	41 OF SOLIOTIATION MODIFIC	ATION OF CONTRACT		1. CONTRACT ID CODE		PAGE OF	
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	TECHNOLOGIES AND LABOR	RATORIES (ATL)	00	DATED (OFF ITEM 44)	,		
Attn: JOU HWANG				DATED (SEE ITEM 11)			
0010 CENTURY BLVD., SUITE 500							
ERMANTO	WN MD 208741119			MODIFICATION OF CONTRACT/ORDE	R NO.		
			X DE	-AC27-10RV15051			
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		11. THIS ITEM ONLY APPLIES	S TO AMENDM	ENTS OF SOLICITATIONS			····
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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.

15A NAME AND TITLE OF SIGNER (Type or print)

16A NAME AND TITLE OF CONTRACTING OFFICER (Type or print)

Susan C. Johnson

15B. CONTRACTOR/OFFEROR

ORIGINAL SIGNED BY

(Signature on File

(Signature of Contracting Officer)

(Signature of Contracting Officer)

NSN 7540-01-152-8070 Previous edition unusable STANDARD FORM 30 (REV 10-83) Prescribed by GSA FAR (48 CFR) 53.243

Purpose of Modification:

The purpose of this modification is to update Contract Section H, Special Contract Requirements, Contract Clause H.17, Employee Compensation: Pay and Benefits, and Contract Section J, List of Attachments, Attachment 1, DOE Directives Applicable to the 222-S Lab. This change is an administrative change and is incorporated at no additional cost to the government.

Description of Modification:

1. Under the authority of Contract Clause I.75, FAR 52.243-2 Changes – Cost Reimbursement (AUG 1987) – Alternate III (APR 1984), Contract Section H, Special Contract Requirements, Contract Clause H.17, Employee Compensation: Pay and Benefits, paragraph (h), sub-paragraph (iv) is revised as follows:

FROM:

(iv) Individual compensation actions for the Key Personnel, including initial and proposed changes to base salary and or payments under an *Executive Incentive Compensation Plan*.

TO:

(iv) Individual compensation actions for the top contractor official (e.g., laboratory director/plant manager or equivalent and key personnel not included in the CIP). For those key personnel included in the CIP, DOE will approve salaries upon the initial contract award and when key personnel are replaced during the life of the contract. DOE will have access to all individual salary reimbursements. This access is provided for transparency; DOE will not approve individual salary actions (except as previously indicated).

The Contracting Officer's approval of individual compensation actions will be required only for the top contractor official (e.g., laboratory director/plant manager or equivalent) and key personnel as indicated in the above paragraph. The base salary reimbursement level for the top contractor official establishes the maximum allowable salary reimbursement under the contract. Unusual circumstances may require a deviation for an individual on a case-by-case basis. Any such deviation must be approved by the Contracting Officer.

2. Under the authority of Contract Clause 1.75, FAR 52.243-2 Changes – Cost Reimbursement (AUG 1987) – Alternate III (APR 1984), Contract Section H, Special

Contract Requirements, Contract Clause H.17, Employee Compensation: Pay and Benefits, paragraph (h), sub-paragraph (v) is revised as follows:

FROM:

(v) Any proposed establishment of an incentive compensation plan (variable pay plan/pay-at-risk).

Contracting Officer approval of individual compensation actions will be required only for the top five (5) most highly compensated employees, or others as identified by the Contracting Officer.

TO:

- (v) Any proposed establishment of an incentive compensation plan (variable pay plan/pay-at-risk).
- 3. Under the authority of Contract Clause I.75, FAR 52.243-2 Changes Cost Reimbursement (AUG 1987) Alternate III (APR 1984), Contract Section J, List of Attachments, Attachment 1, DOE Directives Applicable to the 222-S Lab, Directive 350.1, Change 1, Contractor Human Resource Management Programs, is revised as follows:

FROM

DOE O 350.1, Change	Contractor Human Resource Management Programs
3, CRD	

TO:

DOE O 350.1, Change 3, CRD*	Contractor Human Resource Management Programs
	*Exclude all of 5(b) paragraph found in Attachment for Chapter 4, on Page IV.

- 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.