SOLICITATION	NCONTRACT OR TO COMPLE					1. REQUISIT W13G862221		BER			PAG	E1 OF	56
2. CONTRACT NO.	TO COM LL		FECTIVE DATE		R NUMBER			CITATION				TATION ISSU	JE DATE
7. FOR SOLICITATION		a. NAME						WJ22Q	0150 JMBER (No Co	allect Calls)	22-Au		LOCAL TIME
INFORMATION CALL:		1	M SAMELA					318-8324		Sirect Gails)	1	PM 09 Sep	
9. ISSUED BY		CODE	W912WJ		10. THIS ACQL	JISITION IS		INRESTR	ICTED OR 3	SET ASIC	DE:1	1 <u>00</u> % FOR	:
U S ARMY ENGR D 696 VIRGINIA RD CONCORD MA 0174	,	NGLAND			X SMALL BUS		ELIG	IBLE UND	D SMALL BUSINGER THE WOMEN SS PROGRAM	I-OWNED	AICS:		
					HUBZONE BUSINESS		EDV	VOSB			62119		
TEL: 978-318-81	59				SERVICE-D					SI	ZE STAN	IDARD:	
FAX:					VETERAN- SMALL BU		∐8(A)				11,500,0		
11. DELIVERY FOR TION UNLESS B		12. DISCOU	NT TERMS			CONTRACT		13b. RA	TING				
MARKED						D ORDER L 5 (15 CFR 70		14. MET	HOD OF SOL	ICITATION		_	
SEE SCHED	ULE							X	RFQ	IFB		RFP	
15. DELIVER TO		CODE 9	061602	-	16. ADMINISTE	RED BY				cc	DDE _		
NORTH HARTLAND LAM HEATHER MORSE PO BOX 55, #112 CLAY H N. HARTLAND VT 05052 TEL: 802-295-2855 FAX:	HILL ROAD												
17a.CONTRACTOR/	CODE		CILITY		18a. PAYMENT	ΓWILL BE M	IADE BY			C	ODE		
OFFEROR	<u> </u>		DE L								_		
TELEPHONE NO.													
17b. CHECK IF SUCH ADDRES	REMITTANCE IS	DIFFERENT	AND PUT		18b. SUBMIT BELOW IS CH		$\overline{}$	DRESS S E ADDE		OCK 18a.	UNLES	S BLOCK	
19.		COLIEDUI E	20.	/ CED///C	NEC.		21		22.	23		1	24.
ITEM NO.		SCHEDULE	OF SUPPLIES,	SERVIC	<u> </u>		QUAN	IIIY	UNIT	UNIT P	RICE	AIVI	OUNT
			SEE SCHE	DULE									
25. ACCOUNTING	AND APPROPRIA	TION DATA							26. TOTAL A	WARD AMO	DUNT (F	or Govt. Us	se Only)
27a. SOLICITAT	ION INCORPORA	TES BY REFE	RENCE FAR 5	52.212-1. 5	52.212-4. FAR 5	52.212-3. 52.	212-5 AF	RE ATTAC	HED. AD	DENDA	ARE	ARE NOT	ATTACHED
27b. CONTRAC	T/PURCHASE OR	DER INCORP	ORATES BY R	EFERENC	DE FAR 52.212	-4. FAR 52.2	212-5 IS <i>i</i>	ATTACHE	D. AD	DENDA	ARE	ARE NOT	ATTACHED
28. CONTRACT	OR IS REQUIRED	TO SIGN TH	IS DOCUMEN	Γ AND RE	TURN <u>1</u>		29. AW	ARD OF (CONTRACT: F	REF.		•	
DELIVER ALL IT	UING OFFICE. CO TEMS SET FORTH HEETS SUBJECT	OR OTHERW	ISE IDENTIFIE	D ABOVE	AND AND ON ANY		•	(5), INCL	UDING ANY REIN, IS ACC	ADDITIONS	OR CH		
30a. SIGNATURE C	OF OFFEROR/CO	NTRACTOR			31a.UNITE	O STATES OF	AMERIC	A (SIGN	IATURE OF COI	NTRACTING (OFFICER)		
30b. NAME AND TI	TLE OF SIGNER		30c. DATE	SIGNED	31b. NAME	OF CONTRAC	CTING OF	FFICER	(TYPE O	R PRINT)		31c. DAT	E SIGNED
(TYPE OR PRINT)													
					TEL:								
					EMAI	L:							

SOLICITATION/CONTRACT/ORDER I (CONTINUED)	FOR COMMERC	IAL ITEMS				PAGE 2 OF 56
19. SCHEDULE OF	20. SUPPLIES/ SERVICE	 :S	21. QUANTITY	22. (UNIT	23. UNIT PRK	24. CE AMOUNT
	SCHEDULE	±	QUANTITY	Y UNII	UNIT PRI	JE AMOUNT
32a. QUANTITY IN COLUMN 21 HAS BEEN						
RECEIVED INSPECTED ACCEPTED, AND (CONFORMS TO THE C	CONTRACT, EXCE	PT AS NOTED:			
32b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE	32c. DATE		RINTED NAME AND EPRESENTATIVE	TITLE OF AUTHO	RIZED GOVER	NMENT
32e. MAILING ADDRESS OF AUTHORIZED GOVERNME	ENT REPRESENTATIVE					NT REPRESENTATIVE
		32g. E-l	MAIL OF AUTHORIZ	ZED GOVERNMEN	T REPRESENT	ATIVE
33. SHIP NUMBER 34. VOUCHER NUMBER PARTIAL FINAL	35. AMOUNT VE CORRECT		36. PAYMENT	E PARTIAL [FINAL 37	7. CHECK NUMBER
38. S/R ACCOUNT NUMBER 39. S/R VOUCHER NUM	BER 40. PAID BY					
41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PRO 41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER		42a. RECEIVED	BY (Print)			
		42b. RECEIVED	AT (Location)			
		42c. DATE REC'	D (YY/MM/DD)	42d. TOTAL CONT	AINERS	

DELIVERY INFORMATION

CLIN	DELIVERY DATE	QUANTITY	SHIP TO ADDRESS	DODAAC / CAGE
0001	45 dys. ADC	1	NORTH HARTLAND LAKE PROJ HEATHER MORSE PO BOX 55, #112 CLAY HILL ROAD N. HARTLAND VT 05052-0055 802-295-2855 FOB: Destination	961602

INSTRUCTIONS TO OFFERORS

Duarida DUNC mumban

PLEASE DIRECT QUESTIONS TO **JENNIFER M. SAMELA** AT (978) 318-8324 OR **JENNIFER.M.SAMELA@USACE.ARMY.MIL**. THE SOLICITATION AND RESULTING CONTRACT SHALL BE THE GOVERNING DOCUMENT IN ALL CASES.

** QUOTES CAN BE **E-MAILED** TO JENNIFER M. SAMELA AT JENNIFER.M.SAMELA@USACE.ARMY.MIL.

In accordance with FAR Part 52.204-7(b)(1) Contractors must be registered in the System for Award Management (SAM) database (www.SAM.gov) to submit an offer. (Formerly the Central Contractor Registration (CCR) database and the On-Line Representations and Certifications (ORCA).) Any reference to CCR or ORCA in any clause or provision is referring to the www.sam.gov website. Please note that Google and Google Chrome are not supported browsers for SAM registration. Mozilla FireFox, Safari, and Internet Explorer are supported browsers.

<u>NOTE:</u> SAM.gov registration takes approximately 3 weeks (DUNS registration 1-2 business days; CAGE code validation up to 10 business days; IRS validation and overall submission 7-10 business days). It is the contractor's responsibility to track SAM.gov registration and follow-up with required tasks.

In addition, if you are registering a new entity in SAM.gov, you must provide an original, signed notarized letter stating that you are the authorized Entity Administrator. The Entity Administrator must establish a LOGIN.GOV account using the e-mail address that will be associated with the SAM registration. See https://www.gsa.gov/about-us/organization/federal-acquisition-service/office-of-systems-management/integrated-award-environment-iae/sam-update for additional information.

(talambana 966 705 5711 fam DUNC)

Flovide DONS humber.	(telephone 800-703-3/11 for DONS)
Provide CAGE code:	
Provide TAX ID:	
Per FAR Part 52.212-3 Alt I, the Contractor is require	ed to complete the On-line Representations and Certifications
Application (www.SAM.gov) and paragraph (b) if ap	oplicable, OR to complete paragraphs (c) thru (m) of this claus

Application (www.SAM.gov) and paragraph (b) if applicable, **OR** to complete paragraphs (c) thru (m) of this clause and return with quote.

POTENTIAL QUOTERS ARE NOTIFIED THAT THE BASIS ON WHICH AWARD WILL BE MADE IS PRICE ALONE.

ALL RESPONSIBLE SOURCES MAY SUBMIT A RESPONSE WHICH, IF TIMELY RECEIVED, MUST BE CONSIDERED BY THE AGENCY.

INVOICES SHALL BE SENT TO TECHNICAL POINT OF CONTACT.

SECURITY REQUIREMENTS

General security requirements and guidance: The security requirements described below apply to all contract personnel (including employees of the prime Contractor ("Contractor") and all subcontractor employees) supporting the performance requirements of this contract. The Contractor is responsible for compliance with these security requirements. Questions regarding security matters shall be addressed to the designated Government representative (eg., Contracting Officer Representative (COR), Requiring Activity (RA) representative, or Contracting Officer (if a COR or other RA representative is not appointed)). Contract personnel are critical to the overall security and safety of US Army Corps of Engineers (USACE) installations, facilities and activities, and security awareness training contributes to those efforts. The Department of Defense (DoD) and Army security training requirements specified below, if applicable, are performance requirements; all applicable contract personnel shall complete initial training within 30 days of contract award or the date new contract personnel begin performance on the contract. Within five business days from the completion of training, the Contractor shall provide written documentation (e.g., email or memorandum) to the Government representative. The documentation shall include the names of contract personnel trained and which training they completed; the Contractor shall maintain training records as part of their contract files and be prepared to provide copies of training certificates to the Government representative. Contractor personnel and vehicles are subject to search when entering federal installations. Additionally, all contract personnel shall comply with Force Protection Condition (FPCON) measures, Random Antiterrorism Measures (commonly referred to as "RAMs"), and Health Protection Condition (HPCON) measures. The Contractor is responsible for meeting performance requirements during elevated FPCON and/or HPCON levels in accordance with applicable RA plans and procedures -this includes identifying mission essential and non-mission essential personnel. In addition to the changes otherwise authorized by the changes clauses of this contract, should FPCON or HPCON levels at any individual facility or installation change, the Government may implement security changes that affect contract personnel. The Contractor shall ensure all contract personnel are aware of their security responsibilities, including any site-specific requirements identified in local policies or procedures.

Suspicious Activity Reporting training (e.g. iWATCH, CorpsWatch, or See Something, Say Something): All contract personnel shall receive initial and annual refresher training from the RA representative on the local suspicious activity reporting program. This locally developed training provides contract personnel with general information on suspicious behavior, and guidance on reporting suspicious activity to the project manager, security representative or law enforcement entity.

Page 5 of 56

ITEM NO SUPPLIES/SERVICES QUANTITY UNIT UNIT PRICE AMOUNT 1 Job

NHL Debris Removal-Trucking

FFP

Contractor shall furnish all labor, materials, equipment, and transportation to remove approximately 400 cubic yards of debris (trucking) from North Hartland Lake, Hartland, VT, in accordance with the Performance Work Statement.

FOB: Destination

MILSTRIP: W13G8622212487

PURCHASE REQUEST NUMBER: W13G86222124870001

PSC CD: S208

NET AMT

PERFORMANCE WORK STATEMENT

DEBRIS REMOVAL – FIELD AREA U.S. ARMY CORPS OF ENGINEERS NORTH HARTLAND LAKE NORTH HARTLAND, VT Performance Work Statement

A. General

- 1. Scope Furnish all labor and equipment needed to remove and responsibly dispose of debris offsite from two (2) river debris piles at North Hartland Lake. The project area is in North Hartland, VT. There is approximately 400 cubic yards of debris to be removed.
- 2. Location The North Hartland Lake project office is located at 112 Clay Hill Rd., North Hartland, Vermont. The river debris pile areas are in a field in the park's recreation area. The field is a short distance from the project office.
- 3. Site Visit To arrange a site visit contact the Technical Point of Contact (TPOC), Park Manager Heather Morse at (802) 295-2855 or Heather.L.Morse@usace.army.mil.
- 4. Schedule The work will be completed within 45 days from award. The project area will be open to the contractor Monday through Friday 7:00 AM to 3:30 PM and all work must be done during those hours unless additional hours are approved by the Technical Point of Contact. No work shall be done on weekends or Government holidays. The contractor will provide a minimum of seven days' notice prior to the start of the debris removal activities. All work shall be completed within two weeks of the start of the debris removal activities.
- **5. Safety Requirements** All work shall be conducted in accordance with the U.S. Army Corps of Engineers (USACE) Safety and Health Requirements Manual (EM 385-1-1, most

recent edition), and all applicable Occupational Safety and Health Administration (OSHA), federal, state, and local safety and health requirements. A copy of EM 385-1-1 can be accessed at the project office or electronically at Headquarters USACE website under publications using the following link:

http://www.publications.usace.army.mil/Portals/76/Publications/EngineerManuals/EM_385-1-1.pdf

Project staff reserve the right to cease work at any time should the safety of employees, Contractors, and/or the public become jeopardized.

a. Accident Prevention Plan:

The Contractor shall prepare an Accident Prevention Plan (APP) specific to the activities being performed. It shall include Activity Hazard Analyses (AHAs) for each phase of work as described below. A non-mandatory, fillable APP template is available upon request. However, the Contractor is permitted to submit their own plan; at a minimum it must meet the requirements of EM 385-1-1, Appendix A, Section K.

A preparatory meeting shall be conducted by the Prime Contractor to discuss the APP contents with all effected onsite employees. The Prime Contractor is responsible for informing their subcontractors of the safety provisions under the terms of the contract, the penalties for noncompliance, and inspecting subcontractor operations to ensure that accident prevention responsibilities are being carried out.

Weekly safety meetings shall be held and documented. Records shall be available to the TPOC upon request.

b. Activity Hazard Analysis:

An AHA shall be submitted for each major phase of work. A major phase of work is defined as an operation involving a type of work presenting hazards not experienced in previous operations or where a new subcontractor or work crew is to perform the work. The analysis shall define all activities to be performed, identify the sequence of work, the specific hazards anticipated, and the control measures to be implemented to eliminate or reduce each hazard to an acceptable level. The AHA shall be continuously reviewed and revised to address changing site conditions as appropriate.

COVID-19 NOTE: As part of the APP and AHAs include site specific COVID-19 monitoring procedures which address, at a minimum, the following elements:

- Procedures for periodic sanitation inspections.
- Procedures for disinfecting project sites in accordance with Centers for Disease Control and Prevention (CDC) guidelines.
- Site specific measures to practice social distancing while working on the project.
- Employee training on the signs, symptoms, and protection measures in accordance with CDC guidelines.

• A list of Personal Protective Equipment to be used in accordance with CDC and state guidelines.

c. Emergency Response:

Emergency procedures shall be documented in the Accident Prevention Plan and will include a map with directions to the nearest hospital, emergency contact numbers, and onsite First Aid/CPR responders.

d. Required Personnel:

The Contractor shall designate one employee as the site's Competent Person (CP) who is responsible for ensuring a safe environment for all employees. The CP shall be present at the project site and report to the contractor's upper management. The CP is required to have related construction and/or service experience.

In addition, when emergency medical services are not accessible within 5 minutes of the work location and there are 2 or more workers onsite, at least 2 employees shall be trained in First Aid and CPR. Minimum qualifications are listed in EM 385-1-1, Section 03.A.02.c.

e. Accident Reporting:

All accidents and near misses shall be investigated by the Contractor. All work-related recordable injuries, illnesses, and property damage accidents (excluding on-the-road vehicle accidents), in which the property damage exceeds \$5,000.00, shall be verbally reported to the TPOC within four (4) hours of the incident. Serious accidents as described in EM 385-1-1 Section 01.D shall be immediately reported to the TPOC. ENG Form 3394 shall be completed and submitted to the TPOC within five (5) working days of the incident.

The Contractor shall compile employee work hours (including subcontractors) and forward the total hours to the TPOC no later than close of business on the 10th calendar day of the following month. The method of transmission by the prime contractor to the TPOC shall be electronically.

6. Pre-Work Conference – Prior to the start of any work, the Technical Point of Contact will schedule and conduct a "Pre-work Conference". The Contractor's Project Manager and Quality Control Personnel will attend this meeting. This conference will be held at the time and location agreeable to the government and contractor. No work may be performed under this contract prior to this conference. The purpose of the conference is to enable the Technical Point of Contact to outline the procedures that will be followed by the Government in its administration of the contract, and to discuss the performance that will be expected from the Contractor. This conference will allow the Contractor an opportunity to ask questions about the Government's administration and inspection of contract work or obtain other pertinent information that might be required. At the Prework conference the contractor shall provide the name of the project superintendent with a telephone number for project coordination.

The following is a general list of items for discussion during this Pre-work Conference:

- i. Authority of the Technical Point of Contact and Quality Assurance Inspectors.
- ii. Contractor's Safety Program.
- iii. Accident Prevention Plan (Submitted & accepted prior to start of work on site)
- iv. Safety Meetings (Documented on NED Form 251)
- v. Accident Reporting (ENG Form 3394)
- vi. Equipment Certification Requirements
- vii. Correspondence Procedure.
- viii. Communications.
 - ix. Administrative and Security Procedures.
 - x. Invoice and payment.
- 7. **Permits** The Contractor shall, without additional expense to the Government, be responsible for obtaining any necessary licenses, permits, and letters of certification. The Contractor shall comply with any applicable Federal, State, County, and Municipal laws, codes, and regulations in connection with the performance of the work specified under this contract.
- **8. Security** The contractor will comply with all established security policies at North Hartland Lake. Due to periods of heightened security that may affect the access to the areas covered under this contract, the Government reserves the right to close any property or portions of property and reschedule and/or cancel any subsequent service. The Contractor shall be given at least 24-hour notice of any such closure.
- **9. Flooding** The Technical Point of Contact will notify the Contractor as areas are closed as a result of floodwaters, rescheduling and/or canceling any subsequent service in the closed property area. When flooding ends and waters recede, the Technical Point of Contact will notify the Contractor as areas reopen and services may resume.
- **10. Contractor Conduct** The Contractor and Employees shall not use or be under the influence of drugs or alcohol at any time while performing the obligations under this contract or giving the public the appearance of same. Firearms are prohibited on project grounds. Contractor and employees must comply with CFR 36 Rules and Regulations.
- 11. Payment After final inspection and acceptance by the Government, the Contractor must submit an invoice to the Technical Point of Contact. The invoice shall include the invoice date, contract number, dates of service, description of work, quantities, process, and total amount due per line item. The invoice must match the data that is registered in the System for Award Management (SAM) registry.

All invoices may be mailed to:
U.S. Army Corps of Engineers
PO Box 55
North Hartland, VT 05052

Or Emailed to Heather.L.Morse@usace.army.mil

B. Technical Requirements:

General Requirement:

- 1. **Summary** Furnish all equipment, materials, labor, and transportation to remove all river debris from two (2) river debris piles at North Hartland Lake and transport the debris offsite for disposal. Debris is estimated at 400 cubic yards of material.
- 2. **Submittals** Although the Government technically reviews submissions required by this scope of work, it is emphasized that the Contractor's work must be prosecuted using proper internal controls and review procedures. The documents identified below must be prepared in accordance with the applicable standards, submitted to the Technical Point of Contact for review and accepted by the government prior to the commencement of any field activities.
 - Accident Prevention Plan & Activity Hazard Analysis
 (Prior to start of field work) within 2 weeks after the contract Period of
 Performance start date.
 - Copy of CDL Driver's Licenses for all workers operating vehicles requiring a Commercial Driver's License
 - Safety Certificates
 - First Aid and CPR certifications
- 3. Other Contracts The Government may undertake or award other contracts for additional work not related to this contract, and the Contractor shall fully cooperate with other Contractors and Government employees. The contractor shall not commit or permit any act, which will interfere with the performance of work by another contractor, or by Government employees.
- 4. **Damage to Government and Private Property** The Contractor shall be responsible for restoring any Government facilities or structures damaged as a result of the Contractor's actions. The Contractor shall also be responsible for any damage to private property or injury to any person as a result of the company's operations. The Contractor shall notify the Technical Point of Contact immediately of damage to Government and private property and injury to any person resulting from the Contractors' operation. Also, the Contractor shall notify the Technical Point of Contact of damage to Government facilities due to vandalism or other causes on the day such damage is first noticed. The Contractor shall also restore features (roadways, culverts, vegetation, etc.), which are damaged or destroyed by the company's operation.

5. Inspections:

- a. **Contractor Quality Control** The Contractor is responsible for establishing and maintaining an adequate quality control system to satisfactorily inspect and ensure that all work performed by the Contractor's organization in each separate service is in full compliance with this contract and the instructions, provisions, specifications, drawings, and maps herein.
- b. General Inspection Upon the completion of each job task and location, the Contractor will perform an inspection of all areas under this contract to ensure compliance with the scope of work. The Contractor or their representative must be able to commit personnel, equipment, and resources to correct deficiencies. A Government representative shall accompany the contractor on an inspection of completed work and will identify any contract deficiencies. Any deficiencies noted will be corrected within original contract time frames or appropriate deductions in payment will be made.
- c. **Government Inspections** The Government will monitor the Contractor's service performance and make deductions accordingly.
- 6. Clean Up and Waste Disposal: The Contractor shall practice good housekeeping to maintain a safe job site. The contractor shall keep the work area, including any storage areas, free from the accumulation of waste materials. Upon completing work in an area, the contractor shall remove any tools, equipment, and materials that are not the property of the government. Any and all disturbed areas resulting from Contractor activities shall be restored by the Contractor to the satisfaction of the Technical Point of Contact. All waste material will be disposed of offsite in accordance with all Federal, State, and Local regulations.
- 7. Environmental Protection Containers for excess and/ or waste materials, rubbish, etc. shall be provided by the contractor at the site, and the site will be inspected/ cleaned on a daily basis. No open pit burning is permissible. Water, air, and land resources shall not be adversely impacted during the course of the work. Storage, fueling and lubrication of equipment and motor vehicles shall be conducted in a manner that affords the maximum protection against spills and evaporation. Storage and usage of lubricants and daily fueling of machinery and equipment shall occur at least 50 feet from any drainage inlets, water bodies (rivers, streams, and lakes), environmentally sensitive areas (wetlands, vernal pools). Contractor will take necessary steps to ensure all federal, state, and local environmental regulatory requirements are met. Assurance of compliance with this section by subcontractors shall be the responsibility of the Contractor.
- 8. **Government Resources:** The contractor is responsible for providing all materials and equipment to complete the project. Unless specified in the contract, the Government will not provide any equipment, telephone services or other resources.
 - a. The contractor may use the restrooms at the North Hartland Lake Project Office but must proceed directly to and from the restroom.

- 9. **Omissions:** This contract may not cover all specified activities, steps, and procedures required to supply the contract product. In case of omission, the normal industry, state, or federal standards, practices, specifications, and/or guides shall prevail. In no instance shall an omission be reason to produce less than an acceptable product.
- 10. **Receiving and Storing Materials**: The contractor is responsible for the reception and unloading of delivered equipment and materials. Government employees will not receive equipment or materials for the contractor and will not be responsible for damage to contractor equipment or material.

Equipment

NOTE: Appropriate certificates of safety, inspection, registration, and operation must be provided to the US Army Corps of Engineers Technical Point of Contact prior to the start of any work.

1. **Condition of Equipment**— All equipment used to perform work under this contract must be in good operating and mechanical condition and comply with EM 385-1-1, Army Corps of Engineers Safety and Health Requirements. A regular schedule of preventive maintenance must be followed on all equipment. All vehicles utilized under this contract will be presentable, serviceable, and shall comply with safety standards..

2. Type of Equipment

- a. **Excavator:** The contractor shall supply an excavator of sufficient size for the loading of river debris into dump trucks for removal. (Logs in the river debris pile may be as large as 36" in diameter.)
- b. **Dump truck / Container Truck:** The contractor shall provide necessary vehicles and operators for transporting the river debris offsite. The vehicles should be large enough to efficiently transport debris without shutting down job progress for more than a reasonable timeframe for this task. Copies of CDL licenses shall be provided to the technical point of contact for any drivers operating Commercial Vehicles on government property.
- c. Chainsaw or Cutting Equipment: The contractor shall provide appropriate gasoline powered cutting equipment for cutting woody debris of various sizes that may be considerably laden with silt or soil and may occasionally contain manmade objects including nails, screws, cables, and other potentially hazardous objects. Any cutting equipment used in the debris removal work must include the manufacturer's current safety standards and conform to COE EM 385-1-1. The operator of such cutting equipment must also be properly outfitted with the appropriate safety gear for the job in conformance with COE EM 385-1-1.
- 3. **Mobilization, Demobilization, and Other Equipment Costs:** The scope will include mobilization and demobilization, fuel surcharge and any permits to get the equipment to

North Hartland Lake. This is not to be priced as a separate line item, rather it shall be included in the total quote for the work.

4. **Equipment Storage:** The US Army Corps of Engineers will provide a storage area and parking for contractor personnel. The contractor may store certain pieces of equipment during the duration of the debris removal activities. Any equipment storage must be coordinated and approved by the Technical Point of Contact. The contractor is responsible for protecting any stored material until it is placed in service. The contractor is responsible for receiving and unloading of delivered equipment or material. Government employees will not receive equipment or materials for the contractor and will not be responsible for damage to contractor equipment or material.

River Debris

For the purpose of this contract river debris will be considered to be in one of two categories and shall be sorted as follows:

- 1. **Woody Debris: Woody Debris** is considered to be any woody vegetation in the form of logs, stumps, shrubs, branches, any boards or lumber including pallets, plywood, stakes, posts, carrying timbers, and other like items. All woody debris will be cut to an appropriate size as needed, prior to loading it into the vehicle for removal offsite. Non woody material such as silt, dirt, and grasses contained within the debris piles shall also be removed.
- 2. **Other Debris:** Other Debris may include various trash materials such as Styrofoam and plastic containers, tires, propane cylinders and other non-valuable items. This other debris shall be removed and separated from the woody debris. Disposal of this other debris will be the responsibility of the Government.

Service Requirements

The Contractor shall furnish all equipment, materials, labor, and transportation to remove all debris from the two (2) piles of river debris in the field area at North Hartland Lake and transport off site for proper disposal. Access to the field area will be provided by the North Hartland Lake project staff each day during the contract work. Project staff will open any locked gates each morning and will close and secure the gates each afternoon after confirming the contractor staff is out of the area.

1. River Debris Removal Requirements: The contractor will provide all necessary equipment and labor necessary to remove and properly dispose of two (2) large debris piles at North Hartland Lake. There is approximately 400 cubic yards of debris to be removed in total. All debris shall be removed and then disposed of properly offsite. Once the debris is removed, the area shall be returned to a smooth surface free of tire ruts, mounds, or divots. A site visit is suggested to confirm the type and quantity of debris to be removed.

Service Locations

The service location is North Hartland Lake. The North Hartland Lake Project Office is location at 112 Clay Hill Road, North Hartland, Vermont:

1. North Hartland Lake – River Debris Removal (Trucking Only)

- a. Service Requirement:
 - i. River Debris Pile Removal
- b. Service Area:
 - i. Access to this area is via the North Hartland Lake Access Rd. in North Hartland, VT. A grass road provides access to one pile; the other pile requires driving through a field a short distance.
- c. Service Schedule:
 - i. Removal of river debris: To be coordinated after contract award.

ATTACHMENTS

PLEASE REFER TO THE ATTACHMENTS INCLUDED WITH THIS SOLICITATION FOR ADDITIONAL INFORMATION.

CLAUSES INCORPORATED BY REFERENCE

52.204-7	System for Award Management	OCT 2018
52.204-9	Personal Identity Verification of Contractor Personnel	JAN 2011
52.204-13	System for Award Management Maintenance	OCT 2018
52.204-16	Commercial and Government Entity Code Reporting	AUG 2020
52.204-18	Commercial and Government Entity Code Maintenance	AUG 2020
52.204-19	Incorporation by Reference of Representations and	DEC 2014
	Certifications.	
52.204-22	Alternative Line Item Proposal	JAN 2017
52.204-24	Representation Regarding Certain Telecommunications and	NOV 2021
	Video Surveillance Services or Equipment	
52.212-1 (Dev)	Instructions to Offerors - Commercial Items. (DEVIATION	JUN 2020
, ,	2018-O0018)	
52.212-4	Contract Terms and ConditionsCommercial Products and	NOV 2021
	Commercial Services	
52.219-6	Notice Of Total Small Business Set-Aside	NOV 2020
52.223-5	Pollution Prevention and Right-to-Know Information	MAY 2011
52.225-25	Prohibition on Contracting with Entities Engaging in Certain	JUN 2020
	Activities or Transactions Relating to Iran Representation	
	and Certifications.	
52.232-39	Unenforceability of Unauthorized Obligations	JUN 2013
52.232-40	Providing Accelerated Payments to Small Business	NOV 2021
	Subcontractors	
52.242-15	Stop-Work Order	AUG 1989
252.203-7000	Requirements Relating to Compensation of Former DoD	SEP 2011
	Officials	
252.203-7002	Requirement to Inform Employees of Whistleblower Rights	SEP 2013
252.203-7005	Representation Relating to Compensation of Former DoD	NOV 2011
	Officials	
252.204-7003	Control Of Government Personnel Work Product	APR 1992
252.204-7008	Compliance With Safeguarding Covered Defense Information	1 OCT 2016
	Controls	

252.204-7012	Safeguarding Covered Defense Information and Cyber Incident Reporting	DEC 2019
252.204-7015	Notice of Authorized Disclosure of Information for Litigation Support	MAY 2016
252.204-7016	Covered Defense Telecommunications Equipment or Services Representation	DEC 2019
252.204-7017	Prohibition on the Acquisition of Covered Defense	MAY 2021
	Telecommunications Equipment or Services Representation	Ĺ
252.204-7018	Prohibition on the Acquisition of Covered Defense	JAN 2021
	Telecommunications Equipment or Services	
252.204-7019	Notice of NIST SP 800-171 DoD Assessment Requirements	MAR 2022
252.204-7020	NIST SP 800-171 DoD Assessment Requirements	MAR 2022
252.223-7006	Prohibition On Storage, Treatment, and Disposal of Toxic or	SEP 2014
	Hazardous Materials	
252.225-7048	Export-Controlled Items	JUN 2013
252.232-7010	Levies on Contract Payments	DEC 2006
252.243-7001	Pricing Of Contract Modifications	DEC 1991
252.244-7000	Subcontracts for Commercial Items	JAN 2021

CLAUSES INCORPORATED BY FULL TEXT

52.204-26 COVERED TELECOMMUNICATIONS EQUIPMENT OR SERVICES--REPRESENTATION (OCT 2020)

- (a) Definitions. As used in this provision, "covered telecommunications equipment or services" and "reasonable inquiry" have the meaning provided in the clause 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment.
- (b) Procedures. The Offeror shall review the list of excluded parties in the System for Award Management (SAM) (https://www.sam.gov) for entities excluded from receiving federal awards for "covered telecommunications equipment or services".
- (1) The Offeror represents that it [___] does, [___] does not provide covered telecommunications equipment or services as a part of its offered products or services to the Government in the performance of any contract, subcontract, or other contractual instrument.
- (2) After conducting a reasonable inquiry for purposes of this representation, the offeror represents that it [____] does, [___] does not use covered telecommunications equipment or services, or any equipment, system, or service that uses covered telecommunications equipment or services.

(End of provision)

(c) Representations.

52.212-3 OFFEROR REPRESENTATIONS AND CERTIFICATIONS--COMMERCIAL PRODUCTS AND COMMERCIAL SERVICES (MAY 2022) ALTERNATE I (OCT 2014)

The Offeror shall complete only paragraph (b) of this provision if the Offeror has completed the annual representations and certification electronically in the System for Award Management (SAM) accessed through

<u>https://www.sam.gov</u>. If the Offeror has not completed the annual representations and certifications electronically, the Offeror shall complete only paragraphs (c) through (v) of this provision.

(a) Definitions. As used in this provision--

"Covered telecommunications equipment or services" has the meaning provided in the clause 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment.

"Economically disadvantaged women-owned small business (EDWOSB) concern" means a small business concern that is at least 51 percent directly and unconditionally owned by, and the management and daily business operations of which are controlled by, one or more women who are citizens of the United States and who are economically disadvantaged in accordance with 13 CFR part 127. It automatically qualifies as a women-owned small business eligible under the WOSB Program.

"Forced or indentured child labor" means all work or service—

- (1) Exacted from any person under the age of 18 under the menace of any penalty for its nonperformance and for which the worker does not offer himself voluntarily; or
- (2) Performed by any person under the age of 18 pursuant to a contract the enforcement of which can be accomplished by process or penalties.

"Highest-level owner" means the entity that owns or controls an immediate owner of the offeror, or that owns or controls one or more entities that control an immediate owner of the offeror. No entity owns or exercises control of the highest level owner.

"Immediate owner" means an entity, other than the offeror, that has direct control of the offeror. Indicators of control include, but are not limited to, one or more of the following: Ownership or interlocking management, identity of interests among family members, shared facilities and equipment, and the common use of employees.

"Inverted domestic corporation," means a foreign incorporated entity that meets the definition of an inverted domestic corporation under 6 U.S.C. 395(b), applied in accordance with the rules and definitions of 6 U.S.C. 395(c).

"Manufactured end product" means any end product in product and service codes (PSCs) 1000-9999, except—

- (1) PSC 5510, Lumber and Related Basic Wood Materials;
- (2) Product or Service Group (PSG) 87, Agricultural Supplies;
- (3) PSG 88, Live Animals;
- (4) PSG 89, Subsistence;
- (5) PSC 9410, Crude Grades of Plant Materials;
- (6) PSC 9430, Miscellaneous Crude Animal Products, Inedible;
- (7) PSC 9440, Miscellaneous Crude Agricultural and Forestry Products;
- (8) PSC 9610, Ores;

- (9) PSC 9620, Minerals, Natural and Synthetic; and
- (10) PSC 9630, Additive Metal Materials.

"Place of manufacture" means the place where an end product is assembled out of components, or otherwise made or processed from raw materials into the finished product that is to be provided to the Government. If a product is disassembled and reassembled, the place of reassembly is not the place of manufacture.

"Reasonable inquiry" has the meaning provided in the clause 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment.

"Restricted business operations" means business operations in Sudan that include power production activities, mineral extraction activities, oil-related activities, or the production of military equipment, as those terms are defined in the Sudan Accountability and Divestment Act of 2007 (Pub. L. 110-174). Restricted business operations do not include business operations that the person (as that term is defined in Section 2 of the Sudan Accountability and Divestment Act of 2007) conducting the business can demonstrate—

- (1) Are conducted under contract directly and exclusively with the regional government of southern Sudan;
- (2) Are conducted pursuant to specific authorization from the Office of Foreign Assets Control in the Department of the Treasury, or are expressly exempted under Federal law from the requirement to be conducted under such authorization;
- (3) Consist of providing goods or services to marginalized populations of Sudan;
- (4) Consist of providing goods or services to an internationally recognized peacekeeping force or humanitarian organization;
- (5) Consist of providing goods or services that are used only to promote health or education; or
- (6) Have been voluntarily suspended.

"Sensitive technology"—

- (1) Means hardware, software, telecommunications equipment, or any other technology that is to be used specifically—
- (i) To restrict the free flow of unbiased information in Iran; or
- (ii) To disrupt, monitor, or otherwise restrict speech of the people of Iran; and
- (2) Does not include information or informational materials the export of which the President does not have the authority to regulate or prohibit pursuant to section 203(b)(3) of the International Emergency Economic Powers Act (50 U.S.C. 1702(b)(3)).

"Service-disabled veteran-owned small business concern"—

(1) Means a small business concern—

- (i) Not less than 51 percent of which is owned by one or more service-disabled veterans or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more service-disabled veterans; and
- (ii) The management and daily business operations of which are controlled by one or more service-disabled veterans or, in the case of a service-disabled veteran with permanent and severe disability, the spouse or permanent caregiver of such veteran.
- (2) Service-disabled veteran means a veteran, as defined in 38 U.S.C. 101(2), with a disability that is service-connected, as defined in 38 U.S.C. 101(16).

"Small business concern"—

- (1) Means a concern, including its affiliates, that is independently owned and operated, not dominant in the field of operation in which it is bidding on Government contracts, and qualified as a small business under the criteria in 13 CFR part 121 and size standards in this solicitation.
- (2) Affiliates, as used in this definition, means business concerns, one of whom directly or indirectly controls or has the power to control the others, or a third party or parties control or have the power to control the others. In determining whether affiliation exists, consideration is given to all appropriate factors including common ownership, common management, and contractual relationships. SBA determines affiliation based on the factors set forth at 13 CFR 121.103.
- "Small disadvantaged business concern, consistent with 13 CFR 124.1002," means a small business concern under the size standard applicable to the acquisition, that--
- (1) Is at least 51 percent unconditionally and directly owned (as defined at 13 CFR 124.105) by--
- (i) One or more socially disadvantaged (as defined at 13 CFR 124.103) and economically disadvantaged (as defined at 13 CFR 124.104) individuals who are citizens of the United States; and
- (ii) Each individual claiming economic disadvantage has a net worth not exceeding \$750,000 after taking into account the applicable exclusions set forth at 13 CFR 124.104(c)(2); and
- (2) The management and daily business operations of which are controlled (as defined at 13 CFR 124.106) by individuals, who meet the criteria in paragraphs (1)(i) and (ii) of this definition.
- "Subsidiary" means an entity in which more than 50 percent of the entity is owned—
- (1) Directly by a parent corporation; or
- (2) Through another subsidiary of a parent corporation.
- "Veteran-owned small business concern" means a small business concern—
- (1) Not less than 51 percent of which is owned by one or more veterans(as defined at 38 U.S.C. 101(2)) or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more veterans; and
- (2) The management and daily business operations of which are controlled by one or more veterans.

"Women-owned business concern" means a concern which is at least 51 percent owned by one or more women; or in the case of any publicly owned business, at least 51 percent of the its stock is owned by one or more women; and whose management and daily business operations are controlled by one or more women.

"Women-owned small business concern" means a small business concern --

- (1) That is at least 51 percent owned by one or more women or, in the case of any publicly owned business, at least 51 percent of the stock of which is owned by one or more women; and
- (2) Whose management and daily business operations are controlled by one or more women.

"Women-owned small business (WOSB) concern eligible under the WOSB Program (in accordance with 13 CFR part 127)," means a small business concern that is at least 51 percent directly and unconditionally owned by, and the management and daily business operations of which are controlled by, one or more women who are citizens of the United States.

(b)

- (1) Annual Representations and Certifications. Any changes provided by the Offeror in paragraph (b)(2) of this provision do not automatically change the representations and certifications in SAM.
- (2) The offeror has completed the annual representations and certifications electronically in SAM accessed through http://www.sam.gov. After reviewing SAM information, the Offeror verifies by submission of this offer that the representations and certifications currently posted electronically at FAR 52.212-3, Offeror Representations and Certifications--Commercial Products and Commercial Services, have been entered or updated in the last 12 months, are current, accurate, complete, and applicable to this solicitation (including the business size standard(s) applicable to the NAICS code(s) referenced for this solicitation), at the time this offer is submitted and are incorporated in this offer by reference (see FAR 4.1201), except for paragraphs ___.

[Offeror to identify the applicable paragraphs at (c) through (v) of this provision that the offeror has completed for the purposes of this solicitation only, if any.

These amended representation(s) and/or certification(s) are also incorporated in this offer and are current, accurate, and complete as of the date of this offer.

Any changes provided by the offeror are applicable to this solicitation only, and do not result in an update to the representations and certifications posted electronically on SAM.]

- (c) Offerors must complete the following representations when the resulting contract is for supplies to be delivered or services to be performed in the United States or its outlying areas, or when the contracting officer has applied part 19 in accordance with 19.000(b)(1)(ii). Check all that apply.
- (1) Small business concern. The offeror represents as part of its offer that it [____] is, [___] is not a small business concern.
- (2) Veteran-owned small business concern. [Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.] The offeror represents as part of its offer that it [____] is, [___] is not a veteran-owned small business concern.
- (3) Service-disabled veteran-owned small business concern. [Complete only if the offeror represented itself as a veteran-owned small business concern in paragraph (c)(2) of this provision.] The offeror represents as part of its offer that it [_____] is, [_____] is not a service-disabled veteran-owned small business concern.

(4) Small disadvantaged business concern. [Complete only if the offeror represented itself as a small business
concern in paragraph (c)(1) of this provision.]The offeror represents that it [] is, [] is not, a small disadvantaged business concern as defined in 13 CFR 124.1002.
(5) Women-owned small business concern. [Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.]The offeror represents that it [] is, [] is not a womenowned small business concern.
Note: Complete paragraphs (c)(8) and (c)(9) only if this solicitation is expected to exceed the simplified acquisition threshold.
(6) WOSB concern eligible under the WOSB Program. [Complete only if the offeror represented itself as a women-owned small business concern in paragraph (c)(5) of this provision.] The offeror represents that—
(i) It [] is, [] is not a WOSB concern eligible under the WOSB Program, has provided all the required documents to the WOSB Repository, and no change in circumstances or adverse decisions have been issued that affects its eligibility; and
(ii) It [] is, [] is not a joint venture that complies with the requirements of 13 CFR part 127, and the representation in paragraph (c)(6)(i) of this provision is accurate for each WOSB concern eligible under the WOSB Program participating in the joint venture. [The offeror shall enter the name or names of the WOSB concern eligible under the WOSB Program and other small businesses that are participating in the joint venture:] Each WOSB concern eligible under the WOSB Program participating in the joint venture shall submit a separate signed copy of the WOSB representation.
(7) Economically disadvantaged women-owned small business (EDWOSB) concern. [Complete only if the offeror represented itself as a WOSB concern eligible under the WOSB Program in (c)(6) of this provision.] The offeror represents that—
(i) It [] is, [] is not an EDWOSB concern, has provided all the required documents to the WOSB Repository, and no change in circumstances or adverse decisions have been issued that affects its eligibility; and
(ii) It [] is, [] is not a joint venture that complies with the requirements of 13 CFR part 127, and the representation in paragraph (c)(7)(i) of this provision is accurate for each EDWOSB concern participating in the joint venture. [The offeror shall enter the name or names of the EDWOSB concern and other small businesses that are participating in the joint venture:] Each EDWOSB concern participating in the joint venture shall submit a separate signed copy of the EDWOSB representation.
(8) Women-owned business concern (other than small business concern). [Complete only if the offeror is a women-owned business concern and did not represent itself as a small business concern in paragraph (c)(1) of this provision.] The offeror represents that it [] is, a women-owned business concern.
(9) <i>Tie bid priority for labor surplus area concerns</i> . If this is an invitation for bid, small business offerors may identify the labor surplus areas in which costs to be incurred on account of manufacturing or production (by offeror or first-tier subcontractors) amount to more than 50 percent of the contract price:
(10) HUBZone small business concern. [Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.] The offeror represents, as part of its offer, that

(1) It [] is, [] is not a HUBZone small business concern listed, on the date of this representation, on the List of Qualified HUBZone Small Business Concerns maintained by the Small Business Administration, and no material changes in ownership and control, principal office, or HUBZone employee percentage have occurred since it was certified in accordance with 13 CFR part 126; and
(ii) It [] is, [] is not a HUBZone joint venture that complies with the requirements of 13 CFR part 126, and the representation in paragraph (c)(10)(i) of this provision is accurate for each HUBZone small business concern participating in the HUBZone joint venture. [The offeror shall enter the names of each of the HUBZone small business concern participating in the HUBZone joint venture:] Each HUBZone small business concern participating in the HUBZone joint venture shall submit a separate signed copy of the HUBZone representation.
(11) (Complete if the offeror has represented itself as disadvantaged in paragraph (c)(4) of this provision.)
[The offeror shall check the category in which its ownership falls]:
Black American.
Hispanic American.
Native American (American Indians, Eskimos, Aleuts, or Native Hawaiians).
Asian-Pacific American (persons with origins from Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Japan, China, Taiwan, Laos, Cambodia (Kampuchea), Vietnam, Korea, The Philippines, Republic of Palau, Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru).
Subcontinent Asian (Asian-Indian) American (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal).
Individual/concern, other than one of the preceding.
(d) Representations required to implement provisions of Executive Order 11246
(1) Previous contracts and compliance. The offeror represents that
(i) It [] has, [] has not, participated in a previous contract or subcontract subject to the Equal Opportunity clause of this solicitation; and
(ii) It [] has, [] has not, filed all required compliance reports.
(2) Affirmative Action Compliance. The offeror represents that
(i) It [] has developed and has on file, [] has not developed and does not have on file, at each establishment, affirmative action programs required by rules and regulations of the Secretary of Labor (41 CFR parts 60-1 and 60-2), or
(ii) It [] has not previously had contracts subject to the written affirmative action programs requirement of the rules and regulations of the Secretary of Labor.

- (e) Certification Regarding Payments to Influence Federal Transactions (31 U.S.C. 1352). (Applies only if the contract is expected to exceed \$150,000.) By submission of its offer, the offeror certifies to the best of its knowledge and belief that no Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress or an employee of a Member of Congress on his or her behalf in connection with the award of any resultant contract. If any registrants under the Lobbying Disclosure Act of 1995 have made a lobbying contact on behalf of the offeror with respect to this contract, the offeror shall complete and submit, with its offer, OMB Standard Form LLL, Disclosure of Lobbying Activities, to provide the name of the registrants. The offeror need not report regularly employed officers or employees of the offeror to whom payments of reasonable compensation were made.
- (f) Buy American Certificate. (Applies only if the clause at Federal Acquisition Regulation (FAR) 52.225-1, Buy American Supplies, is included in this solicitation.)
- (1) (i) The Offeror certifies that each end product, except those listed in paragraph (f)(2) of this provision, is a domestic end product.
- (ii) The Offeror shall list as foreign end products those end products manufactured in the United States that do not qualify as domestic end products.
- (iii) The terms "domestic end product," "end product," "foreign end product," and "United States" are defined in the clause of this solicitation entitled "Buy American-Supplies."
- (2) Foreign End Products:

Line item No.	Country of origin

[List as necessary]

(3) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25.

(g)

- (1) Buy American -- Free Trade Agreements -- Israeli Trade Act Certificate. (Applies only if the clause at FAR 52.225-3, Buy American -- Free Trade Agreements -- Israeli Trade Act, is included in this solicitation.)
- (i) (A) The Offeror certifies that each end product, except those listed in paragraph (g)(1)(ii) or (iii) of this provision, is a domestic end product.
- (B) The terms "Bahrainian, Moroccan, Omani, Panamanian, or Peruvian end product," "domestic end product," "end product," "foreign end product," "Free Trade Agreement country," "Free Trade Agreement country end product," "Israeli end product," and "United States" are defined in the clause of this solicitation entitled "Buy American--Free Trade Agreements--Israeli Trade Act."
- (ii) The Offeror certifies that the following supplies are Free Trade Agreement country end products (other than Bahrainian, Moroccan, Omani, Panamanian, or Peruvian end products) or Israeli end products as defined in the clause of this solicitation entitled "Buy American--Free Trade Agreements--Israeli Trade Act."

Free Trade Agreement Country	y End Products (Other than Bahrainian,	Moroccan,	Omani,	Panamanian,	or Peru	vian
End Products) or Israeli End P	roducts:						

Line item No.	Country of origin	
[List as necessary]		
of this provision) as defined in the clause Israeli Trade Act." The Offeror shall list United States that do not qualify as dome	that are foreign end products (other than those listed in pe of this solicitation entitled "Buy AmericanFree Trade as other foreign end products those end products manufactic end products.	Agreements
Other Foreign End Products:		
Line item No.	Country of origin	
[List as necessary]		
(iv) The Government will evaluate offers	s in accordance with the policies and procedures of FAR	Part 25.
	ents—Israeli Trade Act Certificate, Alternate I. If Alternation, substitute the following paragraph (g)(1)(ii) for par	
	llowing supplies are Canadian end products as defined in ee Trade Agreements—Israeli Trade Act":	n the clause of this
Canadian End Products:		
Line item No.		

[List as necessary]

- (3) Buy American—Free Trade Agreements—Israeli Trade Act Certificate, Alternate II. If Alternate II to the clause at FAR 52.225-3 is included in this solicitation, substitute the following paragraph (g)(1)(ii) for paragraph (g)(1)(ii) of the basic provision:
- (g)(1)(ii) The offeror certifies that the following supplies are Canadian end products or Israeli end products as defined in the clause of this solicitation entitled "Buy American--Free Trade Agreements--Israeli Trade Act":

Canadian or Israeli End Products:

Line item No.	Country of origin

[List as necessary]

- (4) Buy American—Free Trade Agreements—Israeli Trade Act Certificate, Alternate III. If Alternate III to the clause at 52.225-3 is included in this solicitation, substitute the following paragraph (g)(1)(ii) for paragraph (g)(1)(ii) of the basic provision:
- (g)(1)(ii) The offeror certifies that the following supplies are Free Trade Agreement country end products (other than Bahrainian, Korean, Moroccan, Omani, Panamanian, or Peruvian end products) or Israeli end products as defined in the clause of this solicitation entitled "Buy American—Free Trade Agreements—Israeli Trade Act":

Free Trade Agreement Country End Products (Other than Bahrainian, Korean, Moroccan, Omani, Panamanian, or Peruvian End Products) or Israeli End Products:

Line item No.	Country of origin

[List as necessary]

- (5) Trade Agreements Certificate. (Applies only if the clause at FAR 52.225-5, Trade Agreements, is included in this solicitation.)
- (i) The offeror certifies that each end product, except those listed in paragraph (g)(5)(ii) of this provision, is a U.S.-made or designated country end product as defined in the clause of this solicitation entitled "Trade Agreements."
- (ii) The offeror shall list as other end products those end products that are not U.S.-made or designated country end products.

Other End Products

Line item No.	Country of origin

[List as necessary]			
(iii) The Government will evaluate offers in accordance wittens covered by the WTO GPA, the Government will evaluates without regard to the restrictions of the Buy Ame only offers of U.Smade or designated country end product no offers for such products or that the offers for such products solicitation.	aluate offers of U.Smade or designated country end crican statute. The Government will consider for award cts unless the Contracting Officer determines that there are		
(h) Certification Regarding Responsibility Matters (Execute expected to exceed the simplified acquisition threshold.) The belief, that the offeror and/or any of its principals			
(1) [] Are, [] are not presently debarred, susp the award of contracts by any Federal agency;	ended, proposed for debarment, or declared ineligible for		
(2) [] Have, [] have not, within a three-year p judgment rendered against them for: commission of fraud attempting to obtain, or performing a Federal, state or loca or state antitrust statutes relating to the submission of offer bribery, falsification or destruction of records, making fals laws, or receiving stolen property; and	or a criminal offense in connection with obtaining, all government contract or subcontract; violation of Federal rs; or commission of embezzlement, theft, forgery,		
(3) [] Are, [] are not presently indicted for, or entity with, commission of any of these offenses enumerat			
(4) [] Have, [] have not, within a three-year p Federal taxes in an amount that exceeds the threshold at 9.			
(i) Taxes are considered delinquent if both of the following	g criteria apply:		
(A) <i>The tax liability is finally determined</i> . The liability is finally determined if there is a pending administrative or juliability, the liability is not finally determined until all judi	udicial challenge. In the case of a judicial challenge to the		
(B) The taxpayer is delinquent in making payment. A taxpa liability when full payment was due and required. A taxpa action is precluded.			
(ii) Examples.			
(A) The taxpayer has received a statutory notice of deficience seek Tax Court review of a proposed tax deficiency. This is Should the taxpayer seek Tax Court review, this will not be judicial appear rights.	is not a delinquent tax because it is not a final tax liability.		

- (B) The IRS has filed a notice of Federal tax lien with respect to an assessed tax liability, and the taxpayer has been issued a notice under I.R.C. §6320 entitling the taxpayer to request a hearing with the IRS Office of Appeals Contesting the lien filing, and to further appeal to the Tax Court if the IRS determines to sustain the lien filing. In the course of the hearing, the taxpayer is entitled to contest the underlying tax liability because the taxpayer has had no prior opportunity to contest the liability. This is not a delinquent tax because it is not a final tax liability. Should the taxpayer seek tax court review, this will not be a final tax liability until the taxpayer has exercised all judicial appeal rights.
- (C) The taxpayer has entered into an installment agreement pursuant to I.R.C. §6159. The taxpayer is making timely payments and is in full compliance with the agreement terms. The taxpayer is not delinquent because the taxpayer is not currently required to make full payment.
- (D) The taxpayer has filed for bankruptcy protection. The taxpayer is not delinquent because enforced collection action is stayed under 11 U.S.C. §362 (the Bankruptcy Code).
- (i) Certification Regarding Knowledge of Child Labor for Listed End Products (Executive Order 13126). [The Contracting Officer must list in paragraph (i)(1) any end products being acquired under this solicitation that are included in the List of Products Requiring Contractor Certification as to Forced or Indentured Child Labor, unless excluded at 22.1503(b).]
- (1) Listed End Product

Listed end product

fication. [If the Contracting Officer has identified end ision, then the offeror must certify to either $(i)(2)(i)$ or	products and countries of origin in paragraph (i)(1) of (i)(2)(ii) by checking the appropriate block.]
 (i) The offeror will not supply any end product listed in the corresponding country as list	

Listed countries of origin

[____] (ii) The offeror may supply an end product listed in paragraph (i)(1) of this provision that was mined, produced, or manufactured in the corresponding country as listed for that product. The offeror certifies that is has made a good faith effort to determine whether forced or indentured child labor was used to mine, produce, or manufacture any such end product furnished under this contract. On the basis of those efforts, the offeror certifies that it is not aware of any such use of child labor.

(j) *Place of manufacture*. (Does not apply unless the solicitation is predominantly for the acquisition of manufactured end products.) For statistical purposes only, the offeror shall indicate whether the place of manufacture of the end products it expects to provide in response to this solicitation is predominantly—

(1) [] In the United States (Check this box if the total anticipated prior	ce of offered end products manufactured
in the United States exceeds the total anticipated price of offered end produ	icts manufactured outside the United
States); or	

(2) [l Outside	the I	Inited	States
1211	i Outside	uic c	muu	Diales

(k) Certificates regarding exemptions from the application of the Service Contract Labor Standards. (Certification by the offeror as to its compliance with respect to the contract also constitutes its certification as to compliance by its subcontractor if it subcontracts out the exempt services.) [The contracting officer is to check a box to indicate if paragraph $(k)(1)$ or $(k)(2)$ applies.]
(1) [] Maintenance, calibration, or repair of certain equipment as described in FAR 22.1003-4(c)(1). The
offeror [] does [] does not certify that—
(i) The items of equipment to be serviced under this contract are used regularly for other than Governmental purposes and are sold or traded by the offeror (or subcontractor in the case of an exempt subcontract) in substantial quantities to the general public in the course of normal business operations;
(ii) The services will be furnished at prices which are, or are based on, established catalog or market prices (see FAR 22.1003-4(c)(2)(ii)) for the maintenance, calibration, or repair of such equipment; and
(iii) The compensation (wage and fringe benefits) plan for all service employees performing work under the contract will be the same as that used for these employees and equivalent employees servicing the same equipment of commercial customers.
(2) [] Certain services as described in FAR 22.1003-4(d)(1). The offeror [] does [] does not certify that—
(i) The services under the contract are offered and sold regularly to non-Governmental customers, and are provided by the offeror (or subcontractor in the case of an exempt subcontract) to the general public in substantial quantities in the course of normal business operations;
(ii) The contract services will be furnished at prices that are, or are based on, established catalog or market prices (see FAR 22.1003-4(d)(2)(iii));
(iii) Each service employee who will perform the services under the contract will spend only a small portion of his or her time (a monthly average of less than 20 percent of the available hours on an annualized basis, or less than 20 percent of available hours during the contract period if the contract period is less than a month) servicing the Government contract; and
(iv) The compensation (wage and fringe benefits) plan for all service employees performing work under the contract is the same as that used for these employees and equivalent employees servicing commercial customers.
(3) If paragraph (k)(1) or (k)(2) of this clause applies—
(i) If the offeror does not certify to the conditions in paragraph (k)(1) or (k)(2) and the Contracting Officer did not attach a Service Contract Labor Standards wage determination to the solicitation, the offeror shall notify the Contracting Officer as soon as possible; and
(ii) The Contracting Officer may not make an award to the offeror if the offeror fails to execute the certification in paragraph (k)(1) or (k)(2) of this clause or to contact the Contracting Officer as required in paragraph (k)(3)(i) of this clause.

(1) Taxpayer identification number (TIN) (26 U.S.C. 6109, 31 U.S.C. 7701). (Not applicable if the offeror is required to provide this information to SAM to be eligible for award.)

- (1) All offerors must submit the information required in paragraphs (l)(3) through (l)(5) of this provision to comply with debt collection requirements of 31 U.S.C. 7701(c) and 3325(d), reporting requirements of 26 U.S.C. 6041, 6041A, and 6050M, and implementing regulations issued by the Internal Revenue Service (IRS).
- (2) The TIN may be used by the government to collect and report on any delinquent amounts arising out of the offeror's relationship with the Government (31 U.S.C. 7701(c)(3)). If the resulting contract is subject to the payment reporting requirements described in FAR 4.904, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror's TIN.

(3) Taxpayer Identification Number (TIN).
[] TIN:
[] TIN has been applied for.
[] TIN is not required because:
[] Offeror is a nonresident alien, foreign corporation, or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;
[] Offeror is an agency or instrumentality of a foreign government;
[] Offeror is an agency or instrumentality of the Federal Government;
(4) Type of organization.
[] Sole proprietorship;
[] Partnership;
[] Corporate entity (not tax-exempt);
[] Corporate entity (tax-exempt);
[] Government entity (Federal, State, or local);
[] Foreign government;
[] International organization per 26 CFR 1.6049-4;
[] Other
(5) Common parent.
[] Offeror is not owned or controlled by a common parent:

[] Name and TIN of common parent:
Name
TIN
(m) Restricted business operations in Sudan. By submission of its offer, the offeror certifies that the offeror does no conduct any restricted business operations in Sudan.
(n) Prohibition on Contracting with Inverted Domestic Corporations—
(1) Government agencies are not permitted to use appropriated (or otherwise made available) funds for contracts with either an inverted domestic corporation, or a subsidiary of an inverted domestic corporation, unless the exception at 9.108-2(b) applies or the requirement is waived in accordance with the procedures at 9.108-4.
(2) Representation. The Offeror represents that
(i) It [] is, [] is not an inverted domestic corporation; and
(ii) It [] is, [] is not a subsidiary of an inverted domestic corporation.
(o) Prohibition on contracting with entities engaging in certain activities or transactions relating to Iran.
(1) The offeror shall email questions concerning sensitive technology to the Department of State at CISADA106@state.gov .
(2) Representation and Certification. Unless a waiver is granted or an exception applies as provided in paragraph (o)(3) of this provision, by submission of its offer, the offeror—
(i) Represents, to the best of its knowledge and belief, that the offeror does not export any sensitive technology to the government of Iran or any entities or individuals owned or controlled by, or acting on behalf or at the direction of, the government of Iran;
(ii) Certifies that the offeror, or any person owned or controlled by the offeror, does not engage in any activities for which sanctions may be imposed under section 5 of the Iran Sanctions Act; and
(iii) Certifies that the offeror, and any person owned or controlled by the offeror, does not knowingly engage in any transaction that exceeds the threshold at FAR 25.703-2(a)(2) with Iran's Revolutionary Guard Corps or any of its officials, agents, or affiliates, the property and interests in property of which are blocked pursuant to the International Emergency Economic Powers Act (50(U.S.C. 1701 et seq.) (see OFAC's Specially Designated Nationals and Blocked Persons List at https://www.treasury.gov/resource-center/sanctions/SDN-List/Pages/default.aspx).
(3) The representation and certification requirements of paragraph (o)(2) of this provision do not apply if—
(i) This solicitation includes a trade agreements certification (e.g., 52.212-3(g) or a comparable agency provision); and
(ii) The offeror has certified that all the offered products to be supplied are designated country end products.

(p) Ownership or Control of Offeror. (Applies in all solicitations when there is a requirement to be registered in SAM or a requirement to have a unique entity identifier in the solicitation.
(1) The Offeror represents that it [] has or [] does not have an immediate owner. If the Offeror has more than one immediate owner (such as a joint venture), then the Offeror shall respond to paragraph (2) and if applicable, paragraph (3) of this provision for each participant in the joint venture.
(2) If the Offeror indicates "has" in paragraph (p)(1) of this provision, enter the following information: Immediate owner CAGE code: Immediate owner legal name: (Do not use a "doing business as" name) Is the immediate owner owned or controlled by another entity: _ Yes or _ No.
(3) If the Offeror indicates "yes" in paragraph (p)(2) of this provision, indicating that the immediate owner is owned or controlled by another entity, then enter the following information: Highest-level owner CAGE code: Highest-level owner legal name: (Do not use a "doing business as" name)
(q) Representation by Corporations Regarding Delinquent Tax Liability or a Felony Conviction under any Federal Law.
(1) As required by sections 744 and 745 of Division E of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235), and similar provisions, if contained in subsequent appropriations acts, The Government will not enter into a contract with any corporation that—
(i) Has any unpaid Federal tax liability that has been assessed, for which all judicial and administrative remedies have been exhausted or have lapsed, and that is not being paid in a timely manner pursuant to an agreement with the authority responsible for collecting the tax liability, where the awarding agency is aware of the unpaid tax liability, unless an agency has considered suspension or debarment of the corporation and made a determination that suspension or debarment is not necessary to protect the interests of the Government; or
(ii) Was convicted of a felony criminal violation under any Federal law within the preceding 24 months, where the awarding agency is aware of the conviction, unless an agency has considered suspension or debarment of the corporation and made a determination that this action is not necessary to protect the interests of the Government.
(2) The Offeror represents that—
(i) It is _ is not _ a corporation that has any unpaid Federal tax liability that has been assessed, for which all judicial and administrative remedies have been exhausted or have lapsed, and that is not being paid in a timely manner pursuant to an agreement with the authority responsible for collecting the tax liability; and
(ii) It is _ is not _ a corporation that was convicted of a felony criminal violation under a Federal law within the preceding 24 months.
(r) Predecessor of Offeror. (Applies in all solicitations that include the provision at 52.204-16, Commercial and Government Entity Code Reporting.)
(1) The Offeror represents that it [] is or [] is not a successor to a predecessor that held a Federal contract or grant within the last three years.
(2) If the Offeror has indicated "is" in paragraph (r)(1) of this provision, enter the following information for all predecessors that held a Federal contract or grant within the last three years (if more than one predecessor, list in reverse chronological order):

Predecessor CAGE code: (or mark "Unknown").
Predecessor legal name:
(Do not use a "doing business as" name).
(t) Public Disclosure of Greenhouse Gas Emissions and Reduction Goals. Applies in all solicitations that require offerors to register in SAM (12.301(d)(1)).
(1) This representation shall be completed if the Offeror received \$7.5 million or more in contract awards in the prior Federal fiscal year. The representation is optional if the Offeror received less than \$7.5 million in Federal contract awards in the prior Federal fiscal year.
(2) Representation. [Offeror to check applicable block(s) in paragraph (t)(2)(i) and (ii)]. (i) The Offeror (itself or through its immediate owner or highest-level owner) [] does, [] does not publicly disclose greenhouse gas emissions, i.e., makes available on a publicly accessible Web site the results of a greenhouse gas inventory, performed in accordance with an accounting standard with publicly available and consistently applied criteria, such as the Greenhouse Gas Protocol Corporate Standard.
(ii) The Offeror (itself or through its immediate owner or highest-level owner) [] does, [] does not publicly disclose a quantitative greenhouse gas emissions reduction goal, i.e., make available on a publicly accessible Web site a target to reduce absolute emissions or emissions intensity by a specific quantity or percentage.
(iii) A publicly accessible Web site includes the Offeror's own Web site or a recognized, third-party greenhouse gas emissions reporting program.
(3) If the Offeror checked "does" in paragraphs (t)(2)(i) or (t)(2)(ii) of this provision, respectively, the Offeror shall provide the publicly accessible Web site(s) where greenhouse gas emissions and/or reduction goals are reported:
(u)(1) In accordance with section 743 of Division E, Title VII, of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235) and its successor provisions in subsequent appropriations acts (and as extended in continuing resolutions), Government agencies are not permitted to use appropriated (or otherwise made available) funds for contracts with an entity that requires employees or subcontractors of such entity seeking to report waste, fraud, or abuse to sign internal confidentiality agreements or statements prohibiting or otherwise restricting such employees or subcontractors from lawfully reporting such waste, fraud, or abuse to a designated investigative or law enforcement representative of a Federal department or agency authorized to receive such information.
(2) The prohibition in paragraph (u)(1) of this provision does not contravene requirements applicable to Standard Form 312 (Classified Information Nondisclosure Agreement), Form 4414 (Sensitive Compartmented Information Nondisclosure Agreement), or any other form issued by a Federal department or agency governing the nondisclosure of classified information.
(3) Representation. By submission of its offer, the Offeror represents that it will not require its employees or subcontractors to sign or comply with internal confidentiality agreements or statements prohibiting or otherwise restricting such employees or subcontractors from lawfully reporting waste, fraud, or abuse related to the performance of a Government contract to a designated investigative or law enforcement representative of a Federal department or agency authorized to receive such information (e.g., agency Office of the Inspector General).

(1) The Offeror shall review the list of excluded parties in the System for Award Management (SAM) (https://www.sam.gov) for entities excluded from receiving federal awards for "covered telecommunications

(a)(1)(B) of Public Law 115-232.

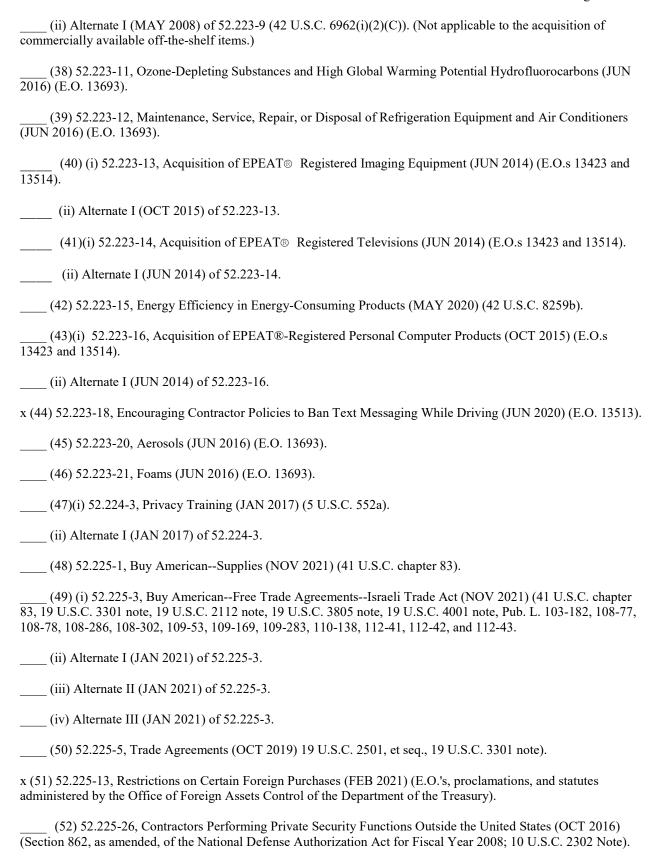
(v) Covered Telecommunications Equipment or Services--Representation. Section 889(a)(1)(A) and section 889

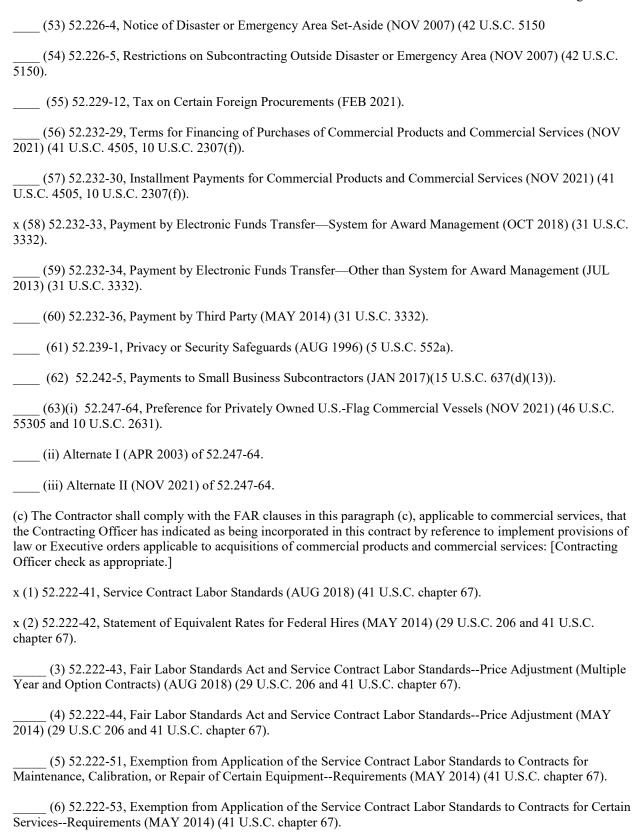
equipment or services".
(2) The Offeror represents that
(i) It [] does, [] does not provide covered telecommunications equipment or services as a part of its offered products or services to the Government in the performance of any contract, subcontract, or other contractual instrument.
(ii) After conducting a reasonable inquiry for purposes of this representation, that it [] does, [] does not use covered telecommunications equipment or services, or any equipment, system, or service that uses covered telecommunications equipment or services.
(End of provision)
52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERSCOMMERCIAL PRODUCTS AND COMMERCIAL SERVICES (MAY 2022)
(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 products and commercial services:
(1) 52.203-19, Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (JAN 2017) (section 743 of Division E, Title VII, of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235) and its successor provisions in subsequent appropriations acts (and as extended in continuing resolutions)).
(2) 52.204-23, Prohibition on Contracting for Hardware, Software, and Services Developed or Provided by Kaspersky Lab and Other Covered Entities (NOV 2021) (Section 1634 of Pub. L. 115-91).
(3) 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment. (NOV 2021) (Section 889(a)(1)(A) of Pub. L. 115-232).
(4) 52.209-10, Prohibition on Contracting with Inverted Domestic Corporations (Nov 2015).
(5) 52.233-3, Protest After Award (AUG 1996) (31 U.S.C. 3553).
(6) 52.233-4, Applicable Law for Breach of Contract Claim (OCT 2004) (Public Laws 108-77 and 108-78 (19 U.S.C. 3805 note)).
(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 products and commercial services: [Contracting Officer check as appropriate.]
(1) 52.203-6, Restrictions on Subcontractor Sales to the Government (JUN 2020), with Alternate I (NOV 2021) (41 U.S.C. 4704 and 10 U.S.C. 2402).
(2) 52 203-13. Contractor Code of Business Ethics and Conduct (NOV 2021) (41 IJ S.C. 3509)

(3) 52.203-15, Whistleblower Protections under the American Recovery and Reinvestment Act of 2009 (JUN 2010) (Section 1553 of Pub. L. 111-5). (Applies to contracts funded by the American Recovery and Reinvestment Act of 2009.)
(4) 52.204-10, Reporting Executive Compensation and First-Tier Subcontract Awards (JUN 2020) (Pub. L. 109-282) (31 U.S.C. 6101 note).
(5) [Reserved]
(6) 52.204-14, Service Contract Reporting Requirements (Oct 2016) (Pub. L. 111-117, section 743 of Div. C
(7) 52.204-15, Service Contract Reporting Requirements for Indefinite-Delivery Contracts (Oct 2016) (Pub. L. 111-117, section 743 of Div. C).
(8) 52.209-6, Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment. (NOV 2021) (31 U.S.C. 6101 note).
(9) 52.209-9, Updates of Publicly Available Information Regarding Responsibility Matters (OCT 2018) (41 U.S.C. 2313).
(10) [Reserved]
(11) 52.219-3, Notice of HUBZone Set-Aside or Sole-Source Award (SEP 2021) (15 U.S.C. 657a).
(12) 52.219-4, Notice of Price Evaluation Preference for HUBZone Small Business Concerns (SEP 2021) (if the offeror elects to waive the preference, it shall so indicate in its offer) (15 U.S.C. 657a).
(13) [Reserved]
(14)(i) 52.219-6, Notice of Total Small Business Set-Aside (NOV 2020) (15 U.S.C. 644).
(ii) Alternate I (MAR 2020) of 52.219-6.
(15)(i) 52.219-7, Notice of Partial Small Business Set-Aside (NOV 2020) (15 U.S.C. 644).
(ii) Alternate I (MAR 2020) of 52.219-7.
(16) 52.219-8, Utilization of Small Business Concerns (OCT 2018) (15 U.S.C. 637(d)(2) and (3)).
(17)(i) 52.219-9, Small Business Subcontracting Plan (NOV 2021) (15 U.S.C. 637(d)(4)).
(ii) Alternate I (NOV 2016) of 52.219-9.
(iii) Alternate II (NOV 2016) of 52.219-9.
(iv) Alternate III (JUN 2020) of 52.219-9.
(v) Alternate IV (SEP 2021) of 52.219-9.
(18) (i) 52.219-13, Notice of Set-Aside of Orders (MAR 2020) (15 U.S.C. 644(r)).
(ii) Alternate I (MAR 2020) of 52.219-13.
(19) 52.219-14, Limitations on Subcontracting (SEP 2021) (15 U.S.C. 657s).

(20) 52.219-16, Liquidated Damages—Subcontracting Plan (SEP 2021) (15 U.S.C. 637(d)(4)(F)(i)).
(21) 52.219-27, Notice of Service-Disabled Veteran-Owned Small Business Set-Aside (SEP 2021) (15 U.S.C. 657f).
(22) (i) 52.219-28, Post-Award Small Business Program Rerepresentation (SEP 2021) (15 U.S.C. 632(a)(2)).
(ii) Alternate I (MAR 2020) of 52.219-28.
(23) 52.219-29, Notice of Set-Aside for, or Sole-Source Award to, Economically Disadvantaged Women-Owned Small Business Concerns (SEP 2021) (15 U.S.C. 637(m)).
(24) 52.219-30, Notice of Set-Aside for, or Sole-Source Award to, Women-Owned Small Business Concerns Eligible Under the Women-Owned Small Business Program (SEP 2021) (15 U.S.C. 637(m)).
(25) 52.219-32, Orders Issued Directly Under Small Business Reserves (MAR 2020) (15 U.S.C. 644(r)).
(26) 52.219-33, Nonmanufacturer Rule (SEP 2021) (15 U.S.C. 657s).
x (27) 52.222-3, Convict Labor (JUN 2003) (E.O. 11755).
(28) 52.222-19, Child LaborCooperation with Authorities and Remedies (JAN 2022) (E.O. 13126).
(29) 52.222-21, Prohibition of Segregated Facilities (APR 2015).
(30)(i) 52.222-26, Equal Opportunity (SEPT 2016) (E.O. 11246).
(ii) Alternate I (FEB 1999) of 52.222-26.
(31)(i) 52.222-35, Equal Opportunity for Veterans (JUN 2020) (38 U.S.C. 4212).
(ii) Alternate I (JUL 2014) of 52.222-35.
(32)(i) 52.222-36, Equal Opportunity for Workers with Disabilities (JUN 2020) (29 U.S.C. 793).
(ii) Alternate I (JUL 2014) of 52.222-36.
(33) 52.222-37, Employment Reports on Veterans (JUN 2020) (38 U.S.C. 4212).
(34) 52.222-40, Notification of Employee Rights Under the National Labor Relations Act (DEC 2010) (E.O. 13496).
x (35)(i) 52.222-50, Combating Trafficking in Persons (NOV 2021) (22 U.S.C. chapter 78 and E.O. 13627).
(ii) Alternate I (MAR 2015) of 52.222-50 (22 U.S.C. chapter 78 and E.O. 13627).
(36) 52.222-54, Employment Eligibility Verification (MAY 2022). (E. O. 12989). (Not applicable to the acquisition of commercially available off-the-shelf items or certain other types of commercial products or commercial services as prescribed in FAR 22.1803.)
(37)(i) 52.223-9, Estimate of Percentage of Recovered Material Content for EPA-Designated Items (MAY

(37)(i) 52.223-9, Estimate of Percentage of Recovered Material Content for EPA–Designated Items (MAY 2008) (42 U.S.C. 6962(c)(3)(A)(ii)). (Not applicable to the acquisition of commercially available off-the-shelf items.)





- \times (7) 52.222-55, Minimum Wages for Contractor Workers Under Executive Order 14026 (JAN 2022) (E.O. 13658).
- x (8) 52.222-62, Paid Sick Leave Under Executive Order 13706 (JAN 2022) (E.O. 13706).
- (9) 52.226-6, Promoting Excess Food Donation to Nonprofit Organizations (JUN 2020) (42 U.S.C. 1792).
- (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, as defined in FAR 2.101, on the date of award of this contract, 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 this paragraph (e)(1)in a subcontract for commercial products or commercial services. Unless otherwise indicated below, the extent of the flow down shall be as required by the clause—
- (i) 52.203-13, Contractor Code of Business Ethics and Conduct (NOV 2021) (41 U.S.C. 3509).
- (ii) 52.203-19, Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (JAN 2017) (section 743 of Division E, Title VII, of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235) and its successor provisions in subsequent appropriations acts (and as extended in continuing resolutions)).
- (iii) 52.204-23, Prohibition on Contracting for Hardware, Software, and Services Developed or Provided by Kaspersky Lab and Other Covered Entities (NOV 2021) (Section 1634 of Pub. L. 115-91).
- (iv) 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment. (NOV 2021) (Section 889(a)(1)(A) of Pub. L. 115-232).
- (v) 52.219-8, Utilization of Small Business Concerns (Oct 2018) (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 the applicable threshold specified in FAR 19.702(a) on the date of subcontract award, the subcontractor must include 52.219-8 in lower tier subcontracts that offer subcontracting opportunities.
- (vi) 52.222-21, Prohibition of Segregated Facilities (Apr 2015).
- (vii) 52.222-26, Equal Opportunity (Sep 2016) (E.O. 11246).
- (viii) 52.222-35, Equal Opportunity for Veterans (JUN 2020) (38 U.S.C. 4212).

- (ix) 52.222-36, Equal Opportunity for Workers with Disabilities (JUN 2020) (29 U.S.C. 793).
- (x) 52.222-37, Employment Reports on Veterans (JUN 2020) (38 U.S.C. 4212).
- (xi) 52.222-40, Notification of Employee Rights Under the National Labor Relations Act (Dec 2010) (E.O. 13496). Flow down required in accordance with paragraph (f) of FAR clause 52.222-40.
- (xii) 52.222-41, Service Contract Labor Standards (Aug 2018), (41 U.S.C. chapter 67).
- (xiii) x (A) 52.222-50, Combating Trafficking in Persons (NOV 2021) (22 U.S.C. chapter 78 and E.O. 13627).
- (B) Alternate I (March 2, 2015) of 52.222-50 (22 U.S.C. chapter 78 and E.O. 13627). (xiv) 52.222-51, Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment--Requirements (May 2014) (41 U.S.C. chapter 67.)
- (xv) 52.222-53, Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services--Requirements (May 2014) (41 U.S.C. chapter 67)
- (xvi) 52.222-54, Employment Eligibility Verification (MAY 2022) (E. O. 12989).
- (xvii) 52.222-55, Minimum Wages for Contractor Workers Under Executive Order 14026 (JAN 2022) (E.O. 13658).
- (xviii) 52.222-62, Paid Sick Leave Under Executive Order 13706 (JAN 2022) (E.O. 13706).
- (xix) (A) <u>52.224-3</u>, Privacy Training (Jan 2017) (<u>5 U.S.C. 552a</u>).
- (B) Alternate I (Jan 2017) of <u>52.224-3</u>.
- (xx) 52.225-26, Contractors Performing Private Security Functions Outside the United States (Oct 2016) (Section 862, as amended, of the National Defense Authorization Act for Fiscal Year 2008; 10 U.S.C. 2302 Note).
- (xxi) 52.226-6, Promoting Excess Food Donation to Nonprofit Organizations. (JUN 2020) (42 U.S.C. 1792). Flow down required in accordance with paragraph (e) of FAR clause 52.226-6.
- (xxii) 52.247-64, Preference for Privately-Owned U.S. Flag Commercial Vessels (NOV 2021) (46 U.S.C. 55305 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 products and commercial services a minimal number of additional clauses necessary to satisfy its contractual obligations.

(End of clause)

52.219-14 LIMITATIONS ON SUBCONTRACTING (DEVIATION 2021-00008) (SEP 2021)

(a) This clause does not apply to the unrestricted portion of a partial set-aside.

- (b) Definition. "Similarly situated entity," as used in this clause, means a first-tier subcontractor, including an independent contractor, that—
- (1) Has the same small business program status as that which qualified the prime contractor for the award (e.g., for a small business set-aside contract, any small business concern, without regard to its socioeconomic status); and
- (2) Is considered small for the size standard under the North American Industry Classification System (NAICS) code the prime contractor assigned to the subcontract.
- (c) Applicability. This clause applies only to-
- (1) Contracts that have been set aside for any of the small business concerns identified in 19.000(a)(3);
- (2) Part or parts of a multiple-award contract that have been set aside for any of the small business concerns identified in 19.000(a)(3);
- (3) Contracts that have been awarded on a sole-source basis in accordance with subparts 19.8, 19.13, 19.14, and 19.15;
- (4) Orders expected to exceed the simplified acquisition threshold and that are—
- (i) Set aside for small business concerns under multiple-award contracts, as described in 8.405-5 and 16.505(b)(2)(i)(F); or
- (ii) Issued directly to small business concerns under multiple-award contracts as described in 19.504(c)(1)(ii);
- (5) Orders, regardless of dollar value, that are—
- (i) Set aside in accordance with subparts 19.8, 19.13, 19.14, or 19.15 under multiple-award contracts, as described in 8.405-5 and 16.505(b)(2)(i)(F); or
- (ii) Issued directly to concerns that qualify for the programs described in subparts 19.8, 19.13, 19.14, or 19.15 under multiple-award contracts, as described in 19.504(c)(1)(ii); and
- (6) Contracts using the HUBZone price evaluation preference to award to a HUBZone small business concern unless the concern waived the evaluation preference.
- (d) Independent contractors. An independent contractor shall be considered a subcontractor.
- (e) Limitations on subcontracting. By submission of an offer and execution of a contract, the Contractor agrees that in performance of a contract assigned a North American Industry Classification System (NAICS) code for—
- (1) Services (except construction), it will not pay more than 50 percent of the amount paid by the Government for contract performance, excluding certain other direct costs and certain work performed outside the United States (see paragraph (e)(1)(i)), to subcontractors that are not similarly situated entities. Any work that a similarly situated entity further subcontracts will count towards the prime contractor's 50 percent subcontract amount that cannot be exceeded. When a contract includes both services and supplies, the 50 percent limitation shall apply only to the service portion of the contract. The following services may be excluded from the 50 percent limitation:
- (i) Other direct costs, to the extent they are not the principal purpose of the acquisition and small business concerns do not provide the service. Examples include airline travel, work performed by a transportation or disposal entity under a contract assigned the environmental remediation NAICS code 562910), cloud computing services, or mass media purchases.
- (ii) Work performed outside the United States on awards made pursuant to the Foreign Assistance Act of 1961, or work performed outside the United States required to be performed by a local contractor.
- (2) Supplies (other than procurement from a nonmanufacturer of such supplies), it will not pay more than 50 percent of the amount paid by the Government for contract performance, excluding the cost of materials, to subcontractors that are not similarly situated entities. Any work that a similarly situated entity further subcontracts will count towards the prime contractor's 50 percent subcontract amount that cannot be exceeded. When a contract includes both supplies and services, the 50 percent limitation shall apply only to the supply portion of the contract;
- (3) General construction, it will not pay more than 85 percent of the amount paid by the Government for contract performance, excluding the cost of materials, to subcontractors that are not similarly situated entities. Any work that a similarly situated entity further subcontracts will count towards the prime contractor's 85 percent subcontract amount that cannot be exceeded; or
- (4) Construction by special trade contractors, it will not pay more than 75 percent of the amount paid by the Government for contract performance, excluding the cost of materials, to subcontractors that are not similarly situated entities. Any work that a similarly situated entity further subcontracts will count towards the prime contractor's 75 percent subcontract amount that cannot be exceeded.
- (f) The Contractor shall comply with the limitations on subcontracting as follows:
- (1) For contracts, in accordance with paragraphs (c)(1), (2), (3) and (6) of this clause [Contracting Officer check as appropriate.]
- x By the end of the base term of the contract and then by the end of each subsequent option period; or

By the end of the performance period for each order issued under the contract.

- (2) For orders, in accordance with paragraphs (c)(4) and (5) of this clause, by the end of the performance period for the order.
- (g) A joint venture agrees that, in the performance of the contract, the applicable percentage specified in paragraph (e) of this clause will be performed by the aggregate of the joint venture participants. (End of clause)

52.219-28 POST-AWARD SMALL BUSINESS PROGRAM REREPRESENTATION (SEP 2021)

(a) Definitions. As used in this clause--

Long-term contract means a contract of more than five years in duration, including options. However, the term does not include contracts that exceed five years in duration because the period of performance has been extended for a cumulative period not to exceed six months under the clause at 52.217-8, Option to Extend Services, or other appropriate authority.

Small business concern--

- (1) Means a concern, including its affiliates, that is independently owned and operated, not dominant in the field of operation in which it is bidding on Government contracts, and qualified as a small business under the criteria in 13 CFR part 121 and the size standard in paragraph (d) of this clause. Such a concern is "not dominant in its field of operation" when it does not exercise a controlling or major influence on a national basis in a kind of business activity in which a number of business concerns are primarily engaged. In determining whether dominance exists, consideration shall be given to all appropriate factors, including volume of business, number of employees, financial resources, competitive status or position, ownership or control of materials, processes, patents, license agreements, facilities, sales territory, and nature of business activity.
- (2) Affiliates, as used in this definition, means business concerns, one of whom directly or indirectly controls or has the power to control the others, or a third party or parties control or have the power to control the others. In determining whether affiliation exists, consideration is given to all appropriate factors including common ownership, common management, and contractual relationships. SBA determines affiliation based on the factors set forth at 13 CFR 121.103.
- (b) If the Contractor represented that it was any of the small business concerns identified in 19.000(a)(3) prior to award of this contract, the Contractor shall rerepresent its size and socioeconomic status according to paragraph (f) of this clause or, if applicable, paragraph (h) of this clause, upon occurrence of any of the following:
- (1) Within 30 days after execution of a novation agreement or within 30 days after modification of the contract to include this clause, if the novation agreement was executed prior to inclusion of this clause in the contract.
- (2) Within 30 days after a merger or acquisition that does not require a novation or within 30 days after modification of the contract to include this clause, if the merger or acquisition occurred prior to inclusion of this clause in the contract.
- (3) For long-term contracts--
- (i) Within 60 to 120 days prior to the end of the fifth year of the contract; and
- (ii) Within 60 to 120 days prior to the date specified in the contract for exercising any option thereafter.
- (c) If the Contractor represented that it was any of the small business concerns identified in 19.000(a)(3) prior to award of this contract, the Contractor shall rerepresent its size and socioeconomic status according to paragraph (f)

of this clause or, if applicable, paragraph (h) of this clause, when the Contracting Officer explicitly requires it for an order issued under a multiple-award contract.

- (d) The Contractor shall rerepresent its size status in accordance with the size standard in effect at the time of this rerepresentation that corresponds to the North American Industry Classification System (NAICS) code(s) assigned to this contract. The small business size standard corresponding to this NAICS code(s) can be found at https://www.sba.gov/document/support--table-size-standards.
- (e) The small business size standard for a Contractor providing an end item that it does not manufacture, process, or produce itself, for a contract other than a construction or service contract, is 500 employees if the acquisition--
- (1) Was set aside for small business and has a value above the simplified acquisition threshold;
- (2) Used the HUBZone price evaluation preference regardless of dollar value, unless the Contractor waived the price evaluation preference; or
- (3) Was an 8(a), HUBZone, service-disabled veteran-owned, economically disadvantaged women-owned, or women-owned small business set-aside or sole-source award regardless of dollar value.
- (f) Except as provided in paragraph (h) of this clause, the Contractor shall make the representation(s) required by paragraph (b) and (c) of this clause by validating or updating all its representations in the Representations and Certifications section of the System for Award Management (SAM) and its other data in SAM, as necessary, to ensure that they reflect the Contractor's current status. The Contractor shall notify the contracting office in writing within the timeframes specified in paragraph (b) of this clause, or with its offer for an order (see paragraph (c) of this clause), that the data have been validated or updated, and provide the date of the validation or update.
- (g) If the Contractor represented that it was other than a small business concern prior to award of this contract, the Contractor may, but is not required to, take the actions required by paragraphs (f) or (h) of this clause.
- (h) If the Contractor does not have representations and certifications in SAM, or does not have a representation in SAM for the NAICS code applicable to this contract, the Contractor is required to complete the following rerepresentation and submit it to the contracting office, along with the contract number and the date on which the rerepresentation was completed:
- (1) The Contractor represents that it [] is, [] is not a small business concern under NAICS Code 562119 assigned to contract number W912WJ22PXXXX.
 (2) [Complete only if the Contractor represented itself as a small business concern in paragraph (h)(1) of this

l is not, a small disadvantaged business concern as

(3) [Complete only if the Contractor represented itself as a small business concern in paragraph (h)(1) of this clause.] The Contractor represents that it [] is, [] is not a women-owned small business concern.

] is, [

clause.] The Contractor represents that it [

defined in 13 CFR 124.1002.

- (4) Women-owned small business (WOSB) concern eligible under the WOSB Program. [Complete only if the Contractor represented itself as a women-owned small business concern in paragraph (h)(3) of this clause.] The Contractor represents that--
- (i) It [] is, [] is not a WOSB concern eligible under the WOSB Program, has provided all the required documents to the WOSB Repository, and no change in circumstances or adverse decisions have been issued that affects its eligibility; and
- (ii) It [] is, [] is not a joint venture that complies with the requirements of 13 CFR part 127, and the representation in paragraph (h)(4)(i) of this clause is accurate for each WOSB concern eligible under the WOSB Program participating in the joint venture.

[The Contractor shall enter the name or names of the WOSB concern eligible under the WOSB Program and other small businesses that are participating in the joint venture: .] Each WOSB concern eligible under the WOSB Program participating in the joint venture shall submit a separate signed copy of the WOSB representation.
(5) Economically disadvantaged women-owned small business (EDWOSB) concern. [Complete only if the Contractor represented itself as a women-owned small business concern eligible under the WOSB Program in (h)(4) of this clause.] The Contractor represents that
(i) It [] is, [] is not an EDWOSB concern eligible under the WOSB Program, has provided all the required documents to the WOSB Repository, and no change in circumstances or adverse decisions have been issued that affects its eligibility; and
(ii) It [] is, [] is not a joint venture that complies with the requirements of 13 CFR part 127, and the representation in paragraph (h)(5)(i) of this clause is accurate for each EDWOSB concern participating in the joint venture. [The Contractor shall enter the name or names of the EDWOSB concern and other small businesses that are participating in the joint venture: .] Each EDWOSB concern participating in the joint venture shall submit a separate signed copy of the EDWOSB representation.
(6) [Complete only if the Contractor represented itself as a small business concern in paragraph (h)(1) of this clause.] The Contractor represents that it [] is, [] is not a veteran-owned small business concern.
(7) [Complete only if the Contractor represented itself as a veteran-owned small business concern in paragraph (h)(6) of this clause.] The Contractor represents that it [] is, [] is not a service-disabled veteran-owned small business concern.
(8) [Complete only if the Contractor represented itself as a small business concern in paragraph $(h)(1)$ of this clause.] The Contractor represents that
(i) It [] is, [] is not a HUBZone small business concern listed, on the date of this representation, on the List of Qualified HUBZone Small Business Concerns maintained by the Small Business Administration, and no material changes in ownership and control, principal office, or HUBZone employee percentage have occurred since it was certified in accordance with 13 CFR part 126; and
(ii) It [] is, [] is not a HUBZone joint venture that complies with the requirements of 13 CFR part 126, and the representation in paragraph (h)(8)(i) of this clause is accurate for each HUBZone small business concern participating in the HUBZone joint venture. [The Contractor shall enter the names of each of the HUBZone small business concern participating in the HUBZone joint venture: .] Each HUBZone small business concern participating in the HUBZone joint venture shall submit a separate signed copy of the HUBZone representation.
[Contractor to sign and date and insert authorized signer's name and title.]
(End of clause)

52.252-1 SOLICITATION PROVISIONS INCORPORATED BY REFERENCE (FEB 1998)

This solicitation incorporates one or more solicitation provisions by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. The offeror is cautioned that the listed provisions may include blocks that must be completed by the offeror and submitted with its quotation or offer. In lieu of submitting the full text of those provisions, the offeror may identify the provision by

paragraph identifier and provide the appropriate information with its quotation or offer. Also, the full text of a solicitation provision may be accessed electronically at this/these address(es):

https://www.acquisition.gov/

(End of provision)

52.252-2 CLAUSES INCORPORATED BY REFERENCE (FEB 1998)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this/these address(es):

https://www.acquisition.gov/

(End of clause)

AUTHORIZED DEVIATIONS IN PROVISIONS (NOV 2020) 52.252-5

- (a) The use in this solicitation of any Federal Acquisition Regulation (48 CFR Chapter 1) provision with an authorized deviation is indicated by the addition of "(DEVIATION)" after the date of the provision.
- (b) The use in this solicitation of any DFARS (48 CFR Chapter 2) provision with an authorized deviation is indicated by the addition of "(DEVIATION)" after the name of the regulation.

(End of provision)

52.252-6 **AUTHORIZED DEVIATIONS IN CLAUSES (NOV 2020)**

- (a) The use in this solicitation or contract of any Federal Acquisition Regulation (48 CFR Chapter 1) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the date of the clause.
- (b) The use in this solicitation or contract of any DFARS (48 CFR Chapter 2) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the name of the regulation.

(End of clause)

WAGE DETERMINATIONS

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.: 2015-4139 Division of

Daniel W. Simms

Revision No.: 21

Wage Determinations | Date Of Last Revision: 06/27/2022 Director Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. If the contract is entered into on or |With certain exceptions Executive Order lafter January 30 2022 or the |14026 applies to the contract. |contract is renewed or extended (e.g. |The contractor must pay all covered workers | an option is exercised) on or after | at least \$15.00 per hour (or the applicable | January 30 2022: |wage rate listed on this wage determination| lif it is higher) for all hours spent performing on the contract in 2022. If the contract is entered into on or |With certain exceptions Executive Order | |13658 applies to the contract. lafter January 30 2022 or the 2022 and the contract is not renewed | The contractor must pay all covered workers | or extended on or after January 30 | at least \$11.25 per hour (or the applicable |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at https://www.dol.gov/agencies/whd/government-contracts.

if it is higher) for all hours spent performing on the contract in 2022.

|wage rate listed on this wage determination|

This wage determination is applicable to the following cities and towns in the following VERMONT counties:

ADDISON COUNTY: Addison Bridport Bristol Cornwall Goshen Granville Hancock Leicester Middlebury New Haven Orwell Panton Ripton Salisbury Shoreham Waltham Weybridge Whiting

BENNINGTON COUNTY: Arlington Bennington Dorset Glastenbury Landgrove Manchester Peru Pownal Readsboro Rupert Sandgate Searsburg Shaftsbury Stamford Sunderland Winhall Woodford

ORANGE COUNTY: Bradford Braintree Brookfield Chelsea Corinth Fairlee Randolph Strafford Thetford Tunbridge Vershire West Fairlee

RUTLAND COUNTY: Benson Brandon Castleton Chittenden Clarendon Danby Fair Haven Hubbardton Ira Mendon Middletown Springs Mount Holly Mount Tabor Pawlet Pittsfield Poultney Proctor Rutland Sherburne Shrewsbury Sudbury Tinmouth Wallingford Wells West Haven West Rutland

WASHINGTON COUNTY: Roxbury

|2022:

WINDHAM COUNTY: Athens Brattleboro Brookline Dover Dummerston Grafton Guilford Halifax Jamaica Londonberry Marlboro Newfane Putney Rockingham Somerset Stratton Townshend Vernon Wardsboro Westminster Whitingham Wilmington Windham

WINDSOR COUNTY: Andover Baltimore Barnard Behtel Bridgewater Cavendish Chester Hartford Hartland Ludlow Norwich Plymouth Pomfret Reading Rochester Royalton Sharon Springfield Stockbridge Weathersfield West Windsor Weston Windsor Woodstock

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occ	upations	
01011 - Accounting Clerk I	17.49	
01012 - Accounting Clerk II	19.65	
01013 - Accounting Clerk III	21.97	
01020 - Administrative Assistant	29.29	
01035 - Court Reporter	20.29	
01041 - Customer Service Representative I	14.53***	
01042 - Customer Service Representative II	15.85	
01043 - Customer Service Representative III	17.79	
01051 - Data Entry Operator Î	16.13	
01052 - Data Entry Operator II	17.60	
01060 - Dispatcher Motor Vehicle	22.79	
01070 - Document Preparation Clerk	16.15	
01090 - Duplicating Machine Operator	16.15	
01111 - General Clerk I	15.04	
01112 - General Clerk II	17.21	
01113 - General Clerk III	19.27	
01120 - Housing Referral Assistant	22.61	
01141 - Messenger Courier	13.16***	
01191 - Order Clerk I	15.69	
01192 - Order Clerk II	17.12	
01261 - Personnel Assistant (Employment) I	18.13	
01262 - Personnel Assistant (Employment) II	20.29	
01263 - Personnel Assistant (Employment) III	22.61	
01270 - Production Control Clerk	23.09	
01290 - Rental Clerk	17.75	
01300 - Scheduler Maintenance	18.13	
01311 - Secretary I	18.13	
01312 - Secretary II	20.29	
01313 - Secretary III	22.61	
01320 - Service Order Dispatcher	20.38	
01410 - Supply Technician	29.29	
01420 - Survey Worker	21.49	
01460 - Switchboard Operator/Receptionist	15.82	
01531 - Travel Clerk I	15.77	

01532 - Travel Clerk II	17.33
01533 - Travel Clerk III	19.06
01611 - Word Processor I	16.15
01612 - Word Processor II	18.13
01613 - Word Processor III	20.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.28
05010 - Automotive Electrician	20.50
05040 - Automotive Glass Installer	19.69
05070 - Automotive Worker	19.69
05110 - Mobile Equipment Servicer	17.60
05130 - Motor Equipment Metal Mechanic	21.40
05160 - Motor Equipment Metal Worker	19.69
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	16.38
-	18.64
05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker	19.69
05310 - Painter Automotive	20.50
05340 - Radiator Repair Specialist	19.69
05370 - Tire Repairer	17.60
05400 - Transmission Repair Specialist	21.40
07000 - Food Preparation And Service Occupations	=
07010 - Baker	14.76***
07041 - Cook I	17.79
07042 - Cook II	19.90
07070 - Dishwasher	14.21***
07130 - Food Service Worker	14.06***
07210 - Meat Cutter	18.20
07260 - Waiter/Waitress	14.14***
09000 - Furniture Maintenance And Repair Occupat	ions
09010 - Electrostatic Spray Painter	18.13
09040 - Furniture Handler	12.67***
09080 - Furniture Refinisher	18.08
09090 - Furniture Refinisher Helper	14.46***
09110 - Furniture Repairer Minor	16.45
09130 - Upholsterer	18.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.42***
11060 - Elevator Operator	16.31
11090 - Gardener	22.16
11122 - Housekeeping Aide	16.31
11150 - Janitor	16.31
11210 - Laborer Grounds Maintenance	17.89
11240 - Maid or Houseman	14.13***
11260 - Pruner	16.39
11270 - Tractor Operator	20.62
11330 - Trail Maintenance Worker	17.89
11360 - Window Cleaner	17.89
	17.00
12000 - Health Occupations 12010 - Ambulance Driver	22.62
12010 - Amoulance Driver	23.62

12011 - Breath Alcohol Technician	25.21
12012 - Certified Occupational Therapist Assistant	31.31
12015 - Certified Physical Therapist Assistant	28.90
12020 - Dental Assistant	22.48
12025 - Dental Hygienist	36.43
12030 - EKG Technician	34.57
12035 - Electroneurodiagnostic Technologist	34.57
12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	20.41
12072 - Licensed Practical Nurse II	22.81
12073 - Licensed Practical Nurse III	25.43
12100 - Medical Assistant	18.32
12130 - Medical Laboratory Technician	28.90
12160 - Medical Record Clerk	20.05
12190 - Medical Record Technician	22.43
12195 - Medical Transcriptionist	22.18
12210 - Nuclear Medicine Technologist	50.15
12221 - Nursing Assistant I	12.70***
12222 - Nursing Assistant II	14.28***
12223 - Nursing Assistant III	15.58
12224 - Nursing Assistant IV	17.48
12235 - Optical Dispenser	22.81
12236 - Optical Technician	22.04
12250 - Pharmacy Technician	17.69
12280 - Phlebotomist	17.48
12305 - Radiologic Technologist	31.09
12311 - Registered Nurse I	25.03
12312 - Registered Nurse II	30.61
12313 - Registered Nurse II Specialist	30.61
12314 - Registered Nurse III	37.03
12315 - Registered Nurse III Anesthetist	37.03
12316 - Registered Nurse IV	44.40
12317 - Scheduler (Drug and Alcohol Testing)	28.26
12320 - Substance Abuse Treatment Counselor	26.36
13000 - Information And Arts Occupations	20.30
13011 - Exhibits Specialist I	17.25
13011 - Exhibits Specialist II	21.18
13012 - Exhibits Specialist III	25.91
13041 - Illustrator I	
13041 - Hustrator I 13042 - Illustrator II	20.19
	23.61
13043 - Illustrator III	28.82
13047 - Librarian	23.45
13050 - Library Aide/Clerk	14.72***
13054 - Library Information Technology Systems	21.18
Administrator	10.05
13058 - Library Technician	17.75
13061 - Media Specialist I	15.28
13062 - Media Specialist II	17.09
13063 - Media Specialist III	19.05
13071 - Photographer I	17.95

13072 - Photographer II	19	2.20
13073 - Photographer III		5.14
13074 - Photographer IV		9.49
13075 - Photographer V		1.21
13090 - Technical Order Library Clerk	•	18.49
13110 - Video Teleconference Technician		20.12
14000 - Information Technology Occupations		20.12
14041 - Computer Operator I		18.24
14042 - Computer Operator II		20.41
14043 - Computer Operator III		22.76
14044 - Computer Operator IV		25.83
14045 - Computer Operator V		28.67
14071 - Computer Programmer I	(see 1)	22.88
14072 - Computer Programmer II	(see 1)	22.00
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator	(Sec 1)	18.24
14160 - Personal Computer Support Technician		25.94
14170 - System Support Specialist		28.67
15000 - Instructional Occupations		20.07
15010 - Aircrew Training Devices Instructor (No	on Rated)	32.05
15020 - Aircrew Training Devices Instructor (Re		38.80
15030 - Air Crew Training Devices Instructor (Pa		46.49
15050 - All Clew Training Devices institution (T		32.05
15060 - Educational Technologist	sirucioi	29.84
15070 - Flight Instructor (Pilot)	/	17.42
15070 - Fright Instructor (Friot) 15080 - Graphic Artist	24.	
15085 - Maintenance Test Pilot Fixed Jet/Prop	Δπ.	46.49
15086 - Maintenance Test Pilot Rotary Wing		46.49
15088 - Non-Maintenance Test/Co-Pilot		46.49
15090 - Technical Instructor	2	23.66
15095 - Technical Instructor/Course Developer	2	28.94
15110 - Test Proctor	19.1	
15110 - Test Hoctor 15120 - Tutor	19.10	10
16000 - Laundry Dry-Cleaning Pressing And Rela		ntions
16010 - Assembler	14.22	
16030 - Counter Attendant		.22***
16040 - Dry Cleaner	16.	
16070 - Finisher Flatwork Machine		14.22***
16090 - Presser Hand	14.22	
16110 - Presser Machine Drycleaning	17.22	14.22***
16130 - Presser Machine Shirts	14	.22***
16160 - Presser Machine Wearing Apparel Laun		14.22***
16190 - Sewing Machine Operator	ar y	16.94
16220 - Tailor	17.62	10.77
16250 - Washer Machine		.90***
19000 - Machine Tool Operation And Repair Occ		
17000 Machine 1001 Operation And Repair Occ	аранопо	

19010 - Machine-Tool Operator (Tool Room)	2	29.30
19040 - Tool And Die Maker	33.92	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.51	
21030 - Material Coordinator	23.09	
21040 - Material Expediter	23.09	
21050 - Material Handling Laborer	15.47	
	14.74***	
21080 - Production Line Worker (Food Processing)	1 1.7 1	18.51
21110 - Shipping Packer	18.12	10.51
21130 - Shipping/Receiving Clerk	18.12	
21140 - Store Worker I	14.84***	
21150 - Stock Clerk	18.33	
21210 - Tools And Parts Attendant	18.51	
21410 - Warehouse Specialist	18.51	
23000 - Mechanics And Maintenance And Repair Occu		
23010 - Aerospace Structural Welder	29.37	
23010 - Acrospace Structural Welder 23019 - Aircraft Logs and Records Technician		1.68
23021 - Aircraft Mechanic I	28.33	+.06
23021 - Aircraft Mechanic II	29.37	
23022 - Afferant Mechanic III	30.40	
23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter	21.69 27.14	
23060 - Aircraft Servicer	24.68	27.14
23070 - Aircraft Survival Flight Equipment Technician		27.14
23080 - Aircraft Worker	26.06	26.06
23091 - Aircrew Life Support Equipment (ALSE) Med	enanic	26.06
1 22002 Airgray, Life Support Equipment (ALSE) Me	honio	28.33
23092 - Aircrew Life Support Equipment (ALSE) Med II	Silanic	20.33
23110 - Appliance Mechanic	24.59	
23120 - Bicycle Repairer	19.84	
23125 - Cable Splicer	47.26	
23130 - Carpenter Maintenance	23.51	
23140 - Carpet Layer	26.06	
23160 - Electrician Maintenance	27.18	
23181 - Electronics Technician Maintenance I		5.13
23182 - Electronics Technician Maintenance II		7.85
23183 - Electronics Technician Maintenance III		3.33
23260 - Fabric Worker	24.68	3.33
23290 - Fire Alarm System Mechanic	28.3	6
23310 - Fire Extinguisher Repairer	23.30	O
23311 - Fuel Distribution System Mechanic		.29
23312 - Fuel Distribution System Operator	20.5	
23370 - General Maintenance Worker	18.9	
23380 - Ground Support Equipment Mechanic		28.33
23381 - Ground Support Equipment Servicer		4.68
23382 - Ground Support Equipment Worker		6.06
23391 - Gunsmith I	23.30	
23392 - Gunsmith II	26.06	
200/2 Gundinim II	20.00	

23393 - Gunsmith III	28.33
23410 - Heating Ventilation And Air-Conditioning	26.08
Mechanic	20.00
23411 - Heating Ventilation And Air Contidioning	27.04
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.11
23440 - Heavy Equipment Operator	22.68
23460 - Instrument Mechanic	28.33
23465 - Laboratory/Shelter Mechanic	27.14
23470 - Laborer	15.47
23510 - Locksmith	27.14
23530 - Machinery Maintenance Mechanic	27.51
23550 - Machinist Maintenance	21.95
23580 - Maintenance Trades Helper	14.99***
23591 - Metrology Technician I	28.33
23592 - Metrology Technician II	29.37
23593 - Metrology Technician III	30.40
23640 - Millwright	28.33
23710 - Office Appliance Repairer	23.98
23760 - Painter Maintenance	22.62
23790 - Pipefitter Maintenance	26.94
23810 - Plumber Maintenance	25.80
23820 - Pneudraulic Systems Mechanic	28.33
23850 - Rigger	28.33
23870 - Scale Mechanic	26.06
23890 - Sheet-Metal Worker Maintenance	21.02
23910 - Small Engine Mechanic	19.66
23931 - Telecommunications Mechanic I	31.13
23932 - Telecommunications Mechanic II	32.29
23950 - Telephone Lineman	38.23
23960 - Welder Combination Maintenance	22.00
23965 - Well Driller	28.33
23970 - Woodcraft Worker	28.33
23980 - Woodworker	23.30
24000 - Personal Needs Occupations	
24550 - Case Manager	18.12
24570 - Child Care Attendant	14.60***
24580 - Child Care Center Clerk	18.21
24610 - Chore Aide	14.31***
24620 - Family Readiness And Support Services	18.12
Coordinator	10.10
24630 - Homemaker	18.12
25000 - Plant And System Operations Occupations	25.70
25010 - Boiler Tender	25.78
25040 - Sewage Plant Operator	23.02
25070 - Stationary Engineer	25.78
25190 - Ventilation Equipment Tender	18.56
25210 - Water Treatment Plant Operator	23.02
27000 - Protective Service Occupations	22.14
27004 - Alarm Monitor	22.14

27007 - Baggage Inspector	15.02	
27008 - Corrections Officer	24.04	
27010 - Court Security Officer	24.04	
27030 - Detection Dog Handler	16.80	
27040 - Detention Officer	24.04	
27070 - Firefighter	24.04	
27101 - Guard I	15.02	
27102 - Guard II	16.80	
27131 - Police Officer I	24.69	
27132 - Police Officer II	27.44	
28000 - Recreation Occupations	27.11	
28041 - Carnival Equipment Operator	16.8	4
28042 - Carnival Equipment Repairer	18.09	
28043 - Carnival Worker	13.38***	
28210 - Gate Attendant/Gate Tender	17.71	
28310 - Lifeguard	15.61	
28350 - Park Attendant (Aide)	19.81	
· · · · · · · · · · · · · · · · · · ·		.45***
28510 - Recreation Aide/Health Facility Attendant	24.54	.43***
28515 - Recreation Specialist	24.34 15.77	
28630 - Sports Official	20.24	
28690 - Swimming Pool Operator	-	•
29000 - Stevedoring/Longshoremen Occupational Serv 29010 - Blocker And Bracer		
	26.06	
29020 - Hatch Tender	26.06	
29030 - Line Handler	26.06	
29041 - Stevedore I	24.68	
29042 - Stevedore II	27.14	
30000 - Technical Occupations	(2)	41.07
30010 - Air Traffic Control Specialist Center (HFO)		41.27
30011 - Air Traffic Control Specialist Station (HFO)		28.46
30012 - Air Traffic Control Specialist Terminal (HFC		31.33
30021 - Archeological Technician I	18.73	
30022 - Archeological Technician II	21.85	
30023 - Archeological Technician III	24.54	
30030 - Cartographic Technician	26.50	
30040 - Civil Engineering Technician	26.69)
30051 - Cryogenic Technician I	27.18	
30052 - Cryogenic Technician II	30.02	
30061 - Drafter/CAD Operator I	18.73	
30062 - Drafter/CAD Operator II	21.85	
30063 - Drafter/CAD Operator III	24.37	
30064 - Drafter/CAD Operator IV	27.75	
30081 - Engineering Technician I	15.11	
30082 - Engineering Technician II	16.95	
30083 - Engineering Technician III	18.96	
30084 - Engineering Technician IV	23.50	
30085 - Engineering Technician V	28.75	
30086 - Engineering Technician VI	34.78	
30090 - Environmental Technician	24.54	
30095 - Evidence Control Specialist	24.54	

30210 - Laboratory Technician	22.08	
30221 - Latent Fingerprint Technician I	27.18	
30222 - Latent Fingerprint Technician II	30.02	2
30240 - Mathematical Technician	25.23	
30361 - Paralegal/Legal Assistant I	20.23	
30362 - Paralegal/Legal Assistant II	25.07	
30363 - Paralegal/Legal Assistant III	30.67	
30364 - Paralegal/Legal Assistant IV	37.10	
30375 - Petroleum Supply Specialist	30.02	
30390 - Photo-Optics Technician	27.08	
30395 - Radiation Control Technician	30.02)
30461 - Technical Writer I	24.54	•
30462 - Technical Writer II	30.02	
30463 - Technical Writer III	36.33	
	30.33	26.22
30491 - Unexploded Ordnance (UXO) Technician I		26.22
30492 - Unexploded Ordnance (UXO) Technician II	r	31.73
30493 - Unexploded Ordnance (UXO) Technician II		38.03
30494 - Unexploded (UXO) Safety Escort		26.22
30495 - Unexploded (UXO) Sweep Personnel		26.22
30501 - Weather Forecaster I	27.75	
30502 - Weather Forecaster II	33.76	
30620 - Weather Observer Combined Upper Air Or	(see 2)	24.37
Surface Programs		
30621 - Weather Observer Senior (see	,	3
31000 - Transportation/Mobile Equipment Operation	-	
31010 - Airplane Pilot	31.73	
31020 - Bus Aide	15.26	
31030 - Bus Driver	20.02	
31043 - Driver Courier	16.56	
31260 - Parking and Lot Attendant	14.22***	*
31290 - Shuttle Bus Driver	17.46	
31310 - Taxi Driver	14.77***	
31361 - Truckdriver Light	17.80	
31362 - Truckdriver Medium	18.85	
31363 - Truckdriver Heavy	23.33	
31364 - Truckdriver Tractor-Trailer	23.33	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	15.47	
	13.75***	
99050 - Desk Clerk	13.84***	
99095 - Embalmer	27.42	
99130 - Flight Follower	26.22	
99251 - Laboratory Animal Caretaker I	16.5	2
99252 - Laboratory Animal Caretaker II	17.5	
99260 - Marketing Analyst	26.68	
99310 - Mortician	27.42	
99410 - Pest Controller	22.32	
99510 - Photofinishing Worker	13.78***	
99710 - Recycling Laborer	20.58	
99711 - Recycling Specialist	23.74	
77,111 - Recycling Specialist	43./ 4	

99730 - Refuse Collector	18.86
99810 - Sales Clerk	14.19***
99820 - School Crossing Guard	17.34
99830 - Survey Party Chief	23.74
99831 - Surveying Aide	15.72
99832 - Surveying Technician	21.57
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	23.57
99842 - Vending Machine Repairer Helper	19.61

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour up to 40 hours per week or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour up to 40 hours per week or \$176.40 per week or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive administrative or professional capacity as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17) this wage determination may not include wage rates for all occupations within those job families. In such instances a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry and are not determinative of whether an employee is an exempt computer professional. To be exempt computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14 2006)). Accordingly this wage determination will not

apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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 re-grading 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.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** 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 (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each

proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 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 Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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"" should be used to compare job definitions to ensure 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 (See 29 CFR 4.152(c)(1)).