

**ORDER FOR SUPPLIES OR SERVICES**

PAGE OF PAGES

1 3

IMPORTANT: Mark all packages and papers with contract and/or order numbers.

1. DATE OF ORDER 05/01/2011	2. CONTRACT NO. (If any) NNM11AA30C	6. SHIP TO: a. NAME OF CONSIGNEE NASA/Marshall Space Flight Center		
3. ORDER NO. NNM11AA40T	4. REQUISITION/REFERENCE NO. 4200386396	b. STREET ADDRESS		
5. ISSUING OFFICE (Address correspondence to) NASA/Marshall Space Flight Center Office of Procurement Rhoney Triplett Jr. rhoney.triplett@nasa.gov Marshall Space Flight Center AL 35812		c. CITY Marshall Space Flight Center	d. STATE AL	e. ZIP CODE 35812

7. TO: a. NAME OF CONTRACTOR AL RAZAQ COMPUTING SERVICES	f. SHIP VIA			
b. COMPANY NAME	8. TYPE OF ORDER			
c. STREET ADDRESS 6001 SAVOY DR STE 505	<input type="checkbox"/> a. PURCHASE REFERENCE YOUR:		<input checked="" type="checkbox"/> b. DELIVERY Except for billing instructions on the reverse, this delivery order is subject to instructions contained on this side only of this form and is issued subject to the terms and conditions of the above-numbered contract.	
d. CITY HOUSTON	e. STATE TX	f. ZIP CODE 77036-3365		

9. ACCOUNTING AND APPROPRIATION DATA See Schedule	10. REQUISITIONING OFFICE NASA/Marshall Space Flight Center
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11. BUSINESS CLASSIFICATION (Check appropriate box(es))				12. F.O.B. POINT Destination
<input checked="" type="checkbox"/> a. SMALL	<input type="checkbox"/> b. OTHER THAN SMALL	<input type="checkbox"/> c. DISADVANTAGED	<input type="checkbox"/> g. SERVICE-DISABLED VETERAN-OWNED	
<input type="checkbox"/> d. WOMEN-OWNED	<input type="checkbox"/> e. HUBZone	<input type="checkbox"/> f. EMERGING SMALL BUSINESS		

13. PLACE OF		14. GOVERNMENT B/L NO.	15. DELIVER TO F.O.B. POINT ON OR BEFORE (Date) 09/30/2011	16. DISCOUNT TERMS NT30
a. INSPECTION Destination	b. ACCEPTANCE Destination			

**17. SCHEDULE (See reverse for Rejections)**

ITEM NO. (a)	SUPPLIES OR SERVICES (b)	QUANTITY ORDERED (c)	UNIT (d)	UNIT PRICE (e)	AMOUNT (f)	QUANTITY ACCEPTED (g)
	Pursuant to Clause H.2, entitled, "Task Ordering Procedures, NNM11AA30C", This Task Order is issued to provide business services support to the Office of the Chief Financial Officer (CFO), Office of the Chief Information Officer (CIO), as well as Continued ...					

SEE BILLING INSTRUCTIONS ON REVERSE	18. SHIPPING POINT	19. GROSS SHIPPING WEIGHT	20. INVOICE NO.	17(h) TOTAL (Cont. pages)
	21. MAIL INVOICE TO:			
	a. NAME	NASA/Shared Services Center		\$849,429.00
	b. STREET ADDRESS (or P.O. Box)	Financial Management Division (FMD) Accounts Payable Bldg 1111, C Road NSSC-AccountsPayable@nasa.gov		\$849,429.00
c. CITY	d. STATE	e. ZIP CODE		17(i) GRAND TOTAL
Stennis Space Center	MS	39529-6000		

22. UNITED STATES OF AMERICA BY (Signature)	23. NAME (Typed) Harry B Craig TITLE: CONTRACTING/ORDERING OFFICER
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**ORDER FOR SUPPLIES OR SERVICES  
SCHEDULE - CONTINUATION**

PAGE NO

2

IMPORTANT: Mark all packages and papers with contract and/or order numbers.

DATE OF ORDER

CONTRACT NO.

NNM11AA30C

ORDER NO.

NNM11AA40T

ITEM NO. (a)	SUPPLIES/SERVICES (b)	QUANTITY ORDERED (c)	UNIT (d)	UNIT PRICE (e)	AMOUNT (f)	QUANTITY ACCEPTED (g)
001	other MSFC organizations, programs, and projects as needed. INCO TERMS 1: FOB INCO TERMS 2: DESTINATION  Base Year (Contract Year 1) Incrementally Funded Amount: \$135,422.00  Accounting Info: 62IS01/6100.2520/62/FC000000/736466.07 .10.08/000/2520/62/CASX12011D/361N/2/3 Cost Center: 62IS01 GI Account: 6100.2520 Order: FC000000 WBS Element1: 736466.07.10.08 Item Number: 000 Commitment Item: 2520 Funds Center: 62 Fund: CASX12011D Functional Area: 361N Funded: \$26,298.00 Accounting Info: 62IS70/6100.2520/62/FC000000/884160.01 .50.02.08/000/2520/62/CASX12011D/922A/ 3/4 Cost Center: 62IS70 GI Account: 6100.2520 Order: FC000000 WBS Element1: 884160.01.50.02.08 Item Number: 000 Commitment Item: 2520 Funds Center: 62 Fund: CASX12011D Functional Area: 922A Funded: \$6,042.00 Accounting Info: 62IS40/6100.2520/62/FC000000/361065.07 .02.01/000/2520/62/EXCX22011D/761A/4/5 Cost Center: 62IS40 GI Account: 6100.2520 Order: FC000000 WBS Element1: 361065.07.02.01 Item Number: 000 Commitment Item: 2520 Funds Center: 62 Fund: EXCX22011D Functional Area: 761A Funded: \$33,000.00 Accounting Info: 62SF01/6100.2520/62/FC000000/604746.07 .03.11.08.0/2/000/2520/62/EXPX22011D/2 34A/5/6 Cost Center: 62SF01 GI Account: 6100.2520 Order: FC000000 WBS Element1: 604746.07.03.11.08.0 WBS Element2: 2 Item Number: 000 Commitment Item: 2520 Funds Center: 62 Fund: EXPX22011D Functional Area: Continued ...	1	EA	849,429.00	849,429.00	

TOTAL CARRIED FORWARD TO 1ST PAGE (ITEM 17(H))

\$849,429.00

**ORDER FOR SUPPLIES OR SERVICES  
SCHEDULE - CONTINUATION**

PAGE NO

3

**IMPORTANT:** Mark all packages and papers with contract and/or order numbers.

DATE OF ORDER

CONTRACT NO.

NNM11AA30C

ORDER NO.

NNM11AA40T

ITEM NO. (a)	SUPPLIES/SERVICES (b)	QUANTITY ORDERED (c)	UNIT (d)	UNIT PRICE (e)	AMOUNT (f)	QUANTITY ACCEPTED (g)
	234A Funded: \$15,082.00 Accounting Info: 62RS01/6100.2520/62/FC000000/736466.01 .06.08.01/000/2520/62/CASX12011D/361N/ 1/2 Cost Center: 62RS01 GI Account: 6100.2520 Order: FC000000 WBS Element1: 736466.01.06.08.01 Item Number: 000 Commitment Item: 2520 Funds Center: 62 Fund: CASX12011D Functional Area: 361N Funded: \$55,000.00					

TOTAL CARRIED FORWARD TO 1ST PAGE (ITEM 17(H))

\$0.00

**TASK ORDER NNM11AA40T**  
**BUSINESS SUPPORT SERVICES**

RS01/Office of the Chief Financial Officer (CFO)  
IS01/ Office of the Chief Information Officer (CIO)

	FFP Labor	Travel	Total TO Value	Total Labor Obligations	Travel	Total TO Obligations
PREVIOUS	(b)(4)			(b)(4)		
THIS MOD						
<b>TOTAL</b>	(b)(4)		\$849,429	(b)(4)		\$135,422

**1. SUPPLIES AND/OR SERVICES TO BE FURNISHED**

- a. The Contractor shall perform this Performance Work Statement (PWS)-based Task Order in accordance with the PWS contained in Contract NNM11AA30C, Acquisition and Business Support Services. The Contractor shall perform this Task Order under the terms and conditions as set forth in the basic order and as supplemented in this Task Order.
- b. The Contractor shall provide all resources (except as may be expressly stated in this order as furnished by the Government) necessary to perform all the service requirements in the PWS as provided in Attachment A hereto.

**2. TYPE OF ORDER**

This is a performance-based, Firm-Fixed-Price (FFP) Task Order.

**3. PERIOD OF PERFORMANCE**

The period of performance of this Task Order shall be as follows: May 1, 2011 through September 30, 2011.

**4. PLACE OF PERFORMANCE**

The Contractor shall perform the work under this order on-site at the Marshall Space Flight Center, AL, and at such other locations as may be approved in writing by the Contracting Officer.

**5. PERFORMANCE SURVEYS**

The Contractor shall conduct surveys in accordance with the direction in Clause B.3, Price Deductions for Less Than Optimum Performance, of the contract, which shall be

reported in accordance with the direction in Data Procurement Document (DPD) 1321, Attachment J-2 to the contract.

**6. TECHNICAL DIRECTION**

Performance of the work under this Task Order is subject to the written technical direction of the Contracting Officer’s Technical Representative (COTR), as set forth in Clause G.2, Technical Direction, of the contract.

**7. CONSIDERATION AND PAYMENT**

- a. The Contractor shall be paid upon the satisfactory completion of the work called for in this Task Order and submission of properly certified invoices as detailed in Clause G.5, Consideration and Payment, of the contract.
- b. The Contractor shall be paid biweekly for the work called for in this Task Order at the rates specified for the applicable period as set forth in Attachment J-4, Contractor Fully Burdened Labor Rates\*, to the contract, and as set forth in the payment schedule shown below.
- c. Accounting classifications and funding resources are incorporated into the contract accordingly.
- d. Contractor invoices shall be submitted electronically in accordance with Clause G.5, Consideration and Payment, of the contract.
- e. Travel is cost reimbursable and will be invoiced separately from the labor shown in the payment schedule below. Of the total price for effort provided under this Task Order **\$0** is available for Travel.

**NNM11AA40T Payment Schedule**

Payment Type	Frequency	Date	Amount	
Status Report	Bi-Weekly			
		05/13/11	(b)(4)	
		05/27/11		
		06/10/11		
		06/24/11		
		07/08/11		
		07/22/11		
		08/05/11		
		08/19/11		
		09/02/11		
		09/16/11		
		09/30/11		
		<b>Total Billing</b>		<b>\$849,429.00</b>

## 8. SPECIAL ORDER REQUIREMENTS

This Task Order shall be performed in accordance with the special order requirements clauses in Section H of the basic order.

## 9. ORDER CLAUSES

This Task Order shall be performed in accordance with the order clauses in Section I of the basic order.

## 10. OTHER TERMS AND CONDITIONS

All other terms and conditions as contained in the basic order, NNM11AA30C, are applicable to this Task Order.

## 11. ORDER OF PRECEDENCE

Should a conflict arise between the terms and conditions as shown in this Task Order and the terms and conditions of the basic order, NNM11AA30C, the basic order shall prevail.

## 12. 1852.232-77. LIMITATION OF FUNDS (FIXED- PRICE CONTRACT) (MAR 1989)

- (a) Of the total price for effort provided under this Task Order, the sum of \$135,422 is available for payment and allotted to this Task Order.
- (b) The Contractor agrees to perform or have performed the effort 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 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 through May 24, 2011.
  - (2) If funds allotted are considered by the Contractor to be inadequate to cover the work to be performed until that date, or an agreed date substituted for it, the Contractor shall notify the Contracting Officer in writing when within the next 60 days the work will reach a point at which, if the 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 will approximate 75 percent of the total amount then allotted to the contract.

- (3) (i) The notice shall state the estimate when the point referred to in paragraph (c)(2) of this clause will be reached and the estimated amount of additional funds required to continue performance to the date specified in paragraph (c)(1) of this clause, or an agreed date substituted for it.
  - (ii) The Contractor shall, 60 days in advance of the date specified in paragraph (c)(1) of this clause, or an agreed date substituted for it, advise the Contracting Officer in writing as to the estimated amount of additional funds required for the timely performance of the contract for a further period as may be specified in the contract or otherwise agreed to by the parties.
- (4) If, after the notification referred to in paragraph (c)(3)(ii) of this clause, additional funds are not allotted by the date specified in paragraph (c)(1) of this clause, or an agreed date substituted for it, the Contracting Officer shall, upon the Contractor's written request, terminate this contract on that date or on the date set forth in the request, whichever is later, pursuant to the Termination for Convenience of the Government clause.

**[End of Task Order]**

**Performance Work Statement  
Task Order NNM11AA40T, Business Support Services  
Contract NNM11AA30C**

## **1.0 INTRODUCTION**

The Contractor shall perform this Performance Work Statement (PWS) in accordance with the PWS contained in the contract, NNM11AA30C, Acquisition and Business Support Services (ABSS), and with the terms and conditions as set forth in the contract and as supplemented in this Task Order.

## **2.0 PROGRAM MANAGEMENT**

The Contractor shall provide program management and control for this Task Order pursuant to PWS paragraph 2.0 of the contract. All plans and reports will be provided to the Government in accordance with the direction contained in the Data Procurement Document (DPD) 1321, Attachment J-2 to the contract, and as directed in paragraph 2.0 Program Management of the contract PWS.

## **3.0 BUSINESS SUPPORT**

### **3.1 RS01/Office of the Chief Financial Officer (CFO)**

The task order requires support which includes, but is not limited to, fiscal control, general ledger, cost analysis, business systems and support, and budget analysis. Provide monthly cost accruals, review NASA Form 533 financial reports for accuracy and timeliness, provide account reconciliations, participate in annual Form 1501 reviews, support the general ledger, process financial system transactions, provide cost reports to NASA Headquarters, complete monthly and yearly closing processes, update and document financial systems, support on-line travel or other systems implementations, provide travel and other system training, coordinate programming changes and prepare, analyze and distribute financial reports.

**3.1.1 Business Systems and Support** requires support to maintain and control system data base and configuration; develop/configure/reconfigure processes for the Travel Manager system; develop system processes and training for MSFC. Provide maintenance support and ensure updates of CFO travel website, and developing daily operational processes/communications for MSFC. Provide financial/budget analysis and integration as required. Task includes preparation and analysis of budget and financial data; analysis and entry of financial data into automated systems; preparation of business resources and financial reports, and performing various business related services. Proficiency with MS Office applications with an advanced knowledge of Excel is required. Desired education is a bachelor's degree in an area of specialty and 4-6 years of experience or an equivalent combination of education and experience in the field or in a related area. (b)(4)

**3.1.2** Resource/accounting support to assist in verifying and processing invoice and voucher payments, resolving discrepancies, processing Cooperative Agreements, Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) contract payments, processing monthly cost accruals, reconciling monthly accounting entries to the General Ledger, and supporting audits and special projects. Task includes, but is not limited to, provide temporary assistance to other branches of the Accounting Office, such as Funds Control. Requires experience with travel processing and federal regulations and policies, desired education is a bachelor's degree and 2-4 years of experience, or an equivalent combination of education and experience in the field or a related area. (b)(4)

**3.1.3** Support is required to perform accounting functions in support of the Michoud Assembly Facility. Analyze accounting records to determine financial resources required to implement programs and makes recommendations for budget allocations to ensure conformance to budgetary limits, creating and maintaining internal accounting sheets to track and status the MAF budget, reviewing operating budgets periodically to analyze trends affecting budget requirements, initiating and obtaining approval for Funding Requests; Issuing Purchase Requests to obtain services, coordinating between NASA and tenants/users concerning reimbursements, MIPR's, payments, and SAP inputs, supporting development of MAF Integration and Operations Office PPBE after receiving inputs from MSFOC and other NASA contractors, tenants, users, and civil servants, validating the accuracy of contractors' actuals, 533 billings, variances against budgets, and inputs into SAP, preparing and presenting information to all levels of MSFC/MAF management concerning budgets, contractor inputs and user/tenant data. Proficiency with MS Office applications with an advanced knowledge of Excel is required. Desired education is a bachelor's degree and 6-8 years of experience in the field or in a related area, familiarity with MAF existing contracts, tenant support, and user/tenant agreements, and the ability to accomplish a variety of complex tasks.

(b)(4)

**3.1.4** Budget Distribution and Control – requires understanding of government financial accounting and will work with SAP and Business Warehouse (BW). Assist in Purchase Requisition Support for multiple Business Offices, Procurement, Budget, and Accounting Operations Office including initiation and closing as well as required Service Request (SR) correction activities is required. Conduct the final review and funds certification for MSFC PRs on a rotational basis and assists in providing formal and informal training classes to MSFC employees on PR initiation and approval tasks. Provide guidance to MSFC personnel on PR preparation via telephone, email, or person-to-person. Prepare and distribute multiple PR metric reports, executes and analyzes weekly Johnson Space Center (JSC) Error Tracking Reports to identify PR errors and track until resolved by responsible initiators. Execute and analyze year-end reports to ensure required tasks are completed and provide testing support to Integrated Enterprise Management Program (IEMP) for new releases. Proficiency with MS Office applications with an advanced knowledge of Excel is required. Desired education is a B.S. degree in Accounting and/or equivalent experience in accounting or financial management and 4-6 years of experience in the field or in a related area is desired. (b)(4)

**3.1.5** Perform monthly, quarterly, and annual reconciliation of US Standard General Ledger (USSGL) accounts. Provide analyses of these reconciliations to provide management with pertinent information to manage Center operations. Additional tasks include, but are not limited to, creation and analysis of Center monthly financial statements, completion of various Continuous Monitoring Program (CMP) activities, correction of identified errors, provide requested information for audits, and completion of the monthly CMP Management Matrix, and property accounting. An understanding of government financial accounting and experience with SAP and Business Warehouse or similar ERP is beneficial. Proficiency with MS Office applications with an advanced knowledge of Excel is required. Desired education is a bachelor's degree and 4-6 years of experience in the field or in a related area. (b)(4)

**3.1.6** Perform monthly, quarterly, and annual reconciliation of US Standard General Ledger (USSGL) accounts. Provide analyses of these reconciliations to provide management with pertinent information to manage Center operations. Serve as a Subject Matter Expert (SME) for multiple USSGL and financial reporting activities. Additional tasks may include (but are not limited to) creation and analysis of Center monthly financial statements, completion of various Continuous Monitoring Program (CMP) activities, correction of identified errors, administration of Journal Voucher (JV) log, assist in coordination of and provide requested information for audits, and completion of the monthly CMP Management Matrix. An understanding of government financial accounting and experience with SAP and Business Warehouse is required. Proficiency with MS Office applications with an advanced knowledge of Excel is required. Desired education is a bachelor's degree and 6-8 years of experience in the field or in a related area. (b)(4)

**3.1.7** Provide analyses of the effectiveness and efficiency of operations and provide management with pertinent information to manage and control program resources and schedules within constraints. Effectively analyze cost data including the identification of trends and forecasting budget elements needing management attention. Communicate with Level II & Level III offices including budget coordination with different NASA organizations and levels within the agency. Additional tasks include, but are not limited to, resources support to a multi-contractor environment requiring tracking all aspects of contractually related resources management; provide independent status reports and assessments; track and analyze program budgets, funding, costs, schedule and contract status and predict anticipated progress at selected points in time (such as at fiscal year or major milestones); cost analysis and performance assessment on multiple project cost elements including Labor, Travel, and Procurements. An understanding of government financial processes and experience with an integrated financial management system are preferred. Proficiency with MS Office applications with an advanced knowledge of SAP, BW and Excel is required. Desired education is a bachelor's degree and 6-8 years of experience in the field or in a related area. (b)(4)

## 3.2 IS01/Office of the Chief Information Officer (CIO)

**3.2.1** Provide financial/budget analysis and integration as required. Task includes preparation and analysis of budget and financial data; analysis and entry of financial data into automated systems; preparation of business resources and financial reports, and performing various business related services. Proficiency with MS Office applications with an advanced knowledge of Excel is required. Desired education is a bachelor's degree and 4-6 years of experience in the field or in a related area. (b)(4)

**3.2.2** Provide analyses of the effectiveness and efficiency of operations and provide management with pertinent information to manage and control program resources and schedules within constraints. Task includes, but is not limited to, resources support to a governmental data center supporting both local and Agency workloads in a multi-contractor environment, provide independent status reports and assessments, track and analyze program budgets, funding, costs, schedule and contract status and predict anticipated progress at selected points in time (such as at fiscal year or major milestones). An understanding of government financial processes and experience with an integrated financial management system are preferred. Proficiency with MS Office applications with an advanced knowledge of Excel is required. Desired education is a bachelor's degree and 6-8 years of experience in the field or in a related area. (b)(4)

**3.2.3** Serve as the primary business interface with the customer. Responsible for meeting contract requirements and customer objectives. Exercise independent judgment and solve administrative and managerial problems. Responsible for planning and coordinating staff, as well as managing cost, schedule and quality. Guide teams, analyze problems and implement solutions. Desired education is a bachelor's degree in area of specialty. Expert knowledge of NASA business concepts, practices and procedures. Extensive experience and judgment to plan and accomplish goals. Perform a variety of tasks. Lead and direct the work of others. Reports to the Deputy Program Manager / Business Lead. Has a broad mandate for independent actions and decisions. (b)(4)

**3.2.4** Support is required by CIO to develop, write and edit materials for creation and maintenance of the MSFC/NASA IT Security Standard Operating Procedures. In addition, this position is required to draft and prepare security incident documentation, as well as, prepare precise agendas and draft, edit and maintain minutes in support of the MSFC Information Systems Change Board Secretariat. Requires access to sensitive financial and IT data of other contractors. Position will also be required to Track and coordinate IT Security Actions including budget related requests and preparation, coordination of IT Security training programs. Required to track and coordinate the System Administrator Certification Program, as well as the coordination and facilitation of IT Security events. (b)(4)

**3.2.5** Perform assessments of Exploration Systems Mission Directorate's Integrated Collaborative Environment (ICE) programs/projects and identify critical areas of concern for the purpose of defining potential technical and financial problems. Cost analysis and performance assessment will be required on multiple project elements. Responsible for tracking all funding aspects of the program including, but not limited to, tracking funding received at MSFC from NASA Headquarters. Responsible for developing, executing, and monitoring budgets, long-range operating plans, phasing plans, and other resource planning activities. Proficiency with MS Office applications with an advanced knowledge of Excel is required. An understanding of government financial processes and experience with an integrated financial management system are preferred. Desired education is a bachelor's degree and 4-6 years of experience in the field or in a related area. (b)(4)

**3.2.6** Provide financial/budget analysis and integration for MSFC and all NASA Centers for the NASA Integrated Communications Services (NICS) contract. Requires analyzing resource requirements and recommends proper distribution of resources to project management, preparing project budget plans; reviewing financial management reports including contractors reports; preparing data for project financial reviews; reviewing and analyzing financial data for content and consistency with federal regulations; identifying and analyzing critical findings on major problems/anomalies and recommending options; maintaining active financial reports of project accounts and up-to-date status of funding in terms of authorized, commitment, obligation and cost. Requires the tracking of planned versus actual costs, verifying current cost forecasts, analyzing financial reports, ensuring adequate funds on contracts, creating Procurement Requests, mapping of all funds to the appropriate work packages, coordinating the process of the NF 533 cost data with all Centers through Excel spreadsheets, entering cost adjustments into the Contractor Cost Report (CCR) System in SAP, and working with the OCFO Accounting Operations to post cost each month, performing and monitoring monthly analysis on funding status for contract and Centers, and processing other financial data as required. An understanding of government financial processes and experience with an integrated financial management system are preferred. Proficiency with MS Office applications with an advanced knowledge of Excel is required. A bachelor's degree is preferred and 6-8 years of experience in the field or in a related area. (b)(4)

### **3.3 Travel**

Travel for this effort will be required on a recurring basis. Travel is cost reimbursable and funded separately from the firm-fixed-price labor price.