

Company Name:
MVM

Contract Number:
GS-07F-0366K (GS07F0366K)
HSCEC6-08-D-00001 (HSCEC608D00001)

Latest Modification Processed:
P00003

Period of Performance:
12/1/2008 through 9/30/2009

Services Provided:
Providing guard services in the states of Iowa (IA), Kansas (KS), Missouri (MO), and Nebraska (NE).

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, & 30				1. REQUISITION NUMBER		PAGE OF			
2. CONTRACT NO. HSCEC6-08-D-00001		3. AWARD/ EFFECTIVE DATE 12/01/2008		4. ORDER NUMBER		5. SOLICITATION NUMBER		6. SOLICITATION ISSUE DATE	
7. FOR SOLICITATION INFORMATION CALL:		a. NAME		b. TELEPHONE NUMBER <i>(No collect calls)</i>		8. OFFER DUE DATE/LOCAL TIME			
9. ISSUED BY ICE/FPS/East CCG/Region 11/Group B Immigration and Customs Enforcement Federal Protective Service Office of Acquisition Management 701 Market Street, Suite 4200 Philadelphia PA 19106			CODE ICE/FPS/EACC	10. THIS ACQUISITION IS <input checked="" type="checkbox"/> UNRESTRICTED OR <input type="checkbox"/> SET ASIDE: % FOR: <input type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> EMERGING SMALL BUSINESS NAICS: <input type="checkbox"/> HUBZONE SMALL BUSINESS SIZE STANDARD: <input type="checkbox"/> SERVICE-DISABLED VETERAN- OWNED SMALL BUSINESS <input type="checkbox"/> 8(A)					
11. DELIVERY FOR FOB DESTINA- TION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE		12. DISCOUNT TERMS (b)(4)		13a. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700) <input type="checkbox"/>		13b. RATING		14. METHOD OF SOLICITATION <input type="checkbox"/> RFQ <input type="checkbox"/> IFB <input type="checkbox"/> RFP	
15. DELIVER TO See Schedule			CODE	16. ADMINISTERED BY ICE/FPS/Central CCG/Region 6 Immigration and Customs Enforcement Ofc of Acquisition Management - FPS 1901 North Highway 360, Ste. 500 Attn: April Irby Grand Prairie TX 75050-1412					CODE ICE/FPS/CENTR C
17a. CONTRACTOR/ OFFEROR		CODE 0380495320MVM		FACILITY CODE		18a. PAYMENT WILL BE MADE BY		CODE HSCE06	
MVM Inc. 1593 Spring Hill Road, Suite 700 Vienna VA 22182-2249				DHSICE Burlington Finance Center Attn: FPS Region 06 Invoice P.O. Box 1279 or: invoice.consolidation@dhs.gov Williston VT 05495-1279					
TELEPHONE NO.				17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER					
				18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/> SEE ADDENDUM					
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES			21. QUANTITY	22. UNIT	23. UNIT PRICE		24. AMOUNT	
	DUNS Number: 038049532 This subject contract is for guard services in the states of Iowa, Kansas, Missouri and Nebraska. This contract is issued with the \$6 million dollar guarantee (subject to the availability of funds). These funds will be obligated with the issuance of the first task order under this contract. The subject contract is comprised of the contract, Attachment I, II, and III- Summary of <i>(Use Reverse and/or Attach Additional Sheets as Necessary)</i>								
25. ACCOUNTING AND APPROPRIATION DATA See schedule						26. TOTAL AWARD AMOUNT <i>(For Govt. Use Only)</i> \$0.00			
<input type="checkbox"/> 27a. SOLICITATION INCORPORATES BY REFERENCE FAR 52.212-1, 52.212-4. FAR 52.212-3 AND 52.212-5 ARE ATTACHED. ADDENDA <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED						<input checked="" type="checkbox"/> 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED. ADDENDA <input checked="" type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED			
<input checked="" type="checkbox"/> 28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN <u>1</u> COPIES TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED HEREIN.					<input type="checkbox"/> 29. AWARD OF CONTRACT REF. _____ OFFER DATED _____. YOUR OFFER ON SOLICITATION (BLOCK 5), INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS:				
30a. SIGNATURE OF OFFEROR/CONTRACTOR				31a. UNITED STATES OF AMERICA <i>(SIGNATURE OF CONTRACTING OFFICER)</i>					
30b. NAME AND TITLE OF SIGNER <i>(Type or print)</i>			30c. DATE SIGNED		31b. NAME OF CONTRACTING OFFICER <i>(Type or print)</i>			31c. DATE SIGNED	

19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	<p>posts and locations, and Attachment IV, Exhibits 1 through 7.</p> <p>The ordering periods under this contract are as follows:</p> <p>Base Ordering Period: 12/1/2008-9/30/2009 (CLINS 0001-0149)</p> <p>Ordering Period I: 10/1/2009-9/30/2010 (CLINS 0201-0349)</p> <p>Ordering Period II: 10/1/2010-9/30/2011 (CLINS 0401-0549)</p> <p>Ordering Period III: 10/1/2011-9/30/2012 (CLINS 0601-0749)</p> <p>Ordering Period IV: 10/1/2012-9/30/2013 (CLINS 0801-0949)</p> <p>The subject contract is covered by the following Department of Labor Wage Determinations:</p> <p>02-0392 (Collective Bargaining Agreement between Ree's Contract Services and United Government Security Officers of America Local #20)</p> <p>05-0285 (Collective Bargaining Agreement between Ree's Contract Services and Security, Police, and Fire Professionals of America and its Amalgamated Local 214)</p> <p>Continued ...</p>				

32a. QUANTITY IN COLUMN 21 HAS BEEN

ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS

RECEIVED INSPECTED NOTED:

32b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE	32c. DATE	32d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE
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32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE	32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE
	32g. E-MAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE

33. SHIP NUMBER <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL	34. VOUCHER NUMBER	35. AMOUNT VERIFIED CORRECT FOR	36. PAYMENT <input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL	37. CHECK NUMBER
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38. S/R ACCOUNT NUMBER	39. S/R VOUCHER NUMBER	40. PAID BY
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41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT	42a. RECEIVED BY (<i>Print</i>)
	41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER

42c. DATE REC'D (<i>YY/MM/DD</i>)	42d. TOTAL CONTAINERS
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MVM Inc.

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	<p>99-0205 (Collective Bargaining Agreement between Ree's Contract Services and International Union, Security Police Fire Professionals of America and its Amalgamated Local 777 and 778)</p> <p>98-0334 (Collective Bargaining Agreement between Ree's Contract Services and Security, Police and Fire Professionals of America and its Amalgamated Local 249)</p> <p>05-2311 (Rev. 6) 05-2175 (Rev. 7) 05-2309 (Rev. 6) 05-2325 (Rev. 6) 05-2205 (Rev. 6) 05-2307 (Rev. 7) 05-2215 (Rev. 7) 05-2213 (Rev. 6) 05-2323 (Rev. 4) 05-2587 (Rev. 4) 05-2203 (Rev. 7)</p> <p>TAS Rates:</p> <p>A "metropolitan area" is defined as a core area containing a large population nucleus, together with adjacent communities having a high degree of economic and social integration with that core. A metropolitan area will have at least 50,000 inhabitants.</p> <p>A "premium location" is defined as any outlying area, at least 75 miles from a metropolitan area. This includes any locations added to the contract after contract start-up which are in remote areas of the region and may be permanent or temporary posts.</p> <p>Emergency Guard Service CLIN:</p> <p>Guard Services for FEMA emergencies. This CLIN covers all four states under this Request for Proposals. See Section 10.3 of the Statement of Work.</p> <p>Period of Performance: 12/01/2008 to 09/30/2009 Continued ...</p>				

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0001	Guard II Productive (50309) Obligated Amount: \$0.00 Award Type: Indefinite-quantity Min. Qty: N/A Max. Quantity: 35300 Min. Amt: \$0.00 Max. Amount: \$(b)(4) Minimum Guaranteed: N Delivery Location Code: IA0112 FEDERAL BG 210 WALNUT ST DES MOINES IA Accounting Info: Funded: \$0.00	35300	HR	(b)(4)	
0002	Guard II Productive (63701) Obligated Amount: \$0.00 Delivery Location Code: MO0147 UNITED STATES COURTHOUSE 555 INDEPENDENCE ST. CAPE GIRARDEAU MO Accounting Info: Funded: \$0.00	10101	HR	(b)(4)	
0003	Guard II Productive (63107) Obligated Amount: \$0.00 Delivery Location Code: MO1833 IRS - TOWN AND CNTRY COMMONS 1122 TOWN AND CNTRY COMM CHESTERFIELD MO Accounting Info: Funded: \$0.00	5506	HR	(b)(4)	
0004	Guard II Productive (63132) Obligated Amount: \$0.00 Delivery Location Code: MO0551 FRC BLDG 100 9700 PAGE BLVD OVERLAND MO Accounting Info: Funded: \$0.00	34253	HR	(b)(4)	
0005	Guard II Productive (63132) Continued ...	27436	HR	(b)(4)	

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Obligated Amount: \$0.00 Delivery Location Code: MO0570 CHAS F PREVEDEL FB 9700 PAGE BLVD OVERLAND MO Accounting Info: Funded: \$0.00				
0006	Guard II Productive (63103) Obligated Amount: \$0.00 Delivery Location Code: MO1801 VA BUILDING 400 S. 18TH STREET ST LOUIS MO Accounting Info: Funded: \$0.00	4926	HR	(b)(4)	
0007	Guard II Productive (63118) Obligated Amount: \$0.00 Delivery Location Code: MO0109 NATL PERSL RCDS CTR 111 W WINNEBAGO ST LOUIS MO Accounting Info: Funded: \$0.00	13579	HR	(b)(4)	
0008	Guard II Productive (63120) Obligated Amount: \$0.00 Delivery Location Code: MO0602 FEDERAL CTR BG 107 4300 GOODFELLOW ST LOUIS MO Accounting Info: Funded: \$0.00	32374	HR	(b)(4)	
0009	Guard II Productive (63103) Obligated Amount: \$0.00 Delivery Location Code: MO0106 ROBT A YOUNG FED BLD 1222 SPRUCE ST LOUIS MO Accounting Info: Continued ...	75679	HR	(b)(4)	

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Funded: \$0.00				
0010	Guard II Productive (63101) Obligated Amount: \$0.00 Delivery Location Code: MO1864 FEDERAL BUREAU OF INVESTIGAT 2222 MARKET ST LOUIS MO Accounting Info: Funded: \$0.00	12854	HR	(b)(4)	
0011	Guard II Productive (63102) Obligated Amount: \$0.00 Delivery Location Code: MO0095 THOMAS F. EAGLETON COURTHOUSE 111 S. 10TH STREET ST LOUIS MO Accounting Info: Funded: \$0.00	10101	HR	(b)(4)	
0012	Guard II Productive (65401) Obligated Amount: \$0.00 Delivery Location Code: MO1591 U S GEO SURVEY BLDG 1400 INDEPENDENCE ROLLA MO Accounting Info: Funded: \$0.00	10101	HR	(b)(4)	
0013	Guard II Productive (63401) Obligated Amount: \$0.00 Delivery Location Code: MO0121 FEDERAL BG USPO CT 801 BROADWAY HANNIBAL MO Accounting Info: Funded: \$0.00	2898	HR	(b)(4)	
0014	Guard II Productive (67202) Obligated Amount: \$0.00 Delivery Location Code: KS1521 271 W. 3RD STREET Continued ...	6375	HR	(b)(4)	

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MVM Inc.

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	271 W. 3RD STREET NORTH WICHITA KS Accounting Info: Funded: \$0.00				
0015	Guard II Productive (66683) Obligated Amount: \$0.00 Delivery Location Code: KS0092 FRANK CARLSON FBANDCT 444 S.E. QUINCY TOPEKA KS Accounting Info: Funded: \$0.00	6955	HR	(b)(4)	
0016	Guard II Productive (64114) Obligated Amount: \$0.00 Delivery Location Code: MO0134 FEDERAL BG 8930 WARD PARKWAY KANSAS CITY MO Accounting Info: Funded: \$0.00	30636	HR	(b)(4)	
0017	Guard II Productive (64131) Obligated Amount: \$0.00 Delivery Location Code: MO0547 FED BLDG, NO.6 1500 E. BANNISTER RD KANSAS CITY MO Accounting Info: Funded: \$0.00	32402	HR	(b)(4)	
0018	Guard II Productive (64131) Obligated Amount: \$0.00 Delivery Location Code: MO0039 FEDERAL BG 2306 E BANNISTER RD KANSAS CITY MO Accounting Info: Funded: \$0.00	3477	HR	(b)(4)	
0019	Guard II Productive (64106) Obligated Amount: \$0.00 Continued ...	41156	HR	(b)(4)	

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Delivery Location Code: MO0127 RICHARD BOLLING FB 601 E 12TH ST KANSAS CITY MO Accounting Info: Funded: \$0.00				
0020	Guard II Productive (64133) Obligated Amount: \$0.00 Delivery Location Code: MO1867 WINCHESTER CENTER 6501 BEACON DRIVE KANSAS CITY MO Accounting Info: Funded: \$0.00	30663	HR	(b)(4)	
0021	Guard II Supervisory (64133) Obligated Amount: \$0.00 Delivery Location Code: MO1867 WINCHESTER CENTER 6501 BEACON DRIVE KANSAS CITY MO Accounting Info: Funded: \$0.00	2318	HR	(b)(4)	
0022	Guard II Productive (64106) Obligated Amount: \$0.00 Delivery Location Code: MO0050 CHARLES EVANS WHITTAKER CTHS 400 E. 9TH STREET KANSAS CITY, MO KANSAS CITY MO Accounting Info: Funded: \$0.00	2318	HR	(b)(4)	
0023	Guard II Productive (64106) Obligated Amount: \$0.00 Delivery Location Code: MO1861 901 LOCUST 901 LOCUST STREET KANSAS CITY MO Accounting Info: Continued ...	23853	HR	(b)(4)	

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Funded: \$0.00				
0024	Guard II Supervisory (64106) Obligated Amount: \$0.00 Delivery Location Code: MO1861 901 LOCUST 901 LOCUST STREET KANSAS CITY MO Accounting Info: Funded: \$0.00	3477	HR	(b)(4)	
0025	Guard II Productive (64153) Obligated Amount: \$0.00 Delivery Location Code: MO1860 NWS TRAINING CENTER AND AWC 7220 N.W. 101ST TERRACE KANSAS CITY MO Accounting Info: Funded: \$0.00	10101	HR	(b)(4)	
0026	Guard II Productive (64105) Obligated Amount: \$0.00 Delivery Location Code: MO1937 IRS 333 W. Pershing Rd Kansas City MO Accounting Info: Funded: \$0.00	99608	HR	(b)(4)	
0027	Guard II (Lead Guard) (64105) Obligated Amount: \$0.00 Delivery Location Code: MO1937 IRS 333 W. Pershing Rd Kansas City MO Accounting Info: Funded: \$0.00	10101	HR	(b)(4)	
0028	Guard II Productive (64105) Obligated Amount: \$0.00 Delivery Location Code: MO1869 1300 SUMMIT Continued ...	12999	HR	(b)(4)	

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MVM Inc.

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	1300 SUMMIT KANSAS CITY MO Accounting Info: Funded: \$0.00				
0029	Guard II Productive (66101) Obligated Amount: \$0.00 Delivery Location Code: KS0094 ROBERT J. DOLE US CTHSE 500 STATE AVENUE KANSAS CITY KS Accounting Info: Funded: \$0.00	3477	HR	(b)(4)	
0030	Guard II Productive (66101) Obligated Amount: \$0.00 Delivery Location Code: KS1443 TOWER II-GATEWAY CTR 4TH AND STATE AVE KANSAS CITY KS Accounting Info: Funded: \$0.00	6955	HR	(b)(4)	
0031	Guard II Productive (66101) Obligated Amount: \$0.00 Delivery Location Code: KS1540 EPA REGIONAL OFFICE BUILDING 901 N. 5TH STREET KANSAS CITY KS Accounting Info: Funded: \$0.00	17795	HR	(b)(4)	
0032	Guard II (Lead Guard) (66101) Obligated Amount: \$0.00 Delivery Location Code: KS1540 EPA REGIONAL OFFICE BUILDING 901 N. 5TH STREET KANSAS CITY KS Accounting Info: Funded: \$0.00	3477	HR	(b)(4)	
0033	Guard II Productive (68110) Obligated Amount: \$0.00 Continued ...	9853	HR	(b)(4)	

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MVM Inc.

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	Delivery Location Code: NE1430 CIS 1717 Avenue H Omaha NE Accounting Info: Funded: \$0.00				
0034	Guard II Productive (68508) Obligated Amount: \$0.00 Delivery Location Code: NE0051 EDW ZORINSKY FED BLD 1600 CAPITAL AVENUE OMAHA NE Accounting Info: Funded: \$0.00	13910	HR	(b)(4)	
0035	Guard II Productive (68508) Obligated Amount: \$0.00 Delivery Location Code: NE1380 850 S STREET 850 S STREET LINCOLN NE Accounting Info: Funded: \$0.00	29348	HR	(b)(4)	
0036	Guard II (Lead Guard) (68508) Obligated Amount: \$0.00 Delivery Location Code: NE1380 850 S STREET 850 S STREET LINCOLN NE Accounting Info: Funded: \$0.00	956	HR	(b)(4)	
0037	Guard II Productive (68508) Obligated Amount: \$0.00 Delivery Location Code: NE0531 ROBERT DENNEY FBANDCT 100 CENTENNIAL MALL NO LINCOLN NE Accounting Info: Funded: \$0.00 Continued ...	6955	HR	(b)(4)	

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0038	TAS (Metropolitan*)	20000	HR	(b)(4)	
0039	TAS (Premium**)	20000	HR	(b)(4)	
0040	Guard II Productive (52401) Obligated Amount: \$0.00 Delivery Location Code: IA1438 HACH BUILDING 411 FIRST STREET S.E. CEDAR RAPIDS IA Accounting Info: Funded: \$0.00	3477	HR	(b)(4)	
0041	Guard II Productive (50266) Obligated Amount: \$0.00 Delivery Location Code: IA1456 REGENCY WEST 7 4400 WESTOWN PARKWAY WEST DES MOINES IA Accounting Info: Funded: \$0.00	2608	HR	(b)(4)	
0042	Guard II Productive (50309) Obligated Amount: \$0.00 Delivery Location Code: IA0112 FEDERAL BG 210 WALNUT ST DES MOINES IA Accounting Info: Funded: \$0.00	4636	HR	(b)(4)	
0043	Guard II Productive (51101) Obligated Amount: \$0.00 Delivery Location Code: IA1486 US Attorneys Office 600 4th Street Sioux City IA Accounting Info: Funded: \$0.00	3187	HR	(b)(4)	
0044	Guard II Productive (63114) Obligated Amount: \$0.00 Continued ...	12420	HR	(b)(4)	

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	Delivery Location Code: MO0559 US ARMY PUBLIC CTR 1655 WOODSON ROAD OVERLAND MO Accounting Info: Funded: \$0.00				
0045	Guard II Productive (63141) Obligated Amount: \$0.00 Delivery Location Code: MO1787 GOLFVIEW EXEC BLDG 11475 OLDE CABIN ROAD CREVE COEUR MO Accounting Info: Funded: \$0.00	4636	HR	(b)(4)	
0046	Guard II Productive (63102) Obligated Amount: \$0.00 Delivery Location Code: MO1912 ST. LOUIS PLACE 200 N. BROADWAY ST LOUIS MO Accounting Info: Funded: \$0.00	2463	HR	(b)(4)	
0047	Guard II Productive (67202) Obligated Amount: \$0.00 Delivery Location Code: KS1484 EPIC CENTER 300 N. MAIN WICHITA KS Accounting Info: Funded: \$0.00	3477	HR	(b)(4)	
0048	Guard II Productive (67226) Obligated Amount: \$0.00 Delivery Location Code: KS1595 ODAR 3207 N. Cypress Wichita KS Accounting Info: Funded: \$0.00 Continued ...	1670	HR	(b)(4)	

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0049	Guard II Productive (64114) Obligated Amount: \$0.00 Delivery Location Code: MO1941 FEMA 221 Ward Parkway Kansas City MO Accounting Info: Funded: \$0.00	2898	HR	(b)(4)	
0050	Guard II Productive (64106)	580	HR	(b)(4)	
0051	Guard II Productive (66101) Obligated Amount: \$0.00 Delivery Location Code: KS1559 EPA SCIENCE AND TECH CENTER 300 MINNESOTA AVENUE KANSAS CITY KS Accounting Info: Funded: \$0.00	3477	HR	(b)(4)	
0052	Guard II Productive (64064) Obligated Amount: \$0.00 Delivery Location Code: MO1888 SPACE CENTER SUMMIT 150 SPACE CENTER LOOP LEES SUMMIT MO Accounting Info: Funded: \$0.00	20203	HR	(b)(4)	
0053	Guard II Productive (64063) Obligated Amount: \$0.00 Delivery Location Code: MO1915 850 NW CHIPMAN ROAD 850 NW CHIPMAN RD LEES SUMMIT MO Accounting Info: Funded: \$0.00	47527	HR	(b)(4)	
0054	Guard II Productive (64117) Obligated Amount: \$0.00 Delivery Location Code: MO1832 Continued ...	23680	HR	(b)(4)	

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	BUCKEYE INDUSTR. PRK 4241 NE 34TH STREET KANSAS CITY MO Accounting Info: Funded: \$0.00				
0055	Guard II Productive (64153) Obligated Amount: \$0.00 Delivery Location Code: MO1717 9741 NORTH CONANT 9741 NORTH CONANT KANSAS CITY MO Accounting Info: Funded: \$0.00	2608	HR	(b)(4)	
0056	Guard II Productive (64153) Obligated Amount: \$0.00 Delivery Location Code: MO1717 9741 NORTH CONANT 9741 NORTH CONANT KANSAS CITY MO Accounting Info: Funded: \$0.00	2608	HR	(b)(4)	
0057	Guard II Productive (64131) Obligated Amount: \$0.00 Delivery Location Code: MO1694 9240 TROOST 9240 TROOST KANSAS CITY MO Accounting Info: Funded: \$0.00	3477	HR	(b)(4)	
0058	Guard II Productive (64108) Obligated Amount: \$0.00 Delivery Location Code: MO1955 ODAR 2301 Mcgee Floor 3 Kansas City MO Accounting Info: Funded: \$0.00 Continued ...	2535	HR	(b)(4)	

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0059	Guard II Productive (66214) Obligated Amount: \$0.00 Delivery Location Code: KS1504 11510 WEST 80TH 11510 WEST 80TH LENEXA KS Accounting Info: Funded: \$0.00	10101	HR	(b)(4)	
0060	Guard II Productive (66214) Obligated Amount: \$0.00 Delivery Location Code: KS1522 ANNEX 11630 W. 80TH STREET LENEXA KS Accounting Info: Funded: \$0.00	10101	HR	(b)(4)	
0061	Guard II Productive (66219) Obligated Amount: \$0.00 Delivery Location Code: KS1577 MERITEX LENEXA EXECUTIVE PARK 17501 WEST 98TH STREET #31- 50 LENEXA KS Accounting Info: Funded: \$0.00	5506	HR	(b)(4)	
0062	Guard II Productive (65806) Obligated Amount: \$0.00 Delivery Location Code: MO1750 HAMMONS TOWER 901 ST LOUIS SPRINGFIELD MO Accounting Info: Funded: \$0.00	3477	HR	(b)(4)	
0063	Guard II Productive (65807) Obligated Amount: \$0.00 Delivery Location Code: MO1896 830 EAST PRIMROSE 830 EAST PRIMROSE SPRINGFIELD MO Continued ...	2463	HR	(b)(4)	

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Accounting Info: Funded: \$0.00				
0064	Guard II Productive (68102)	6955	HR	(b)(4)	
0065	Guard II Productive (68114) Obligated Amount: \$0.00 Delivery Location Code: NE1366 PLAZA 680 10755 BURT STREET OMAHA NE Accounting Info: Funded: \$0.00	13910	HR	(b)(4)	
0066	Guard II Productive (68114)	12999	HR	(b)(4)	
0067	Guard II Productive (68102) Obligated Amount: \$0.00 Delivery Location Code: NE1393 ONE FIRST NATIONAL CENTER 1620 DODGE OMAHA NE Accounting Info: Funded: \$0.00	2608	HR	(b)(4)	
0068	Guard II Productive (68124) Obligated Amount: \$0.00 Delivery Location Code: NE1370 CENTER POINTE 9239 W CENTER ROAD OMAHA NE Accounting Info: Funded: \$0.00	2318	HR	(b)(4)	
0069	Guard II Productive (68521) Obligated Amount: \$0.00 Delivery Location Code: NE1428 USCIS 1301 W. Highland Blvd Lincoln NE Accounting Info: Funded: \$0.00 Continued ...	31095	HR	(b)(4)	

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0070	Guard II (Lead Guard) (68521) Obligated Amount: \$0.00 Delivery Location Code: NE1428 USCIS 1301 W. Highland Blvd Lincoln NE Accounting Info: Funded: \$0.00	1453	HR	(b)(4)	
0071	TAS (Metropolitan*)	13000	HR	(b)(4)	
0072	TAS (Premium**)	13000	HR	(b)(4)	
0073	Guard II Productive (52002) Obligated Amount: \$0.00 Delivery Location Code: IA1487 SSA 1635 Associates Dr. Subuque IA 52002 Accounting Info: Funded: \$0.00	2318	HR	(b)(4)	
0074	Guard II Productive (52404) Obligated Amount: \$0.00 Delivery Location Code: IA1497 SSA 3165 Williams Blvd, SW Cedar Rapids IA 52404 Accounting Info: Funded: \$0.00	2318	HR	(b)(4)	
0075	Guard II Productive (52240) Obligated Amount: \$0.00 Delivery Location Code: IA0119 FED BLDG USPO 400 S CLINTON ST IOWA CITY IA Accounting Info: Funded: \$0.00	2205	HR	(b)(4)	
0076	Guard II Productive (68502) Obligated Amount: \$0.00 Continued ...	2535	HR	(b)(4)	

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	Delivery Location Code: IA1492 SSA 625 Village Green Dr., SW Mason City IA 68502 Accounting Info: Funded: \$0.00				
0077	Guard II Productive (50702) Obligated Amount: \$0.00 Delivery Location Code: IA0116 SOCIAL SECURITY ADM 904 W 4TH STREET WATERLOO IA Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0078	Guard II Productive (50501) Obligated Amount: \$0.00 Delivery Location Code: IA1480 2315 2ND AVENUE NORTH 2315 2ND AVENUE NORTH FORT DODGE IA Accounting Info: Funded: \$0.00	2101	HR	(b)(4)	
0079	Guard II Productive (50801) Obligated Amount: \$0.00 Delivery Location Code: IA1436 201 N. ELM 201 N. ELM STREET CRESTON IA Accounting Info: Funded: \$0.00	2245	HR	(b)(4)	
0080	Guard II Productive (50010) Obligated Amount: \$0.00 Delivery Location Code: IA1417 600 FIFTH STREET 600 FIFTH STREET AMES IA Accounting Info: Funded: \$0.00 Continued ...	2173	HR	(b)(4)	

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0081	Guard II Productive (52601) Obligated Amount: \$0.00 Delivery Location Code: IA0115 SOCIAL SECURITY ADM 3012 DIVISION STREET BURLINGTON IA Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0082	Guard II Productive (51401) Obligated Amount: \$0.00 Delivery Location Code: IA1494 SSA 818 North Bella Vista Dr Carroll IA 51401 Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0083	Guard II Productive (52732) Obligated Amount: \$0.00 Delivery Location Code: IA1349 226 FOURTH AVE SOUTH 226 FOURTH AVE SOUTH CLINTON IA Accounting Info: Funded: \$0.00	2101	HR	(b)(4)	
0084	Guard II Productive (52101) Obligated Amount: \$0.00 Delivery Location Code: IA1443 313 WASHINGTON 313 WASHINGTON STREET DECORAH IA Accounting Info: Funded: \$0.00	2318	HR	(b)(4)	
0085	Guard II Productive (50158) Obligated Amount: \$0.00 Delivery Location Code: IA1488 SSA 2522 South 2nd Marshalltown IA 50158 Continued ...	2245	HR	(b)(4)	

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Accounting Info: Funded: \$0.00				
0086	Guard II Productive (52577)	2318	HR	(b)(4)	
0087	Guard II Productive (52501) Obligated Amount: \$0.00	2173	HR	(b)(4)	
	Delivery Location Code: IA1396 1301 N ELM STREET 1301 N ELM ST OTTUMWA IA Accounting Info: Funded: \$0.00				
0088	Guard II Productive (51106) Obligated Amount: \$0.00	2318	HR	(b)(4)	
	Delivery Location Code: IA1450 LINCOLNSHIRE OFFICE PARK 3555 SOUTHERN HILLS DRIVE SIOUX CITY IA Accounting Info: Funded: \$0.00				
0089	Guard II Productive (51301) Obligated Amount: \$0.00	2245	HR	(b)(4)	
	Delivery Location Code: IA1493 SSA 1610 12th Ave, SW Spencer IA 51301 Accounting Info: Funded: \$0.00				
0090	Guard II Productive (50588) Obligated Amount: \$0.00	2245	HR	(b)(4)	
	Delivery Location Code: IA1423 800 ONEIDA STREET 800 ONEIDA STREET STORM LAKE IA Accounting Info: Funded: \$0.00				
0091	Guard II Productive (52801) Obligated Amount: \$0.00 Continued ...	2318	HR	(b)(4)	

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	Delivery Location Code: IA1467 MISSISSIPPI VALLEYNEIGHBORHOOD HOUSING SERVICES 131 WEST 3RD STREET DAVENPORT IA Accounting Info: Funded: \$0.00				
0092	Guard II Productive (63010) Obligated Amount: \$0.00 Delivery Location Code: MO1797 2160 TENBROOK 2160 TENBROOK ARNOLD MO Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0093	Guard II Productive (63857) Obligated Amount: \$0.00 Delivery Location Code: MO1841 SOCIAL SECURITY BLDG HIGHWAY 25 N. BYPASS KENNETT MO Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0094	Guard II Productive (63601) Obligated Amount: \$0.00 Delivery Location Code: MO1732 507 E. MAIN 507 E MAIN PARK HILLS MO Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0095	Guard II Productive (63901) Obligated Amount: \$0.00 Delivery Location Code: MO1946 SSA 2600 Kanell Blvd Poplar Bluff MO 63901 Accounting Info: Continued ...	2173	HR	(b)(4)	

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Funded: \$0.00				
0096	Guard II Productive (63801) Obligated Amount: \$0.00 Delivery Location Code: MO1909 SSA BUILDING 711 YORK DRIVE SIKESTON MO Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0097	Guard II Productive (63084) Obligated Amount: \$0.00 Delivery Location Code: MO1856 HWY 47 AND VONDERA HWY 47 AND VONDERA AVENUE UNION MO Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0098	Guard II Productive (63141) Obligated Amount: \$0.00 Delivery Location Code: MO1907 FERN RIDGE 1224 FERN RIDGE PARKWAY CREVE COEUR MO Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0099	Guard II Productive (63033) Obligated Amount: \$0.00 Delivery Location Code: MO1952 SSA 11753 Florissant Florissant MO 63033 Accounting Info: Funded: \$0.00	4347	HR	(b)(4)	
0100	Guard II Productive (63112) Obligated Amount: \$0.00 Delivery Location Code: MO1806 5669 DELMAR BLVD Continued ...	4781	HR	(b)(4)	

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	5669 DELMAR BLVD ST LOUIS MO Accounting Info: Funded: \$0.00				
0101	Guard II Productive (63116) Obligated Amount: \$0.00 Delivery Location Code: MO1649 4365 CHIPPEWA 4365 CHIPPEWA ST LOUIS MO Accounting Info: Funded: \$0.00	2318	HR	(b)(4)	
0102	Guard II Productive (63376) Obligated Amount: \$0.00 Delivery Location Code: MO1975 SSA 4800 Executive Center Parkway St. Peters MO 63376 Accounting Info: Funded: \$0.00	2245	HR	(b)(4)	
0103	Guard II Productive (63103) Obligated Amount: \$0.00 Delivery Location Code: MO1903 SSA 717 North 16th St St. Louis MO 63103 Accounting Info: Funded: \$0.00	5433	HR	(b)(4)	
0104	Guard II Productive (63127) Obligated Amount: \$0.00 Delivery Location Code: MO1876 3890 SOUTH LINDBERGH BLVD 3890 SOUTH LINDBERGH BLVD SUNSET HILLS MO Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0105	Guard II Productive (65401) Obligated Amount: \$0.00 Continued ...	2173	HR	(b)(4)	

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	Delivery Location Code: MO1908 SOCIAL SECURITY BUILDING 1813 EAST 10TH STREET ROLLA MO Accounting Info: Funded: \$0.00				
0106	Guard II Productive (63401) Obligated Amount: \$0.00 Delivery Location Code: MO0121 FEDERAL BG USPO CT 801 BROADWAY HANNIBAL MO Accounting Info: Funded: \$0.00	2245	HR	(b)(4)	
0107	Guard II Productive (65201) Obligated Amount: \$0.00 Delivery Location Code: MO1866 SSA OFFICE 803 GRAY OAK DRIVE COLUMBIA MO Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0108	Guard II Productive (65109) Obligated Amount: \$0.00 Delivery Location Code: MO1980 SSA 129 Scott Station Rd Jefferson City MO 65109 Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0109	Guard II Productive (63501) Obligated Amount: \$0.00 Delivery Location Code: MO1863 KINGSRIDGE 1ST ADDIT 1305 CROWN DRIVE KIRKSVILLE MO Accounting Info: Funded: \$0.00 Continued ...	2245	HR	(b)(4)	

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0110	Guard II Productive (65270) Obligated Amount: \$0.00 Delivery Location Code: MO1850 628 N. MORLEY 628 N. MORLEY, STE. B MOBERLY MO Accounting Info: Funded: \$0.00	2245	HR	(b)(4)	
0111	Guard II Productive (63701)	2173	HR	(b)(4)	
0112	Guard II Productive (67226) Obligated Amount: \$0.00 Delivery Location Code: KS1542 8533 E 32ND NORTH 8533 E 32ND NORTH WICHITA KS Accounting Info: Funded: \$0.00	4926	HR	(b)(4)	
0113	Guard II Productive (66603) Obligated Amount: \$0.00 Delivery Location Code: KS1591 SSA 600 SW Commerce Place Topeka KS 66603 Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0114	Guard II Productive (67801) Obligated Amount: \$0.00 Delivery Location Code: KS1594 SSA 2204 Summerlon Circle Dodge City KS 67801 Accounting Info: Funded: \$0.00	2245	HR	(b)(4)	
0115	Guard II Productive (66801) Obligated Amount: \$0.00 Delivery Location Code: KS1582 Continued ...	2245	HR	(b)(4)	

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	SSA 3010 West 18th Ave Emporia KS 66801 Accounting Info: Funded: \$0.00				
0116	Guard II Productive (67601) Obligated Amount: \$0.00 Delivery Location Code: KS1546 SSA BUILDING 1212 EAST 27TH HAYS KS Accounting Info: Funded: \$0.00	2245	HR	(b)(4)	
0117	Guard II Productive (67501) Obligated Amount: \$0.00 Delivery Location Code: KS1578 REPUBLIC BUILDING 811 EAST 30TH AVE HUTCHINSON KS Accounting Info: Funded: \$0.00	2245	HR	(b)(4)	
0118	Guard II Productive (67301) Obligated Amount: \$0.00 Delivery Location Code: KS1590 SSA 2125 North Penn Ave Ste. A Independence KS 67301 Accounting Info: Funded: \$0.00	2245	HR	(b)(4)	
0119	Guard II Productive (66049) Obligated Amount: \$0.00 Delivery Location Code: KS1538 1440 WAKARUSA 1440 WAKARUSA LAWRENCE KS Accounting Info: Funded: \$0.00 Continued ...	2245	HR	(b)(4)	

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0120	Guard II Productive (66604) Obligated Amount: \$0.00 Delivery Location Code: KS1583 SSA 1121 Hudson Manhattan KS 66604 Accounting Info: Funded: \$0.00	2245	HR	(b)(4)	
0121	Guard II Productive (66762) Obligated Amount: \$0.00 Delivery Location Code: KS0086 SOCIAL SECURITY ADM S BROADWAY AND E ADAMS PITTSBURG KS Accounting Info: Funded: \$0.00	2245	HR	(b)(4)	
0122	Guard II Productive (67401) Obligated Amount: \$0.00 Delivery Location Code: KS1587 SSA 1410 East Iron Ste. 7 Salina KS 67401 Accounting Info: Funded: \$0.00	2245	HR	(b)(4)	
0123	Guard II Productive (64056) Obligated Amount: \$0.00 Delivery Location Code: MO1747 GEOSPACE, INC 601 SOUTH 291 HIGHWAY INDEPENDENCE MO Accounting Info: Funded: \$0.00	12099	HR	(b)(4)	
0124	Guard II Productive (64124) Obligated Amount: \$0.00 Delivery Location Code: MO1914 2021 INDEPENDENCE LLC 2021 INDEPENDENCE AVE Continued ...	5071	HR	(b)(4)	

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	KANSAS CITY MO Accounting Info: Funded: \$0.00				
0125	Guard II Productive (64106) Obligated Amount: \$0.00 Delivery Location Code: MO0127 RICHARD BOLLING FB 601 E 12TH ST KANSAS CITY MO Accounting Info: Funded: \$0.00	1449	HR	(b)(4)	
0126	Guard II Productive (64105)	4781	HR	(b)(4)	
0127	Guard II Productive (64055) Obligated Amount: \$0.00 Delivery Location Code: MO1897 SOCIAL SECURITY BUILDING 4240 SOUTH LEES SUMMIT ROAD INDEPENDENCE MO Accounting Info: Funded: \$0.00	2245	HR	(b)(4)	
0128	Guard II Productive (66219) Obligated Amount: \$0.00 Delivery Location Code: KS1584 SSA 15375 West 95th St Lenexa KS 66219 Accounting Info: Funded: \$0.00	2245	HR	(b)(4)	
0129	Guard II Productive (66101) Obligated Amount: \$0.00 Delivery Location Code: KS0085 SOCIAL SECURITY ADM 850 NEBRASKA KANSAS CITY KS Accounting Info: Funded: \$0.00	4347	HR	(b)(4)	
0130	Guard II Productive (64506) Continued ...	2318	HR	(b)(4)	

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Obligated Amount: \$0.00 Delivery Location Code: MO1976 SSA 1402 N. Woodbine St. Joseph MO 64506 Accounting Info: Funded: \$0.00				
0131	Guard II Productive (64118) Obligated Amount: \$0.00 Delivery Location Code: MO1805 GLADSTONE BLDG 6910 N HOLMES GLADSTONE MO Accounting Info: Funded: \$0.00	2318	HR	(b)(4)	
0132	Guard II Productive (64601) Obligated Amount: \$0.00 Delivery Location Code: MO1836 HWY 36 AND MITCHELL HWY 36 AND MITCHELL ROAD CHILLICOTHE MO Accounting Info: Funded: \$0.00	2318	HR	(b)(4)	
0133	Guard II Productive (64468) Obligated Amount: \$0.00 Delivery Location Code: MO1942 SSA 518 West South Hills Dr Maryville MO 64468 Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0134	Guard II Productive (65301) Obligated Amount: \$0.00 Delivery Location Code: MO1899 SSA OFFICE 3320 WEST TENTH STREET SEDALIA MO Accounting Info: Continued ...	2173	HR	(b)(4)	

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Funded: \$0.00				
0135	Guard II Productive (65536) Obligated Amount: \$0.00 Delivery Location Code: MO1910 SSA BUILDING 2546 S JEFFERSON LEBANON MO Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0136	Guard II Productive (64804) Obligated Amount: \$0.00 Delivery Location Code: MO1972 SSA 4102 Arizona Ave Joplin MO 64804 Accounting Info: Funded: \$0.00	2318	HR	(b)(4)	
0137	Guard II Productive (65775) Obligated Amount: \$0.00 Delivery Location Code: MO1960 SSA 1612 Imperial Dr West Plains MO 65775 Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0138	Guard II Productive (64772) Obligated Amount: \$0.00 Delivery Location Code: MO1555 SOCIAL SECURITY BG 425 - 429 E WALNUT NEVADA MO Accounting Info: Funded: \$0.00	2245	HR	(b)(4)	
0139	Guard II Productive (65807) Obligated Amount: \$0.00 Delivery Location Code: MO1957 SSA Continued ...	4274	HR	(b)(4)	

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	1570 West Battlefield Ste. 100 Springfield MO 65807 Accounting Info: Funded: \$0.00				
0140	Guard II Productive (51503) Obligated Amount: \$0.00 Delivery Location Code: IA1441 1026 WOODBERRY 1026 WOODBERRY RD. COUNCIL BLUFFS IA Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0141	Guard II Productive (69101) Obligated Amount: \$0.00 Delivery Location Code: NE0056 FEDERAL BG USPO CTHS 300 E 3RD ST NORTH PLATTE NE Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0142	Guard II Productive (68106) Obligated Amount: \$0.00 Delivery Location Code: NE1437 SSA 615 N. 109th Ct. Omaha NE 68154 Accounting Info: Funded: \$0.00	2173	HR	(b)(4)	
0143	Guard II Productive (68803) Obligated Amount: \$0.00 Delivery Location Code: NE1413 AXFORD PROFESSIONAL PLAZA 115 N. WEBB ROAD GRAND ISLAND NE Accounting Info: Funded: \$0.00	2318	HR	(b)(4)	
0144	Guard II Productive (68310) Continued ...	2245	HR	(b)(4)	

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	Obligated Amount: \$0.00				
	Delivery Location Code: NE1410 SSA 2630 EASTSIDE BLVD BEATRICE NE Accounting Info: Funded: \$0.00				
0145	Guard II Productive (68701) Obligated Amount: \$0.00	2245	HR	(b)(4)	
	Delivery Location Code: NE1433 SSA 602 Iron Horse Dr Suite A Norfolk NE 68701 Accounting Info: Funded: \$0.00				
0146	Guard II Productive (69361) Obligated Amount: \$0.00	2318	HR	(b)(4)	
	Delivery Location Code: NE1432 SSA 415 Valley View Dr Scottsbluff NE 69631 Accounting Info: Funded: \$0.00				
0147	TAS (Metropolitan*)	8000	HR	(b)(4)	
0148	TAS (Premium**)	8000	HR	(b)(4)	
0149	Emergency Guard Services***	38000	HR	(b)(4)	
0201	Guard II Productive (50309) Award Type: Indefinite-quantity Min. Qty: N/A Max. Quantity: 35300 Min. Amt: \$0.00 Max. Amount: (b)(4) Minimum Guaranteed: N Amount: (b)(4) Option Line Item Period of Performance: 10/01/2009 to 09/30/2010	35300	HR	(b)(4)	
0202	Guard II Productive (63701) Amount: \$(b)(4) Option Line Item Continued ...	10101	HR	(b)(4)	

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0203	Guard II Productive (63107) Amount: \$(b)(4) (Option Line Item)	5506	HR	(b)(4)	
0204	Guard II Productive (63132) Amount: \$(b)(4) (Option Line Item)	34253	HR	(b)(4)	
0205	Guard II Productive (63132) Amount: \$(b)(4) (Option Line Item)	27436	HR	(b)(4)	
0206	Guard II Productive (63103) Amount: \$(b)(4) (Option Line Item)	4926	HR	(b)(4)	
0207	Guard II Productive (63118) Amount: \$(b)(4) (Option Line Item)	13579	HR	(b)(4)	
0208	Guard II Productive (63120) Amount: \$(b)(4) (Option Line Item)	32374	HR	(b)(4)	
0209	Guard II Productive (63103) Amount: \$(b)(4) (Option Line Item)	75679	HR	(b)(4)	
0210	Guard II Productive (63101) Amount: \$(b)(4) (Option Line Item)	12854	HR	(b)(4)	
0211	Guard II Productive (63102) Amount: \$(b)(4) (Option Line Item)	10101	HR	(b)(4)	
0212	Guard II Productive (65401) Amount: \$(b)(4) (Option Line Item)	10101	HR	(b)(4)	
0213	Guard II Productive (63401) Amount: \$(b)(4) (Option Line Item)	2898	HR	(b)(4)	
0214	Guard II Productive (67202) Amount: \$(b)(4) (Option Line Item)	6375	HR	(b)(4)	
0215	Guard II Productive (66683) Amount: \$(b)(4) (Option Line Item)	6955	HR	(b)(4)	
0216	Guard II Productive (64114) Amount: \$(b)(4) (Option Line Item)	30636	HR	(b)(4)	
0217	Guard II Productive (64131) Amount: \$(b)(4) (Option Line Item)	32402	HR	(b)(4)	
0218	Guard II Productive (64131) Continued ...	3477	HR	(b)(4)	

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Amount: (b)(4) (Option Line Item)				
0219	Guard II Productive (64106) Amount: \$ (b)(4) (Option Line Item)	41156	HR	(b)(4)	[REDACTED]
0220	Guard II Productive (64133) Amount: \$ (b)(4) (Option Line Item)	30663	HR		
0221	Guard II Supervisory (64133) Amount: \$ (b)(4) (Option Line Item)	2318	HR		
0222	Guard II Productive (64106) Amount: \$ (b)(4) (Option Line Item)	2318	HR		
0223	Guard II Productive (64106) Amount: \$ (b)(4) (Option Line Item)	23853	HR		
0224	Guard II Supervisory (64106) Amount: \$ (b)(4) (Option Line Item)	3477	HR		
0225	Guard II Productive (64153) Amount: \$ (b)(4) (Option Line Item)	10101	HR		
0226	Guard II Productive (64105) Amount: \$ (b)(4) (Option Line Item)	99608	HR		
0227	Guard II Supervisory (64105) Amount: (b)(4) (Option Line Item)	10101	HR		
0228	Guard II Productive (64105) Amount: \$ (b)(4) (Option Line Item)	12999	HR		
0229	Guard II Productive (66101) Amount: \$ (b)(4) (Option Line Item)	3477	HR		
0230	Guard II Productive (66101) Amount: \$ (b)(4) (Option Line Item)	6955	HR		
0231	Guard II Productive (66101) Amount: \$ (b)(4) (Option Line Item)	17795	HR		
0232	Guard II Supervisory (66101) Amount: \$ (b)(4) (Option Line Item)	3477	HR		
0233	Guard II Productive (68110) Amount: \$ (b)(4) (Option Line Item)	9853	HR		
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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0234	Guard II Productive (68508) Amount: \$(b)(4) (Option Line Item)	13910	HR	(b)(4)	
0235	Guard II Productive (68508) Amount: \$(b)(4) (Option Line Item)	29348	HR		
0236	Guard II Supervisory (68508) Amount: \$(b)(4) (Option Line Item)	956	HR		
0237	Guard II Supervisory (68508) Amount: \$(b)(4) (Option Line Item)	6955	HR		
0238	TAS (Metropolitan*) Amount: \$(b)(4) (Option Line Item)	20000	HR		
0239	TAS (Premium**) Amount: \$(b)(4) (Option Line Item)	20000	HR		
0240	Guard II Productive (52401) Amount: \$(b)(4) (Option Line Item)	3477	HR		
0241	Guard II Productive (50266) Amount: \$(b)(4) (Option Line Item)	2608	HR		
0242	Guard II Productive (50309) Amount: (b)(4) (Option Line Item)	4636	HR		
0243	Guard II Productive (51101) Amount: (b)(4) (Option Line Item)	3187	HR		
0244	Guard II Productive (63114) Amount: \$(b)(4) (Option Line Item)	12420	HR		
0245	Guard II Productive (63141) Amount: \$(b)(4) (Option Line Item)	4636	HR		
0246	Guard II Productive (63102) Amount: (b)(4) (Option Line Item)	2463	HR		
0247	Guard II Productive (67202) Amount: \$(b)(4) (Option Line Item)	3477	HR		
0248	Guard II Productive (67226) Amount: \$(b)(4) (Option Line Item)	1670	HR		
0249	Guard II Productive (64114) Amount: \$(b)(4) (Option Line Item) Continued ...	2898	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0250	Guard II Productive (64106) Amount: \$(b)(4) (Option Line Item)	580	HR	(b)(4)	(b)(4)
0251	Guard II Productive (66101) Amount: \$(b)(4) (Option Line Item)	3477	HR		
0252	Guard II Productive (64064) Amount: \$(b)(4) (Option Line Item)	20203	HR		
0253	Guard II Productive (64063) Amount: \$(b)(4) (Option Line Item)	47527	HR		
0254	Guard II Productive (64117) Amount: \$(b)(4) (Option Line Item)	23680	HR		
0255	Guard II Productive (64153) Amount: \$(b)(4) (Option Line Item)	2608	HR		
0256	Guard II Productive (64153) Amount: \$(b)(4) (Option Line Item)	2608	HR		
0257	Guard II Productive (64131) Amount: \$(b)(4) (Option Line Item)	3477	HR		
0258	Guard II Productive (64108) Amount: \$(b)(4) (Option Line Item)	2535	HR		
0259	Guard II Productive (66214) Amount: \$(b)(4) (Option Line Item)	10101	HR		
0260	Guard II Productive (66214) Amount: (b)(4) (Option Line Item)	10101	HR		
0261	Guard II Productive (66219) Amount: \$(b)(4) (Option Line Item)	5506	HR		
0262	Guard II Productive (65806) Amount: \$(b)(4) (Option Line Item)	3477	HR		
0263	Guard II Productive (65807) Amount: \$(b)(4) (Option Line Item)	2463	HR		
0264	Guard II Productive (68102) Amount: \$(b)(4) (Option Line Item)	6955	HR		
0265	Guard II Productive (68114) Continued ...	13910	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)	
	Amount: \$ (b)(4) (Option Line Item)					
0266	Guard II Productive (68114) Amount: \$ (b)(4) (Option Line Item)	12999	HR	(b)(4)	(b)(4)	
0267	Guard II Productive (68102) Amount: \$ (b)(4) (Option Line Item)	2608	HR			
0268	Guard II Productive (68124) Amount: \$ (b)(4) (Option Line Item)	2318	HR			
0269	Guard II Productive (68521) Amount: \$ (b)(4) (Option Line Item)	31095	HR			
0270	Guard II Supervisory (68521) Amount: \$ (b)(4) (Option Line Item)	1453	HR			
0271	TAS (Metropolitan*) Amount: \$ (b)(4) (Option Line Item)	13000	HR			
0272	TAS (Premium**) Amount: (b)(4) (Option Line Item)	13000	HR			
0273	Guard II Productive (52002) Amount: \$ (b)(4) (Option Line Item)	2318	HR			
0274	Guard II Productive (52404) Amount: \$ (b)(4) (Option Line Item)	2318	HR			
0275	Guard II Productive (52240) Amount: \$ (b)(4) (Option Line Item)	2205	HR			
0276	Guard II Productive (68502) Amount: (b)(4) (Option Line Item)	2535	HR			
0277	Guard II Productive (50702) Amount: (b)(4) (Option Line Item)	2173	HR			
0278	Guard II Productive (50501) Amount: \$ (b)(4) (Option Line Item)	2101	HR			
0279	Guard II Productive (50801) Amount: \$ (b)(4) (Option Line Item)	2245	HR			
0280	Guard II Productive (50010) Amount: \$ (b)(4) (Option Line Item)	2173	HR			
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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0281	Guard II Productive (52601) Amount: \$(b)(4) (Option Line Item)	2173	HR	(b)(4)	
0282	Guard II Productive (51401) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0283	Guard II Productive (52732) Amount: \$(b)(4) (Option Line Item)	2101	HR		
0284	Guard II Productive (52101) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0285	Guard II Productive (50158) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0286	Guard II Productive (52577) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0287	Guard II Productive (52501) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0288	Guard II Productive (51106) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0289	Guard II Productive (51301) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0290	Guard II Productive (50588) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0291	Guard II Productive (52801) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0292	Guard II Productive (63010) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0293	Guard II Productive (63857) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0294	Guard II Productive (63601) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0295	Guard II Productive (63901) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0296	Guard II Productive (63801) Amount: \$(b)(4) (Option Line Item) Continued ...	2173	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0297	Guard II Productive (63084) Amount: \$(b)(4) (Option Line Item)	2173	HR	(b)(4)	(b)(4)
0298	Guard II Productive (63141) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0299	Guard II Productive (63033) Amount: (b)(4) (Option Line Item)	4347	HR		
0300	Guard II Productive (63112) Amount: (b)(4) (Option Line Item)	4781	HR		
0301	Guard II Productive (63116) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0302	Guard II Productive (63376) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0303	Guard II Productive (63103) Amount: \$(b)(4) (Option Line Item)	5433	HR		
0304	Guard II Productive (63127) Amount: (b)(4) (Option Line Item)	2173	HR		
0305	Guard II Productive (65401) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0306	Guard II Productive (63401) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0307	Guard II Productive (65201) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0308	Guard II Productive (65109) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0309	Guard II Productive (63501) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0310	Guard II Productive (65270) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0311	Guard II Productive (63701) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0312	Guard II Productive (67226) Continued ...	4926	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Amount: \$(b)(4) (Option Line Item)				
0313	Guard II Productive (66603) Amount: \$(b)(4) (Option Line Item)	2173	HR	(b)(4)	
0314	Guard II Productive (67801) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0315	Guard II Productive (66801) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0316	Guard II Productive (67601) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0317	Guard II Productive (67501) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0318	Guard II Productive (67301) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0319	Guard II Productive (66049) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0320	Guard II Productive (66604) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0321	Guard II Productive (66762) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0322	Guard II Productive (67401) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0323	Guard II Productive (64056) Amount: \$(b)(4) (Option Line Item)	12099	HR	(b)(4)	
0324	Guard II Productive (64124) Amount: \$(b)(4) (Option Line Item)	5071	HR	(b)(4)	
0325	Guard II Productive (64106) Amount: \$(b)(4) (Option Line Item)	1449	HR	(b)(4)	
0326	Guard II Productive (64105) Amount: \$(b)(4) (Option Line Item)	4781	HR	(b)(4)	
0327	Guard II Productive (64055) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0328	Guard II Productive (66219) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0329	Guard II Productive (66101) Amount: \$(b)(4) (Option Line Item)	4347	HR		
0330	Guard II Productive (64506) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0331	Guard II Productive (64118) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0332	Guard II Productive (64601) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0333	Guard II Productive (64468) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0334	Guard II Productive (65301) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0335	Guard II Productive (65536) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0336	Guard II Productive (64804) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0337	Guard II Productive (65775) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0338	Guard II Productive (64772) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0339	Guard II Productive (65807) Amount: \$(b)(4) (Option Line Item)	4274	HR		
0340	Guard II Productive (51503) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0341	Guard II Productive (69101) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0342	Guard II Productive (68106) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0343	Guard II Productive (68803) Amount: \$(b)(4) (Option Line Item) Continued ...	2318	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0344	Guard II Productive (68310) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	(b)(4)
0345	Guard II Productive (68701) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0346	Guard II Productive (69361) Amount: \$(b)(4) (Option Line Item)	2318	HR	(b)(4)	
0347	TAS (Metropolitan*) Amount: \$(b)(4) (Option Line Item)	8000	HR	(b)(4)	
0348	TAS (Premium**) Amount: \$(b)(4) (Option Line Item)	8000	HR	(b)(4)	
0349	Emergency Guard Services*** Amount: \$(b)(4) (Option Line Item)	38000	HR	(b)(4)	
0401	Guard II Productive (50309) Award Type: Indefinite-quantity Min. Qty: N/A Max. Quantity: 35300 Min. Amt: \$0.00 Max. Amount: \$(b)(4) Minimum Guaranteed: N Amount: \$(b)(4) (Option Line Item) Period of Performance: 10/01/2010 to 09/30/2011	35300	HR	(b)(4)	
0402	Guard II Productive (63701) Amount: \$(b)(4) (Option Line Item)	10101	HR	(b)(4)	
0403	Guard II Productive (63107) Amount: \$(b)(4) (Option Line Item)	5506	HR	(b)(4)	
0404	Guard II Productive (63132) Amount: \$(b)(4) (Option Line Item)	34253	HR	(b)(4)	
0405	Guard II Productive (63132) Amount: \$(b)(4) (Option Line Item)	27436	HR	(b)(4)	
0406	Guard II Productive (63103) Amount: \$(b)(4) (Option Line Item)	4926	HR	(b)(4)	
0407	Guard II Productive (63118) Amount: \$(b)(4) (Option Line Item)	13579	HR	(b)(4)	
0408	Guard II Productive (63120) Continued ...	32374	HR	(b)(4)	

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Amount: \$(b)(4) (Option Line Item)				
0409	Guard II Productive (63103) Amount: \$(b)(4) (Option Line Item)	75679	HR	(b)(4)	
0410	Guard II Productive (63101) Amount: \$(b)(4) (Option Line Item)	12854	HR	(b)(4)	
0411	Guard II Productive (63102) Amount: \$(b)(4) (Option Line Item)	10101	HR	(b)(4)	
0412	Guard II Productive (65401) Amount: \$(b)(4) (Option Line Item)	10101	HR	(b)(4)	
0413	Guard II Productive (63401) Amount: \$(b)(4) (Option Line Item)	2898	HR	(b)(4)	
0414	Guard II Productive (67202) Amount: \$(b)(4) (Option Line Item)	6375	HR	(b)(4)	
0415	Guard II Productive (66683) Amount: \$(b)(4) (Option Line Item)	6955	HR	(b)(4)	
0416	Guard II Productive (64114) Amount: \$(b)(4) (Option Line Item)	30636	HR	(b)(4)	
0417	Guard II Productive (64131) Amount: \$(b)(4) (Option Line Item)	32402	HR	(b)(4)	
0418	Guard II Productive (64131) Amount: \$(b)(4) (Option Line Item)	3477	HR	(b)(4)	
0419	Guard II Productive (64106) Amount: \$(b)(4) (Option Line Item)	41156	HR	(b)(4)	
0420	Guard II Productive (64133) Amount: \$(b)(4) (Option Line Item)	30663	HR	(b)(4)	
0421	Guard II Supervisory (64133) Amount: \$(b)(4) (Option Line Item)	2318	HR	(b)(4)	
0422	Guard II Productive (64106) Amount: \$(b)(4) (Option Line Item)	2318	HR	(b)(4)	
0423	Guard II Productive (64106) Amount: \$(b)(4) (Option Line Item)	23853	HR	(b)(4)	
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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0424	Guard II Supervisory (64106) Amount: \$(b)(4) (Option Line Item)	3477	HR	(b)(4)	
0425	Guard II Productive (64153) Amount: \$(b)(4) (Option Line Item)	10101	HR		
0426	Guard II Productive (64105) Amount: \$(b)(4) (Option Line Item)	99608	HR		
0427	Guard II Supervisory (64105) Amount: \$(b)(4) (Option Line Item)	10101	HR		
0428	Guard II Productive (64105) Amount: \$(b)(4) (Option Line Item)	12999	HR		
0429	Guard II Productive (66101) Amount: \$(b)(4) (Option Line Item)	3477	HR		
0430	Guard II Productive (66101) Amount: \$(b)(4) (Option Line Item)	6955	HR		
0431	Guard II Productive (66101) Amount: \$(b)(4) (Option Line Item)	17795	HR		
0432	Guard II Supervisory (66101) Amount: \$(b)(4) (Option Line Item)	3477	HR		
0433	Guard II Productive (68110) Amount: \$(b)(4) (Option Line Item)	9853	HR		
0434	Guard II Productive (68508) Amount: \$(b)(4) (Option Line Item)	13910	HR		
0435	Guard II Productive (68508) Amount: \$(b)(4) (Option Line Item)	29348	HR		
0436	Guard II Supervisory (68508) Amount: \$(b)(4) (Option Line Item)	956	HR		
0437	Guard II Productive (68508) Amount: \$(b)(4) (Option Line Item)	6955	HR		
0438	TAS (Metropolitan*) Amount: \$(b)(4) (Option Line Item)	20000	HR		
0439	TAS (Premium**) (Option Line Item) Continued ...	20000	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0440	Guard II Productive (52401) Amount: \$ (b)(4) (Option Line Item)	3477	HR	(b)(4)	(b)(4)
0441	Guard II Productive (50266) Amount: \$ (b)(4) (Option Line Item)	2608	HR		
0442	Guard II Productive (50309) Amount: \$ (b)(4) (Option Line Item)	4636	HR		
0443	Guard II Productive (51101) Amount: \$ (b)(4) (Option Line Item)	3187	HR		
0444	Guard II Productive (63114) Amount: \$ (b)(4) (Option Line Item)	12420	HR		
0445	Guard II Productive (63141) Amount: \$ (b)(4) (Option Line Item)	4636	HR		
0446	Guard II Productive (63102) Amount: \$ (b)(4) (Option Line Item)	2463	HR		
0447	Guard II Productive (67202) Amount: \$ (b)(4) (Option Line Item)	3477	HR		
0448	Guard II Productive (67226) Amount: \$ (b)(4) (Option Line Item)	1670	HR		
0449	Guard II Productive (64114) Amount: \$ (b)(4) (Option Line Item)	2898	HR		
0450	Guard II Productive (64106) Amount: \$ (b)(4) (Option Line Item)	580	HR		
0451	Guard II Productive (66101) Amount: \$ (b)(4) (Option Line Item)	3477	HR		
0452	Guard II Productive (64064) Amount: \$ (b)(4) (Option Line Item)	20203	HR		
0453	Guard II Productive (64063) Amount: \$ (b)(4) (Option Line Item)	47527	HR		
0454	Guard II Productive (64117) Amount: \$ (b)(4) (Option Line Item)	23680	HR		
0455	Guard II Productive (64153) Continued ...	2608	HR		

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Amount: \$(b)(4) (Option Line Item)				
0456	Guard II Productive (64153) Amount: \$(b)(4) Option Line Item)	2608	HR	(b)(4)	
0457	Guard II Productive (64131) Amount: \$(b)(4) Option Line Item)	3477	HR	(b)(4)	
0458	Guard II Productive (64108) Amount: \$(b)(4) (Option Line Item)	2535	HR	(b)(4)	
0459	Guard II Productive (66214) Amount: \$(b)(4) (Option Line Item)	10101	HR	(b)(4)	
0460	Guard II Productive (66214) Amount: \$(b)(4) (Option Line Item)	10101	HR	(b)(4)	
0461	Guard II Productive (66219) Amount: \$(b)(4) (Option Line Item)	5506	HR	(b)(4)	
0462	Guard II Productive (65806) Amount: \$(b)(4) (Option Line Item)	3477	HR	(b)(4)	
0463	Guard II Productive (65807) Amount: \$(b)(4) (Option Line Item)	2463	HR	(b)(4)	
0464	Guard II Productive (68102) Amount: \$(b)(4) Option Line Item)	6955	HR	(b)(4)	
0465	Guard II Productive (68114) Amount: \$(b)(4) (Option Line Item)	13910	HR	(b)(4)	
0466	Guard II Productive (68114) Amount: \$(b)(4) (Option Line Item)	12999	HR	(b)(4)	
0467	Guard II Productive (68102) Amount: \$(b)(4) (Option Line Item)	2608	HR	(b)(4)	
0468	Guard II Productive (68124) Amount: \$(b)(4) (Option Line Item)	2318	HR	(b)(4)	
0469	Guard II Productive (68521) Amount: \$(b)(4) (Option Line Item)	31095	HR	(b)(4)	
0470	Guard II Supervisory (68521) Amount: \$(b)(4) (Option Line Item)	1453	HR	(b)(4)	
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MVM Inc.

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0471	TAS (Metropolitan*) Amount: \$(b)(4) (Option Line Item)	13000	HR	(b)(4)	
0472	TAS (Premium**) Amount: \$(b)(4) (Option Line Item)	13000	HR		
0473	Guard II Productive (52002) Amount: (b)(4) (Option Line Item)	2318	HR		
0474	Guard II Productive (52404) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0475	Guard II Productive (52240) Amount: \$(b)(4) (Option Line Item)	2205	HR		
0476	Guard II Productive (68502) Amount: (b)(4) (Option Line Item)	2535	HR		
0477	Guard II Productive (50702) Amount: (b)(4) (Option Line Item)	2173	HR		
0478	Guard II Productive (50501) Amount: \$(b)(4) (Option Line Item)	2101	HR		
0479	Guard II Productive (50801) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0480	Guard II Productive (50010) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0481	Guard II Productive (52601) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0482	Guard II Productive (51401) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0483	Guard II Productive (52732) Amount: \$(b)(4) (Option Line Item)	2101	HR		
0484	Guard II Productive (52101) Amount: (b)(4) (Option Line Item)	2318	HR		
0485	Guard II Productive (50158) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0486	Guard II Productive (52577) Amount: \$(b)(4) (Option Line Item) Continued ...	2318	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0487	Guard II Productive (52501) Amount: \$(b)(4) (Option Line Item)	2173	HR	(b)(4)	(b)(4)
0488	Guard II Productive (51106) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0489	Guard II Productive (51301) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0490	Guard II Productive (50588) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0491	Guard II Productive (52801) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0492	Guard II Productive (63010) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0493	Guard II Productive (63857) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0494	Guard II Productive (63601) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0495	Guard II Productive (63901) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0496	Guard II Productive (63801) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0497	Guard II Productive (63084) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0498	Guard II Productive (63141) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0499	Guard II Productive (63033) Amount: \$(b)(4) (Option Line Item)	4347	HR		
0500	Guard II Productive (63112) Amount: \$(b)(4) (Option Line Item)	4781	HR		
0501	Guard II Productive (63116) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0502	Guard II Productive (63376) Continued ...	2245	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)	
	Amount: (b)(4) Option Line Item)					
0503	Guard II Productive (63103) Amount: \$(b)(4) Option Line Item)	5433	HR	(b)(4)	[REDACTED]	
0504	Guard II Productive (63127) Amount: \$(b)(4) (Option Line Item)	2173	HR			
0505	Guard II Productive (65401) Amount: \$(b)(4) (Option Line Item)	2173	HR			
0506	Guard II Productive (63401) Amount: \$(b)(4) (Option Line Item)	2245	HR			
0507	Guard II Productive (65201) Amount: \$(b)(4) (Option Line Item)	2173	HR			
0508	Guard II Productive (65109) Amount: \$(b)(4) Option Line Item)	2173	HR			
0509	Guard II Productive (63501) Amount: \$(b)(4) (Option Line Item)	2245	HR			
0510	Guard II Productive (65270) Amount: (b)(4) Option Line Item)	2245	HR			
0511	Guard II Productive (63701) Amount: (b)(4) (Option Line Item)	2173	HR			
0512	Guard II Productive (67226) Amount: \$(b)(4) (Option Line Item)	4926	HR			
0513	Guard II Productive (66603) Amount: \$(b)(4) (Option Line Item)	2173	HR			
0514	Guard II Productive (67801) Amount: (b)(4) Option Line Item)	2245	HR			
0515	Guard II Productive (66801) Amount: (b)(4) Option Line Item)	2245	HR			
0516	Guard II Productive (67601) Amount: \$(b)(4) Option Line Item)	2245	HR			
0517	Guard II Productive (67501) Amount: \$(b)(4) Option Line Item)	2245	HR			
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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0518	Guard II Productive (67301) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0519	Guard II Productive (66049) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0520	Guard II Productive (66604) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0521	Guard II Productive (66762) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0522	Guard II Productive (67401) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0523	Guard II Productive (64056) Amount: \$(b)(4) (Option Line Item)	12099	HR		
0524	Guard II Productive (64124) Amount: \$(b)(4) (Option Line Item)	5071	HR		
0525	Guard II Productive (64106) Amount: \$(b)(4) (Option Line Item)	1449	HR		
0526	Guard II Productive (64105) Amount: \$(b)(4) (Option Line Item)	4781	HR		
0527	Guard II Productive (64055) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0528	Guard II Productive (66219) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0529	Guard II Productive (66101) Amount: \$(b)(4) (Option Line Item)	4347	HR		
0530	Guard II Productive (64506) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0531	Guard II Productive (64118) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0532	Guard II Productive (64601) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0533	Guard II Productive (64468) Amount: \$(b)(4) (Option Line Item) Continued ...	2173	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0534	Guard II Productive (65301) Amount: \$(b)(4) (Option Line Item)	2173	HR	(b)(4)	(b)(4)
0535	Guard II Productive (65536) Amount: (b)(4) (Option Line Item)	2173	HR		
0536	Guard II Productive (64804) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0537	Guard II Productive (65775) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0538	Guard II Productive (64772) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0539	Guard II Productive (65807) Amount: \$(b)(4) (Option Line Item)	4274	HR		
0540	Guard II Productive (51503) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0541	Guard II Productive (69101) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0542	Guard II Productive (68106) Amount: (b)(4) (Option Line Item)	2173	HR		
0543	Guard II Productive (68803) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0544	Guard II Productive (68310) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0545	Guard II Productive (68701) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0546	Guard II Productive (69361) Amount: (b)(4) (Option Line Item)	2318	HR		
0547	TAS (Metropolitan*) Amount: \$(b)(4) (Option Line Item)	8000	HR		
0548	TAS (Premium**) Amount: \$(b)(4) (Option Line Item)	8000	HR		
0549	Emergency Guard Services*** Continued ...	38000	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Amount: \$(b)(4) Option Line Item)				
0601	Guard II Productive (50309) Amount: \$(b)(4) (Option Line Item)	35300	HR	(b)(4)	
0602	Guard II Productive (63701) Amount: \$(b)(4) Option Line Item)	10101	HR		
0603	Guard II Productive (63107) Amount: \$(b)(4) Option Line Item)	5506	HR		
0604	Guard II Productive (63132) Amount: \$(b)(4) (Option Line Item)	34253	HR		
0605	Guard II Productive (63132) Amount: \$(b)(4) Option Line Item)	27436	HR		
0606	Guard II Productive (63103) Amount: \$(b)(4) (Option Line Item)	4926	HR		
0607	Guard II Productive (63118) Amount: \$(b)(4) Option Line Item)	13579	HR		
0608	Guard II Productive (63120) Amount: \$(b)(4) Option Line Item)	32374	HR		
0609	Guard II Productive (63103) Amount: \$(b)(4) Option Line Item)	75679	HR		
0610	Guard II Productive (63101) Amount: \$(b)(4) (Option Line Item)	12854	HR		
0611	Guard II Productive (63102) Amount: \$(b)(4) (Option Line Item)	10101	HR		
0612	Guard II Productive (65401) Amount: \$(b)(4) Option Line Item)	10101	HR		
0613	Guard II Productive (63401) Amount: \$(b)(4) Option Line Item)	2898	HR		
0614	Guard II Productive (67202) Amount: \$(b)(4) Option Line Item)	6375	HR		
0615	Guard II Productive (66683) Amount: \$(b)(4) Option Line Item)	6955	HR		
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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0616	Guard II Productive (64114) Amount: (b)(4) Option Line Item)	30636	HR	(b)(4)	
0617	Guard II Productive (64131) Amount: \$(b)(4) (Option Line Item)	32402	HR		
0618	Guard II Productive (64131) Amount: (b)(4) (Option Line Item)	3477	HR		
0619	Guard II Productive (64106) Amount: \$(b)(4) Option Line Item)	41156	HR		
0620	Guard II Productive (64133) Amount: (b)(4) (Option Line Item)	30663	HR		
0621	Guard II Supervisory (64133) Amount: \$(b)(4) Option Line Item)	2318	HR		
0622	Guard II Productive (64106) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0623	Guard II Productive (64106) Amount: (b)(4) Option Line Item)	23853	HR		
0624	Guard II Supervisory (64106) Amount: \$(b)(4) Option Line Item)	3477	HR		
0625	Guard II Productive (64153) Amount: \$(b)(4) Option Line Item)	10101	HR		
0626	Guard II Productive (64105) Amount: \$(b)(4) Option Line Item)	99608	HR		
0627	Guard II Supervisory (64105) Amount: \$(b)(4) Option Line Item)	10101	HR		
0628	Guard II Productive (64105) Amount: \$(b)(4) Option Line Item)	12999	HR		
0629	Guard II Productive (66101) Amount: \$(b)(4) Option Line Item)	3477	HR		
0630	Guard II Productive (66101) Amount: \$(b)(4) Option Line Item)	6955	HR		
0631	Guard II Productive (66101) Amount: \$(b)(4) Option Line Item) Continued ...	17795	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0632	Guard II Supervisory (66101) Amount: \$ (b)(4) (Option Line Item)	3477	HR	(b)(4)	(b)(4)
0633	Guard II Productive (68110) Amount: \$ (b)(4) (Option Line Item)	9853	HR	(b)(4)	
0634	Guard II Productive (68508) Amount: (b)(4) (Option Line Item)	13910	HR	(b)(4)	
0635	Guard II Productive (68508) Amount: \$ (b)(4) (Option Line Item)	29348	HR	(b)(4)	
0636	Guard II Supervisory (68508) Amount: \$ (b)(4) (Option Line Item)	956	HR	(b)(4)	
0637	Guard II Productive (68508) Amount: \$ (b)(4) (Option Line Item)	6955	HR	(b)(4)	
0638	TAS (Metropolitan*) Amount: (b)(4) (Option Line Item)	20000	HR	(b)(4)	
0639	TAS (Premium**) Amount: \$ (b)(4) (Option Line Item)	20000	HR	(b)(4)	
0640	Guard II Productive (52401) Amount: \$ (b)(4) (Option Line Item)	3477	HR	(b)(4)	
0641	Guard II Productive (50266) Amount: \$ (b)(4) (Option Line Item)	2608	HR	(b)(4)	
0642	Guard II Productive (50309) Amount: \$ (b)(4) (Option Line Item)	4636	HR	(b)(4)	
0643	Guard II Productive (51101) Amount: \$ (b)(4) (Option Line Item)	3187	HR	(b)(4)	
0644	Guard II Productive (63114) Amount: \$ (b)(4) (Option Line Item)	12420	HR	(b)(4)	
0645	Guard II Productive (63141) Amount: \$ (b)(4) (Option Line Item)	4636	HR	(b)(4)	
0646	Guard II Productive (63102) Amount: (b)(4) (Option Line Item)	2463	HR	(b)(4)	
0647	Guard II Productive (67202) Continued ...	3477	HR	(b)(4)	

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Amount: \$(b)(4) (Option Line Item)				
0648	Guard II Productive (67226) Amount: \$(b)(4) (Option Line Item)	1670	HR	(b)(4)	
0649	Guard II (64114) Amount: (b)(4) (Option Line Item)	2898	HR	(b)(4)	
0650	Guard II Productive (64106) Amount: \$(b)(4) (Option Line Item)	580	HR	(b)(4)	
0651	Guard II Productive (66101) Amount: (b)(4) (Option Line Item)	3477	HR	(b)(4)	
0652	Guard II Productive (64064) Amount: \$(b)(4) (Option Line Item)	20203	HR	(b)(4)	
0653	Guard II Productive (64063) Amount: \$(b)(4) (Option Line Item)	47527	HR	(b)(4)	
0654	Guard II Productive (64117) Amount: (b)(4) (Option Line Item)	23680	HR	(b)(4)	
0655	Guard II Productive (64153) Amount: \$(b)(4) (Option Line Item)	2608	HR	(b)(4)	
0656	Guard II Productive (64153) Amount: \$(b)(4) (Option Line Item)	2608	HR	(b)(4)	
0657	Guard II Productive (64131) Amount: \$(b)(4) (Option Line Item)	3477	HR	(b)(4)	
0658	Guard II Productive (64108) Amount: \$(b)(4) (Option Line Item)	2535	HR	(b)(4)	
0659	Guard II Productive (66214) Amount: \$(b)(4) (Option Line Item)	10101	HR	(b)(4)	
0660	Guard II Productive (66214) Amount: \$(b)(4) (Option Line Item)	10101	HR	(b)(4)	
0661	Guard II Productive (66219) Amount: \$(b)(4) (Option Line Item)	5506	HR	(b)(4)	
0662	Guard II Productive (65806) Amount: (b)(4) (Option Line Item)	3477	HR	(b)(4)	
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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0663	Guard II Productive (65807) Amount: (b)(4) (Option Line Item)	2463	HR	(b)(4)	
0664	Guard II Productive (68102) Amount: \$(b)(4) (Option Line Item)	6955	HR		
0665	Guard II Productive (68114) Amount: (b)(4) (Option Line Item)	13910	HR		
0666	Guard II Productive (68114) Amount: \$(b)(4) (Option Line Item)	12999	HR		
0667	Guard II Productive (68102) Amount: (b)(4) (Option Line Item)	2608	HR		
0668	Guard II Productive (68124) Amount: (b)(4) (Option Line Item)	2318	HR		
0669	Guard II Productive (68521) Amount: \$(b)(4) (Option Line Item)	31095	HR		
0670	Guard II Supervisory (68521) Amount: \$(b)(4) (Option Line Item)	1453	HR		
0671	TAS (Metropolitan*) Amount: (b)(4) (Option Line Item)	13000	HR		
0672	TAS (Premium**) Amount: \$(b)(4) (Option Line Item)	13000	HR		
0673	Guard II Productive (52002) Amount: (b)(4) (Option Line Item)	2318	HR		
0674	Guard II Productive (52404) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0675	Guard II Productive (52240) Amount: (b)(4) (Option Line Item)	2205	HR		
0676	Guard II Productive (68502) Amount: (b)(5) (Option Line Item)	2535	HR		
0677	Guard II e (50702) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0678	Guard II Productive (50501) Amount: (b)(4) (Option Line Item) Continued ...	2101	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0679	Guard II Productive (50801) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	(b)(4)
0680	Guard II Productive (50010) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0681	Guard II Productive (52601) Amount: (b)(4) (Option Line Item)	2173	HR		
0682	Guard II Productive (51401) Amount: (b)(4) (Option Line Item)	2173	HR		
0683	Guard II Productive (52732) Amount: \$(b)(4) (Option Line Item)	2101	HR		
0684	Guard II Productive (52101) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0685	Guard II Productive (50158) Amount: (b)(4) (Option Line Item)	2245	HR		
0686	Guard II Productive (52577) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0687	Guard II Productive (52501) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0688	Guard II Productive (51106) Amount: (b)(4) (Option Line Item)	2318	HR		
0689	Guard II e (51301) Amount: (b)(4) (Option Line Item)	2245	HR		
0690	Guard II Productive (50588) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0691	Guard II Productive (52801) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0692	Guard II Productive (63010) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0693	Guard II Productive (63857) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0694	Guard II Productive (63601) Continued ...	2173	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Amount: (b)(4) Option Line Item)				
0695	Guard II Productive (63901) Amount: (b)(4) Option Line Item)	2173	HR	(b)(4)	(b)(4)
0696	Guard II Productive (63801) Amount: (b)(4) Option Line Item)	2173	HR		
0697	Guard II Productive (63084) Amount: \$ (b)(4) Option Line Item)	2173	HR		
0698	Guard II Productive (63141) Amount: \$ (b)(4) Option Line Item)	2173	HR		
0699	Guard II Productive (63033) Amount: \$ (b)(4) Option Line Item)	4347	HR		
0700	Guard II Productive (63112) Amount: (b)(4) Option Line Item)	4781	HR		
0701	Guard II Productive (63116) Amount: \$ (b)(4) Option Line Item)	2318	HR		
0702	Guard II Productive (63376) Amount: \$ (b)(4) Option Line Item)	2245	HR		
0703	Guard II (63103) Amount: (b)(4) Option Line Item)	5433	HR		
0704	Guard II Productive (63127) Amount: (b)(4) Option Line Item)	2173	HR		
0705	Guard II Productive (65401) Amount: (b)(4) Option Line Item)	2173	HR		
0706	Guard II Productive (63401) Amount: \$ (b)(4) Option Line Item)	2245	HR		
0707	Guard II Productive (65201) Amount: (b)(4) Option Line Item)	2173	HR		
0708	Guard II Productive (65109) Amount: \$ (b)(4) Option Line Item)	2173	HR		
0709	Guard II Productive (63501) Amount: (b)(4) Option Line Item)	2245	HR		
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NAME OF OFFEROR OR CONTRACTOR

MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0710	Guard II Productive (65270) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0711	Guard II Productive (63701) Amount: (b)(4) (Option Line Item)	2173	HR		
0712	Guard II Productive (67226) Amount: \$(b)(4) (Option Line Item)	4926	HR		
0713	Guard II Productive (66603) Amount: (b)(4) (Option Line Item)	2173	HR		
0714	Guard II Productive (67801) Amount: (b)(4) (Option Line Item)	2245	HR		
0715	Guard II Productive (66801) Amount: (b)(4) (Option Line Item)	2245	HR		
0716	Guard II Productive (67601) Amount: (b)(4) (Option Line Item)	2245	HR		
0717	Guard II Productive (67501) Amount: (b)(4) (Option Line Item)	2245	HR		
0718	Guard II Productive (67301) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0719	Guard II Productive (66049) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0720	Guard II Productive (66604) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0721	Guard II Productive (66762) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0722	Guard II Productive (67401) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0723	Guard II Productive (64056) Amount: \$(b)(4) (Option Line Item)	12099	HR		
0724	Guard II Productive (64124) Amount: \$(b)(4) (Option Line Item)	5071	HR		
0725	Guard II Productive (64106) Amount: \$(b)(4) (Option Line Item) Continued ...	1449	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0726	Guard II Productive (64105) Amount: (b)(4) Option Line Item)	4781	HR	(b)(4)	(b)(4)
0727	Guard II Productive (64055) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0728	Guard II Productive (66219) Amount: (b)(4) Option Line Item)	2245	HR		
0729	Guard II Productive (66101) Amount: \$(b)(4) Option Line Item)	4347	HR		
0730	Guard II Productive (64506) Amount: (b)(4) Option Line Item)	2318	HR		
0731	Guard II Productive (64118) Amount: (b)(4) Option Line Item)	2318	HR		
0732	Guard II Productive (64601) Amount: (b)(4) (Option Line Item)	2318	HR		
0733	Guard II Productive (64468) Amount: \$(b)(4) Option Line Item)	2173	HR		
0734	Guard II Productive (65301) Amount: \$(b)(4) Option Line Item)	2173	HR		
0735	Guard II Productive (65536) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0736	Guard II Productive (64804) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0737	Guard II Productive (65775) Amount: \$(b)(4) Option Line Item)	2173	HR		
0738	Guard II Productive (64772) Amount: (b)(4) (Option Line Item)	2245	HR		
0739	Guard II Productive (65807) Amount: \$(b)(4) (Option Line Item)	4274	HR		
0740	Guard II Productive (51503) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0741	Guard II Productive (69101) Continued ...	2173	HR		

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NAME OF OFFEROR OR CONTRACTOR

MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Amount: (b)(4) (Option Line Item)				
0742	Guard II Productive (68106) Amount: (b)(4) Option Line Item)	2173	HR	(b)(4)	[REDACTED]
0743	Guard II Productive (68803) Amount: \$(b)(4) Option Line Item)	2318	HR		
0744	Guard II Productive (68310) Amount: \$(b)(4) Option Line Item)	2245	HR		
0745	Guard II Productive (68701) Amount: \$(b)(4) Option Line Item)	2245	HR		
0746	Guard II Productive (69361) Amount: (b)(4) Option Line Item)	2318	HR		
0747	TAS (Metropolitan*) Amount: \$(b)(4) (Option Line Item)	8000	HR		
0748	TAS (Premium**) Amount: \$(b)(4) (Option Line Item)	8000	HR		
0749	Emergency Guard Services*** Amount: (b)(4) Option Line Item)	38000	HR		
0801	Guard II Productive (50309) Amount: \$(b)(4) (Option Line Item)	35300	HR		
0802	Guard II Productive (63701) Amount: (b)(4) Option Line Item)	10101	HR		
0803	Guard II Productive (63107) Amount: (b)(4) Option Line Item)	5506	HR		
0804	Guard II Productive (63132) Amount: (b)(4) Option Line Item)	34253	HR		
0805	Guard II Productive (63132) Amount: \$(b)(4) Option Line Item)	27436	HR		
0806	Guard II Productive (63103) Amount: \$(b)(4) (Option Line Item)	4926	HR		
0807	Guard II Productive (63118) Amount: \$(b)(4) Option Line Item)	13579	HR		
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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0808	Guard II Productive (63120) Amount: \$(b)(4) (Option Line Item)	32374	HR	(b)(4)	
0809	Guard II Productive (63103) Amount: \$(b)(4) (Option Line Item)	75679	HR		
0810	Guard II Productive (63101) Amount: \$(b)(4) (Option Line Item)	12854	HR		
0811	Guard II Productive (63102) Amount: \$(b)(4) (Option Line Item)	10101	HR		
0812	Guard II Productive (65401) Amount: \$(b)(4) (Option Line Item)	10101	HR		
0813	Guard II Productive (63401) Amount: \$(b)(4) (Option Line Item)	2898	HR		
0814	Guard II Productive (67202) Amount: \$(b)(4) (Option Line Item)	6375	HR		
0815	Guard II Productive (66683) Amount: \$(b)(4) (Option Line Item)	6955	HR		
0816	Guard II Productive (64114) Amount: \$(b)(4) (Option Line Item)	30636	HR		
0817	Guard II Productive (64131) Amount: \$(b)(4) (Option Line Item)	32402	HR		
0818	Guard II Productive (64131) Amount: \$(b)(4) (Option Line Item)	3477	HR		
0819	Guard II Productive (64106) Amount: \$(b)(4) (Option Line Item)	41156	HR		
0820	Guard II Productive (64133) Amount: \$(b)(4) (Option Line Item)	30663	HR		
0821	Guard II Supervisory (64133) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0822	Guard II Productive (64106) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0823	Guard II Productive (64106) Amount: \$(b)(4) (Option Line Item) Continued ...	23853	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0824	Guard II Supervisory (64106) Amount: (b)(4) (Option Line Item)	3477	HR	(b)(4)	(b)(4)
0825	Guard II Productive (64153) Amount: (b)(4) (Option Line Item)	10101	HR		
0826	Guard II Productive (64105) Amount: (b)(4) (Option Line Item)	99608	HR		
0827	Guard II Supervisory (64105) Amount: (b)(4) (Option Line Item)	10101	HR		
0828	Guard II Productive (64105) Amount: (b)(4) (Option Line Item)	12999	HR		
0829	Guard II Productive (66101) Amount: (b)(4) (Option Line Item)	3477	HR		
0830	Guard II Productive (66101) Amount: (b)(4) (Option Line Item)	6955	HR		
0831	Guard II Productive (66101) Amount: \$ (b)(4) (Option Line Item)	17795	HR		
0832	Guard II Supervisory (66101) Amount: (b)(4) (Option Line Item)	3477	HR		
0833	Guard II Productive (68110) Amount: \$ (b)(4) (Option Line Item)	9853	HR		
0834	Guard II Productive (68508) Amount: \$ (b)(4) (Option Line Item)	13910	HR		
0835	Guard II Productive (68508) Amount: \$ (b)(4) (Option Line Item)	29348	HR		
0836	Guard II Supervisory (68508) Amount: \$ (b)(4) (Option Line Item)	956	HR		
0837	Guard II Productive (68508) Amount: \$ (b)(4) (Option Line Item)	6955	HR		
0838	TAS (Metropolitan*) Amount: \$ (b)(4) (Option Line Item)	20000	HR		
0839	TAS (Premium**) Continued ...	20000	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Amount: \$(b)(4) Option Line Item)				
0840	Guard II Productive (52401) Amount: (b)(4) (Option Line Item)	3477	HR	(b)(4)	
0841	Guard II Productive (50266) Amount: (b)(4) (Option Line Item)	2608	HR		
0842	Guard II Productive (50309) Amount: \$(b)(4) (Option Line Item)	4636	HR		
0843	Guard II Productive (51101) Amount: \$(b)(4) (Option Line Item)	3187	HR		
0844	Guard II Productive (63114) Amount: \$(b)(4) (Option Line Item)	12420	HR		
0845	Guard II Productive (63141) Amount: (b)(4) (Option Line Item)	4636	HR		
0846	Guard II Productive (63102) Amount: \$(b)(4) (Option Line Item)	2463	HR		
0847	Guard II Productive (67202) Amount: (b)(4) (Option Line Item)	3477	HR		
0848	Guard II Productive (67226) Amount: \$(b)(4) (Option Line Item)	1670	HR		
0849	Guard II Productive (64114) Amount: (b)(4) (Option Line Item)	2898	HR		
0850	Guard II Productive (64106) Amount: (b)(4) (Option Line Item)	580	HR		
0851	Guard II Productive (66101) Amount: (b)(4) (Option Line Item)	3477	HR		
0852	Guard II Productive (64064)	20203	HR		
0853	Guard II Productive (64063) Amount: \$(b)(4) (Option Line Item)	47527	HR		
0854	Guard II Productive (64117) Amount: (b)(4) (Option Line Item)	23680	HR		
0855	Guard II Productive (64153) Continued ...	2608	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Amount: (b)(4) (Option Line Item)				
0856	Guard II Productive (64153) Amount: \$(b)(4) (Option Line Item)	2608	HR	(b)(4)	
0857	Guard II Productive (64131) Amount: (b)(4) (Option Line Item)	3477	HR		
0858	Guard II Productive (64108) Amount: \$(b)(4) (Option Line Item)	2535	HR		
0859	Guard II Productive (66214) Amount: \$(b)(4) (Option Line Item)	10101	HR		
0860	Guard II Productive (66214) Amount: \$(b)(4) (Option Line Item)	10101	HR		
0861	Guard II Productive (66219) Amount: \$(b)(4) (Option Line Item)	5506	HR		
0862	Guard II Productive (65806) Amount: \$(b)(4) (Option Line Item)	3477	HR		
0863	Guard II Productive (65807) Amount: \$(b)(4) (Option Line Item)	2463	HR		
0864	Guard II Productive (68102) Amount: (b)(4) (Option Line Item)	6955	HR		
0865	Guard II Productive (68114) Amount: \$(b)(4) (Option Line Item)	13910	HR		
0866	Guard II Productive (68114) Amount: \$(b)(4) (Option Line Item)	12999	HR		
0867	Guard II Productive (68102) Amount: \$(b)(4) (Option Line Item)	2608	HR		
0868	Guard II Productive (68124) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0869	Guard II Productive (68521) Amount: \$(b)(4) (Option Line Item)	31095	HR		
0870	Guard II Supervisory (68521) Amount: \$(b)(4) (Option Line Item)	1453	HR		
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NAME OF OFFEROR OR CONTRACTOR

MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0871	TAS (Metropolitan*) Amount: (b)(4) Option Line Item)	13000	HR	(b)(4)	
0872	TAS (Premium**) Amount: \$(b)(4) (Option Line Item)	13000	HR		
0873	Guard II Productive (52002) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0874	Guard II Productive (52404) Amount: (b)(4) Option Line Item)	2318	HR		
0875	Guard II Productive (52240) Amount: \$(b)(4) Option Line Item)	2205	HR		
0876	Guard II Productive (68502) Amount: (b)(4) (Option Line Item)	2535	HR		
0877	Guard II Productive (50702) Amount: (b)(4) Option Line Item)	2173	HR		
0878	Guard II Productive (50501) Amount: (b)(4) (Option Line Item)	2101	HR		
0879	Guard II Productive (50801) Amount: \$(b)(4) Option Line Item)	2245	HR		
0880	Guard II Productive (50010) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0881	Guard II Productive (52601) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0882	Guard II Productive (51401) Amount: \$(b)(4) Option Line Item)	2173	HR		
0883	Guard II Productive (52732) Amount: \$(b)(4) Option Line Item)	2101	HR		
0884	Guard II Productive (52101) Amount: \$(b)(4) Option Line Item)	2318	HR		
0885	Guard II Productive (50158) Amount: \$(b)(4) Option Line Item)	2245	HR		
0886	Guard II Productive (52577) Amount: (b)(4) Option Line Item) Continued ...	2318	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0887	Guard II Productive (52501) Amount: \$(b)(4) (Option Line Item)	2173	HR	(b)(4)	(b)(4)
0888	Guard II Productive (51106) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0889	Guard II Productive (51301) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0890	Guard II Productive (50588) Amount: (b)(4) (Option Line Item)	2245	HR		
0891	Guard II Productive (52801) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0892	Guard II Productive (63010) Amount: (b)(4) (Option Line Item)	2173	HR		
0893	Guard II Productive (63857) Amount: (b)(4) (Option Line Item)	2173	HR		
0894	Guard II Productive (63601) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0895	Guard II Productive (63901) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0896	Guard II Productive (63801) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0897	Guard II Productive (63084) Amount: (b)(4) (Option Line Item)	2173	HR		
0898	Guard II Productive (63141) Amount: (b)(4) (Option Line Item)	2173	HR		
0899	Guard II Productive (63033) Amount: \$(b)(4) (Option Line Item)	4347	HR		
0900	Guard II Productive (63112) Amount: \$(b)(4) (Option Line Item)	4781	HR		
0901	Guard II Productive (63116) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0902	Guard II Productive (63376) Continued ...	2245	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Amount: (b)(4) (Option Line Item)				
0903	Guard II Productive (63103) Amount: \$(b)(4) (Option Line Item)	5433	HR	(b)(4)	[REDACTED]
0904	Guard II Productive (63127) Amount: \$(b)(4) (Option Line Item)	2173	HR	(b)(4)	
0905	Guard II Productive (65401) Amount: (b)(4) (Option Line Item)	2173	HR	(b)(4)	
0906	Guard II Productive (63401) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0907	Guard II Productive (65201) Amount: \$(b)(4) (Option Line Item)	2173	HR	(b)(4)	
0908	Guard II Productive (65109) Amount: \$(b)(4) (Option Line Item)	2173	HR	(b)(4)	
0909	Guard II Productive (63501) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0910	Guard II Productive (65270) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0911	Guard II Productive (63701) Amount: \$(b)(4) (Option Line Item)	2173	HR	(b)(4)	
0912	Guard II Productive (67226) Amount: (b)(4) (Option Line Item)	4926	HR	(b)(4)	
0913	Guard II Productive (66603) Amount: (b)(4) (Option Line Item)	2173	HR	(b)(4)	
0914	Guard II Productive (67801) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0915	Guard II Productive (66801) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
0916	Guard II Productive (67601) Amount: (b)(4) (Option Line Item)	2245	HR	(b)(4)	
0917	Guard II Productive (67501) Amount: \$(b)(4) (Option Line Item)	2245	HR	(b)(4)	
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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0918	Guard II Productive (67301) Amount: (b)(4) Option Line Item)	2245	HR	(b)(4)	
0919	Guard II Productive (66049) Amount: (b)(4) Option Line Item)	2245	HR		
0920	Guard II Productive (66604) Amount: \$ (b)(4) Option Line Item)	2245	HR		
0921	Guard II Productive (66762) Amount: \$ (b)(4) Option Line Item)	2245	HR		
0922	Guard II Productive (67401) Amount: \$ (b)(4) Option Line Item)	2245	HR		
0923	Guard II Productive (64056) Amount: \$ (b)(4) Option Line Item)	12099	HR		
0924	Guard II Productive (64124) Amount: (b)(4) Option Line Item)	5071	HR		
0925	Guard II Productive (64106) Amount: (b)(4) Option Line Item)	1449	HR		
0926	Guard II Productive (64105) Amount: (b)(4) Option Line Item)	4781	HR		
0927	Guard II Productive (64055) Amount: \$ (b)(4) Option Line Item)	2245	HR		
0928	Guard II Productive (66219) Amount: (b)(4) Option Line Item)	2245	HR		
0929	Guard II Productive (66101) Amount: (b)(4) Option Line Item)	4347	HR		
0930	Guard II Productive (64506) Amount: \$ (b)(4) Option Line Item)	2318	HR		
0931	Guard II Productive (64118) Amount: \$ (b)(4) Option Line Item)	2318	HR		
0932	Guard II Productive (64601) Amount: (b)(4) Option Line Item)	2318	HR		
0933	Guard II Productive (64468) Amount: \$ (b)(4) Option Line Item) Continued ...	2173	HR		

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0934	Guard II Productive (65301) Amount: \$(b)(4) (Option Line Item)	2173	HR	(b)(4)	(b)(4)
0935	Guard II Productive (65536) Amount: (b)(4) (Option Line Item)	2173	HR		
0936	Guard II Productive (64804) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0937	Guard II Productive (65775) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0938	Guard II Productive (64772) Amount: (b)(4) (Option Line Item)	2245	HR		
0939	Guard II Productive (65807) Amount: (b)(4) (Option Line Item)	4274	HR		
0940	Guard II Productive (51503) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0941	Guard II Productive (69101) Amount: \$(b)(4) (Option Line Item)	2173	HR		
0942	Guard II Productive (68106) Amount: (b)(4) (Option Line Item)	2173	HR		
0943	Guard II Productive (68803) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0944	Guard II Productive (68310) Amount: \$(b)(4) (Option Line Item)	2245	HR		
0945	Guard II Productive (68701) Amount: (b)(4) (Option Line Item)	2245	HR		
0946	Guard II Productive (69361) Amount: \$(b)(4) (Option Line Item)	2318	HR		
0947	TAS (Metropolitan*) Amount: (b)(4) (Option Line Item)	8000	HR		
0948	TAS (Premium**) Amount: (b)(4) (Option Line Item)	8000	HR		
0949	Emergency Guard Services*** Continued ...	38000	HR		

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED

HSCFC6-08-D-00001

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NAME OF OFFEROR OR CONTRACTOR

MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Amount: \$ (b)(4) (Option Line Item)</p> <p>The total amount of award: \$219,320,596.36. The obligation for this award is shown in box 26.</p>				

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1. **Introduction**

1.1 **Use of Acronyms**

This Solicitation/Contract contains numerous acronyms. Whenever a new term is introduced in the Solicitation/Contract that will be referred to by an acronym, the acronym will appear next to the term in parentheses (). The acronyms that will appear in the Solicitation/Contract are listed below for easy reference:

ATR	Agency Technical Representative
SGIM	Security guard Information Manual
CM	Contract Manager
CPM	Contract Performance Monitor
CO	Contracting Officer
COTR	Contracting Officer's Technical Representative
DHS	Department of Homeland Security
DOL	Department of Labor
FAR	Federal Acquisition Regulation
FLEP	FPS Law Enforcement Personnel
FPS	Federal Protective Service
FSS	Federal Supply Service, General Services Administration
HSAM	Homeland Security Acquisition Manual
HSAR	Homeland Security Acquisition Regulations
ICE	Immigration and Customs Enforcement
MAS	Multiple Award Schedule Public Buildings Service
SAS	Special Additional Services
SF 30	Standard Form 30 (Amendment of Solicitation/Modification of Contract)
SOW	Statement of Work
SUPV	Supervisor
TAS	Temporary Additional Services

1.2 **General Information**

- A. This is a Statement of Work (SOW) for Department of Homeland Security (DHS) Federal Protective Service (FPS) Contract number HSCEC6-08-D-00001.
- B. As an integral component of the FPS security effort, the Contractor shall provide and maintain all management, supervision, manpower, training, equipment, supplies, licenses, permits, certificates, insurance, pre-employment screenings, reports, and files necessary to accomplish security guard services as described and required in this SOW. The Contractor shall perform to the standards required in this Contract and will be expected to work closely with FPS representatives throughout the duration of the Contract.
- C. Where the Government identifies and references specific Solicitation/Contract Section numbers, that reference refers to that Section in its entirety, including every subsection having the same letter and/or letter-number prefix. For example, a reference to the requirements of "Section C" includes all of Section C. Similarly, a reference to Section 7 includes Sections 7.1, 7.2, and so on, through the last subsection identified with a prefix of "7."

1.3 **Information Regarding FPS**

- A. FPS is the security and law enforcement component of the Department of Homeland Security, Immigration and Customs Enforcement. FPS is responsible for protecting federally owned or leased facilities. FPS 's mission is to provide a safe environment in which Federal agencies conduct their business without fear of violence, crime or disorder.
- B. Contract security guards have a crucial and highly visible role in support of FPS's mission. They are usually the first (and sometimes only) contact visitors have with the Federal community, and they are usually the first

line of defense in a federally controlled facility. Visitors and federal employees perceive the contract Security Guards to be an integral part of the FPS mission. It is crucial that the Contractor ensure that their employees realize the importance of their role, and perform their duties courteously and professionally at all times.

2 Contract Transition

2.1 Phase –In

- A. A smooth and orderly transition between the Contractor and the predecessor Contractor is necessary to assure minimum disruption to vital Contractor services and Government activities.
- B. The Contractor shall not disrupt official Government business or in any way interfere with the assigned duties of the predecessor Contractor's employees. The Contractor may notify the predecessor Contractor's employees that the Contractor will be assuming services upon the Contract start date and may distribute business cards, employment applications, brochures, and other company information to the predecessor Contractor's employees while they are on duty, provided that there is no interference with the Contract employee's assigned duties (e.g., during "off hours" or during relief or lunch breaks). However, the Contractor shall not interview, recruit, schedule interviews, or conduct extensive discussions with the predecessor Contractor's employees while they are on duty.
- C. The Contractor shall provide a transition plan within 5 working days after contract award. The transition plan shall include at a minimum all preliminary licensing and certifications required to initiate performance; process for transitioning predecessor employees; recruitment of new employees; and, timeline showing procurement of required equipment and uniforms. The Plan shall address:
 - 1. A strategy for implementing supervisory functions,
 - 2. The process for transitioning predecessor employees,
 - 3. Equipment inventory (radio & phone) and maintenance plan,
 - 4. Weapons Inventory and employee assignment
 - 5. Communication plan.
 - 6. Relief and break plan,
 - 7. A plan for establishing a reserve force and the current status of staffing levels,
 - 8. A progress report on obtaining permits, licenses, and registrations,
 - 9. A status report on submitting applications for personnel clearances,
 - 10. A strategy for training including schedules, locations, coordinating with FPS monitors, and class staffing levels.
- D. The government will allow a maximum of 60-day start up from the time of the award of the base task order to the initial start of performance.

2.2 Phase-Out of Contract and Continuity of Services

- A. The contractor shall provide a list with the total number of employees and their names performing on the Contract with any applicable suitability and certification expiration dates when requested by the CO in preparation for a new solicitation for follow-on services. Prior to Contract expiration and after a follow-on contract is awarded, the Contractor shall exercise its best efforts and cooperation to effect an orderly and efficient transition to a successor contractor.
- B. After a new Contract is awarded, the Contractor shall disclose necessary personnel records sufficient to allow the successor Contractor to conduct interviews for possible transition (if the Contractor is not awarded the successor Contract). These records shall be provided to the successor at least 45 days prior to date of Contract expiration. If any incumbent employees are selected by the successor and are agreeable to the change, the incumbent Contractor should cooperate to grant the employees release at a mutually agreed date.
- C. As part of the closeout process, the Contractor shall, within 30 days of the final day of performance, turn over all incumbent officer training, medical, suitability and security records to the successor contractor as stated in

paragraph 19A, 1 thru 17. Failure to do so shall result in a 10% withholding of final payment until this action is accomplished

2.1 Conferences and Meetings

- A. Immediately after award of the Contract and prior to the Contractor's performance at the work site(s), the CO shall notify the Contractor, and the Contracting Officer's Technical Representative (COTR) to schedule a pre-performance meeting that includes an in-depth review of the total Contract requirements and a review of the Contractor's Transition Plan.
- B. During the performance of the Contract, the CO, COTR, and the Contractor shall meet annually or on an as-needed basis to discuss all relevant Contract issues. A mutual effort will be made to resolve all problems identified. The Contractor and the CO shall sign the written minutes of these meetings, which will be prepared by the Contractor and incorporated into the Contract file. Should the Government not concur with the minutes, the Government shall state, in writing, any areas of clarification or disagreement within 5 days after receipt of the meeting minutes. Those comments shall be included with the report in the Contract file.

3 Authority and Jurisdiction, Permits, Licenses, and Adherence to Laws

- A. The Contractor bears the sole burden for ensuring that all legally required licenses and permits are obtained and renewed as specified by the regulating agency. The Contractor shall possess **ALL** licenses required to perform services in Iowa, Nebraska, Kansas and Missouri.
- B. Prior to commencement of work under this Contract, and except where precluded by local law or ordinance, the Contractor shall make and complete all arrangements with the appropriate officials in the state or local jurisdiction in which the services are to be performed to:
 - 1. Obtain, possess, and maintain all business and corporate licenses required to operate as a commercial security service within the entire geographic area covered under this Contract prior to performing any work under this Contract. The Contractor shall furnish a legible copy of all legally required licenses and permits (excluding permits and licenses issued to individual Contract employees) to the CO prior to the Contract start date and provide any revised licenses or permits during the Contract term.
 - 2. Provide any official bond(s) and insurance required, and pay any fees or costs involved or related to authorization for the arming of any employees engaged in providing armed guard services specified under this Contract.
 - 3. Obtain all licenses and permits required for each security guard and supervisor to serve as an armed security guard with the authority to hold and detain individuals suspected of committing crimes.
- C. The Contractor shall complete and certify a written record that shows names and issue dates for each Contract employee having each and all legally required licenses, permits, and certifications. This written Contractor certification shall state that all legal requirements have been fulfilled prior to the commencement of any Contract work. The Contractor shall provide an updated record to the Government upon request of the CO or COTR. The Contractor shall not be reimbursed for services rendered by a Security Guard lacking appropriate permits and certifications.
- D. Failure by the Contractor to obtain all required licenses as of the Contract start date will be grounds for termination for default.
- E. The Contractor must pay all costs and fees associated with applying for, receiving, and maintaining all such permits and licenses throughout the term of the Contract. The costs associated with this requirement must be factored into the Contractor's hourly rate, as they will not be itemized or paid for separately by the Government.

- F. Where Contract employees are required by law to individually apply for licenses and/or permits, and a fee is required by the licensing agency, the Contractor shall reimburse the employee for all costs and fees associated with obtaining the required license/permit.
- G. Armed security guards shall carry their firearm license/permits (and, where legally required, their concealed weapons permits) on their person while on duty, unless local or state law requires the Contractor to maintain the records. Failure by an armed security guard to carry a valid firearm certificate or permit while on duty shall result in the security guard being removed from the armed post until the certificate or permit is obtained.
- H. All armed guards shall carry permit or proper state certification to carry weapons off site. Guards must have the ability to travel to and from their duty station with their weapons
- I. The CO, COTR and all other authorized Government personnel shall have the express authority to examine these documents upon request, at any time, during the duration of this Contract.
- J. Failure by the Contractor to maintain valid licenses and permits will be cause for the Government to take Contractual actions, up to and including termination for default.

4 Qualifications of Personnel

4.1 General Qualifications

- A. The Contractor shall not employ illegal or undocumented aliens as guards for this contract. The Contractor shall expressly incorporate this provision into all subcontracts or subordinate agreements issued in support of this contract.
- B. To be eligible to perform under this Contract, all uniformed Contract employees must meet, to the satisfaction of the CO and COTR, the following requirements:
 - 1. Be a citizen of the United States of America. The COTR may approve Lawful Permanent Residents who are currently members of the U.S. armed services (Reserves or National Guard) or who possess an Honorable Discharge from a U.S. Military component.
 - 2. Have a Social Security Card issued and approved by the Social Security Administration.
 - 3. Be at least 21 years of age. While there is no limit as to the maximum age of security guards, all security guards must be able to withstand the physical demands of the job and must be capable of responding to emergencies. At the request of the COTR, the CO may waive the minimum age requirement where the applicant meets all of the other minimum requirements and is legally eligible to perform the required duties.
 - 4. Possess, at a minimum, either a high school diploma or a GED equivalency certificate.
 - 5. Speak English fluently, read and comprehend written English, and compose coherent written reports in English. Bi-lingual security guards may be an asset to the Contractor.
 - 6. And meet *one* of the following experience/education requirements:
 - a. Three years of security experience within the past five years; or
 - b. An Associate's Degree in a related field and at least one year of experience; or
 - c. Three years of military or National Guard (active duty or reserve) experience; or
 - d. Successful completion of a state certified Police Officer's Standard Training (POST) course; or

- e. Any reasonable combination of the above (i.e., one year of security experience plus one year of college coursework related in the field).
- C. Prior to working under the Contract, every supervisor and guard must be eligible to possess a valid FPS certification card. The FPS certification card is evidence that the guard has:
- 1. Received a favorable preliminary adjudication from FPS;
 - 2. Passed the medical examination;
 - 3. Completed the required training;
 - 4. Passed the required examination(s);
 - 5. And meets all other qualification criteria to be an FPS Contract security guard.

5 Quality Control

5.1 Contractor-Provided Quality Control Plan

- A. The Contractor shall provide a detailed Quality Control Plan within 15 days of Contract award. The Contractor's Quality Control Plan shall include, but not be limited to, the following areas:
- 1. Identification of the Quality Control Monitor(s) assigned and include evidence of their qualifications.
 - 2. A description of the type, level, and frequency of inspections performed by the Contractor's Quality Control Monitors. Inspections shall be conducted by the Quality Control Monitor in accordance with the Quality Control Plan and as frequently as necessary to ensure effective performance by the Contractor. While the Contractor may perform more inspections than are required in the Quality Control Plan, in no event shall the Contractor perform fewer inspections than required by that Plan. Quality Control Inspection Check Lists which include, as a minimum, checks of: equipment, uniform and appearance; attendance; sign in/out procedures; knowledge of and adherence to Duty Book requirements; knowledge of and adherence to screening equipment operating procedures; possession of certification and company identification card(s); possession of required licenses and permits; current firearms qualifications; and overall contract performance.
 - 3. A description of the Contractor's employee reward/incentive program and the Contractor's discipline procedures, used when the Contractor's Quality Control Monitors or the Government notes superior or deficient performance.
 - 4. Under no circumstances shall individuals appointed as Quality Control Monitors serve as uniformed employees working under this Contract.
- B. Quality Control Inspection Reports shall be prepared by approved Quality Control Monitors and remain on file with the Contractor for all inspections made during the entire Contract period. The Contractor shall make those reports available to the CO or COTR upon request.
- C. The Contractor shall brief the COTR of any problems or deficiencies noted during an inspection and shall inform the COTR of all actions taken or planned to resolve the problem. If the Contractor's performance indicates that additional quality control measures are needed, the CO and COTR will meet with the Contractor to discuss the Contractor's performance, Quality Control Plan, and any other areas of concern. Through the CO, the COTR may request that the Contractor take additional steps to improve both the overall performance of the Contract and adherence to their Quality Control Plan.

- D. The Government shall consider the Contractor's adherence to their stated Quality Control Plan during annual performance evaluations. Failure by the Contractor to adhere to their stated Quality Control Plan may result in Contractual actions being taken by the Government.

5.2 Government-Provided Quality Control

- A. The Government shall use all methods deemed necessary to ensure that the Contractor's employees are following the terms of the Contract. These methods may include uniformed or undercover surveillance by FPS staff; intrusion tests by undercover FPS staff to evaluate the security guards' actions; and surveys of building tenants regarding the security guards' performance, including the security guards' professionalism, courtesy, and knowledge of their assigned duties.
- B. In the event a breach of assigned duty by the Contractor's employee(s) is identified during a quality control exercise, the CO and/or COTR shall contact the Contractor to discuss the Government's findings and the steps the Contractor will take to correct the problem(s).
- C. The Government may assess price deductions for each post hour where services are not rendered according to the provisions of this Contract.

6 Services Required – Non-Supervisory Security Guards

6.1 Order of Precedence

The Contractor's employees shall perform the services as prescribed by:

- A. The Contract, including the task order(s);
- B. The Post Orders;
- C. The Officer's Duty Book (including FPS Operating Orders and Standard Operating Procedures and the Building Occupant Emergency Plan);
- D. Security Guard Information Manual (SGIM)

In the event of an inconsistency between documents, the Contract takes precedence over other documents.

6.2 Security Guard Post Assignment Record

- A. Security guards shall perform all tasks in accordance with the duties outlined on the Security Guard Post Assignment Record (Post Orders), which are prepared by FPS for all shifts on each post. The Post Orders define the specific duties that the contract security guards are to perform. The security guards shall not deviate from the directions provided by the Post Orders except in emergencies or as directed by the COTR. The COTR may modify, amend, and/or revise the Post Orders to change shift duties, start and stop times, and post locations provided the change is within the Contract scope has no impact on the Contract cost. Such changes shall not require modification to the task order or Contract.
- B. Changes to the post orders that increase or decrease the number of hours specified, that increase or decrease the amount of equipment and/or supplies required, or otherwise affect the Contractor's cost or the Contract price, must be made by the CO through a written modification to the Contract or task order. The Contractor may be financially liable for accepting or implementing changes by anyone other than the CO; therefore, the Contractor shall be responsible for verifying with the CO whether any requested changes should be provided pending issuance of a Contract or Task Order modification.

6.3 Typical Duties

- A. Security guards will be required to perform a variety of security-related duties, depending on the type of posts to which they are assigned. Each security guard post will have the Post Orders and an Officer's Duty Book.
- B. No employee of the Contractor shall provide more than twelve (12) hours of combined service on any one or multiple contracts administered by FPS in any twenty-four (24) hour period, unless the work periods are separated by an eight (8) hour non-duty period.
- C. Security guards must be thoroughly familiar with the Post Orders at all posts where they are assigned to work. Under no circumstance should any security guard neglect his/her assigned duties in order to familiarize him/herself with Post Orders.
- D. Off-going guards shall provide a brief to on-coming guards of the events and occurrences that have recently happened, are continuing, or are anticipated for the post.
- E. Security guards shall be responsible for maintaining logs, reports, and files of all incidents and occurrences encountered during the patrol tour. Patrol duties will be performed in a professional manner, with the security guards responsible for observing the environment, and, when necessary, questioning those persons whose activities arouse suspicion.

6.3-1 Access/Egress Posts

- A. Prior to arriving on duty, each security guard shall be familiar with the name, address, and location of his/her post, as well as the post orders of the assigned post. Each security guard shall be familiar with each tenant Agency's name and the locations within the facility of the most commonly sought-after offices or locations, such as service offices, restrooms, elevators, entrances and exits, retail spaces, and parking areas, and shall provide that information to any visitor upon request.
- B. Security guards assigned to access/egress posts shall be knowledgeable of the location and use of the nearest first aid kit, fire extinguisher, fire alarm, emergency exit, and duress alarm (if any), and shall be ready, willing, and able to use them as necessary and as required by the Post Orders.
- C. Security guards shall be mentally alert and physically ready to operate and enforce the Government's system of personnel identification and access/egress control.
- D. Security guards shall answer questions and provide directions to visitors and building tenants.
- E. Security guards shall process visitors as directed in the Post Orders by verifying visitors' identification, contacting agency sponsors or escorts, fabricating and issuing visitor passes, entering and maintaining data on visitor logs or automated visitor data base programs, and ensuring visitors are presented for appropriate personnel and package screening. Security guards shall prevent, discover, delay, and/or detain persons attempting to gain unauthorized access to property and/or personnel at the facility being protected. Security guards shall report all such incidents in accordance with established procedures as detailed in the Post Orders.
- F. Security guards shall perform package inspection when and as directed by the Post Orders, or as directed by the COTR in the event of an emergency or an elevated security posture. The Post Orders will describe the type of inspection required. These inspections may be conducted using automated technology or by manual, or visual surveillance. Admittance shall be denied to those persons refusing to submit to a voluntary inspection, except for those persons exempted by specific Government directive.
- G. Security guards will be responsible for operating all security equipment on post, such as X-ray machines, magnetometers, and closed circuit television (CCTV). No security guard shall be permitted to work alone on any post containing security equipment without prior training on that specific equipment.

- H. Security guards will be required to conduct and report on security equipment performance tests as directed in the Post Orders. Daily, weekly, or monthly performance tests may be conducted on security equipment such as walkthrough and hand-held magnetometers, x-ray machines, ionizers, air samplers, under-carriage inspection systems, active traffic barriers, and other automated security devices. The results of the tests are to be recorded on an appropriate form provided by the Government as directed in the Post Orders.

6.3-2 Roving Posts

- A. Security guards shall conduct patrols in accordance with routes and schedules established in the Post Orders and shall observe, detect, report, and respond to all suspected or apparent security violations. Roving patrol security guards will serve as the first responder to all security alarms and emergencies occurring within the area of assignment.
- B. Some posts may require a combination of fixed hours at a security guard booth and roving patrols. Security guards shall adhere to the patrol schedule as outlined in the post orders or as directed by the COTR.

6.3-3 Traffic Control

When required by the Post Orders, security guards will direct traffic (vehicular and pedestrian), control parking, issue traffic courtesy violation notices, and observe the environment for suspicious vehicles or persons. Security guards may operate traffic control points and identify, delay, and detain all suspicious vehicles and personnel as necessary to maintain a level of security sufficient to ensure the safety and protection of all personnel, property, and resources within the facility.

6.3-4 Receipt, Use and Safeguarding of Keys

- A. Based on the Post Orders and coordination with the COTR, security guards will be responsible for receiving and using keys and access control devices (i.e., “key cards,” lock combinations) that are issued for the guards’ use. Keys and access control devices shall be safeguarded and secured as sensitive assets as directed by Post Orders. All keys and access control devices are the property of the Government and are to be returned to the issuing agency at the termination of the Contract.
- B. Security guards shall not be permitted to remove the keys and other access control devices from the facility premises unless specifically authorized by the COTR. Keys or access control devices that are missing, lost, unusable, and/or stolen shall be immediately reported to the FPS MegaCenter, the COTR, and the security guard’s supervisor as soon as the security guard detects the loss or the problem.

6.3-5 Security and Fire Systems

- A. Security guards shall monitor and operate building fire alarm, environmental and intrusion detection systems, closed circuit television systems, automated access control systems, package and personnel screening systems, communications systems, and other protection devices or building equipment located on or near the post, in accordance with the Post Orders.
- B. When an alarm sounds, the security guard shall immediately report and record the incident as required by the Post Orders.
- C. Security guards shall not disengage, shut off, remove, reposition, obstruct, or in any way interfere with the Government video surveillance cameras/systems.
- D. Security guards shall immediately notify their supervisor, the COTR, and the FPS MegaCenter if any of the systems under their control malfunction, fail completely, or otherwise need maintenance.

6.3-6 Utility Systems

- A. Security guards may be required to lock or unlock specific entrances/exits and turn on/off lights in their duty area at specific times as prescribed in the Post Orders.
- B. During emergencies, security guards may be required to perform simple emergency-related functions that activate or deactivate building systems, such as heating/ventilation/air conditioning systems; circuit breakers/switches; and plumbing valves/switches. The required functions will be detailed in the Post Orders.

6.3-7 Building Rules and Regulations

Security guards will monitor and observe building occupants and visitors for compliance with the Federal Management Regulations (41 CFR 102-74) and the facility's posted rules and regulations. Security guards shall also identify, report, delay, or detain those persons who violate the rules and regulations as appropriate and in accordance with the Post Orders.

6.3-8 Physical Security, Law and Order

Security guards shall maintain physical security, law and order as prescribed by statute, regulation, and Post Orders. Security guards are responsible for detecting, delaying, detaining, and/or apprehending persons attempting to gain unauthorized access to Government property or otherwise violating laws, rules, and regulations.

6.3-10 Hazardous Conditions

In accordance with procedures in the Post Orders, security guards shall immediately report all potentially hazardous conditions and items in need of repair, such as inoperative lights, locks, security hardware, leaky faucets, toilet stoppages, broken or slippery floor surfaces, blocked emergency routes or exits.

6.3-11 Response to Injury or Illness

Security guards shall summon professional assistance in accordance with procedures in the Post Orders in the event of injury or illness to Government employees or others while in the building or on the grounds.

6.3-12 Additional Duties

Security guards shall turn off unnecessary lights; check safes and security containers, lock repositories, and cabinets; close and secure open windows; close and secure doors, gates and other facility access points; and perform any other additional duties as prescribed in the Post Orders. Security guards are not janitors, building maintenance staff, delivery persons, receiving officials, or mechanics, and will not be required or expected to provide any building systems services except the very basic functions as required in the Post Orders.

6.3-13 Reports, Records, and Testimony

- A. Security guards shall prepare and maintain required reports in accordance with the Post Orders regarding security-related issues, such as accidents, fires, bomb threats, unusual incidents and unlawful acts, and provide these reports to those officials specified by the COTR.
- B. While on duty, security guards shall verbally report threatening circumstances and potentially threatening activities they observe to the FPS MegaCenter and, when possible, to the COTR. Whenever possible, security guards are encouraged to report a serious or potentially serious problem before responding so that they may receive all necessary backup and support to lessen or eliminate the potential threat.
- C. Security guards may be required to testify in various judicial proceedings on behalf of the Government. Security guards shall coordinate all Contract-related court appearances with the COTR. Contract-related court testimony on behalf of the Government shall take priority over all other Contractor-scheduled duties. Security guards who are required to make a court appearance shall be remunerated by the Contractor at the same hourly

rate they would earn while on duty, and the Contractor shall in turn be remunerated by the Government. The Contractor shall be required to invoice for the actual hours the security guard spent at court (including transit times from the duty station to the court), whether or not his/her testimony was used and/or provided (court delays are common, and multiple appearances by the testifying security guard may be required). Unless otherwise required by the COTR, Contract employees who are scheduled to testify on behalf of the Government shall appear for court testimony in full uniform, but without weapons/firearms.

- D. The Contractor shall provide qualified Contract security guards to fulfill post requirements affected by Contract employees testifying on behalf of the Government.

6.3-14 Civil Disturbances

Security guards shall be required to perform other such functions as may be necessary in the event of situations or occurrences such as civil disturbances, attempts to commit espionage, sabotage, or other criminal acts adversely affecting the security and/or safety of the Government, its employees, property, and the general public lawfully in buildings or on the grounds under the control of the Government.

6.3-15 Emergencies

In case of an emergency condition requiring immediate attention, the Contractor's on-site supervisor or the shift supervisor shall take action at the direction of or in coordination with the COTR, to divert uniformed personnel from their normal assigned duties to meet the condition and summon appropriate assistance as may be required in the Occupant Emergency Plan. The Contractor shall immediately notify the Designated Government Official or Prime Tenant Agency, as applicable, of action taken, and shall immediately contact the FPS MegaCenter to report the same information. No additional cost shall be charged the Government for the diversion, and the Contractor shall not be penalized for the normal daily work not completed which was otherwise scheduled. Incidents of this nature shall be reported in accordance with procedures outlined in the Officer's Duty Book. As soon as the situation is resolved, the Contract employees should return to their assigned posts and duties.

6.3-16 Primary Security Responses

In some situations, security guards may be required to act independently as the primary security response until law enforcement assistance arrives.

6.4 Contract Security Guard Duty Register (DHS 139)

- A. The Contractor's employees shall sign-in when reporting for work and shall sign-out when leaving using the DHS 139. Security guards who patrol between buildings will sign in and out at each building visited as directed by the Post Orders. The Government shall specify the on-site registration points and the Contractor must use those points for this purpose. Contract employees working on TAS/SAS posts will record "TAS/SAS" in the "Post" column. Relief security guards shall sign in and out at each post visited as directed by the Post Orders.
- B. Each successively lower line on the DHS 139 must be completed in chronological order without exception. Lines may not be left blank among signatures in any period. No more than one line may be used to enter a calendar date for separating individual workdays.
- C. Erasures, obliterations, superimposed or double entries of any type on any one line are unacceptable and will not be credited for payment purposes. If errors in signatures, times, post numbers, or duty status are made on the DHS 139, the Contract employee should draw a single line through the entire line on which such mistakes appear. The next line immediately below (or following on subsequent sheet's) will be used to record all information in the correct manner. The Contractor must attach a detailed memorandum of explanation to each DHS 139 containing erroneous entries describing all mistakes made with the applicable valid lines of information, and for reporting the reasons for those mistakes.
- D. The COTR shall retain all original DHS 139s and shall provide copies upon request by the Contractor.

- E. No employee of the Contractor shall provide more than twelve (12) hours of combined service on any one or multiple contracts administered by FPS in any twenty-four (24) hour period, unless the work periods are separated by an eight (8) hour non-duty period.

7 Key Personnel

- A. Under this contract, the Contract Manager and Supervisors are designated as “key personnel.” The Contractor shall submit a Key Personnel Resume clearly detailing the individual’s qualifications and demonstrating that the proposed Key Personnel meet the requirements listed below. If the proposed Key Personnel do not meet the requirements, the Contractor shall attach a written waiver request that will cite both the areas where the proposed Key Personnel do not meet the requirements and a statement by the Contractor explaining why the Contractor considers the proposed Key Personnel to be qualified to hold the position. Waiver requests must adequately demonstrate that the proposed Key Personnel possesses the ability to effectively manage, supervise, or train security guards in a security guard contract of the size and scope described in this Solicitation/Task Order.
- B. The CO must approve the proposed Key Personnel prior to his/her assignment under this Contract. The Contractor shall not replace any of the Key Personnel without submitted a key Personnel Resume to the CO for her/his approval. The CO and COTR have the right to request the replacement of a supervisor that does not meet performance standard expectations.

7.1 Contract Manager (CM)

- A. The Contract Manager (CM) position requires a minimum of five (5) years of specialized experience. Specialized experience includes: project development and implementation from inspection to deployment; expertise in the management and control of funds and resources using complex reporting mechanisms; and demonstrated capability in managing multi-task Contracts or subcontracts of various types and complexity.
- B. The CM must have either completed a four year course of study leading to a bachelor’s degree with a major in any field of study, or have substantial and credible law enforcement, military, or business management experience that demonstrates the individual’s capacity to effectively manage a security guard Contract/task order of the size and scope described in this SOW.
- C. The CM shall have complete authority to act for the Contractor during the term of the Task Order. **The duties of the CM shall not, under any circumstances, be performed by uniformed employees performing productive or supervisory hours under the term of the Contract/task order or any other guard Contract/task order administered by FPS.** The CM shall have the authority to accept notices of deductions, inspection reports, and all correspondence on behalf of the Contractor. The CM will have the overall responsibility for implementing, monitoring, and upgrading the Contractor’s quality control plan and is responsible for ensuring that the Contractor’s work force complies at all times with the contract requirements.
- D. The CM shall be available during normal working hours (8:00 a.m. to 4:30 p.m.) within 30 minutes by telephone or in person to discuss problem areas. After normal duty hours or on weekends and holidays, the CM shall be available within two (2) hours.
- E. The Contractor shall provide to the CO and COTR the name, telephone number, pager number (if any), cellular phone number (if any), facsimile number, e-mail address, and office address of the CM by the date of the first meeting after award of the Contract.
- F. The CM is a salaried managerial position not specifically required in the line item(s) identified in this SOW, therefore, the Contractor shall factor all costs associated with providing a CM into its offering prices (e.g., overhead/G&A).

7.2 Supervisor

- A. Each Supervisor shall have a background with a minimum of two (2) years of successful experience in field supervision (civilian community law enforcement, military service law enforcement, or commercial/industrial security guard service). The Contractor may propose, by written request, an employee for a supervisory position who lacks the above experience, provided that the Contractor offers evidence of similar leadership experience. The acceptance of such an alternative shall be at the discretion of the CO. The terms "Area Supervisor," "On Site Supervisor," and "Supervisor" are interchangeable and mean a person who has authority to act for the Contractor on a day-to-day basis at the work site.
- B. The Contractor shall provide the name(s), telephone number, pager number (if any), cellular phone number (if any), facsimile number, e-mail address (if any), and office address of the Area Supervisor(s) by the date of the first meeting after award of the Contract.
- C. The Contractor shall provide the level of supervision sufficient to meet the Contract requirements.
- D. All Supervisors shall be required to sign in on a DHS 139 upon visiting the building and to sign out on the same form upon leaving the building. In the column entitled "Post" the Supervisor shall write the abbreviation "SUPV" to indicate supervision. These logs shall be used by the Government to ascertain the level of supervision being provided to the security guards working under this Contract.
- E. All costs associated with the Contractor's Supervision must be factored into the offering prices, as they will not be itemized or paid for separately by the Government after Contract award.

8 Work Scheduling Procedures

The Contractor shall be responsible for scheduling all work and notifying security guards of their work schedules in a manner consistent with effective Contract management. When requested by the CO or COTR, the Contractor shall furnish a copy of the most current schedule to the Government.

9 Contract Guard Labor Category

Only DOL category Guard II security guards may be utilized to perform services under this Contract. All category Guard II security guards must be firearms qualified.

10 Contract Effort Required

10.1 Contract Effort Required – Productive Hours

The minimum productive hours required by the Government will be specified on each task order issued.

10.2 Contract Effort Required – Supervisory Hours

- A. Specific hours of supervision will not be required under this Contract. Instead, the Contractor shall be responsible for providing a level of supervision sufficient to ensure effective performance by the productive security guards over the course of this Contract. A supervision plan is due, as a contract deliverable, ten days after contract award.
- B. In the event that the Government determines that the supervision provided by the Contractor is insufficient to effectively manage the security guards, the Government and Contractor shall meet to discuss the Contractor's Supervision plan and ways in which the Contractor's performance can be improved.

10.3 Contract Effort Required – Reserve Security Guard Force

- A. The Contractor shall be required to maintain, at all times, an on-call reserve force. The Contractor shall furnish all management, supervision, manpower, material, supplies, and equipment (except as otherwise provided by

the Government), and shall plan, schedule, coordinate and ensure effective performance of all services described herein. The Contractor shall furnish manpower for emergency, surge and/or disaster related security guard services for the states of Iowa, Kansas, Nebraska and Missouri on an as needed basis. The contractor will provide resources to staff, supervise and properly equipped guards to respond to large and small-scale deployments, short and long-term emergency situations, i.e. manmade and natural disasters & FEMA projects. The Federal Protective Service (FPS) uses contracted armed guard services to safeguard federal employees, visitors, property and temporary facilities during disaster declarations and local facility emergencies.

The successful contractor(s) shall be responsible for providing emergency and disaster related security guard services as required by each task order. The requirements under the “emergency guard service” CLIN shall be ordered for anywhere in the four states covered under this contract with little, if any, advance notice. The hourly rate for this “emergency guard service” CLIN shall be inclusive of any and all costs (e.g. travel costs) directly related to or incidental to providing service at locations to be specified when ordered. There will be no “phase-in” period for these requirements. The requirements ordered under the “emergency guard service” CLIN will be limited to 120 days of service. Thereafter, provided notice is provided within 30 days before the expiration of the emergency guard service task order, any continuing long term requirements for those same post/locations shall be ordered at the regular hourly rates specified for fixed posts/facilities within the contract.

- B. This reserve force shall be of sufficient size to provide the amount of temporary or emergency staffing (TAS/SAS) services (e.g., services in the event of a natural disaster, civil disturbance, or other unanticipated event). The Contractor shall ascertain how this reserve security guard force shall be acquired and maintained. All reserve security guards shall meet the minimum qualification standards required in this Contract before working any post under this Contract.
- C. The Government strongly recommends that the Contractor maintain a reserve force equivalent to at least 10% of the existing security guard force at any given time. This 10% pertains to regular service operations and is not inclusive of FEMA Emergency staffing. Additional staffing percentages should be considered based on the maximum hours for FEMA Emergency staffing as indicated in the line items for these services.
- D. The Contractor should factor the costs for maintaining a reserve security guard force into the offering prices, as they will not be itemized or paid for separately by the Government after Contract award.

11 Training

11.1 General

- A. All security guards and uniformed supervisors working under this Contract must complete the following training and pass the required written examination. Certifications may be honored for contract security guards and uniformed supervisors who worked under the predecessor Contract and who maintain valid certification credentials.
- B. The Training Syllabus is located in Exhibit 4. The Contractor shall be responsible for providing the CO and COTR a copy of its Training Plan and proposed Training and Qualifications Schedule within 10 calendar days after award of the Contract. The Contractor shall notify the COTR of any changes to the proposed Training and Qualifications Schedule not less than 10 calendar days before the date of the training session.
- C. The Contractor bears the entire responsibility for scheduling and coordinating with FPS for the Government-provided training courses, the written examinations, weapons qualifications, first aid, CPR, AED certifications.
- D. The contractor shall also bear all costs and responsibilities related to their employees’ attendance at any contract mandated training class, test or examination, including all expenses for transportation, lodging, and meals (as may be necessary). Currently certified FPS contract guards that are required to go to any training, testing or examination to maintain their FPS certification status, including weapons transition training, shall be paid in accordance with the applicable Department of Labor prevailing wage determination or collective bargaining agreement. For pay purposes, the vendor shall treat all time for training and testing as the equivalent of time

spent standing post. All costs related to any such training, test or examination must be factored into the offering price, as they will not be itemized or paid separately by the Government after award.

- E. The CO, COTR, or any FPS personnel shall be allowed to observe any training and qualifying sessions sponsored or provided by the Contractor without any advance notice. The purpose of such observation is to ensure that the Contractor is adhering to the training syllabus and is complying with the stated training requirements defined in this Contract.

11.2 Training Requirements by Position

This subsection details the training requirements that must be successfully completed by all uniformed Contract employees. Training certifications are required for individual Contract employees. The Contractor shall maintain copies of all training certification in its personnel files and provide copies to the CO or COTR immediately upon request.

11.2-1 Security Guards

- A. All productive and supervisory security guards working under this Contract must take the following training at the time periods specified in the following chart. The Government will provide to the Contractor one copy of the Security Guard Information Manual (SGIM). The Contractor shall be responsible for photocopying the manuals for their employees' use, at no cost to the Government. The SGIM shall be provided to Contractor's employees on the first day of their basic training course.
- B. "One-time only" courses are defined as courses that, if the employee successfully completes, do not have to be taken again during the Contract term. One-time only courses are (1) basic training; (2) FPS "orientation" training; (3) current FPS Basic Firearms Training; and, (4) the written exam. However, additional training may be required on Magnetometer/x-ray if or when the equipment or technology is changed. The training certifications, excluding FPS orientation, are transferable to other FPS security guard service contracts, provided that the Contractor can furnish evidence (e.g., a valid, signed certification) that the training was successfully completed during the predecessor Contract.
- C. Each Contract employee, whether productive or supervisory, must take and complete 40 hours of refresher training within three (3) years of the previous (basic or refresher) training conclusion date.

11.2-2 Supervisors

- A. All uniformed supervisors working under this Contract must successfully complete all training established for productive security guards including x-ray and magnetometer training. In addition, supervisors must complete nine hours of supervisory training based on a Contractor-provided Supervisory Training Manual. Following completion of basic training, the supervisors will be required to take and pass the basic written examination.
- B. Supervisors shall not be permitted to work under this Contract without having passed the basic training, written examination for basic training, the basic firearms course, firearms practical qualification, and the Contractor Supervisory Training.

11.3 Written Examination

- A. Upon the Contract employees' completion of the basic training class and a favorable pre-employment suitability, the Contractor must schedule with FPS the Government-administered written examination. This exam will test their employees' familiarity with and understanding of the information contained in the SGIM. The test has 50 multiple-choice questions. All of the questions on the test are taken verbatim from the SGIM. The passing score for the examination is 70% (35 questions correct out of 50 possible questions).
- B. If a Contract employee does not pass the examination on the first attempt, s/he will be given one additional attempt within 90 days from the date of the first failed attempt to pass the written examination. If the Contract employee fails after the second attempt, s/he must wait one (1) year to re-train and re-take the examination and

will not be permitted to work under any FPS Contract during that one-year waiting period. If a Contract employee fails the examination on the first attempt, but waits longer than 90 days to re-attempt the examination, s/he must wait one (1) year to re-train and re-take the examination and will not be permitted to work under any FPS Contract during that one-year waiting period. After the one (1) year suspension period has expired, the guard is considered a new hire.

- C. No waivers shall be granted regarding the testing policies and procedures.

11.4 Weapons Training and Qualification

- A. The Contractor is responsible for providing forty (40) hours of weapons training prior to sending the Contract employees to a firing range for the initial range qualification test session. Of the forty hours, twenty-four (24) hours will be actual training/shooting time on a firing range.
- B. The Contractor employee must carry the same weapon, identified by its serial number, with which they qualify on the firing range. The Contract employee must qualify using their duty ammunition.
- C. For firearms training/qualification, all FPS security guards are required to wear their duty uniform to include footwear, issued gun belt, holster and keepers.
- D. For the purposes of this Contract, the Government requires that each Contract employee who receives firearms training shall fire at least 500 rounds of ammunition during the course of range training. The Contractor shall factor into the offering price the cost of ammunition. Ammunition shall not be itemized or paid for separately by the Government.
- E. Each firearms qualification "session" consists of no more than two (2) attempts to qualify. If unsuccessful, the second attempt must be completed immediately after the first attempt. A qualifying score is 80% or better. See Exhibit 4E. If the contract employee fails to qualify during the first session, the employee must attempt to qualify within 30 days at a second qualification session. Before attempting to qualify in the second qualification session, the Contractor must provide a minimum of eight (8) hours of remedial training. The Contractor is responsible in determining what training the employee will need to complete in order to successfully qualify. After failing the second qualification session, the Contractor must provide a minimum of eight (8) hours of remedial training prior to each session (2 attempts) at qualification by the employee. The employee cannot commence working on contract until successfully achieving a qualifying score. The Contractor shall document the employee's file with any and all remedial training given to enable the employee to pass the firearms course. The Government shall not be liable for compensating the Contractor for any additional expenses or costs incurred by the Contractor to enable Contract employees to annually re-qualify on the course.
- F. Any Contract employee who has successfully completed a 40 hour firearms course under a predecessor FPS Contract may be exempted from the 40 hours of firearms training, provided the Contractor can furnish adequate proof (e.g., a valid, legible copy of a Training Certificate or firearms certification) that such training was successfully completed. The COTR shall have the sole discretion to accept or deny proposed exemptions from training based on prior training experience. Prior successful training completion by the Contract employee shall not exempt the Contract employee from the annual range qualification requirements.
- G. If the weapon platform required under this Contract is different from the guard's previous qualification, the Contractor is responsible for providing adequate weapon transition training. The training plan shall include a weapons transition training plan, if applicable.
- H. Unless prohibited by state or local law, all weapons range training and qualifications (whether on an FPS range or a commercial range) shall be conducted using current FPS targets only. The Contractor shall furnish an adequate supply of targets for weapons qualifications. Targets shall have a cardboard backing of equal or greater size than the target itself. If the target is non-turning a shot timer shall be used. The Contractor shall factor the cost of the targets into the offering prices, as they will not otherwise be paid for by the Government after Contract award.

11.4-1 Annual Firearms Re-Qualification

- A. The Contractor shall ensure that all Contract employees receive the training or range time necessary to successfully re-qualify on the practical firearms course annually. Any guard attempting annual re-qualification who fails to re-qualify is no longer certified to carry a weapon and shall not be permitted to work on an armed post. Refresher training for intermediate weapons will also be conducted. The costs of such preparations should be factored into the offering prices, as it will not be itemized or paid for separately by the Government.
- B. Successful firearms range qualification by Contract employees as part of a state or local firearms permit/license issuance process shall not be considered an acceptable replacement or substitute for the annual firearms qualification required by this Contract.
- C. The Contractor shall provide the necessary weapons and ammunition for training and qualifications. If an FPS Training Center is used to conduct range qualifications, the Contractor shall provide a list of serial numbers of Contractor-provided firearms to be used for qualifications 48 hours prior to scheduled training and qualification to the FPS Training Center. All Contractor-provided weapons used for qualifications of Contract employees will be made available for inspection and approval by an FPS representative prior to use on any Government firing range. Contract employees must adhere to the rules and regulations of the firing range. . The Contractor shall be responsible for licenses and permits required for weapons during transit between the employee dispatch point and the range.
- D. [Other weapons. Delete if not used.]

11.5 Minimum Age for Firearms Licensing

- A. Notwithstanding the minimum age requirement cited elsewhere in the Statement of Work, the Contractor must follow Federal, state and/or local licensing requirements for Contract employees. In most areas the minimum age requirements for armed security guard personnel is twenty-one (21) years of age.
- B. In the event that there is a legal licensing requirement regarding the minimum age for a security guard, that requirement shall take precedence over the Contract's stated acceptable minimum age.

11.6 FPS-Specific Training

- A. All Contract employees must receive FPS-specific training. The COTR and the Contractor will schedule the site(s) and date(s) of the training session(s) after the award of the Contract and prior to the Contract start date. See Exhibit 4C.
- B. Security guards and uniformed supervisors who worked under the predecessor Contract may be exempt from this training, provided the Contractor can furnish adequate proof that such training was successfully completed (e.g., a valid, legible copy of a Training Certificate). The COTR shall have the sole discretion to accept or deny proposed exemptions from training based on prior training experience.

11.7 Government-Provided Magnetometer/X-Ray Training

All Contract employees shall receive up to eight (8) hours of Government-provided training on the use and handling of magnetometers and/or x-rays. Upon completion of this training, the FPS Training Representative will issue each Contract employee a certificate of training completion.

11.8 CPR/AED/First Aid Training

- A. Any Contract employee that does not possess valid and current CPR, AED and First Aid certification cards are not considered qualified to perform on this contract.

- B. The Contractor is responsible for scheduling, obtaining, and covering all costs associated with providing CPR, AED, and First Aid training to all employees assigned to work under this Contract. CPR and AED training and certification must include adult, youth, and infant training modules. Training certification shall be valid for one year. Prior to the expiration of the CPR and AED certification, the Contract employee must become re-certified. Recertification training shall cover adult, youth, and infant CPR procedures as well as AED procedures. The Government requires that each CPR/AED course MUST provide practical training (e.g., on “dummies”) on resuscitation techniques and be conducted in accordance with American Red Cross (ARC) standards by ARC certified instructors.
- C. First Aid training and certification shall be valid for a period of three years. Upon expiration of the First Aid certification, the Contract employee must become re-certified. Recertification training shall be a minimum of 2.5 hours.
- D. A post is considered “open” if manned by unqualified contract employees.

11.9 Other Special Training

- A. The Contractor is responsible for providing any training required by state or local jurisdictions pertaining to the use or carriage of any lethal or less-than-lethal weapons (i.e. expandable or straight police baton, sprays or repellants, conducted energy weapons, stun weapons, etc.), equipment, or devices required in this Contract.
- B. In certain cases, the Contractor’s employees will receive special training that will be given by the tenant agency or by FPS. The number of training hours and the posts to which the special requirements apply will be provided when the requirement arises. The Contractor will be required to schedule the training, to compensate all security guards for off-duty training at their regular hourly rate/salary, and to ensure that all posts are manned while training is in progress.

11.10 Training of Replacement Employees

All replacement employees shall meet the training and testing requirements specified in this Subsection at no cost to the Government.

11.11 Schedule of Provided Training and Testing

The Contractor shall schedule and coordinate Government provided training and testing with the COTR. Government training can only be scheduled after Contract award.

11.12 Government Provided Training - Failure to Attend

- A. The Contractor shall ensure that the employees attend all scheduled training and examination/qualification sessions. The term ‘absence’ includes any person properly scheduled for training/testing and who fails to report to the appointed place at the proper time and date. An absence may be excused or unexcused. The FPS Training Instructor shall compile a list of all employees who have an unexcused absence for each day of training and will forward this list to the CO.

11.13 Training Waivers

- A. In certain rare circumstances, such as emergencies or significant, unanticipated increases in required services, the CO may temporarily waive the time frames in which training and/or testing must be provided before a Contract employee can work under the Contract. However, all such waivers must be requested in writing by the Contractor, citing the specific reasons why the time frame for training/testing should be temporarily waived, and citing a specific deadline in which the required training/testing will be successfully completed by the Contract employee, not to exceed 120 calendar days. Under no circumstances shall a Contract employee work under a temporary waiver without the CO’s written consent. If the CO grants a temporary waiver for the time frame requested by the Contractor, the Contractor shall abide by that time frame and, upon expiration of the

temporary waiver deadline date, shall have completed the training/testing requirements or shall remove the affected Contract employee(s) from the Contract.

B. The training and testing requirements shall not be permanently waived.

12 Medical and Physical Qualifications

12.1 General

- A. The Contractor shall ensure all uniformed employees working under the Contract meet the medical requirements described in the following sections. The Government will not grant any waivers of the medical standards.
- B. The Contractor is also responsible for ensuring that all uniformed employees are able to perform the essential functions described below, with any reasonable accommodation. If one of the Contractor's employees alleges that s/he has a disability and requires a reasonable accommodation to perform the essential functions of the job, it is the Contractor's sole responsibility to discuss reasonable accommodation with its employee and to decide what accommodation, if any, to provide at its own expense.
- C. The Contractor, not the Government, is responsible for complying with all provisions of the Americans with Disabilities Act of 1990 (Pub. L. 101-336) (ADA) and the Rehabilitation Act of 1973 (29 U.S.C. -2.2)

12.2 Medical Standards

- A. The Contractor shall require all of its employees, who are prospective FPS contract guards, to undergo a pre-employment medical/physical examination and every three years thereafter. The Contractor shall ensure that all of its uniformed employees meet the medical standards set forth below. Examinations shall be administered by a licensed physician and documented on a Standard Form (SF) 78.
- B. The Contractor shall fully and accurately complete Section 4 of the SF 78 based on the medical standards and essential job functions set forth in the Contract. All guards (productive and supervisory) must meet the health certification requirements listed in the SF 78. The Contractor shall submit a completed SF 78 for each employee to the COTR prior to any Contract employee being permitted to work under the Contract.
- C. If an employee of the Contractor claims that s/he has a disability that prevents him/her from meeting the medical standards or performing the essential job functions, it is the Contractor's responsibility to obtain medical verification of the disability and to provide reasonable accommodation, if necessary, at its own expense. The COTR will review all medical documentation to ensure that it is complete and in compliance with the Contract. No guard shall be permitted to work under the Contract until the certificate and medical documentation has been reviewed and approved for compliance with the Contract by the COTR.
- D. All Contract employees must meet the following medical standards:
 - 1. **Vision:** Applicant must have binocular vision and must not test less than 20/20 (Snellen). Corrected vision must not test less than 20/20 in one eye and 20/40 in the other eye. An applicant who has undergone a Radial Keratotomy or laser correction procedure to correct his or her vision to an acceptable level will be considered medically qualified for this position. Near vision, corrected or uncorrected, must be sufficient to read Jaeger Type 2 at 14 inches. Applicant must be able to distinguish basic peripheral vision.
 - 2. **Hearing:** Applicant must be able to hear the whispered voice at 15 feet with each ear. Using an audiometer for measurement, there should be no loss of 30 or more decibels in each ear at 500, 1000, and 2000 CPA levels. Use of a hearing aid is authorized.
 - 3. **Speech:** Individual must be able to speak clearly and distinctly. Any disease or condition that significantly interferes with the individual's ability to speak is a disqualifying factor.

4. **Cardiovascular System:** Any disease or condition that interferes with cardiovascular function and the individual's safe and efficient job performance is a disqualifying factor.
5. **Chest and Respiratory System:** Individual must have a healthy respiratory system. Any disease or condition that interferes with respiratory function and the individual's safe and efficient job performance is a disqualifying factor.
6. **Gastrointestinal System:** Individual must have a healthy gastrointestinal tract. Any disease or condition that interferes with gastrointestinal function and the individual's safe and efficient job performance is a disqualifying factor. An ulcer active within the past year may also be a disqualifying factor.
7. **Genitourinary System:** Individual must have a healthy genitourinary system. Any disease or condition that interferes with the individual's safe and efficient performance of the job is disqualifying.
8. **Endocrine and Metabolic Systems:** Any condition affecting normal hormonal or metabolic functioning and response that is likely to adversely affect the individual's safe and efficient job performance is a disqualifying factor.
9. **Musculoskeletal System:** Any condition that adversely impacts on the individual's movement, agility, flexibility, strength, dexterity, coordination, or the ability to accelerate, decelerate, or change directions, and that is likely to adversely affect the individual's safe and efficient performance of duties, is a disqualifying factor.
10. **Hematology System:** Any hematological condition that is characterized as chronic has caused a hematological crisis, or adversely impacts the individual's safe and efficient performance of duties is a disqualifying factor. Such conditions may include anemia or thrombocytopenia.
11. **Neurological Systems:** Any disease or condition that interferes with the individual's central or peripheral nervous system function and that is likely to adversely affect the safe and efficient performance of duties is a disqualifying factor. Any condition with loss of motor skills, muscle strength, cognitive function, coordination, or gait; sensory loss (limb, hearing, or vision); tremor; pain; or effect on speech is a disqualifying factor.
12. **Psychiatric Disorders:** Any disorder that affects the individual's judgment, cognitive function, or the safe and efficient performance of essential job functions, is a disqualifying factor.
13. **Dermatology:** Any disease or condition that may cause the individual to be unduly susceptible to injury or disease as a consequence of environmental exposures, including the sun, or which results in restricted functioning or movement and thereby impairs the safe and efficient performance of essential job functions is a disqualifying factor.
14. **Medication:** The individual's use of medications such as narcotics, sedative hypnotics, barbiturates, amphetamines, or any drug with the potential for addiction, that is taken for extended periods of time (e.g., beyond 10 days), or is prescribed for a persistent or recurring underlying condition, is a disqualifying factor.
15. **Organ transplantation and prosthetic devices:** Any transplantation or prosthetic device that adversely affects the individual's ability to safely and efficiently perform essential job functions is a disqualifying factor.

12.3 Physical Demands

- A. Contract employees are expected to be physically able to perform the following tasks or functions in the performance of their assigned duties:
- a. Frequent and prolonged walking, standing, sitting, and stooping, up to 12 hours per day, either indoors or outdoors, during daytime or nighttime. Outdoor posts may require the individual to withstand extreme heat, humidity, cold, and/or severe weather (e.g., snow, sleet, rain, hail, wind) for up to four hours without shelter. Many posts have no chair/seating available; thus, the individual must be able to stand for up to four consecutive hours.
 - b. Frequent contact with the general public, law enforcement, and dispatch center, requiring the ability to speak clearly and distinctly and remain calm in stressful situations (e.g., confrontations with angry, distraught, disturbed, or violent persons).
 - c. Ability to remain on post up to four consecutive hours without eating, drinking, or relieving bladder/bowels.
 - d. Ability to maintain a high degree of alertness for up to 12 hours, with the ability to mentally and physically react quickly to a variety of unexpected and dangerous situations. Use of senses (sight, hearing, smell, touch) is necessary to discern unusual or dangerous situations.
 - e. Ability to use post security equipment (magnetometers, X-rays, CCTV); ability to use handcuffs, baton, and (where required by post assignment) firearm at any time while on duty.
 - f. Ability to read post assignments, write reports, and respond to both routine and emergency dispatches/orders.
 - g. Ability to subdue violent or potentially violent or disturbed individuals, or intervene in a crisis situation (e.g., provide emergency first aid/CPR while waiting for arrival of paramedics or other emergency personnel), and
 - h. Occasional running, sprinting, lifting heavy weights, moving heavy objects, climbing stairs (e.g., in responding to emergencies, ensuring timely and complete facility evacuations, giving pursuit, etc.).
- B. Individuals deemed incapable of performing the above tasks or functions will be removed from the Contract upon the CO's request.
- C. The Contractor shall be responsible for encouraging and promoting employees assigned to this Contract to maintain an ongoing and regular program of physical fitness, at no cost to the Government.

12.4 Initial and Recurring Screening for Illegal Drugs

- A. As part of the medical examination, all Contract employees must submit to an initial urine drug screening that tests for the following five (5) substances at the following cutoff levels (nanogram per milliliter, ng/ mL):

<u>Substance</u>	<u>Cutoff Level (ng/mL)</u>
Marijuana metabolites	50
Cocaine metabolites	300
Opiate metabolites	2,000
Phencyclidine	25
Amphetamines	1,000

- B. The Contractor will perform random drug screening of 5% of the guard force assigned to this contract over a 12- month period. Contract Security Guards must resubmit to a urine drug screening upon renewal of physical forms every three years.

- C. Drug screening methodology shall conform to the U.S. Department of Health and Human Services Substance Abuse and Mental Health Services Administration's (SAMHSA) "Mandatory Guidelines for Federal Workplace Drug Testing Programs." These guidelines can be accessed via the Internet at: www.health.org/GDLNS-94.htm or at: <http://wmcare.samhsa.gov>.¹ The Contractor is strongly urged to use one of the laboratories listed on SAMHSA's "Current List of Laboratories Which Meet Minimum Standards To Engage in Urine Drug Testing for Federal Agencies," which is accessible via the Internet at: www.health.org/labs/index.htm or at: <http://wmcare.samhsa.gov>. This list is updated on a monthly basis. If the Contractor chooses to use a laboratory not shown on SAMHSA's current list, the Contractor must verify whether the laboratory's methodology conforms to SAMHSA's guidelines prior to utilizing that laboratory to perform drug screenings.
- D. Other drug testing methods (hair, sweat patch, etc.) are commercially available but are not acceptable for the purposes of this Contract, due to widely varying standards of testing and laboratory reliability results. However, if SAMHSA does issue guidelines on alternative drug screening methods, the Contract may be modified to permit the use of those methods.
- E. The presence of a positive reading for *any* of the above substances over the designated cutoff level for that substance shall automatically disqualify an applicant from working under this or any other FPS security guard services contract. Since most drugs are metabolized within a short period of time (from several hours to several days), the Contractor *shall not* permit any applicant to take multiple tests in order to receive an acceptable reading.
- F. The Contractor is responsible for all costs associated with obtaining the medical evaluation and drug screening for each Contract employee. All costs must be factored into the offering prices.

12.5 Government Requested Screening

- A. The CO or COTR shall have the express right to request targeted urine drug screenings where there is a reasonable belief by the Government that the Contract employee(s) may be under the influence of or using illegal substances. Targeted screenings shall be conducted in a similar fashion to random screenings, with the exception that the CO will advise the CM in writing that s/he requests a drug screening of a specific security guard. Once the written request is received, the CM shall arrange for the test to be conducted as soon as possible, but not later than three working days. The Contractor shall pay the Contract employee the normal hourly rate/salary for all time associated with taking the screening. Each screening shall follow the guidelines described above.
- B. Contract employees who undergo targeted urine drug screenings may continue working under the Contract until the results have been provided to the Contractor. In the event that the results of any urine drug screening are negative, the Government shall bear the expense of the screening. This does not apply to the pre-employment urine drug screening. In the event that the results are positive, the Contractor shall immediately remove the Contract employee(s) with a positive reading from the Contract and immediately inform the COTR and CO of the result and the employee's removal from the Contract. Additionally, the Contractor shall bear all the expenses relating to the test for the employee(s) with the positive reading.
- C. Any Contract employee who undergoes either a random or targeted urine drug screening and tests positive for any of the substances shown above shall be permanently disqualified from working under this or any other FPS security guard services contract. Since most drugs are metabolized within a short period, the affected Contract employee *shall not* be authorized to take additional tests to achieve an acceptable reading.

13 Conduct of Contractor Personnel

¹ The cutoff level for Opiate metabolites listed in the internet-ready guidelines is 300; however, that number has been revised by SAMHSA and the new cutoff level is shown in paragraph (A) above.

- A. In accordance with the SGIM, the Contractor shall be responsible for maintaining satisfactory standards of employee competency, conduct, appearance, and integrity, and shall be responsible for taking such disciplinary action with respect to his employees as may be necessary.
- C. The COTR may recommend to the CO that the Contractor immediately remove any employee from any or all locations where the contractor has contracts with the FPS if the employee is not maintaining satisfactory performance in accordance with the Contract or the SGIM. Additionally, the employee may be removed if he/she has been disqualified for employment suitability, performance suitability, or security reasons, or who is found to be unfit for performing security duties during his/her tour of duty. The CO will make all determinations regarding the removal of any employee from any or all locations where the contractor has contracts with the Federal Protective Service. In the event of a dispute, the CO will make the final determination. Specific reasons for removal of an employee will be provided to the Contractor in writing.
- D. Notification of Arrest: Guards working under this contract shall notify his contractor within 12 hours of their arrest. The contractor will notify the COTR within 12 hours of the guard's notification. Failure of the guard to do so may result in a request of removal from this contract.

14 Contract Employee Reinstatements

- A. When the Government takes action that may impact upon the suitability or work fitness status of a Contract employee, the Contractor may appeal the decision to the CO.
- B. If the CO made the initial decision, a senior manager within the FPS Regional Office or headquarters Security and Law Enforcement Division will review the appeal. The appeal decision will be provided to the Contractor in writing with a brief explanation of the decision to uphold or reverse the CO's decision.
- C. While the appeal is being considered, the employee shall not work under this Contract.

15 Government and Contractor Furnished Property

15.1 General Information

- A. The Contractor shall be provided and shall use or operate in a responsible manner Government furnished property deemed necessary by the Government to aid the Contractor in the performance of work. The Contractor is solely responsible for the care and accountability of all Government provided equipment in accordance with the terms and conditions of this Contract.
- B. The Contractor shall provide an inventory of Government furnished property (GFP) on a monthly basis. The inventory shall include all Government furnished equipment, uniforms, and non-expendable supplementary equipment.

15.1-1 Use of Government Property

- A. Government property shall be used for official Government business only in the performance of this Contract. The Contractor or the Contractor's employees shall not use government property in any manner for any personal advantage, business gain, or other personal endeavor. The Contractor shall reimburse the Government for expenses associated with misuse or abuse of Government furnished property or equipment by the Contractor's employees.
- B. The Contractor will certify in writing all licenses and permits issued to the Contractor or Contractor employees required by law for the use and operation of Government furnished property or equipment.

15.1-2 Accountability of Government Property

- A. All property furnished by the Government under this Contract shall remain the property of the Government. Upon termination or conclusion of the Contract, the Contractor shall render an accounting of all such property that has come into their possession during the course of the Contract. A Government property receipt form will be used for the Contractor to acknowledge the receipt of all Government-issued property.
- B. Any property furnished by the Government to fulfill Contract requirements, which is lost or damaged resulting from improper use or negligence by the Contractor's employees, shall be repaired or replaced by the Government. The cost of such repairs or replacement shall be deducted from the Contractor's payment. Additionally, the Contractor shall remunerate the Government for expenses associated with the misuse of telephones or other Government furnished office equipment by the Contractor's employees. Contract employees who misuse, willfully damage, or willfully destroy Government property may be removed from the Contract and may face further penalties as deemed necessary by the Government.
- C. Unless otherwise specified, the Government is responsible for the repair and maintenance of Government furnished property. The Contractor is responsible for the timely reporting, as identified herein, to the COTR of any property deficiencies or losses. The Contractor shall identify loss or damage to Government-furnished property to the COTR as soon as possible, but not later than 24 hours after discovery by the Contractor. To ensure timely discovery and reporting, the Contractor shall perform monthly inventories of all Government-furnished property. Inventory reports shall be in writing using a Government form or format approved by the COTR.

15.1-3 Safeguarding Government Property

- A. The Contractor shall take all reasonable precautions, as directed by the Government or, in the absence of such direction, in accordance with sound industrial practices, to safeguard and protect Government property.
- B. If the work under this Contract requires that the Contractor employees have access to classified, confidential, proprietary, sensitive, personal, business, technical, or financial information (property) belonging to the Government or to other private parties performing or seeking to perform work for the Government, no employee of the Contractor shall be authorized to read, photocopy, remove, or otherwise appropriate such information for his/her own use or disclose such information to third parties unless specifically authorized in writing by the CO. Violations of this policy may result in Contractual actions being taken, up to and including termination for default. Additionally, the Government may pursue any legal remedies at its disposal if the unauthorized use of the information/property is prosecutable under law.

15.2 Contractor Furnished Property

15.2-1 General Information

- A. The Contractor shall furnish and maintain in acceptable condition, at no cost to Contractor employees, all items of uniform and equipment necessary to perform work required by the Contract (including each task order issued under this Contract). The Contractor is solely responsible for the quality and performance of all Contractor-provided equipment used in performance of this Contract.
- B. The Contractor shall provide an inventory of Contractor Furnished Property (CFP) on a quarterly basis. The inventory shall include all Contractor furnished equipment, uniforms, and non-expendable supplementary equipment.

15.2-2 Equipment

- A. The Contractor may be required to furnish some or all of the types of equipment described herein.
- B. Communications equipment. The Contractor shall obtain all applicable permits in accordance with Federal Regulations for the operation of such radio equipment. A copy of all such permits shall be delivered to the COTR upon request prior to the utilization of designated frequencies. The Government may identify the radio frequencies to be used by the contractor. The Contractor must ensure useful availability of all Contractor

furnished communications equipment on a continuous basis. The Contractor shall immediately provide fully-operational substitute communications equipment in the event any equipment is temporarily inoperable.

- B. Vehicles. The Contractor shall obtain all applicable permits, titles, inspections, and registrations in accordance with applicable Federal, state and local laws for the operation of vehicles. All costs for the operation and maintenance of vehicle(s), including all license and insurance fees, shall be borne by the Contractor.
- C. Firearms, ammunition, and less-than-lethal weapons. Modifications to firearm mechanisms must comply with manufacturers specifications and requirements. Ammunition must be acquired from a commercial source.
 - 1. The Contractor shall obtain all applicable permits, licenses, and registrations in accordance with applicable Federal, state and local laws for the acquisition, carriage, and use of firearms and ammunition. All costs associated for the acquisition and maintenance of firearms, including all license and insurance fees, shall be borne by the Contractor.
 - 2. The Contractor shall acquire and maintain an ample supply of appropriate cleaning products (i.e., cleaning solvents, lubricating oil, rods, brushes, patches, etc.). The Contractor must also provide applicable accessories such as clearing barrels, trigger locks, gun lockers, etc.
 - 3. The Contractor shall provide all training for primary and any additional or intermediate weapons used under the contract.
 - 4. The amount and type of ammunition, including additional rounds for contingency. The additional ammunition shall be provided, stored, and secured on-site by the Contractor. Old duty ammunition will be periodically rotated with new ammunition.
 - 5. The Contract employee shall inspect his/her issued firearm at the commencement of each tour of duty. Each firearm shall be cleaned and oiled in accordance with manufacturer specifications regularly to ensure optimum operating condition. All firearms will be loaded with approved ammunition, including one round in the chamber (if applicable), prior to the security guard's tour of duty.
 - 6. The Contractor shall provide a list of serial numbers of firearms that will be present on the premises to the COTR prior to the Contract performance date. The list shall be kept current; any changes shall be documented and forwarded to the COTR within one (1) week of the change.

15.2-3 Uniforms

- A. As specified in Exhibit 2C, the Contractor will be required to furnish some or all of the types of uniform items. The cost of uniform items shall be factored into the contract price.
- B. The Contractor's security guard force uniforms shall be a color and style in general use by large security guard or security organizations and shall be readily distinguishable from those of state, local, and FPS law enforcement personnel. All security guards performing under this Contract shall wear the same color and style of uniform and maintain a professional and neat appearance at all times during their tour of duty.
- C. Security guards are expected to comply with standards for wear and care of uniform items in accordance with the SGIM (Security Guard Information Manual).

15.2-4 Supplementary Equipment

The Contractor will be required to furnish some or all of the types of supplementary equipment. Security guards shall not possess any unauthorized supplemental or personal equipment (e.g., equipment not issued by the Contractor or required by the Contracts). Security guards who are found to possess any unauthorized equipment while on post may be removed from the contract.

16 Regulations, Handbooks, and Other Applicable Documents

- A. FPS regulations contain the basic procedures for the operation, maintenance, and protection of property. The primary regulations and related procedures to be followed by the Contractor are listed below. Supplementary regulations, which are provided to the Contractor by the CO or his/her authorized representative shall also be in effect and will be incorporated by Contract modification.
- B. An Officer's Duty Book shall be furnished by the COTR and maintained by the Contractor at each post and shall contain complete duty instructions.
- C. A separate loose-leaf binder shall be furnished by the COTR and maintained by the Contractor at each additional fixed post and will contain only those items of duty instructions pertinent to that specific post.
- D. Officer's Duty Book, Post Orders, and any supplemental memoranda, directives, or other information is considered Sensitive But Unclassified/Law Enforcement Sensitive information. The Contractor and its employees are restricted from disclosing this or any other operational information to individuals outside of the FPS/Contractor community. The Officer's Duty Book shall not be removed from Government property, or reproduced or copied in any manner unless properly authorized, in writing, by the COTR.
- E. Conduct on Federal Property (FMR 41 CFR 102-74) placards are posted in buildings under the charge and control of the General Services Administration and are applicable to all persons entering in or on such property.
- F. Security Guard Information Manual (SGIM) handbook contains the information all security guards and supervisors must read and be familiar with prior to assuming duties under this Contract. The COTR shall give the Contractor one (1) electronic copy of this manual at the pre-performance meeting held shortly after Contract award. The Contractor shall provide to each uniformed Contract employee a legible, securely bound copy of the SGIM upon beginning the basic training course.

17 Security Guard Certification /Security Requirements

17.1 General

- A. All personnel performing on this Contract must pass a suitability determination conducted by the Government. Contractor personnel will not be able to perform under this Contract until appropriate suitability determinations have been made. The Government will provide all necessary forms at the time of Contract award. The DHS Office of Security will accept only complete and legible security packages. Therefore, all personnel must provide the required information and documents to the COTR within 10 calendar days after Contract award.
- B. The Contractor should follow the procedures listed below to obtain an FPS certification card for each Contract employee:
 - 1. Conduct an initial employment screening to determine whether the prospective employee meets the Contractor's specific hiring requirements and the Contract eligibility requirements, including medical and drug testing (see Section 12 above);
 - 2. Submit the suitability package to the COTR and await the results of the adjudication. This process may take approximately one to three months if all forms are legible and complete. However, preliminary suitability is usually determined within a week of the submission of the paperwork. The Contractor will be notified whenever there is an instance where there is a preliminary unfavorable adjudication decision so that the Contractor can determine how to proceed with the employee's training, testing, etc.
 - 3. Schedule required Government-provided training and testing/qualifying with FPS and schedule/conduct all other Contractor-provided training requirements;² this does not include the FPS Written Exam.

² The Contractor may proceed with Contractor-provided training while awaiting results of the suitability adjudication process.

4. After the Contractor employee receives favorable suitability adjudication results and the employee successfully completes the training and passes the required examination(s), the Contractor shall submit the following information to the COTR for an FPS certification card:
 - a. Certification. A certification, signed by the Contract Manager, that the employee has met all the requirements set forth in Section C and that all pertinent documents are on file at the Contractor's facility. (See Exhibit 11.)
 - b. Photographs. Two color photographs, 1" x 1," no more than one year old, of the guard's head and upper shoulders; and
 - c. Contract Guard Qualification Certificate. The guard's name, and the name of the Contractor's company must be typed on the front of the card, and the guard must sign the signature block in blue or black ink.
 - d. Lautenberg Amendment Statement. Armed guards must submit a signed and dated "Domestic Violence" certification that satisfies the legal requirements of the Lautenberg Amendment, 18 U.S.C. § 922(g)(8) and (9). This certification is valid for one (1) year. The Contractor shall maintain a file of its guards' certifications and provide the COTR a signed statement certifying compliance with this requirement. If at any time a guard has a disqualifying event under Lautenberg, the Contractor shall notify the COTR and immediately remove the guard from work under the contract that may require use of a firearm. The Contractor shall submit a new certification to the COTR stating that all its guards are in compliance with the Lautenberg Amendment annually.
- C. The certification card shall be worn on the outermost garment of the guard's uniform.
- D. As determined by the COTR, The Contractor is responsible for the employees having all required certification credentials in their possession at all times while on the protected premises. This includes not only the FPS certification card, but also a valid CPR/AED/First Aid card and a valid firearms permit.
- E. The Contractor must return employees' certification card to FPS within five (5) workdays upon the termination of the guard's employment or the guard's removal from the contract. At the end of the contract period, the Contractor must return to FPS all blank cards and all completed cards for guards who will not continue to work under FPS contracts. Possession of an FPS certification card does not waive any other contract requirement.
- H. Because the Certification card does not expire when individual certification elements expire, the Contractor is responsible for continually maintaining validity of each element of the Contract employee's certification status (i.e., suitability determination, medical examination, firearms re-qualification, CPR/AED/First Aid certification). See Exhibit 11.
- I. The CO shall have the express authority to demand return of the FPS Certification card for any Contract employee who does not maintain compliance with the Contract qualification and certification standards, and the CO shall have the express authority to prohibit that employee from performing under the Contract until such time as s/he comes into full compliance with all qualification/certification criteria.

17.2 Security Management

- A. The Contractor shall appoint a senior official to act as the Corporate Security Officer. The individual will interface with the DHS Security Office through the COTR on all security matters, to include physical, personnel, and protection of all Government information and data accessed by the Contractor.
- B. The COTR and the Security Office shall have the right to inspect the procedures, methods, and facilities utilized by the Contractor in complying with the security requirements under this Contract. Should the COTR determine that the Contractor is not complying with the security requirements of this Contract, the Contractor

will be informed in writing by the Contracting Officer of the proper action to be taken in order to effect compliance with such requirements.

17.3 Suitability Determination / Entry on Duty Decision

- A. DHS shall have and exercise full control over granting, denying, withholding or terminating unescorted access to a Government facility and or sensitive Government information access for Contractor employees, based upon the results of a background investigation. DHS may, as it deems appropriate, authorize and make favorable entry on duty (EOD) decision based on preliminary security checks. The favorable EOD decision would allow the employees to commence work temporarily prior to the completion of the full investigation. The granting of a favorable EOD decision shall not be considered as assurance that a full employment suitability authorization will follow as a result thereof. The granting of a favorable EOD decision or a full employment suitability determination shall in no way prevent, preclude, or bar the withdrawal or termination of any such access by DHS, at any time during the term of the Contract. No employee of the Contractor shall be allowed unescorted access to a Government facility without a favorable EOD decision or suitability determination by the DHS Security Office. Contract employees assigned to the Contract not needing access to sensitive DHS information or recurring access to DHS' facilities will not be subject to security suitability screening.
- B. Contract employees awaiting an EOD decision may begin work on the contract provided they do not access sensitive Government information. Limited access to Government buildings is allowable prior to the EOD decision if a Government employee escorts the contract employee. This limited access is to allow contractors to attend briefings, non-recurring meetings and begin transition work. The EOD determination does not substitute for the required background investigation.

17.4 Suitability Adjudication

- A. After award of the Contract and prior to any Contract employees being permitted to work under the Contract, the Contractor is responsible for ensuring that the Contract employees receive formal suitability adjudication by FPS. All Contract employees shall receive formal suitability adjudication by FPS, including the CM, Supervisors, Quality Assurance personnel and all other company officers that visit the work sites. Contractor suitability determinations are to be made in accordance with the criteria outlined in 5 CFR 731.202.
- B. Once a prospective Contract employee has applied for a position and has been favorably evaluated by the Contractor (i.e., meets the minimum qualification requirements cited in this Statement of Work and otherwise meets the Contractor's hiring criteria), the Contractor shall submit to the COTR the following Government furnished forms for each Contract employee:
 - 1. Two (2) completed original Forms FD-258, "Fingerprint Chart;"
 - 2. Standard Form 85P, "Questionnaire for Public Trust Positions" (plus one copy);
 - 3. Standard Form 85P-S, "Supplemental Questionnaire for Selected Positions" (plus one copy);
 - 4. DHS Form 11000-9, "Disclosure and Authorization Pertaining to Consumer Reports pursuant to the Fair Credit Reporting Act" (plus one copy);
 - 5. Foreign National Relatives or Associates Statement (plus one copy);
 - 6. Lautenberg Amendment Statement (plus one copy);
 - 7. Drug Questionnaire (plus one copy);
 - 8. Alcohol Questionnaire (plus one copy).
 - 9. Financial Disclosure Report (plus one copy);

10. Contractor Information Worksheet.

- C. Contractors are required to use local police, the state police, the Federal Bureau of Investigation (FBI), or FPS regional offices to obtain readable fingerprints on the fingerprint cards. In certain locations, FPS may have an electronic fingerprint-scanning machine, which the Contractor is encouraged to use for fingerprinting Contract employees. Upon receipt of the completed, legible forms, FPS will submit the fingerprints for review by the FBI. FPS will use the information provided by the Contractor and the FBI to make a determination regarding the security guard's suitability to work under an FPS Contract. If the forms are complete and legible, the entire evaluation process will take from one (1) week to several months, depending on current processing times. For planning purposes, the Contractor should always assume that the standard processing time is one (1) month and should plan paperwork submissions accordingly. Standard Form 85P, "Questionnaire for Public Trust Positions" Form must be submitted via OPM "e-QIP" (electronic Questionnaires for Investigation Processing).
1. ELECTRONIC SUBMISSION-OPM "e-QIP" Process: Fill out the ICE "Contractor Information Worksheet", proofread for completeness. Send it to the FPS COTR. They can fax or mail to the FPS Regional Contract Suitability Adjudication Office for continued processing.
- D. Illegible or incomplete forms submitted by the Contractor will be returned and will result in delays in the adjudication process. Therefore, the Contractor must ensure that all forms submitted to FPS are complete, legible, and accurate. FPS shall not be responsible for any delays that occur due to the Contractor's failure to submit complete, accurate, and legible forms to FPS.
- E. All federal agencies are required to implement Homeland Security Presidential Directive 12 (HSPD-12) and must follow the minimum background investigation requirements of National Agency Check with Written Inquiries (NACI) or other suitability or national security investigation prior to credential issuance.
- F. A contractor on whom unfavorable or derogatory information has been uncovered must be presented with the information and offered an opportunity to refute, explain, clarify, or mitigate the information in question. If a determination of ineligibility is made, the individual will be formally notified and informed of the reason(s).
- G. If FPS finds a Contract employee to be unsuitable to work as a result of the suitability investigation under the Contract, the Contractor shall be advised immediately that such employee cannot work or be assigned to work under the Contract, and the Contractor shall in turn immediately remove the affected employee from the Contract. The security guard or the Contractor may appeal the suitability determination to the CO. However, in such cases the Contractor shall proceed with the hiring process at their own risk until the final determination of the security guard's suitability has been accomplished. Under no circumstances shall a Contract employee who has received a notice of unfavorable (unsuitable) adjudication work under this or any FPS security guard service contract. This requirement also applies to Contract employees whose unfavorable adjudication is pending appeal. Disqualifying information includes but is not limited to the following:
1. Conviction of a felony, a crime of violence, or a serious misdemeanor;
 2. Possessing a record of arrests for continuing offenses;
 3. Falsification of information entered on suitability background investigation forms.
- H. Once a favorable adjudication has been made by FPS, the security guard is suitable to work under the Contract for five (5) years (if nothing occurs within the 5-year period that would render the security guard unsuitable for continuing performance under the Contract). The Contractor shall immediately notify the COTR and the CO in writing of any circumstances that arise which could possibly affect any Contract employee's suitability status (e.g., arrests, convictions, and/or termination of employment by the Contractor for cause, such as misconduct or neglect of duty). The Contractor is responsible for renewing the security guard's suitability clearance prior to its expiration. Any security guard who continues to work under the Contract after his/her suitability clearance has expired shall be removed from the Contract until a new favorable suitability determination is made. The Contractor should make every effort to submit a new suitability package to FPS at least 30 days prior to the current suitability expiration date.

1. Any investigation conducted by or for another federal agency on a contractor that is of the same or higher type and scope as the one required for the position is sufficient to meet the investigation requirements provided it was conducted within the past five years.
 2. Any investigation conducted by or for another federal agency on a contractor whose scope is less than that required for the position can be upgraded as provided for by OPM to meet the investigation requirements of the position if it was conducted within the past five years.
- I. For employees cleared through this process while employed under a predecessor contract (providing the same services), the suitability determination made under the previous contract will carry over to the new contract. However, the Contractor will be required to submit new suitability applications once the security guards' current suitability clearances expire.
1. Contractors who have been investigated and approved by Components prior to the issuance of DHS-MD 11055, "Suitability Screening Requirements for Contractors" to work on unclassified contracts are eligible to remain on the contract even though they may not have the investigation commensurate with the risk level indicated in Appendix 1. Such contractors cannot perform work under a different contract or at a different risk level until the investigative requirements in Appendix 1 are met.
 2. Lawful Permanent Residents are not eligible (1) to transfer between contracts; (2) for an upgrade to another position; or (3) to remain on a contract after a re-compete and award.
- J. FPS shall have and exercise full and complete control over granting, denying, withholding, or terminating suitability clearances for employees. FPS may, as it deems appropriate, authorize and grant temporary clearances to employees of the Contractor. However, issuance of a temporary clearance to any such employee shall not be considered as assurance that full clearance will be granted as a result or condition thereof, and the granting of either temporary or full clearance shall in no way prevent, preclude, or bar the later withdrawal or termination of any such clearance by the Government.

18 Security Clearance Requirements

18.1 Background Investigations

- A. In addition to meeting the FPS background suitability check described in Section C, additional security clearances may be required by the Contract and task order(s). These clearances will be provided by the Department of Defense Security Service (DSS), the Department of Energy (DOE), the Nuclear Regulatory Commission (NRC), or other agency, as appropriate (refer to Section J, Exhibit 6C for further information as to whether this Contract will require such clearances). Where such clearances are required, employees shall be subject to a security investigation by the Government prior to being allowed to work at the site. This requirement may also pertain to officers of the firm, who for any reason may visit the work site(s) during the term of the Contract. Employees may not work at the site until the Contractor receives a DD Form 560 (Letter of Consent), for the individual employee from DSS, or receives a final clearance from DOE, NRC, or other agency.
- B. The Government shall notify the Contractor of the required security classification of this Contract and the elements thereof, and of any subsequent revisions in such security classifications, by use of Security Requirements Checklist (DD Form 254), or other written notification.
- C. In all areas requiring a DOD, DOE, NRC, or other agency security clearance, the Contractor shall comply with the provisions of the most currently available National Industrial Security Program Operating Manual (NISPOM). This publication may be obtained online at www.dss.mil or from the Superintendent of Documents, U.S. Government Printing Office, Mail Stop SSOP, Washington, DC 20402-9238 (ISBN: 0-16-045560-X). Application forms required for DOD personnel security clearances shall be obtained from Defense Security Service (DSS) at www.dss.mil; for DOE clearances at www.doe.gov; and for NRC at www.nrc.gov. Each designated employee must complete all applicable forms. The Contractor shall notify the

COTR in writing within five calendar days of receipt of authorization for employees to be assigned to classified areas. (See Part III, Section J, Exhibit 6A, Security Clearance Requirements).

- D. A security clearance determination of whether an individual should be eligible for access to classified information is a process separate and distinct from the suitability determination and is conducted in accordance with DHS MD 11035, Industrial Security Program. For contractors processed in accordance with DHS MD 11035, the investigative standard for access to Secret classified information will be a MBI. The minimum investigative standard for access to Top Secret classified information will be a SSBI. Each designated employee must complete all applicable forms.
- E. The Government will provide the Contractor with the appropriate personnel security questionnaire and fingerprint forms that are to be completed for each Contract security guard employee performing under this Contract, as well as the firm employees, who may, in the performance of this Contract, visit the work site.
- F. Contract employees (to include applicants, temporaries, part-time and replacement employees) under the contract needing access to sensitive information shall undergo a position sensitivity analysis based on the duties each individual will perform on the contract. The results of the position sensitivity analysis shall identify the appropriate background investigation to be conducted. All background investigations will be processed through the Security Office. Prospective Contractor employees with adequate security clearances issued by the Defense Industrial Security Clearance Office (DISCO) may not be required to submit complete security packages, as the clearance issued by DISCO may be accepted. Prospective Contractor employees shall submit the following completed forms to the Security Office, through the COTR, no less than 30 days before the starting date of the Contract or 30 days prior to entry on duty of any employees, whether a replacement, addition, subcontractor employee, or vendor.
 - a. Standard Form 85P, "Questionnaire for Public Trust Positions".
 - b. Standard Form 86, "Questionnaire for National Security Positions"
 - c. Lautenberg Amendment Statement (plus one copy)
 - d. FD Form 258, "Fingerprint Card" (2 copies)
 - e. Foreign National Relative or Associates Statements
 - f. DHS 11000-9, "Disclosure and Authorization Pertaining to Consumer Reports Pursuant to the Fair Credit Reporting Act"
 - g. Drug Questionnaire
 - h. Alcohol Questionnaire
 - i. Contractor Information Worksheet

Required forms will be provided by DHS/ FPS at the time of award of the contract. Only complete packages will be accepted by the DHS/ FPS Contract Suitability Adjudication Program Office. Specific instructions on submission of packages will be provided upon award of the contract. Standard Form 85P, "Questionnaire for Public Trust Positions" Form will be submitted via e-QIP (electronic Questionnaires for Investigation Processing). (For the Electronic Submission process refer to Chap. 17.4C.1 above).

- G. The Contractor is responsible for all costs associated with obtaining and renewing the applicable security clearances for each affected Contract employee. The costs should be factored into the offering prices, as they will not be itemized or paid for separately by the Government.
- H. The Contractor is advised to only submit security packages on suitable prospective employees whose integrity, credit, and character will meet the security suitability requirements of DHS. DHS will likely consider as being

unsuitable prospective employees who fail to truthfully represent their credit history; who make no attempt to pay debts; and whose character could be questionable because of serious arrests, illegal drug use, or abuse of alcohol.

- I. Unless an applicant/employee has resided in the U.S. for three of the past five years, the Government may not be able to complete a satisfactory background investigation. In such cases, DHS retains the right to deem an applicant/employee as ineligible due to insufficient background information.

18.2 Access To Classified Information (Contractor)

- A. The DHS has determined that the performance of this Contract requires that the Contractor, subcontractor(s), vendor(s), etc., (herein known as Contractor) require(s) access to sensitive DHS information or classified National Security Information (herein known as classified information). Classified information is Government information that requires protection in accordance with Executive Order 12958, Classified National Security Information, and supplementing directives.
- B. See Section J, Exhibit 6C, Security Suitability Requirements, for a determination of which, if any, Contractor facilities and Contractor personnel, including Contract Manager or Supervisor, assigned to this Contract are required to possess up to a TOP SECRET security clearance.
- C. If access to classified information is required as identified in Section J, Exhibit 6C, the Contractor will abide by the requirements set forth in the DD Form 254, Contract Security Classification Specification, DHS MD 11035, Industrial Security Program, and the National Industrial Security Program Operating Manual (NISPOM) for the protection of classified information at its cleared facility, if applicable, as directed by the Defense Security Service. If the Contractor has access to classified information at a DHS or other Government facility, it will abide by the requirements set by that agency. If these procedures are not properly followed by the Contractor, it will result in deductions from monthly invoices.
- D. The Contractor and all applicable personnel shall be cleared pursuant to the Defense Industrial Security Regulations, or other applicable regulations. The Contractor shall hold as a minimum, interim facility clearance requirements subsequent to the official award date, and/or at least thirty- (30) days prior to the Contract start-up date.
- E. Interim Personnel Clearance Level – Applicants for SECRET may be routinely granted a interim personnel clearance level as appropriate, provided there is not evidence of adverse information of material significance. The interim status will cease if results are favorable following completion of full investigation requirements. **Non-U.S. citizens are not eligible for access to classified information on an interim basis.**
- F. If access to classified information is required as identified in Section J, Exhibit 6C, the Contractor must possess a TOP SECRET facility clearance consistent with the DHS MD 11035, Industrial Security Program prior to Contract award. If an uncleared firm is selected, DHS will sponsor the firm for the facility clearance. If the facility clearance is not issued within 180 days, DHS may terminate the Contract for the convenience of the Government.

18.3 Continued Eligibility

- A. A contractor on whom unfavorable or derogatory information has been uncovered must be presented with the information and offered an opportunity to refute, explain, clarify, or mitigate the information in question. If a determination of ineligibility is made, the individual will be formally notified and informed of the reason(s). If a prospective employee is found to be ineligible for access to Government facilities or information, the COTR will advise the Contractor that the employee shall not continue to work or to be assigned to work under the Contract.
- B. The Security Office may require drug screening for probable cause at any time and/or when the Contractor independently identifies circumstances where probable cause exists.

- C. DHS reserves the right and prerogative to deny and/or restrict the facility and information access of any Contractor employee whose actions are in conflict with the standards of conduct, 5 CFR 2635 and 5 CFR 3801, or whom DHS determines to present a risk of compromising sensitive Government information to which he or she would have access under this Contract.
- D. The Contractor will immediately report any adverse information coming to their attention concerning contract employees under the contract to the COTR. Reports based on rumor or innuendo should not be made. The subsequent termination of employment of an employee does not obviate the requirement to submit this report. The report shall include the employees' name and social security number, along with the adverse information being reported.
- E. The Contractor must notify the Security Office of all terminations/resignations within five (5) days of occurrence. The Contractor will return any expired DHS/FPS issued identification cards and building passes, or those of terminated employees to the COTR. When a controlled personnel identification system is used by a tenant agency at a site at which the Contract employee is assigned for duty, and the tenant agency provided the Contract employee with the necessary Government identification, the Contractor shall ensure that all Government identifications are returned to the issuing agency when employees are terminated or resign, or upon expiration of the Contract, whichever comes first. If an identification card or building pass is not available to be returned, a report must be submitted to the COTR, referencing the pass or card number, name of individual to whom issued, the last known location and disposition of the pass card.

19 Contractor's Personnel Filing System

- A. To minimize duplication of effort by the FPS and the Contractor, the Contractor shall maintain personnel files on-site for all employees who work under this Contract. Files shall be maintained at the Contractor Manager's office and will be made available to the COTR on a continuous basis. Each guard's file must contain the following information:
 - 1. Application for employment, including SF85P, FD 258, resume or detailed prior work history and references;
 - 2. Results of all criminal history checks obtained by the Contractor;
 - 3. U.S. Citizenship and Immigration Services Form I-9 *Employment Eligibility Verification* (OMB No. 1115-0136);
 - 4. A copy of DHS 11000-6 *Non-Disclosure Agreement*,
 - 5. A copy of high school diploma, GED certificate, college transcripts, military records, or POST training completion;
 - 6. Records of all basic and refresher training attendance and, where required, test scores;
 - 7. Records of current firearms training and qualification scores, where required by the Contract;
 - 8. Records of all successfully completed Government-provided training;
 - 9. A copy of most recent CPR, First Aid, and AED certification card;
 - 10. Results of all drug screenings administered (both pre- and post- employment);
 - 11. A copy of the DHS certification card as required by the COTR;
 - 12. A copy of all firearm licenses and certifications required by state and local regulations;
 - 13. Records of guard's suitability information (including date current suitability expires);

14. Copies of all complaints, investigations, and disciplinary actions taken by the Contractor against the employee for all infractions committed under the Contract;
 15. A copy of all commendations, awards, letters, and other documents given to the employee as a result of work performed under this Contract; and
 16. A copy of any National Security Information clearance issued, where required by this Contract (i.e., Secret/Top Secret).
 17. To comply with the Health Insurance Portability & Accountability Act (HIPAA), the Medical Evaluation (SF-78) may be filed separately by the Contractor.
- B. The CO or COTR shall have the express authority to review any Contract employee's file at any time during the course of the Contract. The Contractor shall maintain all personnel files for a minimum of five (5) years after Contract closeout (upon receipt of release of claims).
 - C. The CO or COTR can request, at any time during the course of the Contract, a spreadsheet or other tracking system (either in paper form or in electronic form) that clearly details the status of all Contract employees pertaining to Contract requirements.
 - D. The Contractor may maintain either a hard-copy (paper) file or a computerized system containing all the information required above. However, if the Contractor uses a computerized filing system, all forms must be scanned into the computer and must be legible.
 - E. False statements, certification, or falsification of any documents required in this Contract by the Contractor, Contract Manager, or any Contract employee shall be punishable under US Code Title 18, Chapter 47, Section 1001, Fraud and False Statements. Additionally, the Government may initiate investigations by its Office of Inspector General or the regional FPS Criminal Investigations Branch, may initiate debarment proceedings, and/or may take Contractual remedies, up to and including termination for default. Under no circumstances whatsoever will the Government tolerate falsification of required documents.

20 Performance Evaluations

- A. The CO and/or COTR shall meet with the Contractor (either in person or via teleconference) on a regular basis, but not less than annually.
- B. The Government shall formally evaluate, in writing, the Contractor's performance *at least* once per year. Whenever possible, the Government shall give the Contractor the opportunity to correct any identified problems/deficiencies prior to a written performance evaluation being given. The Contractor shall be permitted to respond, in writing, to the findings of the performance evaluation. Both the performance evaluation and the Contractor's response shall be filed in the Contract file. Where the Contractor fails to respond in writing to a performance evaluation, the CO shall assume the Contractor's complete concurrence with the findings of the performance evaluation. The CO and/or COTR shall meet with the Contractor prior to all performance evaluations to discuss the results of the Government's quality control findings and the overall performance of the Contract by the Contractor.
- C. The Government shall use the performance evaluations as a factor to determine whether to exercise any available option period and/or as a factor to determine whether to award any future Contract(s) to the Contractor.

21 Contract Clauses

The following clauses are hereby incorporated by reference and are applicable to the contract:

FAR 52.204-2 Security Requirements (AUG 1996)

FAR 52.204-4	Printed or Copied Double-Sided on Recycled Paper (AUG 2000)
FAR 52.204-6	Data Universal Numbering System (DUNS) Number (OCT 2003)
FAR 52.204-7	Central Contractor Registration (JUL 2006)
FAR 52.204-9	Personal Identity Verification of Contractor Personnel (NOV 2006)
FAR 52.212-4	Contract Terms and Conditions-Commercial Items (FEB 2007) Alternate I (FEB 2007)
FAR 52.216-18	Ordering (OCT 1995) (a) issued from Date of Award through Five Years
FAR 52.216-19	Order Limitations (OCT 1995) (a) less than \$25.00 (b)(1) in excess of \$50,000,000 (b)(2) in excess of \$50,000,000 (b) (3) within 15 days (d) within 5 days
FAR 52.216-22	Indefinite Quantity (OCT 1995) (d) September 30, 2013
FAR 52.217-8	Option to Extend Services (NOV 1999) ...within 30 days before the expiration of the contract.
FAR 52.217-9	Option to Extend the Term of the Contract (MAR 2000) ...within 30 days 60 months
FAR 52.228-5	Insurance - Work on a Government Installation (JAN 1997)*
FAR 52.232-18	Availability of Funds (APR 1984)
FAR 52.233-4	Applicable Law for Breach of Contract Claim (OCT 2004)
FAR 52.242-15	Stop-Work Order (AUG 1989)
FAR 52.245-9	Use and Charges (AUG 2005)
HSAR 3052.215-70	Key personnel or facilities (DEC 2003) Contract Manager Supervisor
HSAR 3052.219-70	Small Business Subcontracting Plan Reporting (JUN 2006)
HSAR 3052.219-71	DHS Mentor-Protégé Program (JUN 2006)
HSAR 3052.222-70	Strikes or Picketing Affecting Timely Completion of the Contract Work (DEC 2003)
HSAR 3052.222-71	Strikes or Picketing Affecting Access to a DHS Facility (DEC 2003)
HSAR 3052.228-70	Insurance (DEC 2003)
HSAR 3052.242-71	Dissemination of Contract Information (DEC 2003)
HSAR 3052.242-72	Contracting Officer's Technical Representative (DEC 2003)
HSAR 3052.245-70	Government Property Reports (JUN 2006)

* INSURANCE REQUIREMENT

a. Liability insurance coverage, written on the comprehensive form of policy, is required in the amount of \$500,000 per occurrence for bodily injury and \$50,000 per occurrence for property damage. Automobile liability insurance, written on the comprehensive form of policy, is required in the amount of \$200,000 per person and \$500,000 per occurrence for bodily injury and \$20,000 per occurrence for property damage.

Note: The clause "Insurance" requires that "**The United States of America, acting by and through the Federal Protective service**" be named as an additional insured for general liability.

b. The coverage's specified below, pursuant to FAR 28.207 reflects the minimum insurance required.

(1) **WORKERS' COMPENSATION AND EMPLOYER'S LIABILITY**

Contractors are required to comply with applicable Federal and State workers' compensation and occupational disease statutes. If occupational diseases are not compensable under those statutes, they shall be covered under the employer's liability section of the insurance policy,

except when contract operations are so commingled with a contractor's commercial operations that it would not be practical to require this coverage. Employer's liability coverage of at least \$100,000 shall be required, except in States with exclusive or monopolistic funds that do not permit workers' compensation to be written by private carriers.

(2) GENERAL LIABILITY

The contractor shall provide bodily injury liability insurance coverage written on the comprehensive form of policy of at least \$500,000 per occurrence and \$50,000 per occurrence for property damage.

(3) AUTOMOBILE LIABILITY

The contractor shall provide automobile liability insurance written on the comprehensive form of policy. The policy shall provide for bodily injury and property damage liability covering the operation of all automobiles used in connection with performing the contract. Policies covering automobiles operated in the United States shall provide coverage of at least \$200,000 per person and \$500,000 per occurrence for bodily injury and \$20,000 per occurrence for property damage. The amount of liability coverage on other policies shall be commensurate with any legal requirements of the locality and sufficient to meet normal and customary claims.

The following contract clauses are hereby incorporated by full text:

52.212-5 Contract Terms and Conditions Required to Implement Statutes or Executive Orders – Commercial Items (NOV 2007)

(a) The Contractor shall comply with the following Federal Acquisition Regulation (FAR) clauses, which are incorporated in this contract by reference, to implement provisions of law or Executive orders applicable to acquisitions of commercial items:

(1) 52.233-3, Protest After Award (AUG 1996) (31 U.S.C. 3553).

(2) 52.233-4, Applicable Law for Breach of Contract Claim (OCT 2004) (Pub. L. 108-77, 108-78)

(b) The Contractor shall comply with the FAR clauses in this paragraph (b) that the Contracting Officer has indicated as being incorporated in this contract by reference to implement provisions of law or Executive orders applicable to acquisitions of commercial items:

(1) 52.203-6, Restrictions on Subcontractor Sales to the Government (Sept 2006), with Alternate I (Oct 1995) (41 U.S.C. 253g and 10 U.S.C. 2402).

(2) 52.219-3, Notice of Total HUBZone Set-Aside (Jan 1999) (15 U.S.C. 657a).

(3) 52.219-4, Notice of Price Evaluation Preference for HUBZone Small Business Concerns (JULY 2005) (if the offeror elects to waive the preference, it shall so indicate in its offer) (15 U.S.C. 657a).

(4) [Reserved]

(5)(i) 52.219-6, Notice of Total Small Business Set-Aside (June 2003) (15 U.S.C. 644).

(ii) Alternate I (Oct 1995) of 52.219-6.

(iii) Alternate II (Mar 2004) of 52.219-6.

(6)(i) 52.219-7, Notice of Partial Small Business Set-Aside (June 2003) (15 U.S.C. 644).

(ii) Alternate I (Oct 1995) of 52.219-7.

(iii) Alternate II (Mar 2004) of 52.219-7.

(7) 52.219-8, Utilization of Small Business Concerns (May 2004) (15 U.S.C. 637(d)(2) and (3)).

(8)(i) 52.219-9, Small Business Subcontracting Plan (Nov 2007) (15 U.S.C. 637(d)(4)).

- (ii) Alternate I (Oct 2001) of 52.219-9.
- (iii) Alternate II (Oct 2001) of 52.219-9.
- (9) 52.219-14, Limitations on Subcontracting (Dec 1996) (15 U.S.C. 637(a)(14)).
- (10) 52.219-16, Liquidated Damages—Subcontracting Plan (Jan 1999) (15 U.S.C. 637(d)(4)(F)(i)).
- (11)(i) 52.219-23, Notice of Price Evaluation Adjustment for Small Disadvantaged Business Concerns (SEPT 2005) (10 U.S.C. 2323) (if the offeror elects to waive the adjustment, it shall so indicate in its offer).
- (ii) Alternate I (June 2003) of 52.219-23.
- (12) 52.219-25, Small Disadvantaged Business Participation Program—Disadvantaged Status and Reporting (Oct 1999) (Pub. L. 103-355, section 7102, and 10 U.S.C. 2323).
- (13) 52.219-26, Small Disadvantaged Business Participation Program—Incentive Subcontracting (Oct 2000) (Pub. L. 103-355, section 7102, and 10 U.S.C. 2323).
- (14) 52.219-27, Notice of Total Service-Disabled Veteran-Owned Small Business Set-Aside (May 2004) (15 U.S.C. 657 f).
- (15) 52.219-28, Post Award Small Business Program Rerepresentation (June 2007) (15 U.S.C. 632(a)(2)).
- (16) 52.222-3, Convict Labor (June 2003) (E.O. 11755).
- (17) 52.222-19, Child Labor—Cooperation with Authorities and Remedies (Aug 2007) (E.O. 13126).
- (18) 52.222-21, Prohibition of Segregated Facilities (Feb 1999).
- (19) 52.222-26, Equal Opportunity (Mar 2007) (E.O. 11246).
- (20) 52.222-35, Equal Opportunity for Special Disabled Veterans, Veterans of the Vietnam Era, and Other Eligible Veterans (Sept 2006) (38 U.S.C. 4212).
- (21) 52.222-36, Affirmative Action for Workers with Disabilities (Jun 1998) (29 U.S.C. 793).
- (22) 52.222-37, Employment Reports on Special Disabled Veterans, Veterans of the Vietnam Era, and Other Eligible Veterans (Sept 2006) (38 U.S.C. 4212).
- (23) 52.222-39, Notification of Employee Rights Concerning Payment of Union Dues or Fees (Dec 2004) (E.O. 13201).
- (24)(i) 52.222-50, Combating Trafficking in Persons (Aug 2007) (Applies to all contracts).
- (ii) Alternate I (Aug 2007) of 52.222-50.
- (25)(i) 52.223-9, Estimate of Percentage of Recovered Material Content for EPA-Designated Products (Aug 2000) (42 U.S.C. 6962(c)(3)(A)(ii)).
- (ii) Alternate I (Aug 2000) of 52.223-9 (42 U.S.C. 6962(i)(2)(C)).
- (26) 52.225-1, Buy American Act—Supplies (June 2003) (41 U.S.C. 10a-10d).
- (27)(i) 52.225-3, Buy American Act—Free Trade Agreements—Israeli Trade Act (Aug 2007) (41 U.S.C. 10a-10d, 19 U.S.C. 3301 note, 19 U.S.C. 2112 note, Pub. L 108-77, 108-78, 108-286, 109-53 and 109-169).
- (ii) Alternate I (Jan 2004) of 52.225-3.
- (iii) Alternate II (Jan 2004) of 52.225-3.
- (28) 52.225-5, Trade Agreements (Nov 2007) (19 U.S.C. 2501, *et seq.*, 19 U.S.C. 3301 note).
- (29) 52.225-13, Restrictions on Certain Foreign Purchases (Feb 2006) (E.o.s, proclamations, and statutes administered by the Office of Foreign Assets Control of the Department of the Treasury).
- (30) 52.226-4, Notice of Disaster or Emergency Area Set-Aside (Nov 2007) (42 U.S.C. 5150).
- (31) 52.226-5, Restrictions on Subcontracting Outside Disaster or Emergency Area (Nov 2007) (42 U.S.C. 5150).
- (32) 52.232-29, Terms for Financing of Purchases of Commercial Items (Feb 2002) (41 U.S.C. 255(f), 10 U.S.C. 2307(f)).
- (33) 52.232-30, Installment Payments for Commercial Items (Oct 1995) (41 U.S.C. 255(f), 10 U.S.C. 2307(f)).

X (34) 52.232-33, Payment by Electronic Funds Transfer—Central Contractor Registration (Oct 2003) (31 U.S.C. 3332).

__ (35) 52.232-34, Payment by Electronic Funds Transfer—Other than Central Contractor Registration (May 1999) (31 U.S.C. 3332).

__ (36) 52.232-36, Payment by Third Party (May 1999) (31 U.S.C. 3332).

__ (37) 52.239-1, Privacy or Security Safeguards (Aug 1996) (5 U.S.C. 552a).

__ (38)(i) 52.247-64, Preference for Privately Owned U.S.-Flag Commercial Vessels (Feb 2006) (46 U.S.C. Appx. 1241(b) and 10 U.S.C. 2631).

__ (ii) Alternate I (Apr 2003) of 52.247-64.

(c) The Contractor shall comply with the FAR clauses in this paragraph (c), applicable to commercial services, that the Contracting Officer has indicated as being incorporated in this contract by reference to implement provisions of law or Executive orders applicable to acquisitions of commercial items:

X (1) 52.222-41, Service Contract Act of 1965 (Nov 2007) (41 U.S.C. 351, *et seq.*).

X (2) 52.222-42, Statement of Equivalent Rates for Federal Hires (May 1989) (29 U.S.C. 206 and 41 U.S.C. 351, *et seq.*).

X (3) 52.222-43, Fair Labor Standards Act and Service Contract Act—Price Adjustment (Multiple Year and Option Contracts) (Nov 2006) (29 U.S.C. 206 and 41 U.S.C. 351, *et seq.*).

__ (4) 52.222-44, Fair Labor Standards Act and Service Contract Act—Price Adjustment (Feb 2002) (29 U.S.C. 206 and 41 U.S.C. 351, *et seq.*).

__ (5) 52.222-51, Exemption from Application of the Service Contract Act to Contracts for Maintenance, Calibration, or Repair of Certain Equipment—Requirements (Nov 2007) (41 U.S.C. 351, *et seq.*).

__ (6) 52.222-53, Exemption from Application of the Service Contract Act to Contracts for Certain Services—Requirements (Nov 2007) (41 U.S.C. 351, *et seq.*).

__ (7) 52.237-11, Accepting and Dispensing of \$1 Coin (Aug 2007) (31 U.S.C. 5112(p)(1)).

(d) *Comptroller General Examination of Record*. The Contractor shall comply with the provisions of this paragraph (d) if this contract was awarded using other than sealed bid, is in excess of the simplified acquisition threshold, and does not contain the clause at 52.215-2, Audit and Records—Negotiation.

(1) The Comptroller General of the United States, or an authorized representative of the Comptroller General, shall have access to and right to examine any of the Contractor's directly pertinent records involving transactions related to this contract.

(2) The Contractor shall make available at its offices at all reasonable times the records, materials, and other evidence for examination, audit, or reproduction, until 3 years after final payment under this contract or for any shorter period specified in FAR Subpart 4.7, Contractor Records Retention, of the other clauses of this contract. If this contract is completely or partially terminated, the records relating to the work terminated shall be made available for 3 years after any resulting final termination settlement. Records relating to appeals under the disputes clause or to litigation or the settlement of claims arising under or relating to this contract shall be made available until such appeals, litigation, or claims are finally resolved.

(3) As used in this clause, records include books, documents, accounting procedures and practices, and other data, regardless of type and regardless of form. This does not require the Contractor to create or maintain any record that the Contractor does not maintain in the ordinary course of business or pursuant to a provision of law.

(e)(1) Notwithstanding the requirements of the clauses in paragraphs (a), (b), (c), and (d) of this clause, the Contractor is not required to flow down any FAR clause, other than those in paragraphs (i) through (vii) of this paragraph in a subcontract for commercial items. Unless otherwise indicated below, the extent of the flow down shall be as required by the clause—

(i) 52.219-8, Utilization of Small Business Concerns (May 2004) (15 U.S.C. 637(d)(2) and (3)), in all subcontracts that offer further subcontracting opportunities. If the subcontract (except subcontracts to small business

concerns) exceeds \$550,000 (\$1,000,000 for construction of any public facility), the subcontractor must include 52.219-8 in lower tier subcontracts that offer subcontracting opportunities.

(ii) 52.222-26, Equal Opportunity (Mar 2007) (E.O. 11246).

(iii) 52.222-35, Equal Opportunity for Special Disabled Veterans, Veterans of the Vietnam Era, and Other Eligible Veterans (Sept 2006) (38 U.S.C. 4212).

(iv) 52.222-36, Affirmative Action for Workers with Disabilities (June 1998) (29 U.S.C. 793).

(v) 52.222-39, Notification of Employee Rights Concerning Payment of Union Dues or Fees (Dec 2004) (E.O. 13201).

(vi) 52.222-41, Service Contract Act of 1965 (Nov 2007) (41 U.S.C. 351, et seq.).

(vii) 52.222-50, Combating Trafficking in Persons (Aug 2007) (22 U.S.C. 7104(g)). Flow down required in accordance with paragraph (f) of FAR clause 52.222-50.

(viii) 52.222-51, Exemption from Application of the Service Contract Act to Contracts for Maintenance, Calibration, or Repair of Certain Equipment-Requirements (Nov 2007) (41 U.S.C. 351, et seq.).

(ix) 52.222-53, Exemption from Application of the Service Contract Act to Contracts for Certain Services-Requirements (Nov 2007) (41 U.S.C. 351, et seq.).

(x) 52.247-64, Preference for Privately Owned U.S.-Flag Commercial Vessels (Feb 2006) (46 U.S.C. Appx. 1241(b) and 10 U.S.C. 2631). Flow down required in accordance with paragraph (d) of FAR clause 52.247-64.

(2) While not required, the contractor may include in its subcontracts for commercial items a minimal number of additional clauses necessary to satisfy its contractual obligations.

INVOICING

1. Invoices shall be submitted via one of the following three methods:

a. By mail:

DHS, ICE
Burlington Finance Center
P.O. Box 1279
Williston, VT 05495-1279
Attn: FPS Region 6 Invoice

b. By facsimile (fax): (include a cover sheet with point of contact & # of pages)

802-288-7658

c. By e-mail:

Invoice.Consolidation@dhs.gov

Invoices submitted by other than these three methods will be returned. The contractor's Taxpayer Identification Number (TIN) must be registered in the Central Contractor Registration (<http://www.ccr.gov>) prior to award and **shall be** notated on every invoice submitted to FPS to ensure prompt payment provisions are met. The FPS Region number shall also be notated on every invoice. To assist in timely payment, it is also recommended that the contractor provide the Accounting Transaction Number (also known as the "PJ" number) on the submitted invoice.

2. In accordance with Contract Clauses, FAR 52.212-4 (g)(1), Contract Terms and Conditions – Commercial Items, or FAR 52.232-25 (a)(3), Prompt Payment, as applicable, the information required with each invoice submission is as follows:

“...An invoice must include—

(i) Name and address of the Contractor;

- (ii) Invoice date and number;
- (iii) Contract number, contract line item number and, if applicable, the order number;
- (iv) Description, quantity, unit of measure, unit price and extended price of the items delivered;
- (v) Shipping number and date of shipment, including the bill of lading number and weight of shipment if shipped on Government bill of lading;
- (vi) Terms of any discount for prompt payment offered;
- (vii) Name and address of official to whom payment is to be sent;
- (viii) Name, title, and phone number of person to notify in event of defective invoice; and
- (ix) Taxpayer Identification Number (TIN). The Contractor shall include its TIN on the invoice only if required elsewhere in this contract. (See paragraph 1 above.)
- (x) Electronic funds transfer (EFT) banking information.
 - (A) The Contractor shall include EFT banking information on the invoice only if required elsewhere in this contract.
 - (B) If EFT banking information is not required to be on the invoice, in order for the invoice to be a proper invoice, the Contractor shall have submitted correct EFT banking information in accordance with the applicable solicitation provision, contract clause (*e.g.*, 52.232-33, Payment by Electronic Funds Transfer—Central Contractor Registration, or 52.232-34, Payment by Electronic Funds Transfer—Other Than Central Contractor Registration), or applicable agency procedures.
 - (C) EFT banking information is not required if the Government waived the requirement to pay by EFT.
 - (D) Invoices shall separately list amounts due for basic and emergency services.

Invoices without the above information may be returned for resubmission.

PAYMENTS

- A. Payment will be made on a calendar month basis in arrears upon submission of an invoice. Payment will be due on the 30th calendar day after receipt of a proper invoice or date of receipt of services, whichever is later. In the event the Order begins or ends during the month, payments will be prorated based on the number of calendar days in the respective month.
- B. It is the objective of the Government to obtain complete and satisfactory performance in accordance with the terms of specifications and requirements of this Order. The criteria for deductions and adjustments below will be used by the Government in determining monetary deductions for nonperformance of work under this Order and for adjustments for deficiencies in the performance of work.
- C. The Contractor is responsible for submitting accurate invoices that reflect the actual services provided each month. Where there are variances between the requirements cited in the Order(s) and the work actually performed (*e.g.*, unmanned posts), the Contractor shall attach a separate sheet to the invoice detailing each instance of a variance. The Contractor shall compute the invoice price to reflect the actual amount owed. Submission of false invoices shall be subject to contractual and legal actions.
- D. To verify the monthly payment for productive man-hours, the Contracting Officer's Technical Representative may compare the man-hours required in the Order with the GSA Form 139, Record of Time of Arrival and Departure from Buildings, or other approved sign-in/sign-out form. The Government may perform a 100% comparison or sampled comparison to verify the accuracy of the Contractor's invoice. The Government will only pay for services actually rendered by the Contractor. If variances are noted between the invoice and the GSA Form 139, the Government will propose an Order deduction. For example, if the Order required that a post be manned for 12 hours, and the Contractor billed for 12 hours, but the GSA Form 139 shows that post was manned for 10 hours, the 10 hours will prevail and the Government will deduct the difference.

Any inquiries regarding payment shall be directed to the Contracting Officer.

HSAR 3052.204-70 Security Requirements for Unclassified Information Technology Resources (Jun 2006)

(a) The Contractor shall be responsible for Information Technology (IT) security for all systems connected to a DHS network or operated by the Contractor for DHS, regardless of location. This clause applies to all or any part of the contract that includes information technology resources or services for which the Contractor must have physical or electronic access to sensitive information contained in DHS unclassified systems that directly support the agency's mission.

(b) The Contractor shall provide, implement, and maintain an IT Security Plan. This plan shall describe the processes and procedures that will be followed to ensure appropriate security of IT resources that are developed, processed, or used under this contract.

(1) Within 60 days after contract award, the contractor shall submit for approval its IT Security Plan, which shall be consistent with and further detail the approach contained in the offeror's proposal. The plan, as approved by the Contracting Officer, shall be incorporated into the contract as a compliance document.

(2) The Contractor's IT Security Plan shall comply with Federal laws that include, but are not limited to, the Computer Security Act of 1987 (40 U.S.C. 1441 et seq.); the Government Information Security Reform Act of 2000; and the Federal Information Security Management Act of 2002; and with Federal policies and procedures that include, but are not limited to, OMB Circular A-130.

(3) The security plan shall specifically include instructions regarding handling and protecting sensitive information at the Contractor's site (including any information stored, processed, or transmitted using the Contractor's computer systems), and the secure management, operation, maintenance, programming, and system administration of computer systems, networks, and telecommunications systems.

(c) Examples of tasks that require security provisions include--

(1) Acquisition, transmission or analysis of data owned by DHS with significant replacement cost should the contractor's copy be corrupted; and

(2) Access to DHS networks or computers at a level beyond that granted the general public (e.g., such as bypassing a firewall).

(d) At the expiration of the contract, the contractor shall return all sensitive DHS information and IT resources provided to the contractor during the contract, and certify that all non-public DHS information has been purged from any contractor-owned system. Components shall conduct reviews to ensure that the security requirements in the contract are implemented and enforced.

(e) Within 6 months after contract award, the contractor shall submit written proof of IT Security accreditation to DHS for approval by the DHS Contracting Officer. Accreditation will proceed according to the criteria of the DHS Sensitive System Policy Publication, 4300A (Version 2.1, July 26, 2004) or any replacement publication, which the Contracting Officer will provide upon request. This accreditation will include a final security plan, risk assessment, security test and evaluation, and disaster recovery plan/continuity of operations plan. This accreditation, when accepted by the Contracting Officer, shall be incorporated into the contract as a compliance document. The contractor shall comply with the approved accreditation documentation.

HSAR 3052.204-71 Contractor Employee Access (Jun 2006)

(a) *Sensitive Information*, as used in this Chapter, means any information, the loss, misuse, disclosure, or unauthorized access to or modification of which could adversely affect the national or homeland security interest, or the conduct of Federal programs, or the privacy to which individuals are entitled under section 552a of title 5, United States Code (the Privacy Act), but which has not been specifically authorized under criteria established by an Executive Order or an Act of Congress to be kept secret in the interest of national defense, homeland security or foreign policy. This definition includes the following categories of information:

(1) Protected Critical Infrastructure Information (PCII) as set out in the Critical Infrastructure Information Act of 2002 (Title II, Subtitle B, of the Homeland Security Act, Public Law 107-296, 196 Stat. 2135), as amended, the implementing regulations thereto (Title 6, Code of Federal Regulations, Part 29) as amended, the applicable PCII Procedures Manual, as amended, and any supplementary guidance officially communicated by an authorized official of the Department of Homeland Security (including the PCII Program Manager or his/her designee);

(2) Sensitive Security Information (SSI), as defined in Title 49, Code of Federal Regulations, Part 1520, as amended, "Policies and Procedures of Safeguarding and Control of S SI," as amended, and any supplementary guidance officially communicated by an authorized official of the Department of Homeland Security (including the Assistant Secretary for the Transportation Security Administration or his/her designee);

(3) Information designated as "For Official Use Only," which is unclassified information of a sensitive nature and the unauthorized disclosure of which could adversely impact a person's privacy or welfare, the conduct of Federal programs, or other programs or operations essential to the national or homeland security interest; and

(4) Any information that is designated "sensitive" or subject to other controls, safeguards or protections in accordance with subsequently adopted homeland security information handling procedures.

(b) "Information Technology Resources" include, but are not limited to, computer equipment, networking equipment, telecommunications equipment, cabling, network drives, computer drives, network software, computer software, software programs, intranet sites, and internet sites.

(c) Contractor employees working on this contract must complete such forms as may be necessary for security or other reasons, including the conduct of background investigations to determine suitability. Completed forms shall be submitted as directed by the Contracting Officer. Upon the Contracting Officer's request, the Contractor's employees shall be fingerprinted, or subject to other investigations as required. All contractor employees requiring recurring access to Government facilities or access to sensitive information or IT resources are required to have a favorably adjudicated background investigation prior to commencing work on this contract unless this requirement is waived under Departmental procedures.

(d) The Contracting Officer may require the contractor to prohibit individuals from working on the contract if the government deems their initial or continued employment contrary to the public interest for any reason, including, but not limited to, carelessness, insubordination, incompetence, or security concerns.

(e) Work under this contract may involve access to sensitive information. Therefore, the Contractor shall not disclose, orally or in writing, any sensitive information to any person unless authorized in writing by the Contracting Officer. For those contractor employees authorized access to sensitive information, the contractor shall ensure that these persons receive training concerning the protection and disclosure of sensitive information both during and after contract performance.

(f) The Contractor shall include the substance of this clause in all subcontracts at any tier where the subcontractor may have access to Government facilities, sensitive information, or resources.

HSAR 3052.209-70 Prohibition on Contracts with Corporate Expatriates (Jun 2006)

(a) Prohibitions.

Section 835 of the Homeland Security Act, 6 U.S.C. 395, prohibits the Department of Homeland Security from entering into any contract with a foreign incorporated entity which is treated as an inverted domestic corporation as defined in this clause, or with any subsidiary of such an entity. The Secretary shall waive the prohibition with respect to any specific contract if the Secretary determines that the waiver is required in the interest of national security.

(b) Definitions. As used in this clause:

Expanded Afiliated Group means an affiliated group as defined in section 1504(a) of the Internal Revenue Code of 1986 (without regard to section 1504(b) of such Code), except that section 1504 of such Code shall be applied by substituting `more than 50 percent' for `at least 80 percent' each place it appears.

Foreign Incorporated Entity means any entity which is, or but for subsection (b) of section 835 of the Homeland Security Act, 6 U.S.C. 395, would be, treated as a foreign corporation for purposes of the Internal Revenue Code of 1986.

Inverted Domestic Corporation. A foreign incorporated entity shall be treated as an inverted domestic corporation if, pursuant to a plan (or a series of related transactions)—

(1) The entity completes the direct or indirect acquisition of substantially all of the properties held directly or indirectly by a domestic corporation or substantially all of the properties constituting a trade or business of a domestic partnership;

(2) After the acquisition at least 80 percent of the stock (by vote or value) of the entity is held—

(i) In the case of an acquisition with respect to a domestic corporation, by former shareholders of the domestic corporation by reason of holding stock in the domestic corporation; or

(ii) In the case of an acquisition with respect to a domestic partnership, by former partners of the domestic partnership by reason of holding a capital or profits interest in the domestic partnership; and

(3) The expanded affiliated group which after the acquisition includes the entity does not have substantial business activities in the foreign country in which or under the law of which the entity is created or organized when compared to the total business activities of such expanded affiliated group.

Person, domestic, and foreign have the meanings given such terms by paragraphs (1), (4), and (5) of section 7701(a) of the Internal Revenue Code of 1986, respectively.

(c) Special rules. The following definitions and special rules shall apply when determining whether a foreign incorporated entity should be treated as an inverted domestic corporation.

(1) *Certain Stock Disregarded.* For the purpose of treating a foreign incorporated entity as an inverted domestic corporation these shall not be taken into account in determining ownership:

(i) Stock held by members of the expanded affiliated group which includes the foreign incorporated entity; or

(ii) stock of such entity which is sold in a public offering related to the acquisition described in subsection (b)(1) of Section 835 of the Homeland Security Act, 6 U.S.C. 395(b)(1).

(2) *Plan Deemed In Certain Cases.* If a foreign incorporated entity acquires directly or indirectly substantially all of the properties of a domestic corporation or partnership during the 4-year period beginning on the date which is 2 years before the ownership requirements of subsection (b)(2) are met, such actions shall be treated as pursuant to a plan.

(3) *Certain Transfers Disregarded.* The transfer of properties or liabilities (including by contribution or distribution) shall be disregarded if such transfers are part of a plan a principal purpose of which is to avoid the purposes of this section.

(d) *Special Rule for Related Partnerships.* For purposes of applying section 835(b) of the Homeland Security Act, 6 U.S.C. 395(b) to the acquisition of a domestic partnership, except as provided in regulations, all domestic partnerships which are under common control (within the meaning of section 482 of the Internal Revenue Code of 1986) shall be treated as a partnership.

(e) Treatment of Certain Rights.

(1) Certain rights shall be treated as stocks to the extent necessary to reflect the present value of all equitable interests incident to the transaction, as follows:

(i) warrants;

(ii) options;

(iii) contracts to acquire stock;

(iv) convertible debt instruments; and

(v) others similar interests.

(2) Rights labeled as stocks shall not be treated as stocks whenever it is deemed appropriate to do so to reflect the present value of the transaction or to disregard transactions whose recognition would defeat the purpose of Section 835.

(f) *Disclosure.* The offeror under this solicitation represents that [Check one]: ___ it is not a foreign incorporated entity that should be treated as an inverted domestic corporation pursuant to the criteria of (HSAR) 48 CFR [3009.104-70](#) through [3009.104-73](#);

___ it is a foreign incorporated entity that should be treated as an inverted domestic corporation pursuant to the criteria of (HSAR) 48 CFR [3009.104-70](#) through [3009.104-73](#), but it has submitted a request for waiver pursuant to [3009.104-74](#), which has not been denied; or

___ it is a foreign incorporated entity that should be treated as an inverted domestic corporation pursuant to the criteria of (HSAR) 48 CFR [3009.104-70](#) through [3009.104-73](#), but it plans to submit a request for waiver pursuant to [3009.104-74](#).

(g) A copy of the approved waiver, if a waiver has already been granted, or the waiver request, if a waiver has been applied for, shall be attached to the bid or proposal.

Attachment IV-List of Exhibits

EXHIBIT	REF.	TITLE	PAGE
1A		List of required administrative forms to be used by the Contractor including time and attendance, property accountability, Lautenberg Amendment form, duty log, etc.	2
1B	C-17.1(d)	Lautenberg Statement	3
2A		Reserved	4
2B	C-15.2-2	Contractor Furnished Vehicle Requirements	5
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2D	C-15.2-4	Contractor Furnished Supplementary Equipment Requirements	8
2E		Contractor Furnished Weapons and Ammunition	9
3A	C-15.1	Government Furnished Communication Equipment Requirements	12
3B		Reserved	13
3C		Reserved	14
3D		Reserved	15
3E		Reserved	16
4	C-11.1	Contractor's Training Schedule and Plan	17
4A	C-11-1	Basic Training Subjects to be Presented by the Contractor	18
4B	C-11-1	Supervisory Training Subjects to be Presented by the Contractor	25
4C	C-11.6	Training Subjects to be Presented by the Government	27
4D		Contractor Provided Refresher Training	29
4E	C-11.4	Contractor Provided Basic Weapons Training and Qualifications	37
4F		Contractor Provided Annual Refresher Weapons Training and Qualifications	42
5A		Contractor's Certification of Basic Training	43
5B		Contractor's Certification of Supervisory Training	44
5C		Contractor's Certification of Government Provided Training	45
5D		Contractor's Certification of Refresher Training	46
5E		Contractor's Certification of Basic Weapons Training	47
5F		Contractor's Certification of Annual Weapons Refresher Training	48
6	C-17	Contractor's Certification of Contract Employee Eligibility Requirements	49
6A		Standard Form (SF) 78, Certificate of Medical Examination	50
6B	C-7	Key Personnel Resume	51
6C	C-17	Security Suitability Requirements	53
7	C-16 (E)	Federal Management Regulations Subpart C, <i>Conduct on Federal Property</i> (41 CFR 102-74)	54

EXHIBIT 1A

REQUIRED ADMINISTRATIVE FORMS

Form Number	Form Title
DHS 11000-6	Non-Disclosure Agreement
I-9	Employment Eligibility Verification
SF-85P	Questionnaire for Public Trust Positions
SF-85PS	Supplemental Questionnaire for Selected Positions
FD-258	Fingerprint Application Card
GSA 3155	Offence/Incident Report
DHS 176	Statement of Personal History
SF-78	Certificate of Medical Examination
	Security Guard Duty Register
139	Record of Time of Arrival and Departure from Building
	24-hour Duty Log
	Equipment Performance Test Report
2580	Security Post Assignment Record

EXHIBIT 1B

Lautenburg Statement

Public Law 104-208 & Title 18 USC Sections 921, 922 and 925

1. Public Law 104-208 has amended Title 18, United States Code, Sections 921, 922 and 925, making unlawful for any person convicted of a misdemeanor crime of domestic violence (spouse abuse, parent abuse, child abuse, etc.) to ship, transport, possess or receive firearms or ammunition. Presently, there are no exceptions or time limits included in this law.
2. Therefore, anyone ever convicted of the subject crime(s) would be affected by its provisions. Since a person convicted of a misdemeanor crime of domestic violence can NOT possess a firearm or ammunition, such a person may NOT perform as an armed Contract employee.
- 3a. Have you ever been convicted of a misdemeanor crime of domestic violence, as defined by 18 U.S.C. §921(a)(33)?

YES _____ NO _____

- 3b. If you answered YES, provide the following information with respect to each conviction:
 - a. Court/Jurisdiction:
 - b. Docket/Case Number:
 - c. Statute/Charge:
 - d. Date Sentenced:

3c. I certify that, to the best of my information and belief, all of the information provided by me here is true, correct, current, complete and made in good faith. I understand that false or fraudulent information provided herein may be grounds for adverse action, up to and including removal, and is also criminally punishable pursuant to Federal law, including 18 U.S.C. §1001.

Signature: _____ Date Signed: _____

Name: _____
(Print your complete legal name)

EXHIBIT 2A

Reserved

EXHIBIT 2B

CONTRACTOR FURNISHED VEHICLE REQUIREMENTS

1. Facility: Locations provided upon award of contract

2. Equipment: Contractor Furnished Vehicle(s)

The Contractor shall furnish a vehicle or vehicles, as indicated below, which shall be used for patrol at the facility and to transport supervisors in the course of supervision duties and emergency response, as may be necessary. The vehicle(s) shall carry distinctive markings of the company, and shall be equipped with a rotation emergency roof light in compliance with applicable state and local laws. The vehicle(s) shall be available at all times during the life of the contract, and must be replaced immediately by a replacement vehicle if removed from operation for any reason(s). It is the Contractor's responsibility to register, insure, and provide proper maintenance for the vehicle(s). The vehicle(s) shall be equipped with a 10 – 15 lb. portable dry chemical, ABC extinguisher, installed and maintained in accordance with NFPA 10, Portable Fire Extinguishers. The vehicles shall be equipped with a conventional, universal first aid kit with Airway pack, Cling bandages, and a minimum of two bite sticks.

3. Vehicle Requirements:

	Vehicle Type	Estimated Daily Hours	Days Per Week	Estimated Miles Per Day
1	Automobile	24	7	

4. Other vehicles, including MOPEDS, THREE-WHEELERS, MOTOR SCOOTERS, BICYCLES, etc., described as follows:

Small sport utility type, 4 wheel drive and equipped in accordance with the contract. Vehicle usage approximately 24 hour, 7 day a week vehicle will be driven an average distance of 2 miles each hour, 48 miles per day, 17,500 miles per year.

Vehicle will be rotated out approximately 1 day per week and replaced with another vehicle (SUV or sedan) from the company's motor pool for inspection/maintenance and to provide a more uniform wear on vehicle.

In the event the vehicle is required to undergo maintenance or repairs it will be replaced with another vehicle (SUV or sedan) from the company's motor pool for a period no longer than is necessary to return vehicle into a serviceable condition.

EXHIBIT 2C

CONTRACTOR FURNISHED UNIFORM ITEMS

1. Facility: Heartland Region

2. Uniforms: Contractor Furnished Uniform Items

The Contractor shall furnish uniform clothing items, as indicated below, to all productive and supervisor security guards performing on the Contract. Badges, patches and other approved devices worn on the uniforms shall carry distinctive markings of the company in compliance with applicable state and local laws.

3. Uniform Requirements:

Uniform Components	Description / Color	QTY
Body Armor	Concealable NIJ IIA with white carrier	1
Shirt, long sleeve	Light Gray with Insignia, shoulder patch	4
Shirt, short sleeve	Light Gray with Insignia, shoulder patch	4
Trouser, all season weight	Dark Gray*	2
Necktie	*	2
Jacket, winter, patrol type (Reefer style)	*	1
Cap	Frame style cap*	1
Gloves, winter (pair)	*	1
Pistol belt (without shoulder strap)(Sam Browne)		1
Level II firearm retention holster (slide on belt type), w/hammer safety strap, left/right as required (armed security guards/supervisors only) (may change based on weapons spec selected)		1
Ammunition cartridge or speed loader case (armed security guards only) (may change based on weapons spec selected)		1
Duty Belt "Keepers"		4
Expandable or straight Police Baton (with holder)		1
Handcuffs (pair) and keys		1
Handcuff case		1
Key strap with flap (if needed)		
Whistle, with chain attachment (metal)		1

Uniform Components	Description / Color	QTY
Metal frame cap ornament	White (non-supervisory), Gold (supervisory)	1
Nameplate, 2-1/2" x 5/8", with 1/4" lettering On	Gold metal with rounded edges. Black or blue lettering (First initial and last name)	2
Boots	Pair, Low Quarter Black	1
Shoes	Pair, Dress Black	1

EXHIBIT 2D

**CONTRACTOR FURNISHED SUPPLEMENTARY EQUIPMENT
REQUIREMENTS**

1. Facility: Heartland Region

2. Supplementary Equipment: Contractor Furnished Equipment Items

The Contractor shall furnish the following supplemental equipment items for each guard, post, or location as indicated to all productive and supervisor security guards performing on the Contract. The Contractor shall maintain all equipment in a ready and usable condition.

3. Supplementary Equipment Requirements:

Equipment Item	Description / Color	QTY
Flashlight and Holder	Two-D-cell type	1 per Guard
Cellular Phone		1 per Guard
GPS	Portable/Mobile	1 per Vehicle

EXHIBIT 2E

CONTRACTOR FURNISHED FIREARMS AND AMMUNITION

Within the Heartland Region, the contractor will utilize the revolver at all posts within St. Louis County. The contractor will provide all security guards, including part-time and reserve guards with one (1) pistol each meeting the following requirements:

Contract Guard Firearm Specifications Caliber .38 SPECIAL

The overall size shall not exceed 10.5" long, 5.5" high, and 1.55" wide and weigh no more than 42 oz. or less than 35 oz empty with a 4 inch non-ported, semi or fully shrouded (lugged) barrel. The pistol may be capable of firing either 38 Special +P or .357 Magnum cartridges although the duty caliber authorized is .38 Special +P. The cylinder shall hold 6 rounds and be opened with the manipulation of just one release. The double action trigger pull must not weigh more than 12 pounds and not less than 5 pounds.

The pistol shall have a blued or stainless steel finish and must be capable of being fired without the manipulation of an external safety. The normal function of the pistol shall be double action with the capability of being fired in a single action mode. The pistol must be operable by a right or left-handed user. With the exception of grips and small internal parts, it shall be an all-metal firearm.

All safeties must be internal and passive. A transfer bar type mechanism will be the primary safety to positively prevent contact between the hammer and firing pin or hammer and cartridge primer unless the trigger is pulled completely through its entire length of travel.

The sights must be fixed front and fixed, drift or fully adjustable rear.

The following pistols are recommended:

Smith & Wesson Model 686 K or L frame
Taurus Model 82 or 65
Ruger GP 100 Series

Ammunition type authorized:

110 – 135 grain +P rated Jacketed Hollow Point. **(If local statutes permit)**

Recommended Brands

Federal
Speer
Winchester
Remington

All firearms and ammunition, when not issued for duty, shall be secured by the contractor in a manner consistent with state and local laws, codes, and regulations, and approved by the COTR.

The contractor will have on-hand a sufficient quantity of appropriate and compatible ammunition to provide to all security guards, including part-time and reserve guards with forty (40) rounds each. In addition, the Contractor shall have on-hand or immediately obtainable an adequate quantity to meet the ammunition requirements for training and qualifications.

The contractor will also provide, excluding posts within St. Louis County, all security guards, including part-time and reserve guards with one (1) pistol each meeting the following requirements:

Contract Guard Firearm Specifications Caliber .40 S&W

The overall size shall not exceed 7.5" long, 5.5" high, and 1.5" wide and weigh no more than 30 oz. excluding the magazine. The caliber authorized is .40 S&W and not any larger. The magazine shall hold a minimum of 10 rounds and not more than 15. The pistol must be able to be fired without a magazine inserted into the weapon. The magazine must fall free (unloaded) when the magazine catch is activated. The double action only trigger pull must not weigh more than 12 pounds and not less than 5 pounds. The pistol may be either a traditional double action only or a striker fired design.

The pistol shall have a dark corrosive resistant finish and must be capable of being fired without the manipulation of an external safety or cocking lever. Passively operated grip or trigger safeties are acceptable. The normal function of the pistol shall be double action only. The pistol must be operable by a right or left-handed user. The use of a polymer-framed pistol is acceptable. There is not a requirement for an all-metal firearm.

All safeties must be internal or passive. An inertial interlocked firing pin will be the primary safety to positively prevent movement of the firing pin unless the trigger is pulled completely through its entire length of travel.

The sights must be drift adjustable and be luminous night sights, one (1) dot on the front sight, and two (2) dots on the rear sight, which appear as three (3) illuminated dots when the weapon is held at arm's length. The illuminated dots must not be visible when viewed from the muzzle end of the pistol. The color of the illuminated dots must be green. The illumination materials for the night sight must comply with Nuclear Regulatory Commission standards.

The following pistols are recommended:

Smith & Wesson M&P .40 Cal.

Glock 22 & 23 .40 Cal.
SIGARMS Sigpro .40 Cal.; P226 and P229
Steyr M Series .40 Cal.
Springfield Armory XD in .40 Cal.
H&K USP (Variant 7 DAO) .40 Cal.

Ammunition type authorized:

155-180 grain Jacketed Hollow Point.

Recommended Brands

Federal
Speer
Winchester
Remington

EXHIBIT 3A

**GOVERNMENT FURNISHED COMMUNICATIONS EQUIPMENT
REQUIREMENTS**

1. Facilities: Heartland Region

2. Equipment: The Government shall provide, maintain, and supplement, as may be necessary at the site identified above, the following number(s) of radios and described associated equipment.

Type of Equipment	QTY
Radio, portable, handy-talkie, four (4) watts, with Helifex antenna	171
Charger, rapid rate, with legs	
Charger, rapid rate, slim-line, desktop	
Battery, rapid rate nickel-cadmium	
Standard carrying case, slim-line size	
Base Station	

3. The Contractor will provide a listing of radio(s) and associated equipment received from the Government for use on this Contract to the Contracting Officer's Representative.

4. The Contractor will report any damage or maintenance issues concerning this equipment immediately to the COTR.

EXHIBIT 3B

Reserved

EXHIBIT 3C

Reserved

EXHIBIT 3D

Reserved

EXHIBIT 3E

Reserved

EXHIBIT 4

CONTRACTOR'S TRAINING SCHEDULE AND PLAN

In addition to listing specific and other related information as shown below, attach a resume for each instructor. This format will be used for all training, initial/basic, firearms, refresher, and on-the-job.

Date(s):

Time(s):

Subject:

Name of Instructor(s):

Training Facility Address (Street, City and State):

Remarks:

EXHIBIT 4A

BASIC TRAINING SUBJECTS TO BE PRESENTED BY THE CONTRACTOR

IMPORTANT NOTE: THE INSTRUCTOR MUST USE THE FPS SECURITY GUARD INFORMATION MANUAL (SGIM) AS AN ESSENTIAL COMPONENT OF THIS TRAINING. TOPICS ARE CROSS REFERENCED WHERE APPLICABLE TO THE MANUAL FOR EFFECTIVE PRESENTATION OF THE MATERIAL.

The Contractor must present 64 hours of basic training to all students. The hours listed in the “Hours” column are the recommended times needed for effective coverage of the material, to include questions and answers, interactive tasks, and reviews/quizzes of the material. The Instructor shall use his/her expertise in evaluating the class’s progress in comprehending and applying the concepts and materials taught. There may be some fluctuation in the actual time covered for each subject, *but under no circumstances shall the Instructor provide less than 64 hours of training.* It is also incumbent upon the instructor to notify the Contractor of instances where students are not adequately mastering the subject matter or are presenting a disruption to the class by repeated lateness, absences, or disrespectful behavior such as sleeping or talking while instruction is being given. Such behavior indicates that the student may not be suitable for holding a position as a security guard at a Federal facility.

64 Hours

Subject	Hours	Scope
Overview of the Department of Homeland Security and the Federal Protective Service (CHAPTER ONE, SGIM)	1	Instructor(s) will discuss the mission, role, and responsibilities of DHS and FPS as well as the role contract security guards play in facility security. Instructor will also discuss the five types of facilities and security levels.
Overview of the Roles & Responsibilities of a Contract Security Guard (CHAPTER TWO, SGIM)	1	Instructor will discuss the typical duties of a Contract Security Guard and responsibilities associated with being a contract Security guard at a Federal facility.
Ethics and Professionalism Part I: Overview (CHAPTER TWO, SGIM)	1	Describe police professionalism today, including the expanding use of contract security guards and indicate by current trends, where it may be headed in the future. Provide instruction in police ethics, using practical examples, both desirable and undesirable. Discuss ideas that will lead to improved cooperation between the local, state, and Federal law enforcement security guards and the contract security guards.
Ethics and Professionalism Part II: Interactive Training	1	Role playing or other interactive methods between instructor and students using scenarios of ethical and professional behavior by security guards based on the

EXHIBIT 4A, Continued

Subject	Hours	Scope
		overview of this topic. Use of audio-visual materials, case studies, and other materials to facilitate training objectives will be acceptable.
Principles of Communications Part I: Overview (CHAPTER TWO, SGIM)	1	Familiarize the security guards with the concept surrounding effective communications and development of communication skills. In meeting this objective, the contract security guard is presented with the theory of communications; various types of obstacles that can hinder the development and maintenance of effective communication; the senses and their role in the communication process and the main and essential skills that accompany the development of communication effectiveness.
Principles of Communications Part II: Interactive Training	1	Role-playing or other interactive methods between instructor and students using scenarios of communication methods based on the overview of this topic. Use of audio-visual materials, case studies, and other materials to facilitate training objectives will be acceptable.
Professional Public Relations Part I: Overview (CHAPTER TWO, SGIM)	1	Instruction is to be provided to the security guards that will increase their effectiveness in the use of basic social skills, enhance their employer's reputation and contract performance as well as the positive image portrayed by the U.S. Government. Such instruction should include (but not be limited to) proper display of the uniform, shoeshine, haircuts, and other forms of personal grooming.
Professional Public Relations Part II: Interactive Training	1	Role-playing or other interactive methods between instructor and students using scenarios of communication methods based on the overview of this topic. Use of audio-visual materials, case studies, and other materials to facilitate training objectives will be acceptable.
Understanding Human Behavior, Part I: Overview (CHAPTERS TWO AND	1	Instructor(s) will discuss the basic knowledge needed for the security guards to understand their own actions, and those of the people they work with in the

EXHIBIT 4A, Continued

Subject	Hours	Scope
NINE, SGIM)		performance of their assigned duties. Behavior under stress (both natural and man induced); actions of mentally disturbed; irrational conduct created by the use of drugs or alcohol; job (performance) related problem; will be a part of this discussion. Special attention should be given to the changes in human behavior that might occur in the contract security guard with the introduction of badge and gun.
Understanding Human Behavior, Part II: Interactive Training	1	Role-playing or other interactive methods between instructor and students using scenarios of human behavior based on the overview of this topic. Use of audio-visual materials, case studies, and other materials to facilitate training objectives will be acceptable.
The Law, Legal Authorities, Jurisdiction and Responsibilities (CHAPTER THREE, SGIM)	2	Discuss history of laws, applicable laws and regulations, and the concept of legal jurisdiction as it pertains to the security guards' duties and authority.
Crimes and Offenses (CHAPTER THREE, SGIM)	1	Present the security guards with an (understanding of the types of offenses they are most likely to encounter in their duties. Instruction should be given in methods of successful investigative techniques.
Search and Seizure (CHAPTER THREE, SGIM)	1	Provide the security guard with the knowledge of the legal application of search and seizure law in the performance of duties as a contract guard in a Federal facility. Instruction should provide a comprehensive survey of laws pertaining to search and seizure to include "Stop and Frisk".
Authority to Detain (CHAPTER THREE, SGIM)	1	Provide the security guard with knowledge of how guards shall exercise their authority to detain as defined by local, state, and Federal regulations. Instruction will define detention procedures and legal rules governing practices involving: confessions, self-incrimination, eyewitness identifications and complaints. Security guards should become completely familiar with the extent of their authority obtained from the various jurisdictions involved.
Use of Force	1	Instruction will be given on the use of force,

EXHIBIT 4A, Continued

Subject	Hours	Scope
(CHAPTER THREE AND APPENDIX FOUR, SGIM)		to include the various degrees of force authorized in the performance of duties under this contract. Reporting procedures related to such use will be discussed as will the consequences of the unauthorized, or misuse, of force.
Crime Scene Protection (CHAPTER THREE, SGIM)	2	Illustrate the important facets of the preliminary investigation and the protection, preservation, and subsequent search of the crime scene.
Rules of Evidence (CHAPTER THREE, SGIM)	1	Evidence is defined to include direct, circumstantial, and real. Information will be provided on admissibility as it relates to competency, relevancy, materiality, and hearsay. Instructions will present information on the exclusionary rule and other related items. Instructor will discuss procedures for handling and protecting evidence.
Security Guard Administration (CHAPTER FOUR, SGIM)	1	Instructor(s) will discuss the relationship between the Contractor and the Government and will discuss protocol for communicating with the MegaCenters when incidents occur. Instructor will also discuss the importance of the Duty Book.
Post Duties (CHAPTER FOUR, SGIM)	2	Instructor(s) will discuss the purpose of posts and identify the various types of protective services. Discuss the necessity of proper observation and counter-surveillance while manning a post.
Patrol Methods And Patrol Hazards (CHAPTER FOUR, SGIM)	2	Study the various methods and skills employed in protective patrols with an emphasis on foot patrols. Explain the importance of security patrols and explore the values of various patrol methods. Examine the hazards encountered during patrol functions, both natural and man-made. Discuss the techniques or recognition and ways to eliminate or reduce patrol hazards.
General Response Procedures (CHAPTER FOUR, SGIM)	2	Explain the various types of situations guards will respond to. Describe the proper approach to such situations; discuss the guard's role and responsibility; and instruct in the appropriate techniques to be employed in such circumstances. Include

EXHIBIT 4A, Continued

Subject	Hours	Scope
		discussion of radio communications protocol.
Access Control (CHAPTER FIVE, SGIM)	4	Discussion shall include personnel control, property control, vehicle control, and lock and key control.
Crime Detection, Assessment And Response (CHAPTER SIX, CGIM)	2	Acquaint the contract guard with the care and caution that must be exercised when coming upon a crime in progress. Discuss the element of surprise, and the possibilities of encountering a crime being committed. Special emphasis should be placed on the crimes the security guard may encounter while on duty within a Federal facility, his actions, responses, and the requirements of the agency.
Safety and Fire Prevention (CHAPTER SEVEN, SGIM)	1	Define the security guard's responsibility for safety and fire prevention. Provide guidelines for operational safeguards including the use of fire extinguishers (types, etc.), sprinkler systems, fire alarm systems, and other standard fire prevention equipment.
Records, Reports, & Forms (CHAPTER EIGHT, SGIM)	3	Instructor will lecture on importance of properly prepared records, reports, and forms. Students shall be given examples and prepare sample records, reports, and forms as they will use on an FPS contract. Emphasis on tips for effective report writing.
Special Situations (CHAPTER NINE, SGIM)	2	Instructor shall discuss various types of special situations which guards may be required to respond to, such as providing escorts; controlling traffic; and dealing with mentally ill or disturbed persons.
Code Adam (CHAPTER NINE, SGIM)	1	Instructors will familiarize the security guards with one of the largest child safety programs in the country. Discussions will include the history and the Code Adam Act as it pertains to Federal facilities. Instruction will include the FPS nationwide policy and the security guard's role in implementing Code Adam Alert procedures.
Terrorism, Anti-terrorism, and Weapons of Mass Destruction (WMD) (CHAPTERS ELEVEN AND FOURTEEN, SGIM)	4	Instructor will provide a lecture regarding weapons of mass destruction; discuss anti-terrorism methods used by FPS such as counter-surveillance and proper use of building security equipment.

EXHIBIT 4A, Continued

Subject	Hours	Scope
Workplace Violence (CHAPTER TWELVE, SGIM)	2	Instructor will discuss workplace violence, who commits violent acts and why, guard response to violent incidents, and tactics for being aware of environments or situations that can contribute to violence.
Civil Disturbances (CHAPTER THIRTEEN, SGIM)	3	Instructor(s) will discuss and provide field practice in crowd control and will teach the guards how to distinguish between friendly, sightseeing, agitated, and hostile crowds. Emphasis shall be placed upon effective response to civil disturbances.
Bomb Threats and Incidents (CHAPTER FOURTEEN, SGIM)	2	Instructor(s) will discuss the procedures guards will use to respond to bomb threats, discovery of suspicious items, and persons who appear to be suspicious. Emphasis shall be placed on gathering as much information as possible and reporting incidents.
Hostage Situations (CHAPTER FIFTEEN, SGIM)	2	Lecture and practical applications to instruct guards on identifying and responding to hostage situations.
Sabotage and Espionage (CHAPTER SIXTEEN, SGIM)	2	Instructor will lecture on defining the terms and give concrete examples of the concepts as they might occur on Federal property. Emphasize importance of deterrence and prevention as well as response to incidents as they occur.
Defensive Tactics	4	Lecture and practical applications will be used to instruct Security Guards in the use of defensive tactics. Instructor will incorporate defense against armed and unarmed attack, restraining holds, and subjective compliance methods against hostile or uncooperative persons.
Use of Handcuffs	4	Lecture and hands-on demonstrations of procedures and techniques for handcuffing persons. All students shall be given the opportunity to affix and remove handcuffs in different "real life" scenarios where handcuffing would be necessary.
Review & Examination	2	A 50 question multiple-choice written examination will be given to determine knowledge and understanding of the academic subject matter.

EXHIBIT 4A, Continued

NOTE: THE WRITTEN EXAMINATION QUESTIONS ARE TAKEN 100% FROM THE SGIM. FAILURE BY THE INSTRUCTOR TO USE THE SGIM AS AN ESSENTIAL TRAINING TOOL MAY RESULT IN HIGH RATES OF FAILURE ON THE WRITTEN EXAMINATION. THE CONTRACTOR IS STRONGLY URGED TO ENSURE THAT THE INSTRUCTORS USE THE SGIM AS A CORE COMPONENT OF THE TRAINING.

EXHIBIT 4B

SUPERVISORY TRAINING SUBJECTS TO BE PRESENTED BY THE CONTRACTOR

The Contractor must present 9 hours of supervisory training to any security guard prior to performing supervisory functions. The hours listed in the "Hours" column are the recommended times needed for effective coverage of the material, to include questions and answers, interactive tasks, and reviews/quizzes of the material. The Instructor shall use his/her expertise in evaluating the class's progress in comprehending and applying the concepts and materials taught. There may be some fluctuation in the actual time covered for each subject, *but under no circumstances shall the Instructor provide less than 9 hours of training.*

9 Hours

Subject	Hours	Scope
Supervisor's Duties and Responsibilities	2	Instructor(s) will discuss the basic duties and responsibilities of a security guard supervisor. Discussions will include instructions that all duty posts are to be manned at all times as required by the Contract; that all required forms are to be completed in an accurate, legible and timely manner; and that all subordinate employees have all required equipment and maintain proper inventory records of service weapons and all other required equipment.
FPS Contract Requirements	1	Instructor(s) will review basic FPS Contract requirements and standards of performance for Contractors, Contract employees, and the relationship of employees with key members of Government agencies and FPS officials involved in the administration and operation of FPS Contracts. An actual contract will be discussed so that students will be familiar with all aspects of such contracts to ensure proper performance by all employees and supervisors.
Methods and Theories of Supervision	1	Instructor(s) will discuss various supervision management theories and the basic principles involved so that the student understands the various methods of supervision that are available to accomplish the goals of a first-line supervisor.
How to be an Effective Leader	1	Instructor(s) will discuss the importance of a supervisor being a good leader. Discussion will focus on the necessity of giving constant

EXHIBIT 4B, Continued

Subject	Hours	Scope
		attention to countless details of personal behavior and personal relations with subordinates.
Purpose of Discipline	1	Instructor(s) will discuss the purpose of discipline and the use of praise and criticism to encourage and motivate employees. Discussion will focus on the use of criticism with the intention of improving job performance.
Effective Written and Oral Communication	1	Instructor(s) will discuss the problems oral communication encountered in both written and oral communication between supervisors and subordinates and methods to improve both. Lecture will include discussion of quantitative directives and the concept of asking while telling. Also included will be information on formal and informal communications and how the effective supervisor can use both to accomplish his/her mission as a first-line supervisor.
Motivating Employees and Problem Solving Methods	1	Instructor(s) will discuss methods used to motivate employees and to improve the performance of those employees who are not performing at acceptable standards. Emphasis will be on early identification of problem employees and methods that may be used to bring poor performance up to acceptable standards. Discussion will include problems related to alcoholism, illegal drug usage, and other related topics.
Scheduling Employees	1	Instructor(s) will discuss scheduling problems and methods to use available personnel effectively to ensure coverage of all posts in a cost-effective manner without using overtime. Included will be several practical "hands on" scheduling exercises.

EXHIBIT 4C

TRAINING SUBJECTS PRESENTED BY THE GOVERNMENT

The Contractor must coordinate with the COTR to present 16 hours of Government provided basic training to all students who have not had basic training. The hours listed in the “Hours” column are the recommended times needed for effective coverage of the material, to include questions and answers, interactive tasks, and reviews/quizzes of the material. There may be some fluctuation in the actual time covered for each subject, *but under no circumstances shall the Instructor provide less than 16 hours of training.* The Instructor will notify the Contractor of instances where students are not adequately mastering the subject matter or are presenting a disruption to the class by repeated lateness, absences, or disrespectful behavior, such as sleeping or talking while instruction is being given. Such behavior indicates that the student may not be suitable for holding a position as a security guard at a Federal facility and may be excluded from the required training.

16 Hours

Subject	Hours	Scope
Rules and Regulations	1	Discuss FPS’s jurisdiction within Federal property and the Rules and Regulations under which they are operated (41 CFR 102-74). Consideration should be given to any special requirements (regulations) particular to the agency(s) involved.
Bomb Threats and Natural Disaster Responses	2	Instructor(s) will present information, as required for each specific facility, regarding the proper procedures for response to the threat of bombs, devices, and natural disasters. This information (training) will be related directly to the procedures used by the FPS Law Enforcement Branch and local law enforcement agencies. Dependent upon the facility, contract specifications, and local requirements, contract guards may be given training in bomb search procedures.
Report Writing, Notes and Required FPS Forms	3	Develop an understanding of the types, and Required FPS Forms requirements, and necessity of field notes and reports that will be expected from the security guard. Discuss the use, value, and purpose of reports and field notes. Special instruction shall be given in the preparation of GSA Form 3155, Preliminary Investigation and GSA Form 3157, Crime Analysis. Instructor(s) will review and discuss the

EXHIBIT 4C, Continued

Subject	Hours	Scope
		importance of the following forms: a. Preliminary Investigation; b. Crime Analysis; c. GSA Form 1039, Record of Property Found; d. GSA Form 252, Found Property Tag; e. GSA Form 1789, Register of Visitors; f. Arrival and Departures; g. Relief Guard Register h. Officer and Inspectors Register; i. Guards Hourly Report; j. Special forms unique to the facility used in the performance of the Contract duties.
Telephone and Radio Communications	1	Instruction will prepare the security guard for use of telephone and radio communications techniques. Instruction will be presented employing standard procedures used by FPS, the tenant agency, local law enforcement, and the Federal Communications Commission (FCC). Instruction will stress use applicable in situations such as emergency requests (Transmissions), required reporting of locations, patrol use, requests for assistance, etc.
Role of Local, State and Federal Police Agencies	1	The security guards will be instructed in their relationship to other law enforcement agencies. Each guard should understand their role, as required by the Contract, in enforcement of Building Rules and Regulations, agency policy, special requirements of the FPS Law Enforcement Branch, local/state police agencies, and other Federal law enforcement groups. NOTE: For the purpose of this training, 50 minutes will be considered as one hour of instruction.
X-Ray and Magnetometer Training	8	Instruction will include device nomenclature, performance testing, and operations of x-ray machines and walk-through and hand-held magnetometer. Security guards will identify x-ray images of potential hazards. Instructions will include manual screening techniques.

EXHIBIT 4D

CONTRACTOR PROVIDED REFRESHER TRAINING TO BE PRESENTED TO ALL SECURITY GUARDS EVERY THREE YEARS

IMPORTANT NOTE: THE INSTRUCTOR MUST USE THE FPS SECURITY GUARD INFORMATION MANUAL (SGIM) AS AN ESSENTIAL COMPONENT OF THIS TRAINING. TOPICS ARE CROSS REFERENCED WHERE APPLICABLE TO THE MANUAL FOR EFFECTIVE PRESENTATION OF THE MATERIAL.

The Contractor must present 40 hours of refresher training to all students who have not had basic training or refresher training within three years. The hours listed in the “Hours” column are the recommended times needed for effective coverage of the material, to include questions and answers, interactive tasks, and reviews/quizzes of the material. The Instructor shall use his/her expertise in evaluating the class’s progress in comprehending and applying the concepts and materials taught. There may be some fluctuation in the actual time covered for each subject, *but under no circumstances shall the Instructor provide less than 40 hours of training.* It is also incumbent upon the Instructor to notify the Contractor of instances where students are not adequately mastering the subject matter or are presenting a disruption to the class by repeated lateness, absences, or disrespectful behavior, such as sleeping or talking while instruction is being given. Such behavior indicates that the student may not be suitable for holding a position as a security guard at a Federal facility.

40 Hours

Subject	Hours	Scope
Overview of the Department of Homeland Security and the Federal Protective Service (CHAPTER ONE, SGIM)	1	Instructor(s) will discuss the mission, role, and responsibilities of DHS and FPS as well as the role contract security guards play in facility security. Instructor will also discuss the five types of facilities and security levels.
Customer Oriented Protection	1	Instructor(s) will discuss the concept of customer-oriented protection and the role security guards play in this approach to security. <i>(Note: FPS will provide the instructor with information on this program to assist in training).</i>
Overview of the Roles & Responsibilities of a Security Guard (CHAPTER TWO, SGIM)	1	Instructor will discuss the typical duties of a Contract Security Guard and responsibilities associated with being a security guard at a Federal facility.
Ethics and Professionalism Part I: Overview (CHAPTER	0.5	Describe police professionalism today, including the expanding use of security guards and indicate by current trends,

EXHIBIT 4D, Continued

Subject	Hours	Scope
TWO, SGIM)		where it may be headed in the future. Provide instruction in police ethics, using practical examples, both desirable and undesirable. Discuss ideas that will lead to improved cooperation between the local, state, and Federal law enforcement agents and the security guards.
Ethics and Professionalism Part II: Interactive Training	1	Role playing or other interactive methods between instructor and students using scenarios of ethical and professional behavior by security guards based on the overview of this topic. Use of audio-visual materials, case studies, and other materials to facilitate training objectives will be acceptable.
Principles of Communications Part I: Overview (CHAPTER TWO, SGIM)	1	Familiarize the security guards with the concept surrounding effective communications and development of communication skills. In meeting this objective, the security guard is presented with the theory of communications; various types of obstacles that can hinder the development and maintenance of effective communication; the senses and their role in the communication process and the main and essential skills that accompany the development of communication effectiveness.
Principles of Communications Part II: Interactive Training	1	Conduct role-playing or other interactive methods between instructor and students using scenarios of communication methods based on the overview of this topic. Use of audio-visual materials, case studies, and other materials to facilitate training objectives will be acceptable.
Professional Public Relations Part I: Overview (CHAPTER TWO, SGIM)	1	Instruction is to be provided to the security guards that will increase their effectiveness in the use of basic social skills, enhance their employer's reputation and contract performance as well as the positive image portrayed by the U.S. Government. Such instruction should include (but not be limited to) proper display of the uniform, shoeshine,

EXHIBIT 4D, Continued

Subject	Hours	Scope
		haircuts, and other forms of personal grooming.
Professional Public Relations Part II: Interactive Training	1	Role-playing or other interactive methods between instructor and students using scenarios of communication methods based on the overview of this topic. Use of audio-visual materials, case studies, and other materials to facilitate training objectives will be acceptable.
Understanding Human Behavior, Part I: Overview (CHAPTERS TWO AND NINE, SGIM)	0.5	Instructor(s) will discuss the basic knowledge needed for the security guards to understand their own actions, and those of the people they work with in the performance of their assigned duties. Behavior under stress (both natural and man induced); actions of mentally disturbed; irrational conduct created by the use of drugs or alcohol; job (performance) related problem; will be a part of this discussion. Special attention should be given to the changes in human behavior that might occur in the contract security guard with the introduction of badge and gun.
Understanding Human Behavior, Part II: Interactive Training	0.5	Role-playing or other interactive methods between instructor and students using scenarios of human behavior based on the overview of this topic. Use of audio-visual materials, case studies, and other materials to facilitate training objectives will be acceptable.
The Law, Legal Authorities, Jurisdiction and Responsibilities (CHAPTER THREE, SGIM)	1	Discuss history of laws, applicable laws and regulations, and the concept of legal jurisdiction as it pertains to the security guards' duties and authority.
Crimes and Offenses (CHAPTER THREE, SGIM)	0.5	Present the security guards with an (understanding of the types of offenses they are most likely to encounter in their duties. Instruction should be given in methods of successful investigative techniques.
Search and Seizure (CHAPTER THREE, SGIM)	0.5	Provide the security guard with the knowledge of the legal application of search and seizure law in the performance of duties

EXHIBIT 4D, Continued

Subject	Hours	Scope
		as a security guard with a Federal facility. Instruction should provide a comprehensive survey of laws pertaining to search and seizure to include "Stop and Frisk".
Authority to Detain (CHAPTER THREE, SGIM)	1	Provide the security guard with knowledge of how guards shall exercise their authority to detain as defined by local, state, and Federal regulations. Instruction will define detention procedures and legal rules governing practices and procedures involving: confessions, self-incrimination, eyewitness identifications and complaints. Security guards should become completely familiar with the extent of their authority obtained from the various jurisdictions involved.
Use of Force (CHAPTER THREE, SGIM)	1	Instruction will be given on the use of force, to include the various degrees of force authorized in the performance of duties under this contract. Reporting procedures related to such use will be discussed as will the consequences of the unauthorized, or misuse, of force.
Crime Scene Protection (CHAPTER THREE, SGIM)	0.5	Illustrate the important facets of the preliminary investigation and the protection, preservation, and subsequent search of the crime scene.
Rules of Evidence (CHAPTER THREE, SGIM)	0.5	Evidence is defined to include direct, circumstantial, and real. Information will be provided on admissibility as it relates to competency, relevancy, materiality, and hearsay. Instructions will present information on the exclusionary rule and other related items. Instructor will discuss procedures for handling and protecting evidence.
Security Guard Administration (CHAPTER FOUR, SGIM)	0.5	Instructor(s) will discuss the relationship between the Contractor and the Government and will discuss protocol for communicating with the MegaCenters when incidents occur. Instructor will also discuss the importance of the Duty Book.
Post Duties (CHAPTER	0.5	Instructor(s) will discuss the purpose of

EXHIBIT 4D, Continued

Subject	Hours	Scope
FOUR, SGIM)		posts and identify the various types of protective services. Discuss the necessity of proper observation and counter-surveillance while manning a post.
Patrol Methods And Patrol Hazards (CHAPTER FOUR, SGIM)	0.5	Study the various methods and skills employed in protective patrols with an emphasis on foot patrols. Explain the importance of security patrols and explore the values of various patrol methods. Examine the hazards encountered during patrol functions, both natural and man-made. Discuss the techniques or recognition and ways to eliminate or reduce patrol hazards.
General Response Procedures (CHAPTER FOUR, SGIM)	0.5	Explain the various types of situations guards will respond to. Describe the proper approach to such situations; discuss the guard's role and responsibility; and instruct in the appropriate techniques to be employed in such circumstances. Include discussion of radio communications protocol.
Access Control (CHAPTER FIVE, SGIM)	0.5	Acquaint the security guard with the care and caution that must be exercised when coming upon a crime in progress. Discuss the element of surprise, and the possibilities of encountering a crime being committed. Special emphasis should be placed on the crimes the security guard may encounter while on duty within a Federal facility, his actions, responses, and the requirements of the agency.
Crime Detection, Assessment And Response (CHAPTER SIX, SGIM)	0.5	Acquaint the security guard with the care and caution that must be (CHAPTER SIX, SGIM) exercised when coming upon a crime in progress. Discuss the element of surprise, and the possibilities of encountering a crime being committed. Special emphasis should be placed on the crimes the security guard may encounter while on duty within a Federal facility, his actions, responses, and the requirements of the agency.

EXHIBIT 4D, Continued

Subject	Hours	Scope
Safety and Fire Prevention (CHAPTER SEVEN, SGIM)	0.5	Define the security guard's responsibility for safety and fire prevention. Provide guidelines for operational safeguards including the use of fire extinguishers (types, etc.), sprinkler systems, fire alarm systems, and other standard fire prevention equipment.
Records, Reports, & Forms (CHAPTER EIGHT, SGIM)	0.5	Instructor will lecture on importance of properly prepared records, reports, and forms. Students shall be given examples and prepare sample records, reports, and forms as they will use on an FPS contract. Emphasis on tips for effective report writing.
Special Situations (CHAPTER NINE, SGIM)	1	Instructor shall discuss various types of special situations which guards may be required to respond to, such as providing escorts; controlling traffic; and dealing with mentally ill or disturbed persons.
Code Adam (CHAPTER NINE, SGIM)	1	Instructors will familiarize the security guards with one of the largest child safety programs in the country. Discussions will include the history and the Code Adam Act as it pertains to Federal facilities. Instruction will include the FPS nationwide policy and the security guard's role in implementing Code Adam Alert procedures.
Terrorism, Anti-terrorism, and Weapons of Mass Destruction (WMD) (CHAPTER ELEVEN, SGIM)	2	Instructor will provide a lecture regarding weapons of mass destruction; discuss anti-terrorism methods used by FPS such as counter-surveillance and proper use of building security equipment.
Workplace Violence (CHAPTER TWELVE, SGIM)	1	Instructor will discuss workplace violence, who commits violent acts and why, guard response to violent incidents, and tactics for being aware of environments or situations that can contribute to violence.
Civil Disturbances (CHAPTER THIRTEEN, SGIM)	1	Instructor(s) will discuss and provide field practice in crowd control and will teach the guards how to distinguish between friendly, sightseeing, agitated, and hostile crowds. Emphasis shall be placed upon effective response to civil disturbances.
Bomb Threats and	1	Instructor(s) will discuss the procedures

EXHIBIT 4D, Continued

Subject	Hours	Scope
Incidents (CHAPTER FOURTEEN, SGIM)		guards will use to respond to bomb threats, discovery of suspicious items, and persons who appear to be suspicious. Emphasis shall be placed on gathering as much information as possible and reporting incidents.
Hostage Situations (CHAPTER FIFTEEN, SGIM)	1	Lecture and practical applications to instruct guards on identifying and responding to hostage situations.
Sabotage and Espionage (CHAPTER SIXTEEN, SGIM)	0.5	Instructor will lecture on defining the terms and give concrete examples of the concepts as they might occur on Federal property. Emphasize importance of deterrence and prevention as well as response to incidents as they occur.
Defensive Tactics	3	Lecture and practical applications will be used to instruct Security Guards in the use of defensive tactics. Instructor will incorporate defense against armed and unarmed attack, restraining holds, and subjective compliance methods against hostile or uncooperative persons.
Use of Handcuffs	2	Lecture and hands-on demonstrations of procedures and techniques for handcuffing persons. All students shall be given the opportunity to affix and remove handcuffs in different "real life" scenarios where handcuffing would be necessary.

EXHIBIT 4D, Continued

Subject	Hours	Scope
X-Ray and Magnetometer	8	Instruction will include device nomenclature, performance testing, and operations of x-ray machines and walk-through and hand-held magnetometer. Security guards will identify x-ray images of potential hazards. Instructions will include manual screening techniques.

EXHIBIT 4E

CONTRACTOR-PROVIDED BASIC WEAPONS TRAINING AND QUALIFICATIONS

The Contractor must present 8 hours of basic baton training and certification, 8 hours of firearms classroom training, and 32 hours of live fire training and familiarization to all security guards. In addition to the weapons training, the contractor must provide for the weapons qualification course and must coordinate with the Contracting Officer for FPS to monitor the course of fire. The hours listed in the “Hours” column are the recommended times needed for effective coverage of the material, to include questions and answers, interactive tasks, and reviews/quizzes of the material. The Instructor shall use his/her expertise in evaluating the class’s progress in comprehending and applying the concepts and materials taught. There may be some fluctuation in the actual time covered for each subject, *but under no circumstances shall the Instructor provide less than 40 hours of training*. It is also incumbent upon the Instructor to notify the Contractor of instances where students are not adequately mastering the subject matter or are presenting a disruption to the class by repeated lateness, absences, or disrespectful behavior, such as sleeping or talking while instruction is being given. Such behavior indicates that the student may not be suitable for holding a position as a security guard at a Federal facility.

Subject	Hours	Scope
Use of Baton	8	Lecture and hands-on demonstration of procedures for baton carrying and drawing as well as striking techniques.
Firearms Maintenance, Safety, and Handling	8	(NOTE: This segment does not include fundamentals or firing and firearms qualification.) Provide instruction in the handling and control of the security guard’s firearm. Instruction should relate to weapons safety and handling to include: nomenclature, wearing of the weapon, care and cleaning, performing a functions check, storage, and accountability. Special emphasis must be placed on loading, unloading, and the safe lowering of a “cocked” hammer on a live round.
Familiarization Fire	32	Instruction on live fire with no less than 500 rounds of ammunition. Instructions include transition from other weapons.

EXHIBIT 4E, Continued

Handgun Qualification Course

Firearms: Contract-authorized handgun and ammunition

Ammunition: Fifty (50) rounds

Target: ICE Target

All stages will be fired as a hot range. Once prepared for duty carry, the shooter will be responsible for reloading on command and/or when otherwise necessary.

EXHIBIT 4E, Continued

Course of Fire .38 Caliber:

STAGE	DISTANCE	ROUNDS	POSITION	DESCRIPTION
1	1.5 YSD	6	Strong hand only from the holster using the bent elbow position with the support arm/hand placed against the upper centerline of the officer's chest	On command the shooter will: Draw and fire one (1) round in two (2) seconds and re-holster. Draw and fire two (2) rounds in two (2) seconds and re-holster. Draw and fire three (3) rounds in two (2) seconds and re-holster.
2	3 YDS	6	Using two hands from the holster -- point shoulder shooting, referencing sights	On command the shooter will: Draw and fire three (3) rounds in the chest of the target in three (3) seconds, and re-holster. Draw and fire three (3) rounds in three (3) seconds to the chest, perform a reload and re-holster.
3	7 YDS	6	Body armor and cover drills. Two-handed shooting using the sights	On command the shooter will draw and fire two (2) rounds to the chest of the target and one (1) round to the head of the target in five (5) seconds and assume a high search position. From high search, move to an aimed in position and fire two (2) rounds to the chest of the target and one (1) round to the head of the target in four (4) seconds. At the end of this stage, the two (2) headshot rounds must be in the five ring head area for each to count as five (5) points. The head area outside the five ring is worth two (2) points.
4	7 YDS	12	One-handed shooting	On command the shooter will draw and fire three (3) rounds, using both hands, then transfer the weapon to the strong hand only and fire three (3) rounds, in ten (10) seconds. Perform a

EXHIBIT 4E, Continued

STAGE	DISTANCE	ROUNDS	POSITION	DESCRIPTION
				<p>reload and re-holster. Draw and fire three (3) rounds, using both hands, then transfer the weapon to the support hand only and fire three (3) rounds, in ten (10) seconds. Perform a reload and re-holster.</p>
5	15 YDS	12	Two-handed shooting from the standing and kneeling position	<p>On command the shooter will draw and fire six (6) rounds from the standing position in ten (10) seconds. Move to a kneeling position. When the target edges, or command is given that threat has diminished, shooter performs a reload in eight (8) seconds and assumes a ready position. When threat reappears, or command to fire is given, fire six (6) additional rounds from the kneeling position in ten (10) seconds.</p>
6	25 YDS	4	Barricade	<p>On command the shooter will take one (1) step to the rear and one (1) to the right of the barricade. When the threat appears or command to fire is given, move to cover, draw and fire two (2) rounds from the right side standing barricade position, move to the right side kneeling barricade and fire an additional two (2) rounds, in twenty (20) seconds.</p>
7	25 YDS	4	Barricade	<p>On command the shooter will take one (1) step to the rear and one (1) to the left of the barricade. When the threat appears or command to fire is given, move to cover and fire two (2) rounds from the left side standing barricade position, move to the left side</p>

EXHIBIT 4E, Continued

STAGE	DISTANCE	ROUNDS	POSITION	DESCRIPTION
				kneeling barricade and fire an additional two (2) rounds, in twenty (20) seconds.

A total of fifty (50) rounds will be fired with a maximum possible score of two hundred-fifty (250) points. Minimum qualification score is two hundred (200) out of two hundred-fifty (250) for eighty (80) percent.

Marksmanship Ratings:

220-230 = Marksman;

231-240 = Sharpshooter;

241-249 = Expert; and

250 = Distinguished Expert.

EXHIBIT 4F

CONTRACTOR-PROVIDED ANNUAL WEAPONS REFRESHER TRAINING AND QUALIFICATIONS

The Contractor must present and certify eight (8) hours of annual baton and/or OC Spray (as appropriate) refresher training and annual weapons qualification using the course of fire in Exhibit 4E of this Contract. The Contractor must coordinate with the Contracting Officer for FPS to monitor the course of fire.

EXHIBIT 5A

CONTRACTOR'S CERTIFICATION OF BASIC TRAINING

Employee's Name: _____

SSN: _____ - _____ - _____

I hereby certify that the above named employee has successfully completed all required Basic Training subjects including practical exercises and examinations in accordance with Section C-9 and Section J Exhibit 4A as required by Contract number _____.

The Basic Training was provided from _____ (DATE) to _____ (DATE)

The Basic Training Subjects as identified in Section J Exhibit 4A of the Contract were presented by:

_____ of _____
(Name of Instructor) (Name of Company)

Employee's Score: _____

Employee's Signature: _____

CERTIFIED BY:

(Printed Name of Contractor's Authorized Representative) (Signature) (Date)

Information provided in this certification is subject investigation and verification under Title 18, Section 1001, United State Code. Any false or misleading information may be punishable by fine or imprisonment.

EXHIBIT 5B

CONTRACTOR'S CERTIFICATION OF SUPERVISORY TRAINING

Employee's Name: _____

SSN: _____ - _____ - _____

I hereby certify that the above named supervisory employee has successfully completed all required Supervisory Training subjects including practical exercises and examinations in accordance with Section C-9 and Section J Exhibit 4B as required by Contract number _____.

The Supervisory Training was provided from _____ to _____
(DATE) (DATE)

The Supervisory Training Subjects as identified in Section J Exhibit 4B of the Contract were presented by:

_____ of _____
(Name of Instructor) (Name of Company)

Employee's Score: _____

Employee's Signature: _____

CERTIFIED BY:

(Printed Name of Contractor's Authorized Representative) (Signature) (Date)

Information provided in this certification is subject investigation and verification under Title 18, Section 1001, United State Code. Any false or misleading information may be punishable by fine or imprisonment.

EXHIBIT 5C

CONTRACTOR'S CERTIFICATION OF GOVERNMENT PROVIDED TRAINING

Employee's Name: _____

SSN: _____ - _____ - _____

I hereby certify that the above named employee has successfully completed all required Government Provided Training subjects including practical exercises and examinations in accordance with Section C-9 and Section J Exhibit 4C as required by Contract number _____.

The Government Provided Training was provided from _____ (DATE) to _____ (DATE)

The Government Provided Subjects as identified in Section J Exhibit 4C of the Contract were presented by:

_____ of _____
(Name of Instructor) (Name of Agency)

Employee's Score: _____

Employee's Signature: _____

CERTIFIED BY:

(Printed Name of Contractor's Authorized Representative) (Signature) (Date)

Information provided in this certification is subject investigation and verification under Title 18, Section 1001, United State Code. Any false or misleading information may be punishable by fine or imprisonment.

EXHIBIT 5D

CONTRACTOR'S CERTIFICATION OF REFRESHER TRAINING

Employee's Name: _____

SSN: - - _____

I hereby certify that the above named employee has successfully completed all required Refresher Training subjects including practical exercises and examinations in accordance with Section C-9 and Section J Exhibit 4D as required by Contract number _____.

The Refresher Training was provided from _____ to _____
(DATE) (DATE)

The Refresher Training Subjects as identified in Section J Exhibit 4A of the Contract were presented by:

_____ of _____
(Name of Instructor) (Name of Company)

Employee's Score: _____

Employee's Signature: _____

CERTIFIED BY:

(Printed Name of Contractor's Authorized Representative) (Signature) (Date)

Information provided in this certification is subject investigation and verification under Title 18, Section 1001, United State Code. Any false or misleading information may be punishable by fine or imprisonment.

EXHIBIT 5E

CONTRACTOR'S CERTIFICATION OF BASIC WEAPONS TRAINING

Employee's Name: _____

SSN: _____ - _____ - _____

I hereby certify that the above named employee has successfully completed all required Firearms Training subjects including practical exercises and examinations in accordance with Section C-9 and Section J Exhibit 4E as required by Contract number _____.

The Firearms Training was provided from _____ (DATE) to _____ (DATE)

The Baton Training was provided from _____ (DATE) to _____ (DATE)

The Weapons Training Subjects as identified in Section J Exhibit 4E of the Contract were presented by:

_____ of _____
(Name of Instructor) (Name of Company)

Employee's Score: _____

Employee's Signature: _____

CERTIFIED BY:

(Printed Name of Contractor's Authorized Representative) (Signature) (Date)

Information provided in this certification is subject investigation and verification under Title 18, Section 1001, United State Code. Any false or misleading information may be punishable by fine or imprisonment.

EXHIBIT 5F

CONTRACTOR'S CERTIFICATION OF ANNUAL WEAPONS REFRESHER TRAINING

Employee's Name: _____

SSN: _____ - _____ - _____

I hereby certify that the above named employee has successfully completed all required Firearms Training subjects including practical exercises and examinations in accordance with Section C-9 and Section J Exhibit 4E as required by Contract number _____.

The Firearms Training was provided from _____ (DATE) to _____ (DATE)

The Baton Training was provided from _____ (DATE) to _____ (DATE)

The Weapons Training Subjects as identified in Section J Exhibit 4E of the Contract were presented by:

_____ of _____
(Name of Instructor) (Name of Company)

Employee's Score: _____

Employee's Signature: _____

CERTIFIED BY:

(Printed Name of Contractor's Authorized Representative) (Signature) (Date)

Information provided in this certification is subject investigation and verification under Title 18, Section 1001, United State Code. Any false or misleading information may be punishable by fine or imprisonment.

EXHIBIT 6A

STANDARD FORM 78 – CERTIFICATE OF MEDICAL EXAMINATION

RESERVED [INSERT ACTUAL COPY OF SF 78]

EXHIBIT 6B

KEY PERSONNEL RESUME

Employee's Name: _____ **SSN:** - -

PROPOSED POSITION TITLE: _____

SUPERVISOR'S NAME: _____

CURRENT POSITION WITH THE CONTRACT FIRM: _____

TIME IN CURRENT POSITION: (Yrs. Mos.) _____

RESPONSIBLE FOR THE WORK OF: _____ **PERSONS**

DESCRIPTION OF SCOPE OF CURRENT JOB: (Use attached sheet if necessary)

WORK EXPERIENCE: (Beginning with the most recent for the past 10 years.)

Dates (From – To)	Position or Title	Company Name and Address	Reference and Phone Number

EXHIBIT 6B Continued

Employee's Name:

SSN: - -

EDUCATION SUMMARY:

	Name and Address of Institution	Dates Attended	Diploma or Certificate
High School			
College			
Technical			
Trade Schools			

PROVIDE A BRIEF STATEMENT OF WHY THIS SUPERVISOR IS BELIEVED TO BE QUALIFIED FOR THIS CONTRACT.

EXHIBIT 6C

SECURITY SUITABILITY REQUIREMENTS

Facility Clearance	Required	Not Req'd
Top Secret		
Final Secret		
DHS Suitability		

Personnel Clearance	Post Requirements (or "None")
Top Secret	
Final Secret	
DOE "Q"	
DOE "L"	
NRC "Q"	
NRC "L"	
DHS Suitability	

NOTE: FACILITIES/GUARD POSTS MAY VARY IN SUITABILITY AND CLEARANCE REQUIREMENTS; THEREFORE, REFER TO ALL FACILITIES/GUARD POSTS LISTED IN EXHIBIT 1 FOR DEFINED/SPECIFIED CLEARANCE VARIATIONS.

EXHIBIT 7

CONDUCT ON FEDERAL PROPERTY

Conduct on Federal Property (Federal Management Regulations)

Applicability

§102-74.365—To whom does this subpart apply?

The rules in this subpart apply to all property under the authority of GSA and to all persons entering in or on such property. Each occupant agency shall be responsible for the observance of these rules and regulations. Federal agencies must post the notice in the Appendix to this part at each public entrance to each Federal facility.

Inspection

§102-74.370—What items are subject to inspection by Federal agencies?

Federal agencies may, at their discretion, inspect packages, briefcases and other containers in the immediate possession of visitors, employees or other persons arriving on, working at, visiting, or departing from Federal property. Federal agencies may conduct a full search of a person and the vehicle the person is driving or occupying upon his or her arrest.

Admission to Property

§102-74.375—What is the policy on admitting persons to Government property?

Federal agencies must—

(a) Except as otherwise permitted, close property to the public during other than normal working hours. In those instances where a Federal agency has approved the after-normal-working-hours use of buildings or portions thereof for activities authorized by [subpart D](#) of this part, Federal agencies must not close the property (or affected portions thereof) to the public;

(b) Close property to the public during working hours only when situations require this action to provide for the orderly conduct of Government business. The designated official under the Occupant Emergency Program may make such decision only after consultation with the buildings manager and the highest ranking representative of the law enforcement organization responsible for protection of the property or the area. The designated official is defined in [102-71.20](#) of this chapter as the highest ranking official of the primary occupant agency, or the alternate highest ranking official or designee selected by mutual agreement by other occupant agency officials; and

(c) When property or a portion thereof is closed to the public, restrict admission to the property, or the affected portion, to authorized persons who must register upon entry to the property and must, when requested, display Government or other identifying credentials to Federal police officers or other

authorized individuals when entering, leaving or while on the property. Failure to comply with any of the applicable provisions is a violation of these regulations.

Preservation of Property

§102-74.380—What is the policy concerning the preservation of property?

All persons entering in or on Federal property are prohibited from—

- (a) Improperly disposing of rubbish on property;
- (b) Willfully destroying or damaging property;
- (c) Stealing property;
- (d) Creating any hazard on property to persons or things; or
- (e) Throwing articles of any kind from or at a building or climbing upon statues, fountains or any part of the building.

Conformity With Signs and Directions

§102-74.385—What is the policy concerning conformity with official signs and directions?

Persons in and on property must at all times comply with official signs of a prohibitory, regulatory or directory nature and with the lawful direction of Federal police officers and other authorized individuals.

Disturbances

§102-74.390—What is the policy concerning disturbances?

All persons entering in or on Federal property are prohibited from loitering, exhibiting disorderly conduct or exhibiting other conduct on property that—

- (a) Creates loud or unusual noise or a nuisance;
- (b) Unreasonably obstructs the usual use of entrances, foyers, lobbies, corridors, offices, elevators, stairways, or parking lots;
- (c) Otherwise impedes or disrupts the performance of official duties by Government employees; or
- (d) Prevents the general public from obtaining the administrative services provided on the property in a timely manner.

Gambling

§102-74.395—What is the policy concerning gambling?

(a) Except for the vending or exchange of chances by licensed blind operators of vending facilities for any lottery set forth in a State law and authorized by section 2(a)(5) of the Randolph-Sheppard Act (20 U.S.C. 107 *et seq.*), all persons entering in or on Federal property are prohibited from—

- (1) Participating in games for money or other personal property;
- (2) Operating gambling devices;
- (3) Conducting a lottery or pool; or
- (4) Selling or purchasing numbers tickets.

(b) This provision is not intended to prohibit prize drawings for personal property at otherwise permitted functions on Federal property, provided that the game or drawing does not constitute gambling *per se*. Gambling *per se* means a game of chance where the participant risks something of value for the chance to gain or win a prize.

Narcotics and Other Drugs

§102-74.400—What is the policy concerning the possession and use of narcotics and other drugs?

Except in cases where the drug is being used as prescribed for a patient by a licensed physician, all persons entering in or on Federal property are prohibited from—

- (a) Being under the influence, using or possessing any narcotic drugs, hallucinogens, marijuana, barbiturates, or amphetamines; or
- (b) Operating a motor vehicle on the property while under the influence of alcoholic beverages, narcotic drugs, hallucinogens, marijuana, barbiturates, or amphetamines.

Alcoholic Beverages

§102-74.405—What is the policy concerning the use of alcoholic beverages?

Except where the head of the responsible agency or his or her designee has granted an exemption in writing for the appropriate official use of alcoholic beverages, all persons entering in or on Federal property are prohibited from being under the influence or using alcoholic beverages. The head of the responsible agency or his or her designee must provide a copy of all exemptions granted to the buildings manager and the highest ranking representative of the law enforcement organization, or other authorized officials, responsible for the security of the property.

Soliciting, Vending and Debt Collection

§102-74.410—What is the policy concerning soliciting, vending and debt collection?

All persons entering in or on Federal property are prohibited from soliciting alms (including money and non-monetary items) or commercial or political donations, vending merchandise of all kinds, displaying or distributing commercial advertising, or collecting private debts, except for—

(a) National or local drives for funds for welfare, health or other purposes as authorized by 5 CFR part 950, entitled “Solicitation Of Federal Civilian And Uniformed Service Personnel For Contributions To Private Voluntary Organizations,” and sponsored or approved by the occupant agencies;

(b) Concessions or personal notices posted by employees on authorized bulletin boards;

(c) Solicitation of labor organization membership or dues authorized by occupant agencies under the Civil Service Reform Act of 1978 (Pub. L. 95-454);

(d) Lessee, or its agents and employees, with respect to space leased for commercial, cultural, educational, or recreational use under 40 U.S.C. 581(h). Public areas of GSA-controlled property may be used for other activities in accordance with [subpart D](#) of this part;

(e) Collection of non-monetary items that are sponsored or approved by the occupant agencies; and

(f) Commercial activities sponsored by recognized Federal employee associations and on-site child care centers.

Posting and Distributing Materials

§102-74.415—What is the policy for posting and distributing materials?

All persons entering in or on Federal property are prohibited from—

(a) Distributing free samples of tobacco products in or around Federal buildings, as mandated by Section 636 of Public Law 104-52;

(b) Posting or affixing materials, such as pamphlets, handbills, or flyers, on bulletin boards or elsewhere on GSA-controlled property, except as authorized in [102-74.410](#), or when these displays are conducted as part of authorized Government activities; and

(c) Distributing materials, such as pamphlets, handbills or flyers, unless conducted as part of authorized Government activities. This prohibition does not apply to public areas of the property as defined in [102-71.20](#) of this chapter. However, any person or organization proposing to distribute materials in a public area under this section must first obtain a permit from the building manager as specified in [subpart D](#) of this part. Any such person or organization must distribute materials only in accordance with the provisions of [subpart D](#) of this part. Failure to comply with those provisions is a violation of these regulations.

Photographs for News, Advertising or Commercial Purposes

§102-74.420—What is the policy concerning photographs for news, advertising or commercial purposes?

Except where security regulations, rules, orders, or directives apply or a Federal court order or rule prohibits it, persons entering in or on Federal property may take photographs of—

- (a) Space occupied by a tenant agency for non-commercial purposes only with the permission of the occupying agency concerned;
- (b) Space occupied by a tenant agency for commercial purposes only with written permission of an authorized official of the occupying agency concerned; and
- (c) Building entrances, lobbies, foyers, corridors, or auditoriums for news purposes.

Dogs and Other Animals

§102-74.425—What is the policy concerning dogs and other animals on Federal property?

No person may bring dogs or other animals on Federal property for other than official purposes. However, a disabled person may bring a seeing-eye dog, a guide dog, or other animal assisting or being trained to assist that individual.

Breastfeeding

§102-74.426—May a woman breastfeed her child in a Federal building or on Federal property?

Yes. Public Law 108-199, Section 629, Division F, Title VI (January 23, 2004), provides that a woman may breastfeed her child at any location in a Federal building or on Federal property, if the woman and her child are otherwise authorized to be present at the location.

Vehicular and Pedestrian Traffic

§102-74.430—What is the policy concerning vehicular and pedestrian traffic on Federal property?

All vehicle drivers entering or while on Federal property—

- (a) Must drive in a careful and safe manner at all times;
- (b) Must comply with the signals and directions of Federal police officers or other authorized individuals;
- (c) Must comply with all posted traffic signs;
- (d) Must comply with any additional posted traffic directives approved by the GSA Regional Administrator, which will have the same force and effect as these regulations;

(e) Are prohibited from blocking entrances, driveways, walks, loading platforms, or fire hydrants; and

(f) Are prohibited from parking on Federal property without a permit. Parking without authority, parking in unauthorized locations or in locations reserved for other persons, or parking contrary to the direction of posted signs is prohibited. Vehicles parked in violation, where warning signs are posted, are subject to removal at the owner's risk and expense. Federal agencies may take as proof that a motor vehicle was parked in violation of these regulations or directives as prima facie evidence that the registered owner was responsible for the violation.

Explosives

§102-74.435—What is the policy concerning explosives on Federal property?

No person entering or while on Federal property may carry or possess explosives, or items intended to be used to fabricate an explosive or incendiary device, either openly or concealed, except for official purposes.

Weapons

§102-74.440—What is the policy concerning weapons on Federal property?

Federal law prohibits the possession of firearms or other dangerous weapons in Federal facilities and Federal court facilities by all persons not specifically authorized by 18 U.S.C. 930. Violators will be subject to fine and/or imprisonment for periods up to five (5) years.

Nondiscrimination

§102-74.445—What is the policy concerning discrimination on Federal property?

Federal agencies must not discriminate by segregation or otherwise against any person or persons because of race, creed, religion, age, sex, color, disability, or national origin in furnishing or by refusing to furnish to such person or persons the use of any facility of a public nature, including all services, privileges, accommodations, and activities provided on the property.

Penalties

§102-74.450—What are the penalties for violating any rule or regulation in this subpart?

A person found guilty of violating any rule or regulation in this subpart while on any property under the charge and control of GSA shall be fined under title 18 of the United States Code, imprisoned for not more than 30 days, or both.

Impact on Other Laws or Regulations

§102-74.455—What impact do the rules and regulations in this subpart have on other laws or regulations?

No rule or regulation in this subpart may be construed to nullify any other Federal laws or regulations or any State and local laws and regulations applicable to any area in which the property is situated (40 U.S.C. 121 (c)).

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 66
2. AMENDMENT/MODIFICATION NO. P00001	3. EFFECTIVE DATE 03/01/2009	4. REQUISITION/PURCHASE REQ. NO. 192109PSI00000065	5. PROJECT NO. (If applicable)
6. ISSUED BY ICE/FPS/East CCG/Region 11/Group B Immigration and Customs Enforcement Federal Protective Service Office of Acquisition Management 701 Market Street, Suite 4200 Philadelphia PA 19106	CODE ICE/FPS/EACCG/R1	7. ADMINISTERED BY (If other than Item 6) ICE/FPS/Central CCG/Region 6 Immigration and Customs Enforcement Ofc of Acquisition Management - FPS 1901 North Highway 360, Ste. 500 Attn: April Irby Grand Prairie TX 75050-1412	CODE ICE/FPS/CENTR CC
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) MVM Inc. 1593 Spring Hill Road, Suite 700 Vienna VA 22182-2249		(x) 9A. AMENDMENT OF SOLICITATION NO.	9B. DATED (SEE ITEM 11)
CODE 0380495320MVM FACILITY CODE		X 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEC6-08-D-00001	10B. DATED (SEE ITEM 11) 09/25/2008

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)

b2Low

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/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 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) Bilateral Mod - FAR 52.243-3, Changes - Time-and-Material or Labor-Hours

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

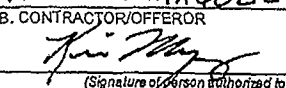
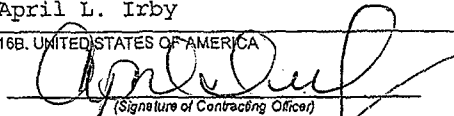
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

DUNS Number: 038049532

The purpose of this contract modification is as follows:

- Incorporate OC Spray requirement,
 - Incorporate Errata changes to the Statement of Work (SOW),
 - Incorporate updated Department of Labor (DOL) Wage Determinations and Collective Bargaining Agreements (CBA),
 - Revise SOW paragraph 11.4, Weapons Training and Qualification, paragraph 11.4.1, Annual
- Continued ...

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) KEVIN MARQUEZ, COO		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) April L. Irby	
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	15C. DATE SIGNED 1/13/09	16B. UNITED STATES OF AMERICA  (Signature of Contracting Officer)	16C. DATE SIGNED 01/14/2009

NSN 7540-01-152-8070
Previous edition unusable

STANDARD FORM 30 (REV. 10-83)
Prescribed by GSA
FAR (48 CFR) 53.243

CONTINUATION SHEET

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NAME OF OFFEROR OR CONTRACTOR
 MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0950	<p>Firearms Re-Qualification, and Exhibit 4E, Contractor-Provided Basic Weapons Training and Qualifications,</p> <p>5. Extend the contract start date from 12/01/2008 to 03/01/2009, and</p> <p>6. Correct Identified Exhibits, as specified herein.</p> <p>ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED. Discount Terms: b2Low Delivery Location Code: MO0127 RICHARD BOLLING FB 601 E 12TH ST KANSAS CITY MO</p> <p>FOB: Destination Period of Performance: 03/01/2009 to 09/30/2009</p> <p>Add Item 0950 as follows:</p> <p>1.) A requirement for OC Spray is hereby incorporated into this contract and the following errata change:</p> <p>11.9 Other Special Training</p> <p>A. The Contractor is responsible for providing any training required by state or local jurisdictions pertaining to the use or carriage of any legal lethal or less-than-lethal weapons (i.e. expandable or straight police baton, sprays or repellant, conducted energy weapons, stun weapons, etc.) equipment, or devices required in this task order.</p> <p>In accordance with FAR 52.243-3, Changes - Time and Materials or Labor Hours, any request for an equitable adjustment must be submitted to the Contracting Officer within 30 days of receipt of this modification.</p> <p>2.) The following errata changes to the Exhibits/SOW are hereby incorporated as follow:</p> <p>A. Exhibit # 6 - page 49: The reference to 3 years was changed to 5 years; also delete the reference to the "176" and "I-9" forms. Continued ...</p>	1	LS	0.00	

CONTINUATION SHEET

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NAME OF OFFEROR OR CONTRACTOR
MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>B. SOW, Page 82 - Section 6.3.1 "Access/Egress Posts", paragraph F: Change the 3rd sentence to read: "These inspections may be conducted using automated technology; by mutual tactile techniques, such as touching and feeling, or by visual surveillance."</p> <p>C. Page 87 - Under Section 8 - "Work Scheduling Procedures" add the following verbiage: breaks and/or Lunch Reliefs shall be provided by the Contractor in accordance with DOL Regulations."</p> <p>D. Page 88 - Section 11 "Training", paragraph 11.1D, delete the present paragraph and replace with the following paragraph: "The contractor shall also bear all costs and responsibilities related to their employees' attendance at any mandated training class, test or examination, including all expenses for transportation, lodging, and meals (as may be necessary). "Currently certified FPS contract guards that are required to go to any training, testing or examination to maintain their FPS certification status, including weapons transition training, shall be paid in accordance with the applicable Service Contract Act (SCA) Department of Labor prevailing Wage Determinations or Collective Bargaining Agreement. For pay purposes, the vendor shall treat time spent by certified contract guards in training and testing as the equivalent of time spent standing post. By contrast, pre-certification training provided by the contractor shall be governed by the payment requirements of the Fair Labor Standards (FLSA). Costs related to any training, test or examination required by the contractor must be factored into the offering price, as they will not be itemized or paid separately by the Government after award."</p> <p>E. Page 89 - Section 11.2 "Training Requirements by Position", at the end of the paragraph add... "or as directed."</p> <p>F. Page 92 - Section 11.9 "Other Special Training"; delete paragraph A and replace with paragraph blow to incorporate OC Spray:</p> <p>"A. Contractor is responsible for providing any Continued ...</p>				

NAME OF OFFEROR OR CONTRACTOR
MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>training required by state or local jurisdictions pertaining to the use or carriage of any lethal or less-than lethal weapons (i.e. expandable or straight police baton, sprays or repellants, conducted energy weapons, stun weapons, etc.), equipment, or devices required in this Task Order."</p> <p>G. Page 93 - Section 12, paragraph 12.1C, delete and insert: "The contractor, not the Government, is responsible for complying with all provisions of the Americans with Disabilities Act of 1990 (ADA) - (42 USC 12101-12213) and the Rehabilitation Act of 1973 (29 USC 790-794)."</p> <p>H. Page 95 - Section 12.3 Physical Demands, paragraph A.3, change the verbiage to read: "Ability to remain on post up to four consecutive hours without eating, or relieving bladder/bowels. Drinking of a non-alcoholic liquid is permitted but it must be in a non-branded container."</p> <p>I. Page 99 - Section 15.2.2C(4), change the 2nd sentence to read: "For those contracts storing weapons on site, additional ammunition provided shall be stored, and secured on-site by the contractor."</p> <p>J. Page 102 - Section 17.4B, delete the following: "#7 - Drug Questionnaire, #8 - Alcohol Questionnaire and #9 - Financial Disclosure Report, from the list. Contractor Information Worksheet becomes #7."</p> <p>Section 17.3 Suitability Determination/Entry on Duty Decision, change paragraph B to read: "Agencies that enter into contracts shall require, as condition of each contract, that the contractor agree to use an electronic employment eligibility verification system (e-Verify) designated by the Secretary of Homeland Security to verify the employment eligibility of: (i) all persons hired during the contract term by the contractor to perform employment duties within the United States; and (ii) all persons assigned by the contractor to perform work within the United States on the Federal contract." The former paragraph "b" will become paragraph "c".</p> <p>Continued ...</p>				

CONTINUATION SHEET

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MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Section 17.4B Suitability Adjudication, add the following paragraph: #8 "e-Verify" Confirmation Notice.</p> <p>K. Page 105 - Paragraph 18.1F, change sentence (a) to read: "Standard Form 85P Questionnaire for Public Trust Positions." Insert sentence (b) to read: "Standard Form 85P-S Supplemental Questionnaire for Selected Positions."</p> <p>Section 18.1F, delete "g" - Drug Questionnaire and "h" Alcohol Questionnaire from the test.</p> <p>Section 18.1F Background Investigations, add the following to the paragraph: "h" "e-Verify" Confirmation Notice".</p> <p>3.) The following Collective Bargaining Agreements (CBA) and Wage Determinations are hereby incorporated into this contract:</p> <p>CBA - WD 2002-0392, (Rev 3):</p> <p>CBA between Ree's Contract Services and United Government Security Officers of America Local #20.</p> <p>CBA - WD 2005-0285, (Rev 4)*:</p> <p>CBA between Ree's Contract Services and Security, Police, and Fire Professionals of America and its Amalgamated Local 214.</p> <p>CBA - WD 1999-0205, (Rev 6):</p> <p>CBA between Ree's Contract Services and International Union, Security Police Fire Professional of America and its Amalgamated Local 777 and 778.</p> <p>CBA - WD 1998-0334, (Rev 6):</p> <p>CBA between Ree's Contract Services and Security, Police and Fire Professionals of America and its Amalgamated Local 249.</p> <p>WD 2005-2311, (Rev 6)</p> <p>WD 2005-2175, (Rev 7)</p> <p>WD 2005-2309, (Rev 6)</p> <p>WD 2005-2325, (Rev 6)</p> <p>WD 2005-2205, (Rev 8)*</p> <p>Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR
 MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>WD 2005-2307, (Rev 7) WD 2005-2215, (Rev 7) WD 2005-2213, (Rev 6) WD 2005-2323, (Rev 6)* WD 2005-2587, (Rev 5)* WD 2005-2203, (Rev 7)</p> <p>* Denotes CBA/WD that have been updated since contract award. The revised/updated CBA/WD is attached to this modification via attachments three (3) thru six (6).</p> <p>In accordance with FAR 52.222-43, Fair Labor Standards Act and Service Contract Act - Price Adjustment (Multiple Year and Option Contracts), May 1989, the contractor may submit a proposal for this contract modification in accordance with the aforementioned CBA/WD.</p> <p>Any adjustment will be limited to increases or decreases in wages and fringe benefits as described in paragraph (c) of this clause, and the accompanying increases or decreases in social security and unemployment taxes and workers' compensation insurance, but shall not otherwise include any amount for general and administrative costs, overhead, or profit. Any request for an equitable adjustment must be submitted to the Contracting Officer within 30 days of receipt of this modification.</p> <p>A copy of the aforementioned CBA/WD can be obtained via the internet at www.wdol.gov or the Contracting Officer, April Irby, at 817-649-6220 or april.irby@dhs.gov.</p> <p>4.) The SOW paragraph 11.4, Weapons Training and Qualification, paragraph 11.4.1, Annual Firearms Re-Qualification, and Exhibit 4E, Contractor-Provided Basic Weapons Training and Qualifications, has been revised , as specified in attachment one (1) and two(2).</p> <p>5.) The contract start date has been extended as follows:</p> <p>FROM: 12/01/2008</p> <p>TO: 03/01/2008</p> <p>Continued ...</p>				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
 HSCEC6-08-D-00001/P00001

PAGE OF
 7 66

NAME OF OFFEROR OR CONTRACTOR
 MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>6.) Per amendment 3 of solicitation HSCEEC-08-P-00003, dated 12 Feb 08, the requirement for nightvision goggles in Exhibit 2D is hereby deleted in its entirety.</p> <p>7.) Per amendment 1 of solicitation HSCEEC-08-P-00003, dated 4 Feb 08, the following exhibits are hereby deleted: 2A, 3B, 3C, 3D, and 3E.</p> <p>8.) Per amendment 7 of solicitation HSCEEC-08-P-00003, dated 26 Feb 08, revised exhibit 4F (Atch 7) is hereby incorporated into this contract.</p> <p>Any inquiries regarding this modification shall be directed to the Contracting Officer.</p> <p>Contracting Officer (CO): April Irby CO Phone: b2Low (Office) / b2Low (Cell) CO Email: b6 CO Fax: b2Low</p> <p>Contracting Officer Technical Representative (COTR):</p> <p>Name: Sharon Byram Phone: b2Low Email: b6</p> <p>ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: GUARD SERVICES</p>				

11.4 Weapons Training and Qualification

- A. The Contractor is responsible for providing forty (40) hours of weapons training prior to sending the Contract employees to a firing range for the initial range qualification test session. Of the forty hours, twenty-four (24) hours will be actual training/shooting time on a firing range, eight hours (8) will be classroom training on firearms and eight (8) hours will be training for baton and OC spray. See Exhibit 4E.
- B. The Contractor employee must carry the same weapon, identified by its serial number, with which they qualify on the firing range. The Contract employee must qualify using their duty ammunition.
- C. For firearms training/qualification, all FPS security guards are required to wear their duty uniform to include footwear, issued gun belt, body armor, holster and keepers.
- D. For the purposes of this Contract, the Government requires that each Contract employee who receives firearms training shall fire at least 500 rounds of ammunition during the course of range training. The Contractor shall factor into the offering price the cost of ammunition. Ammunition shall not be itemized or paid for separately by the Government.
- E. Each firearms qualification "session" consists of no more than two (2) attempts to qualify. If unsuccessful, the second attempt must be completed immediately after the first attempt. A qualifying score is 80% or better. See Exhibit 4E. If the contract employee fails to qualify during the first session, the employee must attempt to qualify within 30 days at a second qualification session. Before attempting to qualify in the second qualification session, the Contractor must provide a minimum of eight (8) hours of remedial training. The Contractor is responsible in determining what training the employee will need to complete in order to successfully qualify. After failing the second qualification session, the Contractor must provide a minimum of eight (8) hours of remedial training prior to each session (2 attempts) at qualification by the employee. The employee cannot commence working on contract until successfully achieving a qualifying score. The Contractor shall document the employee's file with any and all remedial training given to enable the employee to pass the firearms course. The Government shall not be liable for compensating the Contractor for any additional expenses or costs incurred by the Contractor to enable Contract employees to annually re-qualify on the course.
- F. Any Contract employee, who has successfully completed a 40 hour firearms course under a predecessor FPS Contract may be exempted from the 40 hours of firearms training, provided the Contractor can furnish adequate proof (e.g., a valid, legible copy of a Training Certificate or firearms certification) that such training was successfully completed. The COTR shall have the sole discretion to accept or deny proposed exemptions from training based on prior training experience. Prior successful training completion by the Contract employee shall not exempt the Contract employee from the annual range qualification requirements. Any Contract

employee, who has successfully completed baton and OC training under a predecessor FPS Contract may be exempted from the 8 hours of required basic baton and OC training, provided the Contractor can furnish adequate proof (e.g., a valid, legible copy of a Training Certificate or certification) that such training was successfully completed. The COTR shall have the sole discretion to accept or deny proposed exemptions from training based on prior training experience.

[REDACTED]
[REDACTED]
[REDACTED]

- G. If the weapon platform required under this Contract is different from the guard's previous qualification, the Contractor is responsible for providing adequate weapon transition training. The training plan shall include a weapons transition training plan, if applicable.
- H. Unless prohibited by state or local law, all weapons range training and qualifications (whether on an FPS range or a commercial range) shall be conducted using current FPS targets only. The Contractor shall furnish an adequate supply of targets for weapons qualifications. Targets shall have a cardboard backing of equal or greater size than the target itself. If the target is non-turning a shot timer shall be used. The Contractor shall factor the cost of the targets into the offering prices, as they will not otherwise be paid for by the Government after Contract award.

11.4.1 Annual Firearms Re-Qualification

- A. The Contractor shall ensure that all Contract employees receive the training or range time necessary to successfully re-qualify on the practical firearms course annually. Any guard attempting annual re-qualification who fails to re-qualify is no longer certified to carry a weapon and shall not be permitted to work on an armed post. Refresher training for intermediate weapons will also be conducted. The costs of such preparations should be factored into the offering prices, as it will not be itemized or paid for separately by the Government.
- B. Successful firearms range qualification by Contract employees as part of a state or local firearms permit/license issuance process shall not be considered an acceptable replacement or substitute for the annual firearms qualification required by this Contract.
- C. FPS Law Enforcement personnel or trained representative will witness firearms qualifications for Contract employees. Firearms qualifications that are not witnessed by FPS will not be deemed acceptable for the purposes of this Contract.
- D. The Contractor shall provide the necessary weapons and ammunition for training and qualifications. If an FPS Training Center is used to conduct range qualifications, the Contractor shall provide a list of serial numbers of Contractor-provided firearms to be used for qualifications 48 hours prior to scheduled training and qualification to the FPS Training Center. All Contractor-provided weapons used for qualifications of

Contract employees will be made available for inspection and approval by an FPS representative prior to use on any Government firing range. Contract employees must adhere to the rules and regulations of the firing range. . The Contractor shall be responsible for licenses and permits required for weapons during transit between the employee dispatch point and the range.

11.9 Other Special Training

- A. The Contractor is responsible for providing any training required by state or local jurisdictions pertaining to the use or carriage of any lethal or less-than-lethal weapons (i.e. expandable or straight police baton, sprays or repellants, conducted energy weapons, stun weapons, etc.), equipment, or devices required in this Task Order.
- B. In certain cases, the Contractor's employees will receive special training that will be given by the tenant agency or by FPS. The number of training hours and the posts to which the special requirements apply will be provided when the requirement arises. The Contractor will be required to schedule the training, to compensate all security guards for off-duty training at their regular hourly rate/salary, and to ensure that all posts are manned while training is in progress.

EXHIBIT 4E

CONTRACTOR-PROVIDED BASIC WEAPONS TRAINING AND QUALIFICATIONS

The Contractor must present 8 hours of basic baton and OC Spray training and certification, 8 hours of firearms classroom training, and 24 hours of live fire training and familiarization to all security guards. In addition to the weapons training, the contractor must provide for the weapons qualification course and must coordinate with the Contracting Officer for FPS to monitor the course of fire. The hours listed in the "Hours" column are the recommended times needed for effective coverage of the material, to include questions and answers, interactive tasks, and reviews/quizzes of the material. The Instructor shall use his/her expertise in evaluating the class's progress in comprehending and applying the concepts and materials taught. There may be some fluctuation in the actual time covered for each subject, *but under no circumstances shall the Instructor provide less than 40 hours of training.* It is also incumbent upon the Instructor to notify the Contractor of instances where students are not adequately mastering the subject matter or are presenting a disruption to the class by repeated lateness, absences, or disrespectful behavior, such as sleeping or talking while instruction is being given. Such behavior indicates that the student may not be suitable for holding a position as a security guard at a Federal facility.

Subject	Hours	Scope
Use of Baton and OC Spray	8	Lecture and hands-on demonstration of procedures for carrying, drawing and utilizing OC and baton, to include striking techniques.
Firearms Maintenance, Safety, and Handling	8	(NOTE: This segment does not include fundamentals or firing and firearms qualification.) Provide instruction in the handling and control of the security guard's firearm. Instruction should relate to weapons safety and handling to include: nomenclature, wearing of the weapon, care and cleaning, performing a functions check, storage, and accountability. Special emphasis must be placed on loading, unloading, and the safe lowering of a "cocked" hammer on a live round.

EXHIBIT 4E, Continued

Subject	Hours	Scope
Familiarization Fire	24	Instruction on live fire with no less than 500 rounds of ammunition. Instructions include transition from other weapons.

Handgun Qualification Course

Firearms: Contract-authorized handgun and ammunition

Ammunition: Fifty (50) rounds

Target: ICE Target

All stages will be fired as a hot range. Once prepared for duty carry, the shooter will be responsible for maintaining full magazines throughout the course of fire, reloading on command and/or when otherwise necessary.

Course of Fire:

STAGE	DISTANCE	ROUNDS	POSITION	DESCRIPTION
1	1.5 YSD	6	Strong hand only from the holster using the bent elbow position with the support arm/hand placed against the upper centerline of the officer's chest	On command the shooter will: Draw and fire one (1) round in two (2) seconds and re-holster. Draw and fire two (2) rounds in two (2) seconds and re-holster. Draw and fire three (3) rounds in two (2) seconds and re-holster. Officers with a magazine capacity of less than twelve (12) rounds will have to conduct a tactical reload or magazine exchange at the end of this stage of fire to be prepared for stage two.

EXHIBIT 4E, Continued

STAGE	DISTANCE	ROUNDS	POSITION	DESCRIPTION
2	3 YDS	6	Using two hands from the holster - point shoulder shooting, referencing sights	On command the shooter will: Draw and fire three (3) rounds in the chest of the target in three (3) seconds, and re-holster. Draw and fire three (3) rounds in three (3) seconds to the chest, perform a reload (emergency, tactical or magazine exchange) and re-holster.
3	7 YDS	6	Body armor and cover drills. Two-handed shooting using the sights	On command the shooter will draw and fire two (2) rounds to the chest of the target and one (1) round to the head of the target in five (5) seconds and assume a high search position. From high search, move to an aimed in position and fire two (2) rounds to the chest of the target and one (1) round to the head of the target in four (4) seconds. At the end of this stage, the two (2) headshot rounds must be in the five ring head area for each to count as five (5) points. The head area outside the five ring is worth two (2) points. Officers with a magazine capacity of less than twelve (12) rounds will have to conduct a tactical reload or magazine exchange at the end of this stage of fire to be prepared for stage four.
4	7 YDS	12	One-handed shooting	On command the shooter will draw and fire three (3) rounds, using both hands, then transfer the weapon to the strong hand only and fire three (3) rounds, in ten

EXHIBIT 4E, Continued

STAGE	DISTANCE	ROUNDS	POSITION	DESCRIPTION
				(10) seconds. Perform a reload (emergency, tactical or magazine exchange), and re-holster. Draw and fire three (3) rounds, using both hands, then transfer the weapon to the support hand only and fire three (3) rounds, in ten (10) seconds. Perform a reload (emergency, tactical or magazine exchange), and re-holster.
5	15 YDS	12	Two-handed shooting from the standing and kneeling position	On command the shooter will draw and fire six (6) rounds from the standing position in ten (10) seconds. Move to a kneeling position. When the target edges, or command is given that threat has diminished, shooter performs a reload (emergency, tactical or magazine exchange) in five (5) seconds and assumes a ready position. When threat reappears, or command to fire is given, fire six (6) additional rounds from the kneeling position in ten (10) seconds. Officers with a magazine capacity of less than twelve (12) rounds will have to conduct a tactical reload or magazine exchange at the end of this stage of fire to be prepared for stage six (6).
6	25 YDS	4	Barricade	On command the shooter will take one (1) step to the rear and one (1) to the right of the barricade. When the threat appears or command

EXHIBIT 4E, Continued

STAGE	DISTANCE	ROUNDS	POSITION	DESCRIPTION
				to fire is given, move to cover, draw and fire two (2) rounds from the right side standing barricade position, move to the right side kneeling barricade and fire an additional two (2) rounds, in twenty (20) seconds. While in a position of cover, perform a magazine exchange.
7	25 YDS	4	Barricade	On command the shooter will take one (1) step to the rear and one (1) to the left of the barricade. When the threat appears or command to fire is given, move to cover and fire two (2) rounds from the left side standing barricade position, move to the left side kneeling barricade and fire an additional two (2) rounds, in twenty (20) seconds.

A total of fifty (50) rounds will be fired with a maximum possible score of two hundred-fifty (250) points. Minimum qualification score is two hundred (200) out of two hundred-fifty (250) for eighty (80) percent.

Marksmanship Ratings.

220-230 = Marksman;

231-240 = Sharpshooter;

241-249 = Expert; and

250 = Distinguished Expert.

200502854

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.: 2005-0285
Shirley F. Ebbesen	Division of	Revision No.: 4
Director	Wage Determinations	Date Of Last Revision: 10/01/2008

State: Iowa

Area: Iowa Statewide

Employed on Department of Homeland Security contract for guard service at the above locality.

Collective Bargaining Agreement between Ree's Contract Service, Inc., and Security, Police and Fire Professionals of America (SPFPA) and its Amalgamated Local 214 effective October 1, 2008 through September 30, 2011.

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

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TO
CONTRACT AGREEMENT

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AGREEMENT**BETWEEN****REE'S CONTRACT SERVICE, INC.****AND****SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA)****AND ITS****AMALGAMATED LOCAL 214****PREAMBLE**

WHEREAS, Ree's Contract Service, Inc. and Security, Police and Fire Professionals of America, and its Amalgamated Local 214, recognize employee's right to organize, bargain collectively and participate through labor organizations of their own choosing in decisions which affect them, facilitates and encourages the amicable settlement of disputes between employees and their employer's conditions of employment; and

WHEREAS, the Employer and the Union recognize that the employees must meet the highest standards of performance and efficiency; and

WHEREAS, the Employer and the Union recognize that a mutual commitment to cooperation promotes both the efficiency of the Employer's operations and the well-being of its employee; and

WHEREAS, the Employer and the Union agree that the dignity of employees will be respected in the implementation and application of this Agreement as well as related personnel policies and practices;

AGREEMENT

NOW THEREFORE, THIS AGREEMENT is entered into this 29th day of August, 2008 by and between REE'S CONTRACT SERVICE, INC., its successors and/or assigns, hereinafter referred to as the "Company" and SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA) AND ITS AMALGAMATED LOCAL 214 hereinafter referred to as the "Union".

ARTICLE 1 – RECOGNITION

- A. The company does recognize the Union as the sole and exclusive bargaining representative for the purpose of collective bargaining as defined in the National Labor Relations Act (NLRA) and as certified by the National Labor Relations Board (NLRB) in Case No. 18-RC-17832, and other Company locations where voluntary recognition of the Union has been confirmed in writing at various facilities in these areas:

Iowa, (Excluding Des Moines and Council Bluffs Metropolitan Areas) – Posts and assignments secured by the Company within the State of Iowa area including any new posts and assignments.

- B. This agreement excludes all office clerical employees, temporary employees, professional employees other than the various classes of guards, and supervisors as defined by the NLRA.

ARTICLE 2 – MANAGEMENT RIGHTS

- A. Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives, and functions are retained and vested exclusively in the Company, including but not limited to, the rights, in accordance with its sole and exclusive judgement and discretion: to reprimand, suspend, discharge, or otherwise discipline employees, to determine the number of employees to be employed; to hire employees, determine their qualifications, and assign and direct their work; to promote, demote, transfer, lay off, recall to work; to set the standards of productivity, and the services to be rendered; to maintain the efficiency of operations; to determine the personnel, methods, means and facilities by which operations are conducted; to set the starting and quitting times and the number of hours and shifts to be worked; close down or relocate the Company's operations or any part thereof; to expand, reduce, alter, combine, transfer, assign, or cease any job, department, operation, or service; to control and regulate the use of equipment and other property of the Company; to introduce new or improved research, production, service distribution, and maintenance methods, materials and equipment; to determine the number, location and operation of departments, divisions, and all other units of the Company; to issue, amend and revise policies, rules, regulations, and practices; and to take whatever action is either necessary or advisable after notification of the local President, to determine, manage and fulfill the mission of the Company and to direct the Company's employees. The Company will notify the Union of any changes to be made to current established operations and regulations. The Company's failure to exercise any right, prerogative, or function hereby reserved to it, or the Company's exercising of any such right or function shall not preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

ARTICLE 3 – UNION SECURITY CLAUSE

- A. It shall be a condition of employment that all employees of the Company covered by this Agreement who are members of the Union in good standing shall remain members in good standing on the effective date of this Agreement. Further, those employees who are not members of the Union on the effective date of this Agreement shall on or before the thirtieth day, following the effective date of this Agreement, become and remain members in good standing in the Union. It shall also be a condition of employment that all employees of the Company covered by this Agreement, hired on or after the effective date of this Agreement shall, on or before the thirtieth day, following the beginning of such employment become and remain members in good standing in the Union.
- B. It is the intention of the parties in connection with the execution of this Agreement to comply with all laws, state and federal, relative to the subject matter of this Article, and in the event that any clause of this Article should be contrary to any law, state or federal, said clause shall be inoperative in any state in which it is contrary to state or federal laws and the remainder of the Agreement shall remain in full force and effect.
- C. The employer shall not be required to discharge any employee for non-compliance with the foregoing until he receives a written request from the Union specifying the reason for such request, and the Union agrees to indemnify the employer and hold the employer harmless from any liability or claims by reason of compliance with the request of the Union.
- D. The Company and the Union recognize existing laws establishing the right to work privileges in the State of Iowa, and agree that no security officer covered by any provision in this Agreement shall be required to join or pay dues, assessments, service fees, or other fees to the Union, as a condition of obtaining or maintaining employment with the Company.

ARTICLE 4 – DUES CHECK OFF

- A. Upon receipt by the Company of a check off authorization in the form set forth in this Article of the Agreement, dated and executed by an employee, the Company shall deduct, from the wages owed such employee for each semi-monthly payroll period following receipt of such check off authorization until such check off authorization is revoked by the employee in accordance with the terms thereof, one-half the Union's membership dues for the month in which such deduction is made. The Company will forward the monies, so deducted, to the Treasurer of the Union not later than the last day of the calendar month in which the deduction is made. The Company shall deduct from any employee's wages only that amount of money which the Treasurer of the Union has certified to the Company, in writing, is the amount of dues, properly established by the Union in accordance with applicable law and the Union's constitution and bylaws, required of all employees as a condition of employment or of acquiring and/or retaining membership in the Union. If, for any payroll period in which the Company is obligated to make deductions pursuant to this article, the wages owed an employee (after deductions mandated by any governmental body) are less than the amount of

money which the employee has authorized the Company to deduct pursuant to this article, the Company shall make no deductions from wages owed the employee for that payroll period and shall make no deduction, which would have been made from wages owed the employee for that payroll period, from wages owed the employee for any future payroll period.

- B. The Company shall not deduct any monies from any employee's wages pursuant to Part A of this Article, unless the check off authorization executed by the employee conforms to the following form:

CHECK OFF AUTHORIZATION

1. Authority to Deduct. I hereby authorize Ree's Contract Service, Inc. to deduct from wages owed to me for each semi-monthly payroll period, and to forward to International Union, Security, Police and Fire Professionals of America (SPFPA) Amalgamated Local 214. The monthly membership dues uniformly required of all employees as a condition of employment or of acquiring and/or retaining membership in International Union, Security, Police and Fire Professionals of America (SPFPA) Amalgamated Local 214.
2. Revocability of Authorization. This check off authorization shall be irrevocable for a period of one-year following my execution thereof, or until the expiration of any applicable collective bargaining agreement, whichever occurs sooner. Thereafter, it shall be automatically renewed for successive one (1) year periods unless written notice of revocation of this Check Off Authorization, executed by me, is delivered to Ree's Contract Service, Inc. (1) during the period commencing thirty (30) days prior to and ending five (5) days prior to (a) the annual anniversary of my execution hereof, or (b) the expiration date of any collective bargaining agreement obligating Ree's Contract Service, Inc. to honor this Check Off Authorization, or (2) during any period when there is not a collective bargaining agreement in effect obligating Ree's Contract Service, Inc. to honor this Check Off Authorization. This Check Off Authorization was voluntarily executed by me on _____, _____.

Signature of Employee

- C. The Union shall defend, indemnify, and save the Company harmless against any and all claims, demands, suits, grievances, or other liability (including attorney fees incurred by the Company) that arise out of or by reason of actions taken by the Company pursuant to this Article 4.

ARTICLE 5 – UNION REPRESENTATION

- A. The Company recognizes and shall deal with the Shop Stewards and other Union representatives, in all matters relating to grievances and interpretations as provided for under this Agreement. The Union will provide the company with a list that is updated when changes are made, that identifies Shop Stewards at specific geographical locations for every facility. For the purposes of this agreement, specific geographical location means city. Any time spent by a Shop Steward or other Union representative in matters related to Union business shall be authorized time off without pay. Union business will not be conducted by any officer while on duty.
- B. The Union Representative shall be given access to the Guards at all post locations for any and all Union related matters, provided such Representative can acquire the proper security clearance for access. Union business will not interfere with duty or operational requirements. The Union Representative shall make prior arrangements with Management to ensure posts remain adequately manned should the Union-related matters require the officer to be absent from the post for any period of time. The Company shall provide reasonable assistance in providing the required clearances.
- C. When the Company requests a Shop Steward for meetings or a Shop Steward is removed from post at the Company's request to represent bargaining unit members as may be required, this will occur without loss of pay to the Steward involved. When possible, the Shop Steward and/or Union person(s) agree to notify the Company twenty-four (24) hours in advance of the need to engage in union activities as described herein in order that their post location is adequately manned. Further, the Shop Steward and/or Union person(s) shall not leave their post location until a replacement Officer has relieved them from their post.
- D. The Company agrees that any employee, at the employee's request, may have a Union Steward present any time said employee is being disciplined or feels that the meeting may lead to a disciplinary action. The employee and Union Steward, if one is requested, shall be notified ahead of time about this action and as to its time and place. The Union understands that Union representation may be accomplished using means other than physical presence, i.e. telephonically, by fax, or by mail or other standard delivery services.
- E. The Company will provide the Union and the affected employee at least forty-eight (48) hours notice of the issuance of an Employee Warning Report (EWR). Violations of Company policies, procedures or regulations that result in an EWR may then be administered by certified return receipt mail, fax or a hard copy distribution to both the employee and Union. The Union will provide the Company a designated fax number and telephone number for purposes of this notice requirement. Violations which result in termination will be administered at a time and location mutually agreed to between the Company and the Union.

- F. The Company agrees to allow the Union to establish its own "Union Pass-On Book" at all other Company job sites covered by this Agreement. The "Union Pass-On Book" will be furnished and maintained by the Union.

ARTICLE 6 – SENIORITY

- A. Seniority shall be construed to mean the length of continuous service accrued by an employee while employed in classifications covered by this agreement. Seniority shall be determined as the Employee's anniversary date of work first performed on the Government Contract. An employee's seniority shall continue to accrue while on layoff or approved leave of absence.
- B. All new employees shall, for the first ninety- (90) calendar days of their employment, be considered probationary employees. These employees shall be placed on the Seniority List with seniority as of the date a post has been assigned, worked, and verified by the Union. All such employees may be dismissed during the ninety- (90) day period without recourse to the grievance or arbitration provision of this Agreement.
- C. Promotion, within the bargaining unit, shall be based on seniority, qualifications and work record. If the above mentioned factors are otherwise equal, seniority shall prevail. If any deficiency is identified, due to not having been trained or certified for a particular post, the employee shall be given such training or certification obtained by the Company in order to meet the post qualifications. Additional training or certification will be provided if the officer in question has not been previously afforded the opportunity to complete the training or obtain the required certification.
- D. All vacant and newly acquired permanent post locations, within the various "areas" covered by this Agreement, shall be placed up for bid first in the "area" where the vacant or new post is located, for a period of seven (7) calendar days at company job sites within that "area". If no bid is submitted in the "area", the Company will review bids outside the area for qualified bidders. If there are no bidders either inside or outside the area the Company may hire for the opening. The bid will identify the days, hours and location of the vacant or new post. The bid will also identify the minimum qualifications necessary in order to be eligible to bid on the vacant or new post. Probationary employees do not meet the minimum qualifications for eligibility to bid on open posts until after their probationary period has been completed. If the minimum qualifications have been met, the Company will review all work records of bidders and in the event work records are equal, the bid will be awarded to the bidder with the most seniority. Once a bid is awarded, accepted, and scheduled, it cannot be rescinded. Officers who are not in bid posts shall be assigned duties according to the needs of the company, with no consideration for seniority.
- E. For the purposes of bidding, Cedar Rapids, Dubuque, Iowa City, and Clinton will be considered one area, and will be awarded pursuant to the language in the previous paragraph. When bids are placed from all other areas, awards will be subject to operational requirements.

- ~~F. Employees assigned to posts in other Areas as identified in Article 1 who wish to be notified of vacant or newly acquired posts in Areas other than the Area which they are assigned, shall notify the Company of this intent in writing. The Company will maintain an "Area Vacant Posts Notification List" for each Area. The Notification List will identify employees seeking to bid on vacant posts outside their Area of assignment. The Company will provide a designated Union Representative a copy of all Area Notification Lists as well as all bid sheets.~~
- G. If a vacant or new bid is not filled from within the "area" it is posted, the Company may hire whom the company chooses.
- H. Temporary assignment (post assignment for less than thirty (30) calendar days) can be made by the Company with regard for the provisions contained in this article. The Company will consider seniority, qualifications and work record when making such a temporary assignment. In the event a temporary assignment is unexpectedly anticipated to exceed the 30 calendar day temporary assignment period, the Company and the Union will agree to meet in an effort to address operational needs.
- I. A successful bidder shall not be eligible to submit another bid on a vacant or new post for a period of one (1) year from the date the successful bid was awarded unless the post was terminated by DHS and removed from the Regional Contract. This paragraph of the article shall not prohibit the Company from removing a successful bidder from the post during the one (1) year period due to written customer request or other disciplinary reasons specified in writing. If circumstances arise where the officer feels a necessity to bid out of his/her post during the referenced one (1) year period, the employee will submit in writing to the Company and the Union, an explanation of their need to bid off the post. The officer may then be allowed, by mutual agreement between the Company and Union, to submit a new bid for a vacant or new post.
- J. In the event any vacant or new post location cannot be filled by utilizing the bidding system set forth in paragraph D of this article, the Company may assign the least senior employee who meets the minimum qualifications identified on the job bid, to the vacant or new post.
- K. The Company and the Union agree that no employee shall be involuntarily transferred or reassigned from the post location to which the employee is assigned to on the date of execution of this Agreement. This provision shall not apply in the event an employee is involuntarily transferred due to a written customer request or for disciplinary reasons specified in writing.
- L. Any layoff of employees because of reduction in force shall be made by laying off the employee or employees with lowest seniority or last employed in the specific geographical location that they are hired for.

- M. Recall of employees laid off shall be in order of their seniority, with the employee with the most seniority being recalled first, in the specific geographical location that they are hired for.
- N. The Company shall prepare and maintain, subject to examination and correction with substantiating proof by Union representatives, a Seniority List by classification, to record the status of each employee in the Company covered by this Agreement. The Union shall be provided with a copy of the Seniority List, and shall be provided a copy as changes dictate. Each employee shall have the right to protest any error in his seniority status.
- O. Seniority rights of laid-off employees or employees requesting leave without pay shall continue to accumulate for a period of twelve (12) months.
- P. Seniority rights of employees on leave of absence because of illness shall accumulate for a period of twenty-four (24) months, while having to comply with the requirement of paragraph N.
- Q. Employees shall lose seniority for any of the following reasons only: DISCHARGE FOR JUST CAUSE, VOLUNTARY RESIGNATION OR QUIT, LAID OFF FOR MORE THAN TWELVE (12) MONTHS AT ANY ONE TIME, ON LEAVE OF ABSENCE FOR MORE THAN TWELVE (12) MONTHS AT ANY ONE TIME, BECAUSE OF ILLNESS FOR MORE THAN TWENTY-FOUR (24) MONTHS AT ANY ONE TIME, AND BEING ABSENT FROM WORK FOR ONE (1) DAY WITHOUT REPORTING IN TO MANAGEMENT, UNLESS THE EMPLOYEE HAS A LEGITIMATE MEDICAL REASON OR OTHER EMERGENCY OR ACT OF GOD WHICH WOULD PRECLUDE NOTIFICATION TO THE COMPANY FOR NOT REPORTING IN TO MANAGEMENT.
- R. In the event an employee fails to report for duty due to a medical situation, the employee must provide medical documentation to substantiate that such failure to report was a medical emergency.
- S. In the event a Lieutenant (Supervisor) position is created as a result of a contractual requirement, or for any current Lieutenant (Supervisor) position that is a contractual requirement, based on operational needs, the Company may elect to have that employee become part of Company management, thus having no further claims of or for Union seniority.
- T. The Company shall furnish a complete list of new employees upon their completion of training as a Security Officer, to the Union Secretary/Treasurer. The list shall include names, addresses and telephone numbers of the new employees.
- U. Temporary Employees, Supervisors, and Managers may be utilized in geographic areas where bargaining unit members are not readily available.

ARTICLE 7 – HOURS OF WORK

- A. Normal hours of work will depend on post assignment.
- B. If an employee becomes aware that he/she will be absent from work he/she is required to notify the Company as soon as possible, but not less than four (4) hours prior to the beginning of his/her shift.
- C. If possible, the Company agrees to notify an employee of any scheduled shift change at least twenty-four (24) hours in advance. If advance notice of the schedule shift change is not possible, notice of the scheduled change must be provided to the employee by personal contact. A phone conversation shall be considered as personal contact. A permanent change to the shift schedule shall be discussed with the Union.

ARTICLE 8 – OVERTIME RATES

- A. Any work done in excess of forty (40) hours per work week shall be considered overtime and paid at one and a half (1 ½) times the hourly rate. The workweek as identified herein will be established by the Company consistent with the requirements of the Fair Labor Standards Act (FLSA).
- B. Selection of Security Officers for overtime shall be in the order of the officers who will cause the least amount of overtime to be incurred, who hold a valid commission, license, and permit that allows them to work in that area. When overtime becomes equal, selection will be made by seniority beginning with the most senior officer and rotating through the list of all officers trained for the Post. All attempts possible shall be made to assure equitable distribution of overtime to all security officers. Security Officers who desire to work hours additional to their regular schedule in the specific geographical location that they were hired for, may submit their name to management.

ARTICLE 9 – PAID HOLIDAYS

- A. All employees covered by this Agreement shall receive eight (8) hours of holiday pay for the following holidays (regardless of the day of the week on which they fall); New Year's Day, Martin Luther King's Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day are the Company recognized holidays. In the event an employee works less than thirty-two (32) hours per week, holiday pay provided for in this Article will be prorated.
- B. To be eligible for the above holiday pay, the employee must have been in the employ of the Company prior to the date of the holiday.

- C. Should one of the above holidays fall within any employee's vacation week, the day shall not be included in the vacation week, and the employee shall be compensated for the holiday as provided for in Section A of this article.
- D. An employee who is on approved leave of absence or on lay off shall receive the holiday pay provided he/she works for the Company sometime during the week in which the holiday falls. An employee working part time, in order to receive holiday pay, must work more than four (4) shifts during the month in which the holiday falls.

ARTICLE 10 – GRIEVANCE PROCEDURE

- A. For the purpose of this Agreement, a grievance means a dispute, claim or complaint arising under and during the term of this Agreement. Grievances arising during the term of this Agreement shall be adjusted in accordance with the following procedure:
- (1) Any employee having a dispute, claim, complaint or disciplinary action that has been taken against him/her shall, discuss either of the aforementioned with the Company management and Union Steward within seven (7) calendar days of the occurrence. Should these Parties be unable to resolve the grievance, the following procedure shall be applied.
 - (2) The Union Steward or the Union President will, within fourteen (14) calendar days after the initial contact with Company management about the occurrence which caused the employee to consider him/herself aggrieved, present the facts in writing to Company management. Within seven (7) calendar days after the filing, representatives of the Company shall answer the grievance in writing. If the answer does not result in a satisfactory settlement, the following procedure shall be applied.
 - (3) Within twenty-eight (28) calendar days of the occurrence, which first caused the grievance, the grievance shall be referred by the Union President to the Company and the Union Regional Vice President. The Company and the Union Regional Vice President and/or his Designee shall discuss the grievance in this step, with witnesses that either party may desire to have present. Within seven (7) calendar days thereafter, the Company shall give the Union Regional Vice President their answer in writing. Should the answer not be accepted and the matter not disposed of, the Union may within forty-five (45) calendar days after the grievance has first arisen, request in writing that the matter be submitted to Arbitration. The Arbitration procedure is as follows.
 - (4) If the parties are unable to reach an agreement on an Arbitrator within ten (10) calendar days after request for arbitration, the Union shall draft a request for the Director of Federal Mediation and Conciliation to submit a list of seven (7) qualified and impartial arbitrators. Within five (5) calendar days after receipt of that list by the Company, the Company and the Union shall alternately strike names from the list until only one (1) name remains. The Arbitrator whose name remains shall hear the grievance

- B. The Arbitrator shall have no power to add to, or subtract from or modify any of the terms of this Agreement. The cost of Arbitrator shall be borne equally by the Company and the Union.
- C. It is agreed that the Union stewards or other Union representatives shall not be coerced, harassed or discriminated against by the Company because of representing other employees with Company Management, or for conducting Union business.
- D. The limits set forth in this Article shall, unless extended by mutual written agreement of the Company and the Union, be binding. Any grievance not properly submitted within the specified time limitation(s) shall not be considered a grievance under this Agreement and will not be arbitrable. By written mutual agreement of the Parties, any or all of the above-mentioned time limitations may be extended.

ARTICLE 11 – DISCHARGE AND DISCIPLINE

- A. No employee shall be discharged, suspended or disciplined without just and sufficient cause. The Union recognizes that the Company performs services to it's clients on a contractual basis which is subject to actions by third parties. As the Company must comply with these actions, the Union acknowledges that some consequences of these actions are outside the control of the Company. A request or requirement by DHS or FPS for the removal of an officer from the contract shall be considered as just and sufficient cause. The Company may lay off without regard to seniority should any employee become restricted to work any other post. Any employee who has been discharged shall be granted an interview with his/her Union Steward, if the employee requests such an interview and a Union Steward is immediately available, before he/she is requested to leave the job site. In the event a Union Steward is not immediately available, or the Company does not know who the Union Steward is, the Company will notify the Union Local President at the first possible opportunity of the employee's request for representation.
- B. In all cases of discharge or discipline, the employee involved shall be notified in writing of the action and the specific reason for such action. In all cases of employee discharge the Company shall notify the Union Local President of the action and the reason for such action. In cases of administrative suspension, pending a company investigation, the Company will provide the Union Local President advance notice of the suspension, when possible.
- C. Should there be any dispute between the Company and the Union concerning the existence of just cause for discharge, suspension or discipline, such dispute shall be adjusted in accordance with the Grievance and Arbitration provisions of this Agreement.
- D. The Company agrees to disregard any disciplinary write up issued after such write up is twelve (12) months old. Any write up which is more than twelve (12) months old shall not be used against an employee for progressive disciplinary purposes or in a grievance or arbitration procedure. Records of disciplinary action will be retained in the security officer's personnel file for as long as he/she works for the Company.

ARTICLE 12 – LEAVE OF ABSENCE

- A. The provisions of this Article are for the purpose of maintaining uninterrupted seniority retained during authorized periods of Leave of Absence.
- B. Leave of Absence without pay shall be granted by the Company to an employee for reasonable cause, to be determined by mutual agreement between the Union and the Company.
- C. The Company shall confirm in writing all leaves of absence granted for periods exceeding a one (1) week duration, and furnish copies of the confirmation to the Union.
- D. Employees off work because of illness or accident will be considered on leave (without regular pay) for the period necessary.
- E. Generally, other leaves of absence will be for a period of less than thirty (30) days, but may be extended for reasonable cause. Any extension must be by mutual agreement between the Company and Union.
- F. An employee who becomes a duly elected or appointed Union official shall be granted a leave of absence, without pay, for the duration required to perform the duties of the position to which he/she was elected or appointed.

ARTICLE 13 – ON THE JOB INJURY

- A. In the event an employee suffers an on-the-job injury, the Company shall comply with any and all requirements as set forth in Iowa's Workers' Compensation Laws. If the employee suffers an on-the-job injury, which requires immediate medical treatment, the Company shall compensate the injured employee for time away from work on the day of the injury.

ARTICLE 14 – NON-DISCRIMINATION

- A. The terms and provisions of this Agreement shall apply to all employees alike, without discrimination with respect to race, color, religion, sex, national origin, age, veteran's status, disability, or other categories required by law. The Company shall investigate all discrimination complaints within thirty (30) calendar days after receipt of a complaint and provide the complainant with a written response as to what actions shall be taken, if any, to resolve the complaint.

ARTICLE 15 – STRIKE AND LOCKOUT

- A. In consideration of the Company's commitment as set forth in Article 15(C) of this Agreement, the Union, its officers, agents, representatives, stewards, committeemen and members, and all other employees, shall not, in any way, directly or indirectly, instigate,

lead, engage in, authorize, cause, assist, encourage, participate in, ratify, or condone any strike, sympathy strike, slowdown, work stoppage, or any other interference with or interruption of work at any of the Company's contract post locations, whether or not such a strike, sympathy strike, slowdown, work stoppage, or other interference with or interruption of work (a) involves a matter subject to resolution pursuant to the grievance and arbitration procedures set forth in Article 10 of this Agreement; or (b) involves a matter specifically referred to or covered in this Agreement; (c) involves a matter which has been discussed between the Company and the Union; (d) involves a matter which was without the knowledge or the contemplation of the Company and the Union at the time this Agreement was negotiated or executed.

- B. The failure or refusal on the part of any employee to comply with provisions of Article 15(A) of this Agreement shall be cause for immediate discipline, including discharge, and such discipline shall not be subject to the arbitration provisions set forth in Article 10 of this Agreement. The failure or refusal by a Union officer, agent, representative, steward or committeeman to comply with the provisions of Article 15(A) of this Agreement constitutes leading and instigating a violation of said Article 15 (A), it being specifically agreed that the union officers, agents, representatives, stewards and committeemen, by accepting such positions, have assumed the responsibility of affirmatively preventing violations of Article 15(A) of this Agreement by reporting to work and performing work as scheduled and/or required by the Company.
- C. In consideration of the Union's commitment as set forth in Article 15(A) of this Agreement, the Company shall not lock out employees.

ARTICLE 16 – UNIFORMS

- A. The Company shall supply three (3) sets of uniforms for its full time employees and two (2) sets for its part time employees. A uniform shall consist of a long sleeve shirt, a short sleeve shirt, and a pair of trousers. Full time employees shall also receive from the Company two (2) ties and part time employees shall receive one (1) tie. The provided uniform will be wash and wear which the employees will wash. A jacket shall be issued to each employee. A cold weather hat shall also be issued to each employee whose post location requires outside work. Raincoats and parkas will be available at all post locations where outside work is required. If the employee wishes to wear a bulletproof vest he may do so after purchasing a vest at his own expense. The Company will only re-issue uniforms due to reasonable and customary wear and tear. All Company issued uniform items must be returned to the Company upon termination of employment.
- B. If an employee desires to purchase a CPR case for wear while on duty, he may do so through the Company, at cost.

ARTICLE 17 – WEAPONS AND SAFETY

- A. The Company shall provide safe weapons and equipment. The Company shall make available to all officers cleaning materials and supplies needed for maintaining clean and safe weapons.
- B. Each employee may be issued a weapon and a trigger lock to be used at his/her assigned Post(s) and utilized for the annual re-qualification.

ARTICLE 18 – TRAINING PAY

- A. The Company shall pay all employees their regular hourly rate, for actual training time, when the employee reports for the required annual training, such as First Aid, CPR, firing range for annual weapons firing or any other training conducted after an employee's initial training.

ARTICLE 19 – HEALTH AND WELFARE PLAN

- A. The Company shall contribute to a Company established benefit plan. The following amounts are applicable for all the "Areas" identified in Article 1 of this Agreement and the amount to be paid for each period of time is specified below:

\$3.65 per hour for the period from August 29, 2008 through September 30, 2008

\$3.82 per hour for the period from October 1, 2008 through September 30, 2009

\$3.98 per hour for the period from October 1, 2009 through September 30, 2010

\$4.18 per hour for the period from October 1, 2010 through September 30, 2011

- B. The Health and Welfare contributions will be made for hours actually worked on contract, up to a maximum of forty (40) hours per week.
- C. Health and Welfare contributions shall be included for vacation time actually taken, funeral leave, holidays and all hours actually worked on contract up to the forty (40) hour maximum set forth in paragraph B above.

ARTICLE 20 – FUNERAL LEAVE

- A. In case of necessary absence of an employee to attend or make arrangements for a funeral of a member of his/her immediate family (spouse, son, daughter, step-children, brother, sister, parents, parents-in-law, grand parents, grand children), such employee shall be granted paid time off, paid for a maximum of up to (24) hours, for scheduled hours that are missed for a period not to exceed three (3) consecutive calendar days in order to attend the funeral. If

needed, the employee shall be allowed to take three (3) additional workdays off without pay. If an employee requests time off for the death of a family member not identified above, the Company agrees to allow up to five (5) days off without pay.

- B. The Company may request documentation to confirm the death of a family member if the Company has a reasonable basis to question the veracity of the employee request for time off provided in conjunction with this Article.

ARTICLE 21 – VACATIONS AND PERSONAL LEAVE

- A. All employees covered by this Agreement who have been in the service of the Company for one (1) year or more may take a vacation any time after their anniversary date of hire.

Vacation time will be scheduled annually and selection of vacation time shall be based on operational requirements and on the basis of seniority. During the month of November of the year preceding the vacation year, the Company shall make available to the Union a vacation schedule that identifies vacation periods available. Officers shall, during the month of December, in order of seniority, and by geographical location, be allowed to select available vacation periods in weekly increments, with each officer selecting one (1) week at a time. After all officers have had the opportunity to select a weekly vacation period, any officers who have more than one (1) week of vacation entitlement will go through the selection process again in seniority order. This process may allow some officers to have up to a maximum of two (2) weeks of vacation in consecutive order. Officers having completed eight (8) or more years of service will be allowed to select their vacation periods in increments of two (2) weeks. If an officer with vacation entitlement elects to forego his vacation selection opportunity for some, or all, of his/her vacation, he/she may elect to take such vacation time later in the year, but only after approval from the Company. Any vacation time still available after the December selection period will be distributed on first come, first served basis as operational needs dictate. In the event circumstances beyond the Company's control create the need to modify the vacation schedule, the Company shall make such modification with advance notice to the Union.

- B. All employees, upon completion of one (1) year service with the company shall receive two (2) weeks vacation. Full time employees shall receive vacation pay at their regular base rate of pay on their regularly scheduled workweek, up to a maximum of forty (40) hours per week. Health and Welfare contributions shall be made for each hour of vacation actually taken. All employees covered by this agreement shall be eligible for yearly vacations according to the following schedule:

- (1) Completion of one (1) year service shall receive two (2) weeks vacation pay per year.
- (2) Completion of eight (8) years of service shall receive three (3) weeks vacation pay per year.

- (3) Completion of fifteen (15) years of service shall receive four (4) weeks vacation pay per year.
- (4) Completion of twenty (20) years of service shall receive five (5) weeks vacation pay per year.
- C. Part-time employees may take their vacation prorated according to their normally scheduled work periods. If an officer changes from part-time to full-time status, his vacation pay will be prorated for the year of the change since his/her last anniversary.
- D. All employees will be paid for their annual vacation on the payday following their contract anniversary date. Health and Welfare contributions shall be made for each hour of vacation actually taken, during the weeks of the vacation(s).

ARTICLE 22 – CALL IN PAY AND REPORT PAY

- A. Any employee who has left the Company's job site and who is called back to work after termination of his regular shift shall receive a minimum of two (2) hours pay at the regular hourly rate. Only time actually worked on contract shall be used for the calculation of overtime pay as provided for in Article 8 of this Agreement.

ARTICLE 23 – JURY DUTY

- A. Should an employee be required to serve on a Federal, State, or County Jury, the Company will grant the employee time off without pay for the duration of the employee's jury duty obligation.

ARTICLE 24 – WAGE RATES AND CLASSIFICATIONS

- A. Effective October 1, 2008 the following minimum hourly wage rates are applicable for all the "Areas" identified in Article 1 of this Agreement, and the amount to be paid for each period of time is specified below:

AREA A

\$15.02 per hour for the period from August 29, 2008 through September 30, 2008
\$16.57 per hour for the period from October 1, 2008 through September 30, 2009
\$17.15 per hour for the period from October 1, 2009 through September 30, 2010
\$17.75 per hour for the period from October 1, 2010 through September 30, 2011
for Linn, Clinton, Winneshiek, Dubuque, Johnson, and Black Hawk Counties.

AREA B

\$15.50 per hour for the period from August 29, 2008 through September 30, 2008
\$16.57 per hour for the period from October 1, 2008 through September 30, 2009

\$17.15 per hour for the period from October 1, 2009 through September 30, 2010
\$17.75 per hour for the period from October 1, 2010 through September 30, 2011
for Des Moines and Scott Counties.

AREA C

\$16.05 per hour for the period from August 29, 2008 through September 30, 2008
\$16.63 per hour for the period from October 1, 2008 through September 30, 2009
\$17.22 per hour for the period from October 1, 2009 through September 30, 2010
\$17.83 per hour for the period from October 1, 2010 through September 30, 2011
for Woodbury, Clay, and Buena Vista Counties.

AREA D

\$19.56 per hour for the period from August 29, 2008 through September 30, 2008
\$19.95 per hour for the period from October 1, 2008 through September 30, 2009
\$20.40 per hour for the period from October 1, 2009 through September 30, 2010
\$20.90 per hour for the period from October 1, 2010 through September 30, 2011
for Story, Carroll, Union, Webster, Marshall, Cerro Gordo, Mahaska, and Wapello
Counties.

ARTICLE 25 – GENERAL PROVISION

- A. The Company, in keeping with a harmonious relationship with the Union, will notify and discuss with the local President any changes to be made to currently established operations, policies, rules and regulations.

ARTICLE 26 – SUCCESSOR CLAUSE

- A. This provision of this Agreement shall be binding upon the Company and its successors, assignees, or future purchasers, and all of the terms and obligations herein contained shall not be affected or changed in any respect by the consolidation, merger, sale, transfer, or assignment of the Company or any, or all of its property, nor shall they be affected or changed in any respect by any change in the legal status, ownership, or management of the Company.

ARTICLE 27 – CONTRACT AGREEMENT DURATION

- A. This Agreement shall be effective October 1, 2008 and shall continue in effect until September 30, 2011, and shall be renewable after this date, unless either party gives sixty (60) days written notice to the other, prior to September 30, 2011, that the party desires to begin negotiations on revisions, modification and/or changes to this Agreement. This Agreement may be amended or modified through negotiations after the anniversary date, any amendments or modifications shall become effective only after the approval for such

amendment(s) or modification(s) has been given by the Union membership, as certified by the Union's Financial Secretary/Treasurer.

ARTICLE 28 – CONTRACT RATIFICATION

A. This agreement shall become enforceable beginning on the effective date specified in Article 27 when signed by the Company's Representatives and the Union's Representatives.

Ree's Contract Service, Inc.

By *[Signature]*

By *[Signature]*

By *[Signature]*

SPFPA, Amalgamated Local 214

By *[Signature]*

International Union, SPFPA

[Signature]
Vice President, Region 4

ATTACHMENT

4

WD 05-2205 (Rev.-8) was first posted on www.wdol.gov on 09/23/2008

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of
Director Wage Determinations

Wage Determination No.: 2005-2205
Revision No.: 8
Date Of Revision: 09/18/2008

State: Iowa

Area: Iowa Counties of Adair, Appanoose, Audubon, Boone, Calhoun, Carroll, Cerro Gordo, Clarke, Dallas, Davis, Decatur, Emmet, Franklin, Greene, Guthrie, Hamilton, Hancock, Hardin, Humboldt, Jasper, Kossuth, Lucas, Madison, Mahaska, Marion, Marshall, Monroe, Palo Alto, Pocahontas, Polk, Poweshiek, Ringgold, Story, Taylor, Union, Wapello, Warren, Wayne, Webster, Winnebago, Worth, Wright

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.11
01012 - Accounting Clerk II	14.15
01013 - Accounting Clerk III	15.85
01020 - Administrative Assistant	22.14
01040 - Court Reporter	15.36
01051 - Data Entry Operator I	11.71
01052 - Data Entry Operator II	12.78
01060 - Dispatcher, Motor Vehicle	18.56
01070 - Document Preparation Clerk	12.53
01090 - Duplicating Machine Operator	12.53
01111 - General Clerk I	11.10
01112 - General Clerk II	12.12
01113 - General Clerk III	13.60
01120 - Housing Referral Assistant	18.58
01141 - Messenger Courier	11.13
01191 - Order Clerk I	13.83
01192 - Order Clerk II	16.85
01261 - Personnel Assistant (Employment) I	15.06
01262 - Personnel Assistant (Employment) II	16.85
01263 - Personnel Assistant (Employment) III	21.01
01270 - Production Control Clerk	19.65
01280 - Receptionist	11.53
01290 - Rental Clerk	11.73
01300 - Scheduler, Maintenance	13.73
01311 - Secretary I	13.73
01312 - Secretary II	15.36
01313 - Secretary III	18.43
01320 - Service Order Dispatcher	16.58
01410 - Supply Technician	22.14
01420 - Survey Worker	14.63
01531 - Travel Clerk I	11.69
01532 - Travel Clerk II	12.43

01533 - Travel Clerk III	13.19
01611 - Word Processor I	12.61
01612 - Word Processor II	14.16
01613 - Word Processor III	15.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.72
05010 - Automotive Electrician	17.56
05040 - Automotive Glass Installer	16.92
05070 - Automotive Worker	16.92
05110 - Mobile Equipment Servicer	15.56
05130 - Motor Equipment Metal Mechanic	18.58
05160 - Motor Equipment Metal Worker	16.92
05190 - Motor Vehicle Mechanic	17.08
05220 - Motor Vehicle Mechanic Helper	14.90
05250 - Motor Vehicle Upholstery Worker	16.23
05280 - Motor Vehicle Wrecker	16.92
05310 - Painter, Automotive	17.21
05340 - Radiator Repair Specialist	16.92
05370 - Tire Repairer	13.35
05400 - Transmission Repair Specialist	18.58
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.91
07041 - Cook I	10.75
07042 - Cook II	12.14
07070 - Dishwasher	8.20
07130 - Food Service Worker	8.78
07210 - Meat Cutter	12.78
07260 - Waiter/Waitress	8.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.57
09040 - Furniture Handler	13.43
09080 - Furniture Refinisher	15.57
09090 - Furniture Refinisher Helper	13.21
09110 - Furniture Repairer, Minor	14.39
09130 - Upholsterer	15.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.56
11060 - Elevator Operator	10.31
11090 - Gardener	13.59
11122 - Housekeeping Aide	10.56
11150 - Janitor	10.56
11210 - Laborer, Grounds Maintenance	11.32
11240 - Maid or Houseman	9.03
11260 - Pruner	10.31
11270 - Tractor Operator	12.90
11330 - Trail Maintenance Worker	11.32
11360 - Window Cleaner	11.31
12000 - Health Occupations	
12010 - Ambulance Driver	14.99
12011 - Breath Alcohol Technician	15.30
12012 - Certified Occupational Therapist Assistant	18.11
12015 - Certified Physical Therapist Assistant	18.23
12020 - Dental Assistant	16.38
12025 - Dental Hygienist	30.13
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	14.99
12071 - Licensed Practical Nurse I	13.63
12072 - Licensed Practical Nurse II	15.30
12073 - Licensed Practical Nurse III	17.11

12100 - Medical Assistant	14.15
12130 - Medical Laboratory Technician	16.46
12160 - Medical Record Clerk	12.12
12190 - Medical Record Technician	13.56
12195 - Medical Transcriptionist	13.71
12210 - Nuclear Medicine Technologist	29.45
12221 - Nursing Assistant I	9.70
12222 - Nursing Assistant II	10.90
12223 - Nursing Assistant III	11.90
12224 - Nursing Assistant IV	13.36
12235 - Optical Dispenser	15.05
12236 - Optical Technician	13.41
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.36
12305 - Radiologic Technologist	20.80
12311 - Registered Nurse I	19.48
12312 - Registered Nurse II	23.83
12313 - Registered Nurse II, Specialist	23.83
12314 - Registered Nurse III	28.83
12315 - Registered Nurse III, Anesthetist	28.83
12316 - Registered Nurse IV	34.56
12317 - Scheduler (Drug and Alcohol Testing)	18.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.17
13012 - Exhibits Specialist II	21.27
13013 - Exhibits Specialist III	26.02
13041 - Illustrator I	17.17
13042 - Illustrator II	21.27
13043 - Illustrator III	26.02
13047 - Librarian	23.55
13050 - Library Aide/Clerk	10.10
13054 - Library Information Technology Systems Administrator	21.27
13058 - Library Technician	11.75
13061 - Media Specialist I	11.89
13062 - Media Specialist II	13.32
13063 - Media Specialist III	14.92
13071 - Photographer I	13.98
13072 - Photographer II	17.57
13073 - Photographer III	21.12
13074 - Photographer IV	24.31
13075 - Photographer V	29.40
13110 - Video Teleconference Technician	16.34
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.45
14042 - Computer Operator II	16.39
14043 - Computer Operator III	18.28
14044 - Computer Operator IV	20.30
14045 - Computer Operator V	22.49
14071 - Computer Programmer I (1)	18.71
14072 - Computer Programmer II (1)	23.10
14073 - Computer Programmer III (1)	
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	25.92
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	12.23
14160 - Personal Computer Support Technician	20.30
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.87
15020 - Aircrew Training Devices Instructor (Rated)	31.36

15030 - Air Crew Training Devices Instructor (Pilot)	36.76
15050 - Computer Based Training Specialist / Instructor	24.87
15060 - Educational Technologist	25.61
15070 - Flight Instructor (Pilot)	36.76
15080 - Graphic Artist	20.53
15090 - Technical Instructor	18.15
15095 - Technical Instructor/Course Developer	22.20
15110 - Test Proctor	14.65
15120 - Tutor	14.65
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.72
16030 - Counter Attendant	8.72
16040 - Dry Cleaner	10.45
16070 - Finisher, Flatwork, Machine	8.72
16090 - Presser, Hand	8.72
16110 - Presser, Machine, Drycleaning	8.72
16130 - Presser, Machine, Shirts	8.72
16160 - Presser, Machine, Wearing Apparel, Laundry	8.72
16190 - Sewing Machine Operator	11.05
16220 - Tailor	11.69
16250 - Washer, Machine	9.35
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.40
19040 - Tool And Die Maker	20.14
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.60
21030 - Material Coordinator	19.65
21040 - Material Expediter	19.65
21050 - Material Handling Laborer	11.49
21071 - Order Filler	12.56
21080 - Production Line Worker (Food Processing)	13.60
21110 - Shipping Packer	14.02
21130 - Shipping/Receiving Clerk	14.02
21140 - Store Worker I	11.06
21150 - Stock Clerk	14.62
21210 - Tools And Parts Attendant	13.60
21410 - Warehouse Specialist	13.60
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.49
23021 - Aircraft Mechanic I	22.22
23022 - Aircraft Mechanic II	23.49
23023 - Aircraft Mechanic III	24.75
23040 - Aircraft Mechanic Helper	16.85
23050 - Aircraft, Painter,	20.31
23060 - Aircraft Servicer	18.36
23080 - Aircraft Worker	19.14
23110 - Appliance Mechanic	21.67
23120 - Bicycle Repairer	13.32
23125 - Cable Splicer	20.69
23130 - Carpenter, Maintenance	18.35
23140 - Carpet Layer	17.46
23160 - Electrician, Maintenance	22.94
23181 - Electronics Technician Maintenance I	20.22
23182 - Electronics Technician Maintenance II	21.53
23183 - Electronics Technician Maintenance III	22.85
23260 - Fabric Worker	16.38
23290 - Fire Alarm System Mechanic	18.59
23310 - Fire Extinguisher Repairer	15.28
23311 - Fuel Distribution System Mechanic	20.21
23312 - Fuel Distribution System Operator	17.45

23370 - General Maintenance Worker	15.55
23380 - Ground Support Equipment Mechanic	22.22
23381 - Ground Support Equipment Servicer	18.36
23382 - Ground Support Equipment Worker	19.14
23391 - Gunsmith I	15.28
23392 - Gunsmith II	17.46
23393 - Gunsmith III	18.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.22
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
21.16	
23430 - Heavy Equipment Mechanic	21.40
23440 - Heavy Equipment Operator	19.88
23460 - Instrument Mechanic	19.66
23465 - Laboratory/Shelter Mechanic	18.54
23470 - Laborer	11.49
23510 - Locksmith	18.54
23530 - Machinery Maintenance Mechanic	18.62
23550 - Machinist, Maintenance	18.83
23580 - Maintenance Trades Helper	14.86
23591 - Metrology Technician I	19.66
23592 - Metrology Technician II	20.77
23593 - Metrology Technician III	21.89
23640 - Millwright	19.41
23710 - Office Appliance Repairer	18.51
23760 - Painter, Maintenance	18.51
23790 - Pipefitter, Maintenance	22.84
23810 - Plumber, Maintenance	21.43
23820 - Pneudraulic Systems Mechanic	19.66
23850 - Rigger	19.66
23870 - Scale Mechanic	17.46
23890 - Sheet-Metal Worker, Maintenance	20.95
23910 - Small Engine Mechanic	16.48
23931 - Telecommunications Mechanic I	21.85
23932 - Telecommunications Mechanic II	22.70
23950 - Telephone Lineman	19.64
23960 - Welder, Combination, Maintenance	19.58
23965 - Well Driller	19.66
23970 - Woodcraft Worker	19.66
23980 - Woodworker	15.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.10
24610 - Chore Aide	10.38
24620 - Family Readiness And Support Services Coordinator	12.89
24630 - Homemaker	17.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.08
25040 - Sewage Plant Operator	18.86
25070 - Stationary Engineer	22.08
25190 - Ventilation Equipment Tender	15.94
25210 - Water Treatment Plant Operator	18.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.01
27007 - Baggage Inspector	13.07
27008 - Corrections Officer	22.35
27010 - Court Security Officer	20.42
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	22.35
27070 - Firefighter	19.70
27101 - Guard I	13.07

27102 - Guard II	18.66
27131 - Police Officer I	23.50
27132 - Police Officer II	26.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.77
28042 - Carnival Equipment Repairer	10.29
28043 - Carnival Equipment Worker	8.35
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	14.56
28630 - Sports Official	11.01
28690 - Swimming Pool Operator	15.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.21
29020 - Hatch Tender	22.21
29030 - Line Handler	22.21
29041 - Stevedore I	21.05
29042 - Stevedore II	23.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	33.96
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.42
30012 - Air Traffic Control Specialist, Terminal (HFO)	25.79
30021 - Archeological Technician I (2)	16.46
30022 - Archeological Technician II	17.91
30023 - Archeological Technician III	22.80
30030 - Cartographic Technician	22.80
30040 - Civil Engineering Technician	22.57
30061 - Drafter/CAD Operator I	16.29
30062 - Drafter/CAD Operator II	18.42
30063 - Drafter/CAD Operator III	20.32
30064 - Drafter/CAD Operator IV	25.00
30081 - Engineering Technician I	14.51
30082 - Engineering Technician II	16.29
30083 - Engineering Technician III	19.20
30084 - Engineering Technician IV	23.78
30085 - Engineering Technician V	29.05
30086 - Engineering Technician VI	35.16
30090 - Environmental Technician	24.12
30210 - Laboratory Technician	20.36
30240 - Mathematical Technician	22.80
30361 - Paralegal/Legal Assistant I	17.30
30362 - Paralegal/Legal Assistant II	22.58
30363 - Paralegal/Legal Assistant III	27.62
30364 - Paralegal/Legal Assistant IV	33.42
30390 - Photo-Optics Technician	22.80
30461 - Technical Writer I	21.37
30462 - Technical Writer II	26.13
30463 - Technical Writer III	29.72
30491 - Unexploded Ordnance (UXO) Technician I	21.58
30492 - Unexploded Ordnance (UXO) Technician II	26.11
30493 - Unexploded Ordnance (UXO) Technician III	31.30
30494 - Unexploded (UXO) Safety Escort	21.58
30495 - Unexploded (UXO) Sweep Personnel	21.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	20.32
30621 - Weather Observer, Senior (2)	22.57
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.57
31030 - Bus Driver	16.61

31043 - Driver Courier	14.48
31260 - Parking and Lot Attendant	8.55
31290 - Shuttle Bus Driver	14.48
31310 - Taxi Driver	9.92
31361 - Truckdriver, Light	14.98
31362 - Truckdriver, Medium	15.95
31363 - Truckdriver, Heavy	17.99
31364 - Truckdriver, Tractor-Trailer	17.99
99000 - Miscellaneous Occupations	
99030 - Cashier	8.60
99050 - Desk Clerk	9.87
99095 - Embalmer	21.92
99251 - Laboratory Animal Caretaker I	10.04
99252 - Laboratory Animal Caretaker II	10.65
99310 - Mortician	23.05
99410 - Pest Controller	14.73
99510 - Photofinishing Worker	10.05
99710 - Recycling Laborer	15.19
99711 - Recycling Specialist	16.58
99730 - Refuse Collector	14.06
99810 - Sales Clerk	12.34
99820 - School Crossing Guard	11.76
99830 - Survey Party Chief	23.01
99831 - Surveying Aide	12.33
99832 - Surveying Technician	17.40
99840 - Vending Machine Attendant	14.07
99841 - Vending Machine Repairer	15.93
99842 - Vending Machine Repairer Helper	14.07

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.24 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 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 PARENTHESSES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer

System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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 ordnance, 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage

rate), 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.

ATTACHMENT 5

WD 05-2323 (Rev.-6) was first posted on www.wdol.gov on 06/03/2008

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of
Director Wage Determinations

Wage Determination No.: 2005-2323
Revision No.: 6
Date Of Revision: 05/29/2008

State: Nebraska

Area: Nebraska Counties of Adams, Antelope, Arthur, Blaine, Boone, Boyd, Brown, Buffalo, Chase, Cherry, Clay, Custer, Dawson, Dundy, Fillmore, Franklin, Frontier, Furnas, Garfield, Gosper, Grant, Greeley, Hall, Hamilton, Harlan, Hayes, Hitchcock, Holt, Hooker, Howard, Jefferson, Kearney, Keith, Keya Paha, Knox, Lincoln, Logan, Loup, McPherson, Merrick, Nance, Nuckolls, Perkins, Phelps, Platte, Polk, Red Willow, Rock, Saline, Seward, Sherman, Thayer, Thomas, Valley, Webster, Wheeler, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.46
01012 - Accounting Clerk II	13.66
01013 - Accounting Clerk III	15.15
01020 - Administrative Assistant	17.86
01040 - Court Reporter	14.67
01051 - Data Entry Operator I	10.70
01052 - Data Entry Operator II	12.72
01060 - Dispatcher, Motor Vehicle	15.44
01070 - Document Preparation Clerk	11.06
01090 - Duplicating Machine Operator	11.06
01111 - General Clerk I	11.00
01112 - General Clerk II	12.59
01113 - General Clerk III	13.12
01120 - Housing Referral Assistant	16.12
01141 - Messenger Courier	10.14
01191 - Order Clerk I	10.41
01192 - Order Clerk II	11.73
01261 - Personnel Assistant (Employment) I	13.53
01262 - Personnel Assistant (Employment) II	15.07
01263 - Personnel Assistant (Employment) III	16.82
01270 - Production Control Clerk	17.94
01280 - Receptionist	11.24
01290 - Rental Clerk	11.01
01300 - Scheduler, Maintenance	12.93
01311 - Secretary I	12.93
01312 - Secretary II	14.47
01313 - Secretary III	16.12
01320 - Service Order Dispatcher	14.08
01410 - Supply Technician	17.86
01420 - Survey Worker	14.83

01531 - Travel Clerk I	11.69
01532 - Travel Clerk II	12.43
01533 - Travel Clerk III	13.19
01611 - Word Processor I	11.92
01612 - Word Processor II	13.38
01613 - Word Processor III	14.97
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.15
05010 - Automotive Electrician	15.71
05040 - Automotive Glass Installer	15.21
05070 - Automotive Worker	15.21
05110 - Mobile Equipment Servicer	14.17
05130 - Motor Equipment Metal Mechanic	16.25
05160 - Motor Equipment Metal Worker	15.21
05190 - Motor Vehicle Mechanic	16.27
05220 - Motor Vehicle Mechanic Helper	14.39
05250 - Motor Vehicle Upholstery Worker	14.67
05280 - Motor Vehicle Wrecker	15.21
05310 - Painter, Automotive	15.71
05340 - Radiator Repair Specialist	15.21
05370 - Tire Repairer	11.41
05400 - Transmission Repair Specialist	16.25
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.10
07041 - Cook I	10.12
07042 - Cook II	10.86
07070 - Dishwasher	7.88
07130 - Food Service Worker	8.26
07210 - Meat Cutter	12.18
07260 - Waiter/Waitress	8.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.40
09040 - Furniture Handler	10.39
09080 - Furniture Refinisher	14.40
09090 - Furniture Refinisher Helper	11.92
09110 - Furniture Repairer, Minor	13.46
09130 - Upholsterer	14.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.57
11060 - Elevator Operator	9.90
11090 - Gardener	14.73
11122 - Housekeeping Aide	9.90
11150 - Janitor	11.08
11210 - Laborer, Grounds Maintenance	12.28
11240 - Maid or Houseman	8.34
11260 - Pruner	11.08
11270 - Tractor Operator	13.66
11330 - Trail Maintenance Worker	12.28
11360 - Window Cleaner	11.91
12000 - Health Occupations	
12010 - Ambulance Driver	14.22
12011 - Breath Alcohol Technician	15.57
12012 - Certified Occupational Therapist Assistant	17.98
12015 - Certified Physical Therapist Assistant	17.98
12020 - Dental Assistant	14.00
12025 - Dental Hygienist	27.58
12030 - EKG Technician	23.34
12035 - Electroneurodiagnostic Technologist	23.34
12040 - Emergency Medical Technician	14.22
12071 - Licensed Practical Nurse I	13.59

12072	- Licensed Practical Nurse II	15.27
12073	- Licensed Practical Nurse III	17.06
12100	- Medical Assistant	11.79
12130	- Medical Laboratory Technician	14.28
12160	- Medical Record Clerk	11.98
12190	- Medical Record Technician	14.89
12195	- Medical Transcriptionist	14.40
12210	- Nuclear Medicine Technologist	25.07
12221	- Nursing Assistant I	9.69
12222	- Nursing Assistant II	10.89
12223	- Nursing Assistant III	11.90
12224	- Nursing Assistant IV	13.33
12235	- Optical Dispenser	14.52
12236	- Optical Technician	14.04
12250	- Pharmacy Technician	12.19
12280	- Phlebotomist	13.33
12305	- Radiologic Technologist	19.55
12311	- Registered Nurse I	21.22
12312	- Registered Nurse II	25.95
12313	- Registered Nurse II, Specialist	25.95
12314	- Registered Nurse III	31.41
12315	- Registered Nurse III, Anesthetist	31.41
12316	- Registered Nurse IV	37.61
12317	- Scheduler (Drug and Alcohol Testing)	18.90
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	17.24
13012	- Exhibits Specialist II	21.37
13013	- Exhibits Specialist III	26.13
13041	- Illustrator I	17.24
13042	- Illustrator II	21.37
13043	- Illustrator III	26.13
13047	- Librarian	23.79
13050	- Library Aide/Clerk	11.71
13054	- Library Information Technology Systems Administrator	21.48
13058	- Library Technician	14.68
13061	- Media Specialist I	14.50
13062	- Media Specialist II	16.60
13063	- Media Specialist III	18.51
13071	- Photographer I	13.84
13072	- Photographer II	15.09
13073	- Photographer III	19.05
13074	- Photographer IV	22.90
13075	- Photographer V	24.38
13110	- Video Teleconference Technician	13.51
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.26
14042	- Computer Operator II	15.94
14043	- Computer Operator III	17.76
14044	- Computer Operator IV	19.74
14045	- Computer Operator V	21.85
14071	- Computer Programmer I (1)	19.05
14072	- Computer Programmer II (1)	23.61
14073	- Computer Programmer III (1)	
14074	- Computer Programmer IV (1)	
14101	- Computer Systems Analyst I (1)	26.69
14102	- Computer Systems Analyst II (1)	
14103	- Computer Systems Analyst III (1)	
14150	- Peripheral Equipment Operator	14.26
14160	- Personal Computer Support Technician	19.74
15000	- Instructional Occupations	

15010	- Aircrew Training Devices Instructor (Non-Rated)	25.19
15020	- Aircrew Training Devices Instructor (Rated)	30.49
15030	- Air Crew Training Devices Instructor (Pilot)	33.54
15050	- Computer Based Training Specialist / Instructor	25.41
15060	- Educational Technologist	25.73
15070	- Flight Instructor (Pilot)	33.54
15080	- Graphic Artist	16.13
15090	- Technical Instructor	16.86
15095	- Technical Instructor/Course Developer	20.64
15110	- Test Proctor	13.62
15120	- Tutor	13.62
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	8.72
16030	- Counter Attendant	8.72
16040	- Dry Cleaner	10.45
16070	- Finisher, Flatwork, Machine	8.72
16090	- Presser, Hand	8.72
16110	- Presser, Machine, Drycleaning	8.72
16130	- Presser, Machine, Shirts	8.72
16160	- Presser, Machine, Wearing Apparel, Laundry	8.72
16190	- Sewing Machine Operator	11.05
16220	- Tailor	11.69
16250	- Washer, Machine	9.35
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	18.67
19040	- Tool And Die Maker	21.36
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	13.38
21030	- Material Coordinator	18.96
21040	- Material Expediter	18.96
21050	- Material Handling Laborer	10.83
21071	- Order Filler	10.74
21080	- Production Line Worker (Food Processing)	13.38
21110	- Shipping Packer	11.51
21130	- Shipping/Receiving Clerk	11.51
21140	- Store Worker I	11.08
21150	- Stock Clerk	14.09
21210	- Tools And Parts Attendant	13.38
21410	- Warehouse Specialist	13.38
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	19.53
23021	- Aircraft Mechanic I	18.69
23022	- Aircraft Mechanic II	19.53
23023	- Aircraft Mechanic III	20.15
23040	- Aircraft Mechanic Helper	14.28
23050	- Aircraft, Painter	17.99
23060	- Aircraft Servicer	16.13
23080	- Aircraft Worker	17.06
23110	- Appliance Mechanic	16.80
23120	- Bicycle Repairer	11.41
23125	- Cable Splicer	19.38
23130	- Carpenter, Maintenance	17.88
23140	- Carpet Layer	17.05
23160	- Electrician, Maintenance	18.84
23181	- Electronics Technician Maintenance I	17.51
23182	- Electronics Technician Maintenance II	21.91
23183	- Electronics Technician Maintenance III	22.01
23260	- Fabric Worker	16.09
23290	- Fire Alarm System Mechanic	18.69
23310	- Fire Extinguisher Repairer	15.14

23311	- Fuel Distribution System Mechanic	18.69
23312	- Fuel Distribution System Operator	15.14
23370	- General Maintenance Worker	15.77
23380	- Ground Support Equipment Mechanic	18.69
23381	- Ground Support Equipment Servicer	16.13
23382	- Ground Support Equipment Worker	17.06
23391	- Gunsmith I	15.14
23392	- Gunsmith II	17.05
23393	- Gunsmith III	18.69
23410	- Heating, Ventilation And Air-Conditioning Mechanic	19.57
23411	- Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
20.55		
23430	- Heavy Equipment Mechanic	18.86
23440	- Heavy Equipment Operator	16.40
23460	- Instrument Mechanic	18.28
23465	- Laboratory/Shelter Mechanic	17.94
23470	- Laborer	11.91
23510	- Locksmith	16.80
23530	- Machinery Maintenance Mechanic	18.79
23550	- Machinist, Maintenance	17.07
23580	- Maintenance Trades Helper	14.51
23591	- Metrology Technician I	18.28
23592	- Metrology Technician II	19.10
23593	- Metrology Technician III	19.71
23640	- Millwright	18.69
23710	- Office Appliance Repairer	16.80
23760	- Painter, Maintenance	16.14
23790	- Pipefitter, Maintenance	21.05
23810	- Plumber, Maintenance	20.36
23820	- Pneudraulic Systems Mechanic	18.69
23850	- Rigger	18.69
23870	- Scale Mechanic	17.05
23890	- Sheet-Metal Worker, Maintenance	19.57
23910	- Small Engine Mechanic	15.68
23931	- Telecommunications Mechanic I	21.11
23932	- Telecommunications Mechanic II	21.79
23950	- Telephone Lineman	18.69
23960	- Welder, Combination, Maintenance	15.01
23965	- Well Driller	18.69
23970	- Woodcraft Worker	18.69
23980	- Woodworker	14.21
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	8.88
24580	- Child Care Center Clerk	10.77
24610	- Chore Aide	9.43
24620	- Family Readiness And Support Services Coordinator	11.94
24630	- Homemaker	13.17
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	17.30
25040	- Sewage Plant Operator	18.68
25070	- Stationary Engineer	17.30
25190	- Ventilation Equipment Tender	14.15
25210	- Water Treatment Plant Operator	18.68
27000	- Protective Service Occupations	
27004	- Alarm Monitor	14.50
27007	- Baggage Inspector	11.65
27008	- Corrections Officer	14.89
27010	- Court Security Officer	15.23
27030	- Detection Dog Handler	13.04
27040	- Detention Officer	14.89

27070 - Firefighter	15.23
27101 - Guard I	11.65
27102 - Guard II	13.04
27131 - Police Officer I	17.56
27132 - Police Officer II	19.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.17
28042 - Carnival Equipment Repairer	11.79
28043 - Carnival Equipment Worker	9.15
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	14.49
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.05
29020 - Hatch Tender	17.05
29030 - Line Handler	17.05
29041 - Stevedore I	16.10
29042 - Stevedore II	17.94
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.96
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.79
30021 - Archeological Technician I	15.51
30022 - Archeological Technician II	17.73
30023 - Archeological Technician III	21.97
30030 - Cartographic Technician	21.97
30040 - Civil Engineering Technician	19.07
30061 - Drafter/CAD Operator I	15.51
30062 - Drafter/CAD Operator II	17.73
30063 - Drafter/CAD Operator III	19.77
30064 - Drafter/CAD Operator IV	23.79
30081 - Engineering Technician I	13.05
30082 - Engineering Technician II	16.16
30083 - Engineering Technician III	18.06
30084 - Engineering Technician IV	22.38
30085 - Engineering Technician V	27.37
30086 - Engineering Technician VI	31.02
30090 - Environmental Technician	18.33
30210 - Laboratory Technician	17.33
30240 - Mathematical Technician	21.49
30361 - Paralegal/Legal Assistant I	15.25
30362 - Paralegal/Legal Assistant II	18.62
30363 - Paralegal/Legal Assistant III	20.68
30364 - Paralegal/Legal Assistant IV	22.89
30390 - Photo-Optics Technician	21.49
30461 - Technical Writer I	19.47
30462 - Technical Writer II	23.83
30463 - Technical Writer III	28.39
30491 - Unexploded Ordnance (UXO) Technician I	21.58
30492 - Unexploded Ordnance (UXO) Technician II	26.11
30493 - Unexploded Ordnance (UXO) Technician III	31.30
30494 - Unexploded (UXO) Safety Escort	21.58
30495 - Unexploded (UXO) Sweep Personnel	21.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	19.59
30621 - Weather Observer, Senior (3)	21.49
31000 - Transportation/Mobile Equipment Operation Occupations	

31020 - Bus Aide	9.21
31030 - Bus Driver	14.33
31043 - Driver Courier	13.07
31260 - Parking and Lot Attendant	8.88
31290 - Shuttle Bus Driver	13.07
31310 - Taxi Driver	9.97
31361 - Truckdriver, Light	13.07
31362 - Truckdriver, Medium	13.51
31363 - Truckdriver, Heavy	15.27
31364 - Truckdriver, Tractor-Trailer	15.27
99000 - Miscellaneous Occupations	
99030 - Cashier	8.85
99050 - Desk Clerk	8.76
99095 - Embalmer	23.05
99251 - Laboratory Animal Caretaker I	10.36
99252 - Laboratory Animal Caretaker II	11.06
99310 - Mortician	23.05
99410 - Pest Controller	14.62
99510 - Photofinishing Worker	10.96
99710 - Recycling Laborer	13.44
99711 - Recycling Specialist	15.51
99730 - Refuse Collector	12.39
99810 - Sales Clerk	10.98
99820 - School Crossing Guard	12.07
99830 - Survey Party Chief	23.72
99831 - Surveying Aide	12.80
99832 - Surveying Technician	15.75
99840 - Vending Machine Attendant	15.40
99841 - Vending Machine Repairer	17.51
99842 - Vending Machine Repairer Helper	15.46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.24 per hour or \$129.60 per week or \$561.60 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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 PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than

\$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 ordnance, 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).³ 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 link 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) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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.

ATTACHMENT

6

WD 05-2587 (Rev.-5) was first posted on www.wdol.gov on 10/07/2008

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of
Director Wage Determinations

Wage Determination No.: 2005-2587
Revision No.: 5
Date Of Revision: 09/26/2008

States: Nebraska, Wyoming

Area: Nebraska Counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden,
Kimball, Morrill, Scotts Bluff, Sheridan, Sioux
Wyoming Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.28
01012 - Accounting Clerk II	14.87
01013 - Accounting Clerk III	15.41
01020 - Administrative Assistant	16.87
01040 - Court Reporter	13.20
01051 - Data Entry Operator I	10.21
01052 - Data Entry Operator II	11.14
01060 - Dispatcher, Motor Vehicle	17.29
01070 - Document Preparation Clerk	10.81
01090 - Duplicating Machine Operator	10.81
01111 - General Clerk I	10.54
01112 - General Clerk II	11.50
01113 - General Clerk III	12.91
01120 - Housing Referral Assistant	14.71
01141 - Messenger Courier	9.92
01191 - Order Clerk I	10.72
01192 - Order Clerk II	11.70
01261 - Personnel Assistant (Employment) I	13.26
01262 - Personnel Assistant (Employment) II	14.83
01263 - Personnel Assistant (Employment) III	16.54
01270 - Production Control Clerk	17.50
01280 - Receptionist	10.26
01290 - Rental Clerk	9.62
01300 - Scheduler, Maintenance	11.79
01311 - Secretary I	11.79
01312 - Secretary II	13.19
01313 - Secretary III	14.71
01320 - Service Order Dispatcher	17.29
01410 - Supply Technician	16.87
01420 - Survey Worker	10.82
01531 - Travel Clerk I	10.83
01532 - Travel Clerk II	11.49
01533 - Travel Clerk III	12.10
01611 - Word Processor I	10.72

01612 - Word Processor II	12.18
01613 - Word Processor III	13.61
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.52
05010 - Automotive Electrician	18.55
05040 - Automotive Glass Installer	17.56
05070 - Automotive Worker	17.56
05110 - Mobile Equipment Servicer	15.62
05130 - Motor Equipment Metal Mechanic	19.52
05160 - Motor Equipment Metal Worker	17.56
05190 - Motor Vehicle Mechanic	19.52
05220 - Motor Vehicle Mechanic Helper	14.65
05250 - Motor Vehicle Upholstery Worker	16.59
05280 - Motor Vehicle Wrecker	17.56
05310 - Painter, Automotive	18.55
05340 - Radiator Repair Specialist	17.56
05370 - Tire Repairer	15.09
05400 - Transmission Repair Specialist	19.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.46
07041 - Cook I	8.79
07042 - Cook II	10.22
07070 - Dishwasher	7.63
07130 - Food Service Worker	9.06
07210 - Meat Cutter	13.07
07260 - Waiter/Waitress	7.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.55
09040 - Furniture Handler	13.47
09080 - Furniture Refinisher	18.55
09090 - Furniture Refinisher Helper	14.65
09110 - Furniture Repairer, Minor	16.59
09130 - Upholsterer	18.55
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.25
11060 - Elevator Operator	8.46
11090 - Gardener	12.39
11122 - Housekeeping Aide	8.46
11150 - Janitor	11.07
11210 - Laborer, Grounds Maintenance	11.70
11240 - Maid or Houseman	8.46
11260 - Pruner	12.43
11270 - Tractor Operator	12.29
11330 - Trail Maintenance Worker	11.70
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	15.66
12012 - Certified Occupational Therapist Assistant	17.45
12015 - Certified Physical Therapist Assistant	17.10
12020 - Dental Assistant	12.34
12025 - Dental Hygienist	25.55
12030 - EKG Technician	23.66
12035 - Electroneurodiagnostic Technologist	23.66
12040 - Emergency Medical Technician	12.02
12071 - Licensed Practical Nurse I	14.00
12072 - Licensed Practical Nurse II	15.66
12073 - Licensed Practical Nurse III	17.46
12100 - Medical Assistant	11.31
12130 - Medical Laboratory Technician	14.98

12160 - Medical Record Clerk	12.86
12190 - Medical Record Technician	14.38
12195 - Medical Transcriptionist	12.63
12210 - Nuclear Medicine Technologist	31.24
12221 - Nursing Assistant I	10.12
12222 - Nursing Assistant II	11.38
12223 - Nursing Assistant III	12.42
12224 - Nursing Assistant IV	13.94
12235 - Optical Dispenser	13.51
12236 - Optical Technician	13.97
12250 - Pharmacy Technician	13.94
12280 - Phlebotomist	14.00
12305 - Radiologic Technologist	20.97
12311 - Registered Nurse I	20.80
12312 - Registered Nurse II	25.38
12313 - Registered Nurse II, Specialist	25.38
12314 - Registered Nurse III	30.77
12315 - Registered Nurse III, Anesthetist	30.77
12316 - Registered Nurse IV	34.78
12317 - Scheduler (Drug and Alcohol Testing)	19.40
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.11
13012 - Exhibits Specialist II	18.72
13013 - Exhibits Specialist III	22.91
13041 - Illustrator I	14.75
13042 - Illustrator II	17.82
13043 - Illustrator III	23.63
13047 - Librarian	20.74
13050 - Library Aide/Clerk	9.95
13054 - Library Information Technology Systems Administrator	18.82
13058 - Library Technician	11.26
13061 - Media Specialist I	12.30
13062 - Media Specialist II	13.75
13063 - Media Specialist III	15.33
13071 - Photographer I	12.38
13072 - Photographer II	14.71
13073 - Photographer III	18.22
13074 - Photographer IV	22.28
13075 - Photographer V	26.96
13110 - Video Teleconference Technician	16.52
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.88
14042 - Computer Operator II	14.41
14043 - Computer Operator III	16.07
14044 - Computer Operator IV	17.85
14045 - Computer Operator V	19.80
14071 - Computer Programmer I (1)	16.89
14072 - Computer Programmer II (1)	20.92
14073 - Computer Programmer III (1)	25.50
14074 - Computer Programmer IV (1)	27.34
14101 - Computer Systems Analyst I (1)	25.95
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	12.88
14160 - Personal Computer Support Technician	21.37
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	23.93
15020 - Aircrew Training Devices Instructor (Rated)	25.11
15030 - Air Crew Training Devices Instructor (Pilot)	28.95
15050 - Computer Based Training Specialist / Instructor	23.93

15060 - Educational Technologist	25.65
15070 - Flight Instructor (Pilot)	28.95
15080 - Graphic Artist	14.61
15090 - Technical Instructor	17.49
15095 - Technical Instructor/Course Developer	21.40
15110 - Test Proctor	14.12
15120 - Tutor	14.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.12
16030 - Counter Attendant	8.68
16040 - Dry Cleaner	10.28
16070 - Finisher, Flatwork, Machine	8.12
16090 - Presser, Hand	8.12
16110 - Presser, Machine, Drycleaning	8.12
16130 - Presser, Machine, Shirts	8.12
16160 - Presser, Machine, Wearing Apparel, Laundry	8.12
16190 - Sewing Machine Operator	10.96
16220 - Tailor	11.57
16250 - Washer, Machine	8.84
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.39
19040 - Tool And Die Maker	24.99
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.23
21030 - Material Coordinator	17.50
21040 - Material Expediter	17.50
21050 - Material Handling Laborer	11.51
21071 - Order Filler	11.09
21080 - Production Line Worker (Food Processing)	17.23
21110 - Shipping Packer	13.29
21130 - Shipping/Receiving Clerk	13.29
21140 - Store Worker I	11.00
21150 - Stock Clerk	14.48
21210 - Tools And Parts Attendant	17.23
21410 - Warehouse Specialist	17.23
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.93
23021 - Aircraft Mechanic I	20.89
23022 - Aircraft Mechanic II	21.93
23023 - Aircraft Mechanic III	23.03
23040 - Aircraft Mechanic Helper	15.68
23050 - Aircraft, Painter	19.85
23060 - Aircraft Servicer	17.75
23080 - Aircraft Worker	18.79
23110 - Appliance Mechanic	18.55
23120 - Bicycle Repairer	15.09
23125 - Cable Splicer	23.25
23130 - Carpenter, Maintenance	18.55
23140 - Carpet Layer	19.32
23160 - Electrician, Maintenance	22.12
23181 - Electronics Technician Maintenance I	21.05
23182 - Electronics Technician Maintenance II	22.34
23183 - Electronics Technician Maintenance III	23.79
23260 - Fabric Worker	17.12
23290 - Fire Alarm System Mechanic	21.44
23310 - Fire Extinguisher Repairer	15.91
23311 - Fuel Distribution System Mechanic	21.68
23312 - Fuel Distribution System Operator	16.83
23370 - General Maintenance Worker	18.95
23380 - Ground Support Equipment Mechanic	20.89

23381 - Ground Support Equipment Servicer	17.75
23382 - Ground Support Equipment Worker	18.79
23391 - Gunsmith I	15.59
23392 - Gunsmith II	17.96
23393 - Gunsmith III	20.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.52
23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility)	
20.99	
23430 - Heavy Equipment Mechanic	21.31
23440 - Heavy Equipment Operator	20.16
23460 - Instrument Mechanic	24.49
23465 - Laboratory/Shelter Mechanic	19.64
23470 - Laborer	11.51
23510 - Locksmith	19.47
23530 - Machinery Maintenance Mechanic	24.66
23550 - Machinist, Maintenance	19.51
23580 - Maintenance Trades Helper	14.65
23591 - Metrology Technician I	24.49
23592 - Metrology Technician II	29.83
23593 - Metrology Technician III	31.47
23640 - Millwright	22.75
23710 - Office Appliance Repairer	18.55
23760 - Painter, Maintenance	18.55
23790 - Pipefitter, Maintenance	21.73
23810 - Plumber, Maintenance	20.40
23820 - Pneudraulic Systems Mechanic	20.74
23850 - Rigger	20.74
23870 - Scale Mechanic	18.35
23890 - Sheet-Metal Worker, Maintenance	19.52
23910 - Small Engine Mechanic	17.56
23931 - Telecommunications Mechanic I	25.28
23932 - Telecommunications Mechanic II	26.53
23950 - Telephone Lineman	21.47
23960 - Welder, Combination, Maintenance	19.52
23965 - Well Driller	19.52
23970 - Woodcraft Worker	20.74
23980 - Woodworker	15.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.78
24580 - Child Care Center Clerk	10.98
24610 - Chore Aide	10.12
24620 - Family Readiness And Support Services Coordinator	11.18
24630 - Homemaker	12.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.20
25040 - Sewage Plant Operator	20.24
25070 - Stationary Engineer	27.20
25190 - Ventilation Equipment Tender	17.73
25210 - Water Treatment Plant Operator	20.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.68
27007 - Baggage Inspector	11.89
27008 - Corrections Officer	17.15
27010 - Court Security Officer	19.99
27030 - Detection Dog Handler	14.04
27040 - Detention Officer	17.31
27070 - Firefighter	18.84
27101 - Guard I	11.89
27102 - Guard II	15.39
27131 - Police Officer I	20.53

27132 - Police Officer II	22.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.79
28042 - Carnival Equipment Repairer	11.45
28043 - Carnival Equipment Worker	9.33
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.07
28515 - Recreation Specialist	12.72
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.03
29020 - Hatch Tender	19.03
29030 - Line Handler	19.03
29041 - Stevedore I	17.52
29042 - Stevedore II	22.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.96
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.79
30021 - Archeological Technician I	14.41
30022 - Archeological Technician II	16.11
30023 - Archeological Technician III	19.96
30030 - Cartographic Technician	19.96
30040 - Civil Engineering Technician	18.65
30061 - Drafter/CAD Operator I	14.41
30062 - Drafter/CAD Operator II	16.11
30063 - Drafter/CAD Operator III	17.97
30064 - Drafter/CAD Operator IV	22.11
30081 - Engineering Technician I	13.45
30082 - Engineering Technician II	16.34
30083 - Engineering Technician III	17.54
30084 - Engineering Technician IV	21.17
30085 - Engineering Technician V	25.90
30086 - Engineering Technician VI	28.93
30090 - Environmental Technician	16.41
30210 - Laboratory Technician	17.97
30240 - Mathematical Technician	16.98
30361 - Paralegal/Legal Assistant I	14.56
30362 - Paralegal/Legal Assistant II	18.04
30363 - Paralegal/Legal Assistant III	22.06
30364 - Paralegal/Legal Assistant IV	26.70
30390 - Photo-Optics Technician	19.51
30461 - Technical Writer I	18.18
30462 - Technical Writer II	22.24
30463 - Technical Writer III	29.61
30491 - Unexploded Ordnance (UXO) Technician I	21.58
30492 - Unexploded Ordnance (UXO) Technician II	26.11
30493 - Unexploded Ordnance (UXO) Technician III	31.30
30494 - Unexploded (UXO) Safety Escort	21.58
30495 - Unexploded (UXO) Sweep Personnel	21.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	16.11
30621 - Weather Observer, Senior (2)	19.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.08
31030 - Bus Driver	14.37
31043 - Driver Courier	12.85
31260 - Parking and Lot Attendant	9.38

31290 - Shuttle Bus Driver	13.86
31310 - Taxi Driver	10.89
31361 - Truckdriver, Light	13.86
31362 - Truckdriver, Medium	15.73
31363 - Truckdriver, Heavy	17.50
31364 - Truckdriver, Tractor-Trailer	17.50
99000 - Miscellaneous Occupations	
99030 - Cashier	8.40
99050 - Desk Clerk	9.12
99095 - Embalmer	24.22
99251 - Laboratory Animal Caretaker I	9.03
99252 - Laboratory Animal Caretaker II	9.78
99310 - Mortician	24.87
99410 - Pest Controller	13.20
99510 - Photofinishing Worker	11.33
99710 - Recycling Laborer	14.27
99711 - Recycling Specialist	18.68
99730 - Refuse Collector	14.11
99810 - Sales Clerk	10.53
99820 - School Crossing Guard	12.05
99830 - Survey Party Chief	16.52
99831 - Surveying Aide	12.07
99832 - Surveying Technician	14.99
99840 - Vending Machine Attendant	9.51
99841 - Vending Machine Repairer	12.03
99842 - Vending Machine Repairer Helper	10.17

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.24 per hour or \$129.60 per week or \$561.60 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 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 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformance may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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 ordnance, 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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.

EXHIBIT 4F

CONTRACTOR-PROVIDED ANNUAL WEAPONS' REFRESHER TRAINING AND QUALIFICATIONS

The Contractor must present and certify eight (8) hours of annual baton and/or OC Spray (as appropriate) refresher training and annual weapons qualification using the course of fire in Exhibit 4E of this Contract. The Contractor must coordinate with the Contracting Officer for FPS to monitor the course of fire.

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. P00002	3. EFFECTIVE DATE 02/17/2009	4. REQUISITION/PURCHASE REQ. NO. 192109PSI00000113	5. PROJECT NO. (If applicable)
6. ISSUED BY ICE/FPS/EACCG/R1	CODE ICE/FPS/EACCG/R1	7. ADMINISTERED BY (If other than Item 6)	CODE ICE/FPS/CENTR CC
ICE/FPS/East CCG/Region 11/Group B Immigration and Customs Enforcement Federal Protective Service Office of Acquisition Management 701 Market Street, Suite 4200 Philadelphia PA 19106		ICE/FPS/Central CCG/Region 6 Immigration and Customs Enforcement Ofc of Acquisition Management - FPS 1901 North Highway 360, Ste. 500 Attn: April Irby Grand Prairie TX 75050-1412	
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) MVM Inc. 1593 Spring Hill Road, Suite 700 Vienna VA 22182-2249		(x) 9A. AMENDMENT OF SOLICITATION NO.	
CODE 0380495320MVM FACILITY CODE		9B. DATED (SEE ITEM 11)	
		X 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCECG-08-D-00001	
		10B. DATED (SEE ITEM 11) 09/25/2008	

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)

b2Low

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/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 data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) Bilateral Mod - FAR 52.243-3, Changes - Time-and-Material or Labor-Hours

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.)

DUNS Number: 038049532

The purpose of this contract modification is as follows:

1. Incorporate the following changes to the Statement of Work (SOW):

In section 12.2-D(2), Page 93, delete the following: "Use of a hearing aid is authorized.



ALL OTHER TERMS AND CONDITIONS REMAIN UCHANGED.

Discount Terms:

b2Low

Continued ...

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) KEVIN MARQUEZ, COO	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) April L. Irby
15B. CONTRACTOR/OFFEROR 	15C. DATE SIGNED 2/18/09
16B. UNITED STATES OF AMERICA	16C. DATE SIGNED  2/18/09

NSN 7540-01-152-8070
Previous edition unusable

Fund's Manager

STANDARD FORM 30 (REV. 10-95)
Prescribed by GSA
FAR (48 CFR) 53.243

NAME OF OFFEROR OR CONTRACTOR
MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0950 1	<p>Delivery Location Code: MO0127 RICHARD BOLLING FB 601 E 12TH ST KANSAS CITY MO</p> <p>FOB: Destination Period of Performance: 03/01/2009 to 09/30/2009</p> <p>Add Item 0950 1 as follows:</p> <p>The following administrative changes are hereby incorporated into this contract:</p> <p>In section 12.2.-D(2) Page 93, delete the following: "Use of a hearing aid is authorized."</p> <p>ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: GUARD SERVICES</p> <p>As a result of this modification, the total amount of this contract has changed as follows:</p> <p>Previous Task Order Total: \$219,320,596.36 Increase/Decrease Total: \$0.00 New Task Order Total: \$219,320,596.36</p> <p>Contracting Officer Technical Representative (COTR):</p> <p>Name: Sharon Bvram Phone: b2Low Email: b6</p> <p>All other terms and conditions remain unchanged.</p> <p>//////////LAST ITEM//////////</p>	1	LS	0.00	

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 3
2. AMENDMENT/MODIFICATION NO. P00003	3. EFFECTIVE DATE 03/17/2009	4. REQUISITION/PURCHASE REQ. NO. 192109PSI00000146	5. PROJECT NO. (If applicable)
6. ISSUED BY ICE/FPS/EACCG/R1	CODE ICE/FPS/EACCG/R1	7. ADMINISTERED BY (If other than Item 6) ICE/FPS/Central CCG/Region 6 Immigration and Customs Enforcement Ofc of Acquisition Management - FPS 1901 North Highway 360, Ste. 500 Attn: April Irby Grand Prairie TX 75050-1412	CODE ICE/FPS/CENTR CC
8. NAME AND ADDRESS OF CONTRACTOR (No. street, county, State and ZIP Code) MVM Inc. 1593 Spring Hill Road, Suite 700 Vienna VA 22182-2249		(x) 9A. AMENDMENT OF SOLICITATION NO.	
CODE 0380495320MVM FACILITY CODE		X 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEC6-08-D-00001	
		10B. DATED (SEE ITEM 11) 09/25/2008	

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)

b2Low

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/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 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) FAR 52.243-3, Changes - Time and Material or Labor-Hours

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

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

DUNS Number: 038049532

The purpose of this contract modification is as follows:

1. Incorporate the following changes to the Statement of Work (SOW):

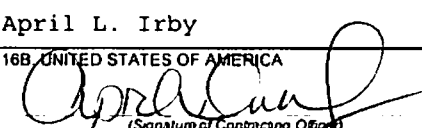
In section 12.1 (General), Page 93, add the following: 12.1 D (Religious Accommodations), as specified herein.

ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED.

Discount Terms:

Continued ...

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) April L. Irby	
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA  (Signature of Contracting Officer)	16C. DATE SIGNED 03/17/2009

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
 HSCEC6-08-D-00001/P00003

PAGE OF
 2 3

NAME OF OFFEROR OR CONTRACTOR
 MVM Inc.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0950 2	<p style="text-align: center; color: red;">b2Low</p> <p>Delivery Location Code: MO0127 RICHARD BOLLING FB 601 E 12TH ST KANSAS CITY MO</p> <p>FOB: Destination Period of Performance: 03/01/2009 to 09/30/2009</p> <p>Add Item 0950 2 as follows:</p> <p>The following administrative changes are hereby incorporated into this contract:</p> <p>Statement of Work (SOW) - Errata Change</p> <p>Page 93, 12.1 General</p> <p>Please add 12.1 D (Religious Accomodations), per attachment one (1).</p> <p>Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: GUARD SERVICES</p> <p>As a result of this modification, the total amount of this contract has changed as follows:</p> <p>Previous Task Order Total: \$219,320,596.36 Increase/Decrease Total: \$0.00 New Task Order Total: \$219,320,596.36</p> <p>Contracting Officer Technical Representative (COTR):</p> <p>Name: Sharon Byram Phone: b2Low Email: b6</p> <p>All other terms and conditions remain unchanged.</p> <p>//////////LAST ITEM//////////</p>	1	LS	0.00	

12.1

- D. Contractors must grant reasonable accommodations to the religious practices of individual security guards, without regard to an individual's religious preferences, provided that the accommodation does not affect the individual's ability to perform required tasks identified in the contract or as otherwise determined by FPS. Requests for any exception or waiver of a contract standard or requirement must be submitted in writing to the FPS COTR.
1. Accommodations must be consistent with legal and constitutional standards and essential mission requirements, especially those affecting the safety of guards and members of the public. An accommodated religious practice must not suggest government endorsement of any particular faith, must not reasonably appear to propagate the individual's faith to members of the public, must not significantly undermine the public's confidence in FPS, must not create a significant risk to the safety of the guard or the public, and must not conflict with mission-essential job task requirements.
 2. FPS contract security guards may carry objects of religious significance that the individual's faith requires the individual to carry on his person, provided the object is worn discreetly – under the uniform whenever possible – and does not interfere with the wearing of the uniform.
 3. FPS security guards will be granted reasonable accommodations to grooming standards – such as haircut and shaving standards. A security guard receiving an accommodation must nonetheless maintain as neat and professional an appearance as religious requirements permit. Whenever possible, hair in excess of regulation length will be worn under a uniform hat or appropriate religious headgear. Facial hair exceeding regulation length will be neatly combed.
 4. Religious headgear will be consistent with the colors of the duty uniform, and should be no larger than required by an individual's religious requirements, and may be required to bear the insignia and other distinctive markings of the uniform for ease of emergency identification.