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2. CONTRACT NO.			FFECTIVE DATE		R NUMBER			CITATION 2WJ17Q			6. SOLICI	TATION ISSU 5-2017	JE DATE
7. FOR SOLICITATION INFORMATION CALL:		a. NAME ROBERT	C GARRAHAN	1				EPHONE NI	JMBER (No C	ollect Calls)		R DUE DATE	LOCAL TIME
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32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REF		EPRESENTATIVE 32f. TELEF		PHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE								
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Section	SE	1449 _	CONTINUA	TION	SHEET

BID SCHEDULE

Bid Schedule

TASK / ITEM NUMBER	UNIT	QTY	UNIT	TOTAL
			PRICE	

			1	
Task 1 – less than 8-inch Storm				
East Brimfield Lake: Office Lot, Dam Lot, Entrance Rd., Dam Crest, Storage Shed Road, Long Pond Parking Lot, Champeau Road, 5 Bridge Road	EA	15		
Task 2 – 8- Inch to 16-inch Storm				
East Brimfield Lake: Office Lot, Dam Lot, Entrance Rd., Dam Crest, Storage Shed Road, Long Pond Parking Lot, Champeau Road, 5 Bridge Road	EA	4		
Task 3 – 16- Inch to 24-inch Storm				
East Brimfield Lake: Office Lot, Dam Lot, Entrance Rd., Dam Crest, Storage Shed Road, Long Pond Parking Lot, Champeau Road, 5 Bridge Road	EA	3		
Task 4 –24-inch or greater Storm				
East Brimfield Lake: Office Lot, Dam Lot, Entrance Rd., Dam Crest, Storage Shed Road, Long Pond Parking Lot, Champeau Road, 5 Bridge Road	EA	2		
Task 5 –Salting 1. East Brimfield Office Lot, Dam	EA	5		
Lot, Entrance Rd., Dam Crest 2. East Brimfield Lake: Long Pond Parking Lot	EA	5		
Task 6– Maintenance Plowing				
East Brimfield Office Lot, Dam Lot, Entrance Rd., Dam Crest	EA	4		
Task 7- Snow Removal	EA	1		
East Brimfield Lake: Office Lot, Dam Lot, Entrance Rd., Dam Crest, Storage Shed Road	Ĭ.	'		

RFQ INFORMATION

PLEASE DIRECT QUESTIONS TO ROBERT C. GARRAHAN AT (978) 318-8814 OR Robert.C.Garrahan@USACE.Army.mil. THE SOLICITATION AND RESULTING CONTRACT SHALL BE THE GOVERNING DOCUMENT IN ALL CASES.

QUOTES CAN BE FAXED OR E-MAILED TO ROBERT C. GARRAHAN AT (978) 318-8207 or Robert.C.Garrahan@USACE.Army.mil. E-MAIL IS THE PREFERRED METHOD OF SUBMISSION.

Contractors must be registered in the System for Awards Management at www.SAM.gov (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.

SAM.gov registration takes approximately 3 weeks (DUNS registration 1-2 business days; CAGE code validation up to 10 business days; IRS validation and overall submission 7-10 business days). It is the contractor's responsibility to track SAM.gov registration and follow-up with required tasks. SAM.gov registration does not have to be "active" to be able to submit a quote. However, contractors must have an active record before a contract award can be made. If SAM.gov registration is not completed in a timely fashion in accordance with the SAM.gov timelines, the Government reserves the right to disqualify the quote in accordance with FAR 52.204-7(d).

Contractors should note that 30 September is the end of the Government fiscal year. As that date approaches, the Government will be unable to delay year-end contract awards and will have to disqualify contractors without an active SAM.gov registration. If you have any questions, please contact the aforementioned point of contact.

Provide DUNS number: for DUNS)	(telephone 866-705-55711
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. Contractors should note that 30 September is the end of the Government fiscal year. As that date approaches, the Government will be unable to delay year-end contract awardsand will have to disqualify contractors without an active SAM.gov registration. If you have any questions, please contact the aforementioned point of contact.

NOTE: CONTRACTORS MUST BE REGISTERED IN SAM.GOV BY SEPT. 23, 2017 TO BE ELIGIBLE FOR AWARD.

POTENTIAL OFFERORS ARE NOTIFIED THAT THE BASIS FOR AWARD IS LOWEST PRICE.

PWS

SNOW REMOVAL AND SALTING SERVICES U.S. ARMY CORPS OF ENGINEERS

East Brimfield Lake, Fiskdale, Massachusetts
Performance Work Statement
September 2017

A. **GENERAL**

1. Scope

Provide all equipment, materials, labor, and transportation necessary to perform snow removal and salting activities at the East Brimfield Lake Project areas.

2. Locations

The East Brimfield Lake Project area is located at 24 Riverview Ave, Fiskdale, MA.

3. Site Visit

Contact the Technical Point of Contact, Keith W. Beecher (978-318-8405, keith.w.beecher@usace.army.mil) to arrange a site visit.

4. Schedule

The period of performance will start on 1 November 2017 and end on 30 April 2018.

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 or may be ordered from Superintendent of Documents, P O Box 371954 Pittsburgh, PA 15250-7954 (Tel: 202 783-3238). 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.pdf

The contractor shall also comply with all OSHA work safety standards. The Technical Point of Contact or his designee can and will order the cessation of work at any time should the safety of employees and visitors become jeopardized.

6. Pre-Work Conference

The Contractor, upon award of this contract, shall contact the Technical Point of Contact to arrange a pre-work conference. At this meeting, contract requirements will be discussed and any problems resolved. The successful bidder is required to attend this pre-work conference.

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

- i. Authority of the Technical Point of Contact.
- ii. Contractor's Safety Program.
- iii. Activity Hazard Analysis (Submitted & accepted prior to start of work on site).
- iv. Abbreviated Accident Prevention Plan (Submitted & accepted prior to start of work on site).
- v. Requirements for Safety Meetings (Documented on NED Form 251).
- vi. Accident Reporting (ENG Form 3394).
- vii. Accident Exposure Hours Reporting requirements
- viii. Safety Data Sheet (SDS) requirements.
- ix. Contractor's Quality Control Plan.
- x. Communications and Correspondence Procedure.
- xi. Administrative Procedures.
- xii. Invoice and payment.

7. Permits

The Contractor shall, without additional expense to the Government, be responsible for obtaining any necessary licenses, permits, and letters of certification. The Contractor shall comply with any applicable Federal, State, County, and Municipal laws, codes, and regulations in connection with the performance of the work specified under this contract.

8. **Security**

The contractor will comply with all established security policies at East Brimfield Lake. 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, 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.

9. Contractor Conduct

Contractor and employees must comply with CFR 36 Rules and Regulations.

10. Payment

The contractor shall furnish the Technical Point of Contact with one invoice per month, identifying the contract number, stating the amount of services completed during the month, identified by Item Number and quantity. Payment shall be made monthly for the actual services performed at the applicable contract unit price.

All invoices shall be mailed to:

U.S. Army corps of Engineers, East Brimfield Lake 24 Riverview Avenue Fiskdale, MA 01518

Or emailed to <u>keith.w.beecher@usace.army.mil</u>

B. TECHNICAL

General

Provide all equipment, materials, labor, and transportation necessary to provide for snow plowing, snow shoveling, snow removal and salting services. The snow removal services include four separate tasks at two project areas for four different storm events. The services include Snow Plowing, Salting (NO SAND), Snow Removal, and Snow Shoveling. The services shall be performed at the East Brimfield Lake Projects as shown on attached maps labeled East Brimfield Plowing Areas. The services shall include storms that are "Less than 8-inches", "8-inches to 16-inches", "16-inches to 24-inches" and "Greater than 24-inches." Contractor's work and responsibilities shall include, but not be limited to, all job planning, programming, scheduling, administration, inspection, personnel, equipment, vehicles, fuel, materials, supplies, supervision, and quality control necessary to perform the various services required herein.

Materials & Supplies

- The following material shall be provided by Contractor:
 - Salt for application to plowed and shoveled areas

Equipment

• The contractor is required to have equipment sufficient to plow snow, spread salt, shovel snow, and open frozen locks. The equipment should be able to handle heavy snow loads from falling snow, ice, and rain, to drifted snow. The equipment should be able to broadcast the snow to avoid encroaching snow banks. Equipment must be available and sized to remove multiple storm accumulated snow from roadway edges and parking lot edges and place beyond guard rails, posts, bumpers so that parking and vehicle operation is not lost due to accumulated snow.

Site Access

• The Contractor will be provided a key for access to the East Brimfield Lake Project gates. If the Contractor is required to unlock and open a gate to plow, then the contractor will be required to secure the gate when the plowing is completed unless project personnel are present. The Contractor may have to use a warming device to thaw frozen locks to gain access to areas in this contract. Upon the completion of this contract, the Contractor will return the key to Technical Point of Contact or his designee before final payment is made.

Property Damage

• In the event that property does become damaged, it is the Contractor's responsibility to immediately notify the Technical Point of Contact to report the damage. It will be the responsibility of the Contractor to coordinate with the Technical Point of Contact an appropriate way to repair damaged property at no cost to the Government.

Service Description

- 1. **Snow Plowing:** The following services shall be performed as part of the Snow Plowing:
 - A. Snow plowing will be required after accumulation of two (2) inches or more of snow, or upon notification by Technical Point of Contact or his designee during normal business hours.
 - B. Snow will be pushed and stored in such a manner that garage doors, building doors, parking areas and hydrants (one at East Brimfield Dam) are not blocked.
 - C. The Contractor will make sure to safely push back all banks along roadways, parking lots and entry points to maintain access. All access roads shall be a minimum of sixteen (16) feet in width.
 - D. In addition to morning plowing, plowing will also be performed on weekends, holidays, and after normal business hours during the week to maintain access during storm events.
- 2. **Salting:** The following services shall be performed as part of the Salting:
 - A. In the event that roadway and parking areas become icy, the contractor shall salt all plowed areas only at the request of the Technical Point of Contact or his designee.
 - B. The Technical Point of Contact or his designee may request additional salting as conditions require.
 - C. Salting will also be performed on weekends, holidays, and after normal working hours during the week if necessary, as requested by the Technical Point of Contact or his designee.
 - D. Salt shall be applied to steps to office buildings and landings, back and front doors at the East Brimfield Dam Office, front door to Storage Building/Workshop, path to and door to small garage.
- 3. **Snow Shoveling:** The following services shall be performed as part of Snow Shoveling:
 - A. Snow shoveling will be required after accumulation of two (2) inches or more of snow, or upon notification by Technical Point of Contact or his designee during normal business hours.
 - B. Shoveled snow will be removed in such a manner that garage doors, building doors, stairways and hydrants are free of any accumulated snow. Shoveled snow shall not be deposited in a way that blocks roads, driveways or other access to buildings. A path shall be shoveled out to the East Brimfield Gatehouse doors.

- 4. **Maintenance Plowing:** The following services shall be performed as part of the Maintenance Plowing:
 - A. "Maintenance Plowing" may occur every two inches, or as deemed necessary by Technical Point of Contact or his designee, to avoid hazardous conditions.
 - B. "Maintenance Plowing" shall include all plowing services at the East Brimfield Dam.
 - C. "Maintenance Plowing" will be executed ONLY at the direction of the Technical Point of Contact.
- 5. Snow Removal: The following services shall be performed as part of the Snow Removal
 - A. "Snow Removal" may occur when accumulated storms totals exceed 24 inches, or as deemed necessary by Technical Point of Contact or his designee, to avoid hazardous conditions which restrict parking, reduce travel lanes, and prevent plowing of future snowfalls. Snow removal will require removal of snow to completely reopen travel lanes, by pushing/lifting snow over guard rails to pre winter conditions.
 - B. "Snow Removal" shall include plowing services as described under service locations for Brimfield Dam.

Storm Events

The scope of services includes four storm events and are as following:

- 1. **Less than 8-inches -** Storm events total less than eight (8) inches.
- 2. **8-inches to16 inches** Storm events of at least eight (8) inches and up to (and including) sixteen (16) inches.
- 3. **16-inches to 24-inches** Storm events of at least sixteen (16) inches and up to (and including) twenty-four (24) inches.
- 4. **24** inches and greater Storm events in excess of twenty-four (24) inches.
- 5. **Snowfall Totals** The National Weather Service NWS Weather Forecast Office Boston / Taunton, MA will be used to determine storm snowfall totals for the East Brimfield Lake facility. In the event of a large storm, the contractor may need to plow several times during the storm event to keep service areas open and accessible. However, the payment for the storm event activities will be based on snowfall totals.

Service Locations

1. **East Brimfield Lake Project Office** is located at 24 Riverview Avenue, Fiskdale, MA. Plowing Areas MUST be accessible no later than 7:00 am daily. The East Brimfield Lake Project service areas include the following details (all measurements are approximate):

A. Plowing

- 1. East Brimfield Office Lot, Dam Lot and Entrance Road: 17,250 square feet
- 2. East Brimfield Dam Crest, Storage Shed Road: 18,800 square feet
- 3. East Brimfield Lake Long Pond Parking Lot: 25,000 square feet
- 4. East Brimfield Lake Champeau Rd Parking Lot: 8,700 square feet
- 5. East Brimfield Lake Five Bridge Road Parking Lot:6,100 square feet

B. Salting:

- 1. East Brimfield Office Lot, Dam Lot and Entrance Road: 17,250 square feet
- 2. East Brimfield Dam Crest: 9,800 square feet
- 3. East Brimfield Lake Long Pond Parking Lot: 25,000 square feet

C. Shoveling:

- 1. East Brimfield Office, Gatehouse: steps and landings to front and rear office door. Three foot path to gatehouse, and doors.
- 2. East Brimfield Office: Small Garage sidewalk to entry door, as well as in front of garage.
- 3. East Brimfield Office: Storage Building to access door and garage door.

Estimated Quantities – The following table is the estimate for the required service including the location, service and storm event:

Item #	Service Description	Location	Qty
1.	Less than 8-Inch Storm , Plowing, Shoveling, Salting at entrance/exit doors/landings/steps to office and storage building/workshop and small garage	East Brimfield Lake: Office Lot, Dam Lot, Entrance Rd., Dam Crest, Storage Shed Road, Long Pond Parking Lot, Champeau Road, 5 Bridge Road	15
2.	8-Inch to 16-Inch Storm, Plowing, Shoveling, Salting at entrance/exit doors/landings/steps to office and storage building/workshop and small garage	East Brimfield Lake: Office Lot, Dam Lot, Entrance Rd., Dam Crest, Storage Shed Road, Long Pond Parking Lot, Champeau Road, 5 Bridge Road	4

3.	16 Inch to 24-Inch Storm, Plowing, Shoveling, Salting at entrance/exit doors/landings/steps to office and storage building/workshop and small garage	East Brimfield Lake: Office Lot, Dam Lot, Entrance Rd., Dam Crest, Storage Shed Road, Long Pond Parking Lot, Champeau Road, 5 Bridge Road	3
4.	24 Inch and Greater Storm, Plowing, Shoveling, Salting at entrance/exit doors/landings/steps to office and storage building/workshop and small garage	East Brimfield Lake: Office Lot, Dam Lot, Entrance Rd., Dam Crest, Storage Shed Road, Long Pond Parking Lot, Champeau Road, 5 Bridge Road	2
5.	Salting On-call	East Brimfield Office Lot, Dam Lot, Entrance Rd., Dam Crest, Long Pond Parking Lot	5
6.	Maintenance Plowing	East Brimfield Office Lot, Dam Lot, Entrance Rd., Dam Crest	4
7.	Snow Removal	East Brimfield Office Lot, Dam Lot, Entrance Rd., Dam Crest	1

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 NLT 5 calendar days after the completion of the training.

The Contractor must pre-screen Candidates using the E-verify Program (http://www.uscis.gov/e-verify) 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 E-verify system. An initial list of verified/eligible Candidates must be provided to the COR no later than 3 business days after the initial contract award."
*When contracts are with individuals, the individuals will be required to complete a Form I-9, Employment Eligibility Verification, with the designated Government representative. This Form will be provided to the Contracting Officer and shall become part of the official contract file.

DELIVERY INFORMATION

CLIN	DELIVERY DATE	QUANTITY	SHIP TO ADDRESS	DODAAC / CAGE
0001	POP 01-NOV-2017 TO 30-APR-2018	N/A	EAST BRIMFIELD LAKE PROJ KEITH BEECHER 24 RIVERVIEW AVE FISKDALE MA 01518-1243 978-318-8405 FOB: Destination	961310

CLAUSES INCORPORATED BY REFERENCE

52.208-9	Contractor Use of Mandatory Sources of Supply or Services	MAY 2014
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	OCT 2015
	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
52.247-34	F.O.B. Destination	NOV 1991
252.203-7000	Requirements Relating to Compensation of Former DoD Officials	SEP 2011
252.203-7002	Requirement to Inform Employees of Whistleblower Rights	SEP 2013
252.203-7005	Representation Relating to Compensation of Former DoD	NOV 2011
232.203-7003	Officials	NO V 2011
252.204-7003	Control Of Government Personnel Work Product	APR 1992
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 Support	MAY 2016

252.223-7006	Prohibition On Storage, Treatment, and Disposal of Toxic or	SEP 2014
	Hazardous Materials	
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 (JAN 2017) ALTERNATE I (OCT 2014)

The offeror shall complete only paragraphs (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 https://www.sam.gov/portal. 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--
- "Administrative merits determination" means certain notices or findings of labor law violations issued by an enforcement agency following an investigation. An administrative merits determination may be final or be subject to appeal or further review. To determine whether a particular notice or finding is covered by this definition, it is necessary to consult section II.B. in the DOL Guidance.
- "Arbitral award or decision" means an arbitrator or arbitral panel determination that a labor law violation occurred, or that enjoined or restrained a violation of labor law. It includes an award or decision that is not final or is subject to being confirmed, modified, or vacated by a court, and includes an award or decision resulting from private or confidential proceedings. To determine whether a particular award or decision is covered by this definition, it is necessary to consult section II.B. in the DOL Guidance.
- "Civil judgment" means--
- (1) In paragraph (h) of this provision: A judgment or finding of a civil offense by any court of competent jurisdiction.
- (2) In paragraph (s) of this provision: Any judgment or order entered by any Federal or State court in which the court determined that a labor law violation occurred, or enjoined or restrained a violation of labor law. It includes a judgment or order that is not final or is subject to appeal. To determine whether a particular judgment or order is covered by this definition, it is necessary to consult section II.B. in the DOL Guidance.
- "DOL Guidance" means the Department of Labor (DOL) Guidance entitled: ``Guidance for Executive Order 13673, `Fair Pay and Safe Workplaces' ". The DOL Guidance, dated August 25, 2016, can be obtained from www.dol.gov/fairpayandsafeworkplaces.
- "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.
- "Enforcement agency" means any agency granted authority to enforce the Federal labor laws. It includes the enforcement components of DOL (Wage and Hour Division, Office of Federal Contract Compliance Programs, and

Occupational Safety and Health Administration), the Equal Employment Opportunity Commission, the occupational Safety and Health Review Commission, and the National Labor Relations Board. It also means a State agency designated to administer an OSHA-approved State Plan, but only to the extent that the State agency is acting in its capacity as administrator of such plan. It does not include other Federal agencies which, in their capacity as contracting agencies, conduct investigations of potential labor law violations. The enforcement agencies associated with each labor law under E.O. 13673 are--

- (1) Department of Labor Wage and Hour Division (WHD) for--
- (i) The Fair Labor Standards Act;
- (ii) The Migrant and Seasonal Agricultural Worker Protection Act;
- (iii) 40 U.S.C. chapter 31, subchapter IV, formerly known as the Davis-Bacon Act;
- (iv) 41 U.S.C. chapter 67, formerly known as the Service Contract Act;
- (v) The Family and Medical Leave Act; and
- (vi) E.O. 13658 of February 12, 2014 (Establishing a Minimum Wage for Contractors);
- (2) Department of Labor Occupational Safety and Health Administration (OSHA) for-
- (i) The Occupational Safety and Health Act of 1970; and
- (ii) OSHA-approved State Plans;
- (3) Department of Labor Office of Federal Contract Compliance Programs (OFCCP) for--
- (i) Section 503 of the Rehabilitation Act of 1973;
- (ii) The Vietnam Era Veterans' Readjustment Assistance Act of 1972 and the Vietnam Era Veterans' Readjustment Assistance Act of 1974; and
- (iii) E.O. 11246 of September 24, 1965 (Equal Employment Opportunity);
- (4) National Labor Relations Board (NLRB) for the National Labor Relations Act; and
- (5) Equal Employment Opportunity Commission (EEOC) for--
- (i) Title VII of the Civil Rights Act of 1964;
- (ii) The Americans with Disabilities Act of 1990;
- (iii) The Age Discrimination in Employment Act of 1967; and
- (iv) Section 6(d) of the Fair Labor Standards Act (Equal Pay Act).
- "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).

"Labor compliance agreement" means an agreement entered into between a contractor or subcontractor and an enforcement agency to address appropriate remedial measures, compliance assistance, steps to resolve issues to increase compliance with the labor laws, or other related matters.

"Labor laws" means the following labor laws and E.O.s:

- (1) The Fair Labor Standards Act.
- (2) The Occupational Safety and Health Act (OSHA) of 1970.
- (3) The Migrant and Seasonal Agricultural Worker Protection Act.
- (4) The National Labor Relations Act.
- (5) 40 U.S.C. chapter 31, subchapter IV, formerly known as the Davis-Bacon Act.
- (6) 41 U.S.C. chapter 67, formerly known as the Service Contract Act.
- (7) E.O. 11246 of September 24, 1965 (Equal Employment Opportunity).
- (8) Section 503 of the Rehabilitation Act of 1973.
- (9) The Vietnam Era Veterans' Readjustment Assistance Act of 1972 and the Vietnam Era Veterans' Readjustment Assistance Act of 1974.
- (10) The Family and Medical Leave Act.
- (11) Title VII of the Civil Rights Act of 1964.
- (12) The Americans with Disabilities Act of 1990.
- (13) The Age Discrimination in Employment Act of 1967.
- (14) E.O. 13658 of February 12, 2014 (Establishing a Minimum Wage for Contractors).
- (15) Equivalent State laws as defined in the DOL Guidance. (The only equivalent State laws implemented in the FAR are OSHA-approved State Plans, which can be found at www.osha.gov/dcsp/osp/approved_state_plans.html).

"Labor law decision" means an administrative merits determination, arbitral award or decision, or civil judgment, which resulted from a violation of one or more of the laws listed in the definition of ``labor laws".

"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.

"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.
- "Veteran-owned small business concern" means a small business concern—

- (1) Not less than 51 percent of which is owned by one or more veterans(as defined at 38 U.S.C. 101(2)) or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more veterans; and
- (2) The management and daily business operations of which are controlled by one or more veterans.
- "Women-owned business concern" means a concern which is at least 51 percent owned by one or more women; or in the case of any publicly owned business, at least 51 percent of the its stock is owned by one or more women; and whose management and daily business operations are controlled by one or more women.
- "Women-owned small business concern" means a small business concern --
- (1) That is at least 51 percent owned by one or more women or, in the case of any publicly owned business, at least 51 percent of the stock of which is owned by one or more women; and
- (2) Whose management and daily business operations are controlled by one or more women.

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

Note to paragraph (a): By a court order issued on October 24, 2016, the following definitions in this paragraph (a) are enjoined indefinitely as of the date of the order: "Administrative merits determination", "Arbitral award or decision", paragraph (2) of "Civil judgment", "DOL Guidance", "Enforcement agency", "Labor compliance agreement", "Labor laws", and "Labor law decision". The enjoined definitions will become effective immediately if the court terminates the injunction. At that time, DoD, GSA, and NASA will publish a document in the Federal Register advising the public of the termination of the injunction.

(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 on the SAMwebsite.
- (2) The offeror has completed the annual representations and certifications electronically via the SAM website accessed through https://www.acquisition.gov. After reviewing the SAM database information, the offeror verifies by submission of this offer that the representation 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 is to 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 women-owned small business concern.
Note: Complete paragraphs $(c)(8)$ and $(c)(9)$ only if this solicitation is expected to exceed the simplified acquisition threshold.
(6) WOSB concern eligible under the WOSB Program. [Complete only if the offeror represented itself as a womenowned small business concern in paragraph (c)(5) of this provision.] The offeror represents that—
(i) It [] is, [] is not a WOSB concern eligible under the WOSB Program, has provided all the required documents to the WOSB Repository, and no change in circumstances or adverse decisions have been issued that affects its eligibility; and
(ii) It [] is, [] is not a joint venture that complies with the requirements of 13 CFR part 127, and the representation in paragraph (c)(6)(i) of this provision is accurate for each WOSB concern eligible under the WOSB Program participating in the joint venture. [The offeror shall enter the name or names of the WOSB concern eligible under the WOSB Program and other small businesses that are participating in the joint venture:] Each WOSB concern eligible under the WOSB Program participating in the joint venture shall submit a separate signed copy of the WOSB representation.
(7) Economically disadvantaged women-owned small business (EDWOSB) concern. [Complete only if the offeror represented itself as a WOSB concern eligible under the WOSB Program in (c)(6) of this provision.] The offeror represents that—
(i) It [] is, [] is not an EDWOSB concern, has provided all the required documents to the WOSB Repository, and no change in circumstances or adverse decisions have been issued that affects its eligibility; and
(ii) It [] is, [] is not a joint venture that complies with the requirements of 13 CFR part 127, and the representation in paragraph (c)(7)(i) of this provision is accurate for each EDWOSB concern participating in the joint venture. [The offeror shall enter the name or names of the EDWOSB concern and other small businesses that are participating in the joint venture:] Each EDWOSB concern participating in the joint venture shall submit a separate signed copy of the EDWOSB representation.
(8) Women-owned business concern (other than small business concern). [Complete only if the offeror is a women-owned business concern and did not represent itself as a small business concern in paragraph (c)(1) of this provision.] The offeror represents that it [] is, a women-owned business concern.

(9) <i>Tie bid priority for labor surplus area concerns</i> . If this is an invitation for bid, small business offerors may identify the labor surplus areas in which costs to be incurred on account of manufacturing or production (by offeror or first-tier subcontractors) amount to more than 50 percent of the contract price:
(10) HUBZone small business concern. [Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.] The offeror represents, as part of its offer, that-
(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 concern participating in the HUBZone joint venture:] Each HUBZone small business concern participating in the HUBZone joint venture shall submit a separate signed copy of the HUBZone representation.
(11) (Complete if the offeror has represented itself as disadvantaged in paragraph (c)(4) of this provision.)
[The offeror shall check the category in which its ownership falls]:
Black American.
Hispanic American.
Native American (American Indians, Eskimos, Aleuts, or Native Hawaiians).
Asian-Pacific American (persons with origins from Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Japan, China, Taiwan, Laos, Cambodia (Kampuchea), Vietnam, Korea, The Philippines, Republic of Palau, Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru).
Subcontinent Asian (Asian-Indian) American (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal).
Individual/concern, other than one of the preceding.
(d) Representations required to implement provisions of Executive Order 11246
(1) Previous contracts and compliance. The offeror represents that
(i) It [] has, [] has not, participated in a previous contract or subcontract subject to the Equal Opportunity clause of this solicitation; and
(ii) It [] has, [] has not, filed all required compliance reports.
(2) Affirmative Action Compliance. The offeror represents that

(i) It [] has developed and has on file, [] has not destablishment, affirmative action programs required by rules at 60-1 and 60-2), or	
(ii) It [] has not previously had contracts subject to the virules and regulations of the Secretary of Labor.	vritten affirmative action programs requirement of the
(e) Certification Regarding Payments to Influence Federal Tracontract is expected to exceed \$150,000.) By submission of its and belief that no Federal appropriated funds have been paid o attempting to influence an officer or employee of any agency, Congress or an employee of a Member of Congress on his or he resultant contract. If any registrants under the Lobbying Disclobehalf of the offeror with respect to this contract, the offeror sh Standard Form LLL, Disclosure of Lobbying Activities, to proreport regularly employed officers or employees of the offeror made.	offer, the offeror certifies to the best of its knowledge r will be paid to any person for influencing or a Member of Congress, an officer or employee of er behalf in connection with the award of any sure Act of 1995 have made a lobbying contact on hall complete and submit, with its offer, OMB vide the name of the registrants. The offeror need not
(f) Buy American Certificate. (Applies only if the clause at Fed American – Supplies, is included in this solicitation.)	deral Acquisition Regulation (FAR) 52.225-1, Buy
(1) The offeror certifies that each end product, except those list end product and that for other than COTS items, the offeror has been mined, produced, or manufactured outside the United State those end products manufactured in the United States that do not product that is not a COTS item and does not meet the compor "domestic end product." The terms "commercially available of end product," "end product," "foreign end product," and "Unit entitled "Buy American—Supplies."	s considered components of unknown origin to have tes. The offeror shall list as foreign end products ot qualify as domestic end products, <i>i.e.</i> , an end test in paragraph (2) of the definition of 'f-the-shelf (COTS) item," "component," "domestic
(2) Foreign End Products:	
LINE ITEM NO.	COUNTRY OF ORIGIN
[List as necessary]	
(3) The Government will evaluate offers in accordance with th	e policies and procedures of FAR Part 25.
(g)	
(1) Buy American Free Trade Agreements Israeli Trade A 52.225-3, Buy American Free Trade Agreements Israeli T	

(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," "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.	COUNTRY OF ORIGIN

[List as necessary]

(iii) The offeror shall list those supplies that are foreign end products (other than those listed in paragraph (g)(1)(ii) or this provision) as defined in the clause of this solicitation entitled "Buy American—Free Trade Agreements—Israeli Trade Act." The offeror shall list as other 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."

Other Foreign End Products:

LINE ITEM NO.	COUNTRY OF ORIGIN

[List as necessary]

- (iv) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25.
- (2) Buy American—Free Trade Agreements—Israeli Trade Act Certificate, Alternate I. If Alternate I 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 as defined in the clause of this solicitation entitled "Buy American—Free Trade Agreements—Israeli Trade Act":

Canadian End Products:

Line Item No.:

[List as necessary]

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

Canadian or Israeli End Products:

Line Item No.:	Country of Origin:

[List as necessary]

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

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

Line Item No.:	Country of Origin:

[List as necessary]

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

Other End Products

Line Item No.:	Country of Origin:
	_
[List as necessary]	
(iii) The Government will evaluate offers in accordance witems covered by the WTO GPA, the Government will evaproducts without regard to the restrictions of the Buy Ameonly offers of U.Smade or designated country end product no offers for such products or that the offers for such production.	aluate offers of U.Smade or designated country end erican statute. The Government will consider for award cts unless the Contracting Officer determines that there are
(h) Certification Regarding Responsibility Matters (Executed expected to exceed the simplified acquisition threshold.) The belief, that the offeror and/or any of its principals	
(1) [] Are, [] are not presently debarred, susp the award of contracts by any Federal agency;	pended, proposed for debarment, or declared ineligible for
judgment rendered against them for: commission of fraud	al government contract or subcontract; violation of Federal rs; or commission of embezzlement, theft, forgery,
(3) [] Are, [] are not presently indicted for, o entity with, commission of any of these offenses enumerate	r otherwise criminally or civilly charged by a Government ted in paragraph (h)(2) of this clause; and
(4) [] Have, [] have not, within a three-year prederal taxes in an amount that exceeds \$3,500 for which	period preceding this offer, been notified of any delinquent the liability remains unsatisfied.
(i) Taxes are considered delinquent if both of the followin	g criteria apply:
(A) <i>The tax liability is finally determined.</i> The liability is finally determined if there is a pending administrative or j liability, the liability is not finally determined until all jud	
(B) The taxpayer is delinquent in making payment. A taxpa liability when full payment was due and required. A taxpa action is precluded.	
(ii) Examples.	
(A) The taxpayer has received a statutory notice of deficie seek Tax Court review of a proposed tax deficiency. This Should the taxpayer seek Tax Court review, this will not be	is not a delinquent tax because it is not a final tax liability.

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).]

Listed Countries of Origin:

(1) Listed End Product

Listed End Product:

_	_
(2) Certification. [If the Contracting Officer has identified end this provision, then the offeror must certify to either (i)(2)(i) o	
[] (i) The offeror will not supply any end product listed produced, or manufactured in the corresponding country as list	
[] (ii) The offeror may supply an end product listed in p produced, or manufactured in the corresponding country as lis made a good faith effort to determine whether forced or indent manufacture any such end product furnished under this contract that it is not aware of any such use of child labor.	ted for that product. The offeror certifies that is has ured child labor was used to mine, produce, or
(j) <i>Place of manufacture</i> . (Does not apply unless the solicitation manufactured end products.) For statistical purposes only, the manufacture of the end products it expects to provide in response	offeror shall indicate whether the place of
(1) [] In the United States (Check this box if the total ar in the United States exceeds the total anticipated price of offer States); or	
(2) [] Outside the United States.	

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

(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. The Offeror represents that
(i) It [] is, [] is not an inverted domestic corporation; and
(ii) It [] is, [] is not a subsidiary of an inverted domestic corporation.
(o) Prohibition on contracting with entities engaging in certain activities or transactions relating to Iran.
(1) The offeror shall email questions concerning sensitive technology to the Department of State at CISADA106@state.gov .
(2) Representation and Certification. Unless a waiver is granted or an exception applies as provided in paragraph (o)(3) of this provision, by submission of its offer, the offeror—
(i) Represents, to the best of its knowledge and belief, that the offeror does not export any sensitive technology to the government of Iran or any entities or individuals owned or controlled by, or acting on behalf or at the direction of, the government of Iran;
(ii) Certifies that the offeror, or any person owned or controlled by the offeror, does not engage in any activities for which sanctions may be imposed under section 5 of the Iran Sanctions Act; and
(iii) Certifies that the offeror, and any person owned or controlled by the offeror, does not knowingly engage in any transaction that exceeds \$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 http://www.treasury.gov/ofac/downloads/t11sdn.pdf).
(3) The representation and certification requirements of paragraph (o)(2) of this provision do not apply if—
(i) This solicitation includes a trade agreements certification (e.g., 52.212-3(g) or a comparable agency provision); and
(ii) The offeror has certified that all the offered products to be supplied are designated country end products.
(p) Ownership or Control of Offeror. (Applies in all solicitations when there is a requirement to be registered in SAM or a requirement to have a unique entity identifier in the solicitation.

(1) The Offeror represents that it [] has or [] does not have an immediate owner. If the Offeror has more than one immediate owner (such as a joint venture), then the Offeror shall respond to paragraph (2) and if applicable, paragraph (3) of this provision for each participant in the joint venture.
(2) If the Offeror indicates "has" in paragraph (p)(1) of this provision, enter the following information: Immediate owner CAGE code: Immediate owner legal name: (Do not use a "doing business as" name) Is the immediate owner owned or controlled by another entity: □ Yes or □ No.
(3) If the Offeror indicates "yes" in paragraph (p)(2) of this provision, indicating that the immediate owner is owned or controlled by another entity, then enter the following information: Highest-level owner CAGE code: Highest-level owner legal name: (Do not use a "doing business as" name)
(q) Representation by Corporations Regarding Delinquent Tax Liability or a Felony Conviction under any Federal Law.
(1) As required by sections 744 and 745 of Division E of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235), and similar provisions, if contained in subsequent appropriations acts, The Government will not enter into a contract with any corporation that—
(i) Has any unpaid Federal tax liability that has been assessed, for which all judicial and administrative remedies have been exhausted or have lapsed, and that is not being paid in a timely manner pursuant to an agreement with the authority responsible for collecting the tax liability, where the awarding agency is aware of the unpaid tax liability, unless an agency has considered suspension or debarment of the corporation and made a determination that suspension or debarment is not necessary to protect the interests of the Government; or
(ii) Was convicted of a felony criminal violation under any Federal law within the preceding 24 months, where the awarding agency is aware of the conviction, unless an agency has considered suspension or debarment of the corporation and made a determination that this action is not necessary to protect the interests of the Government.
(2) The Offeror represents that—
(i) It is \Box is not \Box 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 \square is not \square 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).
(s) Representation regarding compliance with labor laws (Executive Order 13673). If the offeror is a joint venture that is not itself a separate legal entity, each concern participating in the joint venture shall separately comply with the requirements of this provision.
(1)(i) For solicitations issued on or after October 25, 2016 through April 24, 2017: The Offeror [] does [] does not anticipate submitting an offer with an estimated contract value of greater than \$50 million.
(ii) For solicitations issued after April 24, 2017: The Offeror [$__$] does [$__$] does not anticipate submitting an offer with an estimated contract value of greater than \$500,000.
(2) If the Offeror checked ``does" in paragraph (s)(1)(i) or (ii) of this provision, the Offeror represents to the best of the Offeror's knowledge and belief [Offeror to check appropriate block]:
[](i) There has been no administrative merits determination, arbitral award or decision, or civil judgment for any labor law violation(s) rendered against the offeror (see definitions in paragraph (a) of this section) during the period beginning on October 25, 2015 to the date of the offer, or for three years preceding the date of the offer, whichever period is shorter; or
[](ii) There has been an administrative merits determination, arbitral award or decision, or civil judgment for any labor law violation(s) rendered against the Offeror during the period beginning on October 25, 2015 to the date of the offer, or for three years preceding the date of the offer, whichever period is shorter.
(3)(i) If the box at paragraph (s)(2)(ii) of this provision is checked and the Contracting Officer has initiated a responsibility determination and has requested additional information, the Offeror shall provide
(A) The following information for each disclosed labor law decision in the System for Award Management (SAM) at www.sam.gov , unless the information is already current, accurate, and complete in SAM. This information will be publicly available in the Federal Awardee Performance and Integrity Information System (FAPIIS):
(1) The labor law violated.
(2) The case number, inspection number, charge number, docket number, or other unique identification number.
(3) The date rendered.
(4) The name of the court, arbitrator(s), agency, board, or commission that rendered the determination or decision;
(B) The administrative merits determination, arbitral award or decision, or civil judgment document, to the Contracting Officer, if the Contracting Officer requires it;
(C) In SAM, such additional information as the Offeror deems necessary to demonstrate its responsibility, including mitigating factors and remedial measures such as offeror actions taken to address the violations, labor compliance

(D) The information in paragraphs (s)(3)(i)(A) and (s)(3)(i)(C) of this provision to the Contracting Officer, if the Offeror meets an exception to SAM registration (see FAR 4.1102(a)).

agreements, and other steps taken to achieve compliance with labor laws. Offerors may provide explanatory text and upload documents. This information will not be made public unless the contractor determines that it wants

the information to be made public; and

(ii)(A) The Contracting Officer will consider all information provided under (s)(3)(i) of this provision as part of making a responsibility determination.

- (B) A representation that any labor law decision(s) were rendered against the Offeror will not necessarily result in withholding of an award under this solicitation. Failure of the Offeror to furnish a representation or provide such additional information as requested by the Contracting Officer may render the Offeror nonresponsible.
- (C) The representation in paragraph (s)(2) of this provision is a material representation of fact upon which reliance was placed when making award. If it is later determined that the Offeror knowingly rendered an erroneous representation, in addition to other remedies available to the Government, the Contracting Officer may terminate the contract resulting from this solicitation in accordance with the procedures set forth in FAR 12.403.
- (4) The Offeror shall provide immediate written notice to the Contracting Officer if at any time prior to contract award the Offeror learns that its representation at paragraph (s)(2) of this provision is no longer accurate.
- (5) The representation in paragraph (s)(2) of this provision will be public information in the Federal Awardee Performance and Integrity Information System (FAPIIS).

Note to paragraph (s): By a court order issued on October 24, 2016, this paragraph (s) is enjoined indefinitely as of the date of the order. The enjoined paragraph will become effective immediately if the court terminates the injunction. At that time, DoD, GSA, and NASA will publish a document in the Federal Register advising the public of the termination of the injunction.

- (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).

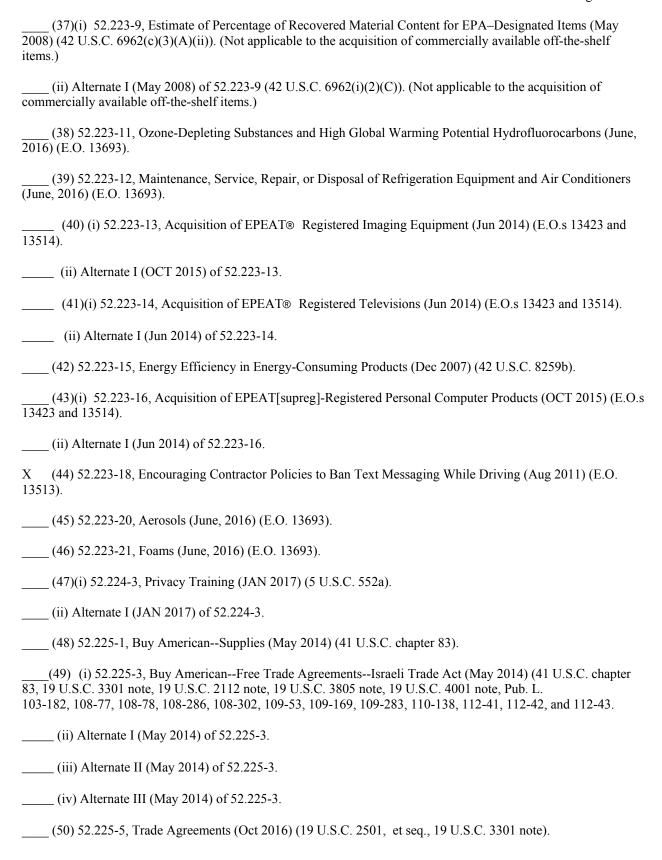
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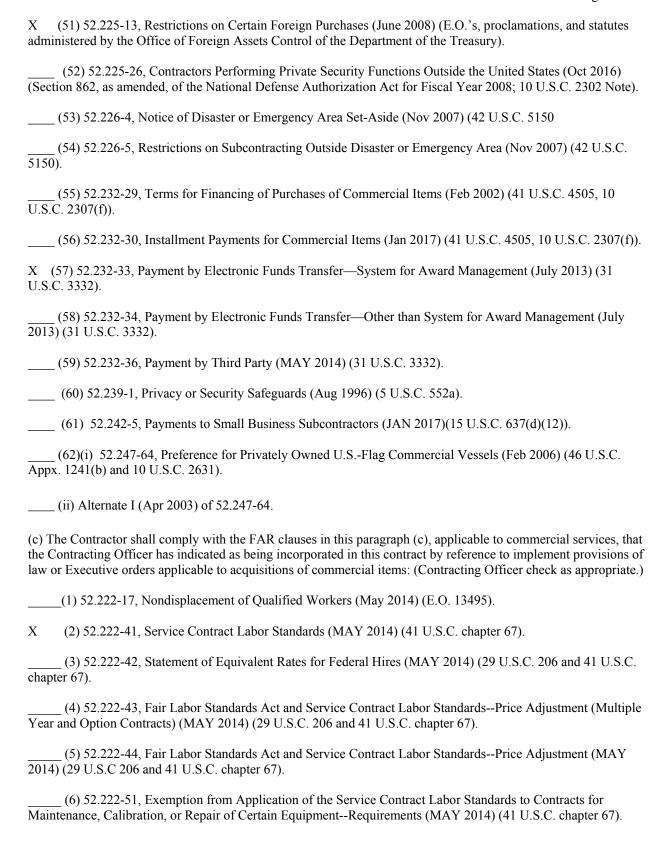
52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS--COMMERCIAL ITEMS (JAN 2017)

- (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. C).
(7) 52.204-15, Service Contract Reporting Requirements for Indefinite-Delivery Contracts (Oct 2016) (Pub. L. 111-117, section 743 of Div. C).
(8) 52.209-6, Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment. (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]
X (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).
X (22) 52.219-28, Post Award Small Business Program Rerepresentation (July 2013) (15 U.S.C. 632(a)(2)).
(23) 52.219-29, Notice of Set-Aside for, or Sole Source Award to, Economically Disadvantaged Women-Owned Small Business Concerns (Dec 2015) (15 U.S.C. 637(m)).
(24) 52.219-30, Notice of Set-Aside for, or Sole Source Award to, Women-Owned Small Business Concerns Eligible Under the Women-Owned Small Business Program (Dec 2015) (15 U.S.C. 637(m)).
X (25) 52.222-3, Convict Labor (June 2003) (E.O. 11755).
(26) 52.222-19, Child LaborCooperation with Authorities and Remedies (Oct 2016) (E.O. 13126).
X (27) 52.222-21, Prohibition of Segregated Facilities (Apr 2015).
X (28) 52.222-26, Equal Opportunity (Sept 2016) (E.O. 11246).
(29) 52.222-35, Equal Opportunity for Veterans (Oct 2015) (38 U.S.C. 4212).
(30) 52.222-36, Equal Opportunity for Workers with Disabilities (July 2014) (29 U.S.C. 793).
(31) 52.222-37, Employment Reports on Veterans (FEB 2016) (38 U.S.C. 4212).
${13496}$). (32) 52.222-40, Notification of Employee Rights Under the National Labor Relations Act (Dec 2010) (E.O.
X (33)(i) 52.222-50, Combating Trafficking in Persons (March 2, 2015) (22 U.S.C. chapter 78 and E.O. 13627).
(ii) Alternate I (March 2, 2015) of 52.222-50 (22 U.S.C. chapter 78 and E.O. 13627).
(34) 52.222-54, Employment Eligibility Verification (Oct 2015). (E. O. 12989). (Not applicable to the acquisition of commercially available off-the-shelf items or certain other types of commercial items as prescribed in 22.1803.)
(35) 52.222-59, Compliance with Labor Laws (Executive Order 13673) (OCT 2016). (Applies at \$50 million for solicitations and resultant contracts issued from October 25, 2016 through April 24, 2017; applies at \$500,000 for solicitations and resultant contracts issued after April 24, 2017).
Note to paragraph (b)(35): By a court order issued on October 24, 2016, 52.222-59 is enjoined indefinitely as of the date of the order. The enjoined paragraph will become effective immediately if the court terminates the injunction. At that time, DoD, GSA, and NASA will publish a document in the Federal Register advising the public of the termination of the injunction.
(36) 52.222-60, Paycheck Transparency (Executive Order 13673) (OCT 2016).





- _____(7) 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).
- X (8) 52.222-55, Minimum Wages Under Executive Order 13658 (DEC 2015) (E.O. 13658).
- X (9) 52.222-62, Paid Sick Leave Under Executive Order 13706 (JAN 2017) (E.O. 13706).
- (10) 52.226-6, Promoting Excess Food Donation to Nonprofit Organizations (MAY 2014) (42 U.S.C. 1792).
- (11) 52.237-11, Accepting and Dispensing of \$1 Coin (Sept 2008) (31 U.S.C. 5112(p)(1)).
- (d) Comptroller General Examination of Record. The Contractor shall comply with the provisions of this paragraph (d) if this contract was awarded using other than sealed bid, is in excess of the simplified acquisition threshold, and does not contain the clause at 52.215-2, Audit and Records--Negotiation.
- (1) The Comptroller General of the United States, or an authorized representative of the Comptroller General, shall have access to and right to examine any of the Contractor's directly pertinent records involving transactions related to this contract.
- (2) The Contractor shall make available at its offices at all reasonable times the records, materials, and other evidence for examination, audit, or reproduction, until 3 years after final payment under this contract or for any shorter period specified in FAR Subpart 4.7, Contractor Records Retention, of the other clauses of this contract. If this contract is completely or partially terminated, the records relating to the work terminated shall be made available for 3 years after any resulting final termination settlement. Records relating to appeals under the disputes clause or to litigation or the settlement of claims arising under or relating to this contract shall be made available until such appeals, litigation, or claims are finally resolved.
- (3) As used in this clause, records include books, documents, accounting procedures and practices, and other data, regardless of type and regardless of form. This does not require the Contractor to create or maintain any record that the Contractor does not maintain in the ordinary course of business or pursuant to a provision of law.
- (e) (1) Notwithstanding the requirements of the clauses in paragraphs (a), (b), (c), and (d) of this clause, the Contractor is not required to flow down any FAR clause, other than those in 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 (I) 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.)
- (xiv) 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)
- (xv) 52.222-54, Employment Eligibility Verification (Oct 2015) (E. O. 12989).
- (xvi)52.222-55, Minimum Wages Under Executive Order 13658 (Dec 2015) (E.O. 13658).
- (xvii) 52.222-59, Compliance with Labor Laws (Executive Order 13673) (OCT 2016) (Applies at \$50 million for solicitations and resultant contracts issued from October 25, 2016 through April 24, 2017; applies at \$500,000 for solicitations and resultant contracts issued after April 24, 2017).
- Note to paragraph (e)(1)(xvii): By a court order issued on October 24, 2016, 52.222-59 is enjoined indefinitely as of the date of the order. The enjoined paragraph will become effective immediately if the court terminates the injunction. At that time, DoD, GSA, and NASA will publish a document in the Federal Register advising the public of the termination of the injunction.
- (xviii) 52.222-60, Paycheck Transparency (Executive Order 13673) (OCT 2016)).
- (xix) (A) 52.224-3, Privacy Training (JAN 2017) (5 U.S.C. 552a).
- (B) Alternate I (JAN 2017) of 52.224-3.
- (xx) 52.222-62 Paid Sick Leave Under Executive Order 13706 (JAN 2017) (E.O. 13706).
- (xxi) 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).
- (xxii) 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.
- (xxiii) 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) - ALTERNATE I (SEPT 2015)
(a)(1) The North American Industry Classification System (NAICS) code for this acquisition is 561730.
(2) The small business size standard is 7.5 Million.
(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.
(b) 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 (b)(1) of this provision.) The offeror represents, for general statistical purposes, 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 (b)(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 (b)(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 (b)(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 (b)(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 (b)(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 (b)(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 (b)(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 (b)(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 change in ownership and control, principal office, or HUBZone employee percentage has occurred since it was certified by the Small Business Administration in accordance with 13 CFR part 126; and
(ii) It () is, () is not a joint venture that complies with the requirements of 13 CFR part 126, and the representation in paragraph (b)(8)(i) of this provision is accurate for the HUBZone small business concern or concerns that are participating in the joint venture. (The offeror shall enter the name or names of the HUBZone small business concern or concerns that are participating in the joint venture:) Each HUBZone small business concern participating in the joint venture shall submit a separate signed copy of the HUBZone representation.
(9) (Complete if offeror represented itself as disadvantaged in paragraph (c)(2) of this provision.) The offeror shall check the category in which its ownership falls:
Black American.
Hispanic American.
Native American (American Indians, Eskimos, Aleuts, or Native Hawaiians).
Asian-Pacific American (persons with origins from Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Japan, China, Taiwan, Laos, Cambodia (Kampuchea), Vietnam, Korea, The Philippines, Republic of Palau, Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru).
Subcontinent Asian (Asian-Indian) American (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal).
Individual/concern, other than one of the preceding.
(c) Definitions. As used in this provision
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 the size standard in paragraph (a) of this provision.

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 small business concern," means a small business concern --
- (1) That is at least 51 percent owned by one or more women or, in the case of any publicly owned business, at least 51 percent of the stock of which is owned by one or more women; or
- (2) Whose management and daily business operations are controlled by one or more women.
- (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 small, HUBZone small, small disadvantaged, or women-owned small business concern in order to obtain a contract to be awarded under the preference programs established pursuant to section 8(a), 8(d), 9, or 15 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)

52.227-5001 PARTICIPATION OF FOREIGN NATIONALS IN USACE CONTRACTS

All contractor employees (U.S. Citizens and Non-U.S. Citizens) working under this contract who require access to Automated Information Systems (AIS), (stand alone computers, network computers/systems, email) shall, at a minimum, be designated into an ADP-III position (non sensitive) in accordance with DoD 5220-22-R, Industrial Security Regulation. The investigative requirements for an ADP – III position are favorable National Agency Check (NAC), SF-85P, Public Trust Position. The contractor shall have each applicable employee complete a SF-85P and submit to the U.S. Army Engineer District, New England, 696 Virginia Road, Concord, MA 01742-2751, Security

Officer, within three (3) working days after award of any contract or task order, and shall be submitted prior to the individual being permitted to access AIS. Contractors that have a commercial or government entity (CAGE) Code and Facility Security Clearance through the Defense Security Service shall process the NAC's and forward visit requests/results of NAC to the U.S. Army Engineer District, New England, 696 Virginia Road, Concord, MA 01742-2751 – Security Officer. For those contractors that do not have a Cage Code or Facility Security Clearance, the U.S. Army Engineer District, New England – Bldg 1, 696 Virginia Road, Concord, MA 01742-2751, Security Officer will process the investigation in coordination with the Contractor and contract employees.

In accordance with Engineering Regulation, ER-380-1-18, Section 4, foreign nationals who work on Corps of Engineers' contracts or task orders shall be approved by HQUSACE Foreign Disclosure Officer or higher before beginning work on the contract/task order. This regulation includes subcontractor employees. (NOTE: exceptions to the above requirement include foreign nationals who perform janitorial and/or grounds maintenance services.) The contractor shall submit to the U.S. Army Engineer District, New England, Contracting Division, the names of all foreign nationals proposed for performance under this contract/task order, along with documentation to verify that he/she was legally admitted into the United States and has authority to work and/or go to school in the US. Such documentation may include a U.S. Passport, Certificate of U.S. Citizenship (INS Form N-560 or N-561), Certificate of Naturalization (INS Form N-550 or N-570), foreign passport with I-551 stamp or attached INS From I-94 indicating employment authorization, Alien Registration Receipt Card with photograph (INS From I-151 or I-551), Temporary Resident Card (INS From I688), Employment Authorization Card (INS Form I-688A), Reentry Permit (INS Form I-327), Refugee Travel Document (INS From I-571), Employment Authorization Document issued by INS which contains a photograph (INS Form I-688B).

52.249-5000 BASIS FOR SETTLEMENT OF PROPOSALS - UAI

Actual costs will be used to determine equipment costs for a settlement proposal submitted on the total cost basis under FAR 49.206-2(b). In evaluating a terminations settlement proposal using the total cost basis, the following principles will be applied to determine allowable equipment costs:

- (1) Actual costs for each piece of equipment, or groups of similar serial or series equipment, need not be available in the contractor's accounting records to determine total actual equipment costs.
- (2) If equipment costs have been allocated to a contract using predetermined rates, those charges will be adjusted to actual costs.
- (3) Recorded job costs adjusted for unallowable expenses will be used to determine equipment operating expenses.
- (4) Ownership costs (depreciation) will be determined using the contractor's depreciation schedule (subject to the provisions of FAR 31.205-11).
- (5) License, taxes, storage and insurance costs are normally recovered as an indirect expense and unless the contractor charges these costs directly to contracts, they will be recovered through the indirect expense rate.

(End of clause)

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

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

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

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://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	Quar	ntity	Unit	Unit Price	Amount
0001	Computer, Desktop wi	th	20	EA		
	CPU, Keyboard and Mo	use.				
0002	Monitor	20	E	Α		

(End of provision)

WAGE RATES

Director

WD 15-4101 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER U.S. DEPARTMENT OF LABOR By direction of the Secretary of Labor

THE SERVICE CONTRACT ACT EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

> Wage Determination No.: 2015-4101 Revision No.: 4

Daniel W. Simms Wage Determinations Division of Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 2017. 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 applies to the following localities in Massachusetts:

Hampden county: Brimfield, Holland

Worcester county: Hubbardston, New Braintree, Oakham, Sturbridge, Warren, West Brookfield

Fringe Benefits Required Follow the Occupational Listing	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	15.55
01012 - Accounting Clerk II	17.46
01013 - Accounting Clerk III	19.53
01020 - Administrative Assistant	25.87
01035 - Court Reporter	19.14
01041 - Customer Service Representative I	14.20
01042 - Customer Service Representative II	15.97
01043 - Customer Service Representative III	17.43
01051 - Data Entry Operator I	14.75
01052 - Data Entry Operator II	16.10
01060 - Dispatcher, Motor Vehicle	19.14
01070 - Document Preparation Clerk	16.47
01090 - Duplicating Machine Operator	16.47
01111 - General Clerk I	14.46
01112 - General Clerk II	15.90
01113 - General Clerk III	17.86
01120 - Housing Referral Assistant	21.57
01141 - Messenger Courier	15.15
01191 - Order Clerk I	16.96
01192 - Order Clerk II	18.51
01261 - Personnel Assistant (Employment) I	16.75

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01262	- Personnel Assistant (Employment) II	18.74
01263	- Personnel Assistant (Employment) III	20.89
01270	- Production Control Clerk	24.75
01290	- Rental Clerk	16.25
01300	- Scheduler, Maintenance	17.30
	- Secretary I	17.30
	- Secretary II	19.35
	- Secretary III	21.57
	- Service Order Dispatcher	17.79
	- Supply Technician	25.87
	- Survey Worker - Switchboard Operator/Receptionist	18.55 15.36
	- Travel Clerk I	13.24
	- Travel Clerk II	14.43
	- Travel Clerk III	15.70
	- Word Processor I	15.02
	- Word Processor II	16.86
01613	- Word Processor III	19.14
05000 -	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	21.62
	- Automotive Electrician	19.69
	- Automotive Glass Installer	18.95
	- Automotive Worker	18.95
	- Mobile Equipment Servicer	17.41
	- Motor Equipment Metal Mechanic - Motor Equipment Metal Worker	20.39
	- Motor Vehicle Mechanic	18.95 20.39
	- Motor Vehicle Mechanic Helper	16.47
	- Motor Vehicle Upholstery Worker	18.28
	- Motor Vehicle Wrecker	18.95
	- Painter, Automotive	19.69
	- Radiator Repair Specialist	18.95
05370	- Tire Repairer	13.47
0 5 4 0 0	- Transmission Repair Specialist	20.39
		20.39
07000 -	Food Preparation And Service Occupations	
07000 - 07010	Food Preparation And Service Occupations - Baker	13.90
07000 - 07010 07041	Food Preparation And Service Occupations - Baker - Cook I	13.90 15.26
07000 - 07010 07041 07042	Food Preparation And Service Occupations - Baker - Cook I - Cook II	13.90 15.26 16.61
07000 - 07010 07041 07042 07070	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher	13.90 15.26 16.61 10.58
07000 - 07010 07041 07042 07070 07130	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker	13.90 15.26 16.61 10.58 10.69
07000 - 07010 07041 07042 07070 07130 07210	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter	13.90 15.26 16.61 10.58 10.69 19.73
07000 - 07010 07041 07042 07070 07130 07210 07260	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress	13.90 15.26 16.61 10.58 10.69
07000 - 07010 07041 07042 07070 07130 07210 07260 09000 -	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations	13.90 15.26 16.61 10.58 10.69 19.73
07000 - 07010 07041 07042 07070 07130 07210 07260 09000 - 09010	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress	13.90 15.26 16.61 10.58 10.69 19.73
07000 - 07010 07041 07042 07070 07130 07210 07260 09000 - 09010 09040	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter	13.90 15.26 16.61 10.58 10.69 19.73 11.31
07000 - 07010 07041 07042 07070 07130 07210 07260 09000 - 09010 09040 09080	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59
07000 - 07010 07041 07042 07070 07130 07210 07260 09000 - 09010 09040 09080 09090	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67
07000 - 07010 07041 07042 07070 07130 07210 07260 09000 - 09010 09040 09080 09090 09110 09130	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75
07000 - 07010 07041 07042 07070 07130 07210 07260 09000 - 09010 09040 09080 09090 09110 09130	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67
07000 - 07010 07041 07042 07070 07130 07260 09000 - 09010 09040 09080 09090 09110 09130 11000 - 11030	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67
07000 - 07010 07041 07042 07070 07130 07210 07260 09000 - 09010 09040 09080 09090 09110 09130 11030 11030	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67
07000 - 07010 07041 07042 07070 07130 07260 09000 - 09010 09040 09080 09090 09110 09130 11000 - 11030 11060 11090	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer - General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67 12.64 14.71 17.17
07000 - 07010 07041 07042 07070 07130 07210 09000 - 09010 09040 09080 09090 09110 09130 11030 11060 11090 11122	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67 12.64 14.71 17.17 14.71
07000 - 07010 07041 07042 07070 07130 07210 09000 - 09010 09040 09080 09090 09110 09130 11030 11030 11060 11090 11122 11150	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67 12.64 14.71 17.17 14.71 14.71
07000 - 07010 07041 07042 07070 07130 07210 09000 - 09010 09040 09080 09090 09110 09130 11030 11030 11060 11022 11150 11210	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67 12.64 14.71 17.17 14.71 14.71 14.71
07000 - 07010 07041 07042 07070 07130 07210 09000 - 09010 09040 09080 09090 09110 09130 11030 11030 11060 11022 11150 11210	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67 12.64 14.71 17.17 14.71 14.71 14.71 14.71 14.50 10.93
07000 - 07010 07041 07042 07070 07130 07210 07260 09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67 12.64 14.71 17.17 14.71 14.71 14.71
07000 - 07010 07041 07042 07070 07130 07210 07260 09000 - 09010 09040 09080 09090 09110 11030 11060 11090 11122 11150 11210 11240 11260 11270	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67 12.64 14.71 17.17 14.71 14.71 14.71 14.71 14.50 10.93 13.37
07000 - 07010 07041 07042 07070 07130 07260 09000 - 09010 09040 09080 09090 09110 09130 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67 12.64 14.71 17.17 14.71 14.71 14.71 14.71 14.50 10.93 13.37 16.69
07000 - 07010 07041 07042 07070 07130 07260 09000 - 09010 09040 09080 09090 09110 09130 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67 12.64 14.71 17.17 14.71 14.71 14.71 14.71 14.50 10.93 13.37 16.69 14.50
07000 - 07010 07041 07042 07070 07130 07260 09000 - 09010 09040 09080 09010 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67 12.64 14.71 17.17 14.71 14.71 14.71 14.71 14.50 10.93 13.37 16.69 14.50 15.86
07000 - 07010 07041 07042 07070 07130 07210 09000 - 09010 09040 09080 09010 09130 09130 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67 12.64 14.71 17.17 14.71 14.71 14.71 14.71 14.50 10.93 13.37 16.69 14.50 15.86
07000 - 07010 07041 07042 07070 07130 07210 07260 09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 12000 - 12010 12011 12012	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67 12.64 14.71 17.17 14.71 14.71 14.71 14.71 14.50 10.93 13.37 16.69 14.50 15.86
07000 - 07010 07041 07042 07070 07130 07210 07260 09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12010 12011 12012 12015	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67 12.64 14.71 17.17 14.71 14.71 14.71 14.71 14.50 10.93 13.37 16.69 14.50 15.86 17.73 23.90 24.61 27.22
07000 - 07010 07041 07042 07070 07130 07210 07260 09000 - 09010 09040 09080 09090 09110 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer - General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner - Window Cleaner - Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67 12.64 14.71 17.17 14.71 14.71 14.71 14.71 14.71 14.50 10.93 13.37 16.69 14.50 15.86 17.73 23.90 24.61 27.22 19.47
07000 - 07010 07041 07042 07070 07130 07260 09000 - 09010 09040 09080 09090 09110 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12010 12011 12011 12012 12015 12015 12020	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer - General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner - Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Dental Assistant - Dental Hygienist	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67 12.64 14.71 17.17 14.71 14.70 15.86
07000 - 07010 07041 07042 07070 07130 07260 09000 - 09010 09040 09080 09090 09110 09130 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12010 - 12010 12011 12012 12015 12020 12025 12030	Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer - General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner - Window Cleaner - Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant	13.90 15.26 16.61 10.58 10.69 19.73 11.31 18.87 13.59 18.67 15.75 17.27 18.67 12.64 14.71 17.17 14.71 14.71 14.71 14.71 14.71 14.50 10.93 13.37 16.69 14.50 15.86 17.73 23.90 24.61 27.22 19.47

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40040		
12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I		17.73
12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II		21.37
12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III		23.90
12100 - Medical Assistant		26.65 17.76
12130 - Medical Laboratory Technician		20.92
12160 - Medical Record Clerk		18.63
12190 - Medical Record Technician		20.84
12195 - Medical Transcriptionist		18.28
12210 - Nuclear Medicine Technologist		43.16
12221 - Nursing Assistant I		11.58
12222 - Nursing Assistant II		13.03
12223 - Nursing Assistant III		14.21
12224 - Nursing Assistant IV		15.95
12235 - Optical Dispenser		20.83
12236 - Optical Technician		18.51
12250 - Pharmacy Technician		14.66
12280 - Phlebotomist		16.89
12305 - Radiologic Technologist		30.40
12311 - Registered Nurse I		29.56
12312 - Registered Nurse II		36.16
12313 - Registered Nurse II, Specialist		36.16
12314 - Registered Nurse III		45.75
12315 - Registered Nurse III, Anesthetist		43.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		28.89
12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations		25.58
13010 - Information and Arts Occupations 13011 - Exhibits Specialist I		20.60
13011 - Exhibits Specialist II		25.52
13013 - Exhibits Specialist III		31.22
13041 - Illustrator I		20.60
13042 - Illustrator II		25.52
13043 - Illustrator III		31.22
13047 - Librarian		28.27
13050 - Library Aide/Clerk		14.25
13054 - Library Information Technology Systems		25.52
Administrator		
13058 - Library Technician		17.97
13061 - Media Specialist I		18.41
13062 - Media Specialist II		20.52
13063 - Media Specialist III		22.86
13071 - Photographer I		16.89
13072 - Photographer II		19.95
13073 - Photographer III		24.72
13074 - Photographer IV		29.49
13075 - Photographer V		36.59
13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician		16.97
14000 - Information Technology Occupations		20.44
14041 - Computer Operator I		15.68
14042 - Computer Operator II		17.55
14043 - Computer Operator III		19.56
14044 - Computer Operator IV		21.74
14045 - Computer Operator V		23.81
14071 - Computer Programmer I	(see 1)	21.27
14072 - Computer Programmer II	(see 1)	26.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.68
14160 - Personal Computer Support Technician		21.74
14170 - System Support Specialist		43.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated))	29.46
15020 - Aircrew Training Devices Instructor (Rated)		35.67
15030 - Air Crew Training Devices Instructor (Pilot)	_	42.73
15050 - Computer Based Training Specialist / Instructor	L	29.46

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15060	_	Educational Technologist	32.63
15070	_	Flight Instructor (Pilot)	42.73
		Graphic Artist	23.96
			41.91
		Maintenance Test Pilot, Fixed, Jet/Prop	
		Maintenance Test Pilot, Rotary Wing	41.91
15088	-	Non-Maintenance Test/Co-Pilot	41.91
15090	-	Technical Instructor	22.85
15095	_	Technical Instructor/Course Developer	27.95
		Test Proctor	18.45
15120			18.45
		aundry, Dry-Cleaning, Pressing And Related Occupations	
16010	-	Assembler	11.05
16030	_	Counter Attendant	11.05
		Dry Cleaner	12.86
		Finisher, Flatwork, Machine	11.05
		Presser, Hand	11.05
16110	-	Presser, Machine, Drycleaning	11.05
16130	-	Presser, Machine, Shirts	11.05
16160	_	Presser, Machine, Wearing Apparel, Laundry	11.05
		Sewing Machine Operator	14.04
		-	
		Tailor	15.16
		Washer, Machine	11.58
19000 -	Μa	achine Tool Operation And Repair Occupations	
19010	_	Machine-Tool Operator (Tool Room)	22.10
		Tool And Die Maker	25.22
			23.22
		aterials Handling And Packing Occupations	
		Forklift Operator	18.98
21030	-	Material Coordinator	25.21
21040	_	Material Expediter	25.21
		Material Handling Laborer	14.54
		Order Filler	12.84
		Production Line Worker (Food Processing)	18.98
21110	-	Shipping Packer	17.11
21130	_	Shipping/Receiving Clerk	17.11
		Store Worker I	14.06
		Stock Clerk	17.64
		Tools And Parts Attendant	18.98
21410	-	Warehouse Specialist	18.98
23000 -	Ме	echanics And Maintenance And Repair Occupations	
23010	_	Aerospace Structural Welder	30.02
		Aircraft Logs and Records Technician	25.65
		Aircraft Mechanic I	28.99
		Aircraft Mechanic II	30.02
23023	-	Aircraft Mechanic III	31.10
23040	_	Aircraft Mechanic Helper	24.63
		Aircraft, Painter	27.98
		Aircraft Servicer	25.65
		Aircraft Survival Flight Equipment Technician	27.98
		Aircraft Worker	26.74
23091	-	Aircrew Life Support Equipment (ALSE) Mechanic	26.74
I			
23002	_	Aircrew Life Support Equipment (ALSE) Mechanic	28.99
		ATTOTEW BITE Support Equipment (ABSE) Mechanic	20.99
II			
23110	-	Appliance Mechanic	18.38
23120	-	Bicycle Repairer	16.01
23125	_	Cable Splicer	32.68
		Carpenter, Maintenance	25.17
		Carpet Layer	21.42
		Electrician, Maintenance	27.78
23181	-	Electronics Technician Maintenance I	24.43
23182	_	Electronics Technician Maintenance II	25.42
		Electronics Technician Maintenance III	26.79
		Fabric Worker	
			23.45
		Fire Alarm System Mechanic	24.75
23310	-	Fire Extinguisher Repairer	22.13
23311	_	Fuel Distribution System Mechanic	24.66
		Fuel Distribution System Operator	21.06
		General Maintenance Worker	20.22
	-		
		Ground Support Equipment Mechanic	28.99
		Ground Support Equipment Mechanic Ground Support Equipment Servicer	28.99 25.65

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	06.74
23382 - Ground Support Equipment Worker	26.74
23391 - Gunsmith I	22.13
23392 - Gunsmith II	24.63
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning	26.47
Mechanic	
23411 - Heating, Ventilation And Air Contidioning	27.40
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.31
23440 - Heavy Equipment Operator	26.53
23460 - Instrument Mechanic	26.64
23465 - Laboratory/Shelter Mechanic	25.64
23470 - Laborer	14.54
23510 - Locksmith	24.84
23530 - Machinery Maintenance Mechanic	23.06
23550 - Machinist, Maintenance	22.75
23580 - Maintenance Trades Helper	14.86
23591 - Metrology Technician I	26.64
23592 - Metrology Technician II	27.57
23593 - Metrology Technician III	28.59
23640 - Millwright	24.40
23710 - Office Appliance Repairer	20.94
23760 - Painter, Maintenance	20.94
23790 - Pipefitter, Maintenance	26.24
23810 - Plumber, Maintenance	25.32
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	26.76
23870 - Scale Mechanic	24.63
23890 - Sheet-Metal Worker, Maintenance	23.67
23910 - Small Engine Mechanic	18.23
23931 - Telecommunications Mechanic I	27.98
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	27.47
23960 - Welder, Combination, Maintenance	22.31
23965 - Well Driller	25.96
23970 - Woodcraft Worker	26.76
23980 - Woodworker	20.76
24000 - Personal Needs Occupations	20.01
24550 - Case Manager	14.79
24570 - Case Manager 24570 - Child Care Attendant	12.31
24580 - Child Care Center Clerk	15.37
24610 - Chore Aide	13.53
24620 - Family Readiness And Support Services	14.79
Coordinator	40 =4
24630 - Homemaker	18.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.03
25040 - Sewage Plant Operator	25.36
25070 - Stationary Engineer	26.03
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	26.03 19.86
25190 - Ventilation Equipment Tender	19.86
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	19.86
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	19.86 25.36 19.53
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	19.86 25.36 19.53 13.41
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	19.86 25.36 19.53 13.41 26.58
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	19.86 25.36 19.53 13.41 26.58 26.39
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	19.86 25.36 19.53 13.41 26.58 26.39 18.61
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer	19.86 25.36 19.53 13.41 26.58 26.39 18.61 26.58
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter	19.86 25.36 19.53 13.41 26.58 26.39 18.61 26.58 25.28
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I	19.86 25.36 19.53 13.41 26.58 26.39 18.61 26.58 25.28 13.41
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II	19.86 25.36 19.53 13.41 26.58 26.39 18.61 26.58 25.28 13.41 18.61
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I	19.86 25.36 19.53 13.41 26.58 26.39 18.61 26.58 25.28 13.41 18.61 24.47
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer II	19.86 25.36 19.53 13.41 26.58 26.39 18.61 26.58 25.28 13.41 18.61
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer II 28000 - Recreation Occupations	19.86 25.36 19.53 13.41 26.58 26.39 18.61 26.58 25.28 13.41 18.61 24.47 27.19
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator	19.86 25.36 19.53 13.41 26.58 26.39 18.61 26.58 25.28 13.41 18.61 24.47 27.19
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27102 - Guard II 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer	19.86 25.36 19.53 13.41 26.58 26.39 18.61 26.58 25.28 13.41 18.61 24.47 27.19
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27112 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker	19.86 25.36 19.53 13.41 26.58 26.39 18.61 26.58 25.28 13.41 18.61 24.47 27.19 13.07 12.68 10.01
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27102 - Guard II 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer	19.86 25.36 19.53 13.41 26.58 26.39 18.61 26.58 25.28 13.41 18.61 24.47 27.19
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27112 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker	19.86 25.36 19.53 13.41 26.58 26.39 18.61 26.58 25.28 13.41 18.61 24.47 27.19 13.07 12.68 10.01
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender	19.86 25.36 19.53 13.41 26.58 26.39 18.61 26.58 25.28 13.41 18.61 24.47 27.19 13.07 12.68 10.01 14.68

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		Recreation Aide/Health Facility Attendant			11.99
		Recreation Specialist Sports Official			17.94
		Swimming Pool Operator			13.09 15.21
		tevedoring/Longshoremen Occupational Services			
		Blocker And Bracer			24.39
		Hatch Tender			24.39
		Line Handler Stevedore I			24.39 23.52
		Stevedore II			25.32
		echnical Occupations			
		Air Traffic Control Specialist, Center (HFO)			41.33
		Air Traffic Control Specialist, Station (HFO) Air Traffic Control Specialist, Terminal (HFO)			28.50
		Archeological Technician I	(see	2)	31.38 18.21
		Archeological Technician II			20.38
		Archeological Technician III			25.24
		Cartographic Technician			25.24
		Civil Engineering Technician Cryogenic Technician I			25.24 27.96
		Cryogenic Technician II			30.88
		Drafter/CAD Operator I			18.21
		Drafter/CAD Operator II			20.38
		Drafter/CAD Operator III			22.72
		Drafter/CAD Operator IV Engineering Technician I			27.96 14.62
		Engineering Technician II			16.92
		Engineering Technician III			18.98
		Engineering Technician IV			23.51
		Engineering Technician V			28.77
		Engineering Technician VI Environmental Technician			34.25 25.06
		Evidence Control Specialist			25.24
		Laboratory Technician			24.02
		Latent Fingerprint Technician I			27.96
		Latent Fingerprint Technician II			30.88
		Mathematical Technician Paralegal/Legal Assistant I			25.24 19.80
		Paralegal/Legal Assistant II			24.54
		Paralegal/Legal Assistant III			30.02
		Paralegal/Legal Assistant IV			36.30
		Petroleum Supply Specialist			30.88
		Photo-Optics Technician Radiation Control Technician			23.64
		Technical Writer I			27.57
30462	-	Technical Writer II			33.72
		Technical Writer III			40.81
		Unexploded Ordnance (UXO) Technician I Unexploded Ordnance (UXO) Technician II			26.26 31.78
		Unexploded Ordnance (UXO) Technician III			38.09
		Unexploded (UXO) Safety Escort			26.26
		Unexploded (UXO) Sweep Personnel			26.26
		Weather Forecaster I			32.34
		Weather Forecaster II Weather Observer, Combined Upper Air Or	(see	2)	39.33 22.72
		Programs	(500	2 /	22.72
		Weather Observer, Senior	(see	2)	25.06
		ransportation/Mobile Equipment Operation Occupat	ions		
		Airplane Pilot			31.78
		Bus Aide Bus Driver			13.52 18.45
		Driver Courier			16.15
		Parking and Lot Attendant			11.89
		Shuttle Bus Driver			17.07
		Taxi Driver Truckdriver, Light			12.83 17.07
		Truckdriver, Medium			17.07
31363	-	Truckdriver, Heavy			22.83
		Truckdriver, Tractor-Trailer			22.83
99000 -	M	iscellaneous Occupations			

99020 - Cabin Safety Specialist	15.49
99030 - Cashier	11.31
99050 - Desk Clerk	12.20
99095 - Embalmer	29.67
99130 - Flight Follower	26.26
99251 - Laboratory Animal Caretaker I	13.87
99252 - Laboratory Animal Caretaker II	14.66
99260 - Marketing Analyst	32.92
99310 - Mortician	29.67
99410 - Pest Controller	18.15
99510 - Photofinishing Worker	15.33
99710 - Recycling Laborer	19.10
99711 - Recycling Specialist	22.02
99730 - Refuse Collector	17.62
99810 - Sales Clerk	11.83
99820 - School Crossing Guard	12.87
99830 - Survey Party Chief	23.19
99831 - Surveying Aide	15.19
99832 - Surveying Technician	20.80
99840 - Vending Machine Attendant	16.75
99841 - Vending Machine Repairer	19.82
99842 - Vending Machine Repairer Helper	16.75

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 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 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).