

AMENDMENT OF SOLICITATION, MODIFICATION OF CONTRACT

2. AMENDMENT/MODIFICATION NO. One (1)	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. N/A	5. PROJECT NO. (if applicable) <b>RELEASED IN PART</b>
6. ISSUED BY U.S. Department of State Office of Acquisition Management P.O. Box 9115, Rosslyn Station Arlington, VA 22219		7. ADMINISTERED BY (if other than Item 6) B4	

AS

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)  The Orkand Corporation 7799 Leesburg Pike Suite 700 North Falls Church, VA 22043	9A. AMENDMENT OF SOLICITATION NO.
	9B. DATED (SEE ITEM 11)
	10A. MODIFICATION OF CONTRACT/ORDER NO. S-LMAQM-01-D-0051
	10B. DATED (SEE ITEM 11) Signed: 1/26/01 Effective: 3/01/01

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended,  is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:

(a) By completing Items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (if required)  
N/A

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

<input type="checkbox"/>	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
<input type="checkbox"/>	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: Mutual Agreement of the Parties
<input type="checkbox"/>	D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor:  is not,  is required to sign this document and return 3 copies to the issuing office.

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

UNITED STATES DEPARTMENT OF STATE  
REVIEW AUTHORITY: CHARLES E LAHIGUERA  
DATE/CASE ID: 18 APR 2007 200504568

PLEASE SEE ATTACHED

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) RONALD J. NETH, JR. DIRECTOR OF CONTRACTS	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) R.B. Wissman Contracting Officer
15B. CONTRACTOR/OFFEROR <i>Ronald J. Neth, Jr.</i> (Signature of person authorized to sign)	16B. UNITED STATES OF AMERICA BY <i>R.B. Wissman</i> (Signature of Contracting Officer)
15C. DATE SIGNED 1/31/01	16C. DATE SIGNED 2/2/01

Modification One (1)  
 Contract S-LMAQM-01-D-0051  
 Orkand Corporation

1. The purpose of this modification is to incorporated the attached subcontracting plan to Contract S-LMAQM-01-D-0051.

2. The following clause in Section H is modified as follows:

**CONTRACTOR'S SMALL DISADVANTAGED BUSINESS PARTICIPATION TARGETS.** (This clause is not applicable to small disadvantaged business (SDB) concerns, unless the SDB concern specifically waived the price evaluation adjustment under the clause at FAR 52.219-23, Notice of Price Evaluation Adjustment for Small Disadvantaged Business Concerns.)

(a). The SDB participation targets for this contract are as follows:

Total Contract Value (Est.)	\$86,000,000	
Targets for SDB Participation		Percentages
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
Total	\$	

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(b). The Contractor shall report on the participation of SDB concerns upon each annual renewal of this contract and at contract completion. The report shall be submitted to the Contracting Officer at the address specified in Section G.

3. All other terms and conditions under Contract S-LMAQM-01-D-0501 remain unchanged and are in full force and effect.

**SUBCONTRACTING GOALS**

1. **Solicitation Number:** S-LMAQM-00-R-0001

2. **Contractor Name:** The Orkand Corporation  
7799 Leesburg Pike, Suite 700, North Tower  
Falls Church, VA 22043-2499  
(703) 610-4200

3. **Name of Person Completing This Plan:** Ronald J. Neth, Jr., Director of Contracts

	<u>Total Est. Cost of Prime Contract</u>	<u>Total Est. Cost of Subcontract**</u>
a. <u>Dollars</u>	\$86,000,000	<input type="text"/>
b. <u>Percentage Goals</u>	<input type="text"/>	
Small Business (SB)		
Small Disadvantaged Business (SDB)		
Women-Owned Small Business (WOSB)		
HUBZone Small Business (HUB)		
Large Business (LB)		

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4. **Nature of Work to be Subcontracted:** See Subcontracting Plan, Section B.3, Principal Types of Supplies and Services.

5. **Comments on goals, subcontracting possibilities, and past performance of the concerns, subcontracting with Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business concerns as they pertain to this procurement.** See Subcontracting Plan, Section B.

\* The total amount to be subcontracted

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\*\* Amount is based on direct and indirect costs.

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6. The designated individual within the employ of the Prime Contractor or Offeror who will administer the subcontracting program of this contract is:

Name: Ronald J. Neth, Jr.  
 Title: Director of Contracts  
 Address: The Orkand Corporation  
 7799 Leesburg Pike, Suite 700, North Tower  
 Falls Church, VA 22043-2499  
 Telephone: (703) 610-4200

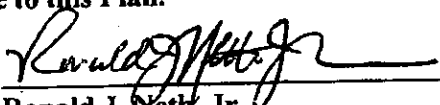
Duties to be Performed: See Subcontracting Plan, Section B(7)(B) Duties of the Administrator.

7. Describe the efforts that will be taken to assure Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business concerns owned and controlled by the socially and economically disadvantaged will have an equitable opportunity to compete for subcontracts as they pertain to this procurement. See Subcontracting Plan, Section B.8, Efforts to Assure Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business the Opportunity to Compete.

8. Provide a recitation of the types of records your concern will maintain to demonstrate procedures which have been adopted to comply with the requirements and goals set forth in this Plan, including the establishment of source lists of Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business; and efforts to identify and award subcontracts to such Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business concerns as they pertain to this procurement. See Subcontracting Plan, Section B.

9. I, the undersigned, a designated Officer of The Orkand Corporation, do herewith assure that this concern will include the clause required by this contract in all subcontracts which offer further subcontracting opportunities, and that as the Prime Contractor, we will require all subcontractors (except Small Business Concerns) who receive subcontracts in excess of \$1,000,000 in the case of a contract for construction of any public facility, or in excess of \$500,000 in the case of all other contracts, to adopt a plan similar to this Plan. I further assure that as the Prime Contractor, we will submit such periodic reports and cooperate in any studies or surveys as may be required by the Contracting Federal Agency of the Small Business Administration in order to determine the extent of compliance to this Plan.

10/5/00  
 \_\_\_\_\_  
 Date

  
 \_\_\_\_\_  
 Ronald J. Neth, Jr.  
 Director of Contracts

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**ATTACHMENT TO SUBCONTRACTING GOALS**

**BREAKDOWN OF GOALS BY YEAR**

**BASE PERIOD:** Total Dollars Planned to be Subcontracted:

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- (i)
- (ii)
- (iii)
- (iv)

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B4

**OPTION PERIOD ONE:** Total Dollars Planned to be Subcontracted:

B4

- (i)
- (ii)
- (iii)
- (iv)

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B4

**OPTION PERIOD TWO:** Total Dollars Planned to be Subcontracted:

B4

- (i)
- (ii)
- (iii)
- (iv)

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B4

**OPTION PERIOD THREE:** Total Dollars Planned to be Subcontracted:

B4

(i)

(ii)

(iii)

(iv)

B4

**OPTION PERIOD FOUR:** Total Dollars Planned to be Subcontracted:

B4

(i)

(ii)

(iii)

(iv)

B4

**Total Amount:**

B4

**NOTE:**

B4

**SUBCONTRACTING PLAN  
FOR SMALL BUSINESS, SMALL DISADVANTAGED BUSINESS,  
WOMAN-OWNED SMALL BUSINESS CONCERNS, AND  
HUBZONE SMALL BUSINESS CONCERNS**

**Submitted for the Consideration of:** U.S. Department of State

**By:** The Orkand Corporation  
7799 Leesburg Pike, Suite 700, North Tower  
Falls Church, VA 22043-2499

Pursuant to Section 211 of Public Law 95-507, Office of Federal Procurement Policy's Policy Letters 80-2 and 80-4; FAR 52.219-9, and Solicitation No. N02-SC-91004-42, The Orkand Corporation hereby submits the following Plan:

**SECTION A:**

1. **Purpose**

- A. This Plan covers all the products and services of The Orkand Corporation which are sold or to be sold to the U.S. Department of State during the period of the contract resulting from Solicitation No. S-LMAQM-00-R-0001.

2. **Definitions**

A. **Small Business Concern.**

The term "small business concern" shall mean a small business as defined pursuant to FAR 52.219-01(b) and relevant regulations promulgated pursuant thereto (see Exhibit B).

B. **Small Disadvantaged Business Concern.**

The term "small disadvantaged business concern" shall mean a small business as defined pursuant to FAR 52.219-02(b) and relevant regulations promulgated pursuant thereto (see Exhibit B):

C. **Women-Owned Small Business Concerns.**

The term "woman-owned small business concern" shall mean a small business as defined by FAR 52.219-03(b) and relevant regulations promulgated pursuant thereto (see Exhibit B).

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D. HUBZone Small Business Concerns.

The term "HUBZone small business concern" shall mean a small business certified as a HUBZone small business by the Small Business Administration (see Exhibit B).

E. Subcontract.

The term "subcontract" shall mean any agreement (other than one involving an employer-employee relationship) entered into by The Orkand Corporation with a non-affiliated company or individual calling for the direct and indirect purchase of raw materials, components, supplies and services needed to support our operations.

SECTION B:

1. Goals

The Orkand Corporation constantly seeks new sources of supply for materials components, supplies and services from Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business concerns able to provide quality products and services in a timely and competitive fashion. Because of varying product mixes with The Orkand Corporation and variances in the ratio of sales to our various government and commercial customers, only a percentage of total subcontract awards may reasonably be set as goals for The Orkand Corporation.

2. Contract Goals

These goals are expressed in terms of percentage of the total planned subcontracting dollars. The Orkand Corporation has included all direct and indirect purchases of raw materials, components, supplies and services needed to support our operations during the period of the contract to be awarded.

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TOTAL DOLLARS PLANNED TO BE SUBCONTRACTED:

[Empty box for total dollars]

- A. Small Business (SB)\*
- B. Small and Disadvantaged Business (SDB)
- C. Women-Owned Small Business (WOSB)
- D. HUBZone Small Business (HUB)
- E. Large Business (LB)

Percent	Dollars
[Empty table for subcontracting data]	

[Large empty box for additional information]

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3. Principal Types of Supplies and Services

The principal products and services that The Orkand Corporation anticipates to be subcontracted are as follows:

<u>Products and Services</u>	<u>Identification of Types Planned for Subcontracting</u>				
	<u>SB</u>	<u>SDB</u>	<u>WOSB</u>	<u>HUB</u>	<u>LB</u>
See Exhibit C	X	X	X	X	X
Services Required by RFP	X	X	X	X	X

Wherever possible, The Orkand Corporation will endeavor to subcontract to Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business concerns.

4. Description of Method Used to Develop Goals

The Orkand Corporation will use historical data, the actual contract value and our knowledge of the marketplace to develop subcontracting goals for this procurement.

5. Identification of Potential Sources

The Orkand Corporation maintains an expanding company source list of potential suppliers and vendors and also utilizes the services of an Internet-based system sponsored by the U.S. Small Business Administration. The Orkand Corporation also utilizes publications supplied by Federal Agencies as well as lists published by state and local government agencies and private organizations.

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6. Indirect Costs

The Orkand Corporation includes indirect costs in establishing subcontracting goals. The proportionate share of indirect costs to be incurred with Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business is determined using historical data.

7. Administration of Plan

To comply with Public Law 95-507 and FAR 52.219-9, the following actions have been accomplished:

A. Individual Assigned for Administration

Name: Ronald J. Neth, Jr.  
 Title: Director of Contracts  
 Address: The Orkand Corporation  
 7799 Leesburg Pike, Suite 700, North Tower  
 Falls Church, VA 22043-2499  
 Telephone: (703) 610-4200

B. Duties of Administrator

1. Oversees compliance with the content of this Plan, to ensure it acceptable to the Federal Government, and monitors subcontracting performance.
2. Ensures that all subcontracts placed under this prime contract contain the latest provisions regarding Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business Subcontracting and that the requirements of the applicable Federal regulations regarding such subcontracting are being fulfilled by The Orkand Corporation and its subcontractors.
3. Performs periodic audits of subcontractors to measure progress against subcontracting plans submitted by them.
4. Conducts certification surveys as to status of suppliers (see Exhibit A), and completes and submits standard Government forms as required by the applicable regulations regarding such subcontracting.
5. Participates in procurement planning and selection of potential subcontract sources to assure that Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business concerns are offered every opportunity to participate in the program. This includes

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preparation of solicitation documents and processing of solicitation responses.

6. Coordinates and works with the contracting agency, the Small Business Administration, appropriate state and local Government agencies, contractor associations, subcontractor's Small Business Specialists, and other sources to locate capable firms.
  7. As a minimum, uses sources list and other publications supplied by the Contracting Agency, the Small Business Administration, the Department of Commerce, Department of Labor, General Services Administration, and other Federal agencies as well as lists published by state and local government agencies and private organizations. Maintains and updates these lists.
  8. Provides records and reports and fully cooperates in all studies and surveys as may reasonably be required by the Contracting Agency, the Small Business Administration and/or other agencies as may be required by current regulations.
8. Efforts to Assure Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business the Opportunity to Compete

The management of The Orkand Corporation has made and agrees to continue to make a concerted and best effort to assure that Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business concerns are given the maximum practicable opportunity to compete for subcontracts in the performance of contracts awarded by any Federal agency. This effort includes as minimum:

- A. Issuance and promulgation of company policies and procedures that implement the requirements of the applicable Federal regulations and this Subcontracting Plan.
- B. Periodic review by management of progress made against goals and requirements established by this Subcontracting Plan.
- C. Training and motivation of personnel to insure their complete support of the Plan.
- D. Provision of technical and management assistance to Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business concerns to assure complete understanding of the requirements.
- E. Provision of clear-cut and realistic subcontract technical specifications and delivery schedules to encourage maximum participation.

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- F. Consideration of supplies and services of all available Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business concerns during the pre-procurement stage.
- G. Continuous discussions of subcontracting opportunities with representatives of Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business concerns that are referred by the cognizant Small Business Utilization Specialist.

9. Flowdown Procedures

The following actions have been taken to assure that the Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business subcontracting requirements of Public Law 95-507 are flowed down to subcontractors as required:

- A. The Orkand Corporation typically renders services of standard commercial nature purchased by commercial and government customers. It is unlikely that subcontracts for goods or services which exceed \$500,000 will result from the award of government contracts. In the event that the situation should arise, the subcontractor will be required to adopt and comply with a subcontracting plan similar to this Plan. The second tier subcontracting plan will be monitored periodically for compliance by the Administrator.
- B. The Orkand Corporation's subcontract Terms and Conditions and General Provisions include all applicable FAR clauses related to small business subcontracting. The Orkand Corporation will require all subcontractors who receive subcontracts in excess of \$500,000 to adopt a plan similar to that which is agreed upon between the Government and The Orkand Corporation.
- C. Solicitations, other than those set aside for small businesses, include as applicable:
  - 1. The clause FAR 52.219-08 UTILIZATION OF SMALL BUSINESS CONCERNS AND SMALL DISADVANTAGED BUSINESS CONCERNS
  - 2. The clause FAR 52.219-09 SMALL BUSINESS AND SMALL DISADVANTAGED BUSINESS SUBCONTRACTING PLAN
  - 3. The clause FAR 52.219-13 UTILIZATION OF WOMAN-OWNED SMALL BUSINESSES
  - 4. The clause 52.219-16 LIQUIDATED DAMAGES - SMALL BUSINESS SUBCONTRACTING PLAN

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It is understood that the above clauses are only applicable to subcontract awards to concerns other than small or small disadvantaged businesses, that exceed \$1,000,000 for construction or \$500,000 for other than construction; and that offer subcontracting opportunities.

10. Assurance and Compliance Reports

The Orkand Corporation will cooperate in any studies or surveys as may be required. The Orkand Corporation will submit periodic reports in order to allow the government to determine the extent of compliance with the Subcontracting Plan. The Orkand Corporation will submit SF294, Subcontracting Report for Individual Contracts, and/or SF295, Summary Subcontract Report, in accordance with the instructions on the forms, and The Orkand Corporation will ensure that its subcontractors agree to submit SF294/295.

11. Records to be Maintained

The Orkand Corporation agrees to maintain at least the following records in support of its Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business programs:

- A. Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business concerns source lists guides, and other data that identify Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business concerns.
- B. Organizations contacted in an attempt to locate sources that are Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business concerns.
- C. On a contract-by-contract basis, records on all subcontract solicitations over \$100,000, indicating on each solicitation, (a) whether Small Business concerns were solicited, and if not, why not; (b) whether Small Disadvantaged Business concerns were solicited, and if not, why not; (c) whether Women-Owned Small Business concerns were solicited, and if not, why not; and (d) reasons for the failure of solicited Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business concerns to receive the subcontract award.
- D. Records to support other outreach efforts:
  - 1. Contacts with minority and small business trade associations;
  - 2. Contacts with business development organizations;
  - 3. Attendance at small and minority business procurement conference and trade fairs.

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- E. Records to support internal activities to guide and encourage buyers:
  1. Workshops, seminars, training programs, etc.;
  2. Monitoring activities to evaluate compliance.
  
- F. On a contract-by-contract basis, records to support award data submitted to the Government to include name and address of subcontractor.

The Orkand Corporation is strongly committed to the goal of providing Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business concerns an opportunity to participate in planning subcontracting.

Submitted by:

**THE ORKAND CORPORATION**

Signature:

Printed Name and Title:

Ronald J. Neth, Jr.  
Director of Contracts

Date:

10/5/00

Approved by:

\_\_\_\_\_  
(Name of Agency)

Signature:

\_\_\_\_\_

Printed Name and Title:

\_\_\_\_\_

Date:

\_\_\_\_\_

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**SUBCONTRACTING PLAN  
EXHIBIT A  
VENDOR CERTIFICATION OF SMALL BUSINESS STATUS**

I hereby certify that the status of the business entity named below is as follows in reference to small business criteria and P.L. 95-507:

- Large Business
- Small Business
- Small Disadvantaged Business
- Large Disadvantaged Business
- Women-Owned Small Business
- Women-Owned Large Business
- Non-Profit Organization
- Foreign Supplier
- HUBZone Small Business

The purpose of obtaining this certification of business size status is to establish goals in The Orkand Corporation's subcontracting plans. In accordance with FAR 52.219(e)(4), The Orkand Corporation hereby notifies the vendor that the Federal Government may impose a penalty against any firm misrepresenting their business size and/or disadvantaged status for the purpose of obtaining a subcontract that is to be included as part or all of a goal contained in The Orkand Corporation's subcontracting plans.

NAME OF BUSINESS ENTITY:

\_\_\_\_\_

ADDRESS:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

NAME AND ADDRESS  
OF PERSON AUTHORIZED  
TO SIGN:

\_\_\_\_\_  
\_\_\_\_\_

SIGNATURE:

DATE:

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## DEFINITIONS

## EXHIBIT B

1. Small Business Size Standard.
  - A. The standard industrial classification (SIC) code for this Plan is 7379.
  - B.
    1. The small business size standard is \$18.0 million.
    2. 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.
2. Small Business Concern. "Small business concern," as used in this Plan means a concern, including its affiliates, that is independently owned and operated, not dominant in the field or operation in which it is bidding on Government contracts, and qualified as a small business under the criteria and size standards in 13 CFR part 121.
3. Small Disadvantaged Business Concern. "Small disadvantaged business concern," as used in this Plan, means a small business concern that (a) is at least 51 percent unconditionally owned by one or more individuals who are both socially and economically disadvantaged, or a publicly owned business having at least 51 percent of its stock unconditionally owned by one or more socially and economically disadvantaged individuals and (b) has its management and daily business controlled by one or more such individuals. This term also means a small business concern that is at least 51 percent unconditionally owned by an economically disadvantaged Indian tribe or Native Hawaiian Organization, or a publicly owned business having at least 51 percent of its stock unconditionally owned by one of these entities which has its management and daily business controlled by members of an economically disadvantaged Indian tribe or Native Hawaiian Organization, and which meets the requirements of 13 CFR part 124.

"Subcontinent Asian Americans," as used in this Plan, means United States citizens whose origins are in India, Pakistan, Bangladesh, Sri Lanka, Bhutan, or Nepal.

"Asian Pacific Americans," as used in this Plan, means United States citizens whose origins are in Japan, China, the Philippines, Vietnam, Korea, Samoa, Guam, the U.S. Trust Territory of the Pacific Islands (Republic of Palau), the Northern Mariana Islands, Laos, Kampuchea (Cambodia), Taiwan, Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Republic of the Marshall Islands, or the Federated States of Micronesia.

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"Indian tribe," as used in this Plan, means any Indian tribe, band, nation, or other organized group or community of Indians, including any Alaska Native Corporation as defined in 13 CFR 124.100 which is recognized as eligible for the special programs and services provided by the U.S. to Indians because of their status as Indians, or which is recognized as such by the State in which such tribe, band, nation, group, or community resides.

"Native Americans," as used in this Plan, means American Indians, Eskimos, Aleuts, and native Hawaiians.

"Native Hawaiian Organization," as used in this Plan, means any community service organization serving Native Hawaiians in, and chartered as a not-for-profit organization by, the State of Hawaii, which is controlled by Native Hawaiians, whose business activities will principally benefit such Native Hawaiians.

In this Plan socially and economically disadvantaged individuals include Black Americans, Hispanic Americans, Native Americans, Asian-Pacific Americans, Subcontinent Asian Americans, and other individuals found to be qualified by SBA and 13 CFR 124. Socially and economically disadvantaged entities also include Indian tribes and Native Hawaiian Organizations.

4. Women-Owned Small Business. "Women-owned small business concern," as used in this Plan, means a small business that is at least 51 percent owned by a woman or women who are U.S. citizens and who also control and operate the business.
5. HUBZone Small Business. "HUBZone small business concern," as used in this Plan, means a small business that is certified by the Small Business Administration as a HUBZone small business.

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## SUBCONTRACTING PLAN

## EXHIBIT C

Indirect items that would be purchased from Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business include but are not limited to the following:

<u>ITEMS</u>	<u>LB</u>	<u>SB</u>	<u>SDB</u>	<u>WOSB</u>
Printing	X	X		X
Office Supplies	X			X
Computer Supplies	X	X	X	X
Computer Purchases	X			X
Investor Services (401K Plan)	X			
Computer Software	X	X	X	X
Computer Rentals		X		
Delivery Services		X		
Coffee and Coffee Supplies		X		
Dental Providers	X			
Classified Ads in Small Technical Publications	X	X		
Building Locks and Security Services		X		
Building Renovation and Repair	X			
Office Reproduction Machines	X			
Plaques, Awards and Service Pins		X		
Travel Services	X			
Computer Services (i.e., network services)	X	X	X	X
Corporate Automobile Leases		X		
Public Relations Services		X		
Books & Publications	X			
In-House Telephone System		X		
Corporate Automobile Repairs		X		

The Orkand Corporation will use historical data, the actual contract value and our knowledge of the market place to develop subcontracting goals for this procurement. Indirect costs have been used in establishing subcontracting goals for this procurement. The proportionate share of indirect costs to be incurred with Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business is determined using historical data.

The Orkand Corporation maintains an expanding company source list of potential suppliers and vendors and also utilizes the services of an Internet-based system sponsored by the U.S. Small Business Administration. The Orkand Corporation also utilizes publications supplied by the contracting agency, the Department of Commerce, Department of Labor, General Services Administration, and other Federal Agencies as well as lists published by state and local government agencies and private organizations.

Use or disclosure of proposal data is subject to the restriction on the TITLE page of the proposal.

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Indirect payments to outside sources are calculated each quarter by size standard (Small Business, Woman-Owned Small Business, Small Disadvantaged Business, and HUBZone Small Business). The total indirect payments are then allocated to all active contracts with The Orkand Corporation. The method used to allocate indirect payments is based on total direct labor. The total direct labor for all active contracts with The Orkand Corporation is divided by the direct labor associated with each contract to calculate the allocation percentage. The allocation percentage derived is then multiplied by total indirect payments to outside sources by size standard.

Use or disclosure of proposal data is subject to the restriction on the TITLE page of the proposal.

THE ORKAND CORPORATION

AMENDMENT OF SOLICITATION / MODIFICATION ASSIGNED

2. AMENDMENT/MODIFICATION NO. Two (2)	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. N/A	5. PROJECT NO. (If applicable)
6. ISSUED BY U.S. Department of State Office of Acquisition Management P.O. Box 9115, Rosslyn Station Arlington, VA 22219		7. ADMINISTERED BY (If other than Item 6)	

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)  The Orkand Corporation 7799 Leesburg Pike Suite 700 North Falls Church, VA 22043	9A. AMENDMENT OF SOLICITATION NO.
	9B. DATED (SEE ITEM 11)
	10A. MODIFICATION OF CONTRACT/ORDER NO. S-LMAQM-01-D-0051
	10B. DATED (SEE ITEM 13) Signed: 1/26/01 Effective: 3/1/01

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended,  is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:  
 (a) By completing Items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)  
N/A

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

<input type="checkbox"/>	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
<input type="checkbox"/>	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
<input checked="" type="checkbox"/>	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: Mutual Agreement of the Parties
<input type="checkbox"/>	D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor  is not,  is required to sign this document and return 3 copies to the issuing office.

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

PLEASE SEE ATTACHED

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) Ronald J. Neth Jr. Director of Contracts	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) John D. Rose Contracting Officer
15B. CONTRACTOR/OFFEROR <i>Ronald J. Neth Jr.</i> (Signature of person authorized to sign)	15C. DATE SIGNED 4/03/01
16B. UNITED STATES OF AMERICA BY <i>John D. Rose</i> (Signature of Contracting Officer)	16C. DATE SIGNED 4/9/01

Modification Two

Contract S-LMAQM-01-D-0051

The Orkand Corporation

The purpose of this modification is to:

(1) Contract S-LMAQM-01-D-0051 is hereby modified to incorporate separate overtime billing rates for the referenced labor categories. These labor categories and CLINS are hereby identified as follows:

BASE YEAR - GOVERNMENT SITE AND CONTRACTOR SITE

CLIN No.	Description	Regular Hourly Rate	Overtime Hourly Rate
0005A&B	Depot Administrator		
0006A&B	Documentation Specialist		
0010A&B	Administrative Assistant		
0011A&B	System Testing Specialist		

B4

OPTION YEAR ONE - GOVERNMENT SITE AND CONTRACTOR SITE

CLIN No.	Description	Regular Hourly Rate	Overtime Hourly Rate
1005A&B	Depot Administrator		
1006A&B	Documentation Specialist		
1010A&B	Administrative Assistant		
1011A&B	System Testing Specialist		

B4

OPTION YEAR TWO - GOVERNMENT SITE AND CONTRACTOR SITE

CLIN No.	Description	Regular Hourly Rate	Overtime Hourly Rate
2005A&B	Depot Administrator		
2006A&B	Documentation Specialist		
2010A&B	Administrative Assistant		
2011A&B	System Testing Specialist		

B4

OPTION YEAR THREE - GOVERNMENT SITE AND CONTRACTOR SITE

CLIN No.	Description	Regular Hourly Rate	Overtime Hourly Rate
3005A&B	Depot Administrator		
3006A&B	Documentation Specialist		
3010A&B	Administrative Assistant		
3011A&B	System Testing Specialist		

B4

OPTION YEAR FOUR - GOVERNMENT SITE AND CONTRACTOR SITE

CLIN No.	Description	Regular Hourly Rate	Overtime Hourly Rate
4005A&B	Depot Administrator		
4006A&B	Documentation Specialist		
4010A&B	Administrative Assistant		
4011A&B	System Testing Specialist		

B4

(2) Contract S-LMAQM-01-D-0051 is hereby modified to incorporate the attached revised DD-254 with the accompanying language which is hereby made a part of this contract.

(3) All other terms and conditions under Contract S-LMAQM-01-D-0051 remain unchanged and are in full force and effect.

<b>DEPARTMENT OF DEFENSE</b> <b>CONTRACT SECURITY CLASSIFICATION SPECIFICATION</b> <i>(The requirements of the DoD Industrial Security Manual apply to all security aspects of this effort.)</i>		<b>1. CLEARANCE AND SAFEGUARDING</b> a. Facility Clearance Required <b>SECRET</b> b. Level of Safeguarding Required <b>NONE</b>	
<b>2. THIS SPECIFICATION IS FOR</b> <i>(X and complete as applicable)</i>		<b>3. THIS SPECIFICATION IS:</b> <i>(X and complete as applicable)</i>	
<input checked="" type="checkbox"/> a. Prime Contract number <b>E-LMAOM-01-D-0051</b>		<input type="checkbox"/> a. Original <i>(Complete date in all cases)</i> Date (YYYYMMDD) <b>20010127</b>	
<input type="checkbox"/> b. Subcontract number	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> b. Revised <i>(Supersedes all previous spec)</i> Revision No. <b>2</b>	Date (YYYYMMDD) <b>20010327</b>
<input type="checkbox"/> c. Solicitation or other number	Due Date (YYYYMMDD)	<input type="checkbox"/> c. Final <i>(Complete item 5 in all cases)</i>	Date (YYYYMMDD)
<b>4. IS THIS A FOLLOW-ON CONTRACT?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <i>If Yes, complete the following</i> Classified material received or generated under _____ <i>(Preceding Contract Number)</i> is transferred to this follow-on contract.			
<b>5. IS THIS A FINAL DD FORM 254?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <i>If Yes, complete the following</i> In response to the contractor's request dated _____ Retention of the identified material to authorized for the period of _____			
<b>6. CONTRACTOR</b> <i>(Include Commercial and Government Entity (CAGE) Code)</i>			
a. Name, address, and zip code <b>ORKAND CORPORATION, THE</b> <b>7799 LEEBURG PIKE</b> <b>SUITE 700</b> <b>FALLS CHURCH VA 22043-2499</b>	b. CAGE Code <b>5D496</b>	c. Cognizant Security Office <i>(Name, Address, and Zip Code)</i> <b>DEFENSE SECURITY SERVICE</b> <b>GREATER DC/BALTO.</b> <b>1235 JEFFERSON DAVIS HIGHWAY</b> <b>ARLINGTON VA 22202-3263</b>	
<b>7. SUBCONTRACTOR</b>			
a. Name, address, and zip code	b. CAGE Code	c. Cognizant Security Office <i>(Name, Address, and Zip Code)</i>	
<b>8. ACTUAL PERFORMANCE</b>			
a. Location	b. CAGE Code	c. Cognizant Security Office <i>(Name, Address, and Zip Code)</i>	
<b>9. GENERAL IDENTIFICATION OF THIS PROCUREMENT</b> PROVIDE TECHNICAL SERVICE SUPPORT, MAINTAIN INSTALLED SYSTEMS, OPERATE A CENTRALIZED INTEGRATION AND REPAIR FACILITY, INSTALL UPGRADED NEW SYSTEMS AND SOFTWARE, AND TRAIN DOS PERSONNEL.			
<b>10. THIS CONTRACT WILL REQUIRE ACCESS TO:</b>		<b>11. IN PERFORMING THIS CONTRACT, THE CONTRACTOR WILL:</b>	
a. Communications security (COMSEC) information	Yes No <input type="checkbox"/> <input checked="" type="checkbox"/>	a. Have access to classified information only at another contractor's facility or government activity	Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>
b. Restricted data	<input type="checkbox"/> <input checked="" type="checkbox"/>	b. Receive classified documents only	<input type="checkbox"/> <input checked="" type="checkbox"/>
c. Critical nuclear weapon design information	<input type="checkbox"/> <input checked="" type="checkbox"/>	c. Receive and generate classified material	<input type="checkbox"/> <input checked="" type="checkbox"/>
d. Formerly restricted data	<input type="checkbox"/> <input checked="" type="checkbox"/>	d. Fabricate, modify, or store classified hardware	<input type="checkbox"/> <input checked="" type="checkbox"/>
e. Intelligence information	<input type="checkbox"/> <input checked="" type="checkbox"/>	e. Perform services only	<input type="checkbox"/> <input checked="" type="checkbox"/>
(1). Sensitive compartmented information (SCI)	<input type="checkbox"/> <input checked="" type="checkbox"/>	f. Have access to U.S. classified information outside the U.S. Puerto Rico, U.S. possessions and trust territories	<input checked="" type="checkbox"/> <input type="checkbox"/>
(2). Non-SCI	<input type="checkbox"/> <input checked="" type="checkbox"/>	g. Be authorized to use the services of Defense Technical Information Center (DTIC) or other secondary distribution center	<input type="checkbox"/> <input checked="" type="checkbox"/>
f. Special access information	<input type="checkbox"/> <input checked="" type="checkbox"/>	h. Require a COMSEC account	<input type="checkbox"/> <input checked="" type="checkbox"/>
g. NATO information	<input type="checkbox"/> <input checked="" type="checkbox"/>	i. Have TEMPEST requirements	<input type="checkbox"/> <input checked="" type="checkbox"/>
h. Foreign government information	<input type="checkbox"/> <input checked="" type="checkbox"/>	j. Have operations security (OPSEC) requirements	<input type="checkbox"/> <input checked="" type="checkbox"/>
i. Limited dissemination information	<input type="checkbox"/> <input checked="" type="checkbox"/>	k. Be authorized to use the Defense Courier Service	<input type="checkbox"/> <input checked="" type="checkbox"/>
j. For official use only information	<input type="checkbox"/> <input checked="" type="checkbox"/>	l. Other <i>(Specify)</i>	<input type="checkbox"/> <input checked="" type="checkbox"/>
k. Other <i>(Specify)</i>	<input type="checkbox"/> <input checked="" type="checkbox"/>		
l. Sensitive But Unclassified	<input checked="" type="checkbox"/> <input type="checkbox"/>		

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MINIMUM PERSONNEL SECURITY REQUIREMENTS FOR SPECIFIC  
HUMAN INTELLIGENCE THREAT POSTSCONTRACT NUMBER: S-LMAQM-01-D-0051

1. Specifically designated contractor personnel who will perform tasks at specific human intelligence (HUMINT) threat posts for a period in excess of sixty (60) days or who will make cumulative visits in excess of sixty (60) days during a one-year period must possess a final TOP SECRET personnel security clearance and undergo a favorable DS acceptability review. (The COR will provide the list of specific HUMINT threat posts.) Personnel traveling to specific human intelligence threat posts for short-term visits (less than 60 days) must have a minimum Final Secret clearance. A Top Secret clearance will be required for performance of specific duties as directed by the COR.
2. All clearances for personnel who will be traveling to specific HUMINT threat posts in excess of 60 days must be processed in accordance with the following procedures:
  - a. The contractor submits requests for TOP SECRET clearances to DISCO for routine processing.
  - b. DISCO issues a Letter of Consent (LOC) indicating that the individual has been issued a clearance. The LOC must indicate that the individual has a Final TOP SECRET clearance (based on a single-scope background investigation current within the past 5 years). Persons issued interim TOP SECRET clearances or final SECRET clearances are not authorized to travel to specific HUMINT threat posts in excess of 60 days.
  - c. The contractor immediately sends a Visit Authorization Request (VAR) to DS/ISP/INB. Attached to that VAR must be a copy of the individual's LOC. Upon receipt, DS will:
    - (1) conduct a preliminary check to determine whether the employee could be eligible for deployment while the acceptability review is pending and
    - (2) obtain the investigative file for the required acceptability review and approval/disapproval.
  - d. If the contractor employee is approved for deployment while the acceptability review is pending, (paragraph c (1) above), he/she can be immediately deployed. However, if the acceptability review is ultimately adjudicated unfavorably, upon notification by the COTR, the contractor employee must be immediately removed from the site at no expense to the U.S. Government.

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e. If, in accordance with paragraph c (1), the contractor employee is not approved for immediate deployment, the acceptability review will be completed and adjudicated prior to the contractor's employee's deployment. If the acceptability review is unfavorably adjudicated, the contractor employee is not authorized for deployment in performance of this contract at this time.

f. DS/ISP/INB will notify the COR (with a copy to the firm) of approval or disapproval for specific HUMINT threat post assignment.

3. All assignments to designated intelligence threat posts must be approved by DS. The 60-day period is cumulative within one year.



We propose to replace the current paragraph (b) with proposed (b), (c), and (d).

## SECURITY REQUIREMENTS

- (a) A facility security clearance at the SECRET level is required for contract performance in accordance with the DD Form 254, Department of Defense Contract Security Classification Specification, attached to this contract.
- (b) All uncleared Contractor personnel must submit a Standard Form 85P, Standard Form 85PS, and fingerprint card to the Industrial Security Branch, Bureau of Diplomatic Security, DS/IS/INB, 1400 Wilson Boulevard, Arlington, VA 22209. Upon receipt of the investigative paperwork, DS will conduct a preliminary background check. Those personnel who successfully pass this check may be granted access to the DOS unclassified automated information system. Additionally, Contractor personnel who are required to travel to foreign posts must have either successfully passed a preliminary background check or must have a Secret level security clearance.
- (c) Contractor personnel for whom it will be necessary to have access to classified material and/or to enter into areas requiring a security clearance must have an individual security clearance commensurate with the required level of access prior to being granted such access or entry into such areas. Individual clearances shall be maintained for the duration of employment under this contract, or until access requirements change.
- (d) Uncleared Contractor personnel who do not require access to the automated information system and have not successfully passed a preliminary check by DOS will be limited to contract performance at Orkand facilities only.
- (e) The contractor shall obtain a Department of State building pass for all employees performing under this contract who require frequent and continuing access to Department of State facilities in accordance with DOSAR 652.237-71 "IDENTIFICATION/BUILDING PASS."
- (f) Performance of this contract shall be in accordance with the attached DD Form 254, Department of Defense Contract Security Classification Specification and FAR 52.204-2 "SECURITY REQUIREMENTS."
- (g) Classified material received or generated in the performance of this contract shall be safeguarded and disposed of in accordance with the National Industrial Security Program Operating Manual (DOD 5220.22-M).

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**DOS OPENNET – SENSITIVE BUT UNCLASSIFIED ACCESS**

Personnel – All personnel who access the DoS Opennet under contract S-LMAQM-01-D-0051 must favorably pass a National Agency check (NAC) to be conducted by the Bureau of Diplomatic Security, Department of State. A personal interview will be conducted if deemed necessary by the Bureau of Diplomatic Security. If the contractor employee does not favorably pass the NAC, he/she shall not be granted DoS Opennet access. If the contractor employee already possesses a SECRET personnel security clearance granted by the Defense Security Service security, the employee will be authorized access to the DoS Opennet, upon receipt of the Visit Authorization Request and a copy of the Letter of Consent.

Security requirements for contractors accessing the Department's domestic or overseas information security systems, shall be in accordance with Volume 12, Foreign Affairs Manual, Section 600. Furthermore, citizens of specifically designated human intelligence and/or technical intelligence threat countries may not develop, modify, or perform maintenance on software developed for use on Department of State computer systems without approval by DS/IST/ACD.

Prior to DoS Opennet access, the contractor must submit the following forms for the completion of the NAC:

A Standard Form 85-P, Standard Form 85PS, FD 258 (Fingerprint Form), and a credit release form to the Department of State, Bureau of Diplomatic Security, ATTN: DS/ISP/INB, 1400 Wilson Boulevard, Arlington, VA 22209, a minimum of 15 days prior to anticipated access. Upon receipt of the investigative paperwork, the Bureau of Diplomatic Security will conduct a preliminary background check. Those personnel who successfully pass this check may be granted DoS Opennet access while their NACs are pending. Those personnel who do not pass the check, will not be authorized DoS Opennet access until the NAC is favorably adjudicated.

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**AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT**

CONTRACT ID CODE \_\_\_\_\_ PAGE OF \_\_\_\_\_

2. AMENDMENT/MODIFICATION NO. Three (3)	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. N/A	5. PROJECT NO. (If applicable)
6. ISSUED BY U.S. Department of State Office of Acquisition Management P.O. Box 9115, Rosslyn Station Arlington, VA 22219		7. ADMINISTERED BY (If other than Item 6)	

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)  The Orkand Corporation 7799 Leesburg Pike. Suite 700 North Falls Church, VA 22043	(f)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	X	10A. MODIFICATION OF CONTRACT/ORDER NO. S-LMAQM-01-D-0051
		10B. DATED (SEE ITEM 13) Signed: 1/26/01 Effective: 3/1/01

CODE \_\_\_\_\_ FACILITY CODE \_\_\_\_\_

**11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS**

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended,  is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:  
 (a) By completing Items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)  
N/A

**13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.**

(v)	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: Mutual Agreement of the Parties
	D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor  is not,  is required to sign this document and return 3 copies to the issuing office.

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

PLEASE SEE ATTACHED

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) Ronald J. Neth, Jr. Director of Contracts	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) R.B. Wissman Contracting Officer
15B. CONTRACTOR/VEHICLE  (Signature of person authorized to sign)	15C. DATE SIGNED 5/3/01
16B. UNITED STATES OF AMERICA BY (Signature of Contracting Officer)	16C. DATE SIGNED 5/11/01

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**Modification Three**

**Contract S-LMAQM-01-D-0051**

**The Orkand Corporation**

The purpose of this modification is to:

(1) Insert the following clause to be incorporated by reference under Contract S-LMAQM-01-D-0051

52.251-1 GOVERNMENT SUPPLY SOURCES (APR 1984)

(2) The Orkand Corporation is hereby authorized to purchase supplies under contract number S-LMAQM-01-D-0051 which are available for purchase by Government agencies directly from the Federal Supply Schedules, subject to the limitations set forth below:

a. Purchase Orders under Federal Supply Schedules

Orders will be placed in accordance with the terms and conditions of the Schedules, including nonmandatory Federal Supply Schedules for automated data processing equipment, software and maintenance, and this authorization. A copy of the authorization shall be attached to the order (unless a copy was previously furnished to the Federal Supply Schedule contractor) and shall contain the following statement:

This order is placed on behalf of the Department of State Contract Number S-LMAQM-01-D-0051, pursuant to written authorization dated above. In the event of any inconsistency between the terms and conditions of this order and those of the applicable Federal Supply Schedule, the later will govern. Title to supplies delivered hereunder shall vest in the United States Government.

b. This authorization is limited to the supplies identified for exclusive use during the performance of this contract.

c. The authority hereby granted is not transferable or assignable.

d. This authorization expires on February 28, 2006, or upon termination of the contract, whichever date is the earlier.

(3) All other terms and conditions under Contract S-LMAQM-01-D-0051 remain unchanged and are in full force and effect.

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AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

CONTRACT ID CODE PAGE OF PAGES 1

2. AMENDMENT/MODIFICATION NO. Four (4) 3. EFFECTIVE DATE March 1, 2002 4. REQUISITION/PURCHASE REQ. NO. N/A 5. PROJECT NO. (if applicable) 6. ISSUED BY U. S. Department of State Office of Acquisition P.O. Box 9115, Rosslyn Station Arlington, VA 22219 7. ADMINISTERED BY (if other than item 6)

8. NAME AND ADDRESS OF CONTRACTOR (No. Street, county, State and ZIP Code) The Orkand Corporation 7799 Leesburg Pike Suite 700 North Falls Church, VA 22043 9A. AMENDMENT OF SOLICITATION NO. 9B. DATED (SEE ITEM 11) 10A. MODIFICATION OF CONTRACT/ORDER NO. S-LMAQM-01-D-0051 10B. DATED (SEE ITEM 13) March 1, 2001

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of Offers is extended, is not extended. Offerors must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing items 8 and 15, and returning copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATA SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER.

12. ACCOUNTING AND APPROPRIATION DATA (if required) N/A

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT/ORDER NO. IN ITEM 10A. B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b). C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: D. OTHER (Specify type of modification and authority) FAR 52.217-09 OPTION TO EXTEND THE TERM OF THE CONTRACT SERVICES (MAR 2000)

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

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

PLEASE SEE ATTACHED

Except as provided herein, all terms and conditions of the document referenced in item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER 15B. CONTRACTOR/OFFEROR 15C. DATE SIGNED 16A. NAME AND TITLE OF CONTRACTING OFFICER R.B. Wissman Contracting Officer 16B. UNITED STATES OF AMERICA 16C. DATE SIGNED 2/28/02

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**Contract S-LMAQM-01-D-0051**  
**The Orkand Corporation**  
**Modification Four (4)**

1. The purpose of this modification is to exercise Option Year One (1) of Contract S-LMAQM-01-D-0051 pursuant to the authority stated in line 13D. Pursuant to this authority, Contract S-LMAQM-01-D-0051 is hereby extended from March 1, 2002 through February 28, 2003.
2. Effective March 1, 2002, Wage Determination No. 1994-2103, Revision 24 dated May 31, 2001 is hereby incorporated into Contract S-LMAQM-01-D-0051.
3. Funds shall be obligated by the issuance of separate delivery orders.
4. All other terms and conditions under Contract S-LMAQM-01-D-0051 remain unchanged and are in full force and effect.

94-2103 DC, DISTRICT-WIDE 06/05/01  
 \*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
 WASHINGTON D.C. 20210

William W. Gross, Director Division of Wage Determinations  
 Wage Determination No.: 1994-2103  
 Revision No.: 24  
 Date Of Last Revision: 05/31/2001

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide  
 Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Ma  
 Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King Ge  
 Loudoun, Prince William, Stafford

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.16
Accounting Clerk II	11.88
Accounting Clerk III	14.04
Accounting Clerk IV	16.37
Court Reporter	14.63
Dispatcher, Motor Vehicle	14.63
Document Preparation Clerk	11.29
Duplicating Machine Operator	11.29
Film/Tape Librarian	14.65
General Clerk I	10.62
General Clerk II	12.47
General Clerk III	13.93
General Clerk IV	17.04
Housing Referral Assistant	17.82
Key Entry Operator I	10.40
Key Entry Operator II	11.62
Messenger (Courier)	9.30
Order Clerk I	13.40
Order Clerk II	14.81
Personnel Assistant (Employment) I	13.05
Personnel Assistant (Employment) II	14.24
Personnel Assistant (Employment) III	16.42
Personnel Assistant (Employment) IV	19.60
Production Control Clerk	17.03
Rental Clerk	14.02
Scheduler, Maintenance	14.02
Secretary I	14.02
Secretary II	15.35
Secretary III	17.82
Secretary IV	19.57
Secretary V	22.79
Service Order Dispatcher	12.76
Stenographer I	14.68
Stenographer II	16.47
Supply Technician	19.57
Survey Worker (Interviewer)	14.63

Switchboard Operator-Receptionist	10.96
Test Examiner	15.35
Test Proctor	15.35
Travel Clerk I	10.57
Travel Clerk II	11.35
Travel Clerk III	12.19
Word Processor I	10.96
Word Processor II	13.21
Word Processor III	15.47
Automatic Data Processing Occupations	
Computer Data Librarian	11.34
Computer Operator I	12.18
Computer Operator II	14.35
Computer Operator III	17.03
Computer Operator IV	17.34
Computer Operator V	21.01
Computer Programmer I (1)	19.64
Computer Programmer II (1)	23.05
Computer Programmer III (1)	26.99
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	24.54
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.21
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	20.10
Automotive Glass Installer	17.03
Automotive Worker	17.03
Electrician, Automotive	18.05
Mobile Equipment Servicer	14.94
Motor Equipment Metal Mechanic	19.03
Motor Equipment Metal Worker	17.03
Motor Vehicle Mechanic	19.11
Motor Vehicle Mechanic Helper	16.01
Motor Vehicle Upholstery Worker	17.03
Motor Vehicle Wrecker	17.03
Painter, Automotive	18.05
Radiator Repair Specialist	17.03
Tire Repairer	14.43
Transmission Repair Specialist	19.03
Food Preparation and Service Occupations	
Baker	11.87
Cook I	10.41
Cook II	11.87
Dishwasher	8.60
Food Service Worker	9.01
Meat Cutter	15.30
Waiter/Waitress	8.17
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.05
Furniture Handler	12.55
Furniture Refinisher	18.05
Furniture Refinisher Helper	13.85
Furniture Repairer, Minor	16.01
Upholsterer	18.05
General Services and Support Occupations	
Cleaner, Vehicles	9.44
Elevator Operator	9.15
Gardener	12.98
House Keeping Aid I	8.79



House Keeping Aid II	9.04
Janitor	9.01
Laborer, Grounds Maintenance	10.19
Maid or Houseman	8.71
Pest Controller	11.85
Refuse Collector	9.89
Tractor Operator	12.73
Window Cleaner	9.82
Health Occupations	
Dental Assistant	13.82
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.95
Licensed Practical Nurse I	14.11
Licensed Practical Nurse II	15.84
Licensed Practical Nurse III	17.73
Medical Assistant	11.76
Medical Laboratory Technician	12.66
Medical Record Clerk	12.56
Medical Record Technician	13.15
Nursing Assistant I	7.69
Nursing Assistant II	8.65
Nursing Assistant III	10.85
Nursing Assistant IV	12.18
Pharmacy Technician	11.84
Phlebotomist	10.19
Registered Nurse I	20.49
Registered Nurse II	22.80
Registered Nurse II, Specialist	22.80
Registered Nurse III	29.44
Registered Nurse III, Anesthetist	29.44
Registered Nurse IV	35.28
Information and Arts Occupations	
Audiovisual Librarian	18.95
Exhibits Specialist I	16.38
Exhibits Specialist II	20.48
Exhibits Specialist III	25.21
Illustrator I	16.21
Illustrator II	20.27
Illustrator III	24.95
Librarian	22.33
Library Technician	15.03
Photographer I	13.93
Photographer II	15.64
Photographer III	19.56
Photographer IV	24.08
Photographer V	26.50
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.97
Counter Attendant	7.97
Dry Cleaner	8.94
Finisher, Flatwork, Machine	7.97
Presser, Hand	7.97
Presser, Machine, Drycleaning	7.97
Presser, Machine, Shirts	7.97
Presser, Machine, Wearing Apparel, Laundry	7.97
Sewing Machine Operator	9.66
Tailor	11.67
Washer, Machine	8.74
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.05
Tool and Die Maker	21.95

<b>Material Handling and Packing Occupations</b>	
Forklift Operator	14.58
Fuel Distribution System Operator	17.62
Material Coordinator	16.82
Material Expediter	16.82
Material Handling Laborer	10.45
Order Filler	13.21
Production Line Worker (Food Processing)	11.64
Shipping Packer	12.21
Shipping/Receiving Clerk	13.09
Stock Clerk (Shelf Stocker; Store Worker II)	12.32
Store Worker I	8.71
Tools and Parts Attendant	16.99
Warehouse Specialist	15.01
<b>Mechanics and Maintenance and Repair Occupations</b>	
Aircraft Mechanic	19.95
Aircraft Mechanic Helper	14.51
Aircraft Quality Control Inspector	21.01
Aircraft Servicer	16.78
Aircraft Worker	17.84
Appliance Mechanic	18.05
Bicycle Repairer	14.43
Cable Splicer	19.03
Carpenter, Maintenance	18.05
Carpet Layer	17.44
Electrician, Maintenance	21.14
Electronics Technician, Maintenance I	16.08
Electronics Technician, Maintenance II	20.88
Electronics Technician, Maintenance III	22.73
Fabric Worker	15.76
Fire Alarm System Mechanic	19.03
Fire Extinguisher Repairer	14.94
Fuel Distribution System Mechanic	19.03
General Maintenance Worker	16.46
Heating, Refrigeration and Air Conditioning Mechanic	19.03
Heavy Equipment Mechanic	19.03
Heavy Equipment Operator	19.31
Instrument Mechanic	19.03
Laborer	10.13
Locksmith	18.05
Machinery Maintenance Mechanic	20.51
Machinist, Maintenance	21.52
Maintenance Trades Helper	13.85
Millwright	19.03
Office Appliance Repairer	18.05
Painter, Aircraft	20.76
Painter, Maintenance	18.05
Pipefitter, Maintenance	18.39
Plumber, Maintenance	18.05
Pneudraulic Systems Mechanic	19.03
Rigger	19.03
Scale Mechanic	17.03
Sheet-Metal Worker, Maintenance	19.03
Small Engine Mechanic	20.05
Telecommunication Mechanic I	19.03
Telecommunication Mechanic II	20.05
Telephone Lineman	19.03
Welder, Combination, Maintenance	19.03
Well Driller	19.03
Woodcraft Worker	19.03

Woodworker	15.32
Miscellaneous Occupations	
Animal Caretaker	8.92
Carnival Equipment Operator	11.11
Carnival Equipment Repairer	11.97
Carnival Worker	7.48
Cashier	7.75
Desk Clerk	9.78
Embalmer	19.04
Lifeguard	9.23
Mortician	21.63
Park Attendant (Aide)	11.59
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.03
Recreation Specialist	15.94
Recycling Worker	12.78
Sales Clerk	9.13
School Crossing Guard (Crosswalk Attendant)	9.89
Sport Official	10.22
Survey Party Chief (Chief of Party)	13.56
Surveying Aide	8.43
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.89
Swimming Pool Operator	12.01
Vending Machine Attendant	9.79
Vending Machine Repairer	12.04
Vending Machine Repairer Helper	9.79
Personal Needs Occupations	
Child Care Attendant	10.34
Child Care Center Clerk	14.42
Chore Aid	7.93
Homemaker	14.95
Plant and System Operation Occupations	
Boiler Tender	19.65
Sewage Plant Operator	18.05
Stationary Engineer	19.03
Ventilation Equipment Tender	13.85
Water Treatment Plant Operator	18.05
Protective Service Occupations	
Alarm Monitor	14.07
Corrections Officer	17.69
Court Security Officer	18.29
Detention Officer	18.29
Firefighter	18.84
Guard I	9.23
Guard II	12.16
Police Officer	20.49
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.46
Hatch Tender	14.31
Line Handler	14.31
Stevedore I	15.47
Stevedore II	17.45
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.64
Air Traffic Control Specialist, Station (2)	19.06
Air Traffic Control Specialist, Terminal (2)	20.99
Archeological Technician I	14.11
Archeological Technician II	15.78
Archeological Technician III	19.56
Cartographic Technician	22.73
Civil Engineering Technician	19.56

Computer Based Training (CBT) Specialist/ Instructor	21.76
Drafter I	11.84
Drafter II	14.82
Drafter III	16.64
Drafter IV	20.81
Engineering Technician I	14.49
Engineering Technician II	16.82
Engineering Technician III	20.22
Engineering Technician IV	23.20
Engineering Technician V	28.37
Engineering Technician VI	34.33
Environmental Technician	18.91
Flight Simulator/Instructor (Pilot)	27.76
Graphic Artist	18.56
Instructor	21.90
Laboratory Technician	15.13
Mathematical Technician	21.91
Paralegal/Legal Assistant I	16.71
Paralegal/Legal Assistant II	21.31
Paralegal/Legal Assistant III	26.07
Paralegal/Legal Assistant IV	31.54
Photooptics Technician	21.06
Technical Writer	22.89
Unexploded (UXO) Safety Escort	17.56
Unexploded (UXO) Sweep Personnel	17.56
Unexploded Ordnance (UXO) Technician I	17.56
Unexploded Ordnance (UXO) Technician II	21.25
Unexploded Ordnance (UXO) Technician III	25.47
Weather Observer, Combined Upper Air and Surface Programs (3)	15.13
Weather Observer, Senior (3)	17.62
Weather Observer, Upper Air (3)	15.13
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.72
Parking and Lot Attendant	8.62
Shuttle Bus Driver	11.76
Taxi Driver	10.01
Truckdriver, Heavy Truck	17.52
Truckdriver, Light Truck	11.78
Truckdriver, Medium Truck	14.97
Truckdriver, Tractor-Trailer	17.52

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute any of the named holidays another day off with pay in accordance with a plan communi to the employees involved.) (See 29 CFR 4.174)

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

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

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

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of ba

for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your

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 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 house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery

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 employment 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 arm ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differentials

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces 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 (\$67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or com

laundering in order to meet the cleanliness or appearance standards set by the terms Government contract, by the contractor, by law, or by the nature of the work, there requirement that employees be reimbursed for uniform maintenance costs.

\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication was obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form (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), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work on such unlisted class(es) of employees. The conformed classification, wage rate, and fringe benefits shall be retroactive to the commencement date of the contract. (See

4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupational classification and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority: 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 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 to the agency, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disa the action via transmittal to the agency contracting officer, or notifies the contra officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupat (the Directory) should be used to compare job definitions to insure that duties requ are not performed by a classification already listed in the wage determination. Rem it is not the job title, but the required tasks that determine whether a class is in in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

2. AMENDMENT/MODIFICATION NO. Five (5)		3. EFFECTIVE DATE See Block 16c	4. REQUISITION/PURCHASE REQ. NO. N/A	1. CONTRACT ID CODE	PAGE OF PAGES
6. ISSUED BY U.S. Department of State Office of Acquisition Management P.O. Box 9115, Rosslyn Station Arlington, VA 22219		7. ADMINISTERED BY (If other than Item 6)	CODE		

8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and ZIP Code)  The Orkand Corporation 7799 Leesburg Pike Suite 700 North Falls Church, VA 22043		(J)	9A. AMENDMENT OF SOLICITATION NO.
			9B. DATED (SEE ITEM 11)
		X	10A. MODIFICATION OF CONTRACT/ORDER NO. S-LMAQM-01-D-0051
			10B. DATED (SEE ITEM 13) March 1, 2001
CODE	FACILITY CODE		

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of Offers  is extended,  is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:

- (a) By completing Items 8 and 15, and returning \_\_\_\_\_ copies of the amendment;
  - (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or
  - (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers.
- FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

N/A

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

(J)	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103 (b).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: Mutual Agreement of the Parties
X	D. OTHER (Specify type of modification and authority) (Multiple Year and Options Contracts (MAY 1989)) FAR 52.222-43 Fair Labor Standards Act and Service Contract Act - Price Adjustment

E. IMPORTANT: Contractor  is not,  is required to sign this document and return 3 copies to the issuing office.

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

PLEASE SEE ATTACHED

Except as provided herein, all terms and conditions of the document referenced in item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) Ronald J. Neth, Jr. Director of Contracts		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) John D. Rose Contracting Officer	
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	15C. DATE SIGNED 3/25/02	16B. UNITED STATES OF AMERICA BY (Signature of Contracting Officer)	16C. DATE SIGNED 3/27/02



**Modification Five (5)**  
**Contract S-LMAQM-01-D-0051**  
**The Orkand Corporation**

1. The purpose of this modification is to incorporate new fully loaded hourly rates for Option Years One, Two, Three and Four. This action is being taken per the authority cited in Block 13D on page one of this modification. Any previous rates for the applicable labor categories as identified below are hereby superceded by the following rates.

**OPTION YEAR ONE**

Item Description

Regular Rate

Overtime Rate

- 1006A Documentation Specialist
- 1006B Documentation Specialist
- 1011A Systems Testing Specialist
- 1011B Systems Testing Specialist

**OPTION YEAR TWO**

Item Description

- 2006A Documentation Specialist
- 2006B Documentation Specialist
- 2011A Systems Testing Specialist
- 2011B Systems Testing Specialist

**OPTION YEAR, THREE**

Item Description

- 3006A Documentation Specialist
- 3006B Documentation Specialist
- 3011A Systems Testing Specialist
- 3011B Systems Testing Specialist

**OPTION YEAR FOUR**

Item Description

- 4006A Documentation Specialist
- 4006B Documentation Specialist
- 4011A Systems Testing Specialist
- 4011B Systems Testing Specialist

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2. All other terms and conditions of Contract S-LMAQM-01-D-0051 remain unchanged and are in full force and effect.

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>				1. CONTRACT ID CODE	PAGE OF PAGES
2. AMENDMENT/MODIFICATION NO. Six (6)	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)		
6. ISSUED BY U.S. Department of State Office of Acquisition Management P.O. Box 9115, Rosslyn Station Arlington, VA 22219		CODE	7. ADMINISTERED BY (If other than Item 6)		CODE
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and ZIP Code)  The Orkand Corporation 7799 Leesburg Pike Suite 700 North Falls Church, VA 22043				(J)	9A. AMENDMENT OF SOLICITATION NO.
					9B. DATED (SEE ITEM 11)
				X	10A. MODIFICATION OF CONTRACT/ORDER NO. 5-LMAQM-01-D-0051
					10B. DATED (SEE ITEM 13) March 1, 2001
CODE		FACILITY CODE			

**11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS**

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended.  is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:

- (a) By completing Items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

**12. ACCOUNTING AND APPROPRIATION DATA (If required)**

N/A

**13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.**

(J) A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.

B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103 (b).

C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:

X Mutual Agreement of the Parties

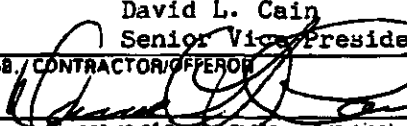
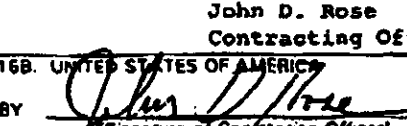
D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor  is not.  is required to sign this document and return 3 copies to the issuing office.

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

PLEASE SEE ATTACHED

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) David L. Cain Senior Vice President		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) John D. Rose Contracting Officer	
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	15C. DATE SIGNED 6/28/02	16B. UNITED STATES OF AMERICA BY  (Signature of Contracting Officer)	16C. DATE SIGNED 6/28/02

Modification Six  
 Contract S-LMAQM-01-D-0051  
 The Orkand Corporation

1. The purpose of this modification is to add the following labor rates and categories to Contract S-LMAQM-01-D-0051.

OPTION YEAR ONE

CLIN	LABOR CATEGORY	RATE
1016A	AREA/TASK MANAGER	
1016B	AREA/TASK MANAGER	
1017A	PRINCIPAL TECHNICAL SPECIALIST	
1017B	PRINCIPAL TECHNICAL SPECIALIST	
1018A	SENIOR TECHNICAL SPECIALIST	
1018B	SENIOR TECHNICAL SPECIALIST	
1019A	TECHNICAL SPECIALIST	
1019B	TECHNICAL SPECIALIST	
1020A	SENIOR NETWORK ENGINEER	
1020B	SENIOR NETWORK ENGINEER	
1021A	NETWORK ENGINEER	
1021B	NETWORK ENGINEER	
1022A	CONFIGURATION MANAGEMENT ANALYST	
1022B	CONFIGURATION MANAGEMENT ANALYST	
1023A	TECHNICAL WRITER	
1023B	TECHNICAL WRITER	
1024A	USER SUPPORT SPECIALIST	
1024B	USER SUPPORT SPECIALIST	
1025A	NETWORK ADMINISTRATOR	
1025B	NETWORK ADMINISTRATOR	
1026A	ADMINISTRATIVE SPECIALIST	
1026B	ADMINISTRATIVE SPECIALIST	
1027A	SENIOR PRODUCTION OPERATOR	
1027B	SENIOR PRODUCTION OPERATOR	

OPTION YEAR TWO

CLIN	LABOR CATEGORY
2016A	AREA/TASK MANAGER
2016B	AREA/TASK MANAGER
2017A	PRINCIPAL TECHNICAL SPECIALIST
2017B	PRINCIPAL TECHNICAL SPECIALIST
2018A	SENIOR TECHNICAL SPECIALIST
2018B	SENIOR TECHNICAL SPECIALIST
2019A	TECHNICAL SPECIALIST
2019B	TECHNICAL SPECIALIST
2020A	SENIOR NETWORK ENGINEER
2020B	SENIOR NETWORK ENGINEER
2021A	NETWORK ENGINEER
2021B	NETWORK ENGINEER
2022A	CONFIGURATION MANAGEMENT ANALYST
2022B	CONFIGURATION MANAGEMENT ANALYST
2023A	TECHNICAL WRITER

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2023B TECHNICAL WRITER  
 2024A USER SUPPORT SPECIALIST  
 2024B USER SUPPORT SPECIALIST  
 2025A NETWORK ADMINISTRATOR  
 2025B NETWORK ADMINISTRATOR  
 2026A ADMINISTRATIVE SPECIALIST  
 2026B ADMINISTRATIVE SPECIALIST  
 2027A SENIOR PRODUCTION OPERATOR  
 2027B SENIOR PRODUCTION OPERATOR

OPTION YEAR THREE

CLIN LABOR CATEGORY

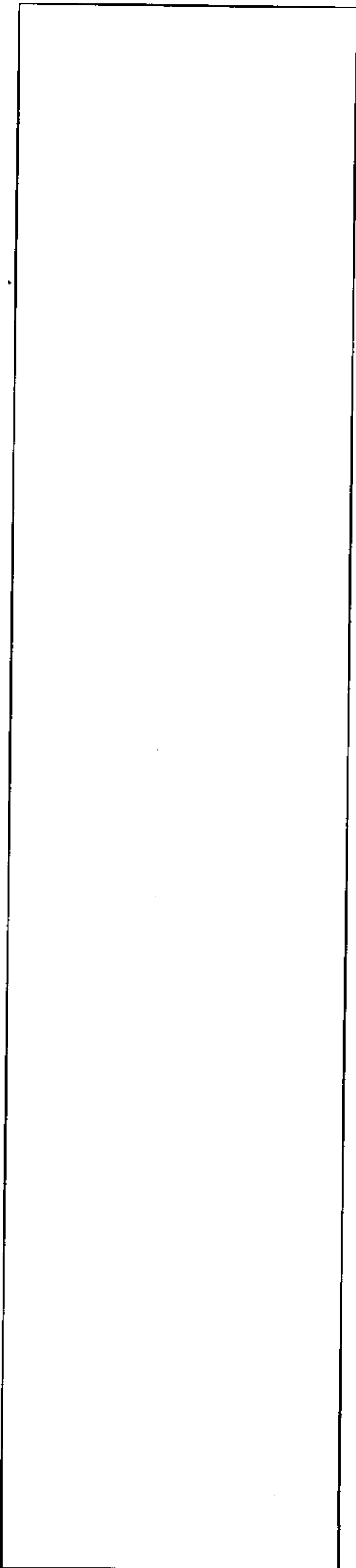
3016A AREA/TASK MANAGER  
 3016B AREA/TASK MANAGER  
 3017A PRINCIPAL TECHNICAL SPECIALIST  
 3017B PRINCIPAL TECHNICAL SPECIALIST  
 3018A SENIOR TECHNICAL SPECIALIST  
 3018B SENIOR TECHNICAL SPECIALIST  
 3019A TECHNICAL SPECIALIST  
 3019B TECHNICAL SPECIALIST  
 3020A SENIOR NETWORK ENGINEER  
 3020B SENIOR NETWORK ENGINEER  
 3021A NETWORK ENGINEER  
 3021B NETWORK ENGINEER  
 3022A CONFIGURATION MANAGEMENT ANALYST  
 3022B CONFIGURATION MANAGEMENT ANALYST  
 3023A TECHNICAL WRITER  
 3023B TECHNICAL WRITER  
 3024A USER SUPPORT SPECIALIST  
 3024B USER SUPPORT SPECIALIST  
 3025A NETWORK ADMINISTRATOR  
 3025B NETWORK ADMINISTRATOR  
 3026A ADMINISTRATIVE SPECIALIST  
 3026B ADMINISTRATIVE SPECIALIST  
 3027A SENIOR PRODUCTION OPERATOR  
 3027B SENIOR PRODUCTION OPERATOR

OPTION YEAR FOUR

CLIN LABOR CATEGORY

4016A AREA/TASK MANAGER  
 4016B AREA/TASK MANAGER  
 4017A PRINCIPAL TECHNICAL SPECIALIST  
 4017B PRINCIPAL TECHNICAL SPECIALIST  
 4018A SENIOR TECHNICAL SPECIALIST  
 4018B SENIOR TECHNICAL SPECIALIST  
 4019A TECHNICAL SPECIALIST  
 4019B TECHNICAL SPECIALIST  
 4020A SENIOR NETWORK ENGINEER  
 4020B SENIOR NETWORK ENGINEER  
 4021A NETWORK ENGINEER  
 4021B NETWORK ENGINEER  
 4022A CONFIGURATION MANAGEMENT ANALYST  
 4022B CONFIGURATION MANAGEMENT ANALYST

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4023A	TECHNICAL WRITER
4023B	TECHNICAL WRITER
4024A	USER SUPPORT SPECIALIST
4024B	USER SUPPORT SPECIALIST
4025A	NETWORK ADMINISTRATOR
4025B	NETWORK ADMINISTRATOR
4026A	ADMINISTRATIVE SPECIALIST
4026B	ADMINISTRATIVE SPECIALIST
4027A	SENIOR PRODUCTION OPERATOR
4027B	SENIOR PRODUCTION OPERATOR

B4

2. In addition, the following language is hereby added to Section C, Appendix E, LABOR CATEGORY REQUIREMENTS:

"Unless otherwise noted, directly related college study may be substituted for experience at the rate of one academic year of study for nine months of experience, up to a maximum of four years of study. Likewise, directly related, progressively more responsive, technical experience may be substituted for undergraduate and graduate degrees at the rate of nine months of experience for one year of study. Also, a programming certificate from a technical or vocational school may be substituted for two years of undergraduate study."

3. All other terms and conditions under Contract S-LMAQM-01-D-0051 remain unchanged and are in full force and effect.

**ATTACHMENT TWO**  
**LABOR CATEGORY REQUIREMENTS**

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**Area/Task Manager (Key)**

**Responsibilities:** The Area/Task Manager shall be responsible for organizing, planning, and directing all Contractor support activities for assigned task orders in a specific technical/program area (i.e., Strategic-level Activities, Life Cycle Support, or Specialized Applications). The Area/Task Manager's day-to-day responsibilities shall include:

- Managing major task orders in a specific technical/program area concurrently
- Formulating and reviewing task order performance plans and deliverable items
- Determining task order costs
- Ensuring conformance with prescribed technical and managerial standards
- Managing the day-to-day activities of assigned projects and for the direct supervision of the personnel assigned to task orders under his/her purview
- Developing and maintaining project performance/status reports

The Area/Task Manager shall use his/her own judgment and initiative in providing technical direction for resolving problems. He/she shall interface with Government project personnel on a continuous basis. The Area/Task Manager shall have strong oral and written communications skills.

**Education:** It is desired that the Area/Task Manager possess a master's degree from an accredited four-year institution. The master's degree shall be in Business Management/Administration, Management Information Systems, Computer Science, Engineering, or other related technical field.

**General Experience:** The Area/Task Manager shall have at least twelve (12) years of work-related experience in related projects with recent experience in the assigned technical/program area(s) and involving projects in a distributed processing environment.

**Specialized Experience:** The Area/Task Manager shall have at least seven (7) years of experience in the supervision and management of large system development or maintenance projects in the assigned technical/program area(s) and in a similar "corporate" systems environment. At least three (3) years of this experience shall have been spent in a project leadership role or higher-level management. These projects shall have had a staffing level of at least 10 persons.

Unless otherwise noted, directly related college-related study may be substituted for experience at the rate of one academic year of study for nine months of experience, up to a maximum of four years of study. Likewise, directly related, progressively more responsive, technical

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experience may be substituted for undergraduate and graduate degrees at the rate of nine months of experience for one academic year of study. Also, a programming certificate from a technical or vocational school may be substituted for two years of undergraduate study.

## TECHNICAL SPECIALISTS

### Technical Specialist

**Responsibilities:** Technical Specialists shall provide independent services and leadership in specific technical areas. This expertise shall be applied to any work area specified in this SOW as task requirements dictate. Technical Specialists shall provide expert advice and assistance in state-of-the-art software/hardware solutions involving hardware of various capacities, multiple operating environments, database management systems, specialized software, data communications facilities and protocols including fourth generation technologies and complex software tools or packages. He/she shall perform analyses and studies, enhance or implement system software solutions, and perform test and acceptance phases. Technical Specialists may be required to act as a technical supervisor to other project personnel who must prepare or modify software to carry out the Technical Specialist's solutions. He/she shall coordinate with contractor management and Government personnel to ensure that the problem has been properly defined and that the solution will satisfy the Government's requirements.

### Education/Experience:

**Principal** - It is desired that the Technical Specialists possess a Master's Degree in Computer Science, Engineering, Mathematics, or equivalent. A Principal must have fifteen (15) years of general experience including a minimum of six (6) years of specialized experience in the area of expertise (or, if the particular area of expertise is new state-of-the-art technology, the specialized experience may be less than six (6) years and more consistent with the age of the technology).

**Senior** - It is desired that the Senior Technical Specialist possess a Master's Degree in Computer Science, Engineering, Mathematics, or equivalent. He/she must have more than ten (10) years of general experience including a minimum of five (5) years of specialized experience in the area of expertise (or, if the particular area of expertise is new state-of-the-art technology, the specialized experience may be less than five (5) years and more consistent with the age of the technology).

**Specialist** - It is desired that the Technical Specialist possess a Bachelor's Degree in Computer Science, Engineering, Mathematics, or equivalent with six (6) years general experience including three (3) years of specialized experience with the technology being addressed (or, if the particular area of expertise is new state-of-the-art technology, the specialized experience may be less than three (3) years and more consistent with the age of the technology).

Unless otherwise noted, directly related college-related study may be substituted for experience at the rate of one academic year of study for nine months of experience, up to a maximum of

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four years of study. Likewise, directly related, progressively more responsive, technical experience may be substituted for undergraduate and graduate degrees at the rate of nine months of experience for one academic year of study. Also, a programming certificate from a technical or vocational school may be substituted for two years of undergraduate study.

### **Network Engineer**

**Responsibilities:** - The Network Engineer shall be responsible for designing, configuring, testing, implementing, and maintaining telecommunications and LAN operation support activities, and supporting application programmers working in that environment. He/she shall provide technical support in evaluating and resolving network and processor problems. The Network Engineer is responsible for the design, configuration and implementation of Local Area Networks (LANs) and Wide Area Networks (WANs). He/she shall evaluate network performance using hardware and software diagnostic tools. He/she shall participate in planning and installation of new networks and ADP hardware. The Network Engineer shall evaluate network changes for operational impact.

#### **Education/Experience:**

**Senior** - It is desired that the Senior Network Engineer possess a Master's degree in a related field, with twelve (12) years general experience including four (4) years specialized experience.

**Engineer** - It is desired that the Network Engineer possess a Bachelor's degree in a related field, with eight (8) years general experience including two (2) years specialized experience.

Unless otherwise noted, directly related college-related study may be substituted for experience at the rate of one academic year of study for nine months of experience, up to a maximum of four years of study. Likewise, directly related, progressively more responsive, technical experience may be substituted for undergraduate and graduate degrees at the rate of nine months of experience for one academic year of study. Also, a programming certificate from a technical or vocational school may be substituted for two years of undergraduate study.

### **Configuration Management Analyst**

**Responsibilities:** - The Configuration Management Analyst shall be responsible for configuration management activities including product identification, change control, status accounting, operation of the program support library, and development and monitoring of equipment/system acceptance plans. He/she shall evaluate and select configuration management tools and standards. He/she shall coordinate with users and systems development personnel on releases of both system-level software and application software. The Configuration Management Analyst shall verify the completeness and accuracy of release libraries before implementation and ensure that correct versions of programs are included in specified releases. He/she shall prepare configuration management plans and procedures. He/she shall be

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responsible for configuration management of requirements, design, and code. He/she shall operate and manage a program support library. He/she shall monitor library structure and procedures to assure system integrity, including procedures for collection, release, production, test, and emergency libraries and the movement/migration of components between libraries. The Configuration Management Analyst shall monitor end-item acceptance plans. He/she will supervise lower level personnel and must have demonstrated capability for oral and written communications.

**Education/Experience:** It is desired that the Configuration Management Analyst possess a Bachelor's Degree in a related field, with five (5) years of engineering and/or system analysis and programming experience, including two (2) year of configuration management experience.

### **Technical Writer**

**Responsibilities:** - The Technical Writer shall plan, manage, and coordinate documentation of all aspects of the system engineering life cycle for projects. He/she shall write, edit and rewrite material of a technical nature. He/she shall prepare manuals, user guides, and other technical documentation for presentations. The Technical Writer shall possess excellent writing skills. He/she must be knowledgeable of ADP operations and be able to verbally communicate effectively.

**Education/Experience:** - It is desired that the Technical Writer possess a Bachelor's Degree in a related field, with five (5) years of experience, including three (3) years of specialized experience with information systems organizations.

Unless otherwise noted, directly related college-related study may be substituted for experience at the rate of one academic year of study for nine months of experience, up to a maximum of four years of study. Likewise, directly related, progressively more responsive, technical experience may be substituted for undergraduate and graduate degrees at the rate of nine months of experience for one academic year of study. Also, a programming certificate from a technical or vocational school may be substituted for two years of undergraduate study.

### **User Support Specialist**

**Responsibilities:** The User Support Specialist shall be responsible for the following:

- Fulfilling all user requests and resolving all user complaints
- Tracking all telephone requests and responses
- Prioritizing and responding to CSD support requests
- Promulgating responses to frequently asked questions

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- Generating daily activity and status reports
- Tracking outstanding requests and problems
- Coordinating with management and development staff, when necessary, to resolve problems or fulfill requests

The User Support Specialist shall be responsible for supervision and training of lower-level personnel.

**Education:** It is desired that the User Support Specialist possess a bachelors degree in computer science, information systems, or a related field.

**General Experience:** The User Support Specialist shall have at least three (3) years experience in a user support environment.

**Specialized Experience:** He/she shall have at least two (2) years experience with technical products relevant to the DOS environment.

Unless otherwise noted, directly related college-related study may be substituted for experience at the rate of one academic year of study for nine months of experience, up to a maximum of four years of study. Likewise, directly related, progressively more responsive, technical experience may be substituted for undergraduate and graduate degrees at the rate of nine months of experience for one academic year of study. Also, a programming certificate from a technical or vocational school may be substituted for two years of undergraduate study.

### Network Administrator

**Responsibilities:** - The Network Administrator designs, installs, modifies and maintains Local Area Networks. He/she shall be responsible for troubleshooting and making necessary adjustments in network operating system, software and hardware. The Network Administrator shall work with other ADP staff to design, develop, install, test, debug, modify and maintain distributed processing databases on the LAN.

**Education/Experience:** - It is desired that the Network Administrator possess a Bachelor's degree in a related field, with eight (8) years general experience including four (4) years specialized experience.

Unless otherwise noted, directly related college-related study may be substituted for experience at the rate of one academic year of study for nine months of experience, up to a maximum of four years of study. Likewise, directly related, progressively more responsive, technical experience may be substituted for undergraduate and graduate degrees at the rate of nine months

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of experience for one academic year of study. Also, a programming certificate from a technical or vocational school may be substituted for two years of undergraduate study.

### **Administrative Specialist**

**Responsibilities:** - The Administrative Specialist shall assist management in all business, cost containment and accounting activities. He/she shall assist management in office administration, contract administration and facility operation activities. The Administrative Specialist shall be responsible for providing cost control advice to other managers. He/she shall supervise subordinate administrative and office staff.

**Education/Experience:** - It is desired that the Administrative Specialist possess a Bachelor's degree, with eight (8) years general experience including four (4) years of specialized experience.

Unless otherwise noted, directly related college-related study may be substituted for experience at the rate of one academic year of study for nine months of experience, up to a maximum of four years of study. Likewise, directly related, progressively more responsive, technical experience may be substituted for undergraduate and graduate degrees at the rate of nine months of experience for one academic year of study. Also, a programming certificate from a technical or vocational school may be substituted for two years of undergraduate study.

### **Senior Production Operator**

**Responsibilities:** The Senior Production Operator shall perform production activities in support of deployment of system software and documentation to end-users. He/she shall direct production operators, providing training and guidance in completing assigned tasks. The Senior Production Operator will review all production service requests submitted by the Configuration Management Team and prioritize activities to ensure due dates are met. He/she shall establish schedules for production processing to maximize equipment utilization. He/she shall be responsible for monitoring production equipment (CD writers, diskette duplicators, copiers, etc.), logging and tracking all equipment failures and taking corrective action to notify vendors when necessary. The Senior Production Operator will support the Configuration Management Team in the development of operational procedures for production. He/she shall establish schedules.

**Education/Experience:** The Senior Production Operator shall have a High School diploma with four (4) years general experience including two (2) years of specialized experience in computer equipment operation.

Unless otherwise noted, directly related college-related study may be substituted for experience at the rate of one academic year of study for nine months of experience, up to a maximum of four years of study. Likewise, directly related, progressively more responsive, technical

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experience may be substituted for undergraduate and graduate degrees at the rate of nine months of experience for one academic year of study. Also, a programming certificate from a technical or vocational school may be substituted for two years of undergraduate study.

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<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>			1. CONTRACT ID CODE	PAGE OF PAGES
2. AMENDMENT/MODIFICATION NO. Seven (7)	3. EFFECTIVE DATE March 1, 2003	4. REQUISITION/PURCHASE REQ. NO. N/A	5. PROJECT NO. (If applicable)	
6. ISSUED BY U.S. Department of State Office of Acquisition Management P.O. Box 9115, Rosslyn Station Arlington, VA 22219		7. ADMINISTERED BY (If other than Item 6)		
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and ZIP Code)  The Orkand Corporation 7799 Leesburg Pike Suite 700 North Falls Church, VA 22043			( <input checked="" type="checkbox"/> )	9A. AMENDMENT OF SOLICITATION NO.
				9B. DATED (SEE ITEM 11)
			( <input checked="" type="checkbox"/> )	10A. MODIFICATION OF CONTRACT/ORDER NO. S-LMAQM-01-D-0051
				10B. DATED (SEE ITEM 13) March 1, 2001
CODE	FACILITY CODE			

**11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS**

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended,  is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:

(a) By completing Items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

**12. ACCOUNTING AND APPROPRIATION DATA (If required)**

N/A

**13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.**

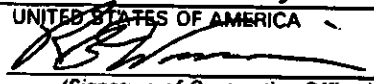
<input checked="" type="checkbox"/>	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
<input type="checkbox"/>	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103 (b).
<input type="checkbox"/>	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
<input type="checkbox"/>	D. OTHER (Specify type of modification and authority)
<input checked="" type="checkbox"/>	FAR 52.217-09 OPTION TO EXTEND THE TERM OF THE CONTRACT SERVICES (MAR 2000)

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

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

PLEASE SEE ATTACHED

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

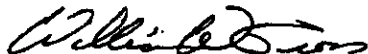
15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)	
		R.B. Wissman Contracting Officer	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA	16C. DATE SIGNED
(Signature of person authorized to sign)		BY  (Signature of Contracting Officer)	2/20/03

**Contract S-LMAQM-01-D-0051**  
**The Orkand Corporation**  
**Modification Seven (7)**

1. The purpose of this modification is to exercise Option Year Two (2) of Contract S-LMAQM-01-D-0051 pursuant to the authority stated in line 13D. Pursuant to this authority, Contract S-LMAQM-01-D-0051 is hereby extended from March 1, 2003 through February 28, 2004.
2. Effective March 1, 2003, Wage Determination No. 1994-2103, Revision 26, dated May 29, 2002 is hereby incorporated into Contract S-LMAQM-01-D-0051.
3. Funds shall be obligated by the issuance of separate delivery orders.
4. All other terms and conditions under Contract S-LMAQM-01-D-0051 remain unchanged and are in full force and effect.

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

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



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2103  
Revision No.: 26  
Date of Last Revision: 05/29/2002

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide  
Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's  
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	10.16
Accounting Clerk II	11.88
Accounting Clerk III	14.04
Accounting Clerk IV	16.37
Court Reporter	14.94
Dispatcher, Motor Vehicle	14.63
Document Preparation Clerk	11.29
Duplicating Machine Operator	11.29
Film/Tape Librarian	14.65
General Clerk I	11.68
General Clerk II	13.72
General Clerk III	15.32
General Clerk IV	18.74
Housing Referral Assistant	17.82
Key Entry Operator I	10.40
Key Entry Operator II	11.62
Messenger (Courier)	9.30
Order Clerk I	14.74
Order Clerk II	16.29
Personnel Assistant (Employment) I	13.05
Personnel Assistant (Employment) II	14.24
Personnel Assistant (Employment) III	16.42
Personnel Assistant (Employment) IV	19.60
Production Control Clerk	17.28
Rental Clerk	15.42
Scheduler, Maintenance	14.06
Secretary I	14.71
Secretary II	15.35
Secretary III	18.49
Secretary IV	19.57



Secretary V	22.79
Service Order Dispatcher	14.04
Stenographer I	14.68
Stenographer II	16.47
Supply Technician	19.57
Survey Worker (Interviewer)	14.94
Switchboard Operator-Receptionist	10.96
Test Examiner	15.35
Test Proctor	15.35
Travel Clerk I	11.63
Travel Clerk II	12.49
Travel Clerk III	13.41
Word Processor I	11.80
Word Processor II	14.22
Word Processor III	16.65
<b>Automatic Data Processing Occupations</b>	
Computer Data Librarian	11.69
Computer Operator I	13.30
Computer Operator II	15.67
Computer Operator III	18.60
Computer Operator IV	18.94
Computer Operator V	22.94
Computer Programmer I (1)	19.64
Computer Programmer II (1)	23.05
Computer Programmer III (1)	26.99
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	26.99
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	14.06
<b>Automotive Service Occupations</b>	
Automotive Body Repairer, Fiberglass	21.38
Automotive Glass Installer	17.03
Automotive Worker	17.03
Electrician, Automotive	18.05
Mobile Equipment Servicer	14.94
Motor Equipment Metal Mechanic	19.03
Motor Equipment Metal Worker	17.03
Motor Vehicle Mechanic	19.11
Motor Vehicle Mechanic Helper	16.01
Motor Vehicle Upholstery Worker	17.03
Motor Vehicle Wrecker	17.03
Painter, Automotive	18.05
Radiator Repair Specialist	17.03
Tire Repairer	14.43
Transmission Repair Specialist	19.03

**Food Preparation and Service Occupations**

Baker	11.87
Cook I	10.41
Cook II	11.87
Dishwasher	8.76
Food Service Worker	9.01
Meat Cutter	16.07
Waiter/Waitress	8.17

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	18.05
Furniture Handler	12.55
Furniture Refinisher	18.05
Furniture Refinisher Helper	13.85
Furniture Repairer, Minor	16.01
Upholsterer	18.05

**General Services and Support Occupations**

Cleaner, Vehicles	9.67
Elevator Operator	9.79
Gardener	12.98
House Keeping Aid I	9.02
House Keeping Aid II	9.28
Janitor	9.64
Laborer, Grounds Maintenance	10.75
Maid or Houseman	9.28
Pest Controller	11.85
Refuse Collector	10.88
Tractor Operator	12.73
Window Cleaner	10.51

**Health Occupations**

Dental Assistant	14.36
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.95
Licensed Practical Nurse I	14.43
Licensed Practical Nurse II	16.20
Licensed Practical Nurse III	18.13
Medical Assistant	11.76
Medical Laboratory Technician	13.93
Medical Record Clerk	13.57
Medical Record Technician	14.21
Nursing Assistant I	8.46
Nursing Assistant II	9.52
Nursing Assistant III	11.94
Nursing Assistant IV	13.40
Pharmacy Technician	11.84
Phlebotomist	11.21
Registered Nurse I	22.54

Registered Nurse II	25.08
Registered Nurse II, Specialist	25.08
Registered Nurse III	32.38
Registered Nurse III, Anesthetist	32.38
Registered Nurse IV	38.81

**Information and Arts Occupations**

Audiovisual Librarian	18.95
Exhibits Specialist I	16.79
Exhibits Specialist II	20.99
Exhibits Specialist III	25.84
Illustrator I	17.03
Illustrator II	21.29
Illustrator III	26.20
Librarian	22.33
Library Technician	15.03
Photographer I	13.93
Photographer II	15.64
Photographer III	19.56
Photographer IV	24.08
Photographer V	26.50

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	8.71
Counter Attendant	8.71
Dry Cleaner	9.83
Finisher, Flatwork, Machine	8.71
Presser, Hand	8.71
Presser, Machine, Drycleaning	8.71
Presser, Machine, Shirts	8.71
Presser, Machine, Wearing Apparel, Laundry	8.71
Sewing Machine Operator	10.63
Tailor	12.43
Washer, Machine	9.31

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	18.05
Tool and Die Maker	21.95

**Material Handling and Packing Occupations**

Forklift Operator	14.58
Fuel Distribution System Operator	19.38
Material Coordinator	16.97
Material Expediter	16.97
Material Handling Laborer	11.50
Order Filler	13.21
Production Line Worker (Food Processing)	11.64
Shipping Packer	12.21
Shipping/Receiving Clerk	13.09

Stock Clerk (Shelf Stocker; Store Worker II)	12.69
Store Worker I	8.89
Tools and Parts Attendant	16.99
Warehouse Specialist	15.01
<b>Mechanics and Maintenance and Repair Occupations</b>	
Aircraft Mechanic	21.95
Aircraft Mechanic Helper	14.51
Aircraft Quality Control Inspector	21.01
Aircraft Servicer	16.78
Aircraft Worker	17.84
Appliance Mechanic	18.05
Bicycle Repairer	14.43
Cable Splicer	20.93
Carpenter, Maintenance	18.05
Carpet Layer	17.61
Electrician, Maintenance	22.59
Electronics Technician, Maintenance I	16.08
Electronics Technician, Maintenance II	20.88
Electronics Technician, Maintenance III	22.73
Fabric Worker	15.76
Fire Alarm System Mechanic	19.03
Fire Extinguisher Repairer	14.94
Fuel Distribution System Mechanic	20.93
General Maintenance Worker	16.46
Heating, Refrigeration and Air Conditioning Mechanic	19.03
Heavy Equipment Mechanic	19.03
Heavy Equipment Operator	19.31
Instrument Mechanic	19.03
Laborer	10.70
Locksmith	18.05
Machinery Maintenance Mechanic	20.51
Machinist, Maintenance	21.52
Maintenance Trades Helper	13.85
Miltwright	19.24
Office Appliance Repairer	18.05
Painter, Aircraft	20.76
Painter, Maintenance	18.05
Pipefitter, Maintenance	19.04
Plumber, Maintenance	18.05
Pneudraulic Systems Mechanic	19.03
Rigger	19.03
Scale Mechanic	17.03
Sheet-Metal Worker, Maintenance	19.03
Small Engine Mechanic	20.05
Telecommunication Mechanic I	19.41
Telecommunication Mechanic II	20.45
Telephone Lineman	20.93
Welder, Combination, Maintenance	19.03

Well Driller	19.03
Woodcraft Worker	19.03
Woodworker	15.32
<b>Miscellaneous Occupations</b>	
Animal Caretaker	8.97
Carnival Equipment Operator	11.11
Carnival Equipment Repairer	11.97
Carnival Worker	7.48
Cashier	8.53
Desk Clerk	9.78
Embalmer	19.04
Lifeguard	9.67
Mortician	21.63
Park Attendant (Aide)	12.15
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.03
Recreation Specialist	15.94
Recycling Worker	14.06
Sales Clerk	10.04
School Crossing Guard (Crosswalk Attendant)	10.34
Sport Official	11.24
Survey Party Chief (Chief of Party)	14.92
Surveying Aide	9.27
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.18
Swimming Pool Operator	13.21
Vending Machine Attendant	10.20
Vending Machine Repairer	13.24
Vending Machine Repairer Helper	10.77
<b>Personal Needs Occupations</b>	
Child Care Attendant	11.37
Child Care Center Clerk	15.86
Chore Aid	8.05
Homemaker	16.45
<b>Plant and System Operation Occupations</b>	
Boiler Tender	20.85
Sewage Plant Operator	19.15
Stationary Engineer	20.85
Ventilation Equipment Tender	13.85
Water Treatment Plant Operator	19.72
<b>Protective Service Occupations</b>	
Alarm Monitor	15.04
Corrections Officer	17.69
Court Security Officer	18.84
Detention Officer	18.29
Firefighter	19.72
Guard I	9.51

Guard II	12.53
Police Officer	20.54
<b>Stevedoring/Longshoremen Occupations</b>	
Blocker and Bracer	16.46
Hatch Tender	14.31
Line Handler	14.31
Stevedore I	15.47
Stevedore II	17.45
<b>Technical Occupations</b>	
Air Traffic Control Specialist, Center (2)	28.96
Air Traffic Control Specialist, Station (2)	19.97
Air Traffic Control Specialist, Terminal (2)	21.99
Archeological Technician I	14.57
Archeological Technician II	16.29
Archeological Technician III	20.20
Cartographic Technician	22.73
Civil Engineering Technician	19.56
Computer Based Training (CBT) Specialist/ Instructor	23.94
Drafter I	12.22
Drafter II	15.30
Drafter III	17.18
Drafter IV	21.49
Engineering Technician I	15.50
Engineering Technician II	17.99
Engineering Technician III	21.63
Engineering Technician IV	24.82
Engineering Technician V	30.35
Engineering Technician VI	36.72
Environmental Technician	19.29
Flight Simulator/Instructor (Pilot)	27.76
Graphic Artist	20.36
Instructor	23.34
Laboratory Technician	15.98
Mathematical Technician	23.39
Paralegal/Legal Assistant I	16.71
Paralegal/Legal Assistant II	21.31
Paralegal/Legal Assistant III	26.07
Paralegal/Legal Assistant IV	31.54
Photooptics Technician	21.06
Technical Writer	23.99
Unexploded (UXO) Safety Escort	18.40
Unexploded (UXO) Sweep Personnel	18.40
Unexploded Ordnance (UXO) Technician I	18.40
Unexploded Ordnance (UXO) Technician II	22.27
Unexploded Ordnance (UXO) Technician III	26.69
Weather Observer, Combined Upper Air and Surface Programs (3)	16.64
Weather Observer, Senior (3)	19.38

Weather Observer, Upper Air (3)	16.64
<b>Transportation/ Mobile Equipment Operation Occupations</b>	
Bus Driver	15.09
Parking and Lot Attendant	8.62
Shuttle Bus Driver	11.76
Taxi Driver	10.60
Truckdriver, Heavy Truck	17.52
Truckdriver, Light Truck	11.78
Truckdriver, Medium Truck	14.97
Truckdriver, Tractor-Trailer	17.52

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. [See Section 4.6 (C)(vi)] When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).



4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

CONTRACT ID CODE PAGE OF PAGES

2. AMENDMENT/MODIFICATION NO. Eight (8)	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. N/A	5. PROJECT NO. (If applicable)
6. ISSUED BY U.S. Department of State Office of Acquisition Management P.O. Box 9115, Rosslyn Station Arlington, VA 22219		7. ADMINISTERED BY (If other than Item 6)	

8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and ZIP Code)  The Orkand Corporation 7799 Leesburg Pike Suite 700 North Falls Church, VA 22043	(J)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	X	10A. MODIFICATION OF CONTRACT/ORDER NO. S-IMAQM-01-D-0051
CODE	FACILITY CODE	10B. DATED (SEE ITEM 13) March 1, 2001

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended, is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required) N/A

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

(J)	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103 (b).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: Mutual Agreement of the Parties
X	D. OTHER (Specify type of modification and authority) (Multiple Year and Options Contracts (MAY 1989) FAR 52.222-43 Fair Labor Standards Act and Service Contract Act - Price Adjustment

E. IMPORTANT: Contractor is not, is required to sign this document and return 3 copies to the issuing office.

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

PLEASE SEE ATTACHED

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) Debra D. Vanderhoof / Senior Contracts Manager		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) John D. Rose Contracting Officer	
15B. CONTRACTOR/OFFEROR <i>(Signature)</i>	15C. DATE SIGNED 4/16/03	16B. UNITED STATES OF AMERICA BY <i>(Signature)</i>	16C. DATE SIGNED 4/16/03

Contract S-LMAQM-01-D-0051  
The Orkand Corporation  
Modification Eight (8)

1. The purpose of this modification is to incorporate Wage Determination No. 1994-2103, Revision 28, dated October 4, 2002 into Contract S-LMAQM-01-D-0051.

2. All other terms and conditions under Contract S-LMAQM-01-D-0051 remain unchanged and are in full force and effect.

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

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



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2103

Revision No.: 28

Date of Last Revision: 10/04/2002.

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St. Mary's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince

William, Stafford

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
<b>01000</b>	<b>Administrative Support and Clerical Occupations</b>	
01011	Accounting Clerk I	10.16
01012	Accounting Clerk II	11.88
01013	Accounting Clerk III	14.04
01014	Accounting Clerk IV	16.37
01030	Court Reporter	14.94
01050	Dispatcher, Motor Vehicle	14.63
01060	Document Preparation Clerk	11.29
01070	Messenger (Courier)	9.30
01090	Duplicating Machine Operator	11.29
01110	Film/Tape Librarian	14.65
01115	General Clerk I	11.68
01116	General Clerk II	13.72
01117	General Clerk III	15.32
01118	General Clerk IV	18.74
01120	Housing Referral Assistant	17.82
01131	Key Entry Operator I	10.40
01132	Key Entry Operator II	11.62
01191	Order Clerk I	14.74
01192	Order Clerk II	16.29
01261	Personnel Assistant (Employment) I	13.05
01262	Personnel Assistant (Employment) II	14.24
01263	Personnel Assistant (Employment) III	16.42
01264	Personnel Assistant (Employment) IV	19.60
01270	Production Control Clerk	17.28
01290	Rental Clerk	15.42
01300	Scheduler, Maintenance	14.06
01311	Secretary I	14.71
01312	Secretary II	15.35
01313	Secretary III	18.49
01314	Secretary IV	19.57

01315	Secretary V	22.79
01320	Service Order Dispatcher	14.04
01341	Stenographer I	14.68
01342	Stenographer II	16.47
01400	Supply Technician	19.57
01420	Survey Worker (Interviewer)	14.94
01460	Switchboard Operator-Receptionist	10.96
01510	Test Examiner	15.35
01520	Test Proctor	15.35
01531	Travel Clerk I	11.63
01532	Travel Clerk II	12.49
01533	Travel Clerk III	13.41
01611	Word Processor I	11.80
01612	Word Processor II	14.22
01613	Word Processor III	16.65
<b>03000</b>	<b>Automatic Data Processing Occupations</b>	
03010	Computer Data Librarian	11.69
03041	Computer Operator I	13.30
03042	Computer Operator II	15.67
03043	Computer Operator III	18.60
03044	Computer Operator IV	18.94
03045	Computer Operator V	22.94
03071	Computer Programmer I (1)	19.64
03072	Computer Programmer II (1)	23.05
03073	Computer Programmer III (1)	26.99
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	26.99
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	14.06
<b>05000</b>	<b>Automotive Service Occupations</b>	
05005	Automotive Body Repairer, Fiberglass	21.38
05010	Automotive Glass Installer	17.03
05040	Automotive Worker	17.03
05070	Electrician, Automotive	18.05
05100	Mobile Equipment Servicer	14.94
05130	Motor Equipment Metal Mechanic	19.03
05160	Motor Equipment Metal Worker	17.03
05190	Motor Vehicle Mechanic	19.11
05220	Motor Vehicle Mechanic Helper	16.01
05250	Motor Vehicle Upholstery Worker	17.03
05280	Motor Vehicle Wrecker	17.03
05310	Painter, Automotive	18.05
05340	Radiator Repair Specialist	17.03
05370	Tire Repairer	14.43
05400	Transmission Repair Specialist	19.03

<b>07000</b>	<b>Food Preparation and Service Occupations</b>	
	Food Service Worker	9.01
07010	Baker	11.87
07041	Cook I	10.41
07042	Cook II	11.87
07070	Dishwasher	8.76
07130	Meat Cutter	16.07
07250	Waiter/Waitress	8.17
<b>09000</b>	<b>Furniture Maintenance and Repair Occupations</b>	
09010	Electrostatic Spray Painter	18.05
09040	Furniture Handler	12.55
09070	Furniture Refinisher	18.05
09100	Furniture Refinisher Helper	13.85
09110	Furniture Repairer, Minor	16.01
09130	Upholsterer	18.05
<b>11030</b>	<b>General Services and Support Occupations</b>	
11030	Cleaner, Vehicles	9.67
11060	Elevator Operator	9.79
11090	Gardener	12.98
11121	House Keeping Aid I	9.02
11122	House Keeping Aid II	9.28
11150	Janitor	9.64
11210	Laborer, Grounds Maintenance	10.75
11240	Maid or Houseman	9.28
11270	Pest Controller	11.85
11300	Refuse Collector	10.88
11330	Tractor Operator	12.73
11360	Window Cleaner	10.51
<b>12000</b>	<b>Health Occupations</b>	
12020	Dental Assistant	14.36
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.95
12071	Licensed Practical Nurse I	14.43
12072	Licensed Practical Nurse II	16.20
12073	Licensed Practical Nurse III	18.13
12100	Medical Assistant	11.76
12130	Medical Laboratory Technician	13.93
12160	Medical Record Clerk	13.57
12190	Medical Record Technician	14.21
12221	Nursing Assistant I	8.46
12222	Nursing Assistant II	9.52
12223	Nursing Assistant III	11.94
12224	Nursing Assistant IV	13.40
12250	Pharmacy Technician	11.84
12280	Phlebotomist	11.21

12311	Registered Nurse I	22.54
12312	Registered Nurse II	25.08
12313	Registered Nurse II, Specialist	25.08
12314	Registered Nurse III	32.38
12315	Registered Nurse III, Anesthetist	32.38
12316	Registered Nurse IV	38.81
<b>13000</b>	<b>Information and Arts Occupations</b>	
13002	Audiovisual Librarian	18.95
13011	Exhibits Specialist I	16.79
13012	Exhibits Specialist II	20.99
13013	Exhibits Specialist III	25.84
13041	Illustrator I	17.03
13042	Illustrator II	21.29
13043	Illustrator III	26.20
13047	Librarian	22.33
13050	Library Technician	15.03
13071	Photographer I	13.93
13072	Photographer II	15.64
13073	Photographer III	19.56
13074	Photographer IV	24.08
13075	Photographer V	26.50
<b>15000</b>	<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010	Assembler	8.71
15030	Counter Attendant	8.71
15040	Dry Cleaner	9.83
15070	Finisher, Flatwork, Machine	8.71
15090	Presser, Hand	8.71
15100	Presser, Machine, Drycleaning	8.71
15130	Presser, Machine, Shirts	8.71
15160	Presser, Machine, Wearing Apparel, Laundry	8.71
15190	Sewing Machine Operator	10.63
15220	Tailor	12.43
15250	Washer, Machine	9.31
<b>19000</b>	<b>Machine Tool Operation and Repair Occupations</b>	
19010	Machine-Tool Operator (Toolroom)	18.05
19040	Tool and Die Maker	21.95
<b>21000</b>	<b>Material Handling and Packing Occupations</b>	
21010	Fuel Distribution System Operator	19.38
21020	Material Coordinator	16.97
21030	Material Expediter	16.97
21040	Material Handling Laborer	11.50
21050	Order Filler	13.21
21071	Forklift Operator	14.58
21080	Production Line Worker (Food Processing)	12.80
21100	Shipping/Receiving Clerk	13.09

21130	Shipping Packer	12.21
21140	Store Worker I	8.89
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.69
21210	Tools and Parts Attendant	16.99
21400	Warehouse Specialist	15.01
<b>23000</b>	<b>Mechanics and Maintenance and Repair Occupations</b>	
23010	Aircraft Mechanic	21.95
23040	Aircraft Mechanic Helper	14.51
23050	Aircraft Quality Control Inspector	23.11
23060	Aircraft Servicer	16.78
23070	Aircraft Worker	17.84
23100	Appliance Mechanic	18.05
23120	Bicycle Repairer	14.43
23125	Cable Splicer	20.93
23130	Carpenter, Maintenance	18.05
23140	Carpet Layer	17.61
23160	Electrician, Maintenance	22.59
23181	Electronics Technician, Maintenance I	16.08
23182	Electronics Technician, Maintenance II	20.88
23183	Electronics Technician, Maintenance III	22.73
23260	Fabric Worker	15.76
23290	Fire Alarm System Mechanic	19.03
23310	Fire Extinguisher Repairer	14.94
23340	Fuel Distribution System Mechanic	20.93
23370	General Maintenance Worker	16.46
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.03
23430	Heavy Equipment Mechanic	19.03
23440	Heavy Equipment Operator	19.31
23460	Instrument Mechanic	19.03
23470	Laborer	10.70
23500	Locksmith	18.05
23530	Machinery Maintenance Mechanic	20.51
23550	Machinist, Maintenance	21.52
23580	Maintenance Trades Helper	13.85
23640	Millwright	19.24
23700	Office Appliance Repairer	18.05
23740	Painter, Aircraft	20.76
23760	Painter, Maintenance	18.05
23790	Pipefitter, Maintenance	19.04
23800	Plumber, Maintenance	18.05
23820	Pneudraulic Systems Mechanic	19.03
23850	Rigger	19.03
23870	Scale Mechanic	17.03
23890	Sheet-Metal Worker, Maintenance	19.03
23910	Small Engine Mechanic	20.05
23930	Telecommunication Mechanic I	19.41
23931	Telecommunication Mechanic II	20.45
23950	Telephone Lineman	20.93



23960	Welder, Combination, Maintenance	19.03
23965	Well Driller	19.03
23970	Woodcraft Worker	19.03
23980	Woodworker	15.32
<b>24000</b>	<b>Personal Needs Occupations</b>	
24570	Child Care Attendant	11.37
24580	Child Care Center Clerk	15.86
24600	Chore Aid	8.05
24630	Homemaker	16.45
<b>25000</b>	<b>Plant and System Operation Occupations</b>	
25010	Boiler Tender	20.85
25040	Sewage Plant Operator	19.15
25070	Stationary Engineer	20.85
25190	Ventilation Equipment Tender	13.85
25210	Water Treatment Plant Operator	19.72
<b>27000</b>	<b>Protective Service Occupations</b>	
	Police Officer	20.54
27004	Alarm Monitor	15.04
27006	Corrections Officer	17.69
27010	Court Security Officer	18.84
27040	Detention Officer	18.29
27070	Firefighter	19.72
27101	Guard I	9.51
27102	Guard II	12.53
<b>28000</b>	<b>Stevedoring/Longshoremen Occupations</b>	
28010	Blocker and Bracer	16.46
28020	Hatch Tender	15.74
28030	Line Handler	15.74
28040	Stevedore I	15.47
28050	Stevedore II	17.45
<b>29000</b>	<b>Technical Occupations</b>	
21150	Graphic Artist	20.36
29010	Air Traffic Control Specialist, Center (2)	28.96
29011	Air Traffic Control Specialist, Station (2)	19.97
29012	Air Traffic Control Specialist, Terminal (2)	21.99
29023	Archeological Technician I	14.57
29024	Archeological Technician II	16.29
29025	Archeological Technician III	20.20
29030	Cartographic Technician	22.73
29035	Computer Based Training (CBT) Specialist/ Instructor	23.94
29040	Civil Engineering Technician	19.56
29061	Drafter I	12.22
29062	Drafter II	15.30
29063	Drafter III	17.18

29064	Drafter IV	21.49
29081	Engineering Technician I	15.50
29082	Engineering Technician II	17.99
29083	Engineering Technician III	21.63
29084	Engineering Technician IV	24.82
29085	Engineering Technician V	30.35
29086	Engineering Technician VI	36.72
29090	Environmental Technician	19.29
29100	Flight Simulator/Instructor (Pilot)	27.76
29160	Instructor	23.34
29210	Laboratory Technician	15.98
29240	Mathematical Technician	23.39
29361	Paralegal/Legal Assistant I	16.71
29362	Paralegal/Legal Assistant II	21.31
29363	Paralegal/Legal Assistant III	26.07
29364	Paralegal/Legal Assistant IV	31.54
29390	Photooptics Technician	21.06
29480	Technical Writer	23.99
29491	Unexploded Ordnance (UXO) Technician I	18.40
29492	Unexploded Ordnance (UXO) Technician II	22.27
29493	Unexploded Ordnance (UXO) Technician III	26.69
29494	Unexploded (UXO) Safety Escort	18.40
29495	Unexploded (UXO) Sweep Personnel	18.40
29620	Weather Observer, Senior (3)	19.38
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.64
29622	Weather Observer, Upper Air (3)	16.64
<b>31000</b>	<b>Transportation/ Mobile Equipment Operation Occupations</b>	
31030	Bus Driver	15.09
31260	Parking and Lot Attendant	8.62
31290	Shuttle Bus Driver	12.94
31300	Taxi Driver	10.60
31361	Truckdriver, Light Truck	11.78
31362	Truckdriver, Medium Truck	14.97
31363	Truckdriver, Heavy Truck	17.52
31364	Truckdriver, Tractor-Trailer	17.52
<b>99000</b>	<b>Miscellaneous Occupations</b>	
99020	Animal Caretaker	8.97
99030	Cashier	8.53
99041	Carnival Equipment Operator	11.11
99042	Carnival Equipment Repairer	11.97
99043	Carnival Worker	7.48
99050	Desk Clerk	9.78
99095	Embalmer	19.04
99300	Lifeguard	9.67
99310	Mortician	21.63
99350	Park Attendant (Aide)	12.15

99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.03
99500	Recreation Specialist	15.94
99510	Recycling Worker	14.06
99610	Sales Clerk	10.04
99620	School Crossing Guard (Crosswalk Attendant)	10.34
99630	Sport Official	11.24
99658	Survey Party Chief (Chief of Party)	14.92
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.18
99660	Surveying Aide	9.27
99690	Swimming Pool Operator	13.21
99720	Vending Machine Attendant	10.20
99730	Vending Machine Repairer	13.24
99740	Vending Machine Repairer Helper	10.77

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

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

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives

and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

CONTRACT ID CODE PAGE OF PAG

2. AMENDMENT/MODIFICATION NO. Nine (9)	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. N/A	5. PROJECT NO. (If applicable)
6. ISSUED BY U.S. Department of State Office of Acquisition Management P.O. Box 9115, Rosslyn Station Arlington, VA 22219		7. ADMINISTERED BY (If other than Item 6)	

8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and ZIP Code)  The Orkand Corporation 7799 Leesburg Pike Suite 700 North Falls Church, VA 22043	(J)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	X	10A. MODIFICATION OF CONTRACT/ORDER NO. S-LMAQM-01-D-0051
		10B. DATED (SEE ITEM 13) March 1, 2001
CODE	FACILITY CODE	

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended,  is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:  
(a) By completing Items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)  
N/A

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

(J)	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103 (b).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: Mutual Agreement of the Parties
X	D. OTHER (Specify type of modification and authority) (Multiple Year and Options Contracts (MAY 1989) FAR 52.222-43 Fair Labor Standards Act and Service Contract Act - Price Adjustment

E. IMPORTANT: Contractor  is hot,  is required to sign this document and return 3 copies to the issuing office.

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

PLEASE SEE ATTACHED

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) Debra D. Vanderhoof / Senior Contracts Manager	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) John D. Rose Contracting Officer
15B. CONTRACTOR/OFFEROR <i>(Signature)</i> (Signature of person authorized to sign)	15C. DATE SIGNED 4/18/03
16B. UNITED STATES OF AMERICA BY <i>(Signature)</i> (Signature of Contracting Officer)	16C. DATE SIGNED 4/21/03

UNCLASSIFIED

Modification Nine  
Contract S-LMAQM-01-D-0051  
The Orkand Corporation

- 1. The purpose of this modification is to increase the rates for the following non-exempt labor categories based on the issuance of modification eight which incorporated wage determination 1994-2103, revision 28.

OPTION YEAR TWO

CLIN NO	LABOR CATEGORY	REGULAR RATE	OVERTIME RATE
2005A&B	DEPOT ADMINISTRATOR		
2006A&B	DOCUMENTATION SPECIALIST		
2010A&B	ADMINISTRATIVE ASSISTANT		
2011A&B	SYSTEM TESTING SPECIALIST		
2027A	SENIOR PRODUCTION OPERATOR		
2027B	SENIOR PRODUCTION OPERATOR		

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OPTION YEAR THREE

CLIN NO	LABOR CATEGORY	REGULAR RATE	OVERTIME RATE
3005A&B	DEPOT ADMINISTRATOR		
3006A&B	DOCUMENTATION SPECIALIST		
3010A&B	ADMINISTRATIVE ASSISTANT		
3011A&B	SYSTEM TESTING SPECIALIST		
3027A	SENIOR PRODUCTION OPERATOR		
3027B	SENIOR PRODUCTION OPERATOR		

B4

OPTION YEAR FOUR

CLIN NO	LABOR CATEGORY	REGULAR RATE	OVERTIME RATE
4005A&B	DEPOT ADMINISTRATOR		
4006A&B	DOCUMENTATION SPECIALIST		
4010A&B	ADMINISTRATIVE ASSISTANT		
4011A&B	SYSTEM TESTING SPECIALIST		
4027A	SENIOR PRODUCTION OPERATOR		
4027B	SENIOR PRODUCTION OPERATOR		

B4

- 2. All other terms and conditions under Contract S-LMAQM-01-D-0051 remain unchanged and are in full force and effect.

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

CONTRACT ID CODE PAGE OF PAGES

2. AMENDMENT/MODIFICATION NO. Ten (10)	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. N/A	5. PROJECT NO. (If applicable)
6. ISSUED BY U.S. Department of State Office of Acquisition Management P.O. Box 9115, Rosslyn Station Arlington, VA 22219		7. ADMINISTERED BY (If other than Item 6)	

8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and ZIP Code)  The Orkand Corporation 7799 Leesburg Pike Suite 700 North Falls Church, VA 22043	(J)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	X	10A. MODIFICATION OF CONTRACT/ORDER NO. S-LMAQM-01-D-0051
		10B. DATED (SEE ITEM 13) March 1, 2001

CODE FACILITY CODE

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of Offers  is extended,  is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:  
 (a) By completing items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER.  
 If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)  
N/A

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.


(J)	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
X	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103 (b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
	D. OTHER (Specify type of modification and authority)

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

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

The purpose of this modification is to add FAR 52.204-7, Central Contractor Registration, Alternate I. This clause requires that the contractor register in the Central Contractor Registration (CCR) database (on the Internet at www.ccr.gov) no later than December 31, 2003.  
 Accordingly, FAR 52.204-7, Central Contractor Registration, Alternate I (OCT 2003), is added to Section I.

Except as provided herein, all terms and conditions of the document referenced in item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) R.B. Wissman Contracting Officer
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	16B. UNITED STATES OF AMERICA BY  (Signature of Contracting Officer)
15C. DATE SIGNED	16C. DATE SIGNED 10/9/03



UNCLASSIFIED

In addition, FAR 52.232-34 PAYMENT BY ELECTRONIC FUNDS TRANSFER--OTHER THAN CENTRAL CONTRACTOR REGISTRATION (MAY 1999) is deleted from Section I and replaced by FAR 52.232-33 PAYMENT BY ELECTRONIC FUNDS TRANSFER--CENTRAL CONTRACTOR REGISTRATION (OCT 2003).

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