

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 2	
2. AMENDMENT/MODIFICATION NO. 002	3. EFFECTIVE DATE 6/9/00	4. REQUISITION/PURCHASE REQUEST NO.	5. PROJECT NO. (IF APPLICABLE)	
6. ISSUED BY U. S. Department of Energy Savannah River Operations Office Contracts Management Division P.O. Box A Aiken, SC 29802		7. ADMINISTERED BY (IF OTHER THAN ITEM 6) CODE		
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, state, ZIP Code)		<input checked="" type="checkbox"/>	9A. AMENDMENT OF SOLICITATION NO. DE-RP09-00SR22183	
		<input checked="" type="checkbox"/>	9B. DATED (SEE ITEM 11) 6/9/00	
			10A. MODIFICATION OF CONTRACT/ORDER NO.	
			10B. DATED (SEE ITEM 13)	
CODE	FACILITY CODE	11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS		

The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of Offers is extended, is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods.
 (a) By completing items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR 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 APPROPRIATIONS DATA (If required)

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

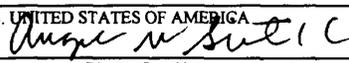
A. THIS CHANGE ORDER IS ISSUED PURSUANT TO (SPECIFY AUTHORITY) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A
B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in the paying office, appropriation data, etc.) SET FORTH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

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

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

See Page 2.

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) Angela M. Sistrunk Contracting Officer
15b. CONTRACTOR/OFFEROR (SIGNATURE OF PERSON AUTHORIZED TO SIGN)	16B. UNITED STATES OF AMERICA  (SIGNATURE OF CONTRACTING OFFICER)
15c. DATE SIGNED	16c. DATE SIGNED JUN 09 2000

- A. Amendment No. 2 revises clauses and adds an additional clause.
- B. Attachment No. 1 to this Amendment contains pages deleted in their entirety from the RFP and replaced. The following pages have been deleted in their entirety and replaced:
 - Page H-10
 - Page H-11
 - Page H-14
 - Page I-64
 - Page L-11
- C. Attachment No. 2 adds an additional exhibit to Section L, Exhibit 19, which summarizes current benefits recognized by DOE.
- D. Attachment No. 3 is a copy of Optional Form 60.
- E. The due date for submittal of solicitation questions is extended through June 13, 2000.

Effort" clauses of the contract. The Contractor is not authorized to incur costs on Task Assignments which are not in compliance with any of those clauses of the contract.

Note: The term "Direct Productive Man Hours (DPMH)," if utilized elsewhere in this contract, is synonymous with the term "Direct Productive Work Hours (DPWH)" and "Direct Productive Labor Hours (DPLH)."

H.18 WORK EFFORT

- (a) The Contractor shall provide an estimated total of 218,400 Direct Productive Labor Hours (DPLH) under SECTION B.01(a), as required by Task Assignments issued pursuant to paragraph H.17 ORDERING PROCEDURE during the term of this Contract. Direct Productive Labor Hours are defined as actual work hours exclusive of vacation, holiday, sick leave, and other absences. This contract is for obtaining the services required under the Statement of Work for the period set forth in Section F, paragraph F.01. The contract term shall prevail, notwithstanding the estimated DPLH, should they be insufficient or in excess of that actually needed, and the contractor will be required to provide all DPLH that may be needed to complete all Task Assignments that are issued during the term of the contract.
- (b) The base and performance fee set forth in SECTION B.03(a) is based upon the Contractor providing, pursuant to issued Task Assignments, a total effort of no greater than plus ten percent (+10%) of the estimated DPLH or no less than minus ten percent (-10%) of the total estimated DPLH. If the total effort provided by the Contractor during the term of the contract is between 196,560 DPLH and 240,240 DPLH, the fee set forth in paragraph B.03 (a) shall not be adjusted. However, in the event the Contractor shall be required to furnish an effort less than 196,560 DPLH during the contract term, the fee shall be equitably adjusted. The fee adjustment shall be based solely upon the difference between the effort actually provided and 218,400 DPLH. If the contractor is required to provide greater than 240,240 DPLH, the fee shall be equitably adjusted and such adjustment shall be based solely upon the difference between the effort actually provided and 218,400 DPLH.
- (c) In the case of additional work effort provided by the contractor as a result of the Government's decision to exercise the option for Option Period I (72,800 DPLH) and Option Period II (72,800 DPLH), the additional DPLH for each option period shall be added to the Basic Period 218,400 DPLH. Any fee adjustment shall be based on the methodology described in paragraph (b) above.

Note: The term "Direct Productive Man Hours (DPMH)," if utilized elsewhere in this contract, is synonymous with the term "Direct Productive Work Hours (DPWH)" and "Direct Productive Labor Hours (DPLH)."

H.19 OBSERVANCE OF LEGAL HOLIDAYS

The Government observes the following days as holidays:

New Years Day	Martin Luther King Day
Presidents' Day	Memorial Day
Independence Day	Labor Day
Columbus Day	Veterans Day
Thanksgiving Day	Christmas Day

H.20 INSURANCE

In accordance with FAR 52.228-7 INSURANCE-LIABILITY TO THIRD PERSONS (MAR 1996), the Contractor must obtain comprehensive insurance coverage in the amounts delineated below:

- (a) General Liability – \$1,000,000 per occurrence (bodily injury).
- (b) Automobile Liability – \$500,000 per person – \$1,000,000 per (bodily injury), \$100,000 per occurrence for property damage.
- (c) Workers' Compensation and Employer's Liability – \$500,000

The Contractor will submit required insurance certificates to the Contracting Officer for approval prior to the award of the contract. Any proposed changes in approved insurance coverages must be submitted to the Contracting Officer for approval.

H.21 RESERVED**H.22 RELOCATION**

Contractor shall obtain advance, written approval from the Contracting Officer prior to permanently relocating any employee to the local area and charging the cost, or any portion thereof, to this contract.

H.23 GOVERNMENT FURNISHED FACILITIES, MATERIALS, PROPERTY AND EQUIPMENT

Pursuant to FAR 52.245-5, GOVERNMENT PROPERTY (COST-REIMBURSEMENT, TIME-AND-MATERIAL, OR LABOR-HOUR CONTRACTS) (JAN 1986), as modified by DEAR 952.245-5, Section I, Contract Clauses, the Government will furnish all

- (b) Supervision Representative of Contractor. Unless otherwise directed by the Contracting Officer, a competent full-time resident supervising representative of the Contractor satisfactory to the Contracting Officer shall be in charge of the work at all times. This also applies to offsite work.

H.28 TRAVEL

The Contractor shall be entitled to reimbursement of the expenses incurred by its employees for lodging, meals and incidental expenses (M&IE), and transportation (airfare, rental cars and/or other ground transportation). Reimbursement shall be in accordance with applicable Federal travel regulations using the standard rates established by the General Services Administration (GSA) for the locality where the employee(s) was (were) required to perform work in connection with this contract and with the approval of the Contracting Officer.

H.29 HUMAN RESOURCES CONSIDERATIONS

- (a) The contractor shall, for purposes of vacations only, credit those employees it hires from Madison Research Corporation, Inc., or any of its subcontractors under Contract No. DE-AC09-95SR18516 with length of service credit for any continuous employment with predecessor support service contractors for this work. The credited prior service, if any, will be applied to the contractor's vacation plan, not the Madison Research Corporation, Inc., or any of its subcontractors vacation plan. Prior service need not be credited for any other purpose.
- (b) The contractor shall provide substantially equivalent benefits to those employees it hires from Madison Research Corporation, Inc., or any of its subcontractors or teaming partners, based on its company policy.
- (c) The contractor shall provide those employees it hires from Madison Research Corporation, Inc., or any of its subcontractors or teaming partners, a medical benefits program with no enrollment waiting period or pre-existing conditions exclusion.

Officer. Contract financing payments shall be made on the (insert day as prescribed by Agency head; if not prescribed, insert 30th day) day after receipt of a proper contract financing request by the designated billing office. In the event that an audit or other review of a specific financing request is required to ensure compliance with the terms and conditions of the contract, the designated payment office is not compelled to make payment by the due date specified.

- (2) Due dates for other contract financing. For advance payments, loans, or other arrangements that do not involve recurring submissions of contract financing requests, payment shall be made in accordance with the corresponding contract terms or as directed by the Contracting Officer.
 - (3) Interest penalty not applicable. Contract financing payments shall not be assessed an interest penalty for payment delays.
- (c) Fast payment procedure due dates. If this contract contains the clause at 52.213-1, Fast Payment Procedure, payments will be made within 15 days after the date of receipt of the invoice.

I.54 52.232-34 PAYMENT BY ELECTRONIC FUNDS TRANSFER—OTHER THAN CENTRAL CONTRACTOR REGISTRATION (MAY 1999)

(a) Method of payment.

- (1) All payments by the Government under this contract shall be made by electronic funds transfer (EFT) except as provided in paragraph (a)(2) of this clause. As used in this clause, the term "EFT" refers to the funds transfer and may also include the payment information transfer.
- (2) In the event the Government is unable to release one or more payments by EFT, the Contractor agrees to either—
 - (i) Accept payment by check or some other mutually agreeable method of payment; or
 - (ii) Request the Government to extend payment due dates until such time as the Government makes payment by EFT (but see paragraph (d) of this clause).

(b) Mandatory submission of Contractor's EFT information.

- (1) The Contractor is required to provide the Government with the information required to make payment by EFT (see paragraph (j) of this clause). The Contractor shall provide this information directly to the office designated in this contract to receive that information (hereafter: "designated office") upon contract award. If not otherwise specified in this contract, the payment office is the designated office for receipt of the Contractor's EFT information. If more than one designated office is named for the contract, the Contractor shall provide a separate notice to each office. In the event that the EFT information changes, the Contractor shall be responsible for providing the updated information to the designated office(s).
- (2) If the Contractor provides EFT information applicable to multiple contracts, the Contractor shall specifically state the applicability of this EFT information in

(5) OFFEROR REPRESENTATIONS AND CERTIFICATIONS FORM

The Offeror Representations and Certifications (RFP PART IV - SECTION K), Organizational Conflict of Interest Information (RFP PART IV - SECTION L, Exhibit 18), are to be executed fully and a copy included in each copy of Part I - Proposal Information.

(6) ADDITIONAL INFORMATION TO BE FURNISHED

Part I - Proposal Information shall, in addition to other pertinent information, contain information specifically addressing each of the following:

- (a) Acknowledgement of Amendments. Acknowledge receipt of any Amendments to this RFP by listing their amendment numbers and dates of issuance.
- (b) Contractor Representative(s). Furnish the names, titles, and telephone numbers of persons authorized to represent the offeror in contractual matters, including final negotiations.
- (c) Individual to Whom Payment Should be Sent and Individual Responsible for Correctness of Invoice. Specify name(s), title(s), telephone number(s), office or group name(s) and complete mailing address of responsible official(s).
- (d) Government-Furnished Property. Indicate whether or not the proposal is based on the use of Government-furnished property (including but not limited to facilities, equipment, special tooling, and material). To the extent such use is proposed, include particulars in Part III - Cost Proposal.
- (e) Withholding of Technical Data

The section of this solicitation which describes the work to be performed also sets forth DOE's known requirements for technical data. The Additional Technical Data Requirements clause, if included in the contract, provides the Government with the option to order additional technical data, the requirements for which are not known at the time of contracting. There is however, a built-in limitation on the kind of technical data which may be required. This limitation is found in paragraph (e) of the Rights in Technical Data clause which provides that the contractor may withhold delivery of proprietary data.

It is necessary that your proposal state that the work to be performed and the known requirements for technical data as set forth in the solicitation have been reviewed. You must then either (a) state that to the best of your knowledge, no data will be withheld, or (b) submit a list identifying the proprietary data which to the best of your knowledge will likely be used in the contract performance and will be withheld.

(f) Competition in Subcontracting

- (i) The offeror shall state its intentions for selection of proposed subcontractors on a competitive basis. Competitive solicitation of proposed subcontractors shall be discussed in proposal Part I – Proposal Information. Non-competitive selection of proposed subcontractors must be justified.
- (ii) Unless expressly provided in any resulting contract, award of the contract shall not be construed as the consent or authorization by the Department of the selection of any proposed subcontractor.

**U.S. Department of Energy
Savannah River Operations
RFP DE-RP09-00SR22183
Section L, Attachment 19
Summary of Current Benefits**

Notes

- Immediate enrollment in all benefit plans is offered.
- Health care and Vision care coverage starts the first day of month following enrollment.
- This is an overview of benefits. The contracts and the Summary Plan Descriptions (SPD's) in effect serve as the basis for determining all rights and entitlements. These are subject to change without notice.

Benefit	Cost to Employee (Biweekly)	Benefit Coverage Description
Health Plan Bundle package includes: <input type="checkbox"/> Major medical <input type="checkbox"/> Hospitalization <input type="checkbox"/> Dental <input type="checkbox"/> Prescription drug	Individual Coverage (four options available) 1. Health with Family Vision \$18.00 2. Health with Individual Vision \$17.00 3. Health with No Vision \$16.00 4. No Health, Vision only \$3.00 Family Coverage (four options available) 1. Health with Family Vision \$41.00 2. Health with Individual Vision \$40.00 3. Health with No Vision \$39.00 4. No Health, Vision only \$8.00	<input type="checkbox"/> PPO coverage provided at 100% with no deductibles <input type="checkbox"/> Inpatient hospitalization deductible \$100 per admission <input type="checkbox"/> Unlimited lifetime maximum for services including cancer covered under PPO with no deductible <input type="checkbox"/> Inpatient mental and nervous/substance abuse covered at 100% of PPO up to 7 days each 12 consecutive months <input type="checkbox"/> Employee may sign up alone or with family coverage <input type="checkbox"/> Coverage available throughout U.S. under BCBS Blue Card network with no loss of benefits due to geographical location. <input type="checkbox"/> Employee's cost share is 20% of premium for either individual or family coverage <input type="checkbox"/> Employee's cost share is offered via payroll deduction and pre-tax
Dental Plan Included in Health Plan		<input type="checkbox"/> Annual deductible \$25 (total up to 3 per year) <input type="checkbox"/> Dental exams, up to two per benefit period <input type="checkbox"/> Routine cleanings, up to two per benefit period <input type="checkbox"/> Simple tooth extractions <input type="checkbox"/> Maximum benefit \$750 per member each calendar year <input type="checkbox"/> Basic services 100%, no copay <input type="checkbox"/> Prosthetic services 50% <input type="checkbox"/> Periodontic services 20%
Prescription Drug Vision Plan	Included in Health Plan See notes under Health Plan costs.	<input type="checkbox"/> Graduated copay depending on generic or brand use and availability <input type="checkbox"/> Annual exam, \$10 copay <input type="checkbox"/> Replacement lenses every 12 months, \$15 copay <input type="checkbox"/> Replacement frames every 24 months, \$15 copay <input type="checkbox"/> The employee may sign up alone or elect family coverage <input type="checkbox"/> Services provided via national network

<p>401(k) Retirement Plan</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Immediate enrollment, no waiting period. Open enrollment also offered months of January and July. <input type="checkbox"/> Employee can contribute up to 15% of total compensation or \$10,500, whichever is less (set by IRS annually) <input type="checkbox"/> Qualified rollovers/transfers accepted anytime <input type="checkbox"/> 100% vesting after one year service <input type="checkbox"/> Standard matching funds are provided at 50% (up to 6%) of employee's total contribution <input type="checkbox"/> Matching computation based on 6% of the employee's eligible compensation. Company then matches 50% of this amount. For example, an employee contributes \$4000 (10% of his/her \$40,000 salary) during the plan year. The Company match would then be \$1200, which is 3%. Refer to SPD for computation when employee's contribution is less than 6% of their eligible compensation. <input type="checkbox"/> Twelve investment products provided via Massachusetts Financial Services (MFS). MFS provides online web site service for investment reports and making investment changes in products <input type="checkbox"/> Changes to contribution amounts may be made quarterly (January, April, July, and October) <input type="checkbox"/> Written quarterly reports provided by MFS to each employee indicating monies deposited and investment results. <input type="checkbox"/> Company provides ongoing educational program for retirement planning
<p>401(a) Pension Plan</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Employees in a Wage Determination (WD) position are eligible <input type="checkbox"/> Plan provider is Plan Data for Manulife Financial <input type="checkbox"/> MRC contributes to plan monthly, no employee contribution <input type="checkbox"/> Employee pays no state or federal taxes on the deposits or on the interest earned, until after retirement <input type="checkbox"/> Employees select investment products from 10 available <input type="checkbox"/> Plan Data provides employee with quarterly statement showing investment results <input type="checkbox"/> Upon termination of employment with Company, employee may roll funds over to IRA or another qualified corporate plan
<p>Insurance Plans</p> <ol style="list-style-type: none"> 1. Life 2. Additional Death & Dismemberment (AD&D) 3. Short-Term Disability 4. Long-Term Disability 	<p>Company pays 100% of costs for plans listed below.</p> <ul style="list-style-type: none"> <input type="checkbox"/> \$50,000 per employee (amount reduced at age 65 and 70) <input type="checkbox"/> Employees may purchase additional life insurance for themselves and/or family <input type="checkbox"/> Life insurance is portable should employee leave company <input type="checkbox"/> \$50,000 per employee <input type="checkbox"/> 60% of salary up to \$500 per week <input type="checkbox"/> Starts on fifteenth day of absence <input type="checkbox"/> Benefit continues for up to 6 months <input type="checkbox"/> 60% of salary up to \$1,000 per month <input type="checkbox"/> Starts after 180 days of absence <input type="checkbox"/> Additional lifelong disability buy-up available and is portable

<p>Paid Time Off Program</p> <p>1. Holidays</p>	<p><input type="checkbox"/> Eleven (11) paid holidays</p> <p><input type="checkbox"/> Flexible annual leave pool and employees may use annual leave for purposes of their selection</p> <p><input type="checkbox"/> Years 0 to 5, 4.62 hours accrual per biweekly pay period, 120 hours/15 days per year</p> <p><input type="checkbox"/> Years 5+, 6.16 hours accrual per biweekly pay period, 160 hours/20 days per year</p> <p><input type="checkbox"/> All of the above are on an accrual basis per pay period with 26 pay periods per year</p> <p><input type="checkbox"/> Service on predecessor contracts counted for leave accrual rate</p> <p><input type="checkbox"/> Employees can bank up to 200 hours</p>
<p>3. Bereavement</p>	<p><input type="checkbox"/> Up to three days for immediate family members (employee's spouse, child, parent, parent-in-law, brother, sister, or grandparent)</p> <p><input type="checkbox"/> One day for other relatives</p>
<p>4. Jury Duty</p>	<p><input type="checkbox"/> Employee continues to receive full regular pay for up to 15 days</p> <p><input type="checkbox"/> Employee retains any stipend paid by court</p>
<p>Other Absences</p>	<p><input type="checkbox"/> Employee may select either to:</p> <p>1. Use accrued annual leave time and receive full pay or</p> <p>2. Use LWOP and receive difference between military pay and regular pay</p> <p><input type="checkbox"/> Up to two weeks military leave/absence authorized</p>
<p>2. Family and Medical Leave Absences</p>	<p><input type="checkbox"/> Full compliance with FMLA and U.S. DOL regulations</p>
<p>3. Other</p>	<p><input type="checkbox"/> Other absences not falling under FMLA considered on a case-by-case basis</p>
<p>Employee Assistance Plan</p>	<p>Company pays all administration costs</p> <p><input type="checkbox"/> Absolute confidentiality</p> <p><input type="checkbox"/> National network of service providers available 24/7</p> <p><input type="checkbox"/> Program available for employees and their families</p> <p><input type="checkbox"/> Services include counseling/referral for:</p> <ol style="list-style-type: none"> 1. Family 2. Job 3. Legal 4. Financial 5. Parenting 6. Child care 7. Alcohol abuse 8. Drug abuse 9. Other stress-related concerns

Pre-tax Flexible Benefits Plan	Company pays all administration costs	<input type="checkbox"/> A Section IRS 125 approved cafeteria plan <input type="checkbox"/> Pre-tax contributions for: <ol style="list-style-type: none"> 1. Health insurance coverage 2. Medical expense reimbursement account 3. Dependent care expense reimbursement account
Workplace Substance Abuse Plan	<input type="checkbox"/> Employees may receive counseling and/or treatment under EAP and/or Health Care Plans	
Education Assistance Plan	<input type="checkbox"/> 100% tuition reimbursement up to \$2000 per calendar year provided for courses leading to degree programs <input type="checkbox"/> Grade of A or B required <input type="checkbox"/> One year service requirement applies	
Training Assistance Plan	<input type="checkbox"/> 100% of tuition/registration, travel, etc. for approved training to maintain, improve, or acquire new skills to ensure maximum job performance	
Performance Increases	<input type="checkbox"/> Performance reviews are conducted on employee's anniversary hire date with Company and approved increase reflected in next pay period following approval <input type="checkbox"/> Pay increases are determined based on employee's job performance	
Performance Bonuses	<input type="checkbox"/> Spot Awards recommended by Managers during the calendar year to recognize employee and/or team performance <input type="checkbox"/> Year-End Awards with up to 30% annual salary authorized	
Service Awards	<input type="checkbox"/> Service Award recognitions issued for one, five, ten, and fifteen years service with Company	
Flexible Work Scheduling	<input type="checkbox"/> Flexible work scheduling authorized as approved by Manager and consistent with meeting business needs	
Employee Morale and Community Relations	<input type="checkbox"/> Company sponsored holiday parties and picnics, team sports, group meetings and awards/recognition programs, and other activities organized by local Employee Associations <input type="checkbox"/> Supports local charities via fundraisers and other hands-on activities <input type="checkbox"/> Awards and other recognition published on Company Intranet/Intranet and local media	



Benefit Package Summary for Systems Support Alternatives, Inc.

Benefit Name	Eligibility	Cost to Employees (Bi-monthly)	Coverage Description
<u>Medical Plan</u> Provider: Guardian Life Insurance Company	First of month following date of hire or date of hire if hired on the first working day of the month	EE only -no charge EE + Spouse -\$97.32 EE+Child(ren) -\$80.95 EE+Family -\$172.51	-National Plan -PPO coverage through PHCS physician directory -No referrals necessary
<u>Dental Plan</u> Option One: Local Plan for MD, VA & DC Provider: Consumer Dental Care	First of month following date of hire or date of hire if hired on the first working day of the month	EE only -\$7.00 EE+Family -\$15.25	-PPO directory -Level of coverage available is Employee or Family -Routine maintenance is free of charge -No claim forms
<u>Dental Plan</u> Option Two: National Plan Provider: Consumer Dental Care	First of month following date of hire or date of hire if hired on the first working day of the month	EE only -\$12.89 EE+One -\$25.10 EE+Family -\$37.30	-National Plan -Use any dentist -Varying level of coverage available -Employee must file claim forms



Benefit Package Summary for Systems Support Alternatives, Inc.

Benefit Name	Eligibility	Cost to Employees (Bi-monthly)	Coverage Description
<u>Discount Vision Plan</u> Provider: Superior Vision Plan	First of month following date of hire or date of hire if hired on the first working day of the month	EE and Family \$15.00/year charged on June 1 or first of month after date of hire	-National Plan -PPO directory -\$15.00 pays for one year of coverage -Discounts of up to 30% on services and materials
<u>Life Insurance & Accidental Death/Dismemberment</u> Provider: Guardian Life Insurance Company	First of month following date of hire or date of hire if hired on the first working day of the month	Company pays entire cost for employee coverage; no dependent coverage available	-Life payout is one times annual salary rounded to the next \$1000 -AD&D payout for loss of life and multiple dismemberment is identical to the life benefit; payment for single dismemberment is one-half of the life payout
<u>Short-Term Disability</u> Provider: Guardian Life Insurance Company	First of month following date of hire or date of hire if hired on the first working day of the month	Company pays entire cost for employee coverage; no dependent coverage available	-Waiting period of 1 day for accident & 7 days for illness -Payment is 66% of the employee's average weekly earnings; \$750/week maximum -Payment on a weekly basis for a maximum of 13 weeks
<u>Long-Term Disability</u> Provider: Guardian Life Insurance Company	First of month following date of hire or date of hire if hired on the first working day of the month	Company pays entire cost for employee coverage; no dependent coverage available	-Waiting period of 90 days -Payment is 66% of the employee's average monthly earnings; \$5000/month maximum -Payment on a weekly basis for a maximum of 13 weeks

Effective June 1, 2000



Benefit Package Summary for Systems Support Alternatives, Inc.

Benefit Name	Eligibility	Cost to Employees (Bi-monthly)	Coverage Description
<u>Supplemental Life Insurance</u> Provider: UNUM	First of month following date of hire	-Employees pays entire cost of coverage amount selected and approved for - Premium payment made through direct payroll deduction	-Guaranteed write policy up to \$50,000; amount over is subject to approval -Coverage available for spouse and/or children -Group rates determined based on amount and level of coverage, age and use/non-use of tobacco products -10 paid holidays -Most sites follow standard Federal Government Schedule (Additional floating holiday granted for those covered under Service Contract Act)
<u>Holidays</u>	Date of hire		-Block of 40 hours granted at 6-month anniversary -Accruals equal following schedule: - Up to 60 months – 80 hrs/yr - 61 + months – 120 hrs/yr -Employees may carryover amount equal to annual accrual
<u>Vacation Leave</u>	Six months after employment; accrual basis thereafter		-Each employee accrues total of 9 days (72 hours) per calendar year (For those granted floating holiday under Service Contract Act, accrual totals 8 days or 64 hours)
<u>Unified Leave</u>	Date of hire on accrual		



Benefit Package Summary for Systems Support Alternatives, Inc.

Benefit Name	Eligibility	Cost to Employees (Bi-monthly)	Coverage Description
<u>Jury Duty</u>	Date of hire		<ul style="list-style-type: none"> -Company pays difference between jury duty pay and normal wages for maximum of one week's salary -Over one week of jury duty - employee may take unified, vacation or leave without pay
<u>Educational Assistance</u>	Six months after employment	<ul style="list-style-type: none"> -Employee pays tuition and requests reimbursement after successful completion of course -Employee must repay if he/she leaves within one year of reimbursement 	<ul style="list-style-type: none"> -Company pays for work-related courses, excluding textbooks and fees -Minimum grade requirements -Maximum of \$1000 per calendar year
<u>401(k) Plan</u> Provider: Salomon Smith Barney	After 30 days of employment, employee may enter plan on first day of any calendar quarter		<ul style="list-style-type: none"> -Employee may contribute a maximum of 15% of salary -Plan accepts rollovers from qualified plans -Loan and hardship withdrawal provisions -Discretionary company match announced on yearly basis
<u>Merit Increases</u>	Usually after one year of service for employees who exhibit, at minimum, satisfactory work performance.		<ul style="list-style-type: none"> -Amount varies depending on level of performance over the previous twelve months -Amount may vary due to contract stipulations
<u>Severance Pay</u>	Varies		<ul style="list-style-type: none"> -Discretionary; may vary due to contract stipulations -Requires approval of President

CONTRACT PRICING PROPOSAL				Office of Management and Budget Approval No. 29-RO184	
This form is for use when (i) submission of cost or pricing data (see FPR 1-3.807-3) is required and (ii) substitution for the Optional Form 59 is authorized by the contracting officer.				Page No.	No. of pages
NAME OF OFFEROR		SUPPLIES AND/OR SERVICES TO BE FURNISHED			
HOME OFFICE ADDRESS					
DIVISION(S) AND LOCATION(S) WHERE WORK IS TO BE PERFORMED		TOTAL AMOUNT OF PROPOSAL	GOV'T SOLICITATION NO.		
		\$			
DETAIL DESCRIPTION OF COST ELEMENTS					
1. DIRECT MATERIAL (Itemize on Exhibit A)			EST COST (\$)	TOTAL EST COST	REFERENCE
a. PURCHASED PARTS					
b. SUBCONTRACTED ITEMS					
c. OTHER - (1) RAW MATERIAL					
(2) YOUR STANDARD COMMERCIAL ITEMS					
(3) INTERDIVISIONAL TRANSFERS (At other than cost)					
TOTAL DIRECT MATERIAL					
2. MATERIAL OVERHEAD (Rate % x \$ base =					
3. DIRECT LABOR (Specify)		ESTIMATED HOURS	RATE/HOUR	EST COST (\$)	
TOTAL DIRECT LABOR					
4. LABOR OVERHEAD (Specify Dept. or Cost Center) O.H. Rate x BASE = EST COST (\$)					
TOTAL LABOR OVERHEAD					
5. SPECIAL TESTING (Including field work at Government installations)				EST COST (\$)	
TOTAL SPECIAL TESTING					
6. SPECIAL EQUIPMENT (If direct charge) (Itemize on Exhibit A)					
7. TRAVEL (If direct charge) (Give details on attached Schedule)				EST COST (\$)	
a. TRANSPORTATION					
b. PER DIEM OR SUBSISTENCE					
TOTAL TRAVEL					
8. CONSULTANTS (Identify-purpose-rate)					
TOTAL CONSULTANTS					
9. OTHER DIRECT COSTS (Itemize on Exhibit A)					
10. TOTAL DIRECT COST AND OVERHEAD					
11. GENERAL AND ADMINISTRATIVE EXPENSE (Rate % of cost element Nos.)					
12. ROYALTIES					
13. TOTAL ESTIMATED COST					
14. FEE OR PROFIT					
15. TOTAL ESTIMATED COST AND FEE OR PROFIT					

