

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT 1. CONTRACT ID CODE PAGE OF PAGES
 1 3

2 AMENDMENT/MODIFICATION NO. 3. EFFECTIVE DATE 4. REQUISITION/PURCHASE REQ. NO. 5. PROJECT NO (if applicable)
 0350 See Block 16C

6. ISSUED BY CODE 05003 7 ADMINISTERED BY (if other than Item 6) CODE 05003
 NNSA Los Alamos Field OPC NNSA/Los Alamos Site Office
 NA-00-LA U.S. Department of Energy
 NNSA/Los Alamos Site Office Los Alamos Site Office
 3748 West Jemez Road 3747 West Jemez Road
 Los Alamos NM 87544 Los Alamos NM 87544

8 NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) 9A AMENDMENT OF SOLICITATION NO.
 LOS ALAMOS NATIONAL SECURITY, LLC (a)
 Attn: STEVE SHOOK
 P.O. BOX 1663, MS M722
 LOS ALAMOS NM 875450001
 9B DATED (SEE ITEM 11)
 X 10A MODIFICATION OF CONTRACT/ORDER NO. DE-AC52-06NA25396
 10B DATED (SEE ITEM 13)
 12/21/2005

CODE 175252894 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 APPROPRIATION DATA (if required) 13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

CHECK ONE 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 change in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
 C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF
 D. OTHER (Specify type of modification and authority)
 X P.L. 95-91 and Other Applicable Laws

E. IMPORTANT: Contractor is not is required to sign this document and return 1 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 update Part III, List of Documents, Exhibits, and Other Attachments, Section J, List of Attachments Appendix A - Personnel Appendix, Section III - Compensation to include (e) Recurring Non-Base Incentive Salary Authorization

See Page 2.

Except as provided herein, all terms and conditions of the document referenced in item 9 A or 10A, as heretofore changed, remains unchanged and in full force and effect
 15A NAME AND TITLE OF SIGNER (Type or print) 15B NAME AND TITLE OF CONTRACTING OFFICER (Type or print)
 Richard Kacich, Deputy Laboratory Director Robert M. Poole
 15C CONTRACTOR OFFICER 15C DATE SIGNED 15B UNITED STATES OF AMERICA 15C DATE SIGNED
 (Signature of person authorized to sign) 6-14-16 (Signature of Contracting Officer) 6/22/2016

The purpose of this modification is to update the following:

- A. Refer to Part III, *List of Documents, Exhibits, and Other Attachments*, Section J, *List of Attachments Appendix A – Personnel Appendix, Table of Contents*

PART III – SECTION J

APPENDIX A

PERSONNEL APPENDIX

[Modified by Modifications No. A011, A029, M138, M174, M182, M220, and M350]

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- B. Refer to Part III, *List of Documents, Exhibits, and Other Attachments*, Section J, *List of Attachments Appendix A – Personnel Appendix*, Section III – *Compensation* to include (e) *Recurring Non-Base Incentive Salary Authorization*

SECTION III – COMPENSATION [MODIFIED BY MODIFICATION NO. M182, M350]

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(e) *Recurring Non-Base Incentive Authorization*. The Contractor is authorized to fund incentive compensation programs through a recurring non-base incentive authorization previously approved by Contracting Officer letter dated August 28, 2006 Subject: FY2007 Compensation Increase Plan. The recurring non-base fund shall not exceed 2% of the total annual salary base. Program criteria to include program guidelines, payment amounts, and eligibility must be approved by the Contracting Officer prior to implementation for use of the 2% authorization.

- C. Refer to Part III, *List of Documents, Exhibits, and Other Attachments*, Section J, *List of Attachments Appendix A – Personnel Appendix*, Section IV – *Ancillary Pay Components* to include (h) *Environmental Pay Program*.

SECTION IV – ANCILLARY PAY COMPONENTS [MODIFIED BY MODIFICATION NO. M138, M350]

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(h) *Environmental Pay Program*.

- (1) Provides a \$500 monthly, non-base retention incentive for eligible employees whose primary work assignment is in a radiological control or beryllium contamination area of the Laboratory.
- (2) Program eligibility includes:
 - Regular/term, full-time non-exempt, technicians (support, professional, management, and R&D job classifications are not eligible);

- Primary work assignment in, and routine access to, designated facilities;
- Primary work assignment is in a facility or location that requires anti-contamination clothing and/or respirators due to the presence of, or interaction with, nuclear materials;
- Q-clearance and work assignment that may require Human Reliability Program participation;
- Qualified for unescorted access into and work in a radiological controlled area in a nuclear facility or beryllium contamination area;
- Currency in required training plans;
- Satisfactory performance with no disciplinary issues.

(3) The Laboratory will fund the Environmental Pay Program through the 2% recurring non-base incentive authorization (Section III- Compensation (e)).