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| AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT | | 1. CONTRACT ID CODE | PAGE OF PAGES 1 17 |
| 2. AMENDMENT/MODIFICATION NO. 039 | 3. EFFECTIVE DATE See Block 16C | 4. REQUISITION/PURCHASE REQ. NO. 11EM003085 | 5. PROJECT NO. (If applicable) |
| 6. ISSUED BY Office of River Protection U.S. Department of Energy Office of River Protection P.O. Box 450 Richland WA 99352 | CODE 00603 | 7. ADMINISTERED BY (If other than Item 6) Office of River Protection U.S. Department of Energy Office of River Protection P.O. Box 450 Richland WA 99352 | CODE 00603 |
| 8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) ADVANCED TECHNOLOGIES AND LABORATORIES (ATL) Attn: JOU HWANG 20010 CENTURY BLVD., SUITE 500 GERMANTOWN MD 208741119 | | (X) 9A. AMENDMENT OF SOLICITATION NO. | |
| CODE 827013467 | | FACILITY CODE | |
| | | (X) 9B. DATED (SEE ITEM 11) | |
| | | (X) 10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC27-10RV15051 | |
| | | 10B. DATED (SEE ITEM 13) 11/20/2009 | |

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)

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

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| 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 43.103(b). |
| X | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: Clause I.108, "DEAR 970.5204-2 Laws, Regulations, and DOE Directives Applicable to the 222-S Lab" |
| | D. OTHER (Specify type of modification and authority) |

E. IMPORTANT: Contractor is not. is required to sign this document and return 2 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

Reference Continuation Page(s)

Period of Performance: 01/03/2010 to 01/03/2015

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

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| 15A. NAME AND TITLE OF SIGNER (Type or print) Dr. Jou G. Hwang President | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Susan E. Bechtol |
| 15B. CONTRACTOR/OFFEROR original signed by <i>(Signature of person authorized to sign)</i> | 15C. DATE SIGNED 7/18/2011 |
| 16B. UNITED STATES OF AMERICA original signed by <i>(Signature of Contracting Officer)</i> | 16C. DATE SIGNED 07/14/2011 |

Purpose of Modification:

The purpose of this modification is to update applicable directives in Section J, *List of Attachments*, Attachment 1, *DOE Directives Applicable to the 222-S Lab*, update Wage Determination 05-2569 from Revision 8 dated October 28, 2008 to Revision 13 dated June 17, 2011 in Attachment 4, *Washington Department of Labor Determination*, and add Attachment 7, *Performance Evaluation and Measurement Plan (PEMP)*. These changes are incorporated at no additional cost to the government.

Description of Modification:

1. Under the authority of Clause I.108, *DEAR 970.5204-2 Laws, Regulations, and DOE Directives (DEC 2000)*, the table in Section J, *List of Attachments*, Attachment 1, *DOE Directives Applicable to the 222-S Lab*, is revised as follows:
 - Add DOE O 210.2A, *DOE Corporate Operating Experience Program*;
 - Update DOE O 442.1A, *Department of Energy Employee Concerns Program*, Contractor Requirements Document (CRD), to Revision 2;
 - Add DOE O 225.1B, *Accident Investigations*, CRD, which replaces DOE O 225.1A, *Accident Investigations*. DOE O 225.1A, *Accident Investigations*, is deleted from the list of applicable directives.

The table in Section J, Attachment 1, is deleted in its entirety and replaced as follows:

| Order Number/Changes | Title |
|----------------------|--|
| DOE O 110.3A CRD | Conference Management |
| DOE O 130.1 CRD | Budget Formulation |
| DOE M 140.1-1B, CRD | Interface with the Defense Nuclear Facilities Safety Board |
| DOE O 142.1, CRD | Classified Visits Involving Foreign Nationals |
| DOE O 142.2A, CRD | Voluntary Offer Safeguards Agreement and Additional Protocol with the International Atomic Energy Agency |
| DOE M 142.2-1 | Voluntary Offer Safeguards Agreement and Additional Protocol with the International Atomic Energy Agency |
| DOE O 142.3 A | Unclassified Foreign Visits and Assignments Program |
| DOE O 150.1 CRD | Continuity Programs |
| | Comprehensive Emergency Management System |
| | Attachment 2, CRD |
| | · Item 2 |
| | · Item 5 |
| | · Item 6 |
| | · Item 7 |
| | · Item 9 |
| DOE O 151.1C CRD | · Item 10 |

| Order Number/Changes | Title |
|----------------------------------|--|
| | · Item 11 |
| | · Item 13 |
| | · Item 14 |
| | · Item 15 |
| DOE O 200.1A CRD | Information Technology Management |
| DOE O 205.1A CRD | Department of Energy Cyber Security Management |
| DOE N 206.4 | Personal Identity Verification |
| DOE N 206.5 | Response and Notification Procedures for Data Breaches Involving Personally Identifiable Information |
| DOE O 210.2A | DOE Corporate Operating Experience Program |
| DOE O 210.2 CRD | DOE Corporate Operating Experience Program |
| DOE O 221.1A CRD | Reporting Fraud, Waste, and Abuse to the Office of Inspector General |
| DOE O 221.2A CRD | Cooperation with the Office of Inspector General |
| DOE O 225.1B CRD | Accident Investigations |
| DOE O 226.1A CRD | Implementation of DOE Oversight Policy |
| DOE M 231.1-1A, Change 2, CRD | Environment, Safety and Health Reporting Manual |
| DOE M 231.1-2, CRD | Occurrence Reporting and Processing of Operations Information |
| DOE O 241.1A, Change 1, CRD | Scientific and Technical Information Management |
| DOE O 243.1 CRD | Records Management Program |
| DOE O 243.2 CRD | Vital Records |
| DOE O 350.1, Change 3, CRD | Contractor Human Resource Management Programs |
| DOE O 413.1B CRD | Internal Control Program |
| DOE O 414.1C, CRD | Quality Assurance |
| DOE O 422.1, CRD | Conduct of Operations |
| DOE O 435.1, Change 1, CRD | Radioactive Waste Management |
| DOE O 442.1A Revision 2,CRD | Department of Energy Employee Concerns Program |
| DOE M 442.1-1 CRD | Differing Professional Opinions Manual for Technical Issues Involving Environment, Safety and Health |
| DOE O 450.1A CRD | Environmental Protection Program |
| DOE P 450.4 | Safety Management System Policy |
| DOE M 450.4-1, CRD | Integrated Safety Management System Manual |
| DOE P 450.7 | Environmental Safety and Health (ESH) Goals |
| DOE O 460.1B CRD | Packaging and Transportation Safety |
| DOE M 470.4-1, Change 2, CRD | Safeguards and Security Program Planning and Management |

| Order Number/Changes | Title |
|--|--|
| DOE M 470.4-2A, CRD | Physical Protection |
| DOE M 470.4-4A, Change 1, CRD | Information Security |
| DOE M 470.4-6 Change 1, CRD | Nuclear Material Control and Accountability |
| DOE O 471.3, Change 1 | Identifying and Protecting Official Use Only Information |
| DOE M 471.3-1 CRD | Manual for Identifying and Protecting Official Use Only Information |
| DOE O 475.1 CRD | Counterintelligence Program |
| DOE O 551.1C, CRD | Official Foreign Travel |
| DOE O 5480.20 A, Change 1 | Personnel Selection, Qualification, and Training Requirements for DOE Nuclear Facilities |
| | · Preamble, Section 8.a |
| | · Attachment 1, Contractor Requirements Document |
| | · Chapter I, Section 2 |
| | · Chapter I, Section 3 |
| | · Chapter I, Section 4.a |
| | · Chapter I, Section 4.b |
| | · Chapter I, Section 5 |
| | · Chapter I, Section 7 Introduction, Sentence 1 and 2 |
| | · Chapter I, Section 7 |
| | · Chapter I, Section 8 |
| | · Chapter I, Section 9 |
| | · Chapter I, Section 10 |
| | · Chapter I, Section 11.a |
| | · Chapter I, Section 12 |
| | · Chapter I, Section 13 |
| | · Chapter I, Section 15 |
| · Chapter IV, Section 2 | |
| · Chapter IV, Section 4.a (where lab techs are equated to operators) | |
| · Chapter IV, Section 4.c | |
| DOE-0223 | RL- Emergency Implementing Procedures |
| DOE/RL-94-02, Rev 4 | Hanford Emergency Management Plan |
| | · Section 11.1 |
| | · Section 11.1.3 |
| DOE/RL 96-68 | HASQARD, Revision 3 |
| ORP M 420.2C | Facility Representative Program |
| ORP M 420.1-1, CRD | ORP Fire Protection Program |

| Order Number/Changes | Title |
|----------------------|-----------------------------------|
| ORP M 441.1-1 | Nuclear Material Packaging Manual |

2. Under the authority of Contract Clause H.10, *Wage Determination Rates*, Contract Section J, *List of Attachments*, Attachment 4, *Washington Department of Labor Wage Determination*, Wage Determination No.05-2569 is updated from Revision 8 dated October 28, 2008 to Revision 13 dated June 17, 2011. Contract Section J, Attachment 4 is deleted in its entirety and revised as follows:

ATTACHMENT 4: WASHINGTON DEPARTMENT OF LABOR WAGE DETERMINATION

WD 05-2569 (Rev.-13) was first posted on www.wdol.gov on 06/17/2011

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS
 ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 WASHINGTON D.C. 20210

Wage Determination No.: 2005-2569
 Diane C. Koplewski Division of | Revision No.: 13
 Director Wage Determinations | Date Of Revision: 06/13/2011

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla,
 Union, Wallowa, Wheeler
 Washington Counties of Benton, Franklin, Walla Walla, Yakima

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.61 |
| 01012 - Accounting Clerk II | | 15.27 |
| 01013 - Accounting Clerk III | | 17.08 |
| 01020 - Administrative Assistant | | 22.41 |
| 01040 - Court Reporter | | 18.59 |
| 01051 - Data Entry Operator I | | 13.38 |

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| 01052 - Data Entry Operator II | 14.60 |
| 01060 - Dispatcher, Motor Vehicle | 18.77 |
| 01070 - Document Preparation Clerk | 12.94 |
| 01090 - Duplicating Machine Operator | 12.94 |
| 01111 - General Clerk I | 13.10 |
| 01112 - General Clerk II | 14.30 |
| 01113 - General Clerk III | 16.05 |
| 01120 - Housing Referral Assistant | 20.52 |
| 01141 - Messenger Courier | 11.95 |
| 01191 - Order Clerk I | 12.44 |
| 01192 - Order Clerk II | 13.57 |
| 01261 - Personnel Assistant (Employment) I | 17.21 |
| 01262 - Personnel Assistant (Employment) II | 19.25 |
| 01263 - Personnel Assistant (Employment) III | 21.47 |
| 01270 - Production Control Clerk | 26.54 |
| 01280 - Receptionist | 12.83 |
| 01290 - Rental Clerk | 15.00 |
| 01300 - Scheduler, Maintenance | 16.45 |
| 01311 - Secretary I | 16.45 |
| 01312 - Secretary II | 18.40 |
| 01313 - Secretary III | 20.52 |
| 01320 - Service Order Dispatcher | 18.84 |
| 01410 - Supply Technician | 22.80 |
| 01420 - Survey Worker | 17.33 |
| 01531 - Travel Clerk I | 14.84 |
| 01532 - Travel Clerk II | 15.95 |
| 01533 - Travel Clerk III | 17.09 |
| 01611 - Word Processor I | 15.07 |
| 01612 - Word Processor II | 16.91 |
| 01613 - Word Processor III | 18.91 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.71 |
| 05010 - Automotive Electrician | 18.82 |
| 05040 - Automotive Glass Installer | 17.82 |
| 05070 - Automotive Worker | 17.82 |
| 05110 - Mobile Equipment Servicer | 15.82 |
| 05130 - Motor Equipment Metal Mechanic | 19.80 |
| 05160 - Motor Equipment Metal Worker | 17.82 |
| 05190 - Motor Vehicle Mechanic | 19.80 |
| 05220 - Motor Vehicle Mechanic Helper | 14.82 |
| 05250 - Motor Vehicle Upholstery Worker | 16.81 |
| 05280 - Motor Vehicle Wrecker | 17.82 |
| 05310 - Painter, Automotive | 18.82 |
| 05340 - Radiator Repair Specialist | 17.82 |
| 05370 - Tire Repairer | 14.44 |
| 05400 - Transmission Repair Specialist | 19.80 |

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| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 17.23 |
| 07041 - Cook I | | 13.97 |
| 07042 - Cook II | | 15.66 |
| 07070 - Dishwasher | | 9.89 |
| 07130 - Food Service Worker | | 10.88 |
| 07210 - Meat Cutter | | 17.51 |
| 07260 - Waiter/Waitress | | 12.54 |
| 09000 - Furniture Maintenance And Repair Occupations | | |
| 09010 - Electrostatic Spray Painter | | 20.54 |
| 09040 - Furniture Handler | | 13.45 |
| 09080 - Furniture Refinisher | | 20.54 |
| 09090 - Furniture Refinisher Helper | | 16.17 |
| 09110 - Furniture Repairer, Minor | | 18.34 |
| 09130 - Upholsterer | | 20.54 |
| 11000 - General Services And Support Occupations | | |
| 11030 - Cleaner, Vehicles | | 11.95 |
| 11060 - Elevator Operator | | 11.95 |
| 11090 - Gardener | | 16.89 |
| 11122 - Housekeeping Aide | | 13.41 |
| 11150 - Janitor | | 16.03 |
| 11210 - Laborer, Grounds Maintenance | | 12.77 |
| 11240 - Maid or Houseman | | 9.88 |
| 11260 - Pruner | | 11.97 |
| 11270 - Tractor Operator | | 15.28 |
| 11330 - Trail Maintenance Worker | | 12.77 |
| 11360 - Window Cleaner | | 18.02 |
| 12000 - Health Occupations | | |
| 12010 - Ambulance Driver | | 16.83 |
| 12011 - Breath Alcohol Technician | | 17.22 |
| 12012 - Certified Occupational Therapist Assistant | | 23.78 |
| 12015 - Certified Physical Therapist Assistant | | 24.27 |
| 12020 - Dental Assistant | | 16.96 |
| 12025 - Dental Hygienist | 43.92 | |
| 12030 - EKG Technician | 26.27 | |
| 12035 - Electroneurodiagnostic Technologist | | 26.27 |
| 12040 - Emergency Medical Technician | | 16.83 |
| 12071 - Licensed Practical Nurse I | | 15.49 |
| 12072 - Licensed Practical Nurse II | | 17.33 |
| 12073 - Licensed Practical Nurse III | | 19.33 |
| 12100 - Medical Assistant | 14.85 | |
| 12130 - Medical Laboratory Technician | | 16.01 |
| 12160 - Medical Record Clerk | | 13.99 |
| 12190 - Medical Record Technician | | 15.65 |
| 12195 - Medical Transcriptionist | | 17.58 |
| 12210 - Nuclear Medicine Technologist | | 36.58 |

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| 12221 - Nursing Assistant I | 10.06 | |
| 12222 - Nursing Assistant II | 11.31 | |
| 12223 - Nursing Assistant III | 12.34 | |
| 12224 - Nursing Assistant IV | 13.85 | |
| 12235 - Optical Dispenser | 17.33 | |
| 12236 - Optical Technician | 16.27 | |
| 12250 - Pharmacy Technician | 15.67 | |
| 12280 - Phlebotomist | 13.85 | |
| 12305 - Radiologic Technologist | 26.57 | |
| 12311 - Registered Nurse I | 29.51 | |
| 12312 - Registered Nurse II | 36.10 | |
| 12313 - Registered Nurse II, Specialist | 36.10 | |
| 12314 - Registered Nurse III | 43.68 | |
| 12315 - Registered Nurse III, Anesthetist | 43.68 | |
| 12316 - Registered Nurse IV | 52.36 | |
| 12317 - Scheduler (Drug and Alcohol Testing) | | 21.34 |
| 13000 - Information And Arts Occupations | | |
| 13011 - Exhibits Specialist I | 20.38 | |
| 13012 - Exhibits Specialist II | 25.26 | |
| 13013 - Exhibits Specialist III | 30.90 | |
| 13041 - Illustrator I | 20.38 | |
| 13042 - Illustrator II | 25.26 | |
| 13043 - Illustrator III | 30.90 | |
| 13047 - Librarian | 27.96 | |
| 13050 - Library Aide/Clerk | 14.18 | |
| 13054 - Library Information Technology Systems Administrator | | 25.26 |
| 13058 - Library Technician | 18.10 | |
| 13061 - Media Specialist I | 18.22 | |
| 13062 - Media Specialist II | 20.40 | |
| 13063 - Media Specialist III | 22.73 | |
| 13071 - Photographer I | 16.41 | |
| 13072 - Photographer II | 18.36 | |
| 13073 - Photographer III | 22.74 | |
| 13074 - Photographer IV | 27.81 | |
| 13075 - Photographer V | 33.65 | |
| 13110 - Video Teleconference Technician | | 17.69 |
| 14000 - Information Technology Occupations | | |
| 14041 - Computer Operator I | 19.45 | |
| 14042 - Computer Operator II | 21.76 | |
| 14043 - Computer Operator III | 24.28 | |
| 14044 - Computer Operator IV | 26.98 | |
| 14045 - Computer Operator V | 29.87 | |
| 14071 - Computer Programmer I | (see 1) | 22.85 |
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |

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| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 19.45 |
| 14160 - Personal Computer Support Technician | | 26.98 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 30.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 37.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 44.39 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.62 |
| 15060 - Educational Technologist | | 37.11 |
| 15070 - Flight Instructor (Pilot) | | 44.39 |
| 15080 - Graphic Artist | | 21.49 |
| 15090 - Technical Instructor | | 28.36 |
| 15095 - Technical Instructor/Course Developer | | 32.54 |
| 15110 - Test Proctor | | 21.49 |
| 15120 - Tutor | | 21.49 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.90 |
| 16030 - Counter Attendant | | 10.90 |
| 16040 - Dry Cleaner | | 13.76 |
| 16070 - Finisher, Flatwork, Machine | | 10.90 |
| 16090 - Presser, Hand | | 10.90 |
| 16110 - Presser, Machine, Drycleaning | | 10.90 |
| 16130 - Presser, Machine, Shirts | | 10.90 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 10.90 |
| 16190 - Sewing Machine Operator | | 14.71 |
| 16220 - Tailor | | 15.67 |
| 16250 - Washer, Machine | | 11.84 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 23.95 |
| 19040 - Tool And Die Maker | | 29.01 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.88 |
| 21030 - Material Coordinator | | 26.54 |
| 21040 - Material Expediter | | 26.54 |
| 21050 - Material Handling Laborer | | 13.19 |
| 21071 - Order Filler | | 13.22 |
| 21080 - Production Line Worker (Food Processing) | | 14.88 |
| 21110 - Shipping Packer | | 13.22 |
| 21130 - Shipping/Receiving Clerk | | 13.22 |
| 21140 - Store Worker I | | 11.35 |
| 21150 - Stock Clerk | | 16.17 |
| 21210 - Tools And Parts Attendant | | 14.88 |
| 21410 - Warehouse Specialist | | 14.88 |

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| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.78 |
| 23021 - Aircraft Mechanic I | 24.50 |
| 23022 - Aircraft Mechanic II | 25.78 |
| 23023 - Aircraft Mechanic III | 27.31 |
| 23040 - Aircraft Mechanic Helper | 17.80 |
| 23050 - Aircraft, Painter | 22.96 |
| 23060 - Aircraft Servicer | 20.21 |
| 23080 - Aircraft Worker | 21.45 |
| 23110 - Appliance Mechanic | 22.36 |
| 23120 - Bicycle Repairer | 14.44 |
| 23125 - Cable Splicer | 34.15 |
| 23130 - Carpenter, Maintenance | 22.89 |
| 23140 - Carpet Layer | 20.37 |
| 23160 - Electrician, Maintenance | 30.09 |
| 23181 - Electronics Technician Maintenance I | 26.22 |
| 23182 - Electronics Technician Maintenance II | 28.08 |
| 23183 - Electronics Technician Maintenance III | 29.95 |
| 23260 - Fabric Worker | 20.20 |
| 23290 - Fire Alarm System Mechanic | 24.83 |
| 23310 - Fire Extinguisher Repairer | 18.63 |
| 23311 - Fuel Distribution System Mechanic | 25.43 |
| 23312 - Fuel Distribution System Operator | 19.09 |
| 23370 - General Maintenance Worker | 19.13 |
| 23380 - Ground Support Equipment Mechanic | 24.50 |
| 23381 - Ground Support Equipment Servicer | 20.21 |
| 23382 - Ground Support Equipment Worker | 21.45 |
| 23391 - Gunsmith I | 18.63 |
| 23392 - Gunsmith II | 21.74 |
| 23393 - Gunsmith III | 24.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.57 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.70 |
| 23430 - Heavy Equipment Mechanic | 25.42 |
| 23440 - Heavy Equipment Operator | 23.61 |
| 23460 - Instrument Mechanic | 26.61 |
| 23465 - Laboratory/Shelter Mechanic | 23.29 |
| 23470 - Laborer | 12.28 |
| 23510 - Locksmith | 20.45 |
| 23530 - Machinery Maintenance Mechanic | 25.56 |
| 23550 - Machinist, Maintenance | 22.78 |
| 23580 - Maintenance Trades Helper | 16.87 |
| 23591 - Metrology Technician I | 26.61 |
| 23592 - Metrology Technician II | 28.00 |
| 23593 - Metrology Technician III | 29.66 |

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| 23640 - Millwright | 30.04 |
| 23710 - Office Appliance Repairer | 22.32 |
| 23760 - Painter, Maintenance | 19.88 |
| 23790 - Pipefitter, Maintenance | 29.30 |
| 23810 - Plumber, Maintenance | 27.84 |
| 23820 - Pneudraulic Systems Mechanic | 24.83 |
| 23850 - Rigger | 24.83 |
| 23870 - Scale Mechanic | 21.74 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.26 |
| 23910 - Small Engine Mechanic | 19.59 |
| 23931 - Telecommunications Mechanic I | 25.46 |
| 23932 - Telecommunications Mechanic II | 26.79 |
| 23950 - Telephone Lineman | 23.94 |
| 23960 - Welder, Combination, Maintenance | 21.15 |
| 23965 - Well Driller | 24.83 |
| 23970 - Woodcraft Worker | 24.83 |
| 23980 - Woodworker | 18.63 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.04 |
| 24580 - Child Care Center Clerk | 13.63 |
| 24610 - Chore Aide | 11.35 |
| 24620 - Family Readiness And Support Services Coordinator | 13.44 |
| 24630 - Homemaker | 14.44 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.31 |
| 25040 - Sewage Plant Operator | 23.29 |
| 25070 - Stationary Engineer | 27.31 |
| 25190 - Ventilation Equipment Tender | 20.58 |
| 25210 - Water Treatment Plant Operator | 23.29 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.01 |
| 27007 - Baggage Inspector | 17.55 |
| 27008 - Corrections Officer | 23.96 |
| 27010 - Court Security Officer | 25.24 |
| 27030 - Detection Dog Handler | 22.01 |
| 27040 - Detention Officer | 23.96 |
| 27070 - Firefighter | 25.75 |
| 27101 - Guard I | 17.55 |
| 27102 - Guard II | 22.01 |
| 27131 - Police Officer I | 28.67 |
| 27132 - Police Officer II | 31.84 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.64 |
| 28042 - Carnival Equipment Repairer | 16.71 |
| 28043 - Carnival Equipment Worker | 11.72 |

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| 28210 - Gate Attendant/Gate Tender | 14.01 | |
| 28310 - Lifeguard | 11.90 | |
| 28350 - Park Attendant (Aide) | 15.66 | |
| 28510 - Recreation Aide/Health Facility Attendant | | 11.35 |
| 28515 - Recreation Specialist | 19.27 | |
| 28630 - Sports Official | 12.47 | |
| 28690 - Swimming Pool Operator | 22.22 | |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker And Bracer | 27.81 | |
| 29020 - Hatch Tender | 27.81 | |
| 29030 - Line Handler | 27.81 | |
| 29041 - Stevedore I | 25.82 | |
| 29042 - Stevedore II | 29.78 | |
| 30000 - Technical Occupations | | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | | 27.16 |
| 30021 - Archeological Technician I | 16.14 | |
| 30022 - Archeological Technician II | 18.43 | |
| 30023 - Archeological Technician III | 24.07 | |
| 30030 - Cartographic Technician | 25.48 | |
| 30040 - Civil Engineering Technician | 24.78 | |
| 30061 - Drafter/CAD Operator I | 16.14 | |
| 30062 - Drafter/CAD Operator II | 18.43 | |
| 30063 - Drafter/CAD Operator III | 20.55 | |
| 30064 - Drafter/CAD Operator IV | 24.77 | |
| 30081 - Engineering Technician I | 16.35 | |
| 30082 - Engineering Technician II | 18.35 | |
| 30083 - Engineering Technician III | 20.53 | |
| 30084 - Engineering Technician IV | 25.43 | |
| 30085 - Engineering Technician V | 31.11 | |
| 30086 - Engineering Technician VI | 38.46 | |
| 30090 - Environmental Technician | 22.34 | |
| 30210 - Laboratory Technician | 23.90 | |
| 30240 - Mathematical Technician | 22.36 | |
| 30361 - Paralegal/Legal Assistant I | 17.77 | |
| 30362 - Paralegal/Legal Assistant II | 22.02 | |
| 30363 - Paralegal/Legal Assistant III | 26.94 | |
| 30364 - Paralegal/Legal Assistant IV | 32.59 | |
| 30390 - Photo-Optics Technician | 22.36 | |
| 30461 - Technical Writer I | 22.20 | |
| 30462 - Technical Writer II | 27.15 | |
| 30463 - Technical Writer III | 32.85 | |
| 30491 - Unexploded Ordnance (UXO) Technician I | | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | | 32.97 |

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|---|-------|
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.55 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 20.75 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.43 |
| 31030 - Bus Driver | 16.99 |
| 31043 - Driver Courier | 12.52 |
| 31260 - Parking and Lot Attendant | 10.69 |
| 31290 - Shuttle Bus Driver | 13.65 |
| 31310 - Taxi Driver | 11.88 |
| 31361 - Truckdriver, Light | 13.65 |
| 31362 - Truckdriver, Medium | 14.80 |
| 31363 - Truckdriver, Heavy | 21.02 |
| 31364 - Truckdriver, Tractor-Trailer | 21.02 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.64 |
| 99050 - Desk Clerk | 9.81 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 12.19 |
| 99252 - Laboratory Animal Caretaker II | 13.28 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 21.01 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.23 |
| 99711 - Recycling Specialist | 19.82 |
| 99730 - Refuse Collector | 14.49 |
| 99810 - Sales Clerk | 12.30 |
| 99820 - School Crossing Guard | 14.43 |
| 99830 - Survey Party Chief | 23.63 |
| 99831 - Surveying Aide | 14.85 |
| 99832 - Surveying Technician | 20.32 |
| 99840 - Vending Machine Attendant | 16.41 |
| 99841 - Vending Machine Repairer | 20.45 |
| 99842 - Vending Machine Repairer Helper | 16.41 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.59 per hour or \$143.60 per week or \$622.27 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present

contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

3. Under the authority of Contract Clause B.2, *DEAR 952.223-77 Conditional Payment of Fee, Profit, or Incentive (JAN 2004)*, Contract Section J, *List of Attachments*, is updated to add Attachment 7, *Performance Evaluation and Measurement Plan (PEMP)*. Attachment 7 is included in the Contract Section J, which is conformed through this modification (Attachment 1)
4. **Contractor's Statement of Release:**
In consideration of the Modification agreed to herein as complete equitable adjustment, the Contractor hereby releases the Government from any and all liability under this contract for further equitable adjustments attributable to such facts or circumstances giving rise to the changes as noted in this modification.
5. All other terms and conditions remain unchanged.

Attachments

1. Section J, *List of Attachments*, Attachment 1, *DOE Directives Applicable to the 222-S Lab*, conformed through Contract Modification No. 039.
2. Section J, *List of Attachments*, Attachment 4, *DOE Directives Applicable to the 222-S Lab*, conformed through Contract Modification No. 039.
3. Section J, *List of Attachments*, Attachment 7, *Performance Evaluation and Measurement Plan*, conformed through Contract Modification No. 039.
4. Section J, *List of Attachments*, Table of Contents, conformed through Contract Modification No. 39.

(End of Modification)