schedules of work, the methods, processes and means of manufacturing,
5 installation, modification, testing and maintaining are solely and exclusively the responsibility and
6 prerogative of the Company. It is not intended by the foregoing recitation to limit any of the
7 normal or usual functions of Management or to define all such functions. The Company shall
8 exercise the functions and duties and responsibilities of Management without interference or
9 hindrance by the Union or its members.

ARTICLE 3 UNION SECURITY

10 **Section 1. Check-Off of Union Membership Dues**

11 The Company agrees to deduct union membership dues levied by the International Union or Local
12 Union in accordance with the UAW Constitution and by-laws of the Union from the pay of each
13 worker who is or who becomes a member of the Union within the scope of the bargaining unit as
14 covered by this agreement and who is willing, in accordance with the "Authorization for Check-
15 off of dues" form has voluntarily authorized the Company to do so on a form supplied by the
16 Union.

17 Deductions shall be made in conformity with the International Union constitution and by-laws,
18 applicable state or federal laws article, and the provisions of this article.

19 **Section 2.** A properly executed authorization for check-off dues form for each worker, for who
20 membership dues are to be deducted hereunder, shall be delivered to the Company before any
21 payroll deductions are made. Deductions shall be made thereafter, only under authorization for
22 check-off of dues, which is incomplete, or in error will be returned to the Union by the Company.

23 Thereafter, on or before the fifteenth (15th) of each succeeding month, the Union shall furnish the
24 Company with any additional executed authorization for check-off of dues forms under which
25 union membership dues are to be deducted.

26 After receipt of the authorization for check-off of dues form, the union membership dues for any
27 calendar month shall be deducted from the first full forty (40) hour workweek in the calendar
28 month.

29 In the case of workers returning to work after layoff or leaves of absence, who previously have
30 properly executed Authorization for Check-off of dues form, deductions will be made for
31 membership dues as provided herein.

32 In cases where a deduction is made which duplicates a payment already made to the Union by a
33 worker or where a deduction is not in conformity with the provisions of the International Union
34 Constitution and by-laws, refunds to the worker will be made by the Union.

35 Deductions for any calendar month shall be remitted to the designated Financial Officer of the
36 Union as soon as possible, but no later than the tenth (10th) day after the deduction date. The

1 Company will furnish the designated financial officer of the Union, monthly, with a list of those
2 whom deductions have been made and the amounts of such deductions.

3 Any worker whose seniority is broken by death, quit, discharge or layoff, or who is transferred to
4 a classification not in the bargaining unit, shall cease to be subject to check-off deductions
5 beginning with the month immediately following such an event. The Union will be notified, by
6 the Company, of names of such workers following the end of the month.

7 The Company further agrees to furnish (in electronic form if possible) the Local Union a monthly
8 record of the names, addresses, Phone numbers, from whom deductions have been made together
9 with the amounts of such deductions.

10 Such list shall also show workers laid off and recalled during the month as well as those going on
11 leave of absence and those returning from leave of absence.

12 The Union agrees that on the tenth (10th) day of each month, the Union shall notify the Company
13 in writing, of the names of each associate, who on such date is in arrears of his/her dues as much
14 as thirty (30) days. Such notice shall be signed by the financial officer of the Union and such notice
15 shall certify that it contains the names of workers who, at the time, are in arrears as much as thirty
16 (30) days, beginning with the date such list is furnished to the Company, within which to remove
17 his /her arrearage.

18 **Section 3.** No provision of this article shall apply to the extent that the state's Right to Work
19 Law prohibit it. If under applicable state law, additional requirements shall first be met. In the
20 event there is a repel of 14b of the Taft-Hartley Act or the Louisiana Right to Work Law, the
21 parties agree to meet for the express purpose of negotiating contract language covering Union
22 security.

23 **AUTHORIZATION FOR CHECK-OFF OF DUES**

TO THE _____ COMPANY DATE _____ I hereby assign to Local
Union No. _____, International Union, United Automobile, Aerospace and Agricultural
Implement Workers of America (UAW), from any wages earned or to be earned by me as your
employee (in my present or in any future employment by you), such sums as the Financial Officer
of said Local Union No. _____, may certify as due and owing from me as membership dues,
including an initiation or reinstatement fee and monthly dues in such sum as may be established
from time to time as union dues in accordance with the Constitution of the International Union,
UAW. I authorize and direct you to deduct such amounts from my pay and to remit same to the
Union at such times and in such manner as may be agreed upon between you and the Union at any
time while this authorization is in effect. This assignment, authorization and direction shall be
irrevocable for the period of one (1) year from the date of delivery hereof to you, or until the
termination of the collective agreement between the Company and the Union which is in force at
the time of delivery of this authorization, whichever occurs sooner; and I agree and direct that this
assignment, authorization and direction shall be automatically renewed, and shall be irrevocable
for successive periods of one (1) year each or for the period of each succeeding applicable
collective agreement between the Company and the Union, whichever shall be shorter, unless
written notice is given by me to the Company and the Union, not more than twenty (20) days and

not less than ten (10) days prior to the expiration of each period of one (1) year, or of each applicable collective agreement between the Company and the Union whichever occurs sooner.

This authorization is made pursuant to the provisions of Section 302 I of the Labor Management Relations Act of 1947 and otherwise. CONTRIBUTIONS OR GIFTS TO THE UAW ARE NOT DEDUCTIBLE AS CHARITABLE CONTRIBUTIONS FOR FEDERAL INCOME TAX PURPOSES.

(Signature of Employee here)

(Address of Employee)

Advance Business Solutions

(City)

(State)

(Zip)

(Date of Signature) (Employee Clock Number)

(Social Security Number) (Date of Delivery to Employer)

1 **Section 4.** The Company shall not be liable to the International Union or its Local by reason
2 of the requirements of this Article for the remittance or payment of any sum other than constituting
3 actual deductions made from workers' wages earned.

4 The Union shall indemnify and hold harmless the Company against any and all liability, which
5 may arise by reason of the check-off by the Company of union initiation fees and membership
6 dues from workers' wages in accordance with this Agreement.

7 In the event a worker is on vacation the week dues are deducted, the Company will deduct dues
8 from the vacation check covering that period.

9 **Section 5.** During the life of this Agreement, the Company agrees to deduct from the pay of
10 any worker covered by this Agreement provided that such worker executes of has executed the
11 "Authorization for Assignment of Check-Off of Contributions to UAW V-CAP" form.

12 A properly executed copy of the "Authorization for Assignment and Check-Off of Contributions
13 to UAW V-CAP" form for each worker for whom voluntary contributions to the UAW V-CAP
14 are able to be deducted hereunder, shall be delivered to the Company before any such deductions
15 are made, except as to workers whose authorizations have heretofore been delivered.

16 Deductions shall be made only in accordance with the provisions of and in the amounts designated
17 in said "Authorization and Check-Off of Contributions to UAW V-CAP" form, together with the
18 provisions of this section of the Agreement.

19 Deductions shall be made, pursuant to the forms received by the Company, from the workers first
20 pay received each month so long as the workers authorization has not been revoked and still in
21 effect.

22 Company will remit said deductions to UAW V-CAP Region 5, Bank One Dept #78232 Article
23 23 Voluntary Exchange PO Box 78000 Detroit, MI 48278-0232 each month (with Region 5 on the
24 memo line of the check). The Company further agrees to furnish UAW V-CAP with the names of

1 those workers from whom deductions have been made, and the amounts deducted for each worker.
2 This information shall be furnished along with each remittance.

3 The Union shall indemnify and save the Company harmless from all claims, demands, suits, or
4 any other liability arising out of or by reason of action taken or not taken by the Company for the
5 purpose of complying with this section of the Agreement.

ARTICLE 4 NON-DISCRIMINATION AND NON-COERCION

6 **Section 1. Equal Employment Opportunity.** The Company and the Union agree to provide
7 equal employment opportunity. The Company and the Union will comply with Executive Order
8 11246 and Title VII of the Civil Rights Act and will not discriminate against any employee or
9 applicant for employment because of race, color, religion, national origin, sex, age, veteran status,
10 or presence of a disability or handicap in connection with employment, demotion, upgrading,
11 promotion or transfer, recruitment or recruitment advertising, rates of pay or other forms of
12 compensation, selection for training including apprenticeship, and layoff or termination.

13 **Section 2. Non-coercion.** Neither the Company nor the Union or any of their respective agents
14 or members shall interfere with, restrain, coerce, intimidate, or discriminate against any employee
15 because of membership or non-membership in the Union.

ARTICLE 5 REPRESENTATION

16 **Section 1.** There shall be Two (2) committee persons (a Chairperson and a committee
17 person) whose duties are to settle grievances or disputes between the employees and the
18 supervisor in their respective shifts.

19 **Section 2.** From the committee members elected shall serve as a shop committee. The function
20 of the shop committee is to represent the union in negotiating agreements and in processing
21 grievances.

22 **Section 3.** The names of the Chairperson and committee person will be submitted to the
23 Company after the signing of this Agreement, and the Union Chairperson shall keep the Manager-
24 Human Resources informed, in writing, of changes. Supervisors will handle the grievances of their
25 personnel unless the Union is informed, in writing, otherwise.

26 **Section 4.** During each Company fiscal month the Company will pay for time lost from work
27 by each committee person while handling recognized grievances.

28 (a) The Chairperson and Committee person referred to in Section 1 above will be allowed
29 to spend such time as may be necessary in handling grievances and complaints in
30 accordance with this Article, up to but not exceeding eight (8) hours each in any week
31 in year one (1) of this Agreement and eight (8) hours total each week thereafter without
32 deduction of pay. However, they are to observe all of the conditions and provisions set
33 forth in this Agreement. No part of such time or any other time during working hours
34 shall be spent soliciting grievances.

1 (b) Union representation at Step 3 shall be the President, Chairperson, committee person
2 and the International Representative.

ARTICLE 6 UNION POSTING PLACE

3 A posting area (a bulletin board) will be provided by the Company at the work site for the
4 transmittal of Union information to the employees. The bulletin board shall be in a place so that
5 it is visible to all employees on a daily basis. This posting area is under the auspices of Company
6 rules and regulations of the facility.

ARTICLE 7 UNION VISITATION

7 **Section 1.** Representative(s) from the Union shall be allowed to visit the worksite in the
8 presence of Company officials and with the permission of the Facilities Security, during working
9 hours to ensure that the contract is being enforced. Such visitation shall not interfere with the work
10 of the employee or rules of the facility.

11 **Section 2.** The Company will need from 48 to 72 hours notice in order to place the request(s)
12 for badge(s) with the Security office and comply with the Homeland Security policies at the
13 Michoud Assembly Facility.

ARTICLE 8 GRIEVANCE PROCEDURE

14 **Section 1.** Grievances may be filed by an employee or group of employees, a committee
15 person or the Local. Grievances of a general nature filed by the Local shall be initiated at the
16 second step of the Grievance Procedure.
17 For the purpose of this Agreement the term grievance means any differences arising between the
18 Company and the Union or an employee involving the interpretation or application of the terms of
19 this Agreement. Such grievance, to be valid, must specify the Article and Section of the
20 Agreement believed to be violated.

21 **Section 2.** Grievances, other than those of a general nature, may be processed only by recourse
22 to the following successive steps:

23 (a) **Step One (Immediate Supervisor Level) Oral Presentation**

- 24 (1) Within ten (10) calendar days after the occurrence or knowledge of the situation,
25 condition, or action of Management giving rise to the grievance, the employee
26 affected thereby or his committee person may discuss the grievance with the
27 employee's Supervisor. If presented by the employee, he may also have his
28 committee person present.
29 (2) Within two (2) working days after such presentation, such Supervisor shall give
30 to such employee and the committee person his decision with respect to such
31 grievance.
32 (3) All step one grievance settlements will be on a non-precedent basis.

1 (b) **Step Two (Immediate Supervisor Level) Written Presentation**

- 2 (1) If a settlement is not reached at Step One, the Committee person shall reduce
3 the grievance to writing and appeal the grievance to Step Two within not more
4 than three (3) working days after receipt of the Supervisor's answer, stating the
5 Union's position and relief requested, based on information available to the
6 committee person at the time. A meeting between the Company Manager, the
7 Shop Committee Chairman, and committee person filing the grievance shall be
8 held promptly, but not later than three (3) working days after the appeal from
9 Step 1.
- 10 (2) The Company Manager will give the local union a reply as soon as practical but
11 not later than five (5) working days after the Step Two discussion. It is
12 recognized that the Shop Committee Chairman will be afforded reasonable paid
13 time to reduce the grievance to writing and such time will not be charged against
14 the limits prescribed by Section 4 of Article 5.
- 15 (3) A committee person or Shop Committee Chairman who submits a written
16 grievance to Management shall receive a written reply.

17 (c) **Step Three**

- 18 (1) If the grievance is not settled satisfactorily at Step Two, the Shop Committee
19 Chairman may appeal the grievance in writing within five (5) working days, to
20 the President of ABS or designee, who will arrange a meeting. Additional
21 meetings may be held as agreed to between the Company and the Union.
22 Present at this meeting, at the option of the Union, will be an International
23 Representative, the President of the Local Union and the Shop Committee for
24 the Union.
- 25 (2) The Company shall give its final decision to the Union, in writing, as soon as
26 practical but not later than ten (10) working days after the completion of
27 discussion of any grievance. Time limits may be extended at any step by mutual
28 agreement of the parties.

29 In the event a grievance is not filed for processing or is not processed to the next step of the
30 grievance procedure within the specified time, the grievance will be considered settled without
31 prejudice to any future case and shall not be subject to further appeal.

32 If management fails to provide an answer within the time limit prescribed in any step, then the
33 grievance will be advanced to the next step.

34 **ARTICLE 9** **ARBITRATION**

35 **Section 1.** Any grievance which involves the interpretation or application of this Agreement
36 and which remains unsettled after having been fully processed pursuant to the provisions of Article
37 8 shall be submitted to arbitration upon written request of the Union, provided such request is
38 made within 30 calendar days after the final decision of the Company has been given to the Union
pursuant to Article 8.

1 **Section 2.**

2 (a) Promptly following a request for arbitration meeting the requirements of Section 1 above, the
3 Company or the Union may request the Federal Mediation and Conciliation Service to submit
4 a panel of seven (7) arbitrators. Each party shall promptly accept or reject the first panel
5 submitted. If such panel is so rejected, the parties shall immediately request a new panel which
6 must be used. Upon mutual acceptance of the first panel or receipt of a second panel, as the
7 case may be, the Union and the Company shall alternately strike a name from the panel until a
8 single name remains and that person shall be the arbitrator.

9 (b) The arbitrator selected shall have no power or authority to amend, alter, or modify this
10 Agreement, including any appendices hereto, but shall be limited to deciding whether or not a
11 violation of its express terms has been committed. It is specifically agreed that no arbitrator
12 shall have the authority to substitute his discretion for that of the Company in cases where the
13 Company has retained discretion or the right to act under this Agreement, provided however
14 that the arbitrator shall have the authority to decide whether the Company had just cause to
15 discipline or discharge an employee. It is further specifically agreed that no arbitrator shall
16 have any authority in questions involving general wage rates paid employees or the wage rate
17 structure, or to decide any matter involving production standards (except discipline), or
18 involving the establishment, administration, interpretation or application of any Company
19 pension plan or insurance plan, except for agreed-upon benefit levels; or to hear any grievance
20 involving the discipline or discharge imposed upon any probationary employee.

21 **Section 3.** The award of an arbitrator so selected upon any grievance so submitted to him shall
22 be final and binding upon all parties to this Agreement.

23 **Section 4.** No more than one grievance may be submitted to or be under review by any one
24 arbitrator at any one time unless by prior mutual agreement of the parties. The arbitrator's fees and
25 other arbitration costs shall be borne equally by the parties. Each of the parties shall pay the full
26 cost of presenting its own case including payments to technical experts engaged for testimony, and
27 all other witnesses.

28 **Section 5.** Time requirements stipulated in this article may be shortened or extended upon the
29 mutual written agreement of both parties.

30 **ARTICLE 10 STRIKES AND LOCKOUTS**

31 **Section 1.** The Union agrees that it will not authorize, instigate, aid or condone a strike, work-
32 stoppage or slowdown for any reason but will attempt to prevent same and the Company agrees
33 that it will not engage in a lockout during the terms of this agreement of any extension thereof.

34 **Section 2.** The Union further agrees that it will take every action which is within its power to
35 induce employees engaged in a strike or work-stoppage to return to work.

36 **Section 3.** Employees engaged in any such activity who do not return to work within forty-
37 eight (48) hours during any regular work week excluding Saturdays, Sundays and Holidays after
38 Company notification to the Union of such activity, shall subject employee to discharge
immediately.

ARTICLE 11 SENIORITY

1 **Section 1.** Seniority shall be the determining factor in matters affecting layoff, re-
2 employment, transfer, demotions and promotions (except management positions) if factors of
3 ability and aptitude are relatively equal.

4 **Section 2.** Seniority of each employee shall be determined according to the length of time he
5 is employed by the Company at the Michoud Assembly Facility covered by contract no: Specialty
6 Sub 003 – Roads and Grounds (or any subsequent number which may be assigned or previous
7 number) between the Company and Jacobs Technology Inc. (US Government Prime Contractor).
8 When application of this provision results in equal seniority for two or more employees, seniority
9 orders shall be determined by the highest last four (4) digits of the employees' social security
10 numbers.

11 **Section 3. Loss of Seniority**

12 Seniority shall be lost and all rights under this Agreement forfeited with the occurrence of any
13 of the following:

- 14 a) quits or is retired;
- 15 b) is discharged for cause;
- 16 c) fails or refuses to respond to recall and report to work within ten (10) work days after
17 receipt of notice of recall from the Company, except the reporting time may be
18 extended where there is a satisfactory reason given to warrant leniency;
- 19 d) is absent for three (3) consecutive work days without reporting to the Company a
20 justifiable reason that is acceptable to the Company. Compliance with this paragraph
21 is not to be construed to mean that excessive absenteeism will be tolerated;
- 22 e) accepts a total permanent disability settlement regarding a Worker's Compensation
23 Claim.
- 24 f) Failure to be recalled from layoff within twenty-four (24) months after such layoff.
- 25 g) The employee fails to return to work at the expiration of an approved leave of absence
26 unless a justifiable reason is given that is acceptable to the Company.
- 27 h) Refusal by the cognizant Government agency, i.e. NASA, to grant required security
28 clearance.

29 **Section 4. Probationary Period**

- 30 a) All employees shall be considered probationary employees for the first ninety (90)
31 calendar days of employment. During this period the Supervisor will perform progress
32 reviews with the probationary employee at 30, 60, and 85 day increments. This
33 progress review will be documented and is intended to provide the employee with
34 feedback as to his development into the position. Any decision of the Company to
35 terminate or otherwise discipline a probationary employee shall be final and not subject
36 to the Grievance and Arbitration provisions of this Agreement. Upon satisfactory
37 completion of the probationary period, the employee shall become an employee with
38 seniority dating from the date of hire. It is further understood that all employees are
39 eligible for benefits as of thirty (30) days after their date of hire.
- 40 b) The Company agrees to afford the Union the opportunity to participate in the
41 orientation program for new hourly employees.

- 1 c) The Union's presentation will occur during the final portion of the orientation program.
2 The Company further agrees that the Local Union President or the Vice-President or
3 the Chairman of the Bargaining Committee may be present at the orientation session to
4 answer questions regarding the Union's presentation. The Union will be notified by
5 the Company the Friday before a scheduled orientation.
- 6 d) At the time of hire, the employee will be advised of his hourly rate of pay for the
7 classification in which he is being hired.

8 **Section 5. Preferential Seniority**

9 During their time of office under this Agreement the President, Chairman, and Committee
10 person who adjust grievances shall be deemed to have more seniority in their same or similar
11 classification for layoff purposes than all other employees which shall only prevail if he is
12 willing and qualified to perform available work.

ARTICLE 12 LAYOFF AND RECALL

13 **Section 1.** In the event of a layoff, the procedure shall be as follows:

- 14 a) Probationary employees shall be selected for layoff first.
15 b) Thereafter, employees shall be laid off from the bottom of the seniority list first by
16 classification.

17 **Section 2.** Written notice of a proposed layoff shall be given to the Chairperson of the Union
18 and to the Local Union at least three (3) days before the layoff shall take place.

19 **Section 3.** The Company will not hire new employees during lay-off period for classifications
20 with employees in a valid recall status.

21 **Section 4.** Any employees facing layoff, or cut back in hours, shall have the right to bump a
22 less senior employee in any job classification for which the senior employee has experience and
23 has the ability to do the job with minimal training (not to exceed 30 days). The employee pay
24 rate in such situations shall be at the classification rate.

25 **Section 5.** Recall. When a classification is increased, Section 1b will be used in inverse order
26 of seniority.

27 **Section 6. Temporary Loans -** Work assignments requiring additional support, may require
28 temporary loans from one classification to another in an effort to complete the task in a more
29 efficient manner. Those employees loaned will assist other classifications under the direction of
30 the classification needing the assistance. Classifications may support other classifications due to
31 workload, but only with due diligence on the part of the Company to issues of safety.

32 **Employees on loan from one classification to another under the provisions of this agreement**
33 **will retain the classification they held in their home department.**

34 **In the event the work assigned during the loan out period is of equal or lower classification**
35 **than that held by the employee, they shall retain the hourly rate of pay they are paid in the**
36 **home department. However in the event the work assigned during the loan out period is of**

1 higher classification than held by the employee, they shall be paid the rate of pay of the
2 higher classification for assignments exceeding four (4) hours within the pay week.

3 In the event of a weather related issue, the Company and the Union will agree on an alternate
4 solution and relief from the above paragraph.

ARTICLE 13 JOB POSTING

5 All job openings in classifications will be posted on the bulletin board for five (5) consecutive
6 working days. The posting will include the following information:

- 7 • Job posting number and date of posting
- 8 • Job description

9 Any seniority employee may apply for any posted job by application through the Jacobs Online
10 Talent System JOLTS or by submitting a Company provided form to the ABS administrative
11 person who will then assist the employee with the JOLTS process. After five (5) full working days,
12 the posting will be removed and the job awarded to the senior qualified employee. The employee
13 will be moved to the new position within ten (10) working days following the award.

ARTICLE 14 SHIFT PREFERENCE

14 Preference of shift shall be by seniority within the required classification.

ARTICLE 15 HOURS OF WORK

15 **Section 1.** A normal work week is defined as beginning at 12:00 PM Friday through 11:59
16 AM the following Friday and shall consist of eight (8) hours per day, five (5) days per week.
17 Overtime can be on weekdays or weekends. This work week is subject to change through the
18 direction of the facility owner, any such change would require consultation with the Union.

19 **Section 2.** All work performed on normally scheduled days off shall be considered overtime
20 and shall be paid at the rate of time and one – half (1 ½) the regular hourly rate of pay provided.

21 **Section 3.** All work performed in excess of eight (8) hours per day at the request of the
22 Company shall be considered overtime and shall be paid at the rate of time and one – half (1 ½)
23 the regular hourly rate.

24 **Section 4. Working schedules:** the standard scheduled hours of work shall normally be as
25 follows:

26 **1. Employees on straight day work:**

27 7:00 a.m. – 3:30 p.m. Monday through Friday with thirty (30) minutes off for lunch, with
28 two (2) paid fifteen (15) minute break periods, to be taken at a times designated by the
29 Company.

1 **2. Employees on straight day work: Alternative Work Schedule**

2 Some crew members will work the same hours identified in Section 4 (1) above from
3 Tuesday – Saturday determined with volunteers by seniority with thirty (30) minutes off
4 for lunch with two (2) paid fifteen (15) minutes break periods, to be taken at a time
5 designated by the Company.

6 **3. All volunteers will be given 1 week notice for the shift change.**

7
8 **Section 5.** Work schedules will be flexible for start and stop times up to 1 ½ hours each way
9 based on seasonal changes for the grounds crew.

10 **Section 6.** Payment of wages earned shall be made on a weekly basis on Fridays except when
11 a holiday falls on that date, in which case payday will be the day before. It is further understood
12 that all payments will be made via direct deposit for all employees.

ARTICLE 16 LEAVE OF ABSENCE

13 **Section 1.** The parties agree that the provisions of the Federal Family and Medical Leave Act
14 (FMLA) apply to employees working under the terms of this agreement. Accordingly, Employees
15 eligible for leave under the terms of the statute may take up 12 weeks of unpaid, job protected leave
16 in any rolling 12-month periods for specified family and medical reasons. Family and Medical
17 Leave shall be administered in accordance with the Federal Family and Medical Leave Act and
18 related regulations.

19 **Section 2.** A request in writing must be presented to the Human Resources Manager at least
20 two (2) weeks in advance of the leave of absence other than an emergency or unexpected illness.
21 A decision of “approval” or “denial” must be returned to the employee within five (5) working
22 days of the written request submittal date. Personal leaves of absence will not exceed thirty (30)
23 calendar days. However, additional thirty (30) day leaves may be granted at the discretion of the
24 Company. Except in cases of emergency, request will be considered on a first-come, first-serve
25 basis.

26 Employees returning from a leave of absence will be placed in the classification and job which
27 they previously held.

28 Seniority employees, who wish a leave of absence without pay, must submit their request in
29 writing, on the Company’s Leave of Absence Request Form.

ARTICLE 17 UNION LEAVES

- 30 a. Leaves of absence without pay will be granted by the Company on written request of the
31 Union, to Union representatives in a number not to exceed two (2) for the purpose of
32 attending Union national and state conventions. It is the intention of the Union to honor
33 and respect the work requirements in requests for leaves of absence for such delegates.

- 1 b. The Company may grant a Leave of Absence without pay for a person or persons who are
2 appointed or elected to represent the Local Union to handle necessary business upon
3 advance written request. Such applications for leave should be made at least one week in
4 advance or as soon as possible, and not more than two (2) members of the bargaining unit
5 shall be permitted leaves under this subsection at any one time. More than two (2)
6 employees may be allowed off anytime by mutual agreement between the Company and
7 the Union.
- 8 c. An employee on union leave shall accumulate seniority within the bargaining unit while
9 on such leave and shall return to their classification and department upon expiration of the
10 leave.

ARTICLE 18 MILITARY LEAVE OF ABSENCE

11 The Company shall comply with the Selective Service Act of 1948 as amended.

ARTICLE 19 WORKING CONDITIONS

12 **Section 1.** The Company will provide, as necessary, systematic safety inspections, safety
13 devices, safety guards, gloves, aprons, clothing and protective equipment, safety glasses including
14 prescription safety glasses, safety shoes, and medical service to minimize accidents and health
15 hazards on its premises. It is further understood that approved safety vests and safety shoes
16 will be worn at all times while on the clock.

17 **Section 2.** With respect to the Company furnishing prescription safety glasses, it is agreed that
18 the cost of the eye examination(s) included with the issuance of such prescription(s) shall be the
19 responsibility of the individual employee. Except to the extent provided under the Company's
20 medical benefit plan.

Section 3. Uniform Shirts

21 Where the Company requires employees to wear uniform shirts, the Company shall furnish
22 employees with any required uniform shirt. Employees will receive five (5) uniform shirts upon
23 hire and receive three (3) additional uniform shirts every 12 month period. Employees have the
24 option of purchasing additional uniform shirts from the Company. Uniform shirts must be clean,
25 neat and worn properly at all times. No short pants, sandals or open-toed shoes are allowed for
26 safety reasons. Undergarment shirts and Company provided shirts with tails must be tucked in.
27 Company provided shirts that do not cause safety issues are permitted to be worn out (untucked).
28 No sagging pants are permitted.
29

ARTICLE 20 OVERTIME

30 The Company will notify employees by posting a notice on the bulletin board twenty-four (24)
31 hours in advance if overtime will be required on the employees' scheduled day(s) off, except in
32 the case of emergency.

1 The Company will provide a minimum notice to all affected employees of daily overtime by the
2 beginning of the lunch period. Failure to provide such notice will relieve the employees of any
3 requirement to work such overtime and employees will be asked to work on a voluntary basis,
4 except in cases of emergency when there are insufficient volunteers.

5 All overtime shall be rotated among all of the employees in the classification being offered the
6 overtime.

7 Overtime will be offered by classification. The initial list used after ratification of this agreement
8 will be based on seniority. The first overtime will be offered to the most senior employee and so
9 on until the requirement is filled. The next overtime will then pick up from the previous time and
10 the process will continue to rotate through the list. In the event an employee is not available, they
11 will be by-passed and considered to have turned the overtime opportunity down.

12 In the event that enough volunteers do not fill the requirement and all of the available employees
13 have been offered the overtime assignment, the requirement will be filled by forcing the first
14 employee offered for the original assignment and so on until the overtime requirement is filled.

15 **In the event all eligible employees in a classification are working and additional personnel**
16 **are required, the Company has the right to force the junior employee to work per Article 12**
17 **Section 6.**

ARTICLE 21 SAVINGS CLAUSE

18 If any provision of this agreement shall be held or declared to be illegal or of no legal effect, it
19 shall be deemed null and void without affecting the obligations of the balance of this agreement.

ARTICLE 22 LOCAL AGREEMENTS

20 After the effective date of this Agreement, no local agreement will be recognized and made
21 effective unless set forth in writing and signed by the Union and the Company. The existence of,
22 or any alleged violation of a local agreement shall not be the basis of any arbitration proceeding,
23 unless such agreement is in writing and signed by the Union and The Company.

ARTICLE 23 MANAGEMENT WORKING

24 Supervisory and out-of-unit employees shall not perform work covered by the Bargaining Unit at
25 the Facility except in the following circumstances:

- 26 a. in the instruction or training of employees;
- 27 b. when starting, testing or studying new machinery or equipment;
- 28 c. in an emergency.
- 29 d. When an employee fails to report to work and other qualified employees are not available.
30 It is agreed that the Company will make every reasonable effort to locate and assign
31 qualified bargaining unit employees to perform the work task.

32 It is the position of the Company that out-of-unit and supervisory employees shall not perform in-
33 unit work nor displace an in-unit employee on in-unit work.

ARTICLE 24 NOTICES

1 All notices given under the provisions of this Agreement shall be in writing and shall be sufficient
2 if sent by mail addressed, if to the Union, to Local No. 1921-ABS Unit, International Union, United
3 Automobile, Aerospace and Agricultural Implement Workers of America, 13370 Chef Menteur
4 Hwy, New Orleans, Louisiana 70129 or to such other address the Union shall furnish the Company
5 in writing with a copy to the International Union, United Automobile, Aerospace and Agricultural
6 Implement Workers of America, 721 Dunn Road, Hazelwood, Missouri 63042 and if to the
7 Company to Plant Manager, Advance Business Solutions, Inc., 2432 General Ogden Street, New
8 Orleans, Louisiana 70118 or to such other address the Company shall furnish the Union in writing.

ARTICLE 25 LIST OF HIRINGS, LAYOFFS, AND TRANSFERS

9 **Section 1.** The Chairman of the Shop Committee will be given details in writing on employees
10 laid off for lack of work after notification has been given to the employees, and similar information
11 on re-engaged employees after they have been re-hired. The information will consist of the name,
12 years of seniority (as such term is defined in Article 11), classification, and the name of the
13 Supervisor involved.

14 **Section 2.** The Local will also be given lists of new employees after they have been engaged,
15 their classifications and their Supervisor, and the Local will also be given details on transfers which
16 are made through the Personnel Office.

17 **Section 3.** The Company will provide the Financial Secretary of the Local Union, and/or the
18 Region 5 International Representative with a complete list of all employee then in the bargaining
19 unit and showing; the name, employee number, home address, continuous service date, seniority
20 date, classification, hourly rate, of each employee on such list. This information will be provided
21 upon request up to a maximum of four (4) times annually.

ARTICLE 26 DURATION, MODIFICATION AND TERMINATION OF AGREEMENT

22 **Section 1.** This agreement shall become effective and binding as set forth in the Settlement
23 Agreement executed simultaneously herewith and shall continue in full force and effect until 11:59
24 p.m. October 27, 2017 and from year to year thereafter unless modified or terminated as hereafter
25 provided.

26 **Section 2.** This Agreement shall remain in full force and effect without change and without
27 reopening rights for any purpose by either party until midnight of October 27, 2017. This
28 Agreement shall automatically renew itself as of midnight October 27, 2017 for a period of one
29 (1) year and shall continue from year to year thereafter unless written notice of desire to terminate
30 or to amend any provisions of this Agreement other than those contained in this Article is given
31 by either party to the other not less than sixty (60) days, nor more than ninety (90) days prior to
32 October 27, 2017, or of succeeding years in which event this Agreement shall be open, effective
33 as of midnight October 27, 2017, or of October 27 of succeeding years, for termination or
34 amendments as the notice may indicate.

1 If such notice of desire to terminate or amend this Agreement is given, negotiations for a new or
2 amended Agreement shall begin not later than fifty (50) days prior to October 27, 2017, or of
3 October 27 of succeeding years and shall continue until an Agreement has been reached. During
4 such negotiations, this Agreement shall remain in full force and effect, provided, however, that if
5 an Agreement has not been reached by midnight of October 27, 2017, or of October 27 of
6 succeeding years, the Company or the Union may at any time thereafter give ten (10) days written
7 notice to the other intent to terminate this Agreement, and upon expiration of such ten-day period,
8 this Agreement shall terminate.

ARTICLE 27 SUCCESSOR CLAUSE

9 In the event that the Company shall merger, consolidate, sale of assets, lease, franchise or by any
10 other means enter into an agreement with another party of or individual which in whole or in part
11 affects the existing appropriate collective bargaining unit, then successor party, individuals or
12 assign shall be bound by this agreement. In such an event all employees at the time shall have
13 preferential rehire rights by seniority for positions with any successor company. The Company
14 shall have the affirmative duty to call this provision of the agreement to the attention of any such
15 party or individual with which it seeks to make such an agreement as aforementioned or to such
16 company as may win a bid to provide services at this facility.

ARTICLE 28 DRUG AND ALCOHOL TESTING PROGRAM

17 The Company continues to be vitally concerned with the health, safety, and well-being of all
18 employees. It is recognized that illegal drug use and alcohol abuse can create serious problems
19 for workers, their families, the workplace, and the community. Our goal is to make every effort
20 to provide education and assistance to employees and their families, to encourage employees to
21 receive treatment as needed, and to foster and encourage an environment that is free of illegal drug
22 use and alcohol abuse.

23 The Company has developed a high quality program for Drug and Alcohol Testing. This program
24 will meet the provisions of the Federal Government's Drug-Free Workplace Act of 1988 and
25 NASA and Department of Defense directives for a Drug-Free Workplace.

26 Management and the Union recognize the need for a partnership to successfully achieve a Drug-
27 Free Workplace. We look forward to the continued support of all teammates in meeting our goal
28 of achieving a workplace that is free of illegal drug use and alcohol use.

29 The published policy includes, but is not limited to: pre-employment testing, random testing, as
30 well as testing for reasonable suspicion, testing following an accident and testing upon return to
31 work for a positive drug or alcohol test.

32 Random testing includes both a breath test and a drug screen.

33 **Breath Alcohol Test (BAT)**

34 In the event an employee's test result for the breath test is between .02 - .039, a second test will be
35 administered. If the result is verified, the employee will be sent home for the remainder of the day

1 without pay. If the result is above .04 a second test will be administered. If the result is positive,
2 the employee will be offered the opportunity to immediately take a blood test at the expense of
3 the employee or given the option to resign. At that time the employee will be placed on unpaid
4 administrative leave pending the results. If the result is confirmed positive above the .04 level, the
5 employee will be terminated for cause. If the result is negative, the employee will be recalled back
6 to normal duty and reimbursed for normal hours lost exclusive of any overtime or other additional
7 pay.

8 **Drug Screen**

9 If a challenged drug test is requested (no later than the close of business on the next business day)
10 after a positive analysis, the employee agrees to pay fees incurred from a second test of the same
11 sample performed by the contracted lab. If the second test is negative, the Company will reimburse
12 the incurred fees, normal wages, and benefits. The Union shall have the right to inspect the testing
13 lab and verify the chain of custody and, at no time shall the employee or Union be asked to waive
14 constitutional, common law or contractual rights.

15 The Company is committed to conducting the highest quality drug-free workforce program that
16 protects the privacy and best interest of our employees. Furthermore, the Company encourages
17 those who need help or counseling to contact the Employee Assistance Program (EAP).

18 Human Resources has oversight responsibility for the Testing Program to verify consistency with
19 and adherence to this policy.

20 Human Resources will notify the Chairman of the Union of the following:

- 21 • Notification of employees covered by this agreement after they have been notified
22 to take a random test.
- 23 • Notification of employees covered by this agreement sent for an alcohol/drug test
24 for reasonable suspicion and post accident.

ARTICLE 29 ATTENDANCE CONTROL POLICY

25 **Purpose:** To ensure employees understand that they are subject to disciplinary action if they fail
26 to control their attendance.

27 **Policy:**

28 Employees are expected to be at work as scheduled and on time. Poor attendance and tardiness are
29 costly and disruptive, and they place an unfair burden on other employees and supervisors.

30 When unable to report to work as scheduled, employees are required to notify their supervisors
31 prior to the start of the assigned shift in foreseeable instances but no later than one hour after the
32 start of the assigned shift in unforeseeable instances, and provide a justifiable reason for the
33 absence. Other absences should be scheduled with the supervisor as far in advance as possible.

1 Employees are subject to disciplinary action if they fail to notify their supervisors of an absence.
2 They are subject to immediate discharge if they are absent three consecutive workdays without
3 notifying their supervisors, or if they falsely represent an absence.

4 Supervisors will counsel employees whose attendance appears to be unsatisfactory. Determination
5 of unsatisfactory attendance is at the supervisor's discretion and may involve:

- 6 • Three or more short-term absences or tardiness of more than 15 minutes
- 7 • Absences for recurring disabilities of relatively longer duration.

8 If counseling fails, disciplinary action, as coordinated with Human Relations, will be taken.

9 Supervisors may request off-site investigations of absences through the Human Relations
10 organization, if they feel there is good reason to do so.

11 During the established workday hours, each employee is expected to be at the assigned work area,
12 and to take positive action to ensure that he/she can be located at either a designated alternate work
13 area or other temporary location in the event of any absence from the assigned primary work area.
14 Should it be necessary to leave the work area (MAF) for any reason prior to the end of the workday,
15 the employee shall notify supervision.

ARTICLE 30 DISCIPLINE

16 Section 1.

17 a. If an employee is given a reprimand in writing and a notation is placed on his service
18 record, he shall be given a copy of the reprimand provided he acknowledges in writing
19 receipt of such copy.

20 b. The employee will be presented the reprimand in writing within ten (10) days after
21 Management could have reasonably been expected to know of the incident prompting
22 the reprimand.

23 c. **The Company uses progressive discipline consisting of four** steps; verbal warning,
24 written warning, suspension with or without pay, or termination of employment
25 depending on the severity of the problem and the number of occurrences. There may
26 be circumstances when one or more steps are bypassed. Progressive discipline means
27 that, with respect to most disciplinary problems, these steps will normally be followed:
28 a first offense may call for a verbal warning; a next offense may be followed by a
29 written warning; another offense may lead to a suspension; and, still another offense
30 may then lead to termination of employment. All instances must be documented. The
31 Company and the Union recognize that there are certain types of employee problems
32 that are serious enough to justify either a suspension or, in extreme situations,
33 termination of employment without going through the usual progressive discipline
34 steps. By using progressive discipline, we hope that most employee problems can be
35 corrected at an early stage benefiting both the employee and the Company.

36 d. Records of verbal warnings will be kept by the employee's supervisor for a period of six
37 (6) months from the date of issue. In-unit employees initial entries relative to verbal

1 reprimands made on their respective records. The employee's initialing of the record
2 is only an acknowledgement of receipt of the reprimand and is not to be construed as
3 an agreement to reprimand or the circumstances upon which it is based. In the event
4 the employee refuses to initial the entry, the respective Union representative will initial
5 it in the employee's stead. Records of written warnings will be kept in the employee's
6 personnel file for a period of one (1) year from the date of issue. Records of suspension
7 will be reviewed by the Company and if performance has improved, the records will be
8 removed after two (2) years from the date of issue. Disciplinary Action Records (DAR)
9 will be written and issued only by management.

10 **Section 2.** The Company reserves the right to reprimand, up to and including discharge, an
11 employee for major misconduct violations per company policy **including but not limited to the**
12 **following:**

1. Being under the influence of alcohol or drugs on the job.
2. Possessing narcotics, open alcoholic containers or intoxicants on the premises.
3. Proven theft of personal property and/or client property.
4. Falsifying time cards or payroll records.
5. Physical violence or intentional damage to property.
6. Unauthorized duplication of keys.
7. Carrying illegal concealed weapons or ammunition.
8. Insubordination.
9. Intentional misconduct with company customer/client that affects the company's working relationship with them.
10. Unauthorized use of musical equipment such as "i pods" on-site during working hours.
11. Repeated warnings for wearing sagging and/or torn pants.
12. Excessive absenteeism.
13. Unauthorized use of cameras or recording devices.
14. Misuse of government computers per NASA and or Company policy.
15. **Failure to wear PPE.**
16. **Personal cell phones shall not be used during work hours, this does not include breaks or lunch.**
17. **Smoking is only authorized during designated breaks or lunch break in designated areas.**
18. **Alteration and/or destruction of PPE.**

ARTICLE 31 RATE OF PAY

13 **Section 1.** The job classifications covered and the basic hourly rates of pay which employees
14 will work and be paid during the term of this agreement, except as otherwise specifically provided,
15 are listed in the schedule of job classifications and rates in Schedule A.

16 **Section 2.** Employees assigned to an alternate work week will receive **\$1.50** per hour for up
17 to eight (8) hours on any normally scheduled work day that occurs on a calendar Saturday or
18 Sunday.

1 **Section 3.** Wages are identified in Schedule A. It is further understood that a lump sum
2 payment will be made on **December 5, 2014** in the amount of **\$100.00** (subject to all applicable
3 taxes and deductions) to each active employee (to include any employees on approved medical
4 leave) covered by this agreement on the date of ratification **November 19, 2014**.

ARTICLE 32 PAID TIME OFF

5 **Section 1. Paid Time Off**

6 Continuous service accumulated with prior MAF contractors will be counted in determining the
7 amount of PTO for which an employee is eligible. In all other cases, service for PTO purposes will
8 date from the employee's date of hire by the Company.

9 PTO Accrual rates will be as follows for all Regular Full-time employees:

YEARS OF SERVICE	NUMBER OF DAYS	ACCRUAL RATE PER WEEK
less than 5	10	1.5385
5 to less than 10	15	2.3077
10 or more	20	3.0769

10 Accruals will begin from first week of service and employees can use as it is accrued.

11 When an employee moves to the next higher level of accruals it is understood that the new accrual
12 rate will begin on the first day of the next full pay period.

13 Scheduling of PTO will be management's responsibility and shall take into consideration the
14 workload commitments of the organization. PTO must have been accrued prior to using. All
15 PTO requests should be made forty-eight (48) hours in advance.

16 Unscheduled PTO may be granted by management for all or part of a day for reasons of illness,
17 emergency or other unanticipated reasons deemed valid by management. Employees are
18 required to notify management prior to the start of the assigned shift in foreseeable instances but
19 no later than one (1) hour after the start of the assigned shift in unforeseeable instances, and
20 provide a justifiable reason for the absence.

21 Employees cannot use more than five (5) unscheduled PTO call-ins in a calendar year.
22 Employees exceeding five (5) unscheduled PTO call-ins will be addressed **per Article 29**
23 **Attendance Control Policy**. In the event the employee brings in acceptable documentation for
24 an unscheduled call-in, that event will not count toward the five (5) allowable for the calendar
25 year

26 Employees on an approved medical leave through Human Resources will be allowed to use their
27 PTO. Employees will have the option to use PTO in part or whole to supplement any disability
28 income.

29 Any employee having accrued unused leave at the end of the calendar year shall have the privilege
30 of carrying such unused leave forward into the following calendar year. If unused leave is carried

1 forward, a maximum of 240 hours will be permitted. Any hours above will be paid out. It is further
2 understood that this period will be based on the first full pay period of the new calendar year.

3 **Section 2. PTO Sellback** - Employees, who have a minimum of 120 hours of PTO accrued,
4 may request to sell back to the Company PTO in the calendar year in increments of forty (40)
5 hours. The request(s) may be submitted at any time during the calendar year as long as the
6 employee maintains a minimum of 80 hours of PTO accrued. Amounts paid for PTO redemptions
7 are subject to all applicable taxes and deductions.

8 All accrued PTO will be paid out upon termination/retirement.

9 All Regular Full-time employees are entitled to PTO.

10 Pay for PTO shall be based on the hours scheduled for a normal work week of 40 hours at the
11 straight hourly rate of the employee.

12 If an employee dies while on the payroll of the Company, payout of PTO shall follow the normal
13 payroll procedures.

14 Employees shall be provided each pay period an accounting of their PTO accrual on their pay stub or
15 other appropriate document.

16 **Section 3.** If more employees request PTO than can be granted in the same week, PTO will be
17 approved on the basis of staffing requirements, the date PTO was requested, and seniority, in that
18 order.

ARTICLE 33 HOLIDAYS

19 **Section 1.** Employees shall receive eight (8) hours pay at their straight time rate for the
20 followings holidays.

New Year's Day
Mardi Gras
Day After Mardi Gras
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Day After Thanksgiving Day
Christmas Eve
Christmas Day

21 **Section 2.** If holiday falls on Sunday, it shall be observed on the following Monday. If a
22 holiday falls on Saturday, it shall be observed on the preceding Friday. In instances involving
23 consecutive day holidays falling on Friday and Saturday, the holiday falling on Saturday shall be
24 observed on the proceeding Thursday.

25 **Section 3.** If an employee is taking one week (40 hours) of approved PTO and a holiday falls
26 within that one week (40 hour) period, then the employee will receive eight (8) hours at their

1 straight time rate for the holiday. The employee's time card will reflect thirty-two (32) hours of
2 PTO and eight (8) hours of holiday.

3 **Section 4. Employees must be in an approved pay status the next scheduled work day**
4 **after a Holiday in order to be eligible for the Holiday pay. Employees using an**
5 **unscheduled/unexcused call-in the next scheduled work day after a Holiday will not be paid**
6 **for the holiday.**

ARTICLE 34 REPORT IN / CALL IN PAY

7 **Minimum Hours Paid When Called to Work**

8 When a regular employee is called to work on their scheduled day off, or after they have been
9 released from their normal shift, they shall be guaranteed a minimum of four (4) hours per day or
10 work for a four (4) hour period at the appropriate rate of pay.

ARTICLE 35 BEREAVEMENT

11 **Section 1.** In the case of death in the immediate family, an employee shall be granted a leave
12 of absence of up to three (3) days with pay at basic rate, provided that these days are regularly
13 scheduled work time.

14 **Section 2.** Immediate family shall be defined as the employee's parents, spouse, children,
15 legal step children, grandparents, grandchildren, siblings, step parents, step brothers and sisters,
16 foster parents, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians. The employee
17 must furnish to the employer, proof of death and relationship of deceased to the employee before
18 payment can be received.

19 **Section 3. Employees who have been requested to be a pallbearer will not be charged any**
20 **reprimands according to the Company's attendance policy for that day, provided written**
21 **confirmation is received by the Company that they were a pallbearer.**

ARTICLE 36 JURY DUTY

22 An employee absent from work due to required jury duty will be paid for such lost hours at his
23 current straight time base rate up to a maximum of eight (8) hours per day, for each regular
24 workday the government body that summoned the employee for jury duty pays the employee. Such
25 payments shall be limited to ten (10) days in any one calendar year except for grand jury where
26 such payment shall be limited to thirty (30) days in any one calendar year.

27 Employees will be paid eight (8) hours jury duty pay and will be excused from their scheduled
28 shift if they serve more than four (4) hours on the day so assigned for jury duty. All other
29 employees must report for work provided there are more than four (4) hours available on their shift
30 either prior to their scheduled report time for jury duty or after their release from jury duty (one
31 (1) hour travel time permitted to respond to work after release). Alternate shift employees
32 summoned to jury duty will be temporarily assigned to first shift on a weekly basis during the time
33 required to serve. Fees received for jury duty will not be deducted from such pay. The employee

1 will furnish to the Company evidence satisfactory to the Company showing the performance of
2 jury duty that meets the requirements of this Article.

ARTICLE 37 INSURANCE

3 **Section 1.** The provisions of this article shall be applicable to all employees who have
4 completed thirty (30) calendar days of their probationary period.

5 **Section 2.** During the term of this agreement, the Company shall maintain a program of
6 benefits provided by a third party administrator.

7 **Section 3.** The Company will provide "employee only" coverage at a 85/15 cost share with
8 the employee beginning the first pay period January 2015 increasing to a 80/20 cost share
9 with the employee beginning May 1, 2015. The employee will have the option to purchase
10 additional insurance for their spouse and/or children.

11 The Company will maintain current benefit levels, as follows:

- 12 • Prescription drugs are provided within the Company insurance product.
- 13 • Vision insurance is provided within the Company insurance product.
- 14 • Dental care is provided within the Company insurance product.
- 15 • Life insurance coverage for the employees at \$20, 000.

ARTICLE 38 TUITION REIMBURSEMENT

16 The Company supports a comprehensive training and education program to develop, increase, or
17 upgrade employee skills. One aspect of the program is the Undergraduate and Graduate Study
18 program. This includes undergraduate and graduate level courses taken for credit on campus or
19 by extension through educational institutions, and undergraduate senior-level courses that are a
20 requisite part of the prescribed curriculum for the graduate degree the employee is pursuing. When
21 involved in an approved program the employee pays for all courses and is reimbursed by the
22 Company after successful completion of coursework. The maximum payment in any calendar
23 year is \$2,500 per employee.

1 IN WITNESS WHEREOF, the parties have executed this Agreement this 19th day of November
2 2014.

3 **ADVANCE BUSINESS SOLUTIONS**
4 **ENTERPRISES, INC.**

UAW AND ITS LOCAL 1921

5 BY:

BY:

6
7 (b)(4)
8

(b)(4)

9 President
10 Advance Business Solutions Enterprises, Inc.

International Representative

(b)(4)

President
Local 1921 UAW

11
12
13
14
15
16
17
18
19

(b)(4)

Chairman
Local 1921 UAW

Schedule A

Classification	Oct 2014 - May 2015	May 2015 - May 2016	May 2016- May 2017	May 2017 - Oct 2017
Lead HAZMAT Waste Hand *	\$21.54	\$21.79	\$22.04	\$22.34
Lead HAZMAT Waste Hand (Applies to Future actions)	\$20.44	\$20.69	\$20.94	\$21.24
HAZMAT Waste Hand	\$18.58	\$18.83	\$19.08	\$19.38
Heavy Equip Op *	\$19.41	\$19.66	\$19.91	\$20.21
Heavy Equip Op *	\$18.58	\$18.83	\$19.08	\$19.38
Heavy Equip Op (Applies to Future Actions)	\$16.75	\$17.00	\$17.25	\$17.55
Lead Grounds Maint Laborers	\$16.70	\$16.95	\$17.20	\$17.50
Grounds Maintenance Operators	\$15.17	\$15.42	\$15.67	\$15.97
Grounds Maintenance Laborers	\$12.92	\$13.17	\$13.42	\$13.72
Lead General Laborers	\$14.20	\$14.45	\$14.70	\$15.00
General Laborers	\$12.92	\$13.17	\$13.42	\$13.72
Pest Control	\$15.99	\$16.24	\$16.49	\$16.79
Lead Small Engine Mechanic	\$22.99	\$23.24	\$23.49	\$23.79
Small Engine Mechanic	\$20.90	\$21.15	\$21.40	\$21.70
Lead Movers	\$16.70	\$16.95	\$17.20	\$17.50
Movers	\$15.17	\$15.42	\$15.67	\$15.97

* Current Employees Grandfathered at existing rate

Pages 100 through 127 redacted for the following reasons:

(b)(4)

SACOM IDIQ Approved Rates (as of Mod 01)

SSC IDIQ Rates

PWS 1, 2, 3, 4, and 6 - Cost-type			PWS 5 - Fixed-priced			
Labor Rate Category's	CBA, SCA, or EX	Total Burdened Labor Rate (including fee for the prime offeror)	Labor Rate Category's for PWS 5.	CBA, SCA, or EX	Total Burdened Labor Rate (including fee for the prime offeror)	
CY1, Feb 1, 2016 thru Sept 30, 2016			CY1, Feb 1, 2016 thru Sept 30, 2016			
Abacus Technology			Abacus Technology			
IT Manager	E	(b)(4)				
Software Engineer	E					
AMA						
Product Data & Life Cycle Mgmt. Coordinator	E					
Analyst	E					
Documentation Specialist	U_S1					
Technical Writer I	N					
Illustrator, Senior	U_S1					
Configuration Coordinator II	U_S1					
Configuration Control Clerk	U_S1					
Configuration Control Clerk, Jr.	U_S1					
Drafter/CAD Operator I	N					
Drafter/CAD Operator IV	N					
ASTI						
Chauffeur	U_S1					
Mail Clerk	U_S1					
Mover (New)	U_S1					
Receiving/Shipping Clerk	U_S1					
Supply Clerk	U_S1					
Truck Driver, Medium	U_S1					
ESG						
			Energy Manager	E	(b)(4)	
			General Clerk	U_S1		
			Excalibur			
Excalibur						
Emergency Mgmt. Coordinator	E					
nVision			nVision			
			Internal and External Communications Supervisor	E	(b)(4)	
			Media Specialist III	N		
			Media Services Copy Writer	E		
			Visitor Relations Specialist	U_S1		
			History Office Coordinator	E		
			Education Specialist	E		
			Education Logistics Coordinator	E		
			Education Project Manager	E		
Madison Services			Madison Services			
			General Clerk	U_S1		
			Custodial Services Supervisor	E		
			Environmental Specialist 1 (>15 years) Lead	U_S1		
			Environmental Specialist 1 (>15 years)	U_S1		
			Environmental Specialist 1 (>15 years) Lead Second Shift	U_S1		
			Environmental Specialist 1 (>15 years) Second Shift	U_S1		
			Environmental Technician 1 (>15 years) Lead	U_S1		
			Environmental Technician 1 (>15 years)	U_S1		
			Environmental Technician 1 (>15 years) Lead Second Shift	U_S1		
			Environmental Technician 1 (>15 years) Second Shift	U_S1		
			Grounds Maint & Integrated Pest Control Supervisor	E		
			Grounds Technician	U_S1		
			Tractor Operator	U_S1		
			Small Mower Operator	U_S1		
			Small Engine Mechanic	U_S1		
Nelson Engineering			Nelson Engineering			
Design Engineering Supervisor	E	(b)(4)				
Mechanical Engineer	E					
Electrical Engineer	E					
Structural Engineer	E					
Software Engineer	E					
Drafter/CAD Operator III	N					
Drafter/CAD Operator IV	N					
Designer/CAD Operator 1	E					
Designer/CAD Operator 2	E					
Designer/CAD Operator 3	E					
Designer/CAD Operator 4	E					
Electrical Engineer 6	E					

B&W				B&W			
Safety, Health and Environmental Manager	E	(b)(4)					
PAE							
General Manager	E			PAE			
S3							
Administrative Assistant	N			Medical Office Supervisor	E	(b)(4)	
Deputy General Manager (DGM)	E			Medical Director (Doctor)	E		
Business Manager	E			Nurse Practitioner	E		
Facilities O&M Manager	E			Registered Nurse III	U_S1		
Human Resources Supervisor	E			Medical Laboratory Technician	N		
Personnel Assistant (Employment) II	N			Emergency Medical Technician	N		
Contract Admin Supervisor	E			Recreation Aide/Health Facility Attendant	N		
Accounting Clerk III	N			EMCS Supervisor	E		
Work Control (Senior)	U_S2			EMCS Operator (12+ months)	U_S1		
Finance Supervisor	E			Software Engineer	E		
Accounting Clerk II	N			Elec./Elec. Controls Specialist, Certified	U_S1		
Work Control Supervisor	E			EMCS Operator (12+ months), Certified	U_S1		
Work Control	U_S2			Fire Protection Services Manager	E		
Production Control Clerk	N			Lieutenant (Fire Department)	U_S1		
Acquisition Supervisor	E			Firefighter	U_S1		
Buyer, Jr.	U_S1			Engineer (Fire Department)	U_S1		
Subcontracts Administrator	E			Media Specialist I	N		
Buyer	U_S1			Media Specialist II	N		
General Clerk	U_S1			Media Specialist III	N		
Media Specialist III	N			Educational Technologist	N		
Reports Coordinator	U_S1			Programmer	E		
Safety Supervisor	E			Technical Writer II	N		
Environmental Health Industrial Hygiene Coordinator	E			Recreation Specialist	N		
Engineering Technician I	N			Food Services Manager	E		
Engineering Technician III	N			Cook	U_S1		
Quality Assurance Manager	E			Food Service Helper	U_S1		
Engineering Technician II	N			Travel Coordination Specialist	E		
Quality Assurance Technician	U_S1						
Environmental Health Technician	U_S1						
Environmental Health Physics Coordinator	E						
Environmental Technician	N						
Environmental Systems Operator	U_S1						
Environmental Services Manager	E						
Mechanical Engineer	E						
Pressure Vessels & Systems Coordinator	E						
Welder, Certified	U_S1						
NDE Services Supervisor	E						
Radiologic Technologist	U_S1						
Engineering Manager	E						
Facility Operations & Maintenance Branch Supervisor	E						
Test Area O&M Supervisor	E						
Operations Supervisor (SSC)	E						
General Helper	U_S1						
Equipment Operator, Heavy	U_S1						
High Pressure Gas Systems Supervisor (SSC)	E						
Mechanical Technician, Certified	U_S1						
Mechanical Technician	U_S1						
High Pressure Ind Water Plant Supervisor (SSC)	E						
Engineering Technician Lead (Mechanical)	U_S2						
Engineering Technician II (Mechanical)	U_S2						
Engineering Technician II (Electrical)	U_S2						
High Voltage Shop Supervisor (SSC)	E						
Lineman, Certified	U_S1						
Marine Operations Supervisor (SSC)	E						
Component Technician, Shoplead	U_S3						
Component Technician	U_S3						
Component Technician, Certified	U_S3						
Electric & Building Equipment Systems Shop Supervisor	E						
VEM Maintenance Mechanic	U_S1						
Elec./Elec. Controls Specialist	U_S1						
Air Conditioning Technician, Certified	U_S1						
Pipefitter/Plumber	U_S1						
Carpenter	U_S1						
Painter	U_S1						
Electrical Engineer	E						
O&M Engineering Supervisor	E						
Structural Engineer	E						
Business Development Analyst	E						
Business Development Supervisor	E						
Marine Maintenance Technician	U_S1						
Software Engineer	E						
Safety Engineer	E						
Construction Manager	E						
Engineering Associate Senior	U_S2						
Engineering Technician 2 (Electrical)	U_S2						
Engineering Technician 2 (Mechanical)	U_S2						

Engineering Technician 4 (Electrical)	U_S2	(b)(4)				
Engineering Technician 4 (Mechanical)	U_S2					
Engineering Technician Lead (Electrical)	U_S2					
Facilitator	U_S2					
Project Work Professional	E					
Quality Assurance Engineer	E					
Schafer						
Analyst	E	(b)(4)				
CY2, October 1, 2016 thru September 30, 2017			CY2, October 1, 2016 thru September 30, 2017			
Abacus Technology			Abacus Technology			
IT Manager	E	(b)(4)				
Software Engineer	E					
AMA						
Product Data & Life Cycle Mgmt. Coordinator	E					
Analyst	E					
Documentation Specialist	U_S1					
Technical Writer I	N					
Illustrator, Senior	U_S1					
Configuration Coordinator II	U_S1					
Configuration Control Clerk	U_S1					
Configuration Control Clerk, Jr.	U_S1					
Drafter/CAD Operator I	N					
Drafter/CAD Operator IV	N					
ASTI						
Chauffeur	U_S1					
Mail Clerk	U_S1					
Mover (New)	U_S1					
Receiving/Shipping Clerk	U_S1					
Supply Clerk	U_S1					
Truck Driver, Medium	U_S1					
ESG			ESG			
			Energy Manager	E	(b)(4)	
			General Clerk	U_S1		
			Excalibur			
nVision			nVision			
			Internal and External Communications Supervisor	E		
			Media Specialist III	N		
			Media Services Copy Writer	E		
			Visitor Relations Specialist	U_S1		
			History Office Coordinator	E		
Madison Services			Madison Services			
			General Clerk	U_S1		
			Custodial Services Supervisor	E		
			Environmental Specialist 1 (>15 years) Lead	U_S1		
			Environmental Specialist 1 (>15 years)	U_S1		
			Environmental Specialist 1 (>15 years) Lead Second Shift	U_S1		
			Environmental Specialist 1 (>15 years) Second Shift	U_S1		
			Environmental Technician 1 (>15 years) Lead	U_S1		
			Environmental Technician 1 (>15 years)	U_S1		
			Environmental Technician 1 (>15 years) Lead Second Shift	U_S1		
			Environmental Technician 1 (>15 years) Second Shift	U_S1		
			Grounds Maint & Integrated Pest Control Supervisor	E		
			Grounds Technician	U_S1		
			Tractor Operator	U_S1		
			Small Mower Operator	U_S1		
			Small Engine Mechanic	U_S1		
Nelson Engineering			Nelson Engineering			
Design Engineering Supervisor	E	(b)(4)				
Mechanical Engineer	E					
Electrical Engineer	E					
Structural Engineer	E					
Software Engineer	E					
Drafter/CAD Operator III	N					
Drafter/CAD Operator IV	N					
B&W						
Safety, Health and Environmental Manager	E					
PAE						
General Manager	E					
S3						
Administrative Assistant	N			Medical Office Supervisor	E	
Deputy General Manager (DGM)	E			Medical Director (Doctor)	E	
Business Manager	E		Nurse Practitioner	E		
Facilities O&M Manager	E		Registered Nurse III	U_S1		
Human Resources Supervisor	E		Medical Laboratory Technician	N		
Personnel Assistant (Employment) II	N		Emergency Medical Technician	N		
Contract Admin Supervisor	E		Recreation Aide/Health Facility Attendant	N		
Accounting Clerk III	N		EMCS Supervisor	E		

Work Control (Senior)	U_S2	(b)(4)	EMCS Operator (12+ months)	U_S1	(b)(4)
Finance Supervisor	E		Software Engineer	E	
Accounting Clerk II	N		Elec./Elec. Controls Specialist, Certified	U_S1	
Work Control Supervisor	E		EMCS Operator (12+ months), Certified	U_S1	
Work Control	U_S2		Fire Protection Services Manager	E	
Production Control Clerk	N		Lieutenant (Fire Department)	U_S1	
Acquisition Supervisor	E		Firefighter	U_S1	
Buyer, Jr.	U_S1		Engineer (Fire Department)	U_S1	
Subcontracts Administrator	E		Media Specialist I	N	
Buyer	U_S1		Media Specialist II	N	
General Clerk	U_S1		Media Specialist III	N	
Media Specialist III	N		Educational Technologist	N	
Reports Coordinator	U_S1		Programmer	E	
Safety Supervisor	E		Technical Writer II	N	
Environmental Health Industrial Hygiene Coordinator	E		Recreation Specialist	N	
Engineering Technician I	N		Food Services Manager	E	
			Cook	U_S1	
Engineering Technician III	N		Food Service Helper	U_S1	
Quality Assurance Manager	E		Travel Coordination Specialist	E	
Engineering Technician II	N				
Quality Assurance Technician	U_S1				
Environmental Health Technician	U_S1				
Environmental Health Physics Coordinator	E				
Environmental Technician	N				
Environmental Systems Operator	U_S1				
Environmental Services Manager	E				
Mechanical Engineer	E				
Pressure Vessels & Systems Coordinator	E				
Welder, Certified	U_S1				
NDE Services Supervisor	E				
Radiologic Technologist	U_S1				
Engineering Manager	E				
Facility Operations & Maintenance Branch Supervisor	E				
Test Area O&M Supervisor	E				
Operations Supervisor (SSC)	E				
General Helper	U_S1				
Equipment Operator, Heavy	U_S1				
High Pressure Gas Systems Supervisor (SSC)	E				
Mechanical Technician, Certified	U_S1				
Mechanical Technician	U_S1				
High Pressure Ind Water Plant Supervisor (SSC)	E				
Engineering Technician Lead (Mechanical)	U_S2				
Engineering Technician II (Mechanical)	U_S2				
Engineering Technician II (Electrical)	U_S2				
High Voltage Shop Supervisor (SSC)	E				
Lineman, Certified	U_S1				
Marine Operations Supervisor (SSC)	E				
Component Technician, Shoplead	U_S3				
Component Technician	U_S3				
Component Technician, Certified	U_S3				
Electric & Building Equipment Systems Shop Supervisor	E				
VEM Maintenance Mechanic	U_S1				
Elec./Elec. Controls Specialist	U_S1				
Air Conditioning Technician, Certified	U_S1				
Pipefitter/Plumber	U_S1				
Carpenter	U_S1				
Painter	U_S1				
Electrical Engineer	E				
O&M Engineering Supervisor	E				
Structural Engineer	E				
Business Development Analyst	E				
Business Development Supervisor	E				
Marine Maintenance Technician	U_S1				
Software Engineer	E				
Safety Engineer	E				
Schafer					
Analyst	E				
CY3, October 1, 2017 thru September 30, 2018				CY3, October 1, 2017 thru September 30, 2018	
Abacus Technology				Abacus Technology	
IT Manager	E				
Software Engineer	E				
AMA				AMA	
Product Data & Life Cycle Mgmt. Coordinator	E				
Analyst	E				
Documentation Specialist	U_S1				
Technical Writer I	N				
Illustrator, Senior	U_S1				
Configuration Coordinator II	U_S1				
Configuration Control Clerk	U_S1				
Configuration Control Clerk, Jr.	U_S1				
Drafter/CAD Operator I	N				
Drafter/CAD Operator IV	N				
ASTI			ASTI		

Chauffeur	U_S1
Mail Clerk	U_S1
Mover (New)	U_S1
Receiving/Shipping Clerk	U_S1
Supply Clerk	U_S1
Truck Driver, Medium	U_S1
ESG	
Excalibur	
Emergency Mgmt. Coordinator	E
nVision	
Madison Services	
Nelson Engineering	
Design Engineering Supervisor	E
Mechanical Engineer	E
Electrical Engineer	E
Structural Engineer	E
Software Engineer	E
Drafter/CAD Operator III	N
Drafter/CAD Operator IV	N
B&W	
Safety, Health and Environmental Manager	E
PAE	
General Manager	E
S3	
Administrative Assistant	N
Deputy General Manager (DGM)	E
Business Manager	E
Facilities O&M Manager	E
Human Resources Supervisor	E
Personnel Assistant (Employment) II	N
Contract Admin Supervisor	E
Accounting Clerk III	N
Work Control (Senior)	U_S2
Finance Supervisor	E
Accounting Clerk II	N
Work Control Supervisor	E
Work Control	U_S2
Production Control Clerk	N
Acquisition Supervisor	E
Buyer, Jr.	U_S1
Subcontracts Administrator	E
Buyer	U_S1
General Clerk	U_S1
Media Specialist III	N
Reports Coordinator	U_S1
Safety Supervisor	E
Environmental Health Industrial Hygiene Coordinator	E
Engineering Technician I	N
Engineering Technician III	N
Quality Assurance Manager	E
Engineering Technician II	N
Quality Assurance Technician	U_S1
Environmental Health Technician	U_S1
Environmental Health Physics Coordinator	E
Environmental Technician	N
Environmental Systems Operator	U_S1
Environmental Services Manager	E
Mechanical Engineer	E
Pressure Vessels & Systems Coordinator	E

(b)(4)

ESG	
Energy Manager	E
General Clerk	U_S1
Excalibur	
nVision	
Internal and External Communications Supervisor	E
Media Specialist III	N
Media Services Copy Writer	E
Visitor Relations Specialist	U_S1
History Office Coordinator	E
Madison Services	
General Clerk	U_S1
Custodial Services Supervisor	E
Environmental Specialist 1 (>15 years) Lead	U_S1
Environmental Specialist 1 (>15 years)	U_S1
Environmental Specialist 1 (>15 years) Lead Second Shift	U_S1
Environmental Specialist 1 (>15 years) Second Shift	U_S1
Environmental Technician 1 (>15 years) Lead	U_S1
Environmental Technician 1 (>15 years)	U_S1
Environmental Technician 1 (>15 years) Lead Second Shift	U_S1
Environmental Technician 1 (>15 years) Second Shift	U_S1
Grounds Maint & Integrated Pest Control Supervisor	E
Grounds Technician	U_S1
Tractor Operator	U_S1
Small Mower Operator	U_S1
Small Engine Mechanic	U_S1
Nelson Engineering	
B&W	
PAE	
S3	
Medical Office Supervisor	E
Medical Director (Doctor)	E
Nurse Practitioner	E
Registered Nurse III	U_S1
Medical Laboratory Technician	N
Emergency Medical Technician	N
Recreation Aide/Health Facility Attendant	N
EMCS Supervisor	E
EMCS Operator (12+ months)	U_S1
Software Engineer	E
Elec./Elec. Controls Specialist, Certified	U_S1
EMCS Operator (12+ months), Certified	U_S1
Fire Protection Services Manager	E
Lieutenant (Fire Department)	U_S1
Firefighter	U_S1
Engineer (Fire Department)	U_S1
Media Specialist I	N
Media Specialist II	N
Media Specialist III	N
Educational Technologist	N
Programmer	E
Technical Writer II	N
Recreation Specialist	N
Food Services Manager	E
Cook	U_S1
Food Service Helper	U_S1
Travel Coordination Specialist	E

(b)(4)

Welder, Certified	U_S1	(b)(4)			
NDE Services Supervisor	E				
Radiologic Technologist	U_S1				
Engineering Manager	E				
Facility Operations & Maintenance Branch Supervisor	E				
Test Area O&M Supervisor	E				
Operations Supervisor (SSC)	E				
General Helper	U_S1				
Equipment Operator, Heavy	U_S1				
High Pressure Gas Systems Supervisor (SSC)	E				
Mechanical Technician, Certified	U_S1				
Mechanical Technician	U_S1				
High Pressure Ind Water Plant Supervisor (SSC)	E				
Engineering Technician Lead (Mechanical)	U_S2				
Engineering Technician II (Mechanical)	U_S2				
Engineering Technician II (Electrical)	U_S2				
High Voltage Shop Supervisor (SSC)	E				
Lineman, Certified	U_S1				
Marine Operations Supervisor (SSC)	E				
Component Technician, Shoplead	U_S3				
Component Technician	U_S3				
Component Technician, Certified	U_S3				
Electric & Building Equipment Systems Shop Supervisor	E				
VEM Maintenance Mechanic	U_S1				
Elec./Elec. Controls Specialist	U_S1				
Air Conditioning Technician, Certified	U_S1				
Pipefitter/Plumber	U_S1				
Carpenter	U_S1				
Painter	U_S1				
Electrical Engineer	E				
O&M Engineering Supervisor	E				
Structural Engineer	E				
Business Development Analyst	E				
Business Development Supervisor	E				
Marine Maintenance Technician	U_S1				
Software Engineer	E				
Safety Engineer	E				
Schafer					
Analyst	E				

CY4, October 1, 2018 thru September 30, 2019			CY4, October 1, 2018 thru September 30, 2019		
(b)(4)			(b)(4)		
Abacus Technology			Abacus Technology		
IT Manager	E				
Software Engineer	E				
AMA			AMA		
Product Data & Life Cycle Mgmt. Coordinator	E				
Analyst					
Documentation Specialist	U_S1				
Technical Writer I	N				
Illustrator, Senior	U_S1				
Configuration Coordinator II	U_S1				
Configuration Control Clerk	U_S1				
Configuration Control Clerk, Jr.	U_S1				
Drafter/CAD Operator I	N				
Drafter/CAD Operator IV	N				
ASTI			ASTI		
Chauffeur	U_S1				
Mail Clerk	U_S1				
Mover (New)	U_S1				
Receiving/Shipping Clerk	U_S1				
Supply Clerk	U_S1				
Truck Driver, Medium	U_S1				
ESG			ESG		
			Energy Manager	E	
			General Clerk	U_S1	
Excalibur			Excalibur		
Emergency Mgmt. Coordinator	E				
nVision			nVision		
			Internal and External Communications Supervisor	E	
			Media Specialist III	N	
			Media Services Copy Writer	E	
			Visitor Relations Specialist	U_S1	
			History Office Coordinator	E	
Madison Services			Madison Services		
			General Clerk	U_S1	
			Custodial Services Supervisor	E	
			Environmental Specialist 1 (>15 years) Lead	U_S1	
			Environmental Specialist 1 (>15 years)	U_S1	
			Environmental Specialist 1 (>15 years) Lead Second Shift	U_S1	
			Environmental Specialist 1 (>15 years) Second Shift	U_S1	
			Environmental Technician 1 (>15 years) Lead	U_S1	
			Environmental Technician 1 (>15 years)	U_S1	
			Environmental Technician 1 (>15 years) Lead Second Shift	U_S1	

			Environmental Technician 1 (>15 years) Second Shift	U_S1	
			Grounds Maint & Integrated Pest Control Supervisor	E	
			Grounds Technician	U_S1	
			Tractor Operator	U_S1	
			Small Mower Operator	U_S1	
			Small Engine Mechanic	U_S1	
Nelson Engineering			Nelson Engineering		
Design Engineering Supervisor	E				
Mechanical Engineer	E				
Electrical Engineer	E				
Structural Engineer	E				
Software Engineer	E				
Drafter/CAD Operator III	N				
Drafter/CAD Operator IV	N				
B&W			B&W		
Safety, Health and Environmental Manager	E				
PAE			PAE		
General Manager	E				
S3			S3		
Administrative Assistant	N		Medical Office Supervisor	E	
Deputy General Manager (DGM)	E		Medical Director (Doctor)	E	
Business Manager	E		Nurse Practitioner	E	
Facilities O&M Manager	E		Registered Nurse III	U_S1	(b)(4)
Human Resources Supervisor	E		Medical Laboratory Technician	N	
Personnel Assistant (Employment) II	N		Emergency Medical Technician	N	
Contract Admin Supervisor	E		Recreation Aide/Health Facility Attendant	N	
Accounting Clerk III	N		EMCS Supervisor	E	
Work Control (Senior)	U_S2		EMCS Operator (12+ months)	U_S1	
Finance Supervisor	E		Software Engineer	E	
Accounting Clerk II	N		Elec./Elec. Controls Specialist, Certified	U_S1	
Work Control Supervisor	E		EMCS Operator (12+ months), Certified	U_S1	
Work Control	U_S2		Fire Protection Services Manager	E	
Production Control Clerk	N		Lieutenant (Fire Department)	U_S1	
Acquisition Supervisor	E		Firefighter	U_S1	
Buyer, Jr.	U_S1		Engineer (Fire Department)	U_S1	
Subcontracts Administrator	E		Media Specialist I	N	
Buyer	U_S1		Media Specialist II	N	
General Clerk	U_S1		Media Specialist III	N	
Media Specialist III	N		Educational Technologist	N	
Reports Coordinator	U_S1		Programmer	E	
Safety Supervisor	E		Technical Writer II	N	
Environmental Health Industrial Hygiene Coordinator	E		Recreation Specialist	N	
Engineering Technician I	N		Food Services Manager	E	
			Cook	U_S1	
Engineering Technician III	N	(b)(4)	Food Service Helper	U_S1	
Quality Assurance Manager	E		Travel Coordination Specialist	E	
Engineering Technician II	N				
Quality Assurance Technician	U_S1				
Environmental Health Technician	U_S1				
Environmental Health Physics Coordinator	E				
Environmental Technician	N				
Environmental Systems Operator	U_S1				
Environmental Services Manager	E				
Mechanical Engineer	E				
Pressure Vessels & Systems Coordinator	E				
Welder, Certified	U_S1				
NDE Services Supervisor	E				
Radiologic Technologist	U_S1				
Engineering Manager	E				
Facility Operations & Maintenance Branch Supervisor	E				
Test Area O&M Supervisor	E				
Operations Supervisor (SSC)	E				
General Helper	U_S1				
Equipment Operator, Heavy	U_S1				
High Pressure Gas Systems Supervisor (SSC)	E				
Mechanical Technician, Certified	U_S1				
Mechanical Technician	U_S1				
High Pressure Ind Water Plant Supervisor (SSC)	E				
Engineering Technician Lead (Mechanical)	U_S2				
Engineering Technician II (Mechanical)	U_S2				
Engineering Technician II (Electrical)	U_S2				
High Voltage Shop Supervisor (SSC)	E				
Lineman, Certified	U_S1				
Marine Operations Supervisor (SSC)	E				
Component Technician, Shoplead	U_S3				
Component Technician	U_S3				
Component Technician, Certified	U_S3				
Electric & Building Equipment Systems Shop Supervisor	E				
VEM Maintenance Mechanic	U_S1				
Elec./Elec. Controls Specialist	U_S1				
Air Conditioning Technician, Certified	U_S1				
Pipefitter/Plumber	U_S1				
Carpenter	U_S1				

Painter	U_S1	
Electrical Engineer	E	
O&M Engineering Supervisor	E	
Structural Engineer	E	
Business Development Analyst	E	
Business Development Supervisor	E	
Marine Maintenance Technician	U_S1	
Software Engineer	E	
Safety Engineer	E	
Schafer		
Analyst	E	
CY5, October 1, 2019 thru September 30, 2020		
Abacus Technology		
IT Manager	E	
Software Engineer	E	
AMA		
Product Data & Life Cycle Mgmt. Coordinator	E	
Analyst	E	
Documentation Specialist	U_S1	(b)(4)
Technical Writer I	N	
Illustrator, Senior	U_S1	
Configuration Coordinator II	U_S1	
Configuration Control Clerk	U_S1	
Configuration Control Clerk, Jr.	U_S1	
Drafter/CAD Operator I	N	
Drafter/CAD Operator IV	N	
ASTI		
Chauffeur	U_S1	
Mail Clerk	U_S1	
Mover (New)	U_S1	
Receiving/Shipping Clerk	U_S1	
Supply Clerk	U_S1	
Truck Driver, Medium	U_S1	
ESG		
Excalibur		
Emergency Mgmt. Coordinator	E	
nVision		
Madison Services		
Nelson Engineering		
Design Engineering Supervisor	E	
Mechanical Engineer	E	
Electrical Engineer	E	
Structural Engineer	E	
Software Engineer	E	
Drafter/CAD Operator III	N	
Drafter/CAD Operator IV	N	
B&W		
Safety, Health and Environmental Manager	E	
PAE		
General Manager	E	(b)(4)
S3		
Administrative Assistant	N	
Deputy General Manager (DGM)	E	
Business Manager	E	
Facilities O&M Manager	E	
Human Resources Supervisor	E	
Personnel Assistant (Employment) II	N	
Contract Admin Supervisor	E	
Accounting Clerk III	N	

CY5, October 1, 2019 thru September 30, 2020		
Abacus Technology		
AMA		
ASTI		
ESG		
Energy Manager	E	
General Clerk	U_S1	
Excalibur		
nVision		
Internal and External Communications Supervisor	E	
Media Specialist III	N	
Media Services Copy Writer	E	
Visitor Relations Specialist	U_S1	
History Office Coordinator	E	
Madison Services		
General Clerk	U_S1	
Custodial Services Supervisor	E	
Environmental Specialist 1 (>15 years) Lead	U_S1	
Environmental Specialist 1 (>15 years)	U_S1	
Environmental Specialist 1 (>15 years) Lead Second Shift	U_S1	
Environmental Specialist 1 (>15 years) Second Shift	U_S1	
Environmental Technician 1 (>15 years) Lead	U_S1	
Environmental Technician 1 (>15 years)	U_S1	
Environmental Technician 1 (>15 years) Lead Second Shift	U_S1	
Environmental Technician 1 (>15 years) Second Shift	U_S1	
Grounds Maint & Integrated Pest Control Supervisor	E	
Grounds Technician	U_S1	
Tractor Operator	U_S1	
Small Mower Operator	U_S1	
Small Engine Mechanic	U_S1	
Nelson Engineering		
B&W		
PAE		
S3		
Medical Office Supervisor	E	
Medical Director (Doctor)	E	
Nurse Practitioner	E	
Registered Nurse III	U_S1	
Medical Laboratory Technician	N	
Emergency Medical Technician	N	
Recreation Aide/Health Facility Attendant	N	
EMCS Supervisor	E	

Work Control (Senior)	U_S2	(b)(4)	EMCS Operator (12+ months)	U_S1	(b)(4)
Finance Supervisor	E		Software Engineer	E	
Accounting Clerk II	N		Elec./Elec. Controls Specialist, Certified	U_S1	
Work Control Supervisor	E		EMCS Operator (12+ months), Certified	U_S1	
Work Control	U_S2		Fire Protection Services Manager	E	
Production Control Clerk	N		Lieutenant (Fire Department)	U_S1	
Acquisition Supervisor	E		Firefighter	U_S1	
Buyer, Jr.	U_S1		Engineer (Fire Department)	U_S1	
Subcontracts Administrator	E		Media Specialist I	N	
Buyer	U_S1		Media Specialist II	N	
General Clerk	U_S1		Media Specialist III	N	
Media Specialist III	N		Educational Technologist	N	
Reports Coordinator	U_S1		Programmer	E	
Safety Supervisor	E		Technical Writer II	N	
Environmental Health Industrial Hygiene Coordinator	E		Recreation Specialist	N	
Engineering Technician I	N		Food Services Manager	E	
Engineering Technician III	N		Cook	U_S1	
Quality Assurance Manager	E		Food Service Helper	U_S1	
Engineering Technician II	N		Travel Coordination Specialist	E	
Quality Assurance Technician	U_S1				
Environmental Health Technician	U_S1				
Environmental Health Physics Coordinator	E				
Environmental Technician	N				
Environmental Systems Operator	U_S1				
Environmental Services Manager	E				
Mechanical Engineer	E				
Pressure Vessels & Systems Coordinator	E				
Welder, Certified	U_S1				
NDE Services Supervisor	E				
Radiologic Technologist	U_S1				
Engineering Manager	E				
Facility Operations & Maintenance Branch Supervisor	E				
Test Area O&M Supervisor	E				
Operations Supervisor (SSC)	E				
General Helper	U_S1				
Equipment Operator, Heavy	U_S1				
High Pressure Gas Systems Supervisor (SSC)	E				
Mechanical Technician, Certified	U_S1				
Mechanical Technician	U_S1				
High Pressure Ind Water Plant Supervisor (SSC)	E				
Engineering Technician Lead (Mechanical)	U_S2				
Engineering Technician II (Mechanical)	U_S2				
Engineering Technician II (Electrical)	U_S2				
High Voltage Shop Supervisor (SSC)	E				
Lineman, Certified	U_S1				
Marine Operations Supervisor (SSC)	E				
Component Technician, Shoplead	U_S3				
Component Technician	U_S3				
Component Technician, Certified	U_S3				
Electric & Building Equipment Systems Shop Supervisor	E				
VEM Maintenance Mechanic	U_S1				
Elec./Elec. Controls Specialist	U_S1				
Air Conditioning Technician, Certified	U_S1				
Pipefitter/Plumber	U_S1				
Carpenter	U_S1				
Painter	U_S1				
Electrical Engineer	E				
O&M Engineering Supervisor	E				
Structural Engineer	E				
Business Development Analyst	E				
Business Development Supervisor	E				
Marine Maintenance Technician	U_S1				
Software Engineer	E				
Safety Engineer	E				
Schafer					
Analyst	E				
CY6, October 1, 2020 thru September 30, 2021		CY6, October 1, 2020 thru September 30, 2021			
Abacus Technology		Abacus Technology			
IT Manager	E				
Software Engineer	E				
AMA		AMA			
Product Data & Life Cycle Mgmt. Coordinator	E				
Analyst	E				
Documentation Specialist	U_S1				
Technical Writer I	N				
Illustrator, Senior	U_S1				
Configuration Coordinator II	U_S1				
Configuration Control Clerk	U_S1				
Configuration Control Clerk, Jr.	U_S1				
Drafter/CAD Operator I	N				
Drafter/CAD Operator IV	N				
ASTI		ASTI			

Chauffeur	U_S1	(b)(4)			
Mail Clerk	U_S1	(b)(4)			
Mover (New)	U_S1	(b)(4)			
Receiving/Shipping Clerk	U_S1	(b)(4)			
Supply Clerk	U_S1	(b)(4)			
Truck Driver, Medium	U_S1	(b)(4)			
ESG			ESG		
			Energy Manager	E	(b)(4)
Excalibur			General Clerk	U_S1	(b)(4)
Emergency Mgmt. Coordinator	E	(b)(4)	Excalibur		
nVision			nVision		
			Internal and External Communications Supervisor	E	(b)(4)
			Media Specialist III	N	(b)(4)
			Media Services Copy Writer	E	(b)(4)
			Visitor Relations Specialist	U_S1	(b)(4)
			History Office Coordinator	E	(b)(4)
Madison Services			Madison Services		
			General Clerk	U_S1	(b)(4)
			Custodial Services Supervisor	E	(b)(4)
			Environmental Specialist 1 (>15 years) Lead	U_S1	(b)(4)
			Environmental Specialist 1 (>15 years)	U_S1	(b)(4)
			Environmental Specialist 1 (>15 years) Lead Second Shift	U_S1	(b)(4)
			Environmental Specialist 1 (>15 years) Second Shift	U_S1	(b)(4)
			Environmental Technician 1 (>15 years) Lead	U_S1	(b)(4)
			Environmental Technician 1 (>15 years)	U_S1	(b)(4)
			Environmental Technician 1 (>15 years) Lead Second Shift	U_S1	(b)(4)
			Environmental Technician 1 (>15 years) Second Shift	U_S1	(b)(4)
			Grounds Maint & Integrated Pest Control Supervisor	E	(b)(4)
			Grounds Technician	U_S1	(b)(4)
			Tractor Operator	U_S1	(b)(4)
			Small Mower Operator	U_S1	(b)(4)
			Small Engine Mechanic	U_S1	(b)(4)
Nelson Engineering			Nelson Engineering		
Design Engineering Supervisor	E	(b)(4)			
Mechanical Engineer	E	(b)(4)			
Electrical Engineer	E	(b)(4)			
Structural Engineer	E	(b)(4)			
Software Engineer	E	(b)(4)			
Drafter/CAD Operator III	N	(b)(4)			
Drafter/CAD Operator IV	N	(b)(4)			
B&W			B&W		
Safety, Health and Environmental Manager	E	(b)(4)			
PAE			PAE		
General Manager	E	(b)(4)			
S3			S3		
Administrative Assistant	N	(b)(4)	Medical Office Supervisor	E	(b)(4)
Deputy General Manager (DGM)	E	(b)(4)	Medical Director (Doctor)	E	(b)(4)
Business Manager	E	(b)(4)	Nurse Practitioner	E	(b)(4)
Facilities O&M Manager	E	(b)(4)	Registered Nurse III	U_S1	(b)(4)
Human Resources Supervisor	E	(b)(4)	Medical Laboratory Technician	N	(b)(4)
Personnel Assistant (Employment) II	N	(b)(4)	Emergency Medical Technician	N	(b)(4)
Contract Admin Supervisor	E	(b)(4)	Recreation Aide/Health Facility Attendant	N	(b)(4)
Accounting Clerk III	N	(b)(4)	EMCS Supervisor	E	(b)(4)
Work Control (Senior)	U_S2	(b)(4)	EMCS Operator (12+ months)	U_S1	(b)(4)
Finance Supervisor	E	(b)(4)	Software Engineer	E	(b)(4)
Accounting Clerk II	N	(b)(4)	Elec./Elec. Controls Specialist, Certified	U_S1	(b)(4)
Work Control Supervisor	E	(b)(4)	EMCS Operator (12+ months), Certified	U_S1	(b)(4)
Work Control	U_S2	(b)(4)	Fire Protection Services Manager	E	(b)(4)
Production Control Clerk	N	(b)(4)	Lieutenant (Fire Department)	U_S1	(b)(4)
Acquisition Supervisor	E	(b)(4)	Firefighter	U_S1	(b)(4)
Buyer, Jr.	U_S1	(b)(4)	Engineer (Fire Department)	U_S1	(b)(4)
Subcontracts Administrator	E	(b)(4)	Media Specialist I	N	(b)(4)
Buyer	U_S1	(b)(4)	Media Specialist II	N	(b)(4)
General Clerk	U_S1	(b)(4)	Media Specialist III	N	(b)(4)
Media Specialist III	N	(b)(4)	Educational Technologist	N	(b)(4)
Reports Coordinator	U_S1	(b)(4)	Programmer	E	(b)(4)
Safety Supervisor	E	(b)(4)	Technical Writer II	N	(b)(4)
Environmental Health Industrial Hygiene Coordinator	E	(b)(4)	Recreation Specialist	N	(b)(4)
Engineering Technician I	N	(b)(4)	Food Services Manager	E	(b)(4)
			Cook	U_S1	(b)(4)
Engineering Technician III	N	(b)(4)	Food Service Helper	U_S1	(b)(4)
Quality Assurance Manager	E	(b)(4)	Travel Coordination Specialist	E	(b)(4)
Engineering Technician II	N	(b)(4)			
Quality Assurance Technician	U_S1	(b)(4)			
Environmental Health Technician	U_S1	(b)(4)			
Environmental Health Physics Coordinator	E	(b)(4)			
Environmental Technician	N	(b)(4)			
Environmental Systems Operator	U_S1	(b)(4)			
Environmental Services Manager	E	(b)(4)			
Mechanical Engineer	E	(b)(4)			
Pressure Vessels & Systems Coordinator	E	(b)(4)			

Welder, Certified	U_S1	(b)(4)			
NDE Services Supervisor	E				
Radiologic Technologist	U_S1				
Engineering Manager	E				
Facility Operations & Maintenance Branch Supervisor	E				
Test Area O&M Supervisor	E				
Operations Supervisor (SSC)	E				
General Helper	U_S1				
Equipment Operator, Heavy	U_S1				
High Pressure Gas Systems Supervisor (SSC)	E				
Mechanical Technician, Certified	U_S1				
Mechanical Technician	U_S1				
High Pressure Ind Water Plant Supervisor (SSC)	E				
Engineering Technician Lead (Mechanical)	U_S2				
Engineering Technician II (Mechanical)	U_S2				
Engineering Technician II (Electrical)	U_S2				
High Voltage Shop Supervisor (SSC)	E				
Lineman, Certified	U_S1				
Marine Operations Supervisor (SSC)	E				
Component Technician, Shoplead	U_S3				
Component Technician	U_S3				
Component Technician, Certified	U_S3				
Electric & Building Equipment Systems Shop Supervisor	E				
VEM Maintenance Mechanic	U_S1				
Elec./Elec. Controls Specialist	U_S1				
Air Conditioning Technician, Certified	U_S1				
Pipefitter/Plumber	U_S1				
Carpenter	U_S1				
Painter	U_S1				
Electrical Engineer	E				
O&M Engineering Supervisor	E				
Structural Engineer	E				
Business Development Analyst	E				
Business Development Supervisor	E				
Marine Maintenance Technician	U_S1				
Software Engineer	E				
Safety Engineer	E				
Analyst	E				

CY7, October 1, 2021 thru September 30, 2022			CY7, October 1, 2021 thru September 30, 2022				
Abacus Technology			Abacus Technology				
IT Manager	E	(b)(4)					
Software Engineer	E						
AMA			AMA				
Product Data & Life Cycle Mgmt. Coordinator	E						
Analyst	E						
Documentation Specialist	U_S1						
Technical Writer I	N						
Illustrator, Senior	U_S1						
Configuration Coordinator II	U_S1						
Configuration Control Clerk	U_S1						
Configuration Control Clerk, Jr.	U_S1						
Drafter/CAD Operator I	N						
Drafter/CAD Operator IV	N						
ASTI			ASTI				
Chauffeur	U_S1						
Mail Clerk	U_S1						
Mover (New)	U_S1						
Receiving/Shipping Clerk	U_S1						
Supply Clerk	U_S1						
Truck Driver, Medium	U_S1						
ESG			ESG				
				Energy Manager	E	(b)(4)	
				General Clerk	U_S1		
Excalibur			Excalibur				
Emergency Mgmt. Coordinator	E			nVision			
nVision			nVision				
				Internal and External Communications Supervisor	E		
				Media Specialist III	N		
				Media Services Copy Writer	E		
				Visitor Relations Specialist	U_S1		
				History Office Coordinator	E		
Madison Services			Madison Services				
				General Clerk	U_S1		
				Custodial Services Supervisor	E		
				Environmental Specialist 1 (>15 years) Lead	U_S1		
				Environmental Specialist 1 (>15 years)	U_S1		
				Environmental Specialist 1 (>15 years) Lead Second Shift	U_S1		
				Environmental Specialist 1 (>15 years) Second Shift	U_S1		
				Environmental Technician 1 (>15 years) Lead	U_S1		
				Environmental Technician 1 (>15 years)	U_S1		
				Environmental Technician 1 (>15 years) Lead Second Shift	U_S1		

			Environmental Technician 1 (>15 years) Second Shift	U_S1	
			Grounds Maint & Integrated Pest Control Supervisor	E	
			Grounds Technician	U_S1	
			Tractor Operator	U_S1	
			Small Mower Operator	U_S1	
			Small Engine Mechanic	U_S1	
Nelson Engineering			Nelson Engineering		
Design Engineering Supervisor	E				
Mechanical Engineer	E				
Electrical Engineer	E				
Structural Engineer	E				
Software Engineer	E				
Drafter/CAD Operator III	N				
Drafter/CAD Operator IV	N				
B&W			B&W		
Safety, Health and Environmental Manager	E				
PAE			PAE		
General Manager	E				
S3			S3		
Administrative Assistant	N		Medical Office Supervisor	E	
Deputy General Manager (DGM)	E		Medical Director (Doctor)	E	
Business Manager	E		Nurse Practitioner	E	
Facilities O&M Manager	E		Registered Nurse III	U_S1	(b)(4)
Human Resources Supervisor	E		Medical Laboratory Technician	N	
Personnel Assistant (Employment) II	N		Emergency Medical Technician	N	
Contract Admin Supervisor	E		Recreation Aide/Health Facility Attendant	N	
Accounting Clerk III	N		EMCS Supervisor	E	
Work Control (Senior)	U_S2		EMCS Operator (12+ months)	U_S1	
Finance Supervisor	E		Software Engineer	E	
Accounting Clerk II	N		Elec./Elec. Controls Specialist, Certified	U_S1	
Work Control Supervisor	E		EMCS Operator (12+ months), Certified	U_S1	
Work Control	U_S2		Fire Protection Services Manager	E	
Production Control Clerk	N		Lieutenant (Fire Department)	U_S1	
Acquisition Supervisor	E		Firefighter	U_S1	
Buyer, Jr.	U_S1		Engineer (Fire Department)	U_S1	
Subcontracts Administrator	E		Media Specialist I	N	
Buyer	U_S1		Media Specialist II	N	
General Clerk	U_S1		Media Specialist III	N	
Media Specialist III	N		Educational Technologist	N	
Reports Coordinator	U_S1		Programmer	E	
Safety Supervisor	E		Technical Writer II	N	
Environmental Health Industrial Hygiene Coordinator	E		Recreation Specialist	N	
Engineering Technician I	N		Food Services Manager	E	
			Cook	U_S1	
Engineering Technician III	N	(b)(4)	Food Service Helper	U_S1	
Quality Assurance Manager	E		Travel Coordination Specialist	E	
Engineering Technician II	N				
Quality Assurance Technician	U_S1				
Environmental Health Technician	U_S1				
Environmental Health Physics Coordinator	E				
Environmental Technician	N				
Environmental Systems Operator	U_S1				
Environmental Services Manager	E				
Mechanical Engineer	E				
Pressure Vessels & Systems Coordinator	E				
Welder, Certified	U_S1				
NDE Services Supervisor	E				
Radiologic Technologist	U_S1				
Engineering Manager	E				
Facility Operations & Maintenance Branch Supervisor	E				
Test Area O&M Supervisor	E				
Operations Supervisor (SSC)	E				
General Helper	U_S1				
Equipment Operator, Heavy	U_S1				
High Pressure Gas Systems Supervisor (SSC)	E				
Mechanical Technician, Certified	U_S1				
Mechanical Technician	U_S1				
High Pressure Ind Water Plant Supervisor (SSC)	E				
Engineering Technician Lead (Mechanical)	U_S2				
Engineering Technician II (Mechanical)	U_S2				
Engineering Technician II (Electrical)	U_S2				
High Voltage Shop Supervisor (SSC)	E				
Lineman, Certified	U_S1				
Marine Operations Supervisor (SSC)	E				
Component Technician, Shoplead	U_S3				
Component Technician	U_S3				
Component Technician, Certified	U_S3				
Electric & Building Equipment Systems Shop Supervisor	E				
VEM Maintenance Mechanic	U_S1				
Elec./Elec. Controls Specialist	U_S1				
Air Conditioning Technician, Certified	U_S1				
Pipefitter/Plumber	U_S1				
Carpenter	U_S1				

Painter	U_S1				
Electrical Engineer	E				
O&M Engineering Supervisor	E				
Structural Engineer	E				
Business Development Analyst	E				
Business Development Supervisor	E				
Marine Maintenance Technician	U_S1				
Software Engineer	E				
Safety Engineer	E				
Schafer					
Analyst	E				
CY8, October 1, 2022 thru September 30, 2023					
Abacus Technology					
IT Manager	E				
Software Engineer	E				
AMA					
Product Data & Life Cycle Mgmt. Coordinator	E				
Analyst	E				
Documentation Specialist	U_S1				
Technical Writer I	N				
Illustrator, Senior	U_S1				
Configuration Coordinator II	U_S1				
Configuration Control Clerk	U_S1				
Configuration Control Clerk, Jr.	U_S1				
Drafter/CAD Operator I	N				
Drafter/CAD Operator IV	N				
ASTI					
Chauffeur	U_S1				
Mail Clerk	U_S1				
Mover (New)	U_S1				
Receiving/Shipping Clerk	U_S1				
Supply Clerk	U_S1				
Truck Driver, Medium	U_S1				
ESG					
Excalibur					
Emergency Mgmt. Coordinator	E				
nVision					
Madison Services					
Nelson Engineering					
Design Engineering Supervisor	E				
Mechanical Engineer	E				
Electrical Engineer	E				
Structural Engineer	E				
Software Engineer	E				
Drafter/CAD Operator III	N				
Drafter/CAD Operator IV	N				
B&W					
Safety, Health and Environmental Manager	E				
PAE					
General Manager	E				
S3					
Administrative Assistant	N				
Deputy General Manager (DGM)	E				
Business Manager	E				
Facilities O&M Manager	E				
Human Resources Supervisor	E				
Personnel Assistant (Employment) II	N				
Contract Admin Supervisor	E				
Accounting Clerk III	N				
CY8, October 1, 2022 thru September 30, 2023					
Abacus Technology					
AMA					
ASTI					
ESG					
Energy Manager	E				
General Clerk	U_S1				
Excalibur					
nVision					
Internal and External Communications Supervisor	E				
Media Specialist III	N				
Media Services Copy Writer	E				
Visitor Relations Specialist	U_S1				
History Office Coordinator	E				
Madison Services					
General Clerk	U_S1				
Custodial Services Supervisor	E				
Environmental Specialist 1 (>15 years) Lead	U_S1				
Environmental Specialist 1 (>15 years)	U_S1				
Environmental Specialist 1 (>15 years) Lead Second Shift	U_S1				
Environmental Specialist 1 (>15 years) Second Shift	U_S1				
Environmental Technician 1 (>15 years) Lead	U_S1				
Environmental Technician 1 (>15 years)	U_S1				
Environmental Technician 1 (>15 years) Lead Second Shift	U_S1				
Environmental Technician 1 (>15 years) Second Shift	U_S1				
Grounds Maint & Integrated Pest Control Supervisor	E				
Grounds Technician	U_S1				
Tractor Operator	U_S1				
Small Mower Operator	U_S1				
Small Engine Mechanic	U_S1				
Nelson Engineering					
B&W					
PAE					
S3					
Medical Office Supervisor	E				
Medical Director (Doctor)	E				
Nurse Practitioner	E				
Registered Nurse III	U_S1				
Medical Laboratory Technician	N				
Emergency Medical Technician	N				
Recreation Aide/Health Facility Attendant	N				
EMCS Supervisor	E				

(b)(4)

(b)(4)

Work Control (Senior)	U_S2	(b)(4)	EMCS Operator (12+ months)	U_S1	(b)(4)
Finance Supervisor	E		Software Engineer	E	
Accounting Clerk II	N		Elec./Elec. Controls Specialist, Certified	U_S1	
Work Control Supervisor	E		EMCS Operator (12+ months), Certified	U_S1	
Work Control	U_S2		Fire Protection Services Manager	E	
Production Control Clerk	N		Lieutenant (Fire Department)	U_S1	
Acquisition Supervisor	E		Firefighter	U_S1	
Buyer, Jr.	U_S1		Engineer (Fire Department)	U_S1	
Subcontracts Administrator	E		Media Specialist I	N	
Buyer	U_S1		Media Specialist II	N	
General Clerk	U_S1		Media Specialist III	N	
Media Specialist III	N		Educational Technologist	N	
Reports Coordinator	U_S1		Programmer	E	
Safety Supervisor	E		Technical Writer II	N	
Environmental Health Industrial Hygiene Coordinator	E		Recreation Specialist	N	
Engineering Technician I	N		Food Services Manager	E	
			Cook	U_S1	
Engineering Technician III	N		Food Service Helper	U_S1	
Quality Assurance Manager	E		Travel Coordination Specialist	E	
Engineering Technician II	N				
Quality Assurance Technician	U_S1				
Environmental Health Technician	U_S1				
Environmental Health Physics Coordinator	E				
Environmental Technician	N				
Environmental Systems Operator	U_S1				
Environmental Services Manager	E				
Mechanical Engineer	E				
Pressure Vessels & Systems Coordinator	E				
Welder, Certified	U_S1				
NDE Services Supervisor	E				
Radiologic Technologist	U_S1				
Engineering Manager	E				
Facility Operations & Maintenance Branch Supervisor	E				
Test Area O&M Supervisor	E				
Operations Supervisor (SSC)	E				
General Helper	U_S1				
Equipment Operator, Heavy	U_S1				
High Pressure Gas Systems Supervisor (SSC)	E				
Mechanical Technician, Certified	U_S1				
Mechanical Technician	U_S1				
High Pressure Ind Water Plant Supervisor (SSC)	E				
Engineering Technician Lead (Mechanical)	U_S2				
Engineering Technician II (Mechanical)	U_S2				
Engineering Technician II (Electrical)	U_S2				
High Voltage Shop Supervisor (SSC)	E				
Lineman, Certified	U_S1				
Marine Operations Supervisor (SSC)	E				
Component Technician, Shoplead	U_S3				
Component Technician	U_S3				
Component Technician, Certified	U_S3				
Electric & Building Equipment Systems Shop Supervisor	E				
VEM Maintenance Mechanic	U_S1				
Elec./Elec. Controls Specialist	U_S1				
Air Conditioning Technician, Certified	U_S1				
Pipefitter/Plumber	U_S1				
Carpenter	U_S1				
Painter	U_S1				
Electrical Engineer	E				
O&M Engineering Supervisor	E				
Structural Engineer	E				
Business Development Analyst	E				
Business Development Supervisor	E				
Marine Maintenance Technician	U_S1				
Software Engineer	E				
Safety Engineer	E				
Schafer					
Analyst	E				
CY9, October 1, 2023 thru September 30, 2024				CY9, October 1, 2023 thru September 30, 2024	
Abacus Technology				Abacus Technology	
IT Manager	E				
Software Engineer	E				
AMA				AMA	
Product Data & Life Cycle Mgmt. Coordinator	E				
Analyst	E				
Documentation Specialist	U_S1				
Technical Writer I	N				
Illustrator, Senior	U_S1				
Configuration Coordinator II	U_S1				
Configuration Control Clerk	U_S1				
Configuration Control Clerk, Jr.	U_S1				
Drafter/CAD Operator I	N				
Drafter/CAD Operator IV	N				
ASTI			ASTI		

Welder, Certified	U_S1	(b)(4)
NDE Services Supervisor	E	
Radiologic Technologist	U_S1	
Engineering Manager	E	
Facility Operations & Maintenance Branch Supervisor	E	
Test Area O&M Supervisor	E	
Operations Supervisor (SSC)	E	
General Helper	U_S1	
Equipment Operator, Heavy	U_S1	
High Pressure Gas Systems Supervisor (SSC)	E	
Mechanical Technician, Certified	U_S1	
Mechanical Technician	U_S1	
High Pressure Ind Water Plant Supervisor (SSC)	E	
Engineering Technician Lead (Mechanical)	U_S2	
Engineering Technician II (Mechanical)	U_S2	
Engineering Technician II (Electrical)	U_S2	
High Voltage Shop Supervisor (SSC)	E	
Lineman, Certified	U_S1	
Marine Operations Supervisor (SSC)	E	
Component Technician, Shoplead	U_S3	
Component Technician	U_S3	
Component Technician, Certified	U_S3	
Electric & Building Equipment Systems Shop Supervisor	E	
VEM Maintenance Mechanic	U_S1	
Elec./Elec. Controls Specialist	U_S1	
Air Conditioning Technician, Certified	U_S1	
Pipefitter/Plumber	U_S1	
Carpenter	U_S1	
Painter	U_S1	
Electrical Engineer	E	
O&M Engineering Supervisor	E	
Structural Engineer	E	
Business Development Analyst	E	
Business Development Supervisor	E	
Marine Maintenance Technician	U_S1	
Software Engineer	E	
Safety Engineer	E	
Schafer		
Analyst	E	
CY10, October 1, 2024 thru June 30, 2025		
Abacus Technology		
IT Manager	E	
Software Engineer	E	
AMA		
Product Data & Life Cycle Mgmt. Coordinator	E	
Analyst	E	
Documentation Specialist	U_S1	
Technical Writer I	N	
Illustrator, Senior	U_S1	
Configuration Coordinator II	U_S1	
Configuration Control Clerk	U_S1	
Configuration Control Clerk, Jr.	U_S1	
Drafter/CAD Operator I	N	
Drafter/CAD Operator IV	N	
ASTI		
Chauffeur	U_S1	
Mail Clerk	U_S1	
Mover (New)	U_S1	
Receiving/Shipping Clerk	U_S1	
Supply Clerk	U_S1	
Truck Driver, Medium	U_S1	
ESG		
Excalibur		
Emergency Mgmt. Coordinator	E	
nVision		

CY10, October 1, 2024 thru June 30, 2025		
Abacus Technology		
AMA		
ASTI		
ESG		
Energy Manager	E	(b)(4)
General Clerk	U_S1	
Excalibur		
nVision		
Internal and External Communications Supervisor	E	
Media Specialist III	N	
Media Services Copy Writer	E	
Visitor Relations Specialist	U_S1	
History Office Coordinator	E	
Madison Services		
General Clerk	U_S1	
Custodial Services Supervisor	E	
Environmental Specialist 1 (>15 years) Lead	U_S1	
Environmental Specialist 1 (>15 years)	U_S1	
Environmental Specialist 1 (>15 years) Lead Second Shift	U_S1	
Environmental Specialist 1 (>15 years) Second Shift	U_S1	
Environmental Technician 1 (>15 years) Lead	U_S1	
Environmental Technician 1 (>15 years)	U_S1	
Environmental Technician 1 (>15 years) Lead Second Shift	U_S1	

			Environmental Technician 1 (>15 years) Second Shift	U_S1		
			Grounds Maint & Integrated Pest Control Supervisor	E		
			Grounds Technician	U_S1		
			Tractor Operator	U_S1		
			Small Mower Operator	U_S1		
			Small Engine Mechanic	U_S1		
Nelson Engineering			Nelson Engineering			
Design Engineering Supervisor	E	(b)(4)				
Mechanical Engineer	E					
Electrical Engineer	E					
Structural Engineer	E					
Software Engineer	E					
Drafter/CAD Operator III	N					
Drafter/CAD Operator IV	N					
B&W			B&W			
Safety, Health and Environmental Manager	E					
PAE			PAE			
General Manager	E					
S3			S3			
Administrative Assistant	N			Medical Office Supervisor	E	
Deputy General Manager (DGM)	E			Medical Director (Doctor)	E	
Business Manager	E			Nurse Practitioner	E	
Facilities O&M Manager	E			Registered Nurse III	U_S1	(b)(4)
Human Resources Supervisor	E			Medical Laboratory Technician	N	
Personnel Assistant (Employment) II	N			Emergency Medical Technician	N	
Contract Admin Supervisor	E			Recreation Aide/Health Facility Attendant	N	
Accounting Clerk III	N			EMCS Supervisor	E	
Work Control (Senior)	U_S2			EMCS Operator (12+ months)	U_S1	
Finance Supervisor	E			Software Engineer	E	
Accounting Clerk II	N			Elec./Elec. Controls Specialist, Certified	U_S1	
Work Control Supervisor	E			EMCS Operator (12+ months), Certified	U_S1	
Work Control	U_S2			Fire Protection Services Manager	E	
Production Control Clerk	N			Lieutenant (Fire Department)	U_S1	
Acquisition Supervisor	E			Firefighter	U_S1	
Buyer, Jr.	U_S1			Engineer (Fire Department)	U_S1	
Subcontracts Administrator	E			Media Specialist I	N	
Buyer	U_S1			Media Specialist II	N	
General Clerk	U_S1			Media Specialist III	N	
Media Specialist III	N			Educational Technologist	N	
Reports Coordinator	U_S1			Programmer	E	
Safety Supervisor	E			Technical Writer II	N	
Environmental Health Industrial Hygiene Coordinator	E			Recreation Specialist	N	
Engineering Technician I	N			Food Services Manager	E	
				Cook	U_S1	
Engineering Technician III	N			Food Service Helper	U_S1	
Quality Assurance Manager	E			Travel Coordination Specialist	E	
Engineering Technician II	N					
Quality Assurance Technician	U_S1					
Environmental Health Technician	U_S1					
Environmental Health Physics Coordinator	E					
Environmental Technician	N					
Environmental Systems Operator	U_S1					
Environmental Services Manager	E					
Mechanical Engineer	E					
Pressure Vessels & Systems Coordinator	E					
Welder, Certified	U_S1					
NDE Services Supervisor	E					
Radiologic Technologist	U_S1					
Engineering Manager	E					
Facility Operations & Maintenance Branch Supervisor	E					
Test Area O&M Supervisor	E					
Operations Supervisor (SSC)	E					
General Helper	U_S1					
Equipment Operator, Heavy	U_S1					
High Pressure Gas Systems Supervisor (SSC)	E					
Mechanical Technician, Certified	U_S1					
Mechanical Technician	U_S1					
High Pressure Ind Water Plant Supervisor (SSC)	E					
Engineering Technician Lead (Mechanical)	U_S2					
Engineering Technician II (Mechanical)	U_S2					
Engineering Technician II (Electrical)	U_S2					
High Voltage Shop Supervisor (SSC)	E					
Lineman, Certified	U_S1					
Marine Operations Supervisor (SSC)	E					
Component Technician, Shoplead	U_S3					
Component Technician	U_S3					
Component Technician, Certified	U_S3					
Electric & Building Equipment Systems Shop Supervisor	E					
VEM Maintenance Mechanic	U_S1					
Elec./Elec. Controls Specialist	U_S1					
Air Conditioning Technician, Certified	U_S1					
Pipefitter/Plumber	U_S1					
Carpenter	U_S1					

Painter
Electrical Engineer
O&M Engineering Supervisor
Structural Engineer
Business Development Analyst
Business Development Supervisor
Marine Maintenance Technician
Software Engineer
Safety Engineer

Schafer

Analyst

U_S1
E
E
E
E
E
U_S1
E
E

E



SACOM IDIQ APPROVED OVERTIME RATES (AS OF Mod 01)

SSC IDIQ Overtime Rates

PWS 1, 2, 3, 4, and 6 - Cost-type		PWS 5 - Fixed-priced	
Labor Rate Category's	Total Burdened Labor Rate (including fee for the prime offeror)	Labor Rate Category's for PWS 5.	Total Burdened Labor Rate (including fee for the prime offeror)
Y1, Feb 1, 2016 thru Sept 30, 2016		CY1, Feb 1, 2016 thru Sept 30, 2016	
Abacus Technology		Abacus Technology	
IT Manager Software Engineer AMA	(b)(4)		
		AMA	
ASTI		ASTI	
Chauffeur Mail Clerk Mover (New) Receiving/Shipping Clerk Supply Clerk Truck Driver, Medium ESG	(b)(4)		
Excalibur		ESG	
Emergency Mgmt. Coordinator		Energy Manager General Clerk	
nVision		Excalibur	
		nVision	
		Internal and External Communications Supervisor Media Specialist III Media Services Copy Writer Visitor Relations Specialist History Office Coordinator	
Madison Services		Madison Services	
		General Clerk	
			(b)(4)

Quality Assurance Manager	(b)(4)		
Engineering Technician II			
Quality Assurance Technician			
Environmental Health Technician			
Environmental Health Physics Coordinator			
Environmental Technician			
Environmental Systems Operator			
Environmental Services Manager			
Mechanical Engineer			
Pressure Vessels & Systems Coordinator			
Welder, Certified			
NDE Services Supervisor			
Radiologic Technologist			
Engineering Manager			
Facility Operations & Maintenance Branch Sup			
Test Area O&M Supervisor			
Operations Supervisor (SSC)			
General Helper			
Equipment Operator, Heavy			
High Pressure Gas Systems Supervisor (SSC)			
Mechanical Technician, Certified			
Mechanical Technician			
High Pressure Ind Water Plant Supervisor (SSC)			
Engineering Technician Lead (Mechanical)			
Engineering Technician II (Mechanical)			
Engineering Technician II (Electrical)			
High Voltage Shop Supervisor (SSC)			
Lineman, Certified			
Marine Operations Supervisor (SSC)			
Component Technician, Shoplead			
Component Technician			
Component Technician, Certified			
Electric & Building Equipment Systems Shop S			
VEM Maintenance Mechanic			
Elec./Elec. Controls Specialist			
Air Conditioning Technician, Certified			
Pipefitter/Plumber			
Carpenter			
Painter			
Electrical Engineer			
O&M Engineering Supervisor			
Structural Engineer			
Business Development Analyst			
Business Development Supervisor			
Marine Maintenance Technician			
Software Engineer			
Safety Engineer			
Schafer			
Analyst			
October 1, 2016 thru September 30, 2017			
Abacus Technology	CY2, October 1, 2016 thru September 30, 2017		
IT Manager	Abacus Technology		
Software Engineer			
AMA	AMA		

		Media Specialist III	
		Media Services Copy Writer	
		Visitor Relations Specialist	
		History Office Coordinator	
Madison Services		Madison Services	
		General Clerk	
		Custodial Services Supervisor	
		Environmental Specialist 1 (>15 years) Lead	
		Environmental Specialist 1 (>15 years)	
		Environmental Specialist 1 (>15 years) Lead Second Shift	
		Environmental Specialist 1 (>15 years) Second Shift	
		Environmental Technician 1 (>15 years) Lead	
		Environmental Technician 1 (>15 years)	
		Environmental Technician 1 (>15 years) Lead Second Shift	
		Environmental Technician 1 (>15 years) Second Shift	
		Grounds Maint & Integrated Pest Control Supervisor	
		Grounds Technician	
		Tractor Operator	
		Small Mower Operator	
		Small Engine Mechanic	
Nelson Engineering		Nelson Engineering	
Design Engineering Supervisor			
Mechanical Engineer			
Electrical Engineer			
Structural Engineer			
Software Engineer			
Drafter/CAD Operator III			
Drafter/CAD Operator IV			
B&W		B&W	
Safety, Health and Environmental Manager			
PAE		PAE	
General Manager			
S3		S3	
Administrative Assistant		Medical Office Supervisor	
Deputy General Manager (DGM)		Medical Director (Doctor)	
Business Manager		Nurse Practitioner	
Facilities O&M Manager		Registered Nurse III	
Human Resources Supervisor		Medical Laboratory Technician	
Personnel Assistant (Employment) II		Emergency Medical Technician	
Contract Admin Supervisor		Recreation Aide/Health Facility Attendant	
Accounting Clerk III		EMCS Supervisor	
Work Control (Senior)		EMCS Operator (12+ months)	
Finance Supervisor		Software Engineer	
Accounting Clerk II		Elec./Elec. Controls Specialist, Certified	
Work Control Supervisor		EMCS Operator (12+ months), Certified	
Work Control		Fire Protection Services Manager	
Production Control Clerk		Lieutenant (Fire Department)	
Acquisition Supervisor		Firefighter	
Buyer, Jr.		Engineer (Fire Department)	
Subcontracts Administrator		Media Specialist I	
Buyer		Media Specialist II	
General Clerk		Media Specialist III	
Media Specialist III		Educational Technologist	
Reports Coordinator		Programmer	

(b)(4)

(b)(4)

(b)(4)

Safety Supervisor	(b)(4)	Technical Writer II	(b)(4)
Environmental Health Industrial Hygiene Coordinator		Recreation Specialist	
Engineering Technician I		Food Services Manager	
Engineering Technician III		Cook	
Quality Assurance Manager		Food Service Helper	
Engineering Technician II			
Quality Assurance Technician			
Environmental Health Technician			
Environmental Health Physics Coordinator			
Environmental Technician			
Environmental Systems Operator			
Environmental Services Manager			
Mechanical Engineer			
Pressure Vessels & Systems Coordinator			
Welder, Certified			
NDE Services Supervisor			
Radiologic Technologist			
Engineering Manager			
Facility Operations & Maintenance Branch Supervisor			
Test Area O&M Supervisor			
Operations Supervisor (SSC)			
General Helper			
Equipment Operator, Heavy			
High Pressure Gas Systems Supervisor (SSC)			
Mechanical Technician, Certified			
Mechanical Technician			
High Pressure Ind Water Plant Supervisor (SSC)			
Engineering Technician Lead (Mechanical)			
Engineering Technician II (Mechanical)			
Engineering Technician II (Electrical)			
High Voltage Shop Supervisor (SSC)			
Lineman, Certified			
Marine Operations Supervisor (SSC)			
Component Technician, Shoplead			
Component Technician			
Component Technician, Certified			
Electric & Building Equipment Systems Shop Supervisor			
VEM Maintenance Mechanic			
Elec./Elec. Controls Specialist			
Air Conditioning Technician, Certified			
Pipefitter/Plumber			
Carpenter			
Painter			
Electrical Engineer			
O&M Engineering Supervisor			
Structural Engineer			
Business Development Analyst			
Business Development Supervisor			
Marine Maintenance Technician			
Software Engineer			
Safety Engineer			
Schafer			
Analyst			

October 1, 2018 thru September 30, 2019		CY4, October 1, 2018 thru September 30, 2019	
<p align="center">Abacus Technology</p> IT Manager Software Engineer <p align="center">AMA</p>	(b)(4)	<p align="center">Abacus Technology</p> <p align="center">AMA</p>	
<p align="center">ASTI</p> Chauffeur Mail Clerk Mover (New) Receiving/Shipping Clerk Supply Clerk Truck Driver, Medium <p align="center">ESG</p>	(b)(4)	<p align="center">ASTI</p> <p align="center">ESG</p>	
<p align="center">Excalibur</p> Emergency Mgmt. Coordinator <p align="center">nVision</p>	(b)(4)	<p align="center">Excalibur</p> <p align="center">nVision</p>	(b)(4)
		Internal and External Communications Supervisor Media Specialist III Media Services Copy Writer Visitor Relations Specialist History Office Coordinator	(b)(4)
<p align="center">Madison Services</p>		<p align="center">Madison Services</p> General Clerk Custodial Services Supervisor Environmental Specialist 1 (>15 years) Lead Environmental Specialist 1 (>15 years) Environmental Specialist 1 (>15 years) Lead Second Shift Environmental Specialist 1 (>15 years) Second Shift Environmental Technician 1 (>15 years) Lead Environmental Technician 1 (>15 years) Environmental Technician 1 (>15 years) Lead Second Shift Environmental Technician 1 (>15 years) Second Shift Grounds Maint & Integrated Pest Control Supervisor Grounds Technician Tractor Operator Small Mower Operator Small Engine Mechanic	(b)(4)
<p align="center">Nelson Engineering</p> Design Engineering Supervisor Mechanical Engineer Electrical Engineer		<p align="center">Nelson Engineering</p>	

Structural Engineer			
Software Engineer			
Drafter/CAD Operator III			
Drafter/CAD Operator IV			
B&W		B&W	
Safety, Health and Environmental Manager			
PAE		PAE	
General Manager			
S3		S3	
Administrative Assistant		Medical Office Supervisor	
Deputy General Manager (DGM)		Medical Director (Doctor)	
Business Manager		Nurse Practitioner	
Facilities O&M Manager		Registered Nurse III	
Human Resources Supervisor		Medical Laboratory Technician	
Personnel Assistant (Employment) II		Emergency Medical Technician	
Contract Admin Supervisor		Recreation Aide/Health Facility Attendant	
Accounting Clerk III		EMCS Supervisor	
Work Control (Senior)		EMCS Operator (12+ months)	
Finance Supervisor		Software Engineer	
Accounting Clerk II		Elec./Elec. Controls Specialist, Certified	
Work Control Supervisor		EMCS Operator (12+ months), Certified	
Work Control		Fire Protection Services Manager	
Production Control Clerk		Lieutenant (Fire Department)	
Acquisition Supervisor		Firefighter	
Buyer, Jr.		Engineer (Fire Department)	
Subcontracts Administrator		Media Specialist I	
Buyer		Media Specialist II	
General Clerk		Media Specialist III	
Media Specialist III	(b)(4)	Educational Technologist	
Reports Coordinator		Programmer	
Safety Supervisor		Technical Writer II	
Environmental Health Industrial Hygiene Coord		Recreation Specialist	
Engineering Technician I		Food Services Manager	
		Cook	
Engineering Technician III		Food Service Helper	
Quality Assurance Manager			
Engineering Technician II			
Quality Assurance Technician			
Environmental Health Technician			
Environmental Health Physics Coordinator			
Environmental Technician			
Environmental Systems Operator			
Environmental Services Manager			
Mechanical Engineer			
Pressure Vessels & Systems Coordinator			
Welder, Certified			
NDE Services Supervisor			
Radiologic Technologist			
Engineering Manager			
Facility Operations & Maintenance Branch Sup			
Test Area O&M Supervisor			
Operations Supervisor (SSC)			
General Helper			
Equipment Operator, Heavy			
High Pressure Gas Systems Supervisor (SSC)			

Mechanical Technician, Certified			
Mechanical Technician			
High Pressure Ind Water Plant Supervisor (SSC)			
Engineering Technician Lead (Mechanical)			
Engineering Technician II (Mechanical)			
Engineering Technician II (Electrical)			
High Voltage Shop Supervisor (SSC)			
Lineman, Certified			
Marine Operations Supervisor (SSC)			
Component Technician, Shoplead			
Component Technician			
Component Technician, Certified			
Electric & Building Equipment Systems Shop S			
VEM Maintenance Mechanic			
Elec./Elec. Controls Specialist			
Air Conditioning Technician, Certified			
Pipefitter/Plumber			
Carpenter			
Painter			
Electrical Engineer			
O&M Engineering Supervisor			
Structural Engineer			
Business Development Analyst			
Business Development Supervisor			
Marine Maintenance Technician			
Software Engineer			
Safety Engineer			
Schafer			
Analyst			
October 1, 2019 thru September 30, 2020		CY5, October 1, 2019 thru September 30, 2020	
Abacus Technology		Abacus Technology	
IT Manager			
Software Engineer			
AMA		AMA	
ASTI		ASTI	
Chauffeur			
Mail Clerk			
Mover (New)			
Receiving/Shipping Clerk			
Supply Clerk			
Truck Driver, Medium			
ESG		ESG	
		Energy Manager	
		General Clerk	(b)(4)

(b)(4)

(b)(4)

(b)(4)

Excalibur	(b)(4)
Emergency Mgmt. Coordinator	
nVision	
Madison Services	
Nelson Engineering	
Design Engineering Supervisor	
Mechanical Engineer	
Electrical Engineer	
Structural Engineer	
Software Engineer	
Drafter/CAD Operator III	(b)(4)
Drafter/CAD Operator IV	
B&W	
Safety, Health and Environmental Manager	
PAE	
General Manager	
S3	
Administrative Assistant	
Deputy General Manager (DGM)	
Business Manager	
Facilities O&M Manager	
Human Resources Supervisor	
Personnel Assistant (Employment) II	
Contract Admin Supervisor	
Accounting Clerk III	
Work Control (Senior)	
Finance Supervisor	
Accounting Clerk II	
Work Control Supervisor	
Work Control	
Production Control Clerk	
Acquisition Supervisor	
Buyer, Jr.	

Excalibur	
nVision	(b)(4)
Internal and External Communications Supervisor	
Media Specialist III	
Media Services Copy Writer	
Visitor Relations Specialist	
History Office Coordinator	
Madison Services	
General Clerk	
Custodial Services Supervisor	
Environmental Specialist 1 (>15 years) Lead	
Environmental Specialist 1 (>15 years)	
Environmental Specialist 1 (>15 years) Lead Second Shift	
Environmental Specialist 1 (>15 years) Second Shift	
Environmental Technician 1 (>15 years) Lead	
Environmental Technician 1 (>15 years)	
Environmental Technician 1 (>15 years) Lead Second Shift	
Environmental Technician 1 (>15 years) Second Shift	
Grounds Maint & Integrated Pest Control Supervisor	
Grounds Technician	
Tractor Operator	
Small Mower Operator	
Small Engine Mechanic	
Nelson Engineering	
B&W	
PAE	
S3	
Medical Office Supervisor	
Medical Director (Doctor)	
Nurse Practitioner	
Registered Nurse III	
Medical Laboratory Technician	
Emergency Medical Technician	
Recreation Aide/Health Facility Attendant	
EMCS Supervisor	
EMCS Operator (12+ months)	
Software Engineer	
Elec./Elec. Controls Specialist, Certified	
EMCS Operator (12+ months), Certified	
Fire Protection Services Manager	
Lieutenant (Fire Department)	
Firefighter	
Engineer (Fire Department)	

Nelson Engineering		Nelson Engineering	
Design Engineering Supervisor			
Mechanical Engineer			
Electrical Engineer			
Structural Engineer			
Software Engineer			
Drafter/CAD Operator III			
Drafter/CAD Operator IV			
B&W		B&W	
Safety, Health and Environmental Manager			
PAE		PAE	
General Manager			
S3		S3	
Administrative Assistant		Medical Office Supervisor	
Deputy General Manager (DGM)		Medical Director (Doctor)	
Business Manager		Nurse Practitioner	
Facilities O&M Manager		Registered Nurse III	
Human Resources Supervisor		Medical Laboratory Technician	
Personnel Assistant (Employment) II		Emergency Medical Technician	
Contract Admin Supervisor		Recreation Aide/Health Facility Attendant	
Accounting Clerk III		EMCS Supervisor	
Work Control (Senior)		EMCS Operator (12+ months)	
Finance Supervisor		Software Engineer	
Accounting Clerk II		Elec./Elec. Controls Specialist, Certified	
Work Control Supervisor		EMCS Operator (12+ months), Certified	
Work Control		Fire Protection Services Manager	
Production Control Clerk		Lieutenant (Fire Department)	
Acquisition Supervisor		Firefighter	
Buyer, Jr.		Engineer (Fire Department)	
Subcontracts Administrator		Media Specialist I	
Buyer	(b)(4)	Media Specialist II	
General Clerk		Media Specialist III	
Media Specialist III		Educational Technologist	
Reports Coordinator		Programmer	
Safety Supervisor		Technical Writer II	
Environmental Health Industrial Hygiene Coord		Recreation Specialist	
Engineering Technician I		Food Services Manager	
Engineering Technician III		Cook	
Quality Assurance Manager		Food Service Helper	
Engineering Technician II			
Quality Assurance Technician			
Environmental Health Technician			
Environmental Health Physics Coordinator			
Environmental Technician			
Environmental Systems Operator			
Environmental Services Manager			
Mechanical Engineer			
Pressure Vessels & Systems Coordinator			
Welder, Certified			
NDE Services Supervisor			
Radiologic Technologist			
Engineering Manager			
Facility Operations & Maintenance Branch Sup			

Test Area O&M Supervisor	(b)(4)			
Operations Supervisor (SSC)				
General Helper				
Equipment Operator, Heavy				
High Pressure Gas Systems Supervisor (SSC)				
Mechanical Technician, Certified				
Mechanical Technician				
High Pressure Ind Water Plant Supervisor (SSC)				
Engineering Technician Lead (Mechanical)				
Engineering Technician II (Mechanical)				
Engineering Technician II (Electrical)				
High Voltage Shop Supervisor (SSC)				
Lineman, Certified				
Marine Operations Supervisor (SSC)				
Component Technician, Shoplead				
Component Technician				
Component Technician, Certified				
Electric & Building Equipment Systems Shop S				
VEM Maintenance Mechanic				
Elec./Elec. Controls Specialist				
Air Conditioning Technician, Certified				
Pipefitter/Plumber				
Carpenter				
Painter				
Electrical Engineer				
O&M Engineering Supervisor				
Structural Engineer				
Business Development Analyst				
Business Development Supervisor				
Marine Maintenance Technician				
Software Engineer				
Safety Engineer				
Analyst Schafer				
October 1, 2021 thru September 30, 2022 Abacus Technology			CY7, October 1, 2021 thru September 30, 2022	
IT Manager			Abacus Technology	
Software Engineer AMA			AMA	
ASTI			ASTI	
Chauffeur		(b)(4)		
Mail Clerk				
Mover (New)				
Receiving/Shipping Clerk				

Supply Clerk	(b)(4)		
Truck Driver, Medium			
ESG		ESG	
		Energy Manager	
		General Clerk	
Excalibur		Excalibur	
Emergency Mgmt. Coordinator	(b)(4)	nVision	
nVision		nVision	
		Internal and External Communications Supervisor	
		Media Specialist III	
		Media Services Copy Writer	
		Visitor Relations Specialist	
		History Office Coordinator	
Madison Services		Madison Services	
		General Clerk	
		Custodial Services Supervisor	
		Environmental Specialist 1 (>15 years) Lead	
		Environmental Specialist 1 (>15 years)	
		Environmental Specialist 1 (>15 years) Lead Second Shift	
		Environmental Specialist 1 (>15 years) Second Shift	
		Environmental Technician 1 (>15 years) Lead	
		Environmental Technician 1 (>15 years)	
		Environmental Technician 1 (>15 years) Lead Second Shift	
		Environmental Technician 1 (>15 years) Second Shift	
		Grounds Maint & Integrated Pest Control Supervisor	
		Grounds Technician	
		Tractor Operator	
		Small Mower Operator	
		Small Engine Mechanic	
			(b)(4)
Nelson Engineering		Nelson Engineering	
Design Engineering Supervisor			
Mechanical Engineer			
Electrical Engineer			
Structural Engineer			
Software Engineer			
Drafter/CAD Operator III			
Drafter/CAD Operator IV			
B&W		B&W	
Safety, Health and Environmental Manager			
PAE		PAE	
General Manager			
S3		S3	
Administrative Assistant		Medical Office Supervisor	
Deputy General Manager (DGM)		Medical Director (Doctor)	
Business Manager	(b)(4)	Nurse Practitioner	
Facilities O&M Manager		Registered Nurse III	
Human Resources Supervisor		Medical Laboratory Technician	
Personnel Assistant (Employment) II		Emergency Medical Technician	
Contract Admin Supervisor		Recreation Aide/Health Facility Attendant	
Accounting Clerk III		EMCS Supervisor	
Work Control (Senior)		EMCS Operator (12+ months)	
Finance Supervisor		Software Engineer	
Accounting Clerk II		Elec./Elec. Controls Specialist, Certified	
			(b)(4)

Work Control Supervisor
 Work Control
 Production Control Clerk
 Acquisition Supervisor
 Buyer, Jr.
 Subcontracts Administrator
 Buyer
 General Clerk
 Media Specialist III
 Reports Coordinator
 Safety Supervisor
 Environmental Health Industrial Hygiene Coord
 Engineering Technician I

 Engineering Technician III
 Quality Assurance Manager
 Engineering Technician II
 Quality Assurance Technician
 Environmental Health Technician
 Environmental Health Physics Coordinator
 Environmental Technician
 Environmental Systems Operator
 Environmental Services Manager
 Mechanical Engineer
 Pressure Vessels & Systems Coordinator
 Welder, Certified
 NDE Services Supervisor
 Radiologic Technologist
 Engineering Manager
 Facility Operations & Maintenance Branch Sup
 Test Area O&M Supervisor
 Operations Supervisor (SSC)
 General Helper
 Equipment Operator, Heavy
 High Pressure Gas Systems Supervisor (SSC)
 Mechanical Technician, Certified
 Mechanical Technician
 High Pressure Ind Water Plant Supervisor (SSC)
 Engineering Technician Lead (Mechanical)
 Engineering Technician II (Mechanical)
 Engineering Technician II (Electrical)
 High Voltage Shop Supervisor (SSC)
 Lineman, Certified
 Marine Operations Supervisor (SSC)
 Component Technician, Shoplead
 Component Technician
 Component Technician, Certified
 Electric & Building Equipment Systems Shop
 VEM Maintenance Mechanic
 Elec./Elec. Controls Specialist
 Air Conditioning Technician, Certified
 Pipefitter/Plumber
 Carpenter
 Painter
 Electrical Engineer

(b)(4)

EMCS Operator (12+ months), Certified
 Fire Protection Services Manager
 Lieutenant (Fire Department)
 Firefighter
 Engineer (Fire Department)
 Media Specialist I
 Media Specialist II
 Media Specialist III
 Educational Technologist
 Programmer
 Technical Writer II
 Recreation Specialist
 Food Services Manager
 Cook
 Food Service Helper

(b)(4)

		Grounds Maint & Integrated Pest Control Supervisor	(b)(4)	
		Grounds Technician		
		Tractor Operator		
		Small Mower Operator		
		Small Engine Mechanic		
Nelson Engineering		Nelson Engineering		
Design Engineering Supervisor				
Mechanical Engineer				
Electrical Engineer				
Structural Engineer				
Software Engineer	(b)(4)			
Drafter/CAD Operator III				
Drafter/CAD Operator IV				
B&W			B&W	
Safety, Health and Environmental Manager				
PAE			PAE	
General Manager				
S3			S3	(b)(4)
Administrative Assistant			Medical Office Supervisor	
Deputy General Manager (DGM)			Medical Director (Doctor)	
Business Manager			Nurse Practitioner	
Facilities O&M Manager			Registered Nurse III	
Human Resources Supervisor			Medical Laboratory Technician	
Personnel Assistant (Employment) II			Emergency Medical Technician	
Contract Admin Supervisor			Recreation Aide/Health Facility Attendant	
Accounting Clerk III			EMCS Supervisor	
Work Control (Senior)			EMCS Operator (12+ months)	
Finance Supervisor			Software Engineer	
Accounting Clerk II			Elec./Elec. Controls Specialist, Certified	
Work Control Supervisor			EMCS Operator (12+ months), Certified	
Work Control			Fire Protection Services Manager	
Production Control Clerk			Lieutenant (Fire Department)	
Acquisition Supervisor			Firefighter	
Buyer, Jr.			Engineer (Fire Department)	
Subcontracts Administrator			Media Specialist I	
Buyer		Media Specialist II		
General Clerk		Media Specialist III		
Media Specialist III		Educational Technologist		
Reports Coordinator		Programmer		
Safety Supervisor		Technical Writer II		
Environmental Health Industrial Hygiene Coord		Recreation Specialist		
Engineering Technician I		Food Services Manager		
		Cook		
Engineering Technician III		Food Service Helper		
Quality Assurance Manager				
Engineering Technician II				
Quality Assurance Technician				
Environmental Health Technician				
Environmental Health Physics Coordinator				
Environmental Technician				
Environmental Systems Operator				
Environmental Services Manager				
Mechanical Engineer				
Pressure Vessels & Systems Coordinator				

ASTI		ASTI		
Chauffeur	(b)(4)			
Mail Clerk				
Mover (New)				
Receiving/Shipping Clerk				
Supply Clerk				
Truck Driver, Medium				
ESG		ESG		
		Energy Manager	(b)(4)	
		General Clerk		
Excalibur		Excalibur		
Emergency Mgmt. Coordinator	(b)(4)			
nVision		nVision	(b)(4)	
		Internal and External Communications Supervisor		
		Media Specialist III		
		Media Services Copy Writer		
		Visitor Relations Specialist		
		History Office Coordinator		
Madison Services		Madison Services		
		General Clerk		
		Custodial Services Supervisor		
		Environmental Specialist 1 (>15 years) Lead		
		Environmental Specialist 1 (>15 years)		
		Environmental Specialist 1 (>15 years) Lead Second Shift		
		Environmental Specialist 1 (>15 years) Second Shift		
		Environmental Technician 1 (>15 years) Lead		
		Environmental Technician 1 (>15 years)		
		Environmental Technician 1 (>15 years) Lead Second Shift		
		Environmental Technician 1 (>15 years) Second Shift		
		Grounds Maint & Integrated Pest Control Supervisor		
		Grounds Technician		
		Tractor Operator		
		Small Mower Operator		
		Small Engine Mechanic		
Nelson Engineering		Nelson Engineering		
Design Engineering Supervisor				
Mechanical Engineer				
Electrical Engineer				
Structural Engineer				
Software Engineer	(b)(4)			
Drafter/CAD Operator III				
Drafter/CAD Operator IV				
B&W			B&W	
Safety, Health and Environmental Manager				
PAE			PAE	
General Manager				
S3			S3	
Administrative Assistant			Medical Office Supervisor	(b)(4)
Deputy General Manager (DGM)			Medical Director (Doctor)	
Business Manager		Nurse Practitioner		
Facilities O&M Manager		Registered Nurse III		
Human Resources Supervisor		Medical Laboratory Technician		
Personnel Assistant (Employment) II		Emergency Medical Technician		

Air Conditioning Technician, Certified	(b)(4)			
Pipefitter/Plumber				
Carpenter				
Painter				
Electrical Engineer				
O&M Engineering Supervisor				
Structural Engineer				
Business Development Analyst				
Business Development Supervisor				
Marine Maintenance Technician				
Software Engineer				
Safety Engineer				
Schafer				
Analyst				
0, October 1, 2024 thru June 30,			CY10, October 1, 2024 thru June 30, 2025	
Abacus Technology			Abacus Technology	
IT Manager				
Software Engineer				
AMA		AMA		
ASTI	(b)(4)	ASTI		
Chauffeur				
Mail Clerk				
Mover (New)				
Receiving/Shipping Clerk				
Supply Clerk				
Truck Driver, Medium				
ESG			ESG	
			Energy Manager	
			General Clerk	
Excalibur		Excalibur		
Emergency Mgmt. Coordinator				
nVision		nVision		
		Internal and External Communications Supervisor		
		Media Specialist III		
		Media Services Copy Writer		
		Visitor Relations Specialist		
		History Office Coordinator		
Madison Services		Madison Services		
		General Clerk		
		Custodial Services Supervisor		
		Environmental Specialist 1 (>15 years) Lead		
		Environmental Specialist 1 (>15 years)		
		Environmental Specialist 1 (>15 years) Lead Second Shift		
			(b)(4)	

		Environmental Specialist 1 (>15 years) Second Shift	(b)(4)
		Environmental Technician 1 (>15 years) Lead	
		Environmental Technician 1 (>15 years)	
		Environmental Technician 1 (>15 years) Lead Second Shift	
		Environmental Technician 1 (>15 years) Second Shift	
		Grounds Maint & Integrated Pest Control Supervisor	
		Grounds Technician	
		Tractor Operator	
		Small Mower Operator	
		Small Engine Mechanic	
Nelson Engineering		Nelson Engineering	
Design Engineering Supervisor			
Mechanical Engineer			
Electrical Engineer			
Structural Engineer			
Software Engineer			
Drafter/CAD Operator III			
Drafter/CAD Operator IV			
B&W		B&W	
Safety, Health and Environmental Manager			
PAE		PAE	
General Manager			
S3		S3	
Administrative Assistant	(b)(4)	Medical Office Supervisor	(b)(4)
Deputy General Manager (DGM)		Medical Director (Doctor)	
Business Manager		Nurse Practitioner	
Facilities O&M Manager		Registered Nurse III	
Human Resources Supervisor		Medical Laboratory Technician	
Personnel Assistant (Employment) II		Emergency Medical Technician	
Contract Admin Supervisor		Recreation Aide/Health Facility Attendant	
Accounting Clerk III		EMCS Supervisor	
Work Control (Senior)		EMCS Operator (12+ months)	
Finance Supervisor		Software Engineer	
Accounting Clerk II		Elec./Elec. Controls Specialist, Certified	
Work Control Supervisor		EMCS Operator (12+ months), Certified	
Work Control		Fire Protection Services Manager	
Production Control Clerk		Lieutenant (Fire Department)	
Acquisition Supervisor		Firefighter	
Buyer, Jr.		Engineer (Fire Department)	
Subcontracts Administrator		Media Specialist I	
Buyer		Media Specialist II	
General Clerk		Media Specialist III	
Media Specialist III		Educational Technologist	
Reports Coordinator		Programmer	
Safety Supervisor		Technical Writer II	
Environmental Health Industrial Hygiene Coord		Recreation Specialist	
Engineering Technician I		Food Services Manager	
		Cook	
Engineering Technician III		Food Service Helper	
Quality Assurance Manager			
Engineering Technician II			
Quality Assurance Technician			
Environmental Health Technician			
Environmental Health Physics Coordinator			

SACOM IDIQ Approved Rates (as of Mod 01)

Michoud IDIQ Rates

PWS 1, 2, 3, 4, and 6 - Cost-type			PWS 5 - Fixed-priced		
Labor Rate Category's	CBA, SCA, or EX 8	Total Burdened Labor Rate (including fee for the prime offeror)	Labor Rate Category's for PWS 5.	CBA, SCA, or EX 8	Total Burdened Labor Rate (including fee for the prime offeror)
CY1, Feb 1, 2016 thru Sept 30, 2016			CY1, Feb 1, 2016 thru Sept 30, 2016		
Abacus Technology			Abacus Technology		
Software Engineer	E	(b)(4)			
ASTI			ASTI		
Property Coordinator	E				
Warehouse Supervisor	E				
Dispatcher, Motor Vehicle	N				
Furniture Repairer, Minor	N				
General Clerk II	N				
Radiologic Technologist	N				
Shipping Packer	N				
Shipping/Receiving Clerk	N				
Stock Clerk	N				
Supply Technician	N				
Truckdriver, Heavy	N				
Truckdriver, Medium	N				
Warehouse Specialist	N				
Light Vehicle Oper	U_M1				
Logistics Specialist	U_M1				
Oper Forklift	U_M1				
Vehicle & Equipment Operator	U_M1				
Movers	U_M2				
Excalibur			Excalibur		
Emergency Mgmt. Coordinator	E				
nVision			nVision		
Integrated Manufacturing Area Supervisor	E		Media Specialist III	N	(b)(4)
Engineering Technician III	N		Media Services Copy Writer	E	
Madison Services			Madison Services		
			Exhibits Specialist III	N	
			Grounds Maintenance Operators	U_M2	
			Lead Grounds Maint Laborers	U_M2	
			Pest Control	U_M2	
			Lead Small Engine Mechanic	U_M2	
			General Laborers	U_M2	
			OJ Janitorial		
OJ Janitorial					
Truckdriver, Medium	N		Custodial Services Supervisor	E	
Material Coordinator	N		Lead Janitor	U_M3	
			Janitor	U_M3	
			Lead Floorman	U_M3	
			Floorman	U_M3	
B&W			B&W		
Manufacturing & Fabrication Manager/MAF	E		S3		
S3			Medical Office Supervisor	E	
Contract Admin Supervisor	E		Medical Director (Doctor)	E	
Logistics and Property Manager	E		Nurse Practitioner	E	
Engineering Technician II	N		Registered Nurse III	N	
Environmental Services Manager	E		Medical Laboratory Technician	N	
HAZMAT Waste Hand	U_M2		Emergency Medical Technician	N	
Lead HAZMAT Waste Hand	U_M2		EMCS Supervisor	E	
Pressure Vessels & Systems Coordinator	E				

Mechanical Engineer	E	(b)(4)	Software Engineer	E	(b)(4)	
Master Technician	U_M1		Electro-Mechanical Systems Technician	U_M1		
Facilities O&M Manager	E		Systems Control	U_M1		
General Clerk I	N		Fire Protection Services Manager	E		
Facilities Operations & Maintenance Branch	E		Gen Maint Worker	U_M1		
Operations Supervisor (MAF)	E		Master Technician	U_M1		
Boiler House Supervisor (MAF)	E		Safety Supervisor	E		
Power Plant Operator	U_M1		Baker	N		
Cryogenic and Propellant Supervisor (MAF)	E		Cook I	N		
Operations Technician	U_M1		Cook II	N		
Industrial Wastewater Supervisor (MAF)	E		Dishwasher	N		
Water Plant Technician	U_M1		Food Service Worker	N		
High Voltage Shop Supervisor (MAF)	E		Food Services Manager	E		
Lineman	U_M1					
Electric & Building Equipment Systems Shop	E					
Crane Operator	U_M1					
Gen Maint Worker	U_M1					
Electrician	U_M1					
Maintenance Technician	U_M1					
Pipefitter/Plumber	U_M1					
Machine Repair Mechanic	U_M1					
Carpenter	U_M1					
Heavy Equip Operator	U_M1					
Welder	U_M1					
Machinist	U_M1					
Plater/Finisher	U_M1					
Sign Painter	U_M1					
O&M Engineering Supervisor	E					
Electrical Engineer	E					
Structural Engineer	E					
Software Engineer	E					
Duplicating Machine Operator	N					
Safety Engineer	E					
Engineering Technician III	N					
Quality Assurance Manager	E					
Environmental Technician	N					
Business Development Supervisor	E					
Administrative Assistant	N					
Business Development Analyst	E					
Electro-Mechanical Systems Technician	U_M1					
Systems Control	U_M1					
Production Control Clerk	N					
Business Development Senior	E					
Gateway 2020 Manager	E					
Project Work Professional	E					
CY2, October 1, 2016 thru September 30, 2017			CY2, October 1, 2016 thru September 30, 2017			
Abacus Technology			(b)(4)	Abacus Technology		
Software Engineer	E			ASTI		
ASTI						
Property Coordinator	E					
Warehouse Supervisor	E					
Dispatcher, Motor Vehicle	N					
Furniture Repairer, Minor	N					
General Clerk II	N					
Radiologic Technologist	N					
Shipping Packer	N					
Shipping/Receiving Clerk	N					
Stock Clerk	N					
Supply Technician	N					
Truckdriver, Heavy	N					
Truckdriver, Medium	N					
Warehouse Specialist	N					

Light Vehicle Oper	U_M1	(b)(4)				
Logistics Specialist	U_M1					
Oper Forklift	U_M1					
Vehicle & Equipment Operator	U_M1					
Movers	U_M2					
Excalibur			Excalibur			
Emergency Mgmt. Coordinator	E					
nVision			nVision			
Integrated Manufacturing Area Supervisor	E		Media Specialist III	N	(b)(4)	
Engineering Technician III	N		Media Services Copy Writer	E		
			Exhibits Specialist III	N		
Madison Services			Madison Services			
			Grounds Maintenance Operators	U_M2		
			Lead Grounds Maint Laborers	U_M2		
			Pest Control	U_M2		
			Lead Small Engine Mechanic	U_M2		
			General Laborers	U_M2		
OJ Janitorial			OJ Janitorial			
Truckdriver, Medium	N	(b)(4)	Custodial Services Supervisor	E		
Material Coordinator	N			Lead Janitor		U_M3
			Janitor	U_M3		
			Lead Floorman	U_M3		
			Floorman	U_M3		
B&W		(b)(4)	S3			
Manufacturing & Fabrication Manager/MAF	E			Medical Office Supervisor		E
S3				Medical Director (Doctor)		E
Contract Admin Supervisor	E			Nurse Practitioner		E
Logistics and Property Manager	E			Registered Nurse III		N
Engineering Technician II	N			Medical Laboratory Technician	N	
Environmental Services Manager	E			Emergency Medical Technician	N	
HAZMAT Waste Hand	U_M2			EMCS Supervisor	E	
Lead HAZMAT Waste Hand	U_M2			Software Engineer	E	
Pressure Vessels & Systems Coordinator	E			Electro-Mechanical Systems Technician	U_M1	
Mechanical Engineer	E			Systems Control	U_M1	
Master Technician	U_M1			Fire Protection Services Manager	E	
Facilities O&M Manager	E			Gen Maint Worker	U_M1	
General Clerk I	N			Master Technician	U_M1	
Facilities Operations & Maintenance Branch	E					
Operations Supervisor (MAF)	E			Safety Supervisor	E	
Boiler House Supervisor (MAF)	E			Baker	N	
Power Plant Operator	U_M1			Cook I	N	
Cryogenic and Propellant Supervisor (MAF)	E			Cook II	N	
Operations Technician	U_M1			Dishwasher	N	
Industrial Wastewater Supervisor (MAF)	E			Food Service Worker	N	
Water Plant Technician	U_M1			Food Services Manager	E	
High Voltage Shop Supervisor (MAF)	E					
Lineman	U_M1					
Electric & Building Equipment Systems Sh	E					
Crane Operator	U_M1					
Gen Maint Worker	U_M1					
Electrician	U_M1					
Maintenance Technician	U_M1					
Pipefitter/Plumber	U_M1					
Machine Repair Mechanic	U_M1					
Carpenter	U_M1					
Heavy Equip Operator	U_M1					
Welder	U_M1					
Machinist	U_M1					
Plater/Finisher	U_M1					
Sign Painter	U_M1					
O&M Engineering Supervisor	E					

Electrical Engineer	E				
Structural Engineer	E				
Software Engineer	E				
Duplicating Machine Operator	N				
Safety Engineer	E				
Engineering Technician III	N				
Quality Assurance Manager	E				
Environmental Technician	N				
Business Development Supervisor	E				
Administrative Assistant	N				
Business Development Analyst	E				
Electro-Mechanical Systems Technician	U_M1				
Systems Control	U_M1				
Production Control Clerk	N				
CY3, October 1, 2017 thru September 30, 2018			CY3, October 1, 2017 thru September 30, 2018		
Abacus Technology			Abacus Technology		
Software Engineer	E				
ASTI			ASTI		
Property Coordinator	E				
Warehouse Supervisor	E				
Dispatcher, Motor Vehicle	N				
Furniture Repairer, Minor	N				
General Clerk II	N				
Radiologic Technologist	N				
Shipping Packer	N				
Shipping/Receiving Clerk	N				
Stock Clerk	N				
Supply Technician	N				
Truckdriver, Heavy	N				
Truckdriver, Medium	N				
Warehouse Specialist	N				
Light Vehicle Oper	U_M1				
Logistics Specialist	U_M1				
Oper Forklift	U_M1				
Vehicle & Equipment Operator	U_M1				
Movers	U_M2				
Excalibur			Excalibur		
Emergency Mgmt. Coordinator	E				
nVision			nVision		
Integrated Manufacturing Area Supervisor	E		Media Specialist III	N	
Engineering Technician III	N		Media Services Copy Writer	E	
			Exhibits Specialist III	N	
Madison Services			Madison Services		
			Grounds Maintenance Operators	U_M2	
			Lead Grounds Maint Laborers	U_M2	
			Pest Control	U_M2	
			Lead Small Engine Mechanic	U_M2	
			General Laborers	U_M2	
OJ Janitorial			OJ Janitorial		
Truckdriver, Medium	N		Custodial Services Supervisor	E	
Material Coordinator	N		Lead Janitor	U_M3	
			Janitor	U_M3	
			Lead Floorman	U_M3	
			Floorman	U_M3	
B&W			S3		
Manufacturing & Fabrication Manager/MAF	E		Medical Office Supervisor	E	
S3			Medical Director (Doctor)	E	
Contract Admin Supervisor	E		Nurse Practitioner	E	
Logistics and Property Manager	E				
Engineering Technician II	N				

Environmental Services Manager	E	(b)(4)	Registered Nurse III	N	(b)(4)
HAZMAT Waste Hand	U_M2		Medical Laboratory Technician	N	
Lead HAZMAT Waste Hand	U_M2		Emergency Medical Technician	N	
Pressure Vessels & Systems Coordinator	E		EMCS Supervisor	E	
Mechanical Engineer	E		Software Engineer	E	
Master Technician	U_M1		Electro-Mechanical Systems Technician	U_M1	
Facilities O&M Manager	E		Systems Control	U_M1	
General Clerk I	N		Fire Protection Services Manager	E	
Facilities Operations & Maintenance Branch	E		Gen Maint Worker	U_M1	
Operations Supervisor (MAF)	E		Master Technician	U_M1	
Boiler House Supervisor (MAF)	E				
Power Plant Operator	U_M1		Safety Supervisor	E	
Cryogenic and Propellant Supervisor (MAF)	E		Baker	N	
Operations Technician	U_M1		Cook I	N	
Industrial Wastewater Supervisor (MAF)	E		Cook II	N	
Water Plant Technician	U_M1		Dishwasher	N	
High Voltage Shop Supervisor (MAF)	E		Food Service Worker	N	
Lineman	U_M1		Food Services Manager	E	
Electric & Building Equipment Systems Supervisor	E				
Crane Operator	U_M1				
Gen Maint Worker	U_M1				
Electrician	U_M1				
Maintenance Technician	U_M1				
Pipefitter/Plumber	U_M1				
Machine Repair Mechanic	U_M1				
Carpenter	U_M1				
Heavy Equip Operator	U_M1				
Welder	U_M1				
Machinist	U_M1				
Plater/Finisher	U_M1				
Sign Painter	U_M1				
O&M Engineering Supervisor	E				
Electrical Engineer	E				
Structural Engineer	E				
Software Engineer	E				
Duplicating Machine Operator	N				
Safety Engineer	E				
Engineering Technician III	N				
Quality Assurance Manager	E				
Environmental Technician	N				
Business Development Supervisor	E				
Administrative Assistant	N				
Business Development Analyst	E				
Electro-Mechanical Systems Technician	U_M1				
Systems Control	U_M1				
Production Control Clerk	N				
CY4, October 1, 2018 thru September 30, 2019				CY4, October 1, 2018 thru September 30, 2019	
Abacus Technology				Abacus Technology	
Software Engineer	E				
ASTI				ASTI	
Property Coordinator	E				
Warehouse Supervisor	E				
Dispatcher, Motor Vehicle	N				
Furniture Repairer, Minor	N				
General Clerk II	N				
Radiologic Technologist	N				
Shipping Packer	N				
Shipping/Receiving Clerk	N				
Stock Clerk	N				
Supply Technician	N				
Truckdriver, Heavy	N				
Truckdriver, Medium	N				

Warehouse Specialist	N
Light Vehicle Oper	U_M1
Logistics Specialist	U_M1
Oper Forklift	U_M1
Vehicle & Equipment Operator	U_M1
Movers	U_M2
Excalibur	
Emergency Mgmt. Coordinator	E
nVision	
Integrated Manufacturing Area Supervisor	E
Engineering Technician III	N
Madison Services	
OJ Janitorial	
Truckdriver, Medium	N
Material Coordinator	N
B&W	
Manufacturing & Fabrication Manager/MAF	E
S3	
Contract Admin Supervisor	E
Logistics and Property Manager	E
Engineering Technician II	N
Environmental Services Manager	E
HAZMAT Waste Hand	U_M2
Lead HAZMAT Waste Hand	U_M2
Pressure Vessels & Systems Coordinator	E
Mechanical Engineer	E
Master Technician	U_M1
Facilities O&M Manager	E
General Clerk I	N
Facilities Operations & Maintenance Branch	E
Operations Supervisor (MAF)	E
Boiler House Supervisor (MAF)	E
Power Plant Operator	U_M1
Cryogenic and Propellant Supervisor (MAF)	E
Operations Technician	U_M1
Industrial Wastewater Supervisor (MAF)	E
Water Plant Technician	U_M1
High Voltage Shop Supervisor (MAF)	E
Lineman	U_M1
Electric & Building Equipment Systems Sh	E
Crane Operator	U_M1
Gen Maint Worker	U_M1
Electrician	U_M1
Maintenance Technician	U_M1
Pipefitter/Plumber	U_M1
Machine Repair Mechanic	U_M1
Carpenter	U_M1
Heavy Equip Operator	U_M1
Welder	U_M1
Machinist	U_M1
Plater/Finisher	U_M1
Sign Painter	U_M1

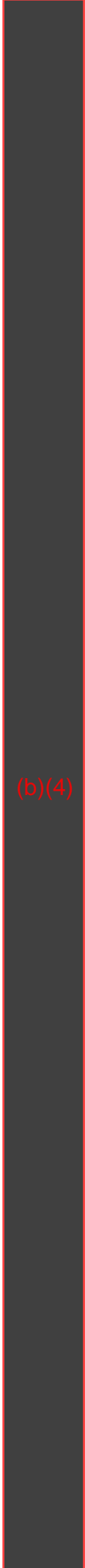
(b)(4)

Excalibur		
nVision		
Media Specialist III	N	
Media Services Copy Writer	E	
Exhibits Specialist III	N	
Madison Services		
Grounds Maintenance Operators	U_M2	
Lead Grounds Maint Laborers	U_M2	
Pest Control	U_M2	
Lead Small Engine Mechanic	U_M2	
General Laborers	U_M2	
OJ Janitorial		
Custodial Services Supervisor	E	
Lead Janitor	U_M3	
Janitor	U_M3	
Lead Floorman	U_M3	
Floorman	U_M3	
S3		
Medical Office Supervisor	E	
Medical Director (Doctor)	E	
Nurse Practitioner	E	
Registered Nurse III	N	
Medical Laboratory Technician	N	
Emergency Medical Technician	N	
EMCS Supervisor	E	
Software Engineer	E	
Electro-Mechanical Systems Technician	U_M1	
Systems Control	U_M1	
Fire Protection Services Manager	E	
Gen Maint Worker	U_M1	
Master Technician	U_M1	
Safety Supervisor	E	
Baker	N	
Cook I	N	
Cook II	N	
Dishwasher	N	
Food Service Worker	N	
Food Services Manager	E	

(b)(4)

Engineering Technician II	N	(b)(4)	Nurse Practitioner	E	(b)(4)
Environmental Services Manager	E		Registered Nurse III	N	
HAZMAT Waste Hand	U_M2		Medical Laboratory Technician	N	
Lead HAZMAT Waste Hand	U_M2		Emergency Medical Technician	N	
Pressure Vessels & Systems Coordinator	E		EMCS Supervisor	E	
Mechanical Engineer	E		Software Engineer	E	
Master Technician	U_M1		Electro-Mechanical Systems Technician	U_M1	
Facilities O&M Manager	E		Systems Control	U_M1	
General Clerk I	N		Fire Protection Services Manager	E	
Facilities Operations & Maintenance Branch	E		Gen Maint Worker	U_M1	
Operations Supervisor (MAF)	E		Master Technician	U_M1	
Boiler House Supervisor (MAF)	E				
Power Plant Operator	U_M1		Safety Supervisor	E	
Cryogenic and Propellant Supervisor (MAF)	E		Baker	N	
Operations Technician	U_M1		Cook I	N	
Industrial Wastewater Supervisor (MAF)	E		Cook II	N	
Water Plant Technician	U_M1		Dishwasher	N	
High Voltage Shop Supervisor (MAF)	E		Food Service Worker	N	
Lineman	U_M1		Food Services Manager	E	
Electric & Building Equipment Systems Shop	E				
Crane Operator	U_M1				
Gen Maint Worker	U_M1				
Electrician	U_M1				
Maintenance Technician	U_M1				
Pipefitter/Plumber	U_M1				
Machine Repair Mechanic	U_M1				
Carpenter	U_M1				
Heavy Equip Operator	U_M1				
Welder	U_M1				
Machinist	U_M1				
Plater/Finisher	U_M1				
Sign Painter	U_M1				
O&M Engineering Supervisor	E				
Electrical Engineer	E				
Structural Engineer	E				
Software Engineer	E				
Duplicating Machine Operator	N				
Safety Engineer	E				
Engineering Technician III	N				
Quality Assurance Manager	E				
Environmental Technician	N				
Business Development Supervisor	E				
Administrative Assistant	N				
Business Development Analyst	E				
Electro-Mechanical Systems Technician	U_M1				
Systems Control	U_M1				
Production Control Clerk	N				
CY6, October 1, 2020 thru September 30, 2021				CY6, October 1, 2020 thru September 30, 2021	
Abacus Technology				Abacus Technology	
Software Engineer	E				
ASTI				ASTI	
Property Coordinator	E				
Warehouse Supervisor	E				
Dispatcher, Motor Vehicle	N				
Furniture Repairer, Minor	N				
General Clerk II	N				
Radiologic Technologist	N				
Shipping Packer	N				
Shipping/Receiving Clerk	N				
Stock Clerk	N				
Supply Technician	N				
Truckdriver, Heavy	N				

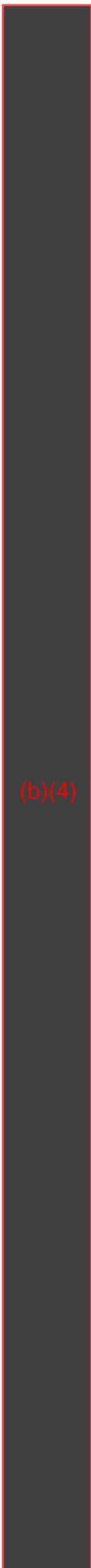
Truckdriver, Medium	N
Warehouse Specialist	N
Light Vehicle Oper	U_M1
Logistics Specialist	U_M1
Oper Forklift	U_M1
Vehicle & Equipment Operator	U_M1
Movers	U_M2
Excalibur	
Emergency Mgmt. Coordinator	E
nVision	
Integrated Manufacturing Area Supervisor	E
Engineering Technician III	N
Madison Services	
OJ Janitorial	
Truckdriver, Medium	N
Material Coordinator	N
B&W	
Manufacturing & Fabrication Manager/MAF	E
S3	
Contract Admin Supervisor	E
Logistics and Property Manager	E
Engineering Technician II	N
Environmental Services Manager	E
HAZMAT Waste Hand	U_M2
Lead HAZMAT Waste Hand	U_M2
Pressure Vessels & Systems Coordinator	E
Mechanical Engineer	E
Master Technician	U_M1
Facilities O&M Manager	E
General Clerk I	N
Facilities Operations & Maintenance Branch	E
Operations Supervisor (MAF)	E
Boiler House Supervisor (MAF)	E
Power Plant Operator	U_M1
Cryogenic and Propellant Supervisor (MAF)	E
Operations Technician	U_M1
Industrial Wastewater Supervisor (MAF)	E
Water Plant Technician	U_M1
High Voltage Shop Supervisor (MAF)	E
Lineman	U_M1
Electric & Building Equipment Systems Shop	E
Crane Operator	U_M1
Gen Maint Worker	U_M1
Electrician	U_M1
Maintenance Technician	U_M1
Pipefitter/Plumber	U_M1
Machine Repair Mechanic	U_M1
Carpenter	U_M1
Heavy Equip Operator	U_M1
Welder	U_M1
Machinist	U_M1
Plater/Finisher	U_M1



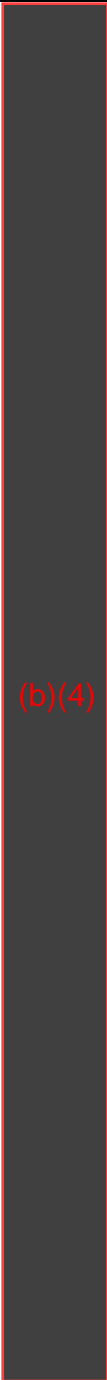
Excalibur		
nVision		
Media Specialist III	N	(b)(4)
Media Services Copy Writer	E	
Exhibits Specialist III	N	
Madison Services		
Grounds Maintenance Operators	U_M2	
Lead Grounds Maint Laborers	U_M2	
Pest Control	U_M2	
Lead Small Engine Mechanic	U_M2	
General Laborers	U_M2	
OJ Janitorial		
Custodial Services Supervisor	E	
Lead Janitor	U_M3	
Janitor	U_M3	
Lead Floorman	U_M3	
Floorman	U_M3	
B&W		
S3		
Medical Office Supervisor	E	
Medical Director (Doctor)	E	
Nurse Practitioner	E	
Registered Nurse III	N	
Medical Laboratory Technician	N	
Emergency Medical Technician	N	
EMCS Supervisor	E	
Software Engineer	E	
Electro-Mechanical Systems Technician	U_M1	
Systems Control	U_M1	
Fire Protection Services Manager	E	
Gen Maint Worker	U_M1	
Master Technician	U_M1	
Safety Supervisor	E	
Baker	N	
Cook I	N	
Cook II	N	
Dishwasher	N	
Food Service Worker	N	
Food Services Manager	E	

Logistics and Property Manager	E	(b)(4)	Medical Director (Doctor)	E	(b)(4)
Engineering Technician II	N		Nurse Practitioner	E	
Environmental Services Manager	E		Registered Nurse III	N	
HAZMAT Waste Hand	U_M2		Medical Laboratory Technician	N	
Lead HAZMAT Waste Hand	U_M2		Emergency Medical Technician	N	
Pressure Vessels & Systems Coordinator	E		EMCS Supervisor	E	
Mechanical Engineer	E		Software Engineer	E	
Master Technician	U_M1		Electro-Mechanical Systems Technician	U_M1	
Facilities O&M Manager	E		Systems Control	U_M1	
General Clerk I	N		Fire Protection Services Manager	E	
Facilities Operations & Maintenance Branch	E		Gen Maint Worker	U_M1	
Operations Supervisor (MAF)	E		Master Technician	U_M1	
Boiler House Supervisor (MAF)	E				
Power Plant Operator	U_M1		Safety Supervisor	E	
Cryogenic and Propellant Supervisor (MAF)	E		Baker	N	
Operations Technician	U_M1		Cook I	N	
Industrial Wastewater Supervisor (MAF)	E		Cook II	N	
Water Plant Technician	U_M1		Dishwasher	N	
High Voltage Shop Supervisor (MAF)	E		Food Service Worker	N	
Lineman	U_M1		Food Services Manager	E	
Electric & Building Equipment Systems Supervisor	E				
Crane Operator	U_M1				
Gen Maint Worker	U_M1				
Electrician	U_M1				
Maintenance Technician	U_M1				
Pipefitter/Plumber	U_M1				
Machine Repair Mechanic	U_M1				
Carpenter	U_M1				
Heavy Equip Operator	U_M1				
Welder	U_M1				
Machinist	U_M1				
Plater/Finisher	U_M1				
Sign Painter	U_M1				
O&M Engineering Supervisor	E				
Electrical Engineer	E				
Structural Engineer	E				
Software Engineer	E				
Duplicating Machine Operator	N				
Safety Engineer	E				
Engineering Technician III	N				
Quality Assurance Manager	E				
Environmental Technician	N				
Business Development Supervisor	E				
Administrative Assistant	N				
Business Development Analyst	E				
Electro-Mechanical Systems Technician	U_M1				
Systems Control	U_M1				
Production Control Clerk	N				
CY8, October 1, 2022 thru September 30, 2023			CY8, October 1, 2022 thru September 30, 2023		
Abacus Technology			Abacus Technology		
Software Engineer	E				
ASTI			ASTI		
Property Coordinator	E				
Warehouse Supervisor	E				
Dispatcher, Motor Vehicle	N				
Furniture Repairer, Minor	N				
General Clerk II	N				
Radiologic Technologist	N				
Shipping Packer	N				
Shipping/Receiving Clerk	N				
Stock Clerk	N				
Supply Technician	N				

Truckdriver, Heavy	N
Truckdriver, Medium	N
Warehouse Specialist	N
Light Vehicle Oper	U_M1
Logistics Specialist	U_M1
Oper Forklift	U_M1
Vehicle & Equipment Operator	U_M1
Movers	U_M2
Excalibur	
Emergency Mgmt. Coordinator	E
nVision	
Integrated Manufacturing Area Supervisor	E
Engineering Technician III	N
Madison Services	
OJ Janitorial	
Truckdriver, Medium	N
Material Coordinator	N
B&W	
Manufacturing & Fabrication Manager/MAF	E
S3	
Contract Admin Supervisor	E
Logistics and Property Manager	E
Engineering Technician II	N
Environmental Services Manager	E
HAZMAT Waste Hand	U_M2
Lead HAZMAT Waste Hand	U_M2
Pressure Vessels & Systems Coordinator	E
Mechanical Engineer	E
Master Technician	U_M1
Facilities O&M Manager	E
General Clerk I	N
Facilities Operations & Maintenance Branch	E
Operations Supervisor (MAF)	E
Boiler House Supervisor (MAF)	E
Power Plant Operator	U_M1
Cryogenic and Propellant Supervisor (MAF)	E
Operations Technician	U_M1
Industrial Wastewater Supervisor (MAF)	E
Water Plant Technician	U_M1
High Voltage Shop Supervisor (MAF)	E
Lineman	U_M1
Electric & Building Equipment Systems Shop	E
Crane Operator	U_M1
Gen Maint Worker	U_M1
Electrician	U_M1
Maintenance Technician	U_M1
Pipefitter/Plumber	U_M1
Machine Repair Mechanic	U_M1
Carpenter	U_M1
Heavy Equip Operator	U_M1
Welder	U_M1
Machinist	U_M1



Excalibur		
nVision		
Media Specialist III	N	
Media Services Copy Writer	E	
Exhibits Specialist III	N	
Madison Services		
Grounds Maintenance Operators	U_M2	
Lead Grounds Maint Laborers	U_M2	
Pest Control	U_M2	
Lead Small Engine Mechanic	U_M2	
General Laborers	U_M2	
OJ Janitorial		
Custodial Services Supervisor	E	
Lead Janitor	U_M3	
Janitor	U_M3	
Lead Floorman	U_M3	
Floorman	U_M3	
B&W		
S3		
Medical Office Supervisor	E	
Medical Director (Doctor)	E	
Nurse Practitioner	E	
Registered Nurse III	N	
Medical Laboratory Technician	N	
Emergency Medical Technician	N	
EMCS Supervisor	E	
Software Engineer	E	
Electro-Mechanical Systems Technician	U_M1	
Systems Control	U_M1	
Fire Protection Services Manager	E	
Gen Maint Worker	U_M1	
Master Technician	U_M1	
Safety Supervisor	E	
Baker	N	
Cook I	N	
Cook II	N	
Dishwasher	N	
Food Service Worker	N	
Food Services Manager	E	



Contract Admin Supervisor	E	(b)(4)	Medical Office Supervisor	E	(b)(4)
Logistics and Property Manager	E		Medical Director (Doctor)	E	
Engineering Technician II	N		Nurse Practitioner	E	
Environmental Services Manager	E		Registered Nurse III	N	
HAZMAT Waste Hand	U_M2		Medical Laboratory Technician	N	
Lead HAZMAT Waste Hand	U_M2		Emergency Medical Technician	N	
Pressure Vessels & Systems Coordinator	E		EMCS Supervisor	E	
Mechanical Engineer	E		Software Engineer	E	
Master Technician	U_M1		Electro-Mechanical Systems Technician	U_M1	
Facilities O&M Manager	E		Systems Control	U_M1	
General Clerk I	N		Fire Protection Services Manager	E	
Facilities Operations & Maintenance Branch	E		Gen Maint Worker	U_M1	
Operations Supervisor (MAF)	E		Master Technician	U_M1	
Boiler House Supervisor (MAF)	E		Safety Supervisor	E	
Power Plant Operator	U_M1		Baker	N	
Cryogenic and Propellant Supervisor (MAF)	E		Cook I	N	
Operations Technician	U_M1		Cook II	N	
Industrial Wastewater Supervisor (MAF)	E		Dishwasher	N	
Water Plant Technician	U_M1		Food Service Worker	N	
High Voltage Shop Supervisor (MAF)	E		Food Services Manager	E	
Lineman	U_M1				
Electric & Building Equipment Systems Supervisor	E				
Crane Operator	U_M1				
Gen Maint Worker	U_M1				
Electrician	U_M1				
Maintenance Technician	U_M1				
Pipefitter/Plumber	U_M1				
Machine Repair Mechanic	U_M1				
Carpenter	U_M1				
Heavy Equip Operator	U_M1				
Welder	U_M1				
Machinist	U_M1				
Plater/Finisher	U_M1				
Sign Painter	U_M1				
O&M Engineering Supervisor	E				
Electrical Engineer	E				
Structural Engineer	E				
Software Engineer	E				
Duplicating Machine Operator	N				
Safety Engineer	E				
Engineering Technician III	N				
Quality Assurance Manager	E				
Environmental Technician	N				
Business Development Supervisor	E				
Administrative Assistant	N				
Business Development Analyst	E				
Electro-Mechanical Systems Technician	U_M1				
Systems Control	U_M1				
Production Control Clerk	N				
CY10, October 1, 2024 thru June 30, 2025			CY10, October 1, 2024 thru June 30, 2025		
Abacus Technology			Abacus Technology		
Software Engineer	E				
ASTI			ASTI		
Property Coordinator	E				
Warehouse Supervisor	E				
Dispatcher, Motor Vehicle	N				
Furniture Repairer, Minor	N				
General Clerk II	N				
Radiologic Technologist	N				
Shipping Packer	N				
Shipping/Receiving Clerk	N				
Stock Clerk	N				

Supply Technician	N
Truckdriver, Heavy	N
Truckdriver, Medium	N
Warehouse Specialist	N
Light Vehicle Oper	U_M1
Logistics Specialist	U_M1
Oper Forklift	U_M1
Vehicle & Equipment Operator	U_M1
Movers	U_M2
Excalibur	
Emergency Mgmt. Coordinator	E
nVision	
Integrated Manufacturing Area Supervisor	E
Engineering Technician III	N
Madison Services	
OJ Janitorial	
Truckdriver, Medium	N
Material Coordinator	N
B&W	
Manufacturing & Fabrication Manager/MAF	E
S3	
Contract Admin Supervisor	E
Logistics and Property Manager	E
Engineering Technician II	N
Environmental Services Manager	E
HAZMAT Waste Hand	U_M2
Lead HAZMAT Waste Hand	U_M2
Pressure Vessels & Systems Coordinator	E
Mechanical Engineer	E
Master Technician	U_M1
Facilities O&M Manager	E
General Clerk I	N
Facilities Operations & Maintenance Branch	E
Operations Supervisor (MAF)	E
Boiler House Supervisor (MAF)	E
Power Plant Operator	U_M1
Cryogenic and Propellant Supervisor (MAF)	E
Operations Technician	U_M1
Industrial Wastewater Supervisor (MAF)	E
Water Plant Technician	U_M1
High Voltage Shop Supervisor (MAF)	E
Lineman	U_M1
Electric & Building Equipment Systems Supervisor	E
Crane Operator	U_M1
Gen Maint Worker	U_M1
Electrician	U_M1
Maintenance Technician	U_M1
Pipefitter/Plumber	U_M1
Machine Repair Mechanic	U_M1
Carpenter	U_M1
Heavy Equip Operator	U_M1
Welder	U_M1

(b)(4)

Excalibur		
nVision		
Media Specialist III	N	(b)(4)
Media Services Copy Writer	E	
Exhibits Specialist III	N	
Madison Services		
Grounds Maintenance Operators	U_M2	
Lead Grounds Maint Laborers	U_M2	
Pest Control	U_M2	
Lead Small Engine Mechanic	U_M2	
General Laborers	U_M2	
OJ Janitorial		
Custodial Services Supervisor	E	
Lead Janitor	U_M3	
Janitor	U_M3	
Lead Floorman	U_M3	
Floorman	U_M3	
B&W		
S3		
Medical Office Supervisor	E	
Medical Director (Doctor)	E	
Nurse Practitioner	E	
Registered Nurse III	N	
Medical Laboratory Technician	N	
Emergency Medical Technician	N	
EMCS Supervisor	E	
Software Engineer	E	
Electro-Mechanical Systems Technician	U_M1	
Systems Control	U_M1	
Fire Protection Services Manager	E	
Gen Maint Worker	U_M1	
Master Technician	U_M1	
Safety Supervisor	E	
Baker	N	
Cook I	N	
Cook II	N	
Dishwasher	N	
Food Service Worker	N	
Food Services Manager	E	

Machinist	U_M1	(b)(4)			
Plater/Finisher	U_M1				
Sign Painter	U_M1				
O&M Engineering Supervisor	E				
Electrical Engineer	E				
Structural Engineer	E				
Software Engineer	E				
Duplicating Machine Operator	N				
Safety Engineer	E				
Engineering Technician III	N				
Quality Assurance Manager	E				
Environmental Technician	N				
Business Development Supervisor	E				
Administrative Assistant	N				
Business Development Analyst	E				
Electro-Mechanical Systems Technician	U_M1				
Systems Control	U_M1				
Production Control Clerk	N				

SACOM IDIQ APPROVED OVERTIME RATES (AS OF Mod 01)

Michoud IDIQ Overtime Rates

PWS 1, 2, 3, 4, and 6 - Cost-type		PWS 5 - Fixed-priced		
Labor Rate Category's	Total Burdened Labor Rate (including fee for the prime offeror)	Labor Rate Category's for PWS 5.	Total Burdened Labor Rate (including fee for the prime offeror)	
CY1, Feb 1, 2016 thru Sept 30, 2016		CY1, Feb 1, 2016 thru Sept 30, 2016		
Abacus Technology		Abacus Technology		
Software Engineer ASTI	(b)(4)			
Dispatcher, Motor Vehicle		ASTI		
Furniture Repairer, Minor				
General Clerk II				
Radiologic Technologist				
Shipping Packer				
Shipping/Receiving Clerk				
Stock Clerk				
Supply Technician				
Truckdriver, Heavy				
Truckdriver, Medium				
Warehouse Specialist				
Light Vehicle Oper				
Logistics Specialist				
Oper Forklift				
Vehicle & Equipment Operator				
Movers				
Excalibur		Excalibur		
Emergency Mgmt. Coordinator				
nVision		nVision		
Integrated Manufacturing Area Supervisor		Media Specialist III	(b)(4)	
Engineering Technician III		Media Services Copy Writer		
Madison Services		Exhibits Specialist III		
OJ Janitorial		Madison Services		
Truckdriver, Medium		Grounds Maintenance Operators		
Material Coordinator		Lead Grounds Maint Laborers		
		Pest Control		
		Lead Small Engine Mechanic		
		General Laborers		
		OJ Janitorial		
		Custodial Services Supervisor		
		Lead Janitor		
		Janitor		
		Lead Floorman		
		Floorman		
B&W		B&W		

Manufacturing & Fabrication Manager/MAF Site Manager/Deputy General Manager	(b)(4)	S3	
Contract Admin Supervisor		S3	
Logistics and Property Manager		Medical Office Supervisor	(b)(4)
Engineering Technician II		Medical Director (Doctor)	
Environmental Services Manager		Nurse Practitioner	
HAZMAT Waste Hand		Registered Nurse III	
Lead HAZMAT Waste Hand		Medical Laboratory Technician	
Pressure Vessels & Systems Coordinator		Emergency Medical Technician	
Mechanical Engineer		EMCS Supervisor	
Master Technician		Software Engineer	
Facilities O&M Manager		Electro-Mechanical Systems Technician	
General Clerk I		Systems Control	
Facilities Operations & Maintenance Branch Supervisor (MAF)		Fire Protection Services Manager	
Operations Supervisor (MAF)		Gen Maint Worker	
Boiler House Supervisor (MAF)		Master Technician	
Power Plant Operator		Safety Supervisor	
Cryogenic and Propellant Supervisor (MAF)		Baker	
Operations Technician		Cook I	
Industrial Wastewater Supervisor (MAF)		Cook II	
Water Plant Technician		Dishwasher	
High Voltage Shop Supervisor (MAF)	Food Service Worker		
Lineman	Food Services Manager		
Electric & Building Equipment Systems Shop Supervisor (MAF)			
Crane Operator			
Gen Maint Worker			
Electrician			
Maintenance Technician			
Pipefitter/Plumber			
Machine Repair Mechanic			
Carpenter			
Heavy Equip Operator			
Welder			
Machinist			
Plater/Finisher			
Sign Painter			
O&M Engineering Supervisor			
Electrical Engineer			
Structural Engineer			
Software Engineer			
Duplicating Machine Operator			
Safety Engineer			
Engineering Technician III			
Quality Assurance Manager			
Environmental Technician			
Business Development Supervisor			
Administrative Assistant			
Business Development Analyst			
Electro-Mechanical Systems Technician			
Systems Control			
Production Control Clerk			

CY2, October 1, 2016 thru September 30, 2017	
Abacus Technology	
Software Engineer	(b)(4)
ASTI	
Dispatcher, Motor Vehicle	
Furniture Repairer, Minor	
General Clerk II	
Radiologic Technologist	
Shipping Packer	
Shipping/Receiving Clerk	
Stock Clerk	
Supply Technician	
Truckdriver, Heavy	
Truckdriver, Medium	
Warehouse Specialist	
Light Vehicle Oper	
Logistics Specialist	
Oper Forklift	
Vehicle & Equipment Operator	
Movers	
Excalibur	
Emergency Mgmt. Coordinator	
nVision	
Integrated Manufacturing Area Supervisor	
Engineering Technician III	
Madison Services	
OJ Janitorial	
Truckdriver, Medium	
Material Coordinator	
B&W	
Manufacturing & Fabrication Manager/MAF Site Manager/Deputy General Manager	
S3	
Contract Admin Supervisor	
Logistics and Property Manager	
Engineering Technician II	
Environmental Services Manager	
HAZMAT Waste Hand	
Lead HAZMAT Waste Hand	
Pressure Vessels & Systems Coordinator	

CY2, October 1, 2016 thru September 30, 2017	
Abacus Technology	
	(b)(4)
ASTI	
Excalibur	
nVision	
Media Specialist III	
Media Services Copy Writer	
Exhibits Specialist III	
Madison Services	
Grounds Maintenance Operators	
Lead Grounds Maint Laborers	
Pest Control	
Lead Small Engine Mechanic	
General Laborers	
OJ Janitorial	
Custodial Services Supervisor	
Lead Janitor	
Janitor	
Lead Floorman	
Floorman	
S3	
Medical Office Supervisor	
Medical Director (Doctor)	
Nurse Practitioner	
Registered Nurse III	
Medical Laboratory Technician	
Emergency Medical Technician	
EMCS Supervisor	

Mechanical Engineer
 Master Technician
 Facilities O&M Manager
 General Clerk I
 Facilities Operations & Maintenance Branch Supervisor (MAF)
 Operations Supervisor (MAF)
 Boiler House Supervisor (MAF)
 Power Plant Operator
 Cryogenic and Propellant Supervisor (MAF)
 Operations Technician
 Industrial Wastewater Supervisor (MAF)
 Water Plant Technician
 High Voltage Shop Supervisor (MAF)
 Lineman
 Electric & Building Equipment Systems Shop Supervisor (MAF)
 Crane Operator
 Gen Maint Worker
 Electrician
 Maintenance Technician
 Pipefitter/Plumber
 Machine Repair Mechanic
 Carpenter
 Heavy Equip Operator
 Welder
 Machinist
 Plater/Finisher
 Sign Painter
 O&M Engineering Supervisor
 Electrical Engineer
 Structural Engineer
 Software Engineer
 Duplicating Machine Operator
 Safety Engineer
 Engineering Technician III
 Quality Assurance Manager
 Environmental Technician
 Business Development Supervisor
 Administrative Assistant
 Business Development Analyst
 Electro-Mechanical Systems Technician
 Systems Control
 Production Control Clerk

CY3, October 1, 2017 thru September 30, 2018
Abacus Technology

Software Engineer
ASTI

Dispatcher, Motor Vehicle
 Furniture Repairer, Minor
 General Clerk II

(b)(4)

Software Engineer
 Electro-Mechanical Systems Technician
 Systems Control
 Fire Protection Services Manager
 Gen Maint Worker
 Master Technician
 Safety Supervisor
 Baker
 Cook I
 Cook II
 Dishwasher
 Food Service Worker
 Food Services Manager

(b)(4)

CY3, October 1, 2017 thru September 30, 2018
Abacus Technology
ASTI

Radiologic Technologist			
Shipping Packer			
Shipping/Receiving Clerk			
Stock Clerk			
Supply Technician			
Truckdriver, Heavy			
Truckdriver, Medium			
Warehouse Specialist			
Light Vehicle Oper			
Logistics Specialist			
Oper Forklift			
Vehicle & Equipment Operator			
Movers			
Excalibur		Excalibur	
Emergency Mgmt. Coordinator			
nVision		nVision	
Integrated Manufacturing Area Supervisor		Media Specialist III	
Engineering Technician III		Media Services Copy Writer	
		Exhibits Specialist III	
Madison Services		Madison Services	
		Grounds Maintenance Operators	
		Lead Grounds Maint Laborers	
		Pest Control	
		Lead Small Engine Mechanic	
		General Laborers	
		OJ Janitorial	
OJ Janitorial			
Truckdriver, Medium			
Material Coordinator	(b)(4)		
		Custodial Services Supervisor	
		Lead Janitor	
		Janitor	
		Lead Floorman	
		Floorman	
B&W			
Manufacturing & Fabrication Manager/MAF Site Manager/Deputy General Manager			(b)(4)
S3		S3	
Contract Admin Supervisor		Medical Office Supervisor	
Logistics and Property Manager		Medical Director (Doctor)	
Engineering Technician II		Nurse Practitioner	
Environmental Services Manager		Registered Nurse III	
HAZMAT Waste Hand		Medical Laboratory Technician	
Lead HAZMAT Waste Hand		Emergency Medical Technician	
Pressure Vessels & Systems Coordinator		EMCS Supervisor	
Mechanical Engineer		Software Engineer	
Master Technician		Electro-Mechanical Systems Technician	
Facilities O&M Manager		Systems Control	
General Clerk I		Fire Protection Services Manager	
Facilities Operations & Maintenance Branch Supervisor (MAF)		Gen Maint Worker	
Operations Supervisor (MAF)		Master Technician	
Boiler House Supervisor (MAF)			
Power Plant Operator		Safety Supervisor	

Cryogenic and Propellant Supervisor (MAF)
 Operations Technician
 Industrial Wastewater Supervisor (MAF)
 Water Plant Technician
 High Voltage Shop Supervisor (MAF)
 Lineman
 Electric & Building Equipment Systems Shop Supervisor (MAF)
 Crane Operator
 Gen Maint Worker
 Electrician
 Maintenance Technician
 Pipefitter/Plumber
 Machine Repair Mechanic
 Carpenter
 Heavy Equip Operator
 Welder
 Machinist
 Plater/Finisher
 Sign Painter
 O&M Engineering Supervisor
 Electrical Engineer
 Structural Engineer
 Software Engineer
 Duplicating Machine Operator
 Safety Engineer
 Engineering Technician III
 Quality Assurance Manager
 Environmental Technician
 Business Development Supervisor
 Administrative Assistant
 Business Development Analyst
 Electro-Mechanical Systems Technician
 Systems Control
 Production Control Clerk

(b)(4)

Baker
 Cook I
 Cook II
 Dishwasher
 Food Service Worker
 Food Services Manager

(b)(4)

CY4, October 1, 2018 thru September

Abacus Technology

9

CY4, October 1, 2018 thru September 30, 2019

Abacus Technology

ASTI

ASTI

Dispatcher, Motor Vehicle
 Furniture Repairer, Minor
 General Clerk II
 Radiologic Technologist
 Shipping Packer
 Shipping/Receiving Clerk
 Stock Clerk
 Supply Technician
 Truckdriver, Heavy
 Truckdriver, Medium
 Warehouse Specialist
 Light Vehicle Oper

Electrician			
Maintenance Technician			
Pipefitter/Plumber			
Machine Repair Mechanic			
Carpenter			
Heavy Equip Operator			
Welder			
Machinist			
Plater/Finisher			
Sign Painter			
O&M Engineering Supervisor			
Electrical Engineer			
Structural Engineer			
Software Engineer			
Duplicating Machine Operator			
Safety Engineer			
Engineering Technician III			
Quality Assurance Manager			
Environmental Technician			
Business Development Supervisor			
Administrative Assistant			
Business Development Analyst			
Electro-Mechanical Systems Technician			
Systems Control			
Production Control Clerk			
CY5, October 1, 2019 thru September 30, 2019	(b)(4)	CY5, October 1, 2019 thru September 30, 2020	
Abacus Technology		Abacus Technology	
Software Engineer			
ASTI		ASTI	
Dispatcher, Motor Vehicle			
Furniture Repairer, Minor			
General Clerk II			
Radiologic Technologist			
Shipping Packer			
Shipping/Receiving Clerk			
Stock Clerk			
Supply Technician			
Truckdriver, Heavy			
Truckdriver, Medium			
Warehouse Specialist			
Light Vehicle Oper			
Logistics Specialist			
Oper Forklift			
Vehicle & Equipment Operator			
Movers			
Excalibur		Excalibur	
Emergency Mgmt. Coordinator			
nVision		nVision	
Integrated Manufacturing Area Supervisor		Media Specialist III	
Engineering Technician III		Media Services Copy Writer	(b)(4)
		Exhibits Specialist III	
Madison Services		Madison Services	

		Grounds Maintenance Operators	
		Lead Grounds Maint Laborers	
		Pest Control	
		Lead Small Engine Mechanic	
		General Laborers	
OJ Janitorial		OJ Janitorial	
Truckdriver, Medium	(b)(4)		
Material Coordinator			
		Custodial Services Supervisor	
		Lead Janitor	
		Janitor	
		Lead Floorman	
		Floorman	
B&W			
Manufacturing & Fabrication Manager/MAF Site Manager/Deputy General Manager			
S3		S3	
Contract Admin Supervisor		Medical Office Supervisor	
Logistics and Property Manager		Medical Director (Doctor)	
Engineering Technician II		Nurse Practitioner	(b)(4)
Environmental Services Manager		Registered Nurse III	
HAZMAT Waste Hand		Medical Laboratory Technician	
Lead HAZMAT Waste Hand		Emergency Medical Technician	
Pressure Vessels & Systems Coordinator		EMCS Supervisor	
Mechanical Engineer		Software Engineer	
Master Technician		Electro-Mechanical Systems Technician	
Facilities O&M Manager		Systems Control	
General Clerk I		Fire Protection Services Manager	
Facilities Operations & Maintenance Branch Supervisor (MAF)			
Operations Supervisor (MAF)		Gen Maint Worker	
Boiler House Supervisor (MAF)		Master Technician	
Power Plant Operator			
		Safety Supervisor	
Cryogenic and Propellant Supervisor (MAF)			
Operations Technician	(b)(4)	Baker	
Industrial Wastewater Supervisor (MAF)		Cook I	
Water Plant Technician		Cook II	
High Voltage Shop Supervisor (MAF)		Dishwasher	
Lineman		Food Service Worker	
Electric & Building Equipment Systems Shop Supervisor (MAF)		Food Services Manager	
Crane Operator			
Gen Maint Worker			
Electrician			
Maintenance Technician			
Pipefitter/Plumber			
Machine Repair Mechanic			
Carpenter			
Heavy Equip Operator			
Welder			
Machinist			
Plater/Finisher			
Sign Painter			
O&M Engineering Supervisor			

Electrical Engineer	(b)(4)		
Structural Engineer			
Software Engineer			
Duplicating Machine Operator			
Safety Engineer			
Engineering Technician III			
Quality Assurance Manager			
Environmental Technician			
Business Development Supervisor			
Administrative Assistant			
Business Development Analyst			
Electro-Mechanical Systems Technician			
Systems Control			
Production Control Clerk			
CY6, October 1, 2020 thru September 30, 2021		CY6, October 1, 2020 thru September 30, 2021	
Abacus Technology		Abacus Technology	
Software Engineer	(b)(4)		
ASTI		ASTI	
Dispatcher, Motor Vehicle			
Furniture Repairer, Minor			
General Clerk II			
Radiologic Technologist			
Shipping Packer			
Shipping/Receiving Clerk			
Stock Clerk			
Supply Technician			
Truckdriver, Heavy			
Truckdriver, Medium			
Warehouse Specialist			
Light Vehicle Oper			
Logistics Specialist			
Oper Forklift			
Vehicle & Equipment Operator			
Movers			
Excalibur		Excalibur	
Emergency Mgmt. Coordinator			
nVision		nVision	
Integrated Manufacturing Area Supervisor		Media Specialist III	(b)(4)
Engineering Technician III		Media Services Copy Writer	
		Exhibits Specialist III	
Madison Services		Madison Services	
		Grounds Maintenance Operators	
		Lead Grounds Maint Laborers	
		Pest Control	
		Lead Small Engine Mechanic	
		General Laborers	
OJ Janitorial		OJ Janitorial	
Truckdriver, Medium			
Material Coordinator			
		Custodial Services Supervisor	
		Lead Janitor	
		Janitor	

		Lead Floorman	
		Floorman	
B&W		B&W	
Manufacturing & Fabrication Manager/MAF Site Manager/Deputy General Manager			
S3		S3	
Contract Admin Supervisor		Medical Office Supervisor	
Logistics and Property Manager		Medical Director (Doctor)	
Engineering Technician II		Nurse Practitioner	
Environmental Services Manager		Registered Nurse III	
HAZMAT Waste Hand		Medical Laboratory Technician	
Lead HAZMAT Waste Hand		Emergency Medical Technician	
Pressure Vessels & Systems Coordinator		EMCS Supervisor	
Mechanical Engineer		Software Engineer	
Master Technician		Electro-Mechanical Systems Technician	
Facilities O&M Manager		Systems Control	
General Clerk I		Fire Protection Services Manager	
Facilities Operations & Maintenance Branch Supervisor (MAF)		Gen Maint Worker	
Operations Supervisor (MAF)		Master Technician	
Boiler House Supervisor (MAF)			
Power Plant Operator		Safety Supervisor	
Cryogenic and Propellant Supervisor (MAF)		Baker	
Operations Technician		Cook I	
Industrial Wastewater Supervisor (MAF)		Cook II	
Water Plant Technician		Dishwasher	
High Voltage Shop Supervisor (MAF)		Food Service Worker	
Lineman		Food Services Manager	
Electric & Building Equipment Systems Shop Supervisor (MAF)	(b)(4)		(b)(4)
Crane Operator			
Gen Maint Worker			
Electrician			
Maintenance Technician			
Pipefitter/Plumber			
Machine Repair Mechanic			
Carpenter			
Heavy Equip Operator			
Welder			
Machinist			
Plater/Finisher			
Sign Painter			
O&M Engineering Supervisor			
Electrical Engineer			
Structural Engineer			
Software Engineer			
Duplicating Machine Operator			
Safety Engineer			
Engineering Technician III			
Quality Assurance Manager			
Environmental Technician			
Business Development Supervisor			
Administrative Assistant			
Business Development Analyst			

Electro-Mechanical Systems Technician	(b)(4)			
Systems Control				
Production Control Clerk				
CY7, October 1, 2021 thru September 30, 2022		CY7, October 1, 2021 thru September 30, 2022		
Abacus Technology		Abacus Technology		
Software Engineer	(b)(4)			
ASTI		ASTI		
Dispatcher, Motor Vehicle				
Furniture Repairer, Minor				
General Clerk II				
Radiologic Technologist				
Shipping Packer				
Shipping/Receiving Clerk				
Stock Clerk				
Supply Technician				
Truckdriver, Heavy				
Truckdriver, Medium				
Warehouse Specialist				
Light Vehicle Oper				
Logistics Specialist				
Oper Forklift				
Vehicle & Equipment Operator				
Movers				
Excalibur			Excalibur	
Emergency Mgmt. Coordinator				
nVision			nVision	
Integrated Manufacturing Area Supervisor			Media Specialist III	(b)(4)
Engineering Technician III			Media Services Copy Writer	
			Exhibits Specialist III	
Madison Services		Madison Services		
		Grounds Maintenance Operators		
		Lead Grounds Maint Laborers		
		Pest Control		
		Lead Small Engine Mechanic		
		General Laborers		
OJ Janitorial		OJ Janitorial		
Truckdriver, Medium				
Material Coordinator				
		Custodial Services Supervisor		
		Lead Janitor		
		Janitor		
		Lead Floorman		
		Floorman		
B&W		B&W		
Manufacturing & Fabrication Manager/MAF Site Manager/Deputy General Manager				
S3		S3		
Contract Admin Supervisor		Medical Office Supervisor		
Logistics and Property Manager		Medical Director (Doctor)		
Engineering Technician II		Nurse Practitioner		
Environmental Services Manager		Registered Nurse III		

HAZMAT Waste Hand	(b)(4)	Medical Laboratory Technician	(b)(4)
Lead HAZMAT Waste Hand		Emergency Medical Technician	
Pressure Vessels & Systems Coordinator		EMCS Supervisor	
Mechanical Engineer		Software Engineer	
Master Technician		Electro-Mechanical Systems Technician	
Facilities O&M Manager		Systems Control	
General Clerk I		Fire Protection Services Manager	
Facilities Operations & Maintenance Branch Supervisor (MAF)		Gen Maint Worker	
Operations Supervisor (MAF)		Master Technician	
Boiler House Supervisor (MAF)		Safety Supervisor	
Power Plant Operator		Baker	
Cryogenic and Propellant Supervisor (MAF)		Cook I	
Operations Technician		Cook II	
Industrial Wastewater Supervisor (MAF)		Dishwasher	
Water Plant Technician		Food Service Worker	
High Voltage Shop Supervisor (MAF)		Food Services Manager	
Lineman			
Electric & Building Equipment Systems Shop Supervisor (MAF)			
Crane Operator			
Gen Maint Worker			
Electrician			
Maintenance Technician			
Pipefitter/Plumber			
Machine Repair Mechanic			
Carpenter			
Heavy Equip Operator			
Welder			
Machinist			
Plater/Finisher			
Sign Painter			
O&M Engineering Supervisor			
Electrical Engineer			
Structural Engineer			
Software Engineer			
Duplicating Machine Operator			
Safety Engineer			
Engineering Technician III			
Quality Assurance Manager			
Environmental Technician			
Business Development Supervisor			
Administrative Assistant			
Business Development Analyst			
Electro-Mechanical Systems Technician			
Systems Control			
Production Control Clerk			
CY8, October 1, 2022 thru September 30, 2023		CY8, October 1, 2022 thru September 30, 2023	
Abacus Technology	(b)(4)	Abacus Technology	
Software Engineer		ASTI	
ASTI		ASTI	

Boiler House Supervisor (MAF)
 Power Plant Operator
 Cryogenic and Propellant Supervisor (MAF)
 Operations Technician
 Industrial Wastewater Supervisor (MAF)
 Water Plant Technician
 High Voltage Shop Supervisor (MAF)
 Lineman
 Electric & Building Equipment Systems Shop Supervisor (MAF)
 Crane Operator
 Gen Maint Worker
 Electrician
 Maintenance Technician
 Pipefitter/Plumber
 Machine Repair Mechanic
 Carpenter
 Heavy Equip Operator
 Welder
 Machinist
 Plater/Finisher
 Sign Painter
 O&M Engineering Supervisor
 Electrical Engineer
 Structural Engineer
 Software Engineer
 Duplicating Machine Operator
 Safety Engineer
 Engineering Technician III
 Quality Assurance Manager
 Environmental Technician
 Business Development Supervisor
 Administrative Assistant
 Business Development Analyst
 Electro-Mechanical Systems Technician
 Systems Control
 Production Control Clerk

(b)(4)

Safety Supervisor
 Baker
 Cook I
 Cook II
 Dishwasher
 Food Service Worker
 Food Services Manager

(b)(4)

CY9, October 1, 2023 thru September 30, 2024

Abacus Technology
 Software Engineer
 ASTI
 Dispatcher, Motor Vehicle
 Furniture Repairer, Minor
 General Clerk II
 Radiologic Technologist
 Shipping Packer
 Shipping/Receiving Clerk
 Stock Clerk
 Supply Technician
 Truckdriver, Heavy
 Truckdriver, Medium

(b)(4)

CY9, October 1, 2023 thru September 30, 2024

Abacus Technology
 ASTI

Crane Operator	(b)(4)		
Gen Maint Worker			
Electrician			
Maintenance Technician			
Pipefitter/Plumber			
Machine Repair Mechanic			
Carpenter			
Heavy Equip Operator			
Welder			
Machinist			
Plater/Finisher			
Sign Painter			
O&M Engineering Supervisor			
Electrical Engineer			
Structural Engineer			
Software Engineer			
Duplicating Machine Operator			
Safety Engineer			
Engineering Technician III			
Quality Assurance Manager			
Environmental Technician			
Business Development Supervisor			
Administrative Assistant			
Business Development Analyst			
Electro-Mechanical Systems Technician			
Systems Control			
Production Control Clerk			

CY10, October 1, 2024 thru June 30, 2025	CY10, October 1, 2024 thru June 30, 2025
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Abacus Technology	(b)(4)	Abacus Technology		
Software Engineer				
ASTI			ASTI	
Dispatcher, Motor Vehicle				
Furniture Repairer, Minor				
General Clerk II				
Radiologic Technologist				
Shipping Packer				
Shipping/Receiving Clerk				
Stock Clerk				
Supply Technician				
Truckdriver, Heavy				
Truckdriver, Medium				
Warehouse Specialist				
Light Vehicle Oper				
Logistics Specialist				
Oper Forklift				
Vehicle & Equipment Operator				
Movers				
Excalibur		Excalibur		
Emergency Mgmt. Coordinator				
nVision		nVision		
Integrated Manufacturing Area Supervisor		Media Specialist III	(b)(4)	
Engineering Technician III		Media Services Copy Writer		

		Exhibits Specialist III	
Madison Services		Madison Services	
		Grounds Maintenance Operators	
		Lead Grounds Maint Laborers	
		Pest Control	
		Lead Small Engine Mechanic	
		General Laborers	
OJ Janitorial		OJ Janitorial	
Truckdriver, Medium			
Material Coordinator			
		Custodial Services Supervisor	
		Lead Janitor	
		Janitor	
		Lead Floorman	
		Floorman	
B&W		B&W	
Manufacturing & Fabrication Manager/MAF Site Manager/Deputy General Manager			
S3		S3	
Contract Admin Supervisor		Medical Office Supervisor	
Logistics and Property Manager		Medical Director (Doctor)	
Engineering Technician II		Nurse Practitioner	
Environmental Services Manager		Registered Nurse III	
HAZMAT Waste Hand		Medical Laboratory Technician	
Lead HAZMAT Waste Hand		Emergency Medical Technician	
Pressure Vessels & Systems Coordinator		EMCS Supervisor	
Mechanical Engineer		Software Engineer	
		Electro-Mechanical Systems Technician	
Master Technician		Systems Control	
Facilities O&M Manager		Fire Protection Services Manager	
General Clerk I			
Facilities Operations & Maintenance Branch Supervisor (MAF)	(b)(4)	Gen Maint Worker	
Operations Supervisor (MAF)		Master Technician	
Boiler House Supervisor (MAF)			
Power Plant Operator		Safety Supervisor	
Cryogenic and Propellant Supervisor (MAF)		Baker	
Operations Technician		Cook I	
Industrial Wastewater Supervisor (MAF)		Cook II	
Water Plant Technician		Dishwasher	
High Voltage Shop Supervisor (MAF)		Food Service Worker	
Lineman		Food Services Manager	
Electric & Building Equipment Systems Shop Supervisor (MAF)			
Crane Operator			
Gen Maint Worker			
Electrician			
Maintenance Technician			
Pipefitter/Plumber			
Machine Repair Mechanic			
Carpenter			
Heavy Equip Operator			
Welder			
Machinist			
Plater/Finisher			

(b)(4)

