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THOMASTON DAM PRODANIEL DEFIORE 331 HILL ROAD THOMASTON, CT 06787 TEL: 978-318-8475 FAX:													
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SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS (CONTINUED)				EMS					P/	AGE 2 OF 44		
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Section SF 1449 - CONTINUATION SHEET

#### INFORMATION TO OFFERORS

-PLEASE DIRECT QUESTIONS TO SARA J. TORRES AT (978) 318-8478 OR <a href="mailto:sara\_j.torres@usace.army.mil">Sara\_j.torres@usace.army.mil</a> . THE SOLICITATION AND RESULTING CONTRACT SHALL BE THE GOVERNING DOCUMENT IN ALL CASES.

-QUOTES CAN BE FAXED OR E-MAILED TO SARA J. TORRES AT (978) 318-8478 or EMAILED AT Sara.J.Torres@usace.army.mil . E-MAIL IS THE PREFERRED METHOD OF SUBMISSION.

Contractors MUST be registered in the System for Awards Management at <a href="www.SAM.gov">www.SAM.gov</a> (formerly the Central Contractor Registration (CCR) database and the On-Line Representations and Certifications (ORCA) (see DFARS clause 252.204-7004 Alt A). Please note that Google and Google Chrome are not supported browsers for SAM registration. Mozilla Firefox, Safari, and Internet Explorer are supported browsers.

**NOTE:** SAM registration may take up to 3 weeks to process.

Provide DUNS number:	(telephone 866-705-5711 for DUNS)
Provide CAGE code:	
Provide TAX ID:	

Per FAR Clause 52.212-3 Alt I, the Contractor is required to complete the On-line Representations and Certifications 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.

#### **BID SCHEDULE**

# PORTABLE TOILET CONTRACT AT U.S. ARMY CORPS OF ENGINEERS THOMASTON DAM AND NORTHFIELD BROOK LAKE PERFORMANCE WORK STATEMENT March 2018

#### **Bid Schedule**

Item	Unit	QTY	Unit Price	Total	
Off Season Rental Services (including weekly cleaning) Vista Picnic Area (Unit rate is one month)	Each	7			
Recreation Season Rental Services (including two cleanings a week) Northfield Brook Lake (Unit rate is one month)	Each	7			

Deli	very/Pickup Charges Vista I	icnic Area	Each	1	
Deli	very/Pickup Charges North	field Brook Lake	Each	5	
	cheduled Cleaning Services				
	t rate is one cleaning service	e x5 toilets)	Each	10	
				Total:	_
ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001	TD & NBL Protable Toile FFP	1 ts	Job		
	Contractor shall provide fi equipment and materials to season at Northfield Brook the Thomaston Dam, in ac Statement. PLEASE SUBI SCHEDULE. FOB: Destination	clean and mainta Lake, as well as cordance with the	nin the toilet one (1) toile attached Pe	s during the recreation at during the off season at rformance Work	

#### PERFORMANCE WORK STATEMENT

PORTABLE TOILET CONTRACT
AT U.S. ARMY CORPS OF ENGINEERS
THOMASTON DAM AND
NORTHFIELD BROOK LAKE
PERFORMANCE WORK STATEMENT
March 2018

NET AMT

#### A. General

# 1. Performance Requirements.

The purpose of this procurement is to obtain a portable toilet supplier to provide, service, and maintain up to five (5) portable toilets at one time during the recreation season at Northfield Brook Lake, as well as one (1) toilet during the off season at the Thomaston Dam. The time frame for this contract will be from 16 April 2018 through 19 April 2019.

#### 2. Location.

Northfield Brook Lake is located at 1550 Northfield Road Thomaston, CT 06787, and the Vista Picnic area of the Thomaston Dam is located at 331 Hill Road Thomaston, CT 06787. The portable toilets will be located at the following areas: Northfield Brook Lake- Shelter 1 Area, Shelter 2 Area, and Brookside Area. Thomaston Dam- Vista Picnic Area.

### 3. Site Visit.

To arrange a site visit contact the Technical Point of Contact, Park Ranger Daniel DeFiore at 978-318-8475 or Daniel.R.DeFiore@usace.army.mil.

#### 4. Schedule.

The period of performance is from 16 April 2018 to 19 April 2019. This will be a one year contract.

### 5. Safety.

The contractor will comply with all pertinent provisions of the latest edition of the U.S. Army Corps of Engineers Safety and Health Requirements COE EM 385-1-1. A copy of COE EM 385-1-1 is available for reference at the project office. In addition, the manual may be viewed at the following link:

http://www.publications.usace.army.mil/Portals/76/Publications/EngineerManuals/EM\_385\_1-1-1.pdf The contractor shall also comply with all OSHA work safety standards. The project staff can and will order the cessation of work at any time should the safety of employees and visitors become jeopardized.

#### 6. Pre-Work Conference.

Successful bidders will be required to attend a pre-work conference to be conducted by the Technical Point of Contact. This meeting will be for the purpose of discussing the policies outlined in the performance work statement. The contractor may request a gate key to allow access to Northfield Brook Lake dumpsters outside of park hours if needed.

#### 7. Security.

The contractor will comply with all established security policies at the Thomaston Dam Unit Projects. Due to periods of heightened security that may affect the access to the areas covered under this contract, areas may be subject to periodic closures or evacuations, which in turn may reduce or inhibit the Contractor's ability to access certain areas. During periods of heightened security the Government reserves the right, at any time, to close any property or portion of property and reschedule and/or cancel any subsequent service in an area. The Contractor shall be given at least 24 hour notice of any such closure that will affect this

contract.

#### 8. Flooding.

The area at Northfield Brook Lake where the toilets will be placed is subject to controlled flooding. In the event of a flood event, areas may be subject to periodic closures. In the instance of a flood event the government reserves the right to move the portable toilets to an area of the project safe from flood waters.

#### 9. Payment.

The contractor will submit one monthly invoice to the Technical Point of Contact. Payment will be made only for the number of days noted in the bid sheet at the applicable contract unit price rate. Reductions in payment will be made on a per diem basis on the prorated amount of the total cost of services. Short periods of emergency absence may be approved on an individual basis, based on need and workload at the discretion of the Technical Point of Contact. No payment will be made for time not worked.

The invoices will be delivered in person or directed via regular mail, email (preferred) or fax as identified below:

Thomaston Dam 331 Hill Road Thomaston, CT 06787

Email: Daniel.R.DeFiore@usace.army.mil

Phone: 978-318-8475 Fax: (860) 283-0303

#### B. Technical

#### 1. General.

The supplier shall provide, service, and maintain one (1) toilet at the Thomaston Dam during the off season as specified below, and five (5) portable toilets at Northfield Brook Lake during the recreation season as specified on the schedule below.

#### 2. Schedule.

- Recreation Season: Provide **five (5)** portable toilets at Northfield Brook Lake Monday, 16 April 2018 to Tuesday, 9 October 2018.
- Off Season: Provide **one** (1) portable toilet at the Thomaston Dam Tuesday, 9 October 2018 to Friday, 19 April 2019.

#### 3. Performance Requirements.

#### 3.1 Location.

#### Off Season:

Parking lot of Vista Picnic Area, Thomaston Dam\*
 Supply 1 handicapped toilet
 Service 1 time per week on Fridays.

#### **Recreation Season:**

Northfield Brook Lake\*
 Supply 3 standard portable toilets
 Supply 2 handicapped portable toilets
 Service all 5 toilets 2 times per week on Mondays and Fridays

\*The supplier shall make arrangements with the Technical Point of Contact to meet on the morning of the delivery date. The Technical Point of Contact will escort the supplier to the locations to help the supplier ensure the correct placement of the portable toilets.

#### 3.2 Servicing Schedule and Requirements.

The portable toilet will be a self-contained unit. The supplier will be responsible for repairing any damages incurred to the portable toilets.

Each portable toilet will contain a waterless hand-sanitizer dispenser which shall be replenished each time a unit is serviced.

The portable toilets at Northfield Brook Lake will be serviced twice a week, and the toilet at the Vista Picnic Area will be serviced once a week on their designated days. The supplier will service the toilets between the hours of 7:00 am and 10:00 am in order to limit interference with visitors recreating in the parks. The cleaning service shall include but is not limited to: replacement of toilet paper and hand sanitizer, removal of insect nests, dirt, feces, and debris from all interior and exterior surfaces of each unit, pumping and replacement of tank fluids to industry standards, etc. The contractor will remove loose litter found within and on the floor of the portable toilets and five feet around the unit. Proper disposal of that litter will occur off of Government property. The government will provide extra toilet paper in the event that it runs out between cleanings.

If the supplier cannot service the toilets at the required date and time, he/she must contact the Point of Contact to make other arrangements. If a service day lands on a federal holiday, the contractor may instead service the toilet on the following business day.

Each portable toilet shall contain a service record affixed to the interior of the unit which shall be used by the supplier to record the date and time when a unit has been serviced. This record will be updated each time the unit is serviced and replaced when needed.

The contractor will provide USACE with a key (or necessary tool) to replace toilet paper between scheduled cleanings as needed.

#### 4. Unscheduled Service.

In addition to the twice weekly cleanings, the supplier may be asked to provide unscheduled cleaning services for all 5 toilets up to ten (10) times on an as-needed basis at Northfield Brook Lake.

#### 5. Termination.

Failure of the supplier to provide complete and acceptable services and/or failure to abide by any/all of the requirements listed in this contract may be grounds for termination of the contract by the US Army Corps of Engineers at any time.

Unacceptable/unbecoming actions or conduct on the part of the supplier and its employees while conducting business on the US Army Corps of Engineers property may be grounds for immediate cancellation of the contract. Examples include; but are not limited to the following:

- Damage to government property caused by the supplier or its employees
- Cursing, harassment, discrimination of, unwarranted and/or inappropriate verbal or physical contact with visitors, Corps employees, Corps volunteers or other contractors.
- Written and/or verbal complaints from visitors, Corps personnel, or other contractors.
- Unsafe or unauthorized operation of vehicles on government property.

#### SECURITY REQUIREMENTS

The contractor and all associated sub-contractors shall receive a brief/training (provided by the RA) on the local suspicious activity reporting program. This locally developed training will be used to inform employees of the types of behavior to watch for and instruct employees to report suspicious activity to the project manager, security representative or law enforcement entity. This training shall be completed within 30 calendar days of contract award and within 30 calendar days of new employees commencing performance with the results reported to the Technical Point of Contact not later than 5 calendar days after the completion of the training.

The Contractor must pre-screen Candidates using the E-verify Program (<a href="http://www.uscis.gov/everify">http://www.uscis.gov/everify</a>) website to meet the established employment eligibility requirements. The Vendor must ensure that the Candidate has two valid forms of Government issued identification prior to enrollment to ensure the correct information is entered into the Everify system. An initial list of verified/eligible Candidates must be provided to the Technical Point of Contact no later than 3 business days after the initial award.

**DELIVERY INFORMATION** 

961103

0001 POP 16-APR-2018 TO N/A

19-APR-2019

THOMASTON DAM PROJ OFC DANIEL DEFIORE

331 HILL ROAD

THOMASTON, CT 06787-0307

978-318-8475 FOB: Destination

#### CLAUSES INCORPORATED BY REFERENCE

52.204-16	Commercial and Government Entity Code Reporting	JUL 2016
52.212-1	Instructions to OfferorsCommercial Items	JAN 2017
52.212-4	Contract Terms and ConditionsCommercial Items	JAN 2017
52.223-5	Pollution Prevention and Right-to-Know Information	MAY 2011
52.225-25	Prohibition on Contracting with Entities Engaging in Certain	
	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	DEC 2013
	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
252.203-7003	Agency Office of the Inspector General	DEC 2012
252.204-7004 Alt A	System for Award Management Alternate A	FEB 2014
252.204-7012	Safeguarding Covered Defense Information and Cyber	OCT 2016
	Incident Reporting	
252.204-7015	Notice of Authorized Disclosure of Information for Litigation	MAY 2016
	Support	
252.223-7006	Prohibition On Storage, Treatment, and Disposal of Toxic or	SEP 2014
	Hazardous Materials	
252.225-7048	Export-Controlled Items	JUN 2013
252.232-7003	Electronic Submission of Payment Requests and Receiving	JUN 2012
	Reports	
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	JUN 2013

#### CLAUSES INCORPORATED BY FULL TEXT

#### 52.212-3 OFFEROR REPRESENTATIONS AND CERTIFICATIONS--COMMERCIAL ITEMS (NOV 2017)

The Offeror shall complete only paragraph (b) of this provision if the Offeror has completed the annual representations and certification electronically via the System for Award Management (SAM) Web site located at <a href="https://www.sam.gov/portal">https://www.sam.gov/portal</a>. If the Offeror has not completed the annual representations and certifications electronically, the Offeror shall complete only paragraphs (c) through (u) of this provision.

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

"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.
- "Predecessor" means an entity that is replaced by a successor and includes any predecessors of the predecessor.
- "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" 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.
- "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.
- "Successor" means an entity that has replaced a predecessor by acquiring the assets and carrying out the affairs of the predecessor under a new name (often through acquisition or merger). The term
- "successor" does not include new offices/divisions of the same company or a company that only changes its name. The extent of the responsibility of the successor for the liabilities of the predecessor may vary, depending on State law and specific circumstances.
- "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 stock of which 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 its stock is owned by one or more women; or
- (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 posted electronically on the SAM website.
- (2) The offeror has completed the annual representations and certifications electronically via the SAM website accessed through <a href="https://www.acquisition.gov">https://www.acquisition.gov</a>. After reviewing the SAM database 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 Items, have been entered or updated in the last 12 months, are current, accurate, complete, and applicable to this solicitation (including the business size standard

applicable to the NAICS code referenced for this solicitation), as of the date of this offer and are incorporated in this offer by reference (see FAR 4.1201), except for paragraphs
[Offeror to identify the applicable paragraphs at (c) through (u) 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 will be performed in the United States or its outlying areas. 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.
(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. Note: Complete paragraphs (c)(8) and (c)(9) only if this solicitation is expected to exceed the simplified acquisition threshold. (8) Women-owned business concern (other than small business concern). (Complete only if the offeror is a womenowned 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) Tie bid priority for labor surplus area concerns. 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--(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 (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 concerns 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. (d) Certifications and 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 either to the Equal Opportunity clause of this solicitation, the 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 Subparts 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) The offeror certifies that each end product, except those listed in paragraph (f)(2) of this provision, is a domestic end product and that for other than COTS items, the offeror has considered components of unknown origin to have been mined, produced, or manufactured outside the United States. The offeror shall list as foreign end products those end products manufactured in the United States that do not qualify as domestic end products, i.e., an end product that is not a COTS item and does not meet the component test in paragraph (2) of the definition of "domestic end product." The terms "commercially available off-the-shelf (COTS) item," "component," "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.	<b>Country of Origin</b>

(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) The offeror certifies that each end product, except those listed in paragraph (g)(1)(ii) or (g)(1)(iii) of this provision, is a domestic end product and that for other than COTS items, the offeror has considered components of unknown origin to have been mined, produced, or manufactured outside the United States. The terms ``Bahrainian, Moroccan, Omani, Panamanian, or Peruvian end product," ``commercially available off-the-shelf (COTS) item," ``component," ``domestic 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 End Products (Other than Bahrainian, Moroccan, Omani, Panamanian, or Peruvian End Products) or Israeli End Products:

Line Item No.	<b>Country of Origin</b>
	_

		Page 16 of 44
[List as necessar	y]	
of this provision Trade Act." The that do not quali component test i	as defined in the clar offeror shall list as of fy as domestic end pro n paragraph (2) of the	es that are foreign end products (other than those listed in paragraph (g)(1)(ii) use of this solicitation entitled "Buy American-Free Trade Agreements-Israeli her foreign end products those end products manufactured in the United States oducts, i.e., an end product that is not a COTS item and does not meet the definition of "domestic end product."
Other Foreign E	na Products:	
Line Item No.	<b>Country of Origin</b>	
[List as necessar	y]	
(2) Buy America	<i>n Act-Free Trade Agr</i> R 52.225-3 is included	Fers in accordance with the policies and procedures of FAR Part 25. reements-Israeli Trade Act Certificate, Alternate I (Jan 2004). If Alternate I to d in this solicitation, substitute the following paragraph (g)(1)(ii) for paragraph
		following supplies are Canadian end products as defined in the clause of this ree Trade Agreements-Israeli Trade Act":
Canadian End Pr	roducts:	
Line Item No.		
[List as necessar	y]	

(3) Buy American-Free Trade Agreements-Israeli Trade Act Certificate, Alternate II (Jan 2004). 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.	<b>Country of Origin</b>

[List as necessary]

- (4) Buy American--Free Trade Agreements--Israeli Trade Act Certificate, Alternate III. If Alternate III 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 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.	<b>Country of Origin</b>

[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
	country or origin

	[List as necessary]	
items covered by country end prode for award only of Officer determine	the WTO GPA, the oucts without regard to fers of U.Smade or	fers in accordance with the policies and procedures of FAR Part 25. For line Government will evaluate offers of U.Smade or designated to the restrictions of the Buy American statute. The Government will consider designated country end products unless the Contracting fers for such products or that the offers for such products are insufficient to ion.
expected to excee		cility Matters (Executive Order 12689). (Applies only if the contract value is usition threshold.) The offeror certifies, to the best of its knowledge and a principals
	[ ] are not pres racts by any Federal	ently debarred, suspended, proposed for debarment, or declared ineligible for agency;
judgment rendere attempting to obta or state antitrust s bribery, falsificat	ed against them for: c ain, or performing a l statutes relating to the	within a three-year period preceding this offer, been convicted of or had a civil ommission of fraud or a criminal offense in connection with obtaining, Federal, state or local government contract or subcontract; violation of Federal e submission of offers; or commission of embezzlement, theft, forgery, records, making false statements, tax evasion, violating Federal criminal tax
		sently indicted for, or otherwise criminally or civilly charged by a Government se offenses enumerated in paragraph (h)(2) of this clause; and
(4) [ ] Have Federal taxes in a	e, [ ] have not, n amount that exceed	within a three-year period preceding this offer, been notified of any delinquent ds \$3,500 for which the liability remains unsatisfied.
(i) Taxes are cons	sidered delinquent if	both of the following criteria apply:
finally determine	d if there is a pending	ned. The liability is finally determined if it has been assessed. A liability is not g administrative or judicial challenge. In the case of a judicial challenge to the ermined until all judicial appeal rights have been exhausted.
	l payment was due ar	ing payment. A taxpayer is delinquent if the taxpayer has failed to pay the tax and required. A taxpayer is not delinquent in cases where enforced collection

(ii) Examples.

(A) The taxpayer has received a statutory notice of deficiency, under I.R.C. §6212, which entitles the taxpayer to seek Tax Court review of a proposed tax deficiency. 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 appear rights.

- (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 products.

States); or

Listed End Product	Listed Countriesof Origin

_		
	Officer has identified end products and countries of origs st certify to either (i)(2)(i) or (i)(2)(ii) by checking the approximate $(2)(2)(2)(2)(2)(2)$	
	oly any end product listed in paragraph (i)(1) of this proveresponding country as listed for that product.	ision that was mined
produced, or manufactured in the commade a good faith effort to determine manufacture any such end product futhat it is not aware of any such use of (j) <i>Place of manufacture</i> . (Does not a manufactured end products.) For state	an end product listed in paragraph (i)(1) of this provision responding country as listed for that product. The offere whether forced or indentured child labor was used to murnished under this contract. On the basis of those efforts of child labor.  Apply unless the solicitation is predominantly for the acquistical purposes only, the offeror shall indicate whether to expect to provide in response to this solicitation is predominantly.	or certifies that it has nine, produce, or , the offeror certifies uisition of the place of

(1) (\_\_\_\_\_) In the United States (Check this box if the total anticipated price of offered end products manufactured in the United States exceeds the total anticipated price of offered end products manufactured outside the United

(2) ( ) Outside the United States.
(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 price of offered end products manufactured in the United States exceeds the total anticipated price of offered end products manufactured outside the United States); or
(2) ( ) Outside the United States.
(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 <u>22.1003-4(c)(1)</u> . 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 $\underline{22.1003-4}(d)(1)$ . 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 <u>22.1003-4(d)(2)(iii)</u> );
(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.
- (l) 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 the SAM database 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 not 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. By submission of its offer, the offeror represents that-
(i) It is not an inverted domestic corporation; and
(ii) It 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 e-mail questions concerning sensitive technology to the Department of State at <a href="mailto:CISADA106@state.gov">CISADA106@state.gov</a> .
(2) Representation and Certifications. 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 \$3,500 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 <a href="http://www.treasury.gov/ofac/downloads/t11sdn.pdf">http://www.treasury.gov/ofac/downloads/t11sdn.pdf</a> ).
(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., $\underline{52.212-3}(g)$ 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 section 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 and 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 (52.212-1(k)).
(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).

(End of provision)

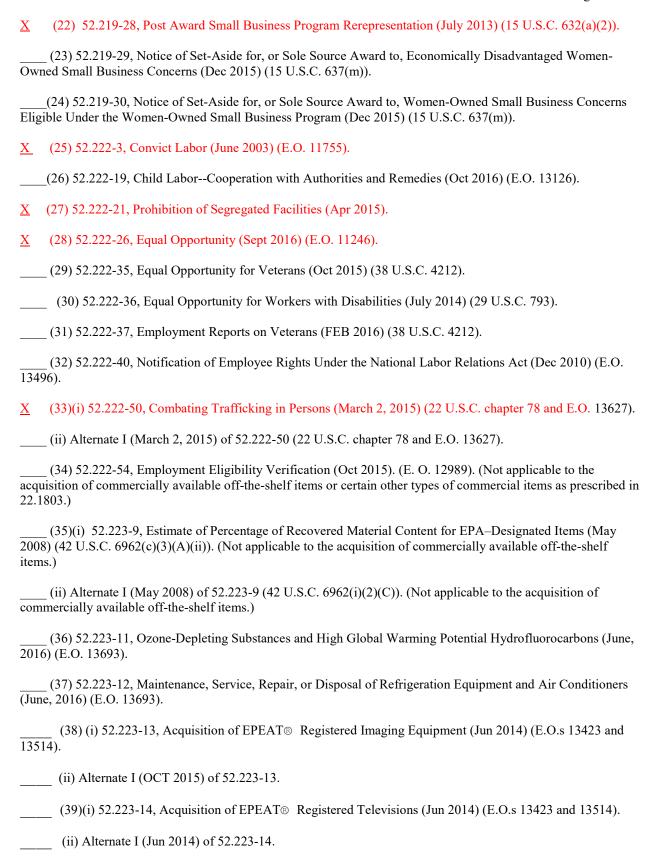
# 52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS--COMMERCIAL ITEMS (NOV 2017)

- (a) The Contractor shall comply with the following Federal Acquisition Regulation (FAR) clauses, which are incorporated in this contract by reference, to implement provisions of law or Executive orders applicable to acquisitions of commercial items:
- (1) 52.203-19, 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) 52.209-10, Prohibition on Contracting with Inverted Domestic Corporations (Nov 2015).
- (3) 52.233-3, Protest After Award (AUG 1996) (31 U.S.C. 3553).
- (4) 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 items: (Contracting Officer check as appropriate.)
- (1) 52.203-6, Restrictions on Subcontractor Sales to the Government (Sept 2006), with Alternate I (Oct 1995) (41 U.S.C. 4704 and 10 U.S.C. 2402).

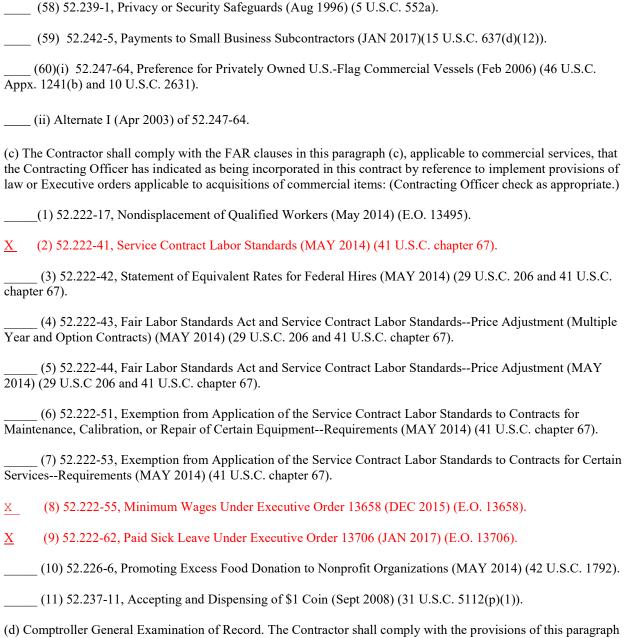
  (2) 52.203-13, Contractor Code of Business Ethics and Conduct (Oct 2015) (41 U.S.C. 3509).

  (3) 52.203-15, Whistleblower Protections under the American Recovery and Reinvestment Act of 2009 (June 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 (Oct 2016) (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.

(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. (Oct 2015) (31 U.S.C. 6101 note).
(9) 52.209-9, Updates of Publicly Available Information Regarding Responsibility Matters (July 2013) (41 U.S.C. 2313).
(10) [Reserved]
(11)(i) 52.219-3, Notice of HUBZone Set-Aside or Sole-Source Award (NOV 2011) (15 U.S.C. 657a).
(ii) Alternate I (NOV 2011) of 52.219-3.
(12) (i) 52.219-4, Notice of Price Evaluation Preference for HUBZone Small Business Concerns (OCT 2014) (if the offeror elects to waive the preference, it shall so indicate in its offer) (15 U.S.C. 657a).
(ii) Alternate I (JAN 2011) of 52.219-4.
(13) [Reserved]
<u>X</u> (14)(i) 52.219-6, Notice of Total Small Business Set-Aside (NOV 2011) (15 U.S.C. 644).
(ii) Alternate I (NOV 2011).
(iii) Alternate II (NOV 2011).
(15)(i) 52.219-7, Notice of Partial Small Business Set-Aside (June 2003) (15 U.S.C. 644).
(ii) Alternate I (Oct 1995) of 52.219-7.
(iii) Alternate II (Mar 2004) of 52.219-7.
(16) 52.219-8, Utilization of Small Business Concerns (Nov 2016) (15 U.S.C. 637(d)(2) and (3)).
(17)(i) 52.219-9, Small Business Subcontracting Plan (Jan 2017) (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 (Nov 2016) of 52.219-9.
(v) Alternate IV (Nov 2016) of 52.219-9.
(18) 52.219-13, Notice of Set-Aside of Orders (NOV 2011) (15 U.S.C. 644(r)).
(19) 52.219-14, Limitations on Subcontracting (JAN 2017) (15 U.S.C. 637(a)(14)).
(20) 52.219-16, Liquidated Damages—Subcon-tracting Plan (Jan 1999) (15 U.S.C. 637(d)(4)(F)(i)).
(21) 52.219-27, Notice of Service-Disabled Veteran-Owned Small Business Set-Aside (NOV 2011) (15 U.S.C. 657f).



(40) 52.223-15, Energy Efficiency in Energy-Consuming Products (Dec 2007) (42 U.S.C. 8259b).
(41)(i) 52.223-16, Acquisition of EPEAT[supreg]-Registered Personal Computer Products (OCT 2015) (E.O 13423 and 13514).
(ii) Alternate I (Jun 2014) of 52.223-16.
X (42) 52.223-18, Encouraging Contractor Policies to Ban Text Messaging While Driving (Aug 2011) (E.O. 13513).
(43) 52.223-20, Aerosols (June, 2016) (E.O. 13693).
(44) 52.223-21, Foams (June, 2016) (E.O. 13693).
(45)(i) 52.224-3, Privacy Training (JAN 2017) (5 U.S.C. 552a).
(ii) Alternate I (JAN 2017) of 52.224-3.
(46) 52.225-1, Buy AmericanSupplies (May 2014) (41 U.S.C. chapter 83).
(47) (i) 52.225-3, Buy AmericanFree Trade AgreementsIsraeli Trade Act (May 2014) (41 U.S.C. chapter 83, 19 U.S.C. 3301 note, 19 U.S.C. 2112 note, 19 U.S.C. 3805 note, 19 U.S.C. 4001 note, Pub. L. 103-182, 108-77, 108-78, 108-286, 108-302, 109-53, 109-169, 109-283, 110-138, 112-41, 112-42, and 112-43.
(ii) Alternate I (May 2014) of 52.225-3.
(iii) Alternate II (May 2014) of 52.225-3.
(iv) Alternate III (May 2014) of 52.225-3.
(48) 52.225-5, Trade Agreements (Oct 2016) (19 U.S.C. 2501, et seq., 19 U.S.C. 3301 note).
$\underline{X}$ (49) 52.225-13, Restrictions on Certain Foreign Purchases (June 2008) (E.O.'s, proclamations, and statutes administered by the Office of Foreign Assets Control of the Department of the Treasury).
(50) 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).
(51) 52.226-4, Notice of Disaster or Emergency Area Set-Aside (Nov 2007) (42 U.S.C. 5150
(52) 52.226-5, Restrictions on Subcontracting Outside Disaster or Emergency Area (Nov 2007) (42 U.S.C. 5150).
(53) 52.232-29, Terms for Financing of Purchases of Commercial Items (Feb 2002) (41 U.S.C. 4505, 10 U.S.C. 2307(f)).
(54) 52.232-30, Installment Payments for Commercial Items (Jan 2017) (41 U.S.C. 4505, 10 U.S.C. 2307(f)).
X (55) 52.232-33, Payment by Electronic Funds Transfer—System for Award Management (July 2013) (31 U.S.C. 3332).
(56) 52.232-34, Payment by Electronic Funds Transfer—Other than System for Award Management (July 2013) (31 U.S.C. 3332).
(57) 52.232-36, Payment by Third Party (MAY 2014) (31 U.S.C. 3332).



- (d) Comptroller General Examination of Record. The Contractor shall comply with the provisions of this paragraph (d) if this contract was awarded using other than sealed bid, is in excess of the simplified acquisition threshold, and does not contain the clause at 52.215-2, Audit and Records--Negotiation.
- (1) The Comptroller General of the United States, or an authorized representative of the Comptroller General, shall have access to and right to examine any of the Contractor's directly pertinent records involving transactions related to this contract.
- (2) The Contractor shall make available at its offices at all reasonable times the records, materials, and other evidence for examination, audit, or reproduction, until 3 years after final payment under this contract or for any shorter period specified in FAR Subpart 4.7, Contractor Records Retention, of the other clauses of this contract. If this contract is completely or partially terminated, the records relating to the work terminated shall be made available for 3 years after any resulting final termination settlement. Records relating to appeals under the disputes

- clause or to litigation or the settlement of claims arising under or relating to this contract shall be made available until such appeals, litigation, or claims are finally resolved.
- (3) As used in this clause, records include books, documents, accounting procedures and practices, and other data, regardless of type and regardless of form. This does not require the Contractor to create or maintain any record that the Contractor does not maintain in the ordinary course of business or pursuant to a provision of law.
- (e) (1) Notwithstanding the requirements of the clauses in paragraphs (a), (b), (c), and (d) of this clause, the Contractor is not required to flow down any FAR clause, other than those in this paragraph (e)(1)in a subcontract for commercial items. Unless otherwise indicated below, the extent of the flow down shall be as required by the clause—
- (i) 52.203-13, Contractor Code of Business Ethics and Conduct (Oct 2015) (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) 52.219-8, Utilization of Small Business Concerns (Nov 2016) (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 \$700,000 (\$1.5 million for construction of any public facility), the subcontractor must include 52.219-8 in lower tier subcontracts that offer subcontracting opportunities.
- (iv) 52.222-17, Nondisplacement of Qualified Workers (MAY 2014) (E.O. 13495). Flow down required in accordance with paragraph (l) of FAR clause 52.222-17.
- (v) 52.222-21, Prohibition of Segregated Facilities (Apr 2015).
- (vi) 52.222-26, Equal Opportunity (Sept 2016) (E.O. 11246).
- (vii) 52.222-35, Equal Opportunity for Veterans (Oct 2015) (38 U.S.C. 4212).
- (viii) 52.222-36, Equal Opportunity for Workers with Disabilities (Jul 2014) (29 U.S.C. 793).
- (ix) 52.222-37, Employment Reports on Veterans (Feb 2016) (38 U.S.C. 4212).
- (x) 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.
- (xi) 52.222-41, Service Contract Labor Standards (May 2014), (41 U.S.C. chapter 67).
- (xii) \_\_\_\_ (A) 52.222-50, Combating Trafficking in Persons (March 2, 2015) (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).
- (xiii) 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.)
- (xvii) 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)

(xiv) 52.222-54, Employment Eligibility Verification (Oct 2015) (E. O. 12989).
(xv)52.222-55, Minimum Wages Under Executive Order 13658 (Dec 2015) (E.O. 13658).
(xvi) (A) 52.224-3, Privacy Training (JAN 2017) (5 U.S.C. 552a).
(B) Alternate I (JAN 2017) of 52.224-3.
(xvii) 52.222-62 Paid Sick Leave Under Executive Order 13706 (JAN 2017) (E.O. 13706).
(xviii) 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).
(xix) 52.226-6, Promoting Excess Food Donation to Nonprofit Organizations. (May 2014) (42 U.S.C. 1792). Flow down required in accordance with paragraph (e) of FAR clause 52.226-6.
(xx) 52.247-64, Preference for Privately-Owned U.S. Flag Commercial Vessels (Feb 2006) (46 U.S.C. Appx 1241(b) and 10 U.S.C. 2631). Flow down required in accordance with paragraph (d) of FAR clause 52.247-64.
(2) While not required, the Contractor may include in its subcontracts for commercial items a minimal number of additional clauses necessary to satisfy its contractual obligations.
(End of clause)
52.219-1 SMALL BUSINESS PROGRAM REPRESENTATIONS (OCT 2014)
(1) The North American Industry Classification System (NAICS) code for this acquisition is 562991.
(2) The small business size standard is \$7.5M
(3) The small business size standard for a concern which submits an offer in its own name, other than on a construction or service contract, but which proposes to furnish a product which it did not itself manufacture, is 500 employees.
(c) Representations. (1) The offeror represents as part of its offer that it [ ] is, [ ] is not a small business concern. (2) [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.
(3) [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 women-owned small business concern.
(4) Women-owned small business (WOSB) concern eligible under the WOSB Program. [Complete only if the offeror represented itself as a women-owned small business concern in paragraph (c)(3) of this provision.] The offeror represents as part of its offer 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)(4)(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.
(5) Economically disadvantaged women-owned small business (EDWOSB) concern. [Complete only if the offeror represented itself as a women-owned small business concern eligible under the WOSB Program in (c)(4) of this provision.] The offeror represents as part of its offer 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 (c)(5)(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.
(6) [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.
(7) [Complete only if the offeror represented itself as a veteran-owned small business concern in paragraph (c)(6) of this provision.] The offeror represents as part of its offer that it [] is, [] is not a service-disabled veteran-owned small business concern.
(8) [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
(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 (c)(8)(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.
(d) Notice.
(1) If this solicitation is for supplies and has been set aside, in whole or in part, for small business concerns, then the clause in this solicitation providing notice of the set-aside contains restrictions on the source of the end items to be furnished.
(2) Under 15 U.S.C. 645(d), any person who misrepresents a firm's status as a business concern that is small, HUBZone small, small disadvantaged, service-disabled veteran-owned small, economically disadvantaged womenowned small, or women-owned small eligible under the WOSB Program in order to obtain a contract to be awarded

under the preference programs established pursuant to section 8, 9, 15, 31, and 36 of the Small Business Act or any other provision of Federal law that specifically references section 8(d) for a definition of program eligibility, shall—

- (i) Be punished by imposition of fine, imprisonment, or both;
- (ii) Be subject to administrative remedies, including suspension and debarment; and
- (iii) Be ineligible for participation in programs conducted under the authority of the Act.

(End of provision)

#### 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):

http://www.acquisition.gov/far/ http://farsite.hill.af.mil

(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):

http://www.acquisition.gov/far/ http://farsite.hill.af.mil

(End of clause)

#### 252.204-7011 ALTERNATIVE LINE-ITEM STRUCTURE (SEP 2011)

(a) Line items are the basic structural elements in a solicitation or contract that provide for the organization of contract requirements to facilitate pricing, delivery, inspection, acceptance and payment. Line items are organized into contract line items, subline items, and exhibit line items. Separate line items should be established to account for separate pricing, identification (see section 211.274 of the Defense Federal

Acquisition Regulation Supplement), deliveries, or funding. The Government recognizes that the line item structure in this solicitation may not conform to every offeror's practices. Failure to correct these issues can result in difficulties in accounting for deliveries and processing payments. Therefore, offerors are invited to propose an alternative line item structure for items on which bids, proposals, or quotes are requested in this solicitation to ensure that the resulting contract structure is economically and administratively advantageous to the Government and the Contractor.

(b) If an alternative line item structure is proposed, the structure must be consistent with subpart 204.71 of the Defense Federal Acquisition Regulation Supplement and PGI 204.71. A sample solicitation line-item structure and a corresponding offer of a proposed alternative line-item structure follow. Solicitation:

	Item No.	Supplies/Service	Quantity	Unit	Unit price	Amount
0001		Computer, Desktop with CPU, Monitor, Keyboard and Mouse.	20	EA		

Alternative line-item structure offer where monitors are shipped separately:

Item No.	Supplies/Service	Quant	ity	Unit	Unit Price	Amount
	Computer, Desktop with CPU, Keyboard and Mous		20	EA		
0002	. Monitor	20	EA			

(End of provision)

#### **WAGE DETERMINATION**

Daniel W. Simms Director

WD 15-4121 (Rev.-6) was first posted on www.wdol.gov on 01/16/2018

\* REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

By direction of the Secretary of Labor |

| Wage Determination No.: 2015-4121 Division of | Revision No.: 6
Wage Determinations | Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

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

HARTFORD COUNTY: Berlin, Bristol, Burlington, Hartland, New Britain, Plainville, Southington

LITCHFIELD COUNTY: Barkhamsted, Harwinton, Plymouth, Thomaston

MIDDLESEX COUNTY: East Haddam, Haddam, Middletown

TOLLAND COUNTY: Mansfield, Union

WINDHAM COUNTY: Ashford, Chaplin, Scotland, Windham

	##B.:	
OCCUPAM:	**Fringe Benefits Required Follow the Occupational Listing**	DAME
	ON CODE - TITLE FOOTNOTE	RATE
	Administrative Support And Clerical Occupations	1 ( 70
	- Accounting Clerk I	16.79
	- Accounting Clerk II	18.80
	- Accounting Clerk III	21.03
	- Administrative Assistant	29.49
	- Court Reporter	21.64
	- Customer Service Representative I	15.64
	- Customer Service Representative II	17.58
	- Customer Service Representative III	19.19
	- Data Entry Operator I	15.69
	- Data Entry Operator II	17.12
	- Dispatcher, Motor Vehicle	20.15
	- Document Preparation Clerk	17.14
	- Duplicating Machine Operator	17.14
	- General Clerk I	14.90
	- General Clerk II	16.26
	- General Clerk III	18.26
	- Housing Referral Assistant	22.34
	- Messenger Courier	14.44
	- Order Clerk I	16.78
	- Order Clerk II	18.67
	- Personnel Assistant (Employment) I	18.32
	- Personnel Assistant (Employment) II	20.49
	- Personnel Assistant (Employment) III	22.85
	- Production Control Clerk	22.72
	- Rental Clerk	15.52
	- Scheduler, Maintenance	17.58
	- Secretary I	17.58
	- Secretary II	19.67
	- Secretary III	22.21
	- Service Order Dispatcher	19.27
	- Supply Technician	29.49
	- Survey Worker	19.20
01460	- Switchboard Operator/Receptionist	16.22
	- Travel Clerk I	13.24
	- Travel Clerk II	14.43
	- Travel Clerk III	15.70
	- Word Processor I	15.17
	- Word Processor II	17.03
	- Word Processor III	19.05
	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	21.81
	- Automotive Electrician	22.65
	- Automotive Glass Installer	21.90
	- Automotive Worker	21.90
	- Mobile Equipment Servicer	20.56
	- Motor Equipment Metal Mechanic	23.27
	- Motor Equipment Metal Worker	21.90
05190	- Motor Vehicle Mechanic	21.30

#### W912WJ18Q0089

#### Page 36 of 44 05220 - Motor Vehicle Mechanic Helper 19.81 05250 - Motor Vehicle Upholstery Worker 21.27 05280 - Motor Vehicle Wrecker 21.90 05310 - Painter, Automotive 20.38 05340 - Radiator Repair Specialist 19.72 05370 - Tire Repairer 15.94 05400 - Transmission Repair Specialist 21.30 07000 - Food Preparation And Service Occupations 07010 - Baker 13.46 07041 - Cook I 15.74 07042 - Cook II 17.03 07070 - Dishwasher 11.24 07130 - Food Service Worker 11.46 07210 - Meat Cutter 20.41 07260 - Waiter/Waitress 11.15 09000 - Furniture Maintenance And Repair Occupations 22.22 09010 - Electrostatic Spray Painter 09040 - Furniture Handler 18.11 09080 - Furniture Refinisher 23.86 09090 - Furniture Refinisher Helper 19.99 09110 - Furniture Repairer, Minor 21.98 09130 - Upholsterer 22.22 11000 - General Services And Support Occupations 11030 - Cleaner, Vehicles 13.04 11060 - Elevator Operator 15.10 11090 - Gardener 16.36 11122 - Housekeeping Aide 15.16 11150 - Janitor 15.16 11210 - Laborer, Grounds Maintenance 14.36 11240 - Maid or Houseman 11.90 11260 - Pruner 13.81 11270 - Tractor Operator 15.96 11330 - Trail Maintenance Worker 14 36 11360 - Window Cleaner 16.60 12000 - Health Occupations 12010 - Ambulance Driver 21.05 12011 - Breath Alcohol Technician 21.05 12012 - Certified Occupational Therapist Assistant 29.36 12015 - Certified Physical Therapist Assistant 28.91 12020 - Dental Assistant 20.61 12025 - Dental Hygienist 42.28 12030 - EKG Technician 34.82 12035 - Electroneurodiagnostic Technologist 34.82 12040 - Emergency Medical Technician 21.05 12071 - Licensed Practical Nurse I 21.82 12072 - Licensed Practical Nurse II 24.41 12073 - Licensed Practical Nurse III 27.20 12100 - Medical Assistant 16.88 12130 - Medical Laboratory Technician 25.03 12160 - Medical Record Clerk 18.85 12190 - Medical Record Technician 21.09 12195 - Medical Transcriptionist 20.42 12210 - Nuclear Medicine Technologist 39.30 12221 - Nursing Assistant I 12.30 12222 - Nursing Assistant II 14.36 12223 - Nursing Assistant III 15.67 12224 - Nursing Assistant IV 16.78 12235 - Optical Dispenser 24.10 12236 - Optical Technician 21.82 12250 - Pharmacy Technician 15.11 12280 - Phlebotomist 18.15 12305 - Radiologic Technologist 31.46

			Page 37 of 44
12311 - Registered Nu	rse I		27.91
12312 - Registered Nu			34.14
12313 - Registered Nu	rse II, Specialist		34.14
12314 - Registered Nu			41.30
12315 - Registered Nu			41.30
12316 - Registered Nu			49.50
	ug and Alcohol Testing)		26.07
	se Treatment Counselor		22.49
13000 - Information And 13011 - Exhibits Spec	-		22.71
13012 - Exhibits Spec			28.13
13013 - Exhibits Spec			34.42
13041 - Illustrator I			24.46
13042 - Illustrator I	I		30.29
13043 - Illustrator I	II		37.06
13047 - Librarian			33.55
13050 - Library Aide/			14.97
_	mation Technology Systems		30.29
Administrator			20.26
13058 - Library Techn 13061 - Media Special			20.36 21.86
13061 - Media Special			24.46
13063 - Media Special			27.26
13071 - Photographer			18.79
13072 - Photographer			21.93
13073 - Photographer	III		27.17
13074 - Photographer	IV		33.24
13075 - Photographer			40.21
13090 - Technical Ord	<del>-</del>		19.50
13110 - Video Telecon			21.52
14000 - Information Tec			17.75
14041 - Computer Oper 14042 - Computer Oper			19.85
14043 - Computer Oper			22.12
14044 - Computer Oper			24.58
14045 - Computer Oper			27.23
14071 - Computer Prog		(see 1)	24.15
14072 - Computer Prog	rammer II	(see 1)	
14073 - Computer Prog		(see 1)	
14074 - Computer Prog		(see 1)	
14101 - Computer Syst	<del>-</del>	(see 1)	
14102 - Computer Syst		(see 1)	
14103 - Computer Syst 14150 - Peripheral Eq		(see 1)	17.75
	uter Support Technician		26.63
14170 - System Suppor			36.03
15000 - Instructional O			
	ing Devices Instructor (N	Ion-Rated)	30.51
15020 - Aircrew Train	ing Devices Instructor (R	kated)	36.91
	ning Devices Instructor (		44.24
	d Training Specialist / I	nstructor	30.51
15060 - Educational T	_		43.80
15070 - Flight Instru			44.24
15080 - Graphic Artis	t est Pilot, Fixed, Jet/Pro	n.	26.09 44.24
	est Pilot, Fixed, Jet/Pro est Pilot, Rotary Wing	'P	44.24
15080 - Maintenance i 15088 - Non-Maintenan			44.24
15090 - Technical Ins			27.44
	tructor/Course Developer		33.58
15110 - Test Proctor	•		22.16
15120 - Tutor			22.16
16000 - Laundry, Dry-Cl	eaning, Pressing And Rela	ted Occupations	

#### Page 38 of 44 16010 - Assembler 11.05 16030 - Counter Attendant 11.05 16040 - Dry Cleaner 12.86 16070 - Finisher, Flatwork, Machine 11.05 16090 - Presser, Hand 11.05 16110 - Presser, Machine, Drycleaning 11.05 16130 - Presser, Machine, Shirts 11.05 16160 - Presser, Machine, Wearing Apparel, Laundry 11.05 16190 - Sewing Machine Operator 14.04 16220 - Tailor 15.16 16250 - Washer, Machine 11.58 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 25.52 19040 - Tool And Die Maker 28.04 21000 - Materials Handling And Packing Occupations 18.48 21020 - Forklift Operator 21030 - Material Coordinator 22.72 21040 - Material Expediter 22.72 21050 - Material Handling Laborer 15.84 21071 - Order Filler 14.33 21080 - Production Line Worker (Food Processing) 18.48 21110 - Shipping Packer 17.12 21130 - Shipping/Receiving Clerk 17.12 21140 - Store Worker I 14.41 21150 - Stock Clerk 18.64 21210 - Tools And Parts Attendant 18.48 21410 - Warehouse Specialist 18.48 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 33.06 23019 - Aircraft Logs and Records Technician 28.56 23021 - Aircraft Mechanic I 31.95 23022 - Aircraft Mechanic II 33.06 23023 - Aircraft Mechanic III 34.24 23040 - Aircraft Mechanic Helper 26.18 30.81 23050 - Aircraft, Painter 23060 - Aircraft Servicer 28.56 23070 - Aircraft Survival Flight Equipment Technician 30.81 23080 - Aircraft Worker 29.62 29.62 23091 - Aircrew Life Support Equipment (ALSE) Mechanic 23092 - Aircrew Life Support Equipment (ALSE) Mechanic 31.95 23110 - Appliance Mechanic 22.77 23120 - Bicycle Repairer 17.72 23125 - Cable Splicer 40.74 25.13 23130 - Carpenter, Maintenance 23140 - Carpet Layer 24.53 23160 - Electrician, Maintenance 26.58 23181 - Electronics Technician Maintenance I 29.88 23182 - Electronics Technician Maintenance II 31.17 23183 - Electronics Technician Maintenance III 32.46 23260 - Fabric Worker 25.20 23290 - Fire Alarm System Mechanic 26.05 23310 - Fire Extinguisher Repairer 24.16 23311 - Fuel Distribution System Mechanic 31.39 23312 - Fuel Distribution System Operator 27.97 23370 - General Maintenance Worker 20.46 23380 - Ground Support Equipment Mechanic 31.95 23381 - Ground Support Equipment Servicer 28.56 23382 - Ground Support Equipment Worker 29.62 23391 - Gunsmith I 24.16 23392 - Gunsmith II 26.15

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23393	- Gunsmith III	28.20
23410 Mechar	- Heating, Ventilation And Air-Conditioning	27.33
	- Heating, Ventilation And Air Contidioning nic (Research Facility)	28.28
	- Heavy Equipment Mechanic	27.28
	- Heavy Equipment Operator	30.81
	- Instrument Mechanic	27.34
	- Laboratory/Shelter Mechanic	27.20
	- Laborer	14.34
23510	- Locksmith	27.69
23530	- Machinery Maintenance Mechanic	26.24
	- Machinist, Maintenance	24.17
23580	- Maintenance Trades Helper	19.38
23591	- Metrology Technician I	27.34
	- Metrology Technician II	28.30
	- Metrology Technician III	29.46
	- Millwright	29.99
	- Office Appliance Repairer	22.93
	- Painter, Maintenance	23.07
	- Pipefitter, Maintenance	30.64
	- Plumber, Maintenance	29.55 28.20
	- Pneudraulic Systems Mechanic - Rigger	28.20
	- Scale Mechanic	26.15
	- Sheet-Metal Worker, Maintenance	27.33
	- Small Engine Mechanic	23.89
	- Telecommunications Mechanic I	29.14
	- Telecommunications Mechanic II	30.15
23950	- Telephone Lineman	27.49
23960	- Welder, Combination, Maintenance	22.84
23965	- Well Driller	28.20
23970	- Woodcraft Worker	28.20
	- Woodworker	22.33
	Personal Needs Occupations	
	- Case Manager	19.38
	- Child Care Attendant	13.75
	- Child Care Center Clerk	17.44
	- Chore Aide	12.53
Coordi	- Family Readiness And Support Services	19.38
	- Homemaker	22.09
	Plant And System Operations Occupations	22.09
	- Boiler Tender	28.43
	- Sewage Plant Operator	28.93
	- Stationary Engineer	28.43
	- Ventilation Equipment Tender	23.29
	- Water Treatment Plant Operator	28.93
27000 -	Protective Service Occupations	
27004	- Alarm Monitor	25.00
	- Baggage Inspector	14.14
	- Corrections Officer	31.96
	- Court Security Officer	31.96
	- Detection Dog Handler	19.88
	- Detention Officer	31.96
	- Firefighter	31.96
	- Guard I	14.14
	- Guard II	19.88
	- Police Officer I - Police Officer II	30.33 33.70
	Recreation Occupations	33.70
	- Carnival Equipment Operator	11.89
20011		11.00

#### Page 40 of 44 28042 - Carnival Equipment Repairer 12.44 10.96 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 16.23 28310 - Lifequard 12.47 28350 - Park Attendant (Aide) 18.15 28510 - Recreation Aide/Health Facility Attendant 13.24 28515 - Recreation Specialist 22.48 28630 - Sports Official 14.45 28690 - Swimming Pool Operator 17.71 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 28.99 29020 - Hatch Tender 28.99 29030 - Line Handler 28.99 29041 - Stevedore I 27.85 29042 - Stevedore II 31.12 30000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 37.52 25.87 28.49 30021 - Archeological Technician I 18.94 30022 - Archeological Technician II 21.95 30023 - Archeological Technician III 26.41 30030 - Cartographic Technician 26.66 30040 - Civil Engineering Technician 31.54 30051 - Cryogenic Technician I 29.07 30052 - Cryogenic Technician II 32.11 30061 - Drafter/CAD Operator I 18.94 30062 - Drafter/CAD Operator II 21.95 30063 - Drafter/CAD Operator III 23.62 30064 - Drafter/CAD Operator IV 29.07 30081 - Engineering Technician I 16.86 30082 - Engineering Technician II 18.91 30083 - Engineering Technician III 21.96 30084 - Engineering Technician IV 25.74 30085 - Engineering Technician V 30.54 30086 - Engineering Technician VI 36.92 30090 - Environmental Technician 24.81 30095 - Evidence Control Specialist 26.24 30210 - Laboratory Technician 22.56 30221 - Latent Fingerprint Technician I 29.07 30222 - Latent Fingerprint Technician II 32.11 30240 - Mathematical Technician 26.66 30361 - Paralegal/Legal Assistant I 19.36 30362 - Paralegal/Legal Assistant II 23.99 30363 - Paralegal/Legal Assistant III 29.35 30364 - Paralegal/Legal Assistant IV 35.50 30375 - Petroleum Supply Specialist 32.11 30390 - Photo-Optics Technician 26.66 30395 - Radiation Control Technician 32.11 30461 - Technical Writer I 26.19 30462 - Technical Writer II 32.05 30463 - Technical Writer III 38.77 30491 - Unexploded Ordnance (UXO) Technician I 23.85 30492 - Unexploded Ordnance (UXO) Technician II 28.85 30493 - Unexploded Ordnance (UXO) Technician III 34.58 30494 - Unexploded (UXO) Safety Escort 23.85 30495 - Unexploded (UXO) Sweep Personnel 23.85 30501 - Weather Forecaster I 29.07 30502 - Weather Forecaster II 35.36 30620 - Weather Observer, Combined Upper Air Or (see 2) 23.62 Surface Programs 30621 - Weather Observer, Senior (see 2) 26.24

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31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	14.99
31030 - Bus Driver	18.71
31043 - Driver Courier	15.24
31260 - Parking and Lot Attendant	10.51
31290 - Shuttle Bus Driver	15.94
31310 - Taxi Driver	14.53
31361 - Truckdriver, Light	15.94
31362 - Truckdriver, Medium	19.84
31363 - Truckdriver, Heavy	22.64
31364 - Truckdriver, Tractor-Trailer	22.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	10.95
99050 - Desk Clerk	13.41
99095 - Embalmer	32.31
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	13.19
99252 - Laboratory Animal Caretaker II	13.87
99260 - Marketing Analyst	30.71
99310 - Mortician	32.85
99410 - Pest Controller	19.84
99510 - Photofinishing Worker	16.02
99710 - Recycling Laborer	20.16
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	18.42
99810 - Sales Clerk	13.39
99820 - School Crossing Guard	15.95
99830 - Survey Party Chief	31.82
99831 - Surveying Aide	19.92
99832 - Surveying Technician	24.09
99840 - Vending Machine Attendant	17.83
99841 - Vending Machine Repairer	20.33
99842 - Vending Machine Repairer Helper	17.83

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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 5 years, 4 weeks after 15 years, and 5 weeks 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, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving 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  $29 \ \text{CFR} \ 4.6 \ \text{(b)} \ (2) \ \text{(iii)}$ ).

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)).