

| | | | |
|---|---------------------------------|--|--|
| AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT | | 1. CONTRACT ID CODE | PAGE OF PAGES 1 4 |
| 2. AMENDMENT/MODIFICATION NO. 0015 | 3. EFFECTIVE DATE 03/30/2006 | 4. REQUISITION/PURCHASE REQ. NO. | 5. PROJECT NO. (If applicable) |
| 6. ISSUED BY AMQ-340 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 369 OKLAHOMA CITY OK 73125 | CODE AMQ0340-ARC | 7. ADMINISTERED BY (If other than Item 6) AMQ-340 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 369 OKLAHOMA CITY OK 73125 | CODE AMQ340-ARC |
| 8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) AERO TECH SERVICE ASSOCIATES INC 909 S MERIDIAN AVE, STE 200 OKLAHOMA CITY OK 73108-1639 | | (x) 9A. AMENDMENT OF SOLICITATION NO. | 9B. DATED (SEE ITEM 11) |
| CODE | | x 10A. MODIFICATION OF CONTRACT/ORDER NO. DTFA02-02-D-07884 | 10B. DATED (SEE ITEM 13) 03/20/2002 |
| FACILITY CODE | | | |

ORIGINAL

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 number. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required.) \$0.00
See Schedule

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. |
| <input type="checkbox"/> | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO THE AUTHORITY OF: |
| <input checked="" type="checkbox"/> | D. OTHER (Specify type of modification and authority) Bilateral-AMS Clause 3.10.1-14 Changes T&M/L/H (Apr 1996) |

E. IMPORTANT: Contractor is not. is required to sign this document and return 2 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)
I. Unilateral contract modification to reflect hourly rate increases to the applicable labor categories as a result of revised DOL Wage Determination 94-2431 (Revision 26) dated 8/11/05. The following labor categories are affected by Health & Welfare (H&W) changes only: Computer Operator III, Illustrator II, Technical Writer and Clerk IV (Clerk Typist). The revised composite rates are reflected in Part I, Section B, for Option Year Four (4).
II. DELETE Pages 6R6 dated 2/2/06 (Mod 14). INSERT page 6R7 dated 3/13/06 (Mod 15). (Attached)
III. The ESTIMATED value of the contract is increased by \$2,743.62; from \$29,535,314.37, to \$29,538,057.99.

Continued ...

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

| | | | | |
|---|--------------------------------------|--|---------------------------------|-----------------------------|
| 15A. NAME AND TITLE OF SIGNER (Type or print) John M. Howard CEO and President <i>(Signature of person authorized to sign)</i> | <i>(Signature of John M. Howard)</i> | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Judy A. Queen <i>(Signature of Contracting Officer)</i> | 15C. DATE SIGNED 17 Mar 2006 | 16C. DATE SIGNED 3/22/06 |
|---|--------------------------------------|--|---------------------------------|-----------------------------|

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DTFA02-02-D-07884/0015

PAGE 2 OF 4

NAME OF OFFEROR OR CONTRACTOR

AERO TECH SERVICE ASSOCIATES INC

| ITEM NO. (A) | SUPPLIES/SERVICES (B) | QUANTITY (C) | UNIT (D) | UNIT PRICE (E) | AMOUNT (F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
| | <p>IV. Incorporate CIA 4546 "Waiver of Whithholding (Sep 2001) in section G.4. of subject contract inadvertently ommitted at award. Contract clause 3.3.1-5, "Payments Under Time and Materials and Labor Hour Contract is by reference in subject contract index.</p> <p>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.##</p> <p>DISTR: TS LIST OF CHANGES: Discount Terms: PROMPT NET 30 Period of Performance: 03/30/2005 to 03/29/2007</p> | | | | |

PART I - SECTION (SCHEDULE) B
 SUPPLIES OR SERVICES AND PRICES/COSTS

Page 6R7
 Mod 15
 3/13/06

FOURTH OPTION YEAR

B.1(b) SCHEDULE OF RATES

| CLIN | Labor Category | Estimated Annual Requirements | Unit | Hourly Composite Rate | Estimated Total Amount |
|------|---|-------------------------------|------|-----------------------|------------------------|
| 2.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN | 30,192 | HR | \$54.29 | \$1,639,123.68 |
| 3.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN (Part Time Support) | 70,000 | HR | \$45.69 | \$3,198,300.00 |
| 4.1 | INSTRUCTIONAL SYSTEMS DESIGN SPECIALIST (ISDS) | 15000 | HR | \$ 38.26 | \$ 573,900.00 |
| 5.1 | COMPUTER OPERATOR III | 5000 | HR | \$32.64 | \$ 163,200.00 |
| 6.1 | ILLUSTRATOR II | 1000 | HR | \$34.26 | \$ 34,260.00 |
| 7.1 | TECHNICAL WRITER | 250 | HR | \$34.68 | \$ 8670.00 |
| 8.1 | FIRST LINE SUPERVISOR | | | | |
| 8.2 | FULL TIME | 1776 | HR | \$55.81 | \$ 99,118.56 |
| 8.3 | PART TIME | 1500 | HR | \$ 55.32 | \$ 82,980.00 |
| 9.1 | PROGRAM MANAGEMENT/CLERK TYPIST | | | | |
| 9.2 | PROJECT MANAGER | 1776 | HR | \$66.18 | \$ 117,535.68 |
| 9.3 | ASSISTANT PROJECT MGR | 1776 | HR | \$58.34 | \$ 103,611.84 |
| 9.4 | CLERK TYPIST | 1776 | HR | \$31.94 | \$ 56,725.44 |
| 10.1 | SHIFT DIFFERENTIAL PREMIUM (Applicable to all labor categories hereunder) | | | | % <u>10</u> |
| 11.1 | EXPERTISE PREMIUM | | | | To be negotiated |
| 12.1 | TRAVEL/SAFETY EQUIPMENT/OTHER DIRECT COSTS | | | NOT TO EXCEED | \$30,000.00 |
| | | | | ESTIMATED TOTAL | \$6,106,984.28 |

Funds shall not be withheld from contract payments as described in subparagraph (a)(2) of AMS clause 3.3.1-5 "Payments Under Time-and-Material and Labor-Hour Contracts."

| | | | | | |
|---|--|--|--|--|--|
| AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT | | 1. CONTRACT ID CODE | | PAGE OF PAGES | |
| | | | | 1 2 | |
| 2. AMENDMENT/MODIFICATION NO. 0014 | | 3. EFFECTIVE DATE 03/30/2006 | | 4. REQUISITION/PURCHASE REQ. NO. | |
| 6. ISSUED BY AMQ-340 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 369 OKLAHOMA CITY OK 73125 | | CODE AMQ0340-ARC | | 5. PROJECT NO. (If applicable) | |
| | | 7. ADMINISTERED BY (If other than Item 6) AMQ-340 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 369 OKLAHOMA CITY OK 73125 | | CODE AMQ340-ARC | |
| 8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) AERO TECH SERVICE ASSOCIATES INC 909 S MERIDIAN AVE, STE 200 OKLAHOMA CITY OK 73108-1639 | | (x) | | 9A. AMENDMENT OF SOLICITATION NO. | |
| | | | | 9B. DATED (SEE ITEM 11) | |
| | | x | | 10A. MODIFICATION OF CONTRACT/ORDER NO. DTFA02-02-D-07884 | |
| | | | | 10B. DATED (SEE ITEM 13) 03/20/2002 | |
| 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 6 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 number. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required.)

\$0.00

See Schedule

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

| | |
|-------------------------------------|---|
| (x) | 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. |
| <input type="checkbox"/> | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO THE AUTHORITY OF: |
| <input checked="" type="checkbox"/> | D. OTHER (Specify type of modification and authority) UNILATERAL-AMS CLAUSE 3.2.4-35 OPTION TO EXTEND TERM OF CONTRACT (APR 1996) |

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.)

Unilateral contract modification to exercise Option Year 4 effective 3/30/06.

I. Part I SECTION F DELIVERIES OR PERFORMANCE

The contract period is hereby extended through March 29, 2007 under the existing terms and conditions for changes identified herein.

II. PART I SECTION B FOURTH OPTION YEAR is effective March 30, 2006 through March 29, 2007.

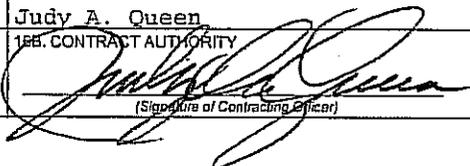
III. SECTION H.20 WAGE DETERMINATION

Delete: Register of Wage Determination # 1994-2431 (Rev 23 dated 7/09/2004)

Insert: Register of Wage Determination # 1994-2431 (Rev 26 dated 8/11/2005). (attached)

Continued ...

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

| | | | |
|---|--|--|--|
| 15A. NAME AND TITLE OF SIGNER (Type or print) | | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) | |
| | | Judy A. Queen | |
| 15B. CONTRACTOR/OFFEROR | | 16B. CONTRACT AUTHORITY | |
| (Signature of person authorized to sign) | |  | |
| 15C. DATE SIGNED | | 16C. DATE SIGNED | |
| | | 2/3/06 | |

CONTINUATION SHEET

REFERENCE OF DOCUMENT BEING CONTINUED
DTFA02-02-D-07884/0014

PAGE 2 OF 2

NAME OF OFFEROR OR CONTRACTOR

AERO TECH SERVICE ASSOCIATES INC

| ITEM NO. (A) | SUPPLIES/SERVICES (B) | QUANTITY (C) | UNIT (D) | UNIT PRICE (E) | AMOUNT (F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| 0003 | <p>III. The ESTIMATED value of the contract is INCREASED by \$6,104,240.66 ;from \$23,431,073.71, to \$ 29,535,314.37. DISTR: TS</p> <p>Discount Terms: PROMPT NET 30 Mark For: MARIANNE MCDANIEL, AMA-205</p> <p>FOB: Unknown Period of Performance: 03/30/2005 to 03/29/2007 Delivery Location Code: A69733KF A69733KF 69733K FAA AERO CENTER, AMA-400 AIRWAY FACILITIES DIV, STB, RM 123 6500 S MACARTHUR BLVD F OKLAHOMA CITY OK 731696900 US</p> <p>Change Item 0003 to read as follows (amount shown is the obligated amount):</p> <p>OPTION YEAR FOUR 3/30/06-3/29/07 Airway Facilities Instructional Support Services Option Year Four IAW provisions of subject contract and Statement of Work (SOW). Any Supplies and services to be furnished under this contract shall be ordered by issuance of delivery orders or task orders by activities designated in the pricing Schedule E. Work Orders (WO) and/or Performance Work Statements (PWS) will be included as applicable.</p> <p>ISO9000: N Electronic & IT: 03 Award Type: Requirements Est. Qty: N/A Est. Max. Qty: N/A Est. Amt: N/A Est. Max. Amt: \$0.00 Accounting Info:</p> | | | | |

PART I – SECTION (SCHEDULE) B
 SUPPLIES OR SERVICES AND PRICES/COSTS

Page 6R6
 Mod 14
 2/2/06

FOURTH OPTION YEAR

B.1(b) SCHEDULE OF RATES

| CLIN | Labor Category | Estimated Annual Requirements | Unit | Hourly Composite Rate | Estimated Total Amount |
|------|---|-------------------------------|------|-----------------------|------------------------|
| 2.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN | 30,192 | HR | \$54.29 | \$1,639,123.68 |
| 3.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN (Part Time Support) | 70,000 | HR | \$45.69 | \$3,198,300.00 |
| 4.1 | INSTRUCTIONAL SYSTEMS DESIGN SPECIALIST (ISDS) | 15000 | HR | \$ 38.26 | \$ 573,900.00 |
| 5.1 | COMPUTER OPERATOR III | 5000 | HR | \$32.27 | \$ 161,135.00 |
| 6.1 | ILLUSTRATOR II | 1000 | HR | \$33.89 | \$ 33,890.00 |
| 7.1 | TECHNICAL WRITER | 250 | HR | \$34.31 | \$ 8,577.50 |
| 8.1 | FIRST LINE SUPERVISOR | | | | |
| 8.2 | FULL TIME | 1776 | HR | \$55.81 | \$ 99,118.56 |
| 8.3 | PART TIME | 1500 | HR | \$ 55.32 | \$ 82,980.00 |
| 9.1 | PROGRAM MANAGEMENT/CLERK TYPIST | | | | |
| 9.2 | PROJECT MANAGER | 1776 | HR | \$66.18 | \$ 117,535.68 |
| 9.3 | ASSISTANT PROJECT MGR | 1776 | HR | \$58.34 | \$ 103,611.84 |
| 9.4 | CLERK TYPIST | 1776 | HR | \$31.57 | \$ 56,068.40 |
| 10.1 | SHIFT DIFFERENTIAL PREMIUM (Applicable to all labor categories hereunder) | | | | % <u>10</u> |
| 11.1 | EXPERTISE PREMIUM | | | | To be negotiated |
| 12.1 | TRAVEL/SAFETY EQUIPMENT/OTHER DIRECT COSTS | | | NOT TO EXCEED | \$30,000.00 |
| | | | | ESTIMATED TOTAL | \$6,104,240.66 |

94-2431 OK, OKLAHOMA CITY

WAGE DETERMINATION NO: 94-2431 REV (26) AREA: OK, OKLAHOMA CITY

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:94-2432

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 Division of
Director Wage Determinations

Wage Determination No.: 1994-2431
Revision No.: 26
Date Of Revision: 08/11/2005

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | MINIMUM WAGE RATE |
|---|-------------------|
| 01000 - Administrative Support and Clerical Occupations | |
| 01011 - Accounting Clerk I | 10.67 |
| 01012 - Accounting Clerk II | 11.74 |
| 01013 - Accounting Clerk III | 13.72 |
| 01014 - Accounting Clerk IV | 18.28 |
| 01030 - Court Reporter | 16.78 |
| 01050 - Dispatcher, Motor Vehicle | 14.81 |
| 01060 - Document Preparation Clerk | 11.99 |
| 01070 - Messenger (Courier) | 9.49 |
| 01090 - Duplicating Machine Operator | 11.46 |
| 01110 - Film/Tape Librarian | 12.06 |
| 01115 - General Clerk I | 9.11 |
| 01116 - General Clerk II | 9.87 |
| 01117 - General Clerk III | 12.50 |
| 01118 - General Clerk IV | 18.00 |
| 01120 - Housing Referral Assistant | 18.26 |
| 01131 - Key Entry Operator I | 9.60 |
| 01132 - Key Entry Operator II | 10.49 |
| 01191 - Order Clerk I | 10.18 |
| 01192 - Order Clerk II | 14.08 |
| 01261 - Personnel Assistant (Employment) I | 12.39 |
| 01262 - Personnel Assistant (Employment) II | 13.52 |
| 01263 - Personnel Assistant (Employment) III | 15.16 |
| 01264 - Personnel Assistant (Employment) IV | 17.58 |
| 01270 - Production Control Clerk | 17.32 |
| 01290 - Rental Clerk | 12.06 |
| 01300 - Scheduler, Maintenance | 12.94 |
| 01311 - Secretary I | 12.94 |
| 01312 - Secretary II | 15.76 |

| | |
|--|-------|
| 01313 - Secretary III | 18.26 |
| 01314 - Secretary IV | 20.53 |
| 01315 - Secretary V | 21.74 |
| 01320 - Service Order Dispatcher | 13.07 |
| 01341 - Stenographer I | 11.31 |
| 01342 - Stenographer II | 13.31 |
| 01400 - Supply Technician | 20.53 |
| 01420 - Survey Worker (Interviewer) | 13.90 |
| 01460 - Switchboard Operator-Receptionist | 10.02 |
| 01510 - Test Examiner | 15.76 |
| 01520 - Test Proctor | 15.76 |
| 01531 - Travel Clerk I | 10.74 |
| 01532 - Travel Clerk II | 11.28 |
| 01533 - Travel Clerk III | 11.83 |
| 01611 - Word Processor I | 10.18 |
| 01612 - Word Processor II | 12.06 |
| 01613 - Word Processor III | 13.46 |
| 03000 - Automatic Data Processing Occupations | |
| 03010 - Computer Data Librarian | 10.75 |
| 03041 - Computer Operator I | 12.06 |
| 03042 - Computer Operator II | 13.95 |
| 03043 - Computer Operator III | 18.70 |
| 03044 - Computer Operator IV | 20.23 |
| 03045 - Computer Operator V | 22.41 |
| 03071 - Computer Programmer I (1) | 19.89 |
| 03072 - Computer Programmer II (1) | 22.83 |
| 03073 - Computer Programmer III (1) | 27.62 |
| 03074 - Computer Programmer IV (1) | 27.62 |
| 03101 - Computer Systems Analyst I (1) | 24.30 |
| 03102 - Computer Systems Analyst II (1) | 27.20 |
| 03103 - Computer Systems Analyst III (1) | 27.62 |
| 03160 - Peripheral Equipment Operator | 12.06 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automotive Body Repairer, Fiberglass | 15.64 |
| 05010 - Automotive Glass Installer | 15.47 |
| 05040 - Automotive Worker | 14.08 |
| 05070 - Electrician, Automotive | 16.35 |
| 05100 - Mobile Equipment Servicer | 12.54 |
| 05130 - Motor Equipment Metal Mechanic | 15.64 |
| 05160 - Motor Equipment Metal Worker | 14.08 |
| 05190 - Motor Vehicle Mechanic | 15.64 |
| 05220 - Motor Vehicle Mechanic Helper | 11.98 |
| 05250 - Motor Vehicle Upholstery Worker | 13.31 |
| 05280 - Motor Vehicle Wrecker | 14.08 |
| 05310 - Painter, Automotive | 14.86 |
| 05340 - Radiator Repair Specialist | 14.08 |
| 05370 - Tire Repairer | 12.12 |
| 05400 - Transmission Repair Specialist | 15.64 |
| 07000 - Food Preparation and Service Occupations | |
| (not set) - Food Service Worker | 6.87 |
| 07010 - Baker | 9.04 |
| 07041 - Cook I | 7.94 |
| 07042 - Cook II | 9.56 |
| 07070 - Dishwasher | 6.98 |
| 07130 - Meat Cutter | 12.32 |
| 07250 - Waiter/Waitress | 7.05 |
| 09000 - Furniture Maintenance and Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.86 |
| 09040 - Furniture Handler | 10.36 |
| 09070 - Furniture Refinisher | 14.86 |

| | |
|---|-------|
| 09100 - Furniture Refinisher Helper | 11.75 |
| 09110 - Furniture Repairer, Minor | 13.31 |
| 09130 - Upholsterer | 14.86 |
| 11030 - General Services and Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.78 |
| 11060 - Elevator Operator | 8.57 |
| 11090 - Gardener | 10.49 |
| 11121 - House Keeping Aid I | 7.46 |
| 11122 - House Keeping Aid II | 8.57 |
| 11150 - Janitor | 8.92 |
| 11210 - Laborer, Grounds Maintenance | 8.82 |
| 11240 - Maid or Houseman | 7.27 |
| 11270 - Pest Controller | 12.41 |
| 11300 - Refuse Collector | 9.89 |
| 11330 - Tractor Operator | 9.84 |
| 11360 - Window Cleaner | 9.02 |
| 12000 - Health Occupations | |
| 12020 - Dental Assistant | 12.71 |
| 12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver | 12.49 |
| 12071 - Licensed Practical Nurse I | 11.21 |
| 12072 - Licensed Practical Nurse II | 12.61 |
| 12073 - Licensed Practical Nurse III | 14.10 |
| 12100 - Medical Assistant | 10.20 |
| 12130 - Medical Laboratory Technician | 13.00 |
| 12160 - Medical Record Clerk | 11.24 |
| 12190 - Medical Record Technician | 13.54 |
| 12221 - Nursing Assistant I | 7.92 |
| 12222 - Nursing Assistant II | 8.90 |
| 12223 - Nursing Assistant III | 9.72 |
| 12224 - Nursing Assistant IV | 10.89 |
| 12250 - Pharmacy Technician | 12.19 |
| 12280 - Phlebotomist | 12.16 |
| 12311 - Registered Nurse I | 20.17 |
| 12312 - Registered Nurse II | 24.67 |
| 12313 - Registered Nurse II, Specialist | 24.67 |
| 12314 - Registered Nurse III | 29.84 |
| 12315 - Registered Nurse III, Anesthetist | 29.84 |
| 12316 - Registered Nurse IV | 35.78 |
| 13000 - Information and Arts Occupations | |
| 13002 - Audiovisual Librarian | 16.49 |
| 13011 - Exhibits Specialist I | 18.53 |
| 13012 - Exhibits Specialist II | 20.67 |
| 13013 - Exhibits Specialist III | 24.88 |
| 13041 - Illustrator I | 18.70 |
| 13042 - Illustrator II | 20.67 |
| 13043 - Illustrator III | 25.81 |
| 13047 - Librarian | 17.91 |
| 13050 - Library Technician | 11.07 |
| 13071 - Photographer I | 12.06 |
| 13072 - Photographer II | 14.88 |
| 13073 - Photographer III | 17.97 |
| 13074 - Photographer IV | 22.44 |
| 13075 - Photographer V | 25.75 |
| 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations | |
| 15010 - Assembler | 7.43 |
| 15030 - Counter Attendant | 7.43 |
| 15040 - Dry Cleaner | 9.48 |
| 15070 - Finisher, Flatwork, Machine | 7.42 |
| 15090 - Presser, Hand | 7.42 |
| 15100 - Presser, Machine, Drycleaning | 7.42 |

| | |
|--|-------|
| 15130 - Presser, Machine, Shirts | 7.42 |
| 15160 - Presser, Machine, Wearing Apparel, Laundry | 7.42 |
| 15190 - Sewing Machine Operator | 10.16 |
| 15220 - Tailor | 10.84 |
| 15250 - Washer, Machine | 8.13 |
| 19000 - Machine Tool Operation and Repair Occupations | |
| 19010 - Machine-Tool Operator (Toolroom) | 17.99 |
| 19040 - Tool and Die Maker | 24.44 |
| 21000 - Material Handling and Packing Occupations | |
| 21010 - Fuel Distribution System Operator | 16.02 |
| 21020 - Material Coordinator | 19.06 |
| 21030 - Material Expediter | 19.06 |
| 21040 - Material Handling Laborer | 10.95 |
| 21050 - Order Filler | 11.74 |
| 21071 - Forklift Operator | 13.81 |
| 21080 - Production Line Worker (Food Processing) | 13.81 |
| 21100 - Shipping/Receiving Clerk | 11.78 |
| 21130 - Shipping Packer | 11.78 |
| 21140 - Store Worker I | 12.25 |
| 21150 - Stock Clerk (Shelf Stocker; Store Worker II) | 14.85 |
| 21210 - Tools and Parts Attendant | 13.81 |
| 21400 - Warehouse Specialist | 13.81 |
| 23000 - Mechanics and Maintenance and Repair Occupations | |
| 23010 - Aircraft Mechanic | 18.90 |
| 23040 - Aircraft Mechanic Helper | 13.73 |
| 23050 - Aircraft Quality Control Inspector | 19.21 |
| 23060 - Aircraft Servicer | 15.54 |
| 23070 - Aircraft Worker | 16.45 |
| 23100 - Appliance Mechanic | 14.94 |
| 23120 - Bicycle Repairer | 12.12 |
| 23125 - Cable Splicer | 19.91 |
| 23130 - Carpenter, Maintenance | 14.95 |
| 23140 - Carpet Layer | 14.17 |
| 23160 - Electrician, Maintenance | 17.07 |
| 23181 - Electronics Technician, Maintenance I | 16.32 |
| 23182 - Electronics Technician, Maintenance II | 22.61 |
| 23183 - Electronics Technician, Maintenance III | 25.36 |
| 23260 - Fabric Worker | 14.63 |
| 23290 - Fire Alarm System Mechanic | 16.94 |
| 23310 - Fire Extinguisher Repairer | 13.76 |
| 23340 - Fuel Distribution System Mechanic | 19.65 |
| 23370 - General Maintenance Worker | 14.08 |
| 23400 - Heating, Refrigeration and Air Conditioning Mechanic | 15.64 |
| 23430 - Heavy Equipment Mechanic | 15.64 |
| 23440 - Heavy Equipment Operator | 16.82 |
| 23460 - Instrument Mechanic | 17.02 |
| 23470 - Laborer | 9.38 |
| 23500 - Locksmith | 15.07 |
| 23530 - Machinery Maintenance Mechanic | 17.43 |
| 23550 - Machinist, Maintenance | 15.64 |
| 23580 - Maintenance Trades Helper | 11.98 |
| 23640 - Millwright | 16.27 |
| 23700 - Office Appliance Repairer | 15.72 |
| 23740 - Painter, Aircraft | 14.86 |
| 23760 - Painter, Maintenance | 14.86 |
| 23790 - Pipefitter, Maintenance | 19.06 |
| 23800 - Plumber, Maintenance | 18.32 |
| 23820 - Pneudraulic Systems Mechanic | 16.94 |
| 23850 - Rigger | 17.75 |
| 23870 - Scale Mechanic | 15.39 |

| | |
|--|-------|
| 23890 - Sheet-Metal Worker, Maintenance | 18.76 |
| 23910 - Small Engine Mechanic | 15.49 |
| 23930 - Telecommunication Mechanic I | 19.01 |
| 23931 - Telecommunication Mechanic II | 19.93 |
| 23950 - Telephone Lineman | 19.01 |
| 23960 - Welder, Combination, Maintenance | 15.64 |
| 23965 - Well Driller | 17.20 |
| 23970 - Woodcraft Worker | 16.94 |
| 23980 - Woodworker | 12.54 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.41 |
| 24580 - Child Care Center Clerk | 12.06 |
| 24600 - Chore Aid | 7.94 |
| 24630 - Homemaker | 15.64 |
| 25000 - Plant and System Operation Occupations | |
| 25010 - Boiler Tender | 21.65 |
| 25040 - Sewage Plant Operator | 15.27 |
| 25070 - Stationary Engineer | 21.87 |
| 25190 - Ventilation Equipment Tender | 13.00 |
| 25210 - Water Treatment Plant Operator | 14.86 |
| 27000 - Protective Service Occupations | |
| (not set) - Police Officer | 19.86 |
| 27004 - Alarm Monitor | 12.57 |
| 27006 - Corrections Officer | 17.42 |
| 27010 - Court Security Officer | 18.86 |
| 27040 - Detention Officer | 17.42 |
| 27070 - Firefighter | 17.85 |
| 27101 - Guard I | 10.42 |
| 27102 - Guard II | 15.03 |
| 28000 - Stevedoring/Longshoremen Occupations | |
| 28010 - Blocker and Bracer | 17.57 |
| 28020 - Hatch Tender | 17.54 |
| 28030 - Line Handler | 17.54 |
| 28040 - Stevedore I | 16.57 |
| 28050 - Stevedore II | 18.50 |
| 29000 - Technical Occupations | |
| 21150 - Graphic Artist | 18.92 |
| 29010 - Air Traffic Control Specialist, Center (2) | 31.49 |
| 29011 - Air Traffic Control Specialist, Station (2) | 21.71 |
| 29012 - Air Traffic Control Specialist, Terminal (2) | 25.06 |
| 29023 - Archeological Technician I | 15.46 |
| 29024 - Archeological Technician II | 18.59 |
| 29025 - Archeological Technician III | 23.01 |
| 29030 - Cartographic Technician | 21.63 |
| 29035 - Computer Based Training (CBT) Specialist/ Instructor | 25.02 |
| 29040 - Civil Engineering Technician | 20.19 |
| 29061 - Drafter I | 12.17 |
| 29062 - Drafter II | 14.05 |
| 29063 - Drafter III | 18.53 |
| 29064 - Drafter IV | 21.63 |
| 29081 - Engineering Technician I | 14.93 |
| 29082 - Engineering Technician II | 18.70 |
| 29083 - Engineering Technician III | 20.55 |
| 29084 - Engineering Technician IV | 26.62 |
| 29085 - Engineering Technician V | 30.72 |
| 29086 - Engineering Technician VI | 35.25 |
| 29090 - Environmental Technician | 20.60 |
| 29100 - Flight Simulator/Instructor (Pilot) | 27.20 |
| 29160 - Instructor | 20.15 |
| 29210 - Laboratory Technician | 16.28 |

| | |
|---|-------|
| 29240 - Mathematical Technician | 22.75 |
| 29361 - Paralegal/Legal Assistant I | 16.69 |
| 29362 - Paralegal/Legal Assistant II | 20.67 |
| 29363 - Paralegal/Legal Assistant III | 25.29 |
| 29364 - Paralegal/Legal Assistant IV | 30.60 |
| 29390 - Photooptics Technician | 21.63 |
| 29480 - Technical Writer | 20.46 |
| 29491 - Unexploded Ordnance (UXO) Technician I | 20.02 |
| 29492 - Unexploded Ordnance (UXO) Technician II | 24.22 |
| 29493 - Unexploded Ordnance (UXO) Technician III | 29.03 |
| 29494 - Unexploded (UXO) Safety Escort | 20.02 |
| 29495 - Unexploded (UXO) Sweep Personnel | 20.02 |
| 29620 - Weather Observer, Senior (3) | 22.14 |
| 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) | 19.24 |
| 29622 - Weather Observer, Upper Air (3) | 19.24 |
| 31000 - Transportation/ Mobile Equipment Operation Occupations | |
| 31030 - Bus Driver | 12.12 |
| 31260 - Parking and Lot Attendant | 8.00 |
| 31290 - Shuttle Bus Driver | 12.21 |
| 31300 - Taxi Driver | 9.49 |
| 31361 - Truckdriver, Light Truck | 12.21 |
| 31362 - Truckdriver, Medium Truck | 13.79 |
| 31363 - Truckdriver, Heavy Truck | 16.94 |
| 31364 - Truckdriver, Tractor-Trailer | 16.94 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Animal Caretaker | 9.96 |
| 99030 - Cashier | 7.57 |
| 99041 - Carnival Equipment Operator | 9.42 |
| 99042 - Carnival Equipment Repairer | 10.14 |
| 99043 - Carnival Worker | 7.38 |
| 99050 - Desk Clerk | 8.41 |
| 99095 - Embalmer | 20.02 |
| 99300 - Lifeguard | 10.52 |
| 99310 - Mortician | 21.59 |
| 99350 - Park Attendant (Aide) | 12.79 |
| 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech) | 9.09 |
| 99500 - Recreation Specialist | 11.65 |
| 99510 - Recycling Worker | 11.21 |
| 99610 - Sales Clerk | 10.81 |
| 99620 - School Crossing Guard (Crosswalk Attendant) | 7.43 |
| 99630 - Sport Official | 10.52 |
| 99658 - Survey Party Chief (Chief of Party) | 21.47 |
| 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) | 17.31 |
| 99660 - Surveying Aide | 12.07 |
| 99690 - Swimming Pool Operator | 13.84 |
| 99720 - Vending Machine Attendant | 11.50 |
| 99730 - Vending Machine Repairer | 13.84 |
| 99740 - Vending Machine Repairer Helper | 11.18 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process th 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 | | 1. CONTRACT ID CODE | PAGE OF PAGES 1 4 |
| 2. AMENDMENT/MODIFICATION NO. 0013 | 3. EFFECTIVE DATE 01/01/2006 | 4. REQUISITION/PURCHASE REQ. NO. | 5. PROJECT NO. (If applicable) |
| 6. ISSUED BY AMQ-340 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25062 MPB ROOM 369 OKLAHOMA CITY OK 73125 | CODE AMQ0340-APC | 7. ADMINISTERED BY (If other than Item 6) AMQ-340 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25062 MPB ROOM 369 OKLAHOMA CITY OK 73125 | CODE AMQ340-APC |
| 6. NAME AND ADDRESS OF CONTRACTOR (No. street, county, State and ZIP Code) AERO TECH SERVICE ASSOCIATES INC 909 S MERIDIAN AVE STE 200 OKLAHOMA CITY OK 73108-1639 | | (x) 9A. AMENDMENT OF SOLICITATION NO. | |
| | | 9B. DATED (SEE ITEM 11) | |
| | | 10A. MODIFICATION OF CONTRACT/ORDER NO. DTFA02-02-D-078B4 | |
| | | 10B. DATED (SEE ITEM 13) 03/20/2002 | |
| 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 number. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required.)

\$0.00

See Schedule

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

| | |
|-------------------------------------|---|
| (x) | 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. |
| <input checked="" type="checkbox"/> | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO THE 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.

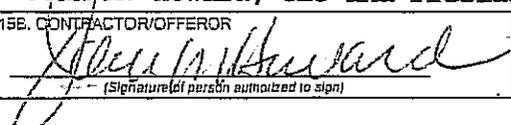
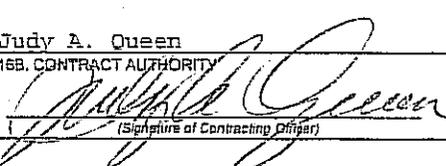
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

I. Contract modification to reduce annual hours on Pricing Schedule B, CLIN 2.1, Instructor, Electronic Engineering/Technician-Full time (FTC) due to training policy shift and overall reduction of training enrollment requirements. Hours are reduced from 34,880 to 34,188 annually for current option year three IAW revised Pricing Schedule B (attached) Hash marks on right margin reflect change. Hours based on OPM standard of 1776 hours annually at award) Note: hours ordered through 12/31/2005 based on 20 FTC's.

Adjustment/reduction of annual hours to CLIN 2.1 Option Year Four (for planning purposes) from 34,880 to 30,192, is reflected by hash marks on the right margin of Schedule B.

Continued ...

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

| | | | |
|---|---------------------------------|---|------------------------------|
| 15A. NAME AND TITLE OF SIGNER (Type or print) John M. Howard, CEO and President | | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Judy A. Queen | |
| 15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign) | 15C. DATE SIGNED 20 Dec 2005 | 16B. CONTRACT AUTHORITY  (Signature of Contracting Officer) | 16C. DATE SIGNED 12/27/05 |

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DTFA02-02-D-07884/0013

PAGE 2 OF 4

NAME OF OFFEROR OR CONTRACTOR

AERO TECH SERVICE ASSOCIATES INC

| ITEM NO. (A) | SUPPLIES/SERVICES (B) | QUANTITY (C) | UNIT (D) | UNIT PRICE (E) | AMOUNT (F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| | <p>II. DELETE Pages 5R4 and 6R4 dated 3/30/05 (Mod 11). INSERT pages 5R5 and 6R5 dated 12/19/2005 (Mod 13). (Attached)</p> <p>III. The ESTIMATED value of the contract is DECREASED by \$291,042.20 (Option years 3 & 4); from \$23,722,115.91, to \$ 23,431,073.71.</p> <p>DISTR: TS</p> <p>LIST OF CHANGES:</p> <p>Adjustment to reduce estimated total annual hours on CLIN 2.1 of pricing schedule B for current Option Year 3 and (for planning purposes) Option Year 4 due to reduction of training enrollment requirements.</p> <p>Discount Terms: PROMPT NET 30</p> <p>Period of Performance: 03/30/2005 to 03/29/2007</p> | | | | |

PART 1 - SECTION (SCHEDULE, F)
 SUPPLIES OR SERVICES AND PRICES/COSTS

Page 5 of 5
 Mod 13
 12/19/2005

THIRD OPTION YEAR

B.1(b) SCHEDULE OF RATES

| CLIN | Labor Category | Estimated Annual Requirements | Unit | Hourly Composite Rate | Estimated Total Amount |
|------|---|-------------------------------|------|-----------------------|---------------------------|
| 2.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN | 34,188 | HR | \$52.79 | \$1,804,784.52 |
| 3.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN (Part Time Support) | 70,000 | HR | \$44.39 | \$3,107,300.00 |
| 4.1 | INSTRUCTIONAL SYSTEMS DESIGN SPECIALIST (ISDS) | 15000 | HR | \$37.19 | \$ 557,850.00 |
| 5.1 | COMPUTER OPERATOR III | 5000 | HR | \$32.27 | \$ 161,350.00 |
| 6.1 | ILLUSTRATOR II | 1000 | HR | \$33.89 | \$ 33,890.00 |
| 7.1 | TECHNICAL WRITER | 250 | HR | \$34.31 | \$ 8,577.50 |
| 8.1 | FIRST LINE SUPERVISOR | | | | |
| 8.2 | FULL TIME | 1776 | HR | \$54.26 | \$ 96,365.76 |
| 8.3 | PART TIME | 1500 | HR | \$ 53.78 | \$ 80,670.00 |
| 9.1 | PROGRAM MANAGEMENT/CLERK TYPIST | | | | |
| 9.2 | PROJECT MANAGER | 1776 | HR | \$64.33 | \$ 114,250.08 |
| 9.3 | ASSISTANT PROJECT MGR | 1776 | HR | \$56.71 | \$ 100,716.96 |
| 9.4 | CLERK TYPIST | 1776 | HR | \$31.57 | \$ 6,068.40 |
| 10.1 | SHIFT DIFFERENTIAL PREMIUM (Applicable to all labor categories hereunder) | | | | % <u>10</u> |
| 11.1 | EXPERTISE PREMIUM | | | | To be negotiated |
| 12.1 | TRAVEL/SAFETY EQUIPMENT/OTHER DIRECT COSTS | | | | NOT TO EXCEED \$30,000.00 |

FOURTH OPTION YEAR

B.1(b) SCHEDULE OF RATES

| CLIN | Labor Category | Estimated Annual Requirements | Unit | Hourly Composite Rate | Estimated Total Amount |
|------|---|-------------------------------|------|-----------------------|------------------------|
| 2.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN | 30,192 | HR | \$54.29 | \$1,639,123.68 |
| 3.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN (Part Time Support) | 70,000 | HR | \$45.69 | \$3,198,300.00 |
| 4.1 | INSTRUCTIONAL SYSTEMS DESIGN SPECIALIST (ISDS) | 15000 | HR | \$ 38.26 | \$ 573,900.00 |
| 5.1 | COMPUTER OPERATOR III | 5000 | HR | \$32.27 | \$ 161,135.00 |
| 6.1 | ILLUSTRATOR II | 1000 | HR | \$33.89 | \$ 33,890.00 |
| 7.1 | TECHNICAL WRITER | 250 | HR | \$34.31 | \$ 8,577.50 |
| 8.1 | FIRST LINE SUPERVISOR | | | | |
| 8.2 | FULL TIME | 1776 | HR | \$55.81 | \$ 99,118.56 |
| 8.3 | PART TIME | 1500 | HR | \$ 55.32 | \$ 82,980.00 |
| 9.1 | PROGRAM MANAGEMENT/CLERK TYPIST | | | | |
| 9.2 | PROJECT MANAGER | 1776 | HR | \$66.18 | \$ 117,535.68 |
| 9.3 | ASSISTANT PROJECT MGR | 1776 | HR | \$58.34 | \$ 103,611.84 |
| 9.4 | CLERK TYPIST | 1776 | HR | \$31.57 | \$ 56,068.40 |
| 10.1 | SHIFT DIFFERENTIAL PREMIUM (Applicable to all labor categories hereunder) | | | | % <u>10</u> |
| 11.1 | EXPERTISE PREMIUM | | | | To be negotiated |
| 12.1 | TRAVEL/SAFETY EQUIPMENT/OTHER DIRECT COSTS | | | NOT TO EXCEED | \$30,000.00 |

| | | | |
|---|---------------------------------|---|--------------------------------|
| 2. AMENDMENT/MODIFICATION NO. 0012 | 3. EFFECTIVE DATE 03/24/2005 | 4. REQUISITION/PURCHASE REQ. NO. AC-05-02043 | 5. PROJECT NO. (If applicable) |
| 6. ISSUED BY: CODE AMQ0340-ARC | | 7. ADMINISTERED BY (If other than Item 6) CODE AMQ340-APC | |
| AMQ-340 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 369 OKLAHOMA CITY OK 73125 | | AMQ-340 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 369 OKLAHOMA CITY OK 73125 | |

| | | |
|--|---------------|--|
| 8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) AERO TECH SERVICE ASSOCIATES INC 909 S MERIDIAN AVE STE 200 OKLAHOMA CITY OK 73108-1639 | (x) | 9A. AMENDMENT OF SOLICITATION NO. |
| | | 9B. DATED (SEE ITEM 11) |
| | x | 10A. MODIFICATION OF CONTRACT/ORDER NO. DTFA02-02-D-07884 |
| | | 10B. DATED (SEE ITEM 13) 03/20/2002 |
| 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 number. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required.) \$0.00
See Schedule

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

| | |
|-------------------------------------|---|
| (x) | 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"/> | |
| <input checked="" 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. |
| <input type="checkbox"/> | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO THE AUTHORITY OF: |
| <input type="checkbox"/> | 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.)
CONTRACT MOD 0012 CREATED TO CORRECT ERROR IN MOD 11. GFP BLOCK CHECKED ON CLIN 002 WHICH PREVENTED REQUISITIONER FROM UTILIZING CLIN 002 (EFFECTIVE 3/30/05). THIS MOD NOT DISTRIBUTED - NO MONETARY CHANGE.

(MOD 11 NARRATIVE)

I. This contract modification is to reflect hourly rate increases to the applicable labor categories as a result of revised DOL Wage Determination 94-2431 (Revision 23) dated 7/9/04. The labor categories affected by hourly rate changes are Computer Operator III and Illustrator II. The Technical Writer and Clerk Typist include only a Health & Welfare (H&W) adjustment added to the unchanged currently hourly rate. The revised composite rates in Part I, Section B, are amended as shown for Option Year Three (3) and for Option Continued ...

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

| | | | |
|---|---|---|------------------|
| 15A. NAME AND TITLE OF SIGNER (Type or print) | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Judy A. Queen | | |
| 15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign) | 15C. DATE SIGNED | 16B. CONTRACT AUTHORITY (Signature of Contracting Officer) | 16C. DATE SIGNED |

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DTFA02-02-D-07884/0012

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR

AERO TECH SERVICE ASSOCIATES INC

| ITEM NO. (A) | SUPPLIES/SERVICES (B) | QUANTITY (C) | UNIT (D) | UNIT PRICE (E) | AMOUNT (F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
| | <p>Year Four (4) for planning/budgeting purposes.</p> <p>II. DELETE Pages 5R3 and 6R3 dated 3/30/04 (Mod 9). INSERT pages 5R4 and 6R4 dated 3/30/05 (Mod 11). (Attached)</p> <p>III. The ESTIMATED value of the contract is increased by \$17,632.70; from \$23,704,483.21, to \$23,722,115.91.</p> <p>DISTR: TS</p> <p>Discount Terms: PROMPT NET 30</p> <p>FOB: Unknown</p> <p>Period of Performance: 03/30/2005 to 03/29/2007</p> | | | | |

| | | | |
|--|---------------------------------|--|--------------------------------|
| AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT | | 1. CONTRACT ID CODE | PAGE OF PAGES 1 4 |
| 2. AMENDMENT/MODIFICATION NO. 0011 | 3. EFFECTIVE DATE 03/30/2005 | 4. REQUISITION/PURCHASE REQ. NO. | 5. PROJECT NO. (If applicable) |
| 6. ISSUED BY AMQ-340 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 369 OKLAHOMA CITY OK 73125 | CODE AMQ0340-ARC | 7. ADMINISTERED BY (If other than Item 6) AMQ-340 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 369 OKLAHOMA CITY OK 73125 | CODE AMQ340-ARC |
| 8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) AERO TECH SERVICE ASSOCIATES INC 909 S MERIDIAN AVE STE 200 OKLAHOMA CITY OK 73108-1639 | | (x) 9A. AMENDMENT OF SOLICITATION NO. | |
| | | 9B. DATED (SEE ITEM 11) | |
| | | x 10A. MODIFICATION OF CONTRACT/ORDER NO. DTFA02-02-D-07884 | |
| | | 10B. DATED (SEE ITEM 13) 03/20/2002 | |
| 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 number. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required.)

\$0.00

See Schedule

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

| | |
|-------------------------------------|---|
| (a) | 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"/> | |
| <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. |
| <input type="checkbox"/> | |
| <input type="checkbox"/> | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO THE AUTHORITY OF: |
| <input checked="" type="checkbox"/> | D. OTHER (Specify type of modification and authority) BILATERAL Contract Clause 3.10.1-14 Changes-T & M or L H (April 1996) |

E. IMPORTANT: Contractor is not, is required to sign this document and return 2 copies to the issuing office.

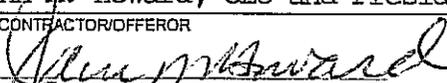
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

I. This contract modification is to reflect hourly rate increases to the applicable labor categories as a result of revised DOL Wage Determination 94-2431 (Revision 23) dated 7/9/04. The labor categories affected by hourly rate changes are Computer Operator III and Illustrator II. The Technical Writer and Clerk Typist include only a Health & Welfare (H&W) adjustment added to the unchanged currently hourly rate. The revised composite rates in Part I, Section B, are amended as shown for Option Year Three (3) and for Option Year Four (4) for planning/budgeting purposes.

II. DELETE Pages 5R3 and 6R3 dated 3/30/04 (Mod 8). INSERT pages 5R4 and 6R4 dated 3/30/05 (Mod 11). (Attached)

Continued ...

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

| | | | |
|--|---------------------------------|---|-----------------------------|
| 15A. NAME AND TITLE OF SIGNER (Type or print) John M. Howard, CEO and President | | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Judy A. Queen | |
| 15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign) | 15C. DATE SIGNED 14 Mar 2005 | 16B. CONTRACT AUTHORITY  (Signature of Contracting Officer) | 16C. DATE SIGNED 3/16/05 |

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DTFA02-02-D-07884/0011

PAGE 2 OF 4

NAME OF OFFEROR OR CONTRACTOR

AERO TECH SERVICE ASSOCIATES INC

| ITEM NO. (A) | SUPPLIES/SERVICES (B) | QUANTITY (C) | UNIT (D) | UNIT PRICE (E) | AMOUNT (F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| 0002 | <p>III. The ESTIMATED value of the contract is increased by \$17,632.70; from \$23,704,483.21, to \$23,722,115.91.</p> <p>DISTR: TS</p> <p>LIST OF CHANGES:</p> <p>Hourly wage rates increases for Computer Operator III, Illustrator II, Technical Writer, and Clerk Typist</p> <p>Discount Terms: PROMPT NET 30</p> <p>FOB: Unknown</p> <p>Period of Performance: 03/30/2005 to 03/29/2007</p> <p>Change Item 0002 to read as follows (amount shown is the obligated amount):</p> <p>OPTION YEAR THREE 3/30/05-3/29/06</p> <p>Airway Facilities Instructional Support Services</p> <p>Option Year Three IAW provisions of subject contract and Statement of Work (SOW). Any supplies and services to be furnished under this contract shall be ordered by issuance of delivery orders or task orders by activities designated in the pricing Schedule B. Work orders (WO) and Performance Work Statements (PWS) will be included as applicable.</p> <p>ISO9000: N</p> <p>Amount: \$0.00 (Contract Authority Furnished Property)</p> | | | | |

PART I – SECTION (SCHEDULE) B
 SUPPLIES OR SERVICES AND PRICES/COSTS

Page 5 R4
 Effective Date: 3/30/05 Mod 11

THIRD OPTION YEAR

B.1(b) SCHEDULE OF RATES

| CLIN | Labor Category | Estimated Annual Requirements | Unit | Hourly Composite Rate | Estimated Total Amount |
|------|---|-------------------------------|------|-----------------------|---------------------------|
| 2.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN Full Time Equivalent (FTE) Support (Order limitations, reference Section I, Contract clause, 3.2.4-17 & Indefinite Quantity.) Clause 3.2.4-20). | 34880 | HR | \$52.79 | \$1,841,315.20 |
| 3.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN (Part Time Support) | 70,000 | HR | \$44.39 | \$3,107,300.00 |
| 4.1 | INSTRUCTIONAL SYSTEMS DESIGN SPECIALIST (ISDS) | 15000 | HR | \$37.19 | \$ 557,850.00 |
| 5.1 | COMPUTER OPERATOR III | 5000 | HR | \$32.27 | \$ 161,350.00 |
| 6.1 | ILLUSTRATOR II | 1000 | HR | \$33.89 | \$ 33,890.00 |
| 7.1 | TECHNICAL WRITER | 250 | HR | \$34.31 | \$ 8,577.50 |
| 8.1 | FIRST LINE SUPERVISOR | | | | |
| 8.2 | FULL TIME (Order Limitations, reference Section I, Contract Clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20) | 1776 | HR | \$54.26 | \$ 96,365.76 |
| 8.3 | PART TIME | 1500 | HR | \$ 53.78 | \$ 80,670.00 |
| 9.1 | PROGRAM MANAGEMENT/CLERK TYPIST (Order limitations, reference Section I, Contract clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20.) | | | | |
| 9.2 | PROJECT MANAGER | 1776 | HR | \$64.33 | \$ 114,250.08 |
| 9.3 | ASSISTANT PROJECT MGR | 1776 | HR | \$56.71 | \$ 100,716.96 |
| 9.4 | CLERK TYPIST | 1776 | HR | \$31.57 | \$ 56,068.40 |
| 10.1 | SHIFT DIFFERENTIAL PREMIUM (Applicable to all labor categories hereunder) | | | | % <u>10</u> |
| 11.1 | EXPERTISE PREMIUM | | | | To be negotiated |
| 12.1 | TRAVEL/SAFETY EQUIPMENT/OTHER DIRECT COSTS | | | | NOT TO EXCEED \$30,000.00 |

PART I - SECTION (SCHEDULE) B
 SUPPLIES OR SERVICES AND PRICES/COSTS

Page 6R4
 Effective Date: 3/30/05 Mod 11

FOURTH OPTION YEAR

B.1(b) SCHEDULE OF RATES

| CLIN | Labor Category | Estimated Annual Requirements | Unit | Hourly Composite Rate | Estimated Total Amount |
|------|---|-------------------------------|------|-----------------------|------------------------|
| 2.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN Full Time Equivalent (FTE) Support (Order limitations, reference Section I, Contract clause, 3.2.4-17 & Indefinite Quantity.) Clause 3.2.4-20). | 34880 | HR | \$54.29 | \$1,893,635.20 |
| 3.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN (Part Time Support) | 70,000 | HR | \$45.69 | \$3,198,300.00 |
| 4.1 | INSTRUCTIONAL SYSTEMS DESIGN SPECIALIST (ISDS) | 15000 | HR | \$ 38.26 | \$ 573,900.00 |
| 5.1 | COMPUTER OPERATOR III | 5000 | HR | \$32.27 | \$ 161,135.00 |
| 6.1 | ILLUSTRATOR II | 1000 | HR | \$33.89 | \$ 33,890.00 |
| 7.1 | TECHNICAL WRITER | 250 | HR | \$34.31 | \$ 8,577.50 |
| 8.1 | FIRST LINE SUPERVISOR | | | | |
| 8.2 | FULL TIME (Order Limitations, reference Section I, Contract Clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20) | 1776 | HR | \$55.81 | \$ 99,118.56 |
| 8.3 | PART TIME | 1500 | HR | \$ 55.32 | \$ 82,980.00 |
| 9.1 | PROGRAM MANAGEMENT/CLERK TYPIST (Order limitations, reference Section I, Contract clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20.) | | | | |
| 9.2 | PROJECT MANAGER | 1776 | HR | \$66.18 | \$ 117,535.68 |
| 9.3 | ASSISTANT PROJECT MGR | 1776 | HR | \$58.34 | \$ 103,611.84 |
| 9.4 | CLERK TYPIST | 1776 | HR | \$31.57 | \$ 56,068.40 |
| 10.1 | SHIFT DIFFERENTIAL PREMIUM (Applicable to all labor categories hereunder) | | | | % <u>10</u> |
| 11.1 | EXPERTISE PREMIUM | | | | To be negotiated |
| 12.1 | TRAVEL/SAFETY EQUIPMENT/OTHER DIRECT COSTS | | | NOT TO EXCEED | \$30,000.00 |

| | | | |
|---|---------------------------------|--|--------------------------------|
| 2. AMENDMENT/MODIFICATION NO. 0010 | 3. EFFECTIVE DATE 03/30/2005 | 4. REQUISITION/PURCHASE REQ. NO. | 5. PROJECT NO. (If applicable) |
| 6. ISSUED BY AMQ-340 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 369 OKLAHOMA CITY OK 73125 | CODE AMQ0340-ARC | 7. ADMINISTERED BY (If other than Item 6) AMQ-340 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 369 OKLAHOMA CITY OK 73125 | CODE AMQ340-ARC |

| | | |
|--|---------------|--|
| 8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) AERO TECH SERVICE ASSOCIATES INC 909 S MERIDIAN AVE STE 200 OKLAHOMA CITY OK 73108-1639 | (x) | 9A. AMENDMENT OF SOLICITATION NO. |
| | | 9B. DATED (SEE ITEM 11) |
| | x | 10A. MODIFICATION OF CONTRACT/ORDER NO. DTFA02-02-D-07884 |
| | | 10B. DATED (SEE ITEM 13) 03/20/2002 |
| 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 number. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required.) \$0.00

See Schedule

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

| | |
|-------------------------------------|---|
| (x) | 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. |
| <input type="checkbox"/> | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO THE AUTHORITY OF: |
| <input checked="" type="checkbox"/> | D. OTHER (Specify type of modification and authority) UNILATERAL-AMS CLAUSE 3.2.4-35 OPTION TO EXTEND TERM OF CONTRACT (APR 1996) |

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.)

Unilateral contract modification to exercise Option Year 3 effective 3/30/05.

I. Part I SECTION F DELIVERIES OR PERFORMANCE
The contract period is hereby extended through March 29, 2006 under the existing terms and conditions for changes identified herein.

II. PART I SECTION B THIRD OPTION YEAR is effective March 30, 2005 through March 29, 2006.

III. SECTION H.20 WAGE DETERMINATION
Delete :Register of Wage Determination # 1994-2431 (Rev 22 dated 8/23/03)

Insert: Register of Wage Determination # 1994-2431 (Rev 23 dated 7/9/04). (attached)

Continued ...

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

| | |
|---|--|
| 15A. NAME AND TITLE OF SIGNER (Type or print) | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) |
| | Judy A. Queen |
| 15B. CONTRACTOR/OFFEROR | 15C. DATE SIGNED |
| (Signature of person authorized to sign) | |
| | 16B. CONTRACT AUTHORITY |
| | (Signature of Contracting Officer) |
| | 16C. DATE SIGNED |
| | 2/7/05 |

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DTFA02-02-D-07884/0010

PAGE 2 OF 2

NAME OF OFFEROR OR CONTRACTOR

AERO TECH SERVICE ASSOCIATES INC

| ITEM NO. (A) | SUPPLIES/SERVICES (B) | QUANTITY (C) | UNIT (D) | UNIT PRICE (E) | AMOUNT (F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
| | <p>IV. The ESTIMATED value of the contract is increased by \$6,179,441.30; from \$17,525,392.91 to \$23,704,483.21.</p> <p>DISTR: TS</p> <p>LIST OF CHANGES:</p> <p>Period Of Performance Start Date changed from 03/30/2004 to 03/30/2005</p> <p>Period Of Performance End Date changed from 03/29/2005 to 03/29/2006</p> <p>Discount Terms: PROMPT NET 30</p> <p>FOB: Unknown</p> <p>Period of Performance: 03/30/2005 to 03/29/2007</p> <p>Delivery Location Code: A69733KF</p> <p>A69733KF</p> <p>69733K FAA AERO CENTER, AMA-400</p> <p>AIRWAY FACILITIES DIV, STB, RM 123</p> <p>6500 S MACARTHUR BLVD F</p> <p>OKLAHOMA CITY OK 731696900 US</p> <p>Add Item 0002 as follows:</p> | | | | |
| 0002 | <p>OPTION YEAR THREE 3/30/05-3/29/06</p> <p>Airway Facilities Instructional Support Services</p> <p>Option Year Three IAW provisions of subject contract and Statement of Work (SOW). Any supplies and services to be furnished under this contract shall be ordered by issuance of delivery orders or task orders by activities designated in the pricing Schedule B. Work orders (WO) and Performance Work Statements (PWS) will be included as applicable.</p> <p>ISO9000: N</p> <p>Add Item 0003 as follows:</p> | | | | |
| 0003 | <p>OPTION YEAR FOUR 3/30/06-3/29/07</p> <p>Airway Facilities Instructional Support Services</p> <p>Option Year Four IAW provisions of subject contract and Statement of Work (SOW). Any Supplies and services to be furnished under this contract shall be ordered by issuance of delivery orders or task orders by activities designated in the pricing Schedule B. Work Orders (WO) and/or Performance Work Statements (PWS) will be included as applicable.</p> <p>ISO9000: N</p> <p>Amount: \$0.00 (Option Line Item)</p> <p>Accounting Info:</p> | | | | |

OPTION

94-2431 OK, OKLAHOMA CITY 07/20/04

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.: 1994-2431
Revision No.: 23
Date Of Last Revision: 07/09/2004

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | MINIMUM WAGE RATE |
|---|-------------------|
| 01000 - Administrative Support and Clerical Occupations | |
| 01011 - Accounting Clerk I | 10.67 |
| 01012 - Accounting Clerk II | 11.737 |
| 01013 - Accounting Clerk III | 13.721 |
| 01014 - Accounting Clerk IV | 18.28 |
| 01030 - Court Reporter | 16.775 |
| 01050 - Dispatcher, Motor Vehicle | 14.81 |
| 01060 - Document Preparation Clerk | 11.99 |
| 01070 - Messenger (Courier) | 9.49 |
| 01090 - Duplicating Machine Operator | 11.456 |
| 01110 - Film/Tape Librarian | 11.96 |
| 01115 - General Clerk I | 9.11 |
| 01116 - General Clerk II | 9.87 |
| 01117 - General Clerk III | 12.50 |
| 01118 - General Clerk IV | 18.00 |
| 01120 - Housing Referral Assistant | 18.26 |
| 01131 - Key Entry Operator I | 8.96 |
| 01132 - Key Entry Operator II | 10.485 |
| 01191 - Order Clerk I | 10.18 |
| 01192 - Order Clerk II | 14.08 |
| 01261 - Personnel Assistant (Employment) I | 12.388 |
| 01262 - Personnel Assistant (Employment) II | 13.519 |
| 01263 - Personnel Assistant (Employment) III | 15.157 |
| 01264 - Personnel Assistant (Employment) IV | 17.578 |
| 01270 - Production Control Clerk | 17.322 |
| 01290 - Rental Clerk | 11.579 |
| 01300 - Scheduler, Maintenance | 12.64 |
| 01311 - Secretary I | 12.64 |
| 01312 - Secretary II | 15.76 |
| 01313 - Secretary III | 18.26 |
| 01314 - Secretary IV | 20.53 |
| 01315 - Secretary V | 21.74 |
| 01320 - Service Order Dispatcher | 13.07 |
| 01341 - Stenographer I | 11.31 |
| 01342 - Stenographer II | 13.31 |
| 01400 - Supply Technician | 20.53 |
| 01420 - Survey Worker (Interviewer) | 13.25 |

| | |
|--|-------|
| 01460 - Switchboard Operator-Receptionist | 10.02 |
| 01510 - Test Examiner | 15.76 |
| 01520 - Test Proctor | 15.76 |
| 01531 - Travel Clerk I | 10.37 |
| 01532 - Travel Clerk II | 10.89 |
| 01533 - Travel Clerk III | 11.42 |
| 01611 - Word Processor I | 9.46 |
| 01612 - Word Processor II | 11.33 |
| 01613 - Word Processor III | 12.24 |
| 03000 - Automatic Data Processing Occupations | |
| 03010 - Computer Data Librarian | 9.77 |
| 03041 - Computer Operator I | 11.33 |
| 03042 - Computer Operator II | 13.95 |
| 03043 - Computer Operator III | 18.70 |
| 03044 - Computer Operator IV | 20.23 |
| 03045 - Computer Operator V | 22.41 |
| 03071 - Computer Programmer I (1) | 19.89 |
| 03072 - Computer Programmer II (1) | 22.83 |
| 03073 - Computer Programmer III (1) | 27.62 |
| 03074 - Computer Programmer IV (1) | 27.62 |
| 03101 - Computer Systems Analyst I (1) | 24.30 |
| 03102 - Computer Systems Analyst II (1) | 27.20 |
| 03103 - Computer Systems Analyst III (1) | 27.62 |
| 03160 - Peripheral Equipment Operator | 11.33 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automotive Body Repairer, Fiberglass | 15.64 |
| 05010 - Automotive Glass Installer | 15.47 |
| 05040 - Automotive Worker | 14.08 |
| 05070 - Electrician, Automotive | 16.35 |
| 05100 - Mobile Equipment Servicer | 12.54 |
| 05130 - Motor Equipment Metal Mechanic | 15.64 |
| 05160 - Motor Equipment Metal Worker | 14.08 |
| 05190 - Motor Vehicle Mechanic | 15.64 |
| 05220 - Motor Vehicle Mechanic Helper | 11.98 |
| 05250 - Motor Vehicle Upholstery Worker | 13.31 |
| 05280 - Motor Vehicle Wrecker | 14.08 |
| 05310 - Painter, Automotive | 14.86 |
| 05340 - Radiator Repair Specialist | 14.08 |
| 05370 - Tire Repairer | 12.12 |
| 05400 - Transmission Repair Specialist | 15.64 |
| 07000 - Food Preparation and Service Occupations | |
| (not set) - Food Service Worker | 6.87 |
| 07010 - Baker | 9.04 |
| 07041 - Cook I | 7.94 |
| 07042 - Cook II | 9.56 |
| 07070 - Dishwasher | 6.98 |
| 07130 - Meat Cutter | 11.33 |
| 07250 - Waiter/Waitress | 7.05 |
| 09000 - Furniture Maintenance and Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.86 |
| 09040 - Furniture Handler | 10.36 |
| 09070 - Furniture Refinisher | 14.86 |
| 09100 - Furniture Refinisher Helper | 11.75 |
| 09110 - Furniture Repairer, Minor | 13.31 |
| 09130 - Upholsterer | 14.86 |
| 11030 - General Services and Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.67 |
| 11060 - Elevator Operator | 8.51 |
| 11090 - Gardener | 10.49 |
| 11121 - House Keeping Aid I | 7.27 |

| | |
|---|-------|
| 11122 - House Keeping Aid II | 8.57 |
| 11150 - Janitor | 8.51 |
| 11210 - Laborer, Grounds Maintenance | 8.82 |
| 11240 - Maid or Houseman | 7.27 |
| 11270 - Pest Controller | 11.28 |
| 11300 - Refuse Collector | 8.99 |
| 11330 - Tractor Operator | 9.84 |
| 11360 - Window Cleaner | 9.02 |
| 12000 - Health Occupations | |
| 12020 - Dental Assistant | 12.71 |
| 12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver | 11.42 |
| 12071 - Licensed Practical Nurse I | 11.21 |
| 12072 - Licensed Practical Nurse II | 12.61 |
| 12073 - Licensed Practical Nurse III | 14.10 |
| 12100 - Medical Assistant | 10.20 |
| 12130 - Medical Laboratory Technician | 12.57 |
| 12160 - Medical Record Clerk | 11.24 |
| 12190 - Medical Record Technician | 13.54 |
| 12221 - Nursing Assistant I | 7.72 |
| 12222 - Nursing Assistant II | 8.68 |
| 12223 - Nursing Assistant III | 9.48 |
| 12224 - Nursing Assistant IV | 10.62 |
| 12250 - Pharmacy Technician | 12.19 |
| 12280 - Phlebotomist | 12.16 |
| 12311 - Registered Nurse I | 18.34 |
| 12312 - Registered Nurse II | 22.43 |
| 12313 - Registered Nurse II, Specialist | 22.43 |
| 12314 - Registered Nurse III | 27.13 |
| 12315 - Registered Nurse III, Anesthetist | 27.13 |
| 12316 - Registered Nurse IV | 32.53 |
| 13000 - Information and Arts Occupations | |
| 13002 - Audiovisual Librarian | 16.49 |
| 13011 - Exhibits Specialist I | 18.53 |
| 13012 - Exhibits Specialist II | 20.67 |
| 13013 - Exhibits Specialist III | 24.88 |
| 13041 - Illustrator I | 18.70 |
| 13042 - Illustrator II | 20.67 |
| 13043 - Illustrator III | 25.81 |
| 13047 - Librarian | 17.58 |
| 13050 - Library Technician | 11.07 |
| 13071 - Photographer I | 12.06 |
| 13072 - Photographer II | 14.88 |
| 13073 - Photographer III | 17.97 |
| 13074 - Photographer IV | 22.44 |
| 13075 - Photographer V | 25.75 |
| 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations | |
| 15010 - Assembler | 7.19 |
| 15030 - Counter Attendant | 7.19 |
| 15040 - Dry Cleaner | 9.18 |
| 15070 - Finisher, Flatwork, Machine | 7.19 |
| 15090 - Presser, Hand | 7.19 |
| 15100 - Presser, Machine, Drycleaning | 7.19 |
| 15130 - Presser, Machine, Shirts | 7.19 |
| 15160 - Presser, Machine, Wearing Apparel, Laundry | 7.19 |
| 15190 - Sewing Machine Operator | 9.83 |
| 15220 - Tailor | 10.49 |
| 15250 - Washer, Machine | 7.87 |
| 19000 - Machine Tool Operation and Repair Occupations | |
| 19010 - Machine-Tool Operator (Toolroom) | 17.99 |
| 19040 - Tool and Die Maker | 24.44 |

| | |
|--|-------|
| 21000 - Material Handling and Packing Occupations | |
| 21010 - Fuel Distribution System Operator | 15.51 |
| 21020 - Material Coordinator | 17.33 |
| 21030 - Material Expediter | 17.33 |
| 21040 - Material Handling Laborer | 10.95 |
| 21050 - Order Filler | 11.74 |
| 21071 - Forklift Operator | 13.81 |
| 21080 - Production Line Worker (Food Processing) | 13.81 |
| 21100 - Shipping/Receiving Clerk | 11.78 |
| 21130 - Shipping Packer | 11.78 |
| 21140 - Store Worker I | 11.86 |
| 21150 - Stock Clerk (Shelf Stocker; Store Worker II) | 14.38 |
| 21210 - Tools and Parts Attendant | 13.81 |
| 21400 - Warehouse Specialist | 13.81 |
| 23000 - Mechanics and Maintenance and Repair Occupations | |
| 23010 - Aircraft Mechanic | 17.28 |
| 23040 - Aircraft Mechanic Helper | 12.55 |
| 23050 - Aircraft Quality Control Inspector | 17.56 |
| 23060 - Aircraft Servicer | 14.21 |
| 23070 - Aircraft Worker | 15.04 |
| 23100 - Appliance Mechanic | 14.94 |
| 23120 - Bicycle Repairer | 12.12 |
| 23125 - Cable Splicer | 19.91 |
| 23130 - Carpenter, Maintenance | 14.95 |
| 23140 - Carpet Layer | 14.17 |
| 23160 - Electrician, Maintenance | 17.07 |
| 23181 - Electronics Technician, Maintenance I | 15.72 |
| 23182 - Electronics Technician, Maintenance II | 22.61 |
| 23183 - Electronics Technician, Maintenance III | 25.36 |
| 23260 - Fabric Worker | 14.63 |
| 23290 - Fire Alarm System Mechanic | 16.94 |
| 23310 - Fire Extinguisher Repairer | 13.76 |
| 23340 - Fuel Distribution System Mechanic | 19.03 |
| 23370 - General Maintenance Worker | 14.08 |
| 23400 - Heating, Refrigeration and Air Conditioning Mechanic | 15.64 |
| 23430 - Heavy Equipment Mechanic | 15.64 |
| 23440 - Heavy Equipment Operator | 16.82 |
| 23460 - Instrument Mechanic | 17.02 |
| 23470 - Laborer | 9.38 |
| 23500 - Locksmith | 15.07 |
| 23530 - Machinery Maintenance Mechanic | 16.70 |
| 23550 - Machinist, Maintenance | 15.64 |
| 23580 - Maintenance Trades Helper | 11.98 |
| 23640 - Millwright | 16.24 |
| 23700 - Office Appliance Repairer | 15.62 |
| 23740 - Painter, Aircraft | 14.86 |
| 23760 - Painter, Maintenance | 14.86 |
| 23790 - Pipefitter, Maintenance | 18.73 |
| 23800 - Plumber, Maintenance | 18.00 |
| 23820 - Pneudraulic Systems Mechanic | 16.94 |
| 23850 - Rigger | 17.75 |
| 23870 - Scale Mechanic | 15.39 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.55 |
| 23910 - Small Engine Mechanic | 15.49 |
| 23930 - Telecommunication Mechanic I | 19.01 |
| 23931 - Telecommunication Mechanic II | 19.93 |
| 23950 - Telephone Lineman | 19.01 |
| 23960 - Welder, Combination, Maintenance | 15.64 |
| 23965 - Well Driller | 17.20 |
| 23970 - Woodcraft Worker | 16.94 |

| | |
|--|-------|
| 23980 - Woodworker | 12.54 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.41 |
| 24580 - Child Care Center Clerk | 12.06 |
| 24600 - Chore Aid | 7.94 |
| 24630 - Homemaker | 15.64 |
| 25000 - Plant and System Operation Occupations | |
| 25010 - Boiler Tender | 20.34 |
| 25040 - Sewage Plant Operator | 15.27 |
| 25070 - Stationary Engineer | 21.76 |
| 25190 - Ventilation Equipment Tender | 11.82 |
| 25210 - Water Treatment Plant Operator | 14.86 |
| 27000 - Protective Service Occupations | |
| (not set) - Police Officer | 19.37 |
| 27004 - Alarm Monitor | 12.55 |
| 27006 - Corrections Officer | 17.95 |
| 27010 - Court Security Officer | 18.48 |
| 27040 - Detention Officer | 17.95 |
| 27070 - Firefighter | 17.58 |
| 27101 - Guard I | 10.25 |
| 27102 - Guard II | 15.03 |
| 28000 - Stevedoring/Longshoremen Occupations | |
| 28010 - Blocker and Bracer | 17.37 |
| 28020 - Hatch Tender | 16.72 |
| 28030 - Line Handler | 16.72 |
| 28040 - Stevedore I | 16.57 |
| 28050 - Stevedore II | 18.50 |
| 29000 - Technical Occupations | |
| 21150 - Graphic Artist | 18.92 |
| 29010 - Air Traffic Control Specialist, Center (2) | 30.50 |
| 29011 - Air Traffic Control Specialist, Station (2) | 21.03 |
| 29012 - Air Traffic Control Specialist, Terminal (2) | 23.16 |
| 29023 - Archeological Technician I | 15.46 |
| 29024 - Archeological Technician II | 18.59 |
| 29025 - Archeological Technician III | 23.01 |
| 29030 - Cartographic Technician | 21.63 |
| 29035 - Computer Based Training (CBT) Specialist/ Instructor | 25.02 |
| 29040 - Civil Engineering Technician | 19.53 |
| 29061 - Drafter I | 12.17 |
| 29062 - Drafter II | 14.05 |
| 29063 - Drafter III | 18.53 |
| 29064 - Drafter IV | 21.63 |
| 29081 - Engineering Technician I | 14.93 |
| 29082 - Engineering Technician II | 18.70 |
| 29083 - Engineering Technician III | 20.55 |
| 29084 - Engineering Technician IV | 26.62 |
| 29085 - Engineering Technician V | 30.72 |
| 29086 - Engineering Technician VI | 35.25 |
| 29090 - Environmental Technician | 18.73 |
| 29100 - Flight Simulator/Instructor (Pilot) | 27.20 |
| 29160 - Instructor | 19.76 |
| 29210 - Laboratory Technician | 16.28 |
| 29240 - Mathematical Technician | 22.75 |
| 29361 - Paralegal/Legal Assistant I | 15.17 |
| 29362 - Paralegal/Legal Assistant II | 19.77 |
| 29363 - Paralegal/Legal Assistant III | 24.18 |
| 29364 - Paralegal/Legal Assistant IV | 29.26 |
| 29390 - Photooptics Technician | 21.63 |
| 29480 - Technical Writer | 20.46 |
| 29491 - Unexploded Ordnance (UXO) Technician I | 19.38 |

| | |
|---|-------|
| 29492 - Unexploded Ordnance (UXO) Technician II | 23.45 |
| 29493 - Unexploded Ordnance (UXO) Technician III | 28.11 |
| 29494 - Unexploded (UXO) Safety Escort | 19.38 |
| 29495 - Unexploded (UXO) Sweep Personnel | 19.38 |
| 29620 - Weather Observer, Senior (3) | 22.14 |
| 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) | 19.24 |
| 29622 - Weather Observer, Upper Air (3) | 19.24 |
| 31000 - Transportation/ Mobile Equipment Operation Occupations | |
| 31030 - Bus Driver | 12.12 |
| 31260 - Parking and Lot Attendant | 8.00 |
| 31290 - Shuttle Bus Driver | 12.21 |
| 31300 - Taxi Driver | 9.49 |
| 31361 - Truckdriver, Light Truck | 12.21 |
| 31362 - Truckdriver, Medium Truck | 13.79 |
| 31363 - Truckdriver, Heavy Truck | 16.94 |
| 31364 - Truckdriver, Tractor-Trailer | 16.94 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Animal Caretaker | 9.96 |
| 99030 - Cashier | 7.35 |
| 99041 - Carnival Equipment Operator | 9.13 |
| 99042 - Carnival Equipment Repairer | 9.82 |
| 99043 - Carnival Worker | 7.15 |
| 99050 - Desk Clerk | 8.41 |
| 99095 - Embalmer | 19.38 |
| 99300 - Lifeguard | 10.19 |
| 99310 - Mortician | 21.48 |
| 99350 - Park Attendant (Aide) | 12.79 |
| 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech) | 9.09 |
| 99500 - Recreation Specialist | 11.65 |
| 99510 - Recycling Worker | 10.19 |
| 99610 - Sales Clerk | 10.81 |
| 99620 - School Crossing Guard (Crosswalk Attendant) | 7.43 |
| 99630 - Sport Official | 10.19 |
| 99658 - Survey Party Chief (Chief of Party) | 21.47 |
| 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) | 17.31 |
| 99660 - Surveying Aide | 12.07 |
| 99690 - Swimming Pool Operator | 12.58 |
| 99720 - Vending Machine Attendant | 10:45 |
| 99730 - Vending Machine Repairer | 12.58 |
| 99740 - Vending Machine Repairer Helper | 10.16 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

| | | | |
|--|---------------------------------|--|--|
| AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT | | 1. CONTRACT ID CODE | PAGE OF PAGES 1 2 |
| 2. AMENDMENT/MODIFICATION NO. 0009 | 3. EFFECTIVE DATE 12/29/2004 | 4. REQUISITION/PURCHASE REQ. NO. | 5. PROJECT NO. (If applicable) |
| 6. ISSUED BY AMQ-340 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 369 OKLAHOMA CITY OK 73125 | CODE AMQ0340-ARC | 7. ADMINISTERED BY (If other than Item 6) AMQ-340 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 369 OKLAHOMA CITY OK 73125 | CODE AMQ340-ARC |
| 8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) AERO TECH SERVICE ASSOCIATES INC 909 S MERIDIAN AVE STE 200 OKLAHOMA CITY OK 73108-1639 | | (x) 9A. AMENDMENT OF SOLICITATION NO. | 9B. DATED (SEE ITEM 11) |
| CODE | | FACILITY CODE | 10A. MODIFICATION OF CONTRACT/ORDER NO. DTFA02-02-D-07884 |
| | | | 10B. DATED (SEE ITEM 13) 03/20/2002 |

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 number. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required.) \$0.00
See Schedule

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 checked="" 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. <i>TPV & Est. Comp Date</i> |
| <input type="checkbox"/> | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO THE AUTHORITY OF: |
| <input type="checkbox"/> | 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.)

I. Administrative contract modification 009 to reflect new mandatory fields in PRISM. Total Potential Value (TPV) and Estimated Completion Date. No monetary change to contract.

EST TEPV
II. The ESTIMATED value of the contract is unchanged.

This contract modification will not be distributed.

DISTR: TS

ESTIMATED Completion Date changed to : 09/30/2007
Total Estimated Potential Value (TEPV) changed to : 36000000
Discount Terms: PROMPT NET 30
Continued ...

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

| | | | |
|---|------------------|---|------------------------------|
| 15A. NAME AND TITLE OF SIGNER (Type or print) | | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Judy A. Queen | |
| 15B. CONTRACTOR/OFFEROR | 15C. DATE SIGNED | 15B. CONTRACT AUTHORITY <i>Judy A. Queen</i> (Signature of Contracting Officer) | 16C. DATE SIGNED 12/29/04 |
| (Signature of person authorized to sign) | | | |

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DTFA02-02-D-07884/0009

PAGE 2 OF 2

NAME OF OFFEROR OR CONTRACTOR

AERO TECH SERVICE ASSOCIATES INC

| ITEM NO. (A) | SUPPLIES/SERVICES (B) | QUANTITY (C) | UNIT (D) | UNIT PRICE (E) | AMOUNT (F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| | Period of Performance: 03/30/2004 to 03/29/2005 | | | | |

9

| | | | |
|--|---------------------------------|--|--|
| AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT | | 1. CONTRACT ID CODE | PAGE OF PAGES 1 5 |
| 2. AMENDMENT/MODIFICATION NO. 0008 | 3. EFFECTIVE DATE 03/30/2004 | 4. REQUISITION/PURCHASE REQ. NO. | 5. PROJECT NO. (If applicable) |
| 6. ISSUED BY AMQ-310 CONTRACTING TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 380 OKLAHOMA CITY OK 73125 | CODE AMQ0310-APC | 7. ADMINISTERED BY (If other than Item 6) AMQ-340 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 369 OKLAHOMA CITY OK 73125 | CODE AMQ040-ARC |
| 8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) AERO TECH SERVICE ASSOCIATES INC ATTN JOHN HOWARD 909 S MERIDIAN AVE STE 200 OKLAHOMA CITY OK 73108 | | (x) 9A. AMENDMENT OF SOLICITATION NO. | 9B. DATED (SEE ITEM 11) |
| CODE | | FACILITY CODE | 10A. MODIFICATION OF CONTRACT/ORDER NO. DTFA02-02-D-07884 |
| | | | 10B. DATED (SEE ITEM 13) 03/20/2002 |

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 number. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required.)

See Schedule \$0.00

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

| | |
|-------------------------------------|---|
| (x) <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. |
| <input type="checkbox"/> | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO THE AUTHORITY OF: |
| <input checked="" type="checkbox"/> | D. OTHER (Specify type of modification and authority) BILATERAL Contract Clause 3.10.1-14 Changes-T & M or L H (April 1996) |

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

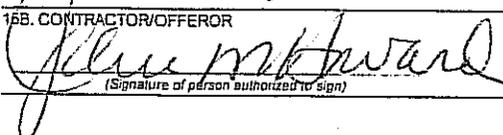
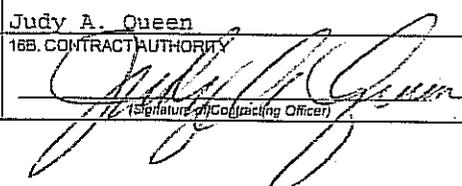
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

I. Contract modification 008 to reflect hourly rate increases to the applicable labor categories as a result of revised DOL Wage Determination 1994-2431 (Rev 22) dated 8/28/03. (Reference contract Modification 007). The labor category affected by hourly rate changes IAW Rev 22 is Computer Operator III. The General Clerk IV, Illustrator II and Technical Writer include an adjustment based on Health and Welfare (H&W) adjustment added to the hourly rate. (Rev 22). The revised composite rates identified by hash marks in Part I, Section B, include rate adjustments in contract modifications 005 and 006 on the attached Schedule B for the upcoming 2nd Option year. Option Years 3 & 4 (for planning purposes.)

II. Delete pages 4R2 through 6R2 and replace with modified pages 4R3 through 6R3.

Continued ...

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

| | | | |
|---|---------------------------------|---|-----------------------------|
| 15A. NAME AND TITLE OF SIGNER (Type or print) John M. Howard, CEO and President | | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Judy A. Queen | |
| 15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign) | 15C. DATE SIGNED 12 Feb 2004 | 16B. CONTRACT AUTHORITY  (Signature of Contracting Officer) | 16C. DATE SIGNED 2/17/04 |

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DTFA02-02-D-07884/0008

PAGE 2 OF 5

NAME OF OFFEROR OR CONTRACTOR

AERO TECH SERVICE ASSOCIATES INC

| ITEM NO. (A) | SUPPLIES/SERVICES (B) | QUANTITY (C) | UNIT (D) | UNIT PRICE (E) | AMOUNT (F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| | <p>III. The ESTIMATED value of the contract is corrected to \$17,525,665.91 due to rate adjustments.</p> <p>DISTR: TS</p> <p>LIST OF CHANGES:</p> <p>Distr. Code (MMAC) changed to : TS</p> <p>Discount Terms: PROMPT NET 30</p> <p>Period of Performance: 03/30/2004 to 03/29/2005</p> | | | \$17,525,392.91 | from |

4/1

PART I - SECTION (SCHEDULE) B
 SUPPLIES OR SERVICES AND PRICES/COSTS

Page 4R3
 Effective Date 3/30/04 Mod 8

SECOND OPTION YEAR

B.1(b) SCHEDULE OF RATES

| CLIN | Labor Category | Estimated Annual Requirements | Unit | Hourly Composite Rate | Estimated Total Amount |
|------|---|-------------------------------|------|-----------------------|------------------------|
| 2.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN Full Time Equivalent (FTE) Support (Order limitations, reference Section I, Contract clause, 3.2.4-17 & Indefinite Quantity.) Clause 3.2.4-20). | 34880 | HR | \$ 51.34 | \$1,790,739.20 |
| 3.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN (Part Time Support) | 70,000 | HR | \$ 43.15 | \$3,020,500.00 |
| 4.1 | INSTRUCTIONAL SYSTEMS DESIGN SPECIALIST (ISDS) | 15000 | HR | \$36.15 | \$ 542,250.00 |
| 5.1 | COMPUTER OPERATOR III | 5000 | HR | \$31.09 | \$ 155,450.00 |
| 6.1 | ILLUSTRATOR II | 1000 | HR | \$31.42 | \$ 31,420.00 |
| 7.1 | TECHNICAL WRITER | 250 | HR | \$34.06 | \$ 8,515.00 |
| 8.1 | FIRST LINE SUPERVISOR | | | | |
| 8.2 | FULL TIME (Order Limitations, reference Section I, Contract Clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20) | 1776 | HR | \$52.76 | \$ 93,701.76 |
| 8.3 | PART TIME | 1500 | HR | \$52.29 | \$ 78,435.00 |
| 9.1 | PROGRAM MANAGEMENT/CLERK TYPIST (Order limitations, reference Section I, Contract clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20.) | | | | |
| 9.2 | PROJECT MANAGER | 1776 | HR | \$62.53 | \$ 111,053.28 |
| 9.3 | ASSISTANT PROJECT MGR | 1776 | HR | \$55.13 | \$ 97,910.88 |
| 9.4 | CLERK TYPIST | 1776 | HR | \$31.27 | \$ 55,535.60 |
| 10.1 | SHIFT DIFFERENTIAL PREMIUM (Applicable to all labor categories hereunder) | | | | % 10 |
| 11.1 | EXPERTISE PREMIUM | | | | To be negotiated |
| 12.1 | TRAVEL/SAFETY EQUIPMENT/OTHER DIRECT COSTS | | | NOT TO EXCEED | \$30,000.00 |

PART I - SECTION (SCHEDULE) B
 SUPPLIES OR SERVICES AND PRICES/COSTS

Page 5 R3
 Effective Date: 3/30/04 Mod 8

THIRD OPTION YEAR

B.1(b) SCHEDULE OF RATES

| CLIN | Labor Category | Estimated Annual Requirements | Unit | Hourly Composite Rate | Estimated Total Amount |
|------|---|-------------------------------|------|-----------------------|---------------------------|
| 2.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN Full Time Equivalent (FTE) Support (Order limitations, reference Section I, Contract clause, 3.2.4-17 & Indefinite Quantity.) Clause 3.2.4-20). | 34880 | HR | \$52.79 | \$1,841,315.20 |
| 3.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN (Part Time Support) | 70,000 | HR | \$44.39 | \$3,107,300.00 |
| 4.1 | INSTRUCTIONAL SYSTEMS DESIGN SPECIALIST (ISDS) | 15000 | HR | \$37.19 | \$ 557,850.00 |
| 5.1 | COMPUTER OPERATOR III | 5000 | HR | \$31.10 | \$ 155,500.00 |
| 6.1 | ILLUSTRATOR II | 1000 | HR | \$31.41 | \$ 31,410.00 |
| 7.1 | TECHNICAL WRITER | 250 | HR | \$34.04 | \$ 8,510.00 |
| 8.1 | FIRST LINE SUPERVISOR | | | | |
| 8.2 | FULL TIME (Order Limitations, reference Section I, Contract Clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20) | 1776 | HR | \$54.26 | \$ 96,365.76 |
| 8.3 | PART TIME | 1500 | HR | \$ 53.78 | \$ 80,670.00 |
| 9.1 | PROGRAM MANAGEMENT/CLERK TYPIST (Order limitations, reference Section I, Contract clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20.) | | | | |
| 9.2 | PROJECT MANAGER | 1776 | HR | \$64.33 | \$ 114,250.08 |
| 9.3 | ASSISTANT PROJECT MGR | 1776 | HR | \$56.71 | \$ 100,716.96 |
| 9.4 | CLERK TYPIST | 1776 | HR | \$31.28 | \$ 55,553.30 |
| 10.1 | SHIFT DIFFERENTIAL PREMIUM (Applicable to all labor categories hereunder) | | | | % <u>10</u> |
| 11.1 | EXPERTISE PREMIUM | | | | To be negotiated |
| 12.1 | TRAVEL/SAFETY EQUIPMENT/OTHER DIRECT COSTS | | | | NOT TO EXCEED \$30,000.00 |

PART I - SECTION (SCHEDULE) B
 SUPPLIES OR SERVICES AND PRICES/COSTS

Page 6R3
 Effective Date: 3/30/04 Mod 8

FOURTH OPTION - YEAR

B.1(b) SCHEDULE OF RATES

| CLIN | Labor Category | Estimated Annual Requirements | Unit | Hourly Composite Rate | Estimated Total Amount |
|------|---|-------------------------------|------|-----------------------|---------------------------|
| 2.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN Full Time Equivalent (FTE) Support (Order limitations, reference Section I, Contract clause, 3.2.4-17 & Indefinite Quantity.) Clause 3.2.4-20). | 34880 | HR | \$54.29 | \$1,893,635.20 |
| 3.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN (Part Time Support) | 70,000 | HR | \$45.69 | \$3,198,300.00 |
| 4.1 | INSTRUCTIONAL SYSTEMS DESIGN SPECIALIST (ISDS) | 15000 | HR | \$ 38.26 | \$ 573,900.00 |
| 5.1 | COMPUTER OPERATOR III | 5000 | HR | \$31.10 | \$ 155,500.00 |
| 6.1 | ILLUSTRATOR II | 1000 | HR | \$31.39 | \$ 31,390.00 |
| 7.1 | TECHNICAL WRITER | 250 | HR | \$34.03 | \$ 8,507.50 |
| 8.1 | FIRST LINE SUPERVISOR | | | | |
| 8.2 | FULL TIME (Order Limitations, reference Section I, Contract Clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20) | 1776 | HR | \$55.81 | \$ 99,118.56 |
| 8.3 | PART TIME | 1500 | HR | \$ 55.32 | \$ 82,980.00 |
| 9.1 | PROGRAM MANAGEMENT/CLERK TYPIST (Order limitations, reference Section I, Contract clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20.) | | | | |
| 9.2 | PROJECT MANAGER | 1776 | HR | \$66.18 | \$ 117,535.68 |
| 9.3 | ASSISTANT PROJECT MGR | 1776 | HR | \$58.34 | \$ 103,611.84 |
| 9.4 | CLERK TYPIST | 1776 | HR | \$31.28 | \$ 55,553.30 |
| 10.1 | SHIFT DIFFERENTIAL PREMIUM (Applicable to all labor categories hereunder) | | | | % <u>10</u> |
| 11.1 | EXPERTISE PREMIUM | | | | To be negotiated |
| 12.1 | TRAVEL/SAFETY EQUIPMENT/OTHER DIRECT COSTS | | | | NOT TO EXCEED \$30,000.00 |

| | | | |
|--|---------------------------------|--|--|
| AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT | | 1. CONTRACT ID CODE | PAGE OF PAGES 1 12 |
| 2. AMENDMENT/MODIFICATION NO. 0007 | 3. EFFECTIVE DATE 03/30/2004 | 4. REQUISITION/PURCHASE REQ. NO. | 5. PROJECT NO. (if applicable) |
| 6. ISSUED BY AMQ-310 CONTRACTING TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 380 OKLAHOMA CITY OK 73125 | CODE AMQ0310-ARC | 7. ADMINISTERED BY (if other than Item 6) AMQ-340 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 369 OKLAHOMA CITY OK 73125 | CODE AMQ340-ARC |
| 8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) AERO TECH SERVICE ASSOCIATES INC ATTN JOHN HOWARD 909 S MERIDIAN AVE STE 200 OKLAHOMA CITY OK 73108 | | (x) 9A. AMENDMENT OF SOLICITATION NO. | 9B. DATED (SEE ITEM 11) <i>CPD 5/10/04</i> |
| CODE | | FACILITY CODE | 10A. MODIFICATION OF CONTRACT/ORDER NO. DTFA02-02-D-07884 |
| | | | 10B. DATED (SEE ITEM 13) 03/20/2002 |

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 B 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 number. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (if required.)

\$0.00

See Schedule

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

| | |
|-------------------------------------|---|
| (x) <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. |
| <input type="checkbox"/> | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO THE AUTHORITY OF: |
| <input checked="" type="checkbox"/> | D. OTHER (Specify type of modification and authority) UNILATERAL-AMS CLAUSE 3.2.4-35 OPTION TO EXTEND TERM OF CONTRACT (APR 1996) |

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.)

Contract modification to exercise Option Year 2 effective 3/30/04.

I. PART I SECTION F DELIVERIES OR PERFORMANCE

The contract period is hereby extended through March 29, 2005 under the existing terms and conditions for changes identified herein.

II. PART I SECTION B SECOND OPTION YEAR is effective March 30, 2004 through March 29, 2005. (IAW Contract Modification 006 effective 10/29/03 that adjusted indicated labor categories due to cancellation of one subcontractor. Rates retroactive from Base contract year period. Second Option year Schedule B attached.)

III. SECTION H.20 WAGE DETERMINATION

Continued ...

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

| | | | |
|---|------------------|---|------------------|
| 15A. NAME AND TITLE OF SIGNER (Type or print) | | 15A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Judy A. Queen | |
| 15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign) | 15C. DATE SIGNED | 15B. CONTRACT AUTHORITY (Signature of Contracting Officer) | 15C. DATE SIGNED |

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DTFA02-02-D-07884/0007

PAGE 2 OF 12

NAME OF OFFEROR OR CONTRACTOR

AERO TECH SERVICE ASSOCIATES INC

| ITEM NO. (A) | SUPPLIES/SERVICES (B) | QUANTITY (C) | UNIT (D) | UNIT PRICE (E) | AMOUNT (F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| | Delete: Register of Wage Determination # 1994-2431 Insert: Register of Wage Determination # 1994-2431 | (Rev 19) | | Dtd 6/7/02 | |
| | | (Rev 22) | | Dtd 8/28/03 | (attached) |
| | IV. The ESTIMATED value of the contract is increased by \$6,000,788.70; from \$11,524.877 to \$17,525,665.91. DISTR: T Discount Terms: PROMPT NET 30 Period of Performance: 03/30/2004 to 03/29/2005 | | | | |
| | <i>Schedule B in word</i> | | | | |

| | | | |
|--|---------------------------------|--|--|
| AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT | | 1. CONTRACT ID CODE | PAGE OF PAGES 1 12 |
| 2. AMENDMENT/MODIFICATION NO. 0007 | 3. EFFECTIVE DATE 03/30/2004 | 4. REQUISITION/PURCHASE REQ. NO. | 5. PROJECT NO. (If applicable) |
| 6. ISSUED BY AMQ-310 CONTRACTING TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 380 OKLAHOMA CITY OK 73125 | CODE AMQ310-ARC | 7. ADMINISTERED BY (If other than Item 6) AMQ-340 CONTRACT MANAGEMENT TEAM FAA AERONAUTICAL CENTER PO BOX 25082 MPB ROOM 369 OKLAHOMA CITY OK 73125 | CODE AMQ340-ARC |
| 5. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) AERO TECH SERVICE ASSOCIATES INC ATTN JOHN HOWARD 909 S MERIDIAN AVE STE 200 OKLAHOMA CITY OK 73108 | | (x) 9A. AMENDMENT OF SOLICITATION NO. | 9B. DATED (SEE ITEM 11) |
| CODE | | FACILITY CODE | (x) 10A. MODIFICATION OF CONTRACT/ORDER NO. DTFA02-02-D-07884 |
| | | | 10B. DATED (SEE ITEM 13) 03/20/2002 |

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 number. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required.)

See Schedule \$0.00

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

| | |
|-------------------------------------|---|
| (x) <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. |
| <input type="checkbox"/> | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO THE AUTHORITY OF: |
| <input checked="" type="checkbox"/> | D. OTHER (Specify type of modification and authority) UNILATERAL-AMS CLAUSE 3.2.4-35 OPTION TO EXTEND TERM OF CONTRACT (APR 1996) |

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.)

Contract modification to exercise Option Year 2 effective 3/30/04.

I. PART I SECTION F DELIVERIES OR PERFORMANCE

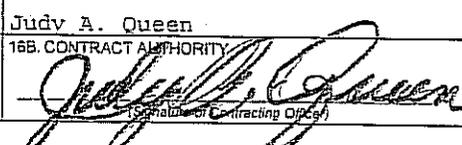
The contract period is hereby extended through March 29, 2005 under the existing terms and conditions for changes identified herein.

II. PART I SECTION B SECOND OPTION YEAR is effective March 30, 2004 through March 29, 2005. (IAW Contract Modification 006 effective 10/29/03 that adjusted indicated labor categories due to cancellation of one subcontractor. Rates retroactive from Base contract year period. Second Option year Schedule B attached.)

III. SECTION H.20 WAGE DETERMINATION

Continued ...

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

| | | | |
|---|------------------|---|-----------------------------|
| 15A. NAME AND TITLE OF SIGNER (Type or print) | | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Judy A. Queen | |
| 15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign) | 15C. DATE SIGNED | 16B. CONTRACT AUTHORITY  (Signature of Contracting Officer) | 16C. DATE SIGNED 1/23/04 |

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DTFA02-02-D-07884/0007

PAGE 2 OF 12

NAME OF OFFEROR OR CONTRACTOR

AERO TECH SERVICE ASSOCIATES INC

| ITEM NO. (A) | SUPPLIES/SERVICES (B) | QUANTITY (C) | UNIT (D) | UNIT PRICE (E) | AMOUNT (F) |
|-----------------|--|-----------------|-------------|-------------------|---------------|
| | Delete: Register of Wage Determination # 1994-2431 | (Rev 19) | | Dtd 6/7/02 | |
| | Insert: Register of Wage Determination # 1994-2431 | (Rev 22) | | Dtd 8/28/03 | (attached) |
| | IV. The ESTIMATED value of the contract is increased by \$6,000,788.70; from \$11,524,877.21 to \$17,525,665.91. DISTR: T Discount Terms: PROMPT NET 30 Period of Performance: 03/30/2004 to 03/29/2005 | | | | |

PART I - SECTION (SCHEDULE) B
SUPPLIES OR SERVICES AND PRICES/COSTS
SECOND OPTION YEAR

Page 4R2
October 29, 2003 Mod 6

B.1(b) SCHEDULE OF RATES

| CLIN | Labor Category | Estimated Annual Requirements | Unit | Hourly Composite Rate | Estimated Total Amount |
|------|---|-------------------------------|------|-----------------------|---------------------------|
| 2.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN Full Time Equivalent (FTE) Support (Order limitations, reference Section I, Contract clause, 3.2.4-17 & Indefinite Quantity.) Clause 3.2.4-20). | 34880 | HR | \$ 51.34 | \$1,790,739.20 |
| 3.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN (Part Time Support) | 70,000 | HR | \$ 43.15 | \$3,020,500.00 |
| 4.1 | INSTRUCTIONAL SYSTEMS DESIGN SPECIALIST (ISDS) | 15000 | HR | \$36.15 | \$ 542,250.00 |
| 5.1 | COMPUTER OPERATOR | 5000 | HR | \$28.70 | \$ 143,500.00 |
| 6.1 | ILLUSTRATOR II | 1000 | HR | \$31.03 | \$ 31,030.00 |
| 7.1 | TECHNICAL WRITER | 250 | HR | \$33.67 | \$ 8,417.50 |
| 8.1 | FIRST LINE SUPERVISOR | | | | |
| 8.2 | FULL TIME (Order Limitations, reference Section I, Contract Clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20) | 1776 | HR | \$52.76 | \$ 93,701.76 |
| 8.3 | PART TIME | 1500 | HR | \$52.29 | \$ 78,435.00 |
| 9.1 | PROGRAM MANAGEMENT/CLERK TYPIST (Order limitations, reference Section I, Contract clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20.) | | | | |
| 9.2 | PROJECT MANAGER | 1776 | HR | \$62.53 | \$ 111,053.28 |
| 9.3 | ASSISTANT PROJECT MGR | 1776 | HR | \$55.13 | \$ 97,910.88 |
| 9.4 | CLERK TYPIST | 1776 | HR | \$29.83 | \$ 52,978.08 |
| 10.1 | SHIFT DIFFERENTIAL PREMIUM (Applicable to all labor categories hereunder) | | | | % .10 |
| 11.1 | EXPERTISE PREMIUM | | | | To be negotiated |
| 12.1 | TRAVEL/SAFETY EQUIPMENT/OTHER DIRECT COSTS | | | | NOT TO EXCEED \$30,000.00 |

ATTACHMENT
Modification 007

94-2431 OK, OKLAHOMA CITY 09/02/03

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210 DTFA02-02-D-07884

| | | |
|------------------|---------------------|-----------------------------------|
| William W. Gross | Division of | Wage Determination No.: 1994-2431 |
| Director | Wage Determinations | Revision No.: 22 |
| | | Date Of Last Revision: 08/28/2003 |

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

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

| OCCUPATION CODE - TITLE | MINIMUM WAGE RATE |
|---|-------------------|
| 01000 - Administrative Support and Clerical Occupations | |
| 01011 - Accounting Clerk I | 9.70 |
| 01012 - Accounting Clerk II | 10.67 |
| 01013 - Accounting Clerk III | 13.68 |
| 01014 - Accounting Clerk IV | 18.28 |
| 01030 - Court Reporter | 15.59 |
| 01050 - Dispatcher, Motor Vehicle | 14.81 |
| 01060 - Document Preparation Clerk | 11.00 |
| 01070 - Messenger (Courier) | 9.49 |
| 01090 - Duplicating Machine Operator | 10.51 |
| 01110 - Film/Tape Librarian | 11.96 |
| 01115 - General Clerk I | 9.11 |
| 01116 - General Clerk II | 9.87 |
| 01117 - General Clerk III | 12.50 |
| 01118 - General Clerk IV | 18.00 |
| 01120 - Housing Referral Assistant | 18.26 |
| 01131 - Key Entry Operator I | 8.96 |
| 01132 - Key Entry Operator II | 10.16 |
| 01191 - Order Clerk I | 10.18 |
| 01192 - Order Clerk II | 14.08 |
| 01261 - Personnel Assistant (Employment) I | 11.72 |
| 01262 - Personnel Assistant (Employment) II | 12.79 |
| 01263 - Personnel Assistant (Employment) III | 14.34 |
| 01264 - Personnel Assistant (Employment) IV | 16.63 |
| 01270 - Production Control Clerk | 16.28 |
| 01290 - Rental Clerk | 11.33 |
| 01300 - Scheduler, Maintenance | 12.64 |
| 01311 - Secretary I | 12.64 |
| 01312 - Secretary II | 15.76 |
| 01313 - Secretary III | 18.26 |
| 01314 - Secretary IV | 20.53 |
| 01315 - Secretary V | 21.74 |
| 01320 - Service Order Dispatcher | 13.07 |
| 01341 - Stenographer I | 10.51 |
| 01342 - Stenographer II | 12.37 |
| 01400 - Supply Technician | 20.53 |
| 01420 - Survey Worker (Interviewer) | 13.25 |

| | |
|--|-------|
| 01460 - Switchboard Operator-Receptionist | 10.02 |
| 01510 - Test Examiner | 15.76 |
| 01520 - Test Proctor | 15.76 |
| 01531 - Travel Clerk I | 9.94 |
| 01532 - Travel Clerk II | 10.44 |
| 01533 - Travel Clerk III | 10.93 |
| 01611 - Word Processor I | 8.98 |
| 01612 - Word Processor II | 10.75 |
| 01613 - Word Processor III | 11.61 |
| 03000 - Automatic Data Processing Occupations | |
| 03010 - Computer Data Librarian | 8.88 |
| 03041 - Computer Operator I | 10.91 |
| 03042 - Computer Operator II | 13.43 |
| 03043 - Computer Operator III | 18.01 |
| 03044 - Computer Operator IV | 19.48 |
| 03045 - Computer Operator V | 21.59 |
| 03071 - Computer Programmer I (1) | 19.89 |
| 03072 - Computer Programmer II (1) | 22.83 |
| 03073 - Computer Programmer III (1) | 27.62 |
| 03074 - Computer Programmer IV (1) | 27.62 |
| 03101 - Computer Systems Analyst I (1) | 23.46 |
| 03102 - Computer Systems Analyst II (1) | 26.26 |
| 03103 - Computer Systems Analyst III (1) | 27.62 |
| 03160 - Peripheral Equipment Operator | 11.12 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automotive Body Repairer, Fiberglass | 15.64 |
| 05010 - Automotive Glass Installer | 15.47 |
| 05040 - Automotive Worker | 14.08 |
| 05070 - Electrician, Automotive | 16.35 |
| 05100 - Mobile Equipment Servicer | 12.54 |
| 05130 - Motor Equipment Metal Mechanic | 15.64 |
| 05160 - Motor Equipment Metal Worker | 14.08 |
| 05190 - Motor Vehicle Mechanic | 15.64 |
| 05220 - Motor Vehicle Mechanic Helper | 11.98 |
| 05250 - Motor Vehicle Upholstery Worker | 13.31 |
| 05280 - Motor Vehicle Wrecker | 14.08 |
| 05310 - Painter, Automotive | 14.86 |
| 05340 - Radiator Repair Specialist | 14.08 |
| 05370 - Tire Repairer | 12.12 |
| 05400 - Transmission Repair Specialist | 15.64 |
| 07000 - Food Preparation and Service Occupations | |
| (not set) - Food Service Worker | 6.87 |
| 07010 - Baker | 9.04 |
| 07041 - Cook I | 7.94 |
| 07042 - Cook II | 9.56 |
| 07070 - Dishwasher | 6.73 |
| 07130 - Meat Cutter | 11.33 |
| 07250 - Waiter/Waitress | 7.05 |
| 09000 - Furniture Maintenance and Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.86 |
| 09040 - Furniture Handler | 10.36 |
| 09070 - Furniture Refinisher | 14.86 |
| 09100 - Furniture Refinisher Helper | 11.75 |
| 09110 - Furniture Repairer, Minor | 13.31 |
| 09130 - Upholsterer | 14.86 |
| 11030 - General Services and Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.37 |
| 11060 - Elevator Operator | 8.17 |
| 11090 - Gardener | 10.37 |
| 11121 - House Keeping Aid I | 7.27 |

| | | |
|-------|---|-------|
| 11122 | - House Keeping Aid II | 8.57 |
| 11150 | - Janitor | 8.51 |
| 11210 | - Laborer, Grounds Maintenance | 8.72 |
| 11240 | - Maid or Houseman | 7.27 |
| 11270 | - Pest Controller | 11.28 |
| 11300 | - Refuse Collector | 8.17 |
| 11330 | - Tractor Operator | 9.73 |
| 11360 | - Window Cleaner | 9.02 |
| 12000 | - Health Occupations | |
| 12020 | - Dental Assistant | 12.42 |
| 12040 | - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver | 11.19 |
| 12071 | - Licensed Practical Nurse I | 10.19 |
| 12072 | - Licensed Practical Nurse II | 11.46 |
| 12073 | - Licensed Practical Nurse III | 12.82 |
| 12100 | - Medical Assistant | 10.04 |
| 12130 | - Medical Laboratory Technician | 11.43 |
| 12160 | - Medical Record Clerk | 11.24 |
| 12190 | - Medical Record Technician | 13.54 |
| 12221 | - Nursing Assistant I | 7.67 |
| 12222 | - Nursing Assistant II | 8.62 |
| 12223 | - Nursing Assistant III | 9.41 |
| 12224 | - Nursing Assistant IV | 10.55 |
| 12250 | - Pharmacy Technician | 12.19 |
| 12280 | - Phlebotomist | 12.16 |
| 12311 | - Registered Nurse I | 16.67 |
| 12312 | - Registered Nurse II | 20.39 |
| 12313 | - Registered Nurse II, Specialist | 20.39 |
| 12314 | - Registered Nurse III | 24.66 |
| 12315 | - Registered Nurse III, Anesthetist | 24.66 |
| 12316 | - Registered Nurse IV | 29.57 |
| 13000 | - Information and Arts Occupations | |
| 13002 | - Audiovisual Librarian | 16.49 |
| 13011 | - Exhibits Specialist I | 18.53 |
| 13012 | - Exhibits Specialist II | 20.67 |
| 13013 | - Exhibits Specialist III | 24.88 |
| 13041 | - Illustrator I | 17.00 |
| 13042 | - Illustrator II | 18.79 |
| 13043 | - Illustrator III | 23.46 |
| 13047 | - Librarian | 17.58 |
| 13050 | - Library Technician | 11.07 |
| 13071 | - Photographer I | 10.96 |
| 13072 | - Photographer II | 13.53 |
| 13073 | - Photographer III | 16.34 |
| 13074 | - Photographer IV | 20.40 |
| 13075 | - Photographer V | 23.41 |
| 15000 | - Laundry, Dry Cleaning, Pressing and Related Occupations | |
| 15010 | - Assembler | 7.03 |
| 15030 | - Counter Attendant | 7.03 |
| 15040 | - Dry Cleaner | 8.83 |
| 15070 | - Finisher, Flatwork, Machine | 7.03 |
| 15090 | - Presser, Hand | 7.03 |
| 15100 | - Presser, Machine, Drycleaning | 7.03 |
| 15130 | - Presser, Machine, Shirts | 7.03 |
| 15160 | - Presser, Machine, Wearing Apparel, Laundry | 7.03 |
| 15190 | - Sewing Machine Operator | 9.46 |
| 15220 | - Tailor | 10.09 |
| 15250 | - Washer, Machine | 7.69 |
| 19000 | - Machine Tool Operation and Repair Occupations | |
| 19010 | - Machine-Tool Operator (Toolroom) | 17.99 |
| 19040 | - Tool and Die Maker | 24.44 |

| | |
|--|-------|
| 21000 - Material Handling and Packing Occupations | |
| 21010 - Fuel Distribution System Operator | 15.39 |
| 21020 - Material Coordinator | 16.28 |
| 21030 - Material Expediter | 16.28 |
| 21040 - Material Handling Laborer | 10.95 |
| 21050 - Order Filler | 11.74 |
| 21071 - Forklift Operator | 13.81 |
| 21080 - Production Line Worker (Food Processing) | 12.68 |
| 21100 - Shipping/Receiving Clerk | 11.78 |
| 21130 - Shipping Packer | 11.78 |
| 21140 - Store Worker I | 11.27 |
| 21150 - Stock Clerk (Shelf Stocker; Store Worker II) | 13.62 |
| 21210 - Tools and Parts Attendant | 12.68 |
| 21400 - Warehouse Specialist | 12.68 |
| 23000 - Mechanics and Maintenance and Repair Occupations | |
| 23010 - Aircraft Mechanic | 17.12 |
| 23040 - Aircraft Mechanic Helper | 12.43 |
| 23050 - Aircraft Quality Control Inspector | 17.40 |
| 23060 - Aircraft Servicer | 14.08 |
| 23070 - Aircraft Worker | 14.90 |
| 23100 - Appliance Mechanic | 14.94 |
| 23120 - Bicycle Repairer | 12.12 |
| 23125 - Cable Splicer | 18.10 |
| 23130 - Carpenter, Maintenance | 14.95 |
| 23140 - Carpet Layer | 14.17 |
| 23160 - Electrician, Maintenance | 16.72 |
| 23181 - Electronics Technician, Maintenance I | 15.03 |
| 23182 - Electronics Technician, Maintenance II | 22.61 |
| 23183 - Electronics Technician, Maintenance III | 25.36 |
| 23260 - Fabric Worker | 13.39 |
| 23290 - Fire Alarm System Mechanic | 15.64 |
| 23310 - Fire Extinguisher Repairer | 12.61 |
| 23340 - Fuel Distribution System Mechanic | 18.88 |
| 23370 - General Maintenance Worker | 14.08 |
| 23400 - Heating, Refrigeration and Air Conditioning Mechanic | 15.64 |
| 23430 - Heavy Equipment Mechanic | 15.64 |
| 23440 - Heavy Equipment Operator | 16.82 |
| 23460 - Instrument Mechanic | 17.02 |
| 23470 - Laborer | 9.23 |
| 23500 - Locksmith | 15.07 |
| 23530 - Machinery Maintenance Mechanic | 16.70 |
| 23550 - Machinist, Maintenance | 15.64 |
| 23580 - Maintenance Trades Helper | 11.98 |
| 23640 - Millwright | 16.24 |
| 23700 - Office Appliance Repairer | 14.95 |
| 23740 - Painter, Aircraft | 14.86 |
| 23760 - Painter, Maintenance | 14.86 |
| 23790 - Pipefitter, Maintenance | 18.23 |
| 23800 - Plumber, Maintenance | 17.52 |
| 23820 - Pneudraulic Systems Mechanic | 15.64 |
| 23850 - Rigger | 16.14 |
| 23870 - Scale Mechanic | 14.17 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.74 |
| 23910 - Small Engine Mechanic | 14.08 |
| 23930 - Telecommunication Mechanic I | 19.01 |
| 23931 - Telecommunication Mechanic II | 19.93 |
| 23950 - Telephone Lineman | 19.01 |
| 23960 - Welder, Combination, Maintenance | 15.64 |
| 23965 - Well Driller | 17.20 |
| 23970 - Woodcraft Worker | 15.64 |

| | |
|--|-------|
| 23980 - Woodworker | 12.54 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.41 |
| 24580 - Child Care Center Clerk | 12.06 |
| 24600 - Chore Aid | 7.72 |
| 24630 - Homemaker | 15.64 |
| 25000 - Plant and System Operation Occupations | |
| 25010 - Boiler Tender | 18.49 |
| 25040 - Sewage Plant Operator | 15.27 |
| 25070 - Stationary Engineer | 19.78 |
| 25190 - Ventilation Equipment Tender | 11.82 |
| 25210 - Water Treatment Plant Operator | 14.86 |
| 27000 - Protective Service Occupations | |
| (not set) - Police Officer | 18.72 |
| 27004 - Alarm Monitor | 11.41 |
| 27006 - Corrections Officer | 17.95 |
| 27010 - Court Security Officer | 17.95 |
| 27040 - Detention Officer | 17.95 |
| 27070 - Firefighter | 17.18 |
| 27101 - Guard I | 10.07 |
| 27102 - Guard II | 14.77 |
| 28000 - Stevedoring/Longshoremen Occupations | |
| 28010 - Blocker and Bracer | 15.79 |
| 28020 - Hatch Tender | 15.20 |
| 28030 - Line Handler | 15.20 |
| 28040 - Stevedore I | 16.43 |
| 28050 - Stevedore II | 18.34 |
| 29000 - Technical Occupations | |
| 21150 - Graphic Artist | 18.92 |
| 29010 - Air Traffic Control Specialist, Center (2) | 29.36 |
| 29011 - Air Traffic Control Specialist, Station (2) | 20.24 |
| 29012 - Air Traffic Control Specialist, Terminal (2) | 22.29 |
| 29023 - Archeological Technician I | 15.46 |
| 29024 - Archeological Technician II | 18.59 |
| 29025 - Archeological Technician III | 23.01 |
| 29030 - Cartographic Technician | 21.03 |
| 29035 - Computer Based Training (CBT) Specialist/ Instructor | 25.02 |
| 29040 - Civil Engineering Technician | 18.18 |
| 29061 - Drafter I | 12.17 |
| 29062 - Drafter II | 14.05 |
| 29063 - Drafter III | 18.53 |
| 29064 - Drafter IV | 21.63 |
| 29081 - Engineering Technician I | 14.93 |
| 29082 - Engineering Technician II | 18.70 |
| 29083 - Engineering Technician III | 20.55 |
| 29084 - Engineering Technician IV | 26.62 |
| 29085 - Engineering Technician V | 30.72 |
| 29086 - Engineering Technician VI | 35.25 |
| 29090 - Environmental Technician | 18.73 |
| 29100 - Flight Simulator/Instructor (Pilot) | 26.55 |
| 29160 - Instructor | 19.76 |
| 29210 - Laboratory Technician | 14.80 |
| 29240 - Mathematical Technician | 22.75 |
| 29361 - Paralegal/Legal Assistant I | 15.04 |
| 29362 - Paralegal/Legal Assistant II | 19.60 |
| 29363 - Paralegal/Legal Assistant III | 23.97 |
| 29364 - Paralegal/Legal Assistant IV | 29.01 |
| 29390 - Photooptics Technician | 21.60 |
| 29480 - Technical Writer | 20.46 |
| 29491 - Unexploded Ordnance (UXO) Technician I | 18.66 |

| | |
|---|-------|
| 29492 - Unexploded Ordnance (UXO) Technician II | 22.57 |
| 29493 - Unexploded Ordnance (UXO) Technician III | 27.05 |
| 29494 - Unexploded (UXO) Safety Escort | 18.66 |
| 29495 - Unexploded (UXO) Sweep Personnel | 18.66 |
| 29620 - Weather Observer, Senior (3) | 22.14 |
| 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) | 19.24 |
| 29622 - Weather Observer, Upper Air (3) | 19.24 |
| 31000 - Transportation/ Mobile Equipment Operation Occupations | |
| 31030 - Bus Driver | 11.84 |
| 31260 - Parking and Lot Attendant | 8.00 |
| 31290 - Shuttle Bus Driver | 11.10 |
| 31300 - Taxi Driver | 9.49 |
| 31361 - Truckdriver, Light Truck | 11.10 |
| 31362 - Truckdriver, Medium Truck | 12.54 |
| 31363 - Truckdriver, Heavy Truck | 15.40 |
| 31364 - Truckdriver, Tractor-Trailer | 15.40 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Animal Caretaker | 9.25 |
| 99030 - Cashier | 7.32 |
| 99041 - Carnival Equipment Operator | 9.13 |
| 99042 - Carnival Equipment Repairer | 9.74 |
| 99043 - Carnival Worker | 7.09 |
| 99050 - Desk Clerk | 8.41 |
| 99095 - Embalmer | 18.49 |
| 99300 - Lifeguard | 9.80 |
| 99310 - Mortician | 20.05 |
| 99350 - Park Attendant (Aide) | 12.31 |
| 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech) | 9.09 |
| 99500 - Recreation Specialist | 11.65 |
| 99510 - Recycling Worker | 9.26 |
| 99610 - Sales Clerk | 9.83 |
| 99620 - School Crossing Guard (Crosswalk Attendant) | 7.01 |
| 99630 - Sport Official | 9.80 |
| 99658 - Survey Party Chief (Chief of Party) | 19.52 |
| 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) | 15.74 |
| 99660 - Surveying Aide | 10.97 |
| 99690 - Swimming Pool Operator | 12.58 |
| 99720 - Vending Machine Attendant | 10.45 |
| 99730 - Vending Machine Repairer | 12.58 |
| 99740 - Vending Machine Repairer Helper | 10.16 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

| | | | | |
|--|--|---------------------|------|----------|
| AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT | | 1. CONTRACT ID CODE | PAGE | OF PAGES |
| | | | 1 | 2 |

| | | | |
|---|--------------------------------------|---------------------------------|-------------------------------|
| 2. AMENDMENT/MODIFICATION NO SIX (6) | 3. EFFECTIVE DATE OCTOBER 29 2003 | 4. REQUISITION/PURCHASE REQ NO. | 5. PROJECT NO (If applicable) |
|---|--------------------------------------|---------------------------------|-------------------------------|

| | |
|--|---|
| 6. ISSUED BY CODE | 7. ADMINISTERED BY (If other than Item 6) CODE |
| FAA, MIKE MONRONEY AERONAUTICAL CENTER CONTRACT MANAGEMENT TEAM AMQ-340 P O BOX 25082 OKLAHOMA CITY OK 73125-4929 | |

| | | |
|--|---------------|---|
| 8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) AERO TECH SERVICE ASSOCIATES, INC. 909 S. MERIDIAN AVENUE, SUITE 400 OKLAHOMA CITY, OK 73108-1639 | (X) | 9A. AMENDMENT OF SOLICITATION NO |
| | | 9B. DATED (SEE ITEM 11) |
| | X | 10A. MODIFICATION OF CONTRACT/ORDER DTFA-02-02-D-07884 |
| CODE | FACILITY CODE | 10B. DATED (SEE ITEM 13) March 30, 2002 |

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 return [] copy 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.

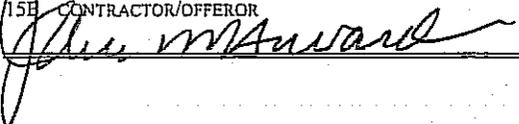
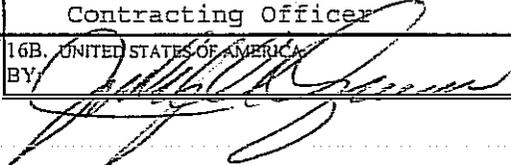
12. ACCOUNTING AND APPROPRIATION DATA (If required)

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

| | |
|-----|---|
| (X) | 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. |
| | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: |
| X | D. OTHER (Specify type of modification and authority) BILATERAL AGREEMENT - MUTUAL AGREEMENT OF THE PARTIES |
| E. | IMPORTANT: Contractor [] is not, [X] 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.)
 The purpose of this modification is to reflect hourly rate adjustments retroactive from Base contract year through option year four due to the cancellation of one of two subcontractors after award. (See page 2A for amplification).

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) JOHN M. HOWARD CEO and President | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) JUDY A. QUEEN Contracting Officer |
| 15B. CONTRACTOR/OFFEROR  | 16B. UNITED STATES OF AMERICA  |
| 15C. DATE SIGNED 03 Nov 2003 | 16C. DATE SIGNED 11/12/03 |

Page Two ^A
Contract DTFA-02-02D07884
Mod 6
October 29, 2003

Aerotech Services will credit the FAA the calculated hourly difference in each labor category that is affected by the reduction of one subcontractor. (Note: Contract Mod 5 adjusted award rates for Option Year One due to Wage Rate revision 19 dated 6/7/02). Exercise of any option years will be contingent on FAA approval IAW contract provisions

Part I, Section B: DELETE: Pages 2 through 6 of Pricing Schedule B and REPLACE with Pages 2R2 through 6R2 dated 10/29/03 (attached).

The ESTIMATED value of the contract is decreased by \$8,845.23; from \$11,533,722.44 to \$11,524,877.21.

PART I – SECTION (SCHEDULE) B
SUPPLIES OR SERVICES AND PRICES/COSTS

BASE YEAR

B.1(a) The contractor shall furnish all personnel and when required, space, materials, equipment and supplies to provide Administrative support services in accordance with the terms, conditions and provisions set forth herein and in the attached Statement of Work (SOW) Section J, Attachment 001. The contractor shall be paid for services performed in accordance with the following price schedule:

| CLIN | Supplies/Services | Quantity | Unit | Unit Price | Amount |
|------|-------------------|----------|------|------------|--------|
|------|-------------------|----------|------|------------|--------|

Page 2R2
October 29, 2003

| | | | | | |
|-----|--|---|-----|-------------------------|----------|
| 1.1 | PHASE-IN (Not applicable to Option Years) | 1 | JOB | (Not-Separately Priced) | \$ _____ |
|-----|--|---|-----|-------------------------|----------|

B.1(b) SCHEDULE OF RATES (To extend one year from date of award)

| CLIN | Labor Category | Estimated Annual Requirements | Unit | Hourly Composite Rate | Estimated Total Amount |
|------|---|-------------------------------|------|-----------------------|------------------------|
| 2.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN Full Time Equivalent (FTE) Support (Order limitations, reference Section I, Contract clause, 3.2.4-17 & Indefinite Quantity.) Clause 3.2.4-20). | 34880 | HR | \$48.53 | \$1,692,726.40 |
| 3.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN (Part Time Support) | 70,000 | HR | \$40.72 | \$2,850,400.00 |
| 4.1 | INSTRUCTIONAL SYSTEMS DESIGN SPECIALIST (ISDS) | 15000 | HR | \$34.13 | \$ 511,950.00 |
| 5.1 | COMPUTER OPERATOR | 5000 | HR | \$ 28.69 | \$ 143,450.00 |
| 6.1 | ILLUSTRATOR II | 1000 | HR | \$31.05 | \$ 31,050.00 |
| 7.1 | TECHNICAL WRITER | 250 | HR | \$33.68 | \$ 8,420.00 |
| 8.1 | FIRST LINE SUPERVISOR | | | | |
| 8.2 | FULL TIME (Order Limitations, reference Section I, Contract Clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20) | 1776 | HR | \$49.90 | \$ 88,622.40 |
| 8.3 | PART TIME | 1500 | HR | \$49.46 | \$ 74,190.00 |
| 9.1 | PROGRAM MANAGEMENT/CLERK TYPIST (Order limitations, reference Section I, Contract clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20.) | | | | |
| 9.2 | PROJECT MANAGER | 1776 | HR | \$59.09 | \$ 104,943.84 |
| 9.3 | ASSISTANT PROJECT MANAGER | 1776 | HR | \$52.11 | \$ 92,547.36 |

| | | | | | |
|------|--|------|----|------------------|--------------|
| 9.4 | CLERK TYPIST | 1776 | HR | \$ 29.81 | \$ 52,942.56 |
| 10.1 | SHIFT DIFFERENTIAL PREMIUM (Applicable to all labor categories hereunder) | | | | % <u>10</u> |
| 11.1 | EXPERTISE PREMIUM | | | To be negotiated | |
| 12.1 | TRAVEL/SAFETY EQUIPMENT/OTHER DIRECT COSTS | | | NOT TO EXCEED | \$30,000.00 |

FIRST OPTION YEAR

B.1(b) SCHEDULE OF RATES

| CLIN | Labor Category | Estimated Annual Requirements | Unit | Hourly Composite Rate | Estimated Total Amount |
|------|---|-------------------------------|------|-----------------------|------------------------|
| 2.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN Full Time Equivalent (FTE) Support (Order limitations, reference Section I, Contract clause, 3.2.4-17 & Indefinite Quantity.) Clause 3.2.4-20). | 34880 | HR | \$49.89 | \$1,740,163.20 |
| 3.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN (Part Time Support) | 70,000 | HR | \$41.89 | \$2,932,300.00 |
| 4.1 | INSTRUCTIONAL SYSTEMS DESIGN SPECIALIST (ISDS) | 15000 | HR | \$35.11 | \$ 526,650.00 |
| 5.1 | COMPUTER OPERATOR | 5000 | HR | \$29.31 | \$ 146,550.00 |
| 6.1 | ILLUSTRATOR II | 1000 | HR | \$31.17 | \$ 31,170.00 |
| 7.1 | TECHNICAL WRITER | 250 | HR | \$33.80 | \$ 8,450.00 |
| 8.1 | FIRST LINE SUPERVISOR | | | | |
| 8.2 | FULL TIME (Order Limitations, reference Section I, Contract Clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20) | 1776 | HR | \$51.30 | \$ 91,108.80 |
| 8.3 | PART TIME | 1500 | HR | \$50.85 | \$ 76,275.00 |
| 9.1 | PROGRAM MANAGEMENT/CLERK TYPIST (Order limitations, reference Section I, Contract clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20.) | | | | |
| 9.2 | PROJECT MANAGER | 1776 | HR | \$60.78 | \$ 107,945.28 |
| 9.3 | ASSISTANT PROJECT MGR | 1776 | HR | \$53.60 | \$ 95,193.60 |
| 9.4 | CLERK TYPIST | 1776 | HR | \$31.00 | \$ 55,056.00 |
| 10.1 | SHIFT DIFFERENTIAL PREMIUM (Applicable to all labor categories hereunder) | | | | % <u>10</u> |
| 11.1 | EXPERTISE PREMIUM | | | | To be negotiated |
| 12.1 | TRAVEL/SAFETY EQUIPMENT/OTHER DIRECT COSTS | | | NOT TO EXCEED | \$30,000.00 |

PART I - SECTION (SCHEDULE) B
 SUPPLIES OR SERVICES AND PRICES/COSTS
SECOND OPTION YEAR

Page 4R2
 October 29, 2003 Mod 6

B.1(b) SCHEDULE OF RATES

| CLIN | Labor Category | Estimated Annual Requirements | Unit | Hourly Composite Rate | Estimated Total Amount |
|------|---|-------------------------------|------|-----------------------|---------------------------|
| 2.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN Full Time Equivalent (FTE) Support (Order limitations, reference Section I, Contract clause, 3.2.4-17 & Indefinite Quantity.) Clause 3.2.4-20). | 34880 | HR | \$ 51.34 | \$1,790,739.20 |
| 3.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN (Part Time Support) | 70,000 | HR | \$ 43.15 | \$3,020,500.00 |
| 4.1 | INSTRUCTIONAL SYSTEMS DESIGN SPECIALIST (ISDS) | 15000 | HR | \$36.15 | \$ 542,250.00 |
| 5.1 | COMPUTER OPERATOR | 5000 | HR | \$28.70 | \$ 143,500.00 |
| 6.1 | ILLUSTRATOR II | 1000 | HR | \$31.03 | \$ 31,030.00 |
| 7.1 | TECHNICAL WRITER | 250 | HR | \$33.67 | \$ 8,417.50 |
| 8.1 | FIRST LINE SUPERVISOR | | | | |
| 8.2 | FULL TIME (Order Limitations, reference Section I, Contract Clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20) | 1776 | HR | \$52.76 | \$ 93,701.76 |
| 8.3 | PART TIME | 1500 | HR | \$52.29 | \$ 78,435.00 |
| 9.1 | PROGRAM MANAGEMENT/CLERK TYPIST (Order limitations, reference Section I, Contract clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20.) | | | | |
| 9.2 | PROJECT MANAGER | 1776 | HR | \$62.53 | \$ 111,053.28 |
| 9.3 | ASSISTANT PROJECT MGR | 1776 | HR | \$55.13 | \$ 97,910.88 |
| 9.4 | CLERK TYPIST | 1776 | HR | \$29.83 | \$ 52,978.08 |
| 10.1 | SHIFT DIFFERENTIAL PREMIUM (Applicable to all labor categories hereunder) | | | | % <u>10</u> |
| 11.1 | EXPERTISE PREMIUM | | | | To be negotiated |
| 12.1 | TRAVEL/SAFETY EQUIPMENT/OTHER DIRECT COSTS | | | | NOT TO EXCEED \$30,000.00 |

PART I - SECTION (SCHEDULE) B
 SUPPLIES OR SERVICES AND PRICES/COSTS

Page 5 R2
 October 29, 2003 Mod 6

THIRD OPTION YEAR

B.1(b) SCHEDULE OF RATES

| CLIN | Labor Category | Estimated Annual Requirements | Unit | Hourly Composite Rate | Estimated Total Amount |
|------|---|-------------------------------|------|-----------------------|---------------------------|
| 2.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN Full Time Equivalent (FTE) Support (Order limitations, reference Section I, Contract clause, 3.2.4-17 & Indefinite Quantity.) Clause 3.2.4-20). | 34880 | HR | \$52.79 | \$1,841,315.20 |
| 3.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN (Part Time Support) | 70,000 | HR | \$44.39 | \$3,107,300.00 |
| 4.1 | INSTRUCTIONAL SYSTEMS DESIGN SPECIALIST (ISDS) | 15000 | HR | \$37.19 | \$ 557,850.00 |
| 5.1 | COMPUTER OPERATOR | 5000 | HR | \$28.71 | \$ 143,550.00 |
| 6.1 | ILLUSTRATOR II | 1000 | HR | \$31.02 | \$ 31,020.00 |
| 7.1 | TECHNICAL WRITER | 250 | HR | \$33.65 | \$ 8,412.50 |
| 8.1 | FIRST LINE SUPERVISOR | | | | |
| 8.2 | FULL TIME (Order Limitations, reference Section I, Contract Clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20) | 1776 | HR | \$54.26 | \$ 96,365.76 |
| 8.3 | PART TIME | 1500 | HR | \$ 53.78 | \$ 80,670.00 |
| 9.1 | PROGRAM MANAGEMENT/CLERK TYPIST (Order limitations, reference Section I, Contract clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20.) | | | | |
| 9.2 | PROJECT MANAGER | 1776 | HR | \$64.33 | \$ 114,250.08 |
| 9.3 | ASSISTANT PROJECT MGR | 1776 | HR | \$56.71 | \$ 100,716.96 |
| 9.4 | CLERK TYPIST | 1776 | HR | \$29.84 | \$ 52,995.84 |
| 10.1 | SHIFT DIFFERENTIAL PREMIUM (Applicable to all labor categories hereunder) | | | | % <u>10</u> |
| 11.1 | EXPERTISE PREMIUM | | | | To be negotiated |
| 12.1 | TRAVEL/SAFETY EQUIPMENT/OTHER DIRECT COSTS | | | | NOT TO EXCEED \$30,000.00 |

PART I - SECTION (SCHEDULE) B
 SUPPLIES OR SERVICES AND PRICES/COSTS

Page 6R2
 October 29, 2003 Mod 6

FOURTH OPTION YEAR

B.1(b) SCHEDULE OF RATES

| CLIN | Labor Category | Estimated Annual Requirements | Unit | Hourly Composite Rate | Estimated Total Amount |
|------|---|-------------------------------|------|-----------------------|------------------------|
| 2.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN Full Time Equivalent (FTE) Support (Order limitations, reference Section I, Contract clause, 3.2.4-17 & Indefinite Quantity.) Clause 3.2.4-20). | 34880 | HR | \$54.29 | \$1,893,635.20 |
| 3.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN (Part Time Support) | 70,000 | HR | \$45.69 | \$3,198,300.00 |
| 4.1 | INSTRUCTIONAL SYSTEMS DESIGN SPECIALIST (ISDS) | 15000 | HR | \$ 38.26 | \$ 573,900.00 |
| 5.1 | COMPUTER OPERATOR | 5000 | HR | \$28.71 | \$ 143,550.00 |
| 6.1 | ILLUSTRATOR II | 1000 | HR | \$31.00 | \$ 31,000.00 |
| 7.1 | TECHNICAL WRITER | 250 | HR | \$33.64 | \$ 8,410.00 |
| 8.1 | FIRST LINE SUPERVISOR | | | | |
| 8.2 | FULL TIME (Order Limitations, reference Section I, Contract Clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20) | 1776 | HR | \$55.81 | \$ 99,118.56 |
| 8.3 | PART TIME | 1500 | HR | \$ 55.32 | \$ 82,980.00 |
| 9.1 | PROGRAM MANAGEMENT/CLERK TYPIST (Order limitations, reference Section I, Contract clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20.) | | | | |
| 9.2 | PROJECT MANAGER | 1776 | HR | \$66.18 | \$ 117,535.68 |
| 9.3 | ASSISTANT PROJECT MGR | 1776 | HR | \$58.34 | \$ 103,611.84 |
| 9.4 | CLERK TYPIST | 1776 | HR | \$29.84 | \$ 52,995.84 |
| 10.1 | SHIFT DIFFERENTIAL PREMIUM (Applicable to all labor categories hereunder) | | | | % <u>10</u> |
| 11.1 | EXPERTISE PREMIUM | | | | To be negotiated |
| 12.1 | TRAVEL/SAFETY EQUIPMENT/OTHER DIRECT COSTS | | | NOT TO EXCEED | \$30,000.00 |

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

CONTRACT ID CODE PAGE OF PAGES

1 2

| | | | |
|--|---|---------------------------------|-------------------------------|
| 2. AMENDMENT/MODIFICATION NO FIVE (5) | 3. EFFECTIVE DATE March 30, 2003 | 4. REQUISITION/PURCHASE REQ NO. | 5. PROJECT NO (If applicable) |
| 6. ISSUED BY CODE | 7. ADMINISTERED BY (If other than Item 6) CODE | | |

FAA, MIKE MONRONEY AERONAUTICAL CENTER
CONTRACT MANAGEMENT TEAM AMQ-340
P O BOX 25082
OKLAHOMA CITY OK 73125-4929

| | | |
|--|---------------|---|
| 8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) AERO TECH SERVICE ASSOCIATES, INC. 909 S. MERIDIAN AVENUE, SUITE 400 OKLAHOMA CITY, OK 73108-1639 | (X) | 9A. AMENDMENT OF SOLICITATION NO |
| | | 9B. DATED (SEE ITEM 11) |
| | X | 10A. MODIFICATION OF CONTRACT/ORDER DTFA-02-02-D-07884 |
| | | 10B. DATED (SEE ITEM 13) March 30, 2002 |
| 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 [1] copy 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)

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

| | |
|-----|---|
| (X) | 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. |
| | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: |
| X | D. OTHER (Specify type of modification and authority) BILATERAL Contract Clause 3.10.1-14 Changes-Time and Materials or Labor Hours (April 1996) |
| E. | IMPORTANT: Contractor [] is not, [X] is required to sign this document and return [2] copies to the issuing office. |

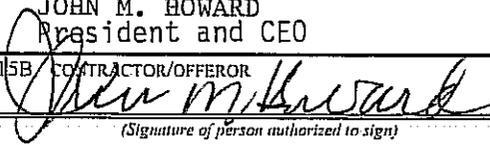
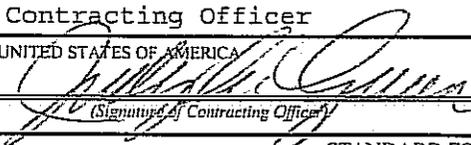
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

I. The purpose of this modification is to reflect hourly rate increases to the applicable labor categories as a result of revised DOL Wage Determination 94-2431 (Revision 19) dated 6/7/02. The labor categories affected by hourly rate changes are Computer Operator III and General Clerk IV. The Illustrator II and Technical Writer include only a Health & Welfare (H&W) adjustment added to the unchanged current hourly rate. The revised composite rates in Part I, Section B, are amended as shown on the attached Schedule B for the First Option year.

II. Part I, Section B: DELETE: Page 3 (undated). INSERT: Page 3R1 dated 3/30/03 (attached).

III. The ESTIMATED value of the contract is increased by \$5,383.18; from \$11,528,339.26 to \$11,533,722.44.

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) JOHN M. HOWARD President and CEO | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) JUDY A. QUEEN Contracting Officer |
| 15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign) | 16B. UNITED STATES OF AMERICA BY:  (Signature of Contracting Officer) |
| 15C. DATE SIGNED 04/04/03 | 16C. DATE SIGNED 4/7/03 |

FIRST OPTION YEAR

B.1(b) SCHEDULE OF RATES

| CLIN | Labor Category | Estimated Annual Requirements | Unit | Hourly Composite Rate | Estimated Total Amount |
|------|---|-------------------------------|------|-----------------------|---------------------------|
| 2.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN Full Time Equivalent (FTE) Support (Order limitations, reference Section I, Contract clause, 3.2.4-17 & Indefinite Quantity.) Clause 3.2.4-20). | 34880 | HR | \$ 49.94 | \$1,741,907.20 |
| 3.1 | INSTRUCTOR, ELECTRONIC ENGINEER/TECHNICIAN (Part Time Support) | 70,000 | HR | \$ 41.94 | \$2,935,800.00 |
| 4.1 | INSTRUCTIONAL SYSTEMS DESIGN SPECIALIST (ISDS) | 15000 | HR | \$ 35.15 | \$ 527,250.00 |
| 5.1 | COMPUTER OPERATOR | 5000 | HR | \$ 29.31 | \$ 146,550.00 |
| 6.1 | ILLUSTRATOR II | 1000 | HR | \$ 31.20 | \$ 31,200.00 |
| 7.1 | TECHNICAL WRITER | 250 | HR | \$ 33.84 | \$ 8,460.00 |
| 8.1 | FIRST LINE SUPERVISOR | | | | |
| 8.2 | FULL TIME (Order Limitations, reference Section I, Contract Clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20) | 1776 | HR | \$51.30 | \$ 91,108.80 |
| 8.3 | PART TIME | 1500 | HR | \$ 50.85 | \$ 76,275.00 |
| 9.1 | PROGRAM MANAGEMENT/CLERK TYPIST (Order limitations, reference Section I, Contract clause 3.2.4-17 & Indefinite Quantity clause 3.2.4-20.) | | | | |
| 9.2 | PROJECT MANAGER | 1776 | HR | \$60.78 | \$ 107,945.28 |
| 9.3 | ASSISTANT PROJECT MANAGER | 1776 | HR | \$ 53.60 | \$ 95,193.60 |
| 9.4 | CLERK TYPIST | 1776 | HR | \$ 31.00 | \$ 55,056.00 |
| 10.1 | SHIFT DIFFERENTIAL PREMIUM (Applicable to all labor categories hereunder) | | | | % 10 |
| 11.1 | EXPERTISE PREMIUM | | | | To be negotiated |
| 12.1 | TRAVEL/SAFETY EQUIPMENT/OTHER DIRECT COSTS | | | | NOT TO EXCEED \$30,000.00 |

| | | | | | |
|---|---|---------------------------------|-------------------------------|---------------------|---------------|
| AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT | | | | 1. CONTRACT ID CODE | PAGE OF PAGES |
| | | | | 1 | 2 |
| 2. AMENDMENT/MODIFICATION NO Four | 3. EFFECTIVE DATE March 21, 2003 | 4. REQUISITION/PURCHASE REQ NO. | 5. PROJECT NO (If applicable) | | |
| 6. ISSUED BY CODE | 7. ADMINISTERED BY (If other than Item 6) CODE | | | | |

FAA, MIKE MONRONEY AERONAUTICAL CENTER
CONTRACT MANAGEMENT TEAM AMQ-340
P O BOX 25082
OKLAHOMA CITY OK 73125-4929

| | | |
|--|-------------------------------------|---|
| 8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) AERO TECH SERVICE ASSOCIATES, INC. 909 S. MERIDIAN AVENUE, SUTIE 400 OKLAHOMA CITY, OK 73108-1639 | <input checked="" type="checkbox"/> | 9A. AMENDMENT OF SOLICITATION NO |
| | | 9B. DATED (SEE ITEM 11) |
| | <input checked="" type="checkbox"/> | 10A. MODIFICATION OF CONTRACT/ORDER DTFA-02-02-D-07884 |
| | | 10B. DATED (SEE ITEM 13) March 30, 2002 |
| 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 [1] copy 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)

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IF 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. |
| | 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. |
| <input checked="" type="checkbox"/> | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: <u>MUTUAL AGREEMENT OF THE PARTIES</u> |
| | D. OTHER (Specify type of modification and authority) |
| <input checked="" type="checkbox"/> | E. IMPORTANT: Contractor [] is not, [X] 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.)
I. Modification Four issued to clarify the intent of SOW Section 1.6 "Personnel Supervision" (PART I -Section (Schedule B) Supplies or Services and Prices/Costs) at no additional cost to the government. This clarification applies to the current contract base year and any option years that may be exercised during the subject contract. Modification Four replaces Modification Two dtd 9/9/02 in its' entirety. Destroy page two & replace with revised attached page 2R dated 3/21/03. SEE PAGE TWO FOR MODIFICATION.
II. The ESTIMATED value of the contract remains unchanged at \$ \$5,686,976.56.

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) <i>Tommy King Vice President</i> | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) JUDY A. QUEEN Contracting Officer |
| 15B. CONTRACTOR/OFFEROR <i>[Signature]</i> (Signature of person authorized to sign) | 15C. DATE SIGNED 03-27-03 |
| 16B. UNITED STATES OF AMERICA BY: <i>[Signature]</i> (Signature of Contracting Officer) | 16C. DATE SIGNED 3/27/03 |

1.6 Personnel Supervision. The Contractor appointed Supervisor(s) shall provide day-to-day supervision of contract personnel. At no time will supervisory control and policy guidance be available through FAA personnel. The Project Manager shall appoint the full time or part time supervisor as the interim supervisory replacement to assume the duties in the absence of either the full time or part time supervisor. In the event both the full time and part time supervisors are both absent, at the discretion of the Project Manager, the Project Manager or the Assistant Project Manager will assume the supervisory duties. The interim supervisory replacement shall be IAW Para 7.2.1 of this document and at no additional cost to the Government. Those who are assigned interim supervisory duties shall only charge their time on the line item they are originally assigned under Schedule B. (Reference Contractor Proposal, Page 1-16, Section 1.3.3. "Lines of Succession" for amplification.)

FAA personnel will in no way be involved directly in the process of hiring, selecting/nonselecting, work assignment, work related awards or discipline, approving work schedules/absences, labor/management issues, career planning, or compensation for any individual working or with potential to work under terms of this contract. Any suspected or actual incident of FAA personnel being involved in these processes must be reported to the CO or the COTR.

2.0 Times and Location of Work

2.1 Location of Work. - All work performed under this contract shall be performed at the following location, unless directed in writing by the CO, or the COTR:

Mike Monroney Aeronautical Center (MMAC)

FAA Academy

6500 South MacArthur Blvd.

Oklahoma City, Oklahoma, 73169.

2.2 Normal Hours of Operations. - Operations will generally occur between the hours of 7:00 a.m. to 3:30 pm (D); 3:30 p.m. to 12:00 a.m. (N); and 12:00 a.m. to 8:30 a.m. (M). These work shifts shall be included as part of each task's description, and are subject to change based on the FAA's operational needs.

2.3 Saturday and Sunday Activity. - No Saturday or Sunday activity is anticipated under this contract. In the event such activity is required, the contractor will be notified by the CO, or the COTR, and will be provided as much advance notice of the requirement as practicable. Other than those specific requirements identified by the FAA, neither Saturday nor Sunday activity will be permitted without prior written authorization from the CO, or the COTR.

| | | | |
|--|--|---------------------------------|-------------------------------|
| 2. AMENDMENT/MODIFICATION NO THREE (3) | 3. EFFECTIVE DATE March 30, 2003 | 4. REQUISITION/PURCHASE REQ NO. | 5. PROJECT NO (If applicable) |
| 6. ISSUED BY CODE | 7. ADMINISTERED BY (If other than Item 6) CODE | | |

FAA, MIKE MONRONEY AERONAUTICAL CENTER
 CONTRACT MANAGEMENT TEAM AMQ-340
 P O BOX 25082
 OKLAHOMA CITY OK 73125-4929

| | | |
|---|-------------------------------------|---|
| 8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) | <input checked="" type="checkbox"/> | 9A. AMENDMENT OF SOLICITATION NO |
| AERO TECH SERVICE ASSOCIATES, INC. 909 S. MERIDIAN AVENUE, SUTIE 400 OKLAHOMA CITY, OK 73108-1639 | | 9B. DATED (SEE ITEM 11) |
| | <input checked="" type="checkbox"/> | 10A. MODIFICATION OF CONTRACT/ORDER DTFA-02-02-D-07884 |
| | | 10B. DATED (SEE ITEM 13) March 30, 2002 |
| CODE | FACILITY CODE | |

ORIGINAL

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 copy 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)

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. |
| | 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. |
| | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: |
| <input checked="" type="checkbox"/> | D. OTHER (Specify type of modification and authority) UNILATERAL AMS CLAUSE 3.2.4-35 OPTION TO EXTEND THE TERM OF THE CONTRACT (April 1996) |
| <input type="checkbox"/> | E. IMPORTANT: Contractor <input checked="" type="checkbox"/> is not, <input type="checkbox"/> is required to sign this document and return <input type="checkbox"/> copies to the issuing office. |

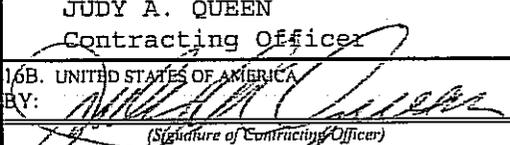
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible)

I. PART I SECTION F DELIVERIES OR PERFORMANCE
 The contract period is hereby extended through March 29, 2004 under the existing terms and conditions for changes identified herein.

II. PART I SECTION B FIRST OPTION YEAR is effective March 30, 2003 through March 29, 2004.

III. SECTION H.20 WAGE DETERMINATION
 Delete: Register of Wage Determination # 1994-2431 (Rev 18) Dtd 5/31/02
 Insert: Register of Wage Determination # 1994-2431 (Rev 19) Dtd 6/7/02 (Attached)
 *Note: add AMS clause 3.6.2-30 Fair Labor Standards Act & Service Contract Act-Price Adjustment (April 1966) inadvertently omitted at award.

III. The ESTIMATED value of the contract is increased by \$5,841,362.70; from \$5,686,976.56 to \$11,528,339.26.
 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) JUDY A. QUEEN Contracting Officer | | |
| 15B. CONTRACTOR/OFFEROR | 15C. DATE SIGNED | 16B. UNITED STATES OF AMERICA BY:  | 16C. DATE SIGNED 2/5/03 |
| <small>(Signature of person authorized to sign)</small> | | <small>(Signature of Contracting Officer)</small> | |

William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2431
Revision No.: 19
Date Of Last Revision: 06/07/2002

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION TITLE | MINIMUM WAGE RATE |
|---|-------------------|
| Administrative Support and Clerical Occupations | |
| Accounting Clerk I | 9.70 |
| Accounting Clerk II | 10.67 |
| Accounting Clerk III | 13.68 |
| Accounting Clerk IV | 18.28 |
| Court Reporter | 15.59 |
| Dispatcher, Motor Vehicle | 13.46 |
| Document Preparation Clerk | 11.00 |
| Duplicating Machine Operator | 10.00 |
| Film/Tape Librarian | 10.87 |
| General Clerk I | 9.11 |
| General Clerk II | 9.87 |
| General Clerk III | 12.50 |
| General Clerk IV | 18.00 |
| Housing Referral Assistant | 17.38 |
| Key Entry Operator I | 8.90 |
| Key Entry Operator II | 10.09 |
| Messenger (Courier) | 9.49 |
| Order Clerk I | 10.18 |
| Order Clerk II | 14.08 |
| Personnel Assistant (Employment) I | 11.59 |
| Personnel Assistant (Employment) II | 12.65 |
| Personnel Assistant (Employment) III | 14.34 |
| Personnel Assistant (Employment) IV | 16.63 |
| Production Control Clerk | 15.50 |
| Rental Clerk | 11.33 |
| Scheduler, Maintenance | 12.03 |
| Secretary I | 12.03 |
| Secretary II | 15.00 |
| Secretary III | 17.38 |
| Secretary IV | 19.54 |
| Secretary V | 20.69 |
| Service Order Dispatcher | 11.88 |
| Stenographer I | 10.12 |
| Stenographer II | 11.36 |
| Supply Technician | 19.54 |
| Survey Worker (Interviewer) | 13.25 |
| Switchboard Operator-Receptionist | 9.97 |
| Test Examiner | 15.00 |
| Test Proctor | 15.00 |
| Travel Clerk I | 9.94 |
| Travel Clerk II | 10.44 |

| | |
|--|-------|
| Travel Clerk III | 10.93 |
| Word Processor I | 8.16 |
| Word Processor II | 9.77 |
| Word Processor III | 10.61 |
| Automatic Data Processing Occupations | |
| Computer Data Librarian | 8.07 |
| Computer Operator I | 9.92 |
| Computer Operator II | 12.21 |
| Computer Operator III | 16.37 |
| Computer Operator IV | 17.71 |
| Computer Operator V | 19.63 |
| Computer Programmer I (1) | 19.87 |
| Computer Programmer II (1) | 22.80 |
| Computer Programmer III (1) | 27.62 |
| Computer Programmer IV (1) | 27.62 |
| Computer Systems Analyst I (1) | 23.46 |
| Computer Systems Analyst II (1) | 26.26 |
| Computer Systems Analyst III (1) | 27.62 |
| Peripheral Equipment Operator | 11.12 |
| Automotive Service Occupations | |
| Automotive Body Repairer, Fiberglass | 15.64 |
| Automotive Glass Installer | 15.47 |
| Automotive Worker | 14.08 |
| Electrician, Automotive | 16.35 |
| Mobile Equipment Servicer | 12.54 |
| Motor Equipment Metal Mechanic | 15.64 |
| Motor Equipment Metal Worker | 14.08 |
| Motor Vehicle Mechanic | 15.64 |
| Motor Vehicle Mechanic Helper | 11.98 |
| Motor Vehicle Upholstery Worker | 13.31 |
| Motor Vehicle Wrecker | 14.08 |
| Painter, Automotive | 14.86 |
| Radiator Repair Specialist | 14.08 |
| Tire Repairer | 12.12 |
| Transmission Repair Specialist | 15.64 |
| Food Preparation and Service Occupations | |
| Baker | 9.04 |
| Cook I | 7.51 |
| Cook II | 9.04 |
| Dishwasher | 6.60 |
| Food Service Worker | 6.50 |
| Meat Cutter | 11.21 |
| Waiter/waitress | 6.75 |
| Furniture Maintenance and Repair Occupations | |
| Electrostatic Spray Painter | 14.86 |
| Furniture Handler | 10.36 |
| Furniture Refinisher | 14.86 |
| Furniture Refinisher Helper | 11.75 |
| Furniture Repairer, Minor | 13.31 |
| Upholsterer | 14.86 |
| General Services and Support Occupations | |
| Cleaner, Vehicles | 8.06 |
| Elevator Operator | 7.98 |
| Gardener | 10.30 |
| House Keeping Aid I | 6.89 |
| House Keeping Aid II | 8.57 |
| Janitor | 8.22 |
| Laborer, Grounds Maintenance | 8.66 |
| Maid or Houseman | 6.89 |
| Pest Controller | 11.28 |
| Refuse Collector | 7.62 |
| Tractor Operator | 9.66 |
| Window Cleaner | 8.71 |

| | |
|---|-------|
| Health Occupations | |
| Dental Assistant | 11.76 |
| Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver | 11.19 |
| Licensed Practical Nurse I | 10.16 |
| Licensed Practical Nurse II | 11.42 |
| Licensed Practical Nurse III | 12.78 |
| Medical Assistant | 9.93 |
| Medical Laboratory Technician | 10.88 |
| Medical Record Clerk | 11.24 |
| Medical Record Technician | 13.54 |
| Nursing Assistant I | 7.67 |
| Nursing Assistant II | 8.62 |
| Nursing Assistant III | 9.41 |
| Nursing Assistant IV | 10.55 |
| Pharmacy Technician | 12.19 |
| Phlebotomist | 11.42 |
| Registered Nurse I | 16.67 |
| Registered Nurse II | 20.39 |
| Registered Nurse II, Specialist | 20.39 |
| Registered Nurse III | 24.66 |
| Registered Nurse III, Anesthetist | 24.66 |
| Registered Nurse IV | 29.57 |
| Information and Arts Occupations | |
| Audiovisual Librarian | 16.49 |
| Exhibits Specialist I | 18.53 |
| Exhibits Specialist II | 20.67 |
| Exhibits Specialist III | 24.88 |
| Illustrator I | 17.00 |
| Illustrator II | 18.79 |
| Illustrator III | 23.46 |
| Librarian | 16.75 |
| Library Technician | 11.07 |
| Photographer I | 10.96 |
| Photographer II | 13.53 |
| Photographer III | 16.34 |
| Photographer IV | 20.40 |
| Photographer V | 23.41 |
| Laundry, Dry Cleaning, Pressing and Related Occupations | |
| Assembler | 7.03 |
| Counter Attendant | 7.03 |
| Dry Cleaner | 8.59 |
| Finisher, Flatwork, Machine | 7.03 |
| Presser, Hand | 7.03 |
| Presser, Machine, Drycleaning | 7.03 |
| Presser, Machine, Shirts | 7.03 |
| Presser, Machine, Wearing Apparel, Laundry | 7.03 |
| Sewing Machine Operator | 9.22 |
| Tailor | 9.84 |
| Washer, Machine | 7.69 |
| Machine Tool Operation and Repair Occupations | |
| Machine-Tool Operator (Toolroom) | 16.35 |
| Tool and Die Maker | 22.22 |
| Material Handling and Packing Occupations | |
| Forklift Operator | 12.68 |
| Fuel Distribution System Operator | 14.02 |
| Material Coordinator | 15.99 |
| Material Expediter | 15.99 |
| Material Handling Laborer | 10.95 |
| Order Filler | 11.74 |
| Production Line Worker (Food Processing) | 11.53 |
| Shipping Packer | 11.78 |
| Shipping/Receiving Clerk | 11.78 |
| Stock Clerk (Shelf Stocker; Store Worker II) | 13.22 |

| | |
|--|-------|
| Store Worker I | 10.94 |
| Tools and Parts Attendant | 11.53 |
| Warehouse Specialist | 11.53 |
| Mechanics and Maintenance and Repair Occupations | |
| Aircraft Mechanic | 16.18 |
| Aircraft Mechanic Helper | 11.75 |
| Aircraft Quality Control Inspector | 16.44 |
| Aircraft Servicer | 13.31 |
| Aircraft Worker | 14.08 |
| Appliance Mechanic | 14.86 |
| Bicycle Repairer | 12.12 |
| Cable Splicer | 16.45 |
| Carpenter, Maintenance | 14.95 |
| Carpet Layer | 14.08 |
| Electrician, Maintenance | 16.40 |
| Electronics Technician, Maintenance I | 14.31 |
| Electronics Technician, Maintenance II | 21.53 |
| Electronics Technician, Maintenance III | 24.15 |
| Fabric Worker | 13.31 |
| Fire Alarm System Mechanic | 15.64 |
| Fire Extinguisher Repairer | 12.54 |
| Fuel Distribution System Mechanic | 17.20 |
| General Maintenance Worker | 14.08 |
| Heating, Refrigeration and Air Conditioning Mechanic | 15.64 |
| Heavy Equipment Mechanic | 15.64 |
| Heavy Equipment Operator | 16.82 |
| Instrument Mechanic | 17.02 |
| Laborer | 9.04 |
| Locksmith | 14.86 |
| Machinery Maintenance Mechanic | 16.70 |
| Machinist, Maintenance | 15.64 |
| Maintenance Trades Helper | 11.98 |
| Millwright | 16.24 |
| Office Appliance Repairer | 14.86 |
| Painter, Aircraft | 14.86 |
| Painter, Maintenance | 14.86 |
| Pipefitter, Maintenance | 18.00 |
| Plumber, Maintenance | 17.30 |
| Pneudraulic Systems Mechanic | 15.64 |
| Rigger | 16.14 |
| Scale Mechanic | 14.08 |
| Sheet-Metal Worker, Maintenance | 17.15 |
| Small Engine Mechanic | 14.08 |
| Telecommunication Mechanic I | 19.01 |
| Telecommunication Mechanic II | 19.93 |
| Telephone Lineman | 19.01 |
| Welder, Combination, Maintenance | 15.64 |
| Well Driller | 17.20 |
| Woodcraft Worker | 15.64 |
| Woodworker | 12.54 |
| Miscellaneous Occupations | |
| Animal Caretaker | 8.67 |
| Carnival Equipment Operator | 8.68 |
| Carnival Equipment Repairer | 9.26 |
| Carnival Worker | 6.74 |
| Cashier | 6.91 |
| Desk Clerk | 8.41 |
| Embalmer | 17.93 |
| Lifeguard | 9.42 |
| Mortician | 18.23 |
| Park Attendant (Aide) | 11.84 |
| Photofinishing Worker (Photo Lab Tech., Darkroom Tech) | 9.09 |
| Recreation Specialist | 11.65 |

| | |
|--|-------|
| Recycling worker | 8.64 |
| Sales Clerk | 9.52 |
| School Crossing Guard (Crosswalk Attendant) | 6.37 |
| Sport Official | 9.42 |
| Survey Party Chief (Chief of Party) | 17.85 |
| Surveying Aide | 10.03 |
| Surveying Technician (Instr. Person/Surveyor Asst./Instr.) | 14.39 |
| Swimming Pool Operator | 11.44 |
| Vending Machine Attendant | 9.50 |
| Vending Machine Repairer | 11.44 |
| Vending Machine Repairer Helper | 9.24 |
| Personal Needs Occupations | |
| Child Care Attendant | 8.41 |
| Child Care Center Clerk | 12.06 |
| Chore Aid | 7.02 |
| Homemaker | 15.64 |
| Plant and System Operation Occupations | |
| Boiler Tender | 18.49 |
| Sewage Plant Operator | 15.27 |
| Stationary Engineer | 19.78 |
| Ventilation Equipment Tender | 11.75 |
| Water Treatment Plant Operator | 14.86 |
| Protective Service Occupations | |
| Alarm Monitor | 11.01 |
| Corrections Officer | 17.42 |
| Court Security Officer | 17.42 |
| Detention Officer | 17.42 |
| Firefighter | 16.63 |
| Guard I | 9.15 |
| Guard II | 13.43 |
| Police Officer | 18.21 |
| Stevedoring/Longshoremen Occupations | |
| Blocker and Bracer | 15.79 |
| Hatch Tender | 13.82 |
| Line Handler | 13.82 |
| Stevedore I | 14.94 |
| Stevedore II | 16.67 |
| Technical Occupations | |
| Air Traffic Control Specialist, Center (2) | 28.21 |
| Air Traffic Control Specialist, Station (2) | 19.46 |
| Air Traffic Control Specialist, Terminal (2) | 21.43 |
| Archeological Technician I | 14.05 |
| Archeological Technician II | 16.90 |
| Archeological Technician III | 20.92 |
| Cartographic Technician | 19.12 |
| Civil Engineering Technician | 18.18 |
| Computer Based Training (CBT) Specialist/ Instructor | 25.02 |
| Drafter I | 12.17 |
| Drafter II | 14.05 |
| Drafter III | 18.53 |
| Drafter IV | 21.63 |
| Engineering Technician I | 14.93 |
| Engineering Technician II | 18.70 |
| Engineering Technician III | 20.55 |
| Engineering Technician IV | 26.62 |
| Engineering Technician V | 30.72 |
| Engineering Technician VI | 35.25 |
| Environmental Technician | 17.03 |
| Flight Simulator/Instructor (Pilot) | 26.55 |
| Graphic Artist | 18.92 |
| Instructor | 19.76 |
| Laboratory Technician | 13.45 |
| Mathematical Technician | 20.68 |

| | |
|---|-------|
| Paralegal/Legal Assistant I | 13.76 |
| Paralegal/Legal Assistant II | 17.93 |
| Paralegal/Legal Assistant III | 21.93 |
| Paralegal/Legal Assistant IV | 26.54 |
| Photooptics Technician | 19.64 |
| Technical writer | 20.46 |
| Unexploded (UXO) Safety Escort | 17.93 |
| Unexploded (UXO) Sweep Personnel | 17.93 |
| Unexploded Ordnance (UXO) Technician I | 17.93 |
| Unexploded Ordnance (UXO) Technician II | 21.70 |
| Unexploded Ordnance (UXO) Technician III | 26.01 |
| Weather Observer, Combined Upper Air and Surface Programs (3) | 17.49 |
| Weather Observer, Senior (3) | 20.13 |
| Weather Observer, Upper Air (3) | 17.49 |
| Transportation/ Mobile Equipment Operation Occupations | |
| Bus Driver | 11.40 |
| Parking and Lot Attendant | 8.00 |
| Shuttle Bus Driver | 11.10 |
| Taxi Driver | 9.49 |
| Truckdriver, Heavy Truck | 15.40 |
| Truckdriver, Light Truck | 11.10 |
| Truckdriver, Medium Truck | 12.54 |
| Truckdriver, Tractor-Trailer | 15.40 |

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 10 years, and 4 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 | | | 1. CONTRACT ID CODE | PAGE OF PAGES |
| | | | | 1 2 |
| 2. AMENDMENT/MODIFICATION NO TWO | 3. EFFECTIVE DATE Sept. 3, 2002 | 4. REQUISITION/PURCHASE REQ NO. | 5. PROJECT NO (If applicable) | |
| 6. ISSUED BY | CODE | 7. ADMINISTERED BY (If other than Item 6) | | CODE |
| FAA, MIKE MONRONEY AERONAUTICAL CENTER CONTRACT MANAGEMENT TEAM AMQ-340 P O BOX 25082 OKLAHOMA CITY OK 73125-4929 | | | | |

| | | |
|--|---------------|---|
| 8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) AERO TECH SERVICE ASSOCIATES, INC. 909 S. MERIDIAN AVENUE, SUITE 400 OKLAHOMA CITY, OK 73108-1639 | (X) | 9A. AMENDMENT OF SOLICITATION NO |
| | | 9B. DATED (SEE ITEM 11) |
| | X | 10A. MODIFICATION OF CONTRACT/ORDER DTFA-02-02-D-07884 |
| | | 10B. DATED (SEE ITEM 13) March 30, 2002 |
| 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 [1] copy 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)

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

| | |
|-----|---|
| (X) | 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. |
| | 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, [X] 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.)
 I. Modification Two issued to clarify the intent of Section 1.6 "Personnel Supervision" within the Core Group of PART I -Section (Schedule B) Supplies or Services and Prices/Costs at no additional cost to the government. This clarification applies to the current contract base year and any option years that may be exercised during the subject contract. Delete original page and replace with revised attached page. PLEASE SEE PAGE TWO FOR MODIFICATION
 II. The ESTIMATED value of the contract remains unchanged at \$ \$5,686,976.56.

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) JOHN M. HOWARD President and CEO | 15B. CONTRACTOR/OFFEROR <i>John M. Howard</i> (Signature of person authorized to sign) | 15C. DATE SIGNED 05 Sep 2002 | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) JUDY A. QUEEN Contracting Officer | 16B. UNITED STATES OF AMERICA BY: <i>Judy A. Queen</i> (Signature of Contracting Officer) | 16C. DATE SIGNED 9/9/02 |
|--|--|---------------------------------|--|---|----------------------------|

1.6 Personnel Supervision. The Contractor appointed Supervisor(s) shall provide day-to-day supervision of contract personnel. At no time will supervisory control and policy guidance be available through FAA personnel. Said Project Manager shall appoint an interim Supervisory replacement in his/her absence IAW Para 7.2.1 of this document at no additional cost to the Government.

FAA personnel will in no way be involved directly in the process of hiring, selecting/nonselecting, work assignment, work related awards or discipline, approving work schedules/absences, labor/management issues, career planning, or compensation for any individual working or with potential to work under terms of this contract. Any suspected or actual incident of FAA personnel being involved in these processes must be reported to the CO or the COTR.

2.0 Times and Location of Work

2.1 Location of Work. - All work performed under this contract shall be performed at the following location, unless directed in writing by the CO, or the COTR:

Mike Monroney Aeronautical Center (MMAC)

FAA Academy

6500 South MacArthur Blvd.

Oklahoma City, Oklahoma, 73169.

2.2 Normal Hours of Operations. - Operations will generally occur between the hours of 7:00 a.m. to 3:30 pm (D); 3:30 p.m. to 12:00 a.m. (N); and 12:00 a.m. to 8:30 a.m. (M). These work shifts shall be included as part of each task's description, and are subject to change based on the FAA's operational needs.

2.3 Saturday and Sunday Activity. - No Saturday or Sunday activity is anticipated under this contract. In the event such activity is required, the contractor will be notified by the CO, or the COTR, and will be provided as much advance notice of the requirement as practicable. Other than those specific requirements identified by the FAA, neither Saturday nor Sunday activity will be permitted without prior written authorization from the CO, or the COTR.

| | | | |
|-------------------------------------|--|---------------------------------|-------------------------------|
| 2. AMENDMENT/MODIFICATION NO ONE | 3. EFFECTIVE DATE April 1, 2002 | 4. REQUISITION/PURCHASE REQ NO. | 5. PROJECT NO (If applicable) |
| 6. ISSUED BY CODE | 7. ADMINISTERED BY (If other than Item 6) CODE | | |

FAA, MIKE MONRONEY AERONAUTICAL CENTER
 CONTRACT MANAGEMENT TEAM AMQ-340
 P O BOX 25082
 OKLAHOMA CITY OK 73125-4929

| | | |
|---|---------------|---|
| 8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) | (X) | 9A. AMENDMENT OF SOLICITATION NO |
| AERO TECH SERVICE ASSOCIATES, INC. 909 S. MERIDIAN AVENUE, SUTIE 400 OKLAHOMA CITY, OK 73108-1639 | | 9B. DATED (SEE ITEM 11) |
| | X | 10A. MODIFICATION OF CONTRACT/ORDER DTFA-02-02-D-07884 |
| | | 10B. DATED (SEE ITEM 13) March 30, 2002 |
| 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 [1] copy 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)

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

| | |
|-----|---|
| (X) | 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. |
| | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: |
| | D. OTHER (Specify type of modification and authority) |
| E. | IMPORTANT: Contractor [X] 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 PAGE TWO INCLUDING ATTACHMENTS HEREIN

Made
 & signed
 at Post Mtg
 ahead
 5/16/02
 [Signature]

VI The ESTIMATED value of the contract remains unchanged at \$ \$5,686,976.56.

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) JUDY A. QUEEN Contracting Officer |
| 15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign) | 15C. DATE SIGNED |
| | 16B. UNITED STATES OF AMERICA BY: [Signature] (Signature of Contracting Officer) |
| | 16C. DATE SIGNED 5/15/02 |

I. Add C. CLA 4548 "Emergency Situations and Exercises During Contract Performance" clause (Sep 2001). (Page 7) This clause developed after the 911 terrorist attack. (Clause Attached)

II. PERIOD OF PERFORMANCE AND DELIVERY

Delete F.1 (a) and replace with the following to reflect the effective date of contract: The contract provides for a basic period of performance effective 3/30/02. The basic period of performance is followed by four 1-year option periods to be exercised at the sole discretion of the Government. For purposes of issuing task orders hereunder, the contract continues for a period ending six months from September 30, 2006

III. Delete G.2 INVOICING PROCEDURES - GENERAL (Page 9) and replace with current clause of same name dated (JAN 2002). "All contractors invoicing services to the FAA in labor hours shall maintain on file, and submit when required for verification or audit, certified time logs showing a daily start and ending work times..." The authority for this requirement is found in AMS clause 3.3.1-5 Payments under Time-And-Material contracts.

IV. H.24 The contract is hereby modified to incorporate a shift differential clause for CLIN 10.1, Shift Differential Premium. The clause will designate the "start and stop times" for differential premium that will apply to the negotiated hourly rate of pay for each labor category established in the awarded contract. (Page 13) The authority for this premium in part is USC Title 5, Part III, Subpart D, Chapter 53, Subchapter IV, Section 5343, Subsection 5343E4F. (Clause Attached)

V. H.20 WAGE DETERMINATION Change Wage Determination number to reflect solicitation Amendment 6: 1994-2431, revision 18, dated 5/31/2001.

Delete H.15 TRAVEL COSTS dated (JUL 1997) CLA 4531, (Page 18) and replace with the current clause of the same name dated JAN 2002. (Clause Attached)

Contractor travel authorizations and government travel vouchers for reimbursements were determined contrary to the terms of the GSA city pairs contracts. In addition, the Financial Operations Division (AMZ-1) advised the Office of Acquisition Services (AMQ-1) that they consider it inappropriate for government travel authorizations and travel vouchers to be used by contractor employees for routine travel. No contractor travel authorizations or vouchers will be processed by AMZ-1 that are prepared on government travel orders under this contract.

VI. (Revise pages 31 and 32 of clause index and incorporate changes by reference.) Delete AMS Clause 3.10.1-13 CHANGES-COST-REIMBURSEMENT (April 1996) and replace with 3.10.1-14 CHANGES -TIME & MATERIALS OR LABOR HOURS (April 1996). Delete AMS Clause 3.10.6-3 TERMINATION (COST-REIMBURSEMENT) (October 1996) and replace with 3.10.6-1 TERMINATION FOR CONVENIENCE OF THE GOVERNMENT (FIXED PRICE October 1996); add 3.3.1-5 PAYMENTS UNDER TIME-AND-MATERIALS AND LABOR HOUR CONTRACTS (October 1996) and add 3.10.4-5 Inspection Time-and Material and labor-Hour (April 1996) to reflect proper contract type. Correct Attachment 2 title to reflect DOL Labor Wage Determination to No. 1994-2431 Revision No. 18 5/31/01. (attached)

VII. STATEMENT OF WORK: Delete contract (SOW) sections 3.1. Travel Reimbursement Guidelines; 3.2. Travel Cost Reimbursement-Non-Local; and 3.3. Travel Benefits. Replace with revised SOW page (attached). (Section 4.0 Government Property Rights is unchanged). Contractor travel authorizations and government travel vouchers for reimbursements were determined contrary to the terms of the GSA city pairs contracts. In addition, the Financial Operations Division (AMZ-1) advised the Office of Acquisition Services (AMQ-1) that they consider it inappropriate for government travel authorizations and travel vouchers to be used by contractor employees for routine travel. No contractor travel authorizations or vouchers will be processed by AMZ-1 that are prepared on government travel orders under this contract.

(a) Emergency situations and exercises are temporary exceptions to the prohibition of contractor personnel not being subject to the direction and control of Government personnel when performing non-personal contract services in FAA facilities.

(b) All contractor personnel at a FAA work site or facility during an actual emergency shall conform to the procedures posted or directed by FAA officials responsible for emergency response at that site or facility. Such officials include evacuation wardens/monitors, security personnel, Emergency Readiness Officers, management, etc.

(c) Contractor personnel shall participate in all emergency exercises, including evacuations, as part of performance under this contract. On rare occasions and based on advance arrangements that are then announced at the time of an exercise, contractor personnel will be excused from /evacuations.

(d) Contractor management/supervisors shall ensure that each contractor employee assigned work in FAA facilities possesses a general awareness of emergency and evacuation procedures at all locations where the employees might be during an emergency or exercise. Information on emergency procedures may be requested from the Contracting Officer's Technical Representative or a designated FAA contact point at the work site.

G.2. INVOICING PROCEDURES - GENERAL (JAN 2002) CLA.0135

(a) In addition to the requirements set forth at AMS Clause 3.3.1-17, Prompt Payment, for the submission of a proper invoice, the contractor shall submit a separate invoice for (1) each month of performance of services, or (2) those items of supplies furnished, as follows:

(1) The original to:

FAA, Mike Monroney Aeronautical Center
Financial Operations Division (AMZ-100)
P.O. Box 25710
Oklahoma City, OK 73125-4913

(2) Two copies to:

FAA, Mike Monroney Aeronautical Center
Contract Management Team (AMQ-340)
P.O. Box 25082
Oklahoma City, OK 73125

(3) Two copies to:

FAA, Mike Monroney Aeronautical Center
AMA-405
P.O. Box 25082
Oklahoma City, OK 73125

(b) Each invoice shall highlight the following information:

(1) Contract number and applicable Delivery Order number.

(2) Noun description of services and/or supplies, including applicable line item number(s) and quantity(s) that were provided.

(3) Extended totals for invoiced quantities.

(c) All contractors invoicing services to the FAA in labor hours shall maintain on file, and submit when required for verification or audit, certified time logs showing a daily start and ending work times, the daily total of productive hours charged to the contract, a daily entry for any non-productive work-hours and cumulative totals for each pay period.

H.15 REIMBURSEMENT OF TRAVEL COSTS (JAN 2002)

CLA.4531

This clause governs the payment of travel expenses as a direct contract cost, as differentiated from indirect travel cost or Company travel that would be governed by the Contractor's internal travel policies. The FAA will reimburse the contractor for travel costs, as specified in this clause, that are required, approved and incurred by contractor personnel traveling outside the commuting range of their assigned work location in performance of this contract.

(a) Travel under this clause must be funded under the contract/order and then authorized in advance by the Contracting Officer or Contracting Officer's Technical Representative before travel costs are charged as a direct contract cost. Transportation, lodging and subsistence expenses shall be separately identified by individual, by trip for reimbursement. Proof of the contractor's actual purchase price is required for commercial transportation, lodging and any other items to be reimbursed at actual cost. Unless directed otherwise, in writing, subsistence cost (meals and incidental expenses) shall be billed and paid on the per diem basis specified below.

(b) Government reimbursements shall not exceed lodging, subsistence or per diem and other rates authorized for the travel destination by the Federal Travel Regulations, FTR as amended, issued by the General Services Administration (GSA) and maintained on their Website. Reimbursement for common-carrier fares shall be limited to actual cost of the lowest economy, standard, coach, or equivalent fare offered during normal business hours, plus customary agent fees. Any other common-carrier charges, reimbursement for private or corporate air travel or use of rental cars must be included in an advanced written authorization to travel. Expenses for transportation by private or corporate vehicles shall be reimbursed on a mileage basis at the GSA transportation rates in effect at the time the travel is accomplished, plus necessary tolls in lieu of actual expenses of such travel.

(c) The contractor shall not be entitled to reimbursement under this clause for any travel costs associated with contractor-directed personnel changes, personnel/labor disputes, for employee convenience, or for travel to and from the normal assigned work locations. All claims for reimbursement are subject to Government cost principles, i.e. allowable, reasonable and allocable requirements.

(d) Travel costs for transportation, lodging, per diem or subsistence and other related expenses shall not be burdened by any profit. Nominal handling charges for reservations, tickets, and receipts may be charged for travel under this clause to the extent specified in the contract/order price schedule or payment clause elsewhere in this contract.

H. 24

SHIFT DIFFERENTIAL PREMIUM

A shift differential premium of 10% shall be applicable to all labor hours worked hereunder during the period from 6:00 PM through 6:00 AM. This differential is based in part upon United States Code, Title 5, Part III, Subpart D, Chapter 53, Subchapter IV, Section 5343, Subsection 5343E4F

3.10.1-22 CONTRACTING OFFICER'S REPRESENTATIVE (JULY 1996) (REVISED)

(a) The Contracting Officer may designate other Government personnel, known as the Contracting Officer's Representative (COR), to act as his or her authorized representative for contract administration functions which do not involve changes to the scope, price, schedule, or terms and conditions of the contract. The designation will be in writing, signed by the Contracting Officer, and will set forth the authorities and limitations of the representative(s) under the contract. Such designation will not contain authority to sign contractual documents, order contract changes, modify contract terms, or create any commitment or liability on the part of the Government different from that set forth in the contract.

(b) The Contractor shall immediately contact the Contracting Officer if there is any question regarding the authority of an individual to act on behalf of the Contracting Officer under

NOTICE: The following provision and/or contract clauses pertinent to this section are hereby incorporated by reference in accordance with Section C, Clause 3.1-1.

- 1.13-3 COST/SCHEDULE STATUS REPORT PLANS (APRIL 2000)
- 3.1.7-2 ORGANIZATIONAL CONFLICTS OF INTEREST (AUGUST 1997) 3.2.2.3-8 AUDIT AND RECORDS (APRIL 1996)
- 3.2.2.3-25 PRICE REDUCTION FOR DEFECTIVE COST OR PRICING DATA (APRIL 1996)
- 3.2.2.3-26 PRICE REDUCTION FOR DEFECTIVE COST OR PRICING DATA-MODIFICATIONS (APRIL 1996)
- 3.2.2.3-27 SUBCONTRACTOR COST OR PRICING DATA (APRIL 1996)
- 3.2.2.3-28 SUBCONTRACTOR COST OR PRICING DATA-MODIFICATIONS (APRIL 1996)
- 3.2.2.3-29 INTEGRITY OF UNIT PRICES (APRIL 1996)
- 3.2.2.3-31 FACILITIES CAPITAL COST OF MONEY (APRIL 1996)
- 3.2.2.3-32 WAIVER OF FACILITIES CAPITAL COST OF MONEY (APRIL 1996)
- 3.2.2.3-33 ORDER OF PRECEDENCE (NOVEMBER 1997)
- 3.2.2.7-6 PROTECTING THE GOVERNMENT'S INTEREST WHEN SUBCONTRACTING WITH CONTRACTORS DEBARRED, SUSPENDED, OR PROPOSED FOR DEBARMENT (APRIL 1996)
- 3.2.4-5 ALLOWABLE COST AND PAYMENT (OCTOBER 1996)
- 3.2.5-1 OFFICIALS NOT TO BENEFIT (APRIL 1996)
- 3.2.5-3 GRATUITIES OR GIFTS (JANUARY 1999)
- 3.2.5-4 CONTINGENT FEES (OCTOBER 1996)
- 3.2.5-5 ANTI-KICKBACK PROCEDURES (OCTOBER 1996)
- 3.2.5-6 RESTRICTIONS ON SUBCONTRACTOR SALES TO THE FAA (APRIL 1996)
- 3.2.5-7 DISCLOSURE REGARDING PAYMENTS TO INFLUENCE CERTAIN FEDERAL TRANSACTIONS (JUNE 1999) 3.2.5-8 WHISTLEBLOWER PROTECTION FOR CONTRACTOR EMPLOYEES (APRIL 1996)
- 3.2.5-11 DRUG FREE WORKPLACE (APRIL 1996)
- 3.3.1-1 PAYMENTS (APRIL 1996)
- 3.3.1-5 PAYMENTS UNDER TIME-AND-MATERIALS AND LABOR HOUR CONTRACTS 9 OCT 3, 1996)
- 3.3.1-6 DISCOUNTS FOR PROMPT PAYMENT (APRIL 1996)
- 3.3.1-9 INTEREST (APRIL 1996) 3.3.1-15 ASSIGNMENT OF CLAIMS (APRIL 1996)
- 3.3.1-17 PROMPT PAYMENT (AUGUST 1998)
- 3.3.1-25 MANDATORY INFORMATION FOR ELECTRONIC FUNDS TRANSFER PAYMENT (JUNE 2001)
- 3.4.2-6 TAXES--CONTRACTS PERFORMED IN U.S. POSSESSIONS OR PUERTO RICO (OCTOBER 1996)
- 3.4.2-8 FEDERAL, STATE, AND LOCAL TAXES--SEALED BID AND CERTAIN NEGOTIATED CONTRACTS (APRIL 1996)
- 3.6.1-3 UTILIZATION OF SMALL, SMALL DISADVANTAGED AND WOMEN-OWNED SMALL BUSINESS CONCERN (APRIL 1996)

3.6.1-4 SMALL, SMALL DISADVANTAGED AND WOMEN-OWNED SMALL BUSINESS SUBCONTRACTING PLAN (JUNE 1999)

3.6.1-6 LIQUIDATED DAMAGES-SUBCONTRACTING PLAN (APRIL 1996)

3.6.2-2 CONVICT LABOR (APRIL 1996)

3.6.2-4 WALSH-HEALEY PUBLIC CONTRACTS ACT (APRIL 1996)

3.6.2-9 EQUAL OPPORTUNITY (AUGUST 1998)

3.6.2-12 AFFIRMATIVE ACTION FOR SPECIAL DISABLED AND VIETNAM ERA VETERANS (JANUARY 1998) 3.6.2-13 AFFIRMATIVE ACTION FOR HANDICAPPED WORKERS (JANUARY 1998)

3.6.2-14 EMPLOYMENT REPORTS ON SPECIAL DISABLED VETERANS AND VETERANS OF VIETNAM ERA (JANUARY 1998)

3.6.2-28 SERVICE CONTRACT ACT OF 1965, as Amended (April 1996)

3.6.3-2 CLEAN AIR AND CLEAN WATER (APRIL 1996)

3.7-1 PRIVACY ACT NOTIFICATION (October 1996)

3.10.1-3 PENALTIES FOR UNALLOWABLE COSTS (OCTOBER 1996)

3.10.1-7 BANKRUPTCY (APRIL 1996)

3.10.1-14 CHANGES-TIME AND MATERIALS OR LABOR HOURS (APRIL 1996)

3.10.2-2 SUBCONTRACTS (COST-REIMBURSEMENT AND CEILING PRICED CONTRACTS) (OCTOBER 1996)

3.10.4-5 INSPECTION-TIME-AND-MATERIAL AND LABOR HOUR (APRIL 1996)

3.10.6-1 TERMINATION TERMINATION FOR CONVENIENCE OF THE GOVERNMENT (FIXED PRICE) (OCTOBER 1996)

3.10.6-4 DEFAULT (FIXED-PRICE SUPPLY AND SERVICE) (OCTOBER 1996)

PART III - SECTION J - LIST OF ATTACHMENTS

| <u>ATTACHMENT</u> | <u>TITLE</u> |
|-------------------|--|
| 1 | Statement of Work for Airway Facilities Instructional Support Services, including: Attachment A - Human Resources Policy Manual 4.1 |
| 2 | Department of Labor Wage Determination No. 1994-2431, Revision No. 18 |
| 3 | Screening Standards - Contractor |
| 4 | Adjudicative Standards: Issues |

ATTACHMENT 001

5/15/02

STATEMENT OF WORK, REVISED

For the
AIRWAY FACILITIES DIVISION, AMA-400
Instructional Services Contract

Mike Monroney Aeronautical Center
P.O. Box 25082
Oklahoma City, OK 73125

3.1 Travel Reimbursement Guidelines - The provisions of the Federal Travel Regulations, issued by the General Services Administration (GSA) (Order DOT 1500.6A), will be used as the guideline for establishing allowable reimbursement costs for all travel within the 50 states, the District of Columbia, the Commonwealth of Puerto Rico and the territories and possessions of the United States. The provisions of the Foreign Service Act of 1980 will govern any travel outside the areas listed above.

3.2 Travel Cost Reimbursement - Non-Local. - The FAA will reimburse the contractor's employees, for non-local travel that has been approved in accordance with AMA-400's established procedures and contract Section H 15 TRAVEL COSTS (JAN 2002) CLA 4531. The FAA shall be solely responsible for determining what costs are allowable for reimbursement. The FAA will not reimburse costs determined to be unnecessary, unreasonable, or unallowable.

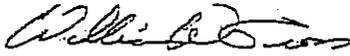
3.3 Travel Benefits. - The Government no longer prepares contractor travel orders and has no claim to such benefits as "frequent flyer" or other program credits the contractor may earn during travel. All contractor travel under subject contract will be arranged and prepared by the contractor. Reasonable travel charges will be reimbursed IAW H.15 REIMBURSEMENT OF TRAVEL COSTS (JAN 2002) CLA 4531, via public voucher.

4.0 Government Property Rights.

4.1 FAA Proprietary Rights. - The FAA acquires title and exclusive rights to all products resulting from performance under this contract, and all the rights and privileges derived therefrom, as these products are produced. This right is not dependent upon the completion of the product, the formal or written acceptance of the product, or receipt of payment for the services from which the product results.

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.: 1994-2431
Revision No.: 18
Date of Last Revision: 05/31/2001

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

** Fringe Benefits Required Follow the Occupational Listing **

| OCCUPATION TITLE | MINIMUM WAGE RATE |
|--|-------------------|
| Administrative Support and Clerical Occupations | |
| Accounting Clerk I | 9.26 |
| Accounting Clerk II | 10.19 |
| Accounting Clerk III | 13.06 |
| Accounting Clerk IV | 17.46 |
| Court Reporter | 14.17 |
| Dispatcher, Motor Vehicle | 13.46 |
| Document Preparation Clerk | 10.00 |
| Duplicating Machine Operator | 10.00 |
| Film/Tape Librarian | 9.88 |
| General Clerk I | 8.70 |
| General Clerk II | 9.43 |
| General Clerk III | 11.94 |
| General Clerk IV | 17.20 |
| Housing Referral Assistant | 16.69 |
| Key Entry Operator I | 8.81 |
| Key Entry Operator II | 9.99 |
| Messenger (Courier) | 9.49 |
| Order Clerk I | 9.30 |
| Order Clerk II | 12.86 |
| Personnel Assistant (Employment) I | 10.54 |
| Personnel Assistant (Employment) II | 11.50 |
| Personnel Assistant (Employment) III | 14.34 |
| Personnel Assistant (Employment) IV | 16.63 |
| Production Control Clerk | 15.50 |
| Rental Clerk | 10.35 |
| Scheduler, Maintenance | 11.55 |
| Secretary I | 11.55 |
| Secretary II | 14.40 |
| Secretary III | 16.69 |
| Secretary IV | 18.76 |

| | |
|-----------------------------------|-------|
| Secretary V | 19.86 |
| Service Order Dispatcher | 10.80 |
| Stenographer I | 10.12 |
| Stenographer II | 11.35 |
| Supply Technician | 18.76 |
| Survey Worker (Interviewer) | 12.32 |
| Switchboard Operator-Receptionist | 9.16 |
| Test Examiner | 14.40 |
| Test Proctor | 14.40 |
| Travel Clerk I | 9.10 |
| Travel Clerk II | 9.56 |
| Travel Clerk III | 10.01 |
| Word Processor I | 8.10 |
| Word Processor II | 9.70 |
| Word Processor III | 10.53 |

Automatic Data Processing Occupations

| | |
|----------------------------------|-------|
| Computer Data Librarian | 8.07 |
| Computer Operator I | 9.52 |
| Computer Operator II | 11.72 |
| Computer Operator III | 15.71 |
| Computer Operator IV | 17.00 |
| Computer Operator V | 18.84 |
| Computer Programmer I (1) | 18.12 |
| Computer Programmer II (1) | 20.79 |
| Computer Programmer III (1) | 25.71 |
| Computer Programmer IV (1) | 27.62 |
| Computer Systems Analyst I (1) | 21.80 |
| Computer Systems Analyst II (1) | 24.40 |
| Computer Systems Analyst III (1) | 27.62 |
| Peripheral Equipment Operator | 10.67 |

Automotive Service Occupations

| | |
|--------------------------------------|-------|
| Automotive Body Repairer, Fiberglass | 15.64 |
| Automotive Glass Installer | 14.08 |
| Automotive Worker | 14.08 |
| Electrician, Automotive | 14.86 |
| Mobile Equipment Servicer | 12.54 |
| Motor Equipment Metal Mechanic | 15.64 |
| Motor Equipment Metal Worker | 14.08 |
| Motor Vehicle Mechanic | 15.64 |
| Motor Vehicle Mechanic Helper | 11.75 |
| Motor Vehicle Upholstery Worker | 13.31 |
| Motor Vehicle Wrecker | 14.08 |
| Painter, Automotive | 14.86 |
| Radiator Repair Specialist | 14.08 |
| Tire Repairer | 12.12 |
| Transmission Repair Specialist | 15.64 |

Food Preparation and Service Occupations

| | |
|---------------------|-------|
| Baker | 9.04 |
| Cook I | 7.51 |
| Cook II | 9.04 |
| Dishwasher | 6.60 |
| Food Service Worker | 6.50 |
| Meat Cutter | 11.21 |
| Waiter/Waitress | 6.75 |

Furniture Maintenance and Repair Occupations

| | |
|-----------------------------|-------|
| Electrostatic Spray Painter | 14.86 |
| Furniture Handler | 10.36 |
| Furniture Refinisher | 14.86 |
| Furniture Refinisher Helper | 11.75 |
| Furniture Repairer, Minor | 13.31 |
| Upholsterer | 14.86 |

General Services and Support Occupations

| | |
|------------------------------|-------|
| Cleaner, Vehicles | 7.33 |
| Elevator Operator | 7.98 |
| Gardener | 10.30 |
| House Keeping Aid I | 6.61 |
| House Keeping Aid II | 8.22 |
| Janitor | 8.22 |
| Laborer, Grounds Maintenance | 8.66 |
| Maid or Houseman | 6.61 |
| Pest Controller | 11.28 |
| Refuse Collector | 7.32 |
| Tractor Operator | 9.66 |
| Window Cleaner | 8.71 |

Health Occupations

| | |
|---|-------|
| Dental Assistant | 10.93 |
| Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver | 11.19 |
| Licensed Practical Nurse I | 9.24 |
| Licensed Practical Nurse II | 10.38 |
| Licensed Practical Nurse III | 11.62 |
| Medical Assistant | 9.93 |
| Medical Laboratory Technician | 10.88 |
| Medical Record Clerk | 11.24 |
| Medical Record Technician | 13.54 |
| Nursing Assistant I | 7.10 |
| Nursing Assistant II | 7.98 |
| Nursing Assistant III | 8.71 |
| Nursing Assistant IV | 9.77 |
| Pharmacy Technician | 12.19 |
| Phlebotomist | 10.38 |
| Registered Nurse I | 16.11 |

| | |
|--|-------|
| Registered Nurse II | 19.71 |
| Registered Nurse II, Specialist | 19.71 |
| Registered Nurse III | 23.84 |
| Registered Nurse III, Anesthetist | 23.84 |
| Registered Nurse IV | 28.58 |
| Information and Arts Occupations | |
| Audiovisual Librarian | 16.49 |
| Exhibits Specialist I | 17.00 |
| Exhibits Specialist II | 18.79 |
| Exhibits Specialist III | 23.45 |
| Illustrator I | 17.00 |
| Illustrator II | 18.79 |
| Illustrator III | 23.46 |
| Librarian | 16.48 |
| Library Technician | 11.07 |
| Photographer I | 10.96 |
| Photographer II | 13.53 |
| Photographer III | 16.34 |
| Photographer IV | 20.40 |
| Photographer V | 23.41 |
| Laundry, Dry Cleaning, Pressing and Related Occupations | |
| Assembler | 7.03 |
| Counter Attendant | 7.03 |
| Dry Cleaner | 8.59 |
| Finisher, Flatwork, Machine | 7.03 |
| Presser, Hand | 7.03 |
| Presser, Machine, Drycleaning | 7.03 |
| Presser, Machine, Shirts | 7.03 |
| Presser, Machine, Wearing Apparel, Laundry | 7.03 |
| Sewing Machine Operator | 9.22 |
| Tailor | 9.84 |
| Washer, Machine | 7.69 |
| Machine Tool Operation and Repair Occupations | |
| Machine-Tool Operator (Toolroom) | 14.86 |
| Tool and Die Maker | 20.20 |
| Material Handling and Packing Occupations | |
| Forklift Operator | 11.53 |
| Fuel Distribution System Operator | 14.02 |
| Material Coordinator | 14.54 |
| Material Expediter | 14.54 |
| Material Handling Laborer | 10.95 |
| Order Filler | 11.74 |
| Production Line Worker (Food Processing) | 11.46 |
| Shipping Packer | 11.78 |
| Shipping/Receiving Clerk | 11.78 |

| | |
|--|-------|
| Stock Clerk (Shelf Stocker, Store Worker II) | 12.62 |
| Store Worker I | 10.44 |
| Tools and Parts Attendant | 11.53 |
| Warehouse Specialist | 11.53 |

Mechanics and Maintenance and Repair Occupations

| | |
|--|-------|
| Aircraft Mechanic | 15.64 |
| Aircraft Mechanic Helper | 11.75 |
| Aircraft Quality Control Inspector | 16.44 |
| Aircraft Servicer | 13.31 |
| Aircraft Worker | 14.08 |
| Appliance Mechanic | 14.86 |
| Bicycle Repairer | 12.12 |
| Cable Splicer | 17.99 |
| Carpenter, Maintenance | 14.95 |
| Carpet Layer | 14.08 |
| Electrician, Maintenance | 16.40 |
| Electronics Technician, Maintenance I | 13.01 |
| Electronics Technician, Maintenance II | 19.57 |
| Electronics Technician, Maintenance III | 21.95 |
| Fabric Worker | 13.31 |
| Fire Alarm System Mechanic | 15.64 |
| Fire Extinguisher Repairer | 12.54 |
| Fuel Distribution System Mechanic | 15.64 |
| General Maintenance Worker | 14.08 |
| Heating, Refrigeration and Air Conditioning Mechanic | 15.64 |
| Heavy Equipment Mechanic | 15.64 |
| Heavy Equipment Operator | 16.82 |
| Instrument Mechanic | 17.02 |
| Laborer | 9.04 |
| Locksmith | 14.86 |
| Machinery Maintenance Mechanic | 16.70 |
| Machinist, Maintenance | 15.64 |
| Maintenance Trades Helper | 11.75 |
| Millwright | 16.24 |
| Office Appliance Repairer | 14.86 |
| Painter, Aircraft | 14.86 |
| Painter, Maintenance | 14.86 |
| Pipefitter, Maintenance | 16.36 |
| Plumber, Maintenance | 15.73 |
| Pneumatic Systems Mechanic | 15.64 |
| Rigger | 15.64 |
| Scale Mechanic | 14.08 |
| Sheet-Metal Worker, Maintenance | 15.64 |
| Small Engine Mechanic | 14.08 |
| Telecommunication Mechanic I | 19.01 |
| Telecommunication Mechanic II | 19.93 |
| Telephone Lineman | 19.01 |
| Welder, Combination, Maintenance | 15.64 |

| | |
|--|-------|
| Well Driller | 15.64 |
| Woodcraft Worker | 15.64 |
| Woodworker | 12.54 |
| Miscellaneous Occupations | |
| Animal Caretaker | 8.37 |
| Carnival Equipment Operator | 8.65 |
| Carnival Equipment Repairer | 9.23 |
| Carnival Worker | 6.72 |
| Cashier | 6.86 |
| Desk Clerk | 8.41 |
| Embalmer | 16.57 |
| Lifeguard | 9.02 |
| Mortician | 16.57 |
| Park Attendant (Aide) | 11.32 |
| Photofinishing Worker (Photo Lab Tech., Darkroom Tech) | 9.09 |
| Recreation Specialist | 11.65 |
| Recycling Worker | 8.64 |
| Sales Clerk | 9.00 |
| School Crossing Guard (Crosswalk Attendant) | 6.37 |
| Sport Official | 9.02 |
| Survey Party Chief (Chief of Party) | 16.23 |
| Surveying Aide | 9.12 |
| Surveying Technician (Instr. Person/Surveyor Asst./Instr.) | 13.08 |
| Swimming Pool Operator | 10.40 |
| Vending Machine Attendant | 8.64 |
| Vending Machine Repairer | 10.40 |
| Vending Machine Repairer Helper | 8.40 |
| Personal Needs Occupations | |
| Child Care Attendant | 8.41 |
| Child Care Center Clerk | 12.06 |
| Chore Aid | 6.38 |
| Homemaker | 14.22 |
| Plant and System Operation Occupations | |
| Boiler Tender | 17.99 |
| Sewage Plant Operator | 14.86 |
| Stationary Engineer | 19.78 |
| Ventilation Equipment Tender | 11.75 |
| Water Treatment Plant Operator | 14.86 |
| Protective Service Occupations | |
| Alarm Monitor | 11.01 |
| Corrections Officer | 16.07 |
| Court Security Officer | 16.07 |
| Detention Officer | 16.07 |
| Firefighter | 15.23 |
| Guard I | 8.32 |

| | |
|---|-------|
| Guard II | 12.21 |
| Police Officer | 16.91 |
| Stevedoring/Longshoremen Occupations | |
| Blocker and Bracer | 15.79 |
| Hatch Tender | 13.73 |
| Line Handler | 13.73 |
| Stevedore I | 14.94 |
| Stevedore II | 16.67 |
| Technical Occupations | |
| Air Traffic Control Specialist, Center (2) | 27.00 |
| Air Traffic Control Specialist, Station (2) | 18.62 |
| Air Traffic Control Specialist, Terminal (2) | 20.50 |
| Archeological Technician I | 13.73 |
| Archeological Technician II | 15.36 |
| Archeological Technician III | 19.02 |
| Cartographic Technician | 19.12 |
| Civil Engineering Technician | 18.18 |
| Computer Based Training (CBT) Specialist/ Instructor | 25.02 |
| Drafter I | 12.17 |
| Drafter II | 14.05 |
| Drafter III | 18.53 |
| Drafter IV | 21.63 |
| Engineering Technician I | 14.37 |
| Engineering Technician II | 18.00 |
| Engineering Technician III | 19.78 |
| Engineering Technician IV | 25.62 |
| Engineering Technician V | 29.57 |
| Engineering Technician VI | 33.93 |
| Environmental Technician | 17.03 |
| Flight Simulator/Instructor (Pilot) | 26.55 |
| Graphic Artist | 18.92 |
| Instructor | 19.76 |
| Laboratory Technician | 12.23 |
| Mathematical Technician | 18.80 |
| Paralegal/Legal Assistant I | 12.51 |
| Paralegal/Legal Assistant II | 16.30 |
| Paralegal/Legal Assistant III | 19.94 |
| Paralegal/Legal Assistant IV | 24.13 |
| Photooptics Technician | 19.64 |
| Technical Writer | 20.46 |
| Unexploded (UXO) Safety Escort | 17.16 |
| Unexploded (UXO) Sweep Personnel | 17.16 |
| Unexploded Ordnance (UXO) Technician I | 17.16 |
| Unexploded Ordnance (UXO) Technician II | 20.76 |
| Unexploded Ordnance (UXO) Technician III | 24.88 |
| Weather Observer, Combined Upper Air and Surface Programs (3) | 15.90 |
| Weather Observer, Senior (3) | 18.30 |

| | |
|---|-------|
| Weather Observer, Upper Air (3) | 15.90 |
| Transportation/ Mobile Equipment Operation Occupations | |
| Bus Driver | 11.40 |
| Parking and Lot Attendant | 8.00 |
| Shuttle Bus Driver | 10.09 |
| Taxi Driver | 9.49 |
| Truckdriver, Heavy Truck | 14.00 |
| Truckdriver, Light Truck | 10.09 |
| Truckdriver, Medium Truck | 11.40 |
| Truckdriver, Tractor-Trailer | 14.00 |

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 successor; 3 weeks after 10 years, and 4 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, drying, 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 \$.57 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.