SECTION J

APPENDIX I

SMALL BUSINESS SUBCONTRACTING PLAN



Honeywell Federal Manufacturing & Technologies, LLC FY2016 Small Business Subcontracting Plan

IDENTIFICATION DATA:

Company Name:	Honeywell Federal Manufacturing & Technologies, LLC
Dun & Bradstreet Number:	007119050
	14520 Botts Road
Address:	Kansas City, Missouri 64147-1302
Prime Contract Solicitation Number:	DE-SOL-0007749
Item/Service Provided:	Management and Operating Contract for the National Security Campus (NSC)
Total Amount of Contract:	\$4,255,083,602
Contract Performance Period- Est. Start and End Dates:	10/01/2015 — 09/30/2020

This Subcontracting Plan includes the following elements:

- -Identification Data
- -Subcontracting Plan Overview
 - Individual Contract Plan
 - Section I. Goals
 - Section II. Program Administrator
 - Section III. Equitable Opportunity and Outreach Efforts
 - Section IV. Subcontracting Plan Flowdown
 - Section V. Reports and Surveys
 - Section VI. Records and Procedures

Subcontracting Plan Overview

The Honeywell Federal Manufacturing & Technologies, LLC Small Business Subcontracting Plan communicates the goals and methods supporting flow-down requirements in accordance with Federal Acquisition Regulation (FAR), paragraph 19.708(b) that prescribes the use of the clause at FAR 52.219-9 entitled "Small Business Subcontracting Plan". Focus is placed on how Honeywell Federal Manufacturing & Technologies, LLC (referred to hereafter as FM&T), a limited liability company wholly owned by Honeywell International Inc., has established goals and will manage support of those goals and improvements through monitoring, measuring and feedback analysis of administrative responsibilities, performance results, and small business outreach. The goals and results reported in this subcontracting plan are based on subcontracting activities at both National Security Campus (NSC) locations in Kansas City, Missouri and in Albuquerque, New Mexico.

The integration of small business is not simply something FM&T does to meet NNSA expectations; it is an important part of our Honeywell Operating System (HOS) culture. FM&T recently achieved Bronze status for Supply Base Management HOS, which required engagement within Engineering, Quality and Purchasing to utilize problem solving tools to improve performance in quality, delivery, and cost of purchased products and services. Performance is discussed daily as part of the HOS core principles of



Tiered Accountability. The Small Business Liaison Officer (SBLO) is present to identify potential opportunities for small business placement and provides assistance with tools, processes, systems and training so that we are transparent with the small business supply base.

FM&T seeks qualified small, small disadvantaged, women-owned, HUBZone, veteran-owned, and service-disabled veteran-owned businesses to successfully support our mission at the National Security Campus. Small Business subcontracting results are achieved through procurement strategy and business outreach. We incorporate outreach as a strategy to be involved in the business community and identify new supplier sources. FM&T is actively engaged with affiliate organizations that help us accomplish outreach objectives throughout the year. As a past recipient of Corporation of the Year Awards from the Minority Supplier Development Council and the Minority Enterprise Development (MED) Week Committee, FM&T's engagement with small business development is recognized from the leadership exhibited in how we develop programs and by connecting suppliers with opportunities.

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FM&T has established a DOE Mentor-Protégé Program with Le Compte, PC, a small 8(a) Native American Public Accounting Firm. FM&T plans to enter into an additional Mentor Protégé Agreement with a small production supplier in FY16.

Plan Type: Individual Subcontracting Plan

All elements are developed specifically for the entire contract period (including option periods) of this contract. Projected dollar and percentage goals are based on subcontracting activities associated with the U.S. Department of Energy's Solicitation #DE-SOL-0007749.

I. GOALS

FM&T will submit proposed subcontracting goals 60 days prior to the beginning of each fiscal year during the term of this contract, or by such other date authorized in writing by the Contracting Officer. The goals will be negotiated once each fiscal year and the agreement between FM&T and the Contracting Officer will be communicated in writing. This submittal will include subcontracting goals for Small Business (SB), Small Disadvantaged Business (SDB), Women-owned Small Business (WOSB), HUBZone Small Business (HUBZ), Veteran-owned Small Business (VOSB), and Service-disabled Veteran-owned Small Business (SDVOSB); all are collectively referred to as "small business concerns". Goals are based on separate dollars and percentages for each small business concern category as specified in FAR 19.704. Subcontracting dollars with Alaskan Native Corporations (ANC) and Indian Tribes are counted towards achievement of subcontracting goals for small business and small disadvantaged business concerns, regardless of the size or Small Business Administration certification status of the ANC or Indian Tribe.

The proposed goals outlined in this section are based on the estimated budget and forecast of procurement requirements, including those for Large Business (LB) concerns. The goals are developed from input and assessment of the current fiscal year as well as scheduled and planned requirements that may be delayed pending funding authorization. This plan recognizes that, in the event of mutual agreement and customer approval, goals may be changed during contract performance to reflect changed conditions that may impact subcontracting opportunities.

FM&T will exercise ethical and accurate reporting standards in support of the goals proposed in this Small Business Subcontracting Plan. Our good faith effort to achieve small business subcontracting goals includes on-going commitment and involvement with small businesses through outreach efforts in Kansas City and Albuquerque.



I.A.1. Proposed Small Business Goals

Small Business goals are expressed in terms of a percentage of total planned subcontracting dollars. The proposed goals applicable to the Contract period for Year One:

Figure SB-1: FM&T Proposed Subcontracting Goals for Contract Period One

NSC FY2016 Operating Forecast \$824,193,049

1. The total value of planned subcontracting \$258,183,752 (This forecast total represents all business types)

Contract Period 1 FY2016

Goals are expressed in both dollars and percentages	Dollars	Percentages
a. Small Business concerns	\$129,091,876	50.0
b. Large Business concerns	<u>\$129,091,876</u>	<u>50.0</u>
Total Subcontracting Amount:	\$258,183,752	100.0
SMALL BUSINESS CATEGORIES		
c. Small Disadvantaged Business	\$12,909,100	5.0
d. Women-owned Small Business	\$12,909,100	5.0
e. HUBZone Small Business	\$7,745,500	3.0
f. Veteran-owned Small Business	\$11,618,000	4.5
g. Service Disabled Veteran-owned Small Business	\$7,745,500	3.0

Figure SB-1 outlines the separate percentage goals, in terms of percentages of total planned subcontracting, for the use of small, small disadvantaged, women-owned, HUBZone, veteran-owned business and service-disabled veteran-owned concerns for the first year of this Prime Contract.

The FY2016 small business subcontracting goal base is \$258.2M. The goal forecast is prepared from this subcontracting dollar base that reports the netted value of subcontracts and is adjusted by allowable M&O subcontracting exclusions for subcontract dollars with foreign-owned businesses, Honeywell affiliate businesses, and exclusions designated by the Contracting Officer.



Section I.B.1. - Description of all the principal types products and services that will be acquired under the initial year of this Contract

Figure SB-2: Subcontracted Products / Services by Category

Year One - FY2016 Dollars Reported Thousands

Subcontracts Products/Services	FY16 FORECAST	Small	Large	SDB	WOSB	HUBZ	VOSB	SDVOSB
Global Security (WFO) NSC-KC	\$65,400	\$23,600	\$41,800	\$8,929	\$2,409	\$5,176	\$3,818	\$700
Non-Production Requirements	\$34,236	\$18,000	\$16,236	\$530	\$580	\$600	\$1,000	\$330
Production Material	\$26,834	\$19,383	\$7,451	\$800	\$4,000	\$10	\$1,500	\$225
Construction (RAMP)	\$22,000	\$22,000	\$0	\$0	\$0	\$0	\$0	\$0
Production Material-Development	\$14,600	\$8,600	\$6,000	\$355	\$1,340	\$0	\$0	\$0
ePRO (Pcard)	\$14,000	\$4,200	\$9,800	\$120	\$0	\$30	\$100	\$20
Global Security (WFO) NSC-KO	\$13,100	\$5,500	\$7,600	\$0	\$80	\$0	\$423	\$82
Services-Other	\$13,096	\$7,000	\$6,096	\$0	\$0	\$0	\$1,400	\$55
Services-Facilities	\$11,000	\$6,000	\$5,000	\$0	\$0	\$0	\$0	\$0
ICOs	\$10,000	\$0	\$10,000	\$0	\$0	\$0	\$0	\$0
IT-SW Maint, Hardware, Services	\$9,983	\$6,754	\$3,229	\$2,115	\$4,000	\$1,500	\$2,177	\$6,268
Capital Equipment	\$7,900	\$4,205	\$3,695	\$50	\$90	\$0	\$500	\$56
(OST) NSC-NM	\$7,700	\$3,800	\$3,900	\$10	\$410	\$430	\$700	\$10
Bannister Complex Disposition	\$5,000	\$0	\$5,000	\$0	\$0	\$0	\$0	\$0
Construction (RAMP)	\$3,335	\$50	\$3,285	\$0	\$0	\$0	\$0	\$0
		5mall	Large	SDB	WOSB	HUBZ	VOSB	SDVOSB
	s by Category nt by Category	\$129,092 50.0%	\$129,092 50.0%	\$12,909 5.0%	\$12,909 5.0%	\$7,746 3.0%	\$11,618 4.5%	\$7,746 3.09

FY16 Small Business Subcontracting Base = \$258,184 FY Contract Cost Base = \$824,193

Figure SB-2

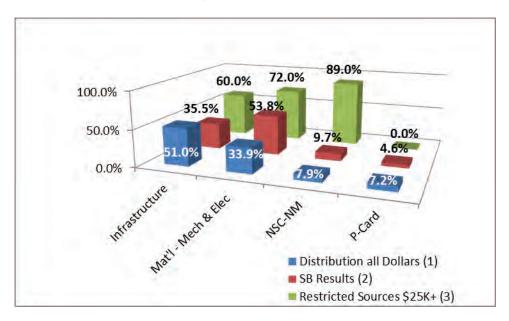
The chart displays the FY16 procurement forecast (\$) for products and services by designated category groups and ranks (high to low) these categories by total dollars. The forecasts for remaining contract periods for years 2 through 5 will be developed and negotiated through the normal call for subcontracting forecast by the DOE/NNSA.



Section I.B.2. - FM&T used the following methods to develop the Goals

a. Figure SB-3 provides a high level grouping of categories from Figure SB-2 (procurements from FY2011-2014). The largest distribution of procurement dollars in the Infrastructure department reflects contracts for: Relocation services/construction, the Roof Asset Management Program (RAMP), Global Security (WFO), Facilities, and Integrated Technology (IT). Small business content comprised less than 25% of these procurements with the exception of IT and Global Security (WFO) procurements. The 2nd largest distribution of dollars combines departments that procure mechanical and electrical production material. This grouping includes non-production material for development orders and special projects, as well as, hardware and maintenance items that includes MRO, protective safety items, test equipment components, and chemicals. The 3rd highest distribution of dollars report procurements at NSC-NM that are primarily comprised of directed customer orders for Global Security (WFO), requirements for the Office of Secure Transportation (OST) and special projects. The P-Card category is added for reference of the P-Card transactions at FM&T.





- (1) Distribution all Dollars blue bars represent the total procurement dollars per grouping
- (2) SB Results percentage of the blue bar that is small business
- (3) Restricted Sources \$25K+ percentage of the blue bar that are restricted sources and impact the ability to place with small business. For example, a large amount of the 89% of NSC-NM procurement dollars is restricted due to customer direction.

This procurement view highlights several considerations about FM&T procurements in regards to where dollars are spent, the variability of small business results based on commodities purchased, and the level of source restrictions impacting sourcing options. Other aspects of FM&T's procurement environment are outlined below:

- Production procurements are low volume and can be very complex, reducing procurement flexibility.
- There is a high volume of one-time buys.



- Even with an average subcontracting base of \$200M+, less than 40% of dollars are unrestricted and available for open sourcing opportunities.
- Although the small businesses content is significant, production material procurements are
 restricted to designated suppliers because of drawing and certification requirements. FM&T
 benefits from the small business production suppliers; however, it will require aggressive
 outreach to achieve sub-category goal performance improvement for SDB, HUBZ, and
 SDVOSB concerns.
- A significant volume of Global Security requirements (included in infrastructure grouping) are restricted; supplier sources are determined by the customer. The supplier will be a small business, wherever possible to support forecast sub-category goal improvement for SDB, HUBZ, and SDVOSB concerns.

The procurement distribution pattern from the past 4 years will most likely continue, however, the content will be different. Infrastructure will focus on the growing Global Security business footprint and potential expansion of NSE or DOE projects. The material procurement departments are gearing up for an upswing in activity in FY17, however, the distribution percentage shown may not change. An increase from the high volume of advanced procurement orders supporting relocation build-ahead schedules is already reflected in the distribution percentage.

Targeted Procurement Areas

The purchasing organization initiated a strategic assessment of small business performance and improvement strategies after the successful relocation to the NSC campus in FY14. The FY16 proposed small business goals are based on opportunities in a new business model. The FY16 goals submitted are based on aggressive actions to reassign unrestricted large business contracts with small business concerns. The objective is to develop a substantial small business base that would not have to be recreated each fiscal year. To achieve these objectives the following assumptions must be realized:

RAMP: An award was made in FY14 to a small business, Technology Associates, for the Roof Asset Management Program (RAMP), a contract previously held by a large business. FM&T manages this consolidated roofing project that was initially established for NSE sites and the forecast assumes that the funding projection in FY16 (and follow-on fiscal years) will continue to increase. The contract value is \$175M over a 6-year performance period.

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Facilities: Outsource engineering service contracts for facility requirements at NSC-KC and NSC-NM to small businesses. The small business increase is anticipated to be in the range of \$4-\$5.5M annually.

Supply Chain Management Center (SCMC): FM&T will continue to utilize SCMC tools and processes to enhance our use of small businesses. A small business web page will be created to help facilitate communication between our opportunities and small business capabilities. Additional efforts will be focused on "regionalization" of existing agreements to create contracting opportunities more appropriate to small business involvement. The development of tools to setup and use catalogs for SCMC small business partners will increase small business P-card dollars by approximately \$2M annually.

As FM&T strives to mature our Supply Base Management HOS principles in our efforts to achieve Silver and Gold maturity levels, FM&T plans to align its strategies and initiatives with those of our key/critical suppliers to foster a continuous improvement mindset; drive best practices, share lessons learned, and identify and eliminate waste in the supply chain. The approach will be centered on Opportunity, Access, and Support.

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b. FM&T's approach is to develop potential subcontractors using the following source lists and organizations. The resources referenced were used to develop the subcontracting forecast or will be used to support goals established for small business concerns:

On-Line Source Lists

Organization Resources

System for Award Management (SAM)	NNSA/DOE Market Research
Dynamic Small Business Search	The Mountain Plains Minority Supplier
 Minority Management Information Database 	Development Council (MPMSDC)
 National Minority Supplier Development 	Missouri/Kansas Procurement Technical
Council	Assistance Centers (PTAC)
Honeywell FM&T Vendor Table	Greater Area Chambers of Commerce

Section I.B.3. - Indirect Costs

Indirect and overhead costs have not been included in the dollar and percentage subcontracting goals stated above. The contract cost is identified without fee and the subcontracting goals include dollars directly associated with purchases in support of the individual contract, less allowable exclusions.

II. PROGRAM ADMINISTRATOR:

The subcontracting plan is administered by FM&T to assure that provisions of applicable law and the plan are implemented and performed. Any change in the name of the program administrator will be communicated without delay to the Contracting Officer in writing, and will not require immediate Contract modification. Changes, if any, will be included in the next applicable supplement agreement Contract modification.

Name:	C.J. Warrick
Title:	Small Business Liaison Officer
Address:	14520 Botts Road Kansas City, MO 64147-1302
Telephone:	816-488-2874
Fax:	816-488-1731
e-mail:	cwarrick@kcp.com

The Program Administrator has general overall responsibility for the FM&T Small Business Subcontracting program that involves developing, preparing, and executing individual subcontracting plans and monitoring performance relative to this particular plan. These duties include, but are not limited to, the following activities:

- A. Developing and promoting company/division policy statements that demonstrate FM&T's support for awarding contracts and subcontracts to small, HUBZone small, small disadvantaged, women-owned, veteran-owned, and service-disabled veteran-owned small business concerns.
- B. Assuring that qualified small, HUBZone small, small disadvantaged, women-owned, veteran-owned, and service-disabled veteran-owned small businesses are included on requests for information (RFI) or proposal (RFP) lists for applicable subcontract solicitations.
- C. Ensuring that procurement procedures are designed to permit the maximum possible participation of small, HUBZone small, small disadvantaged, women-owned, veteran-owned, and service-disabled veteran-owned small business concerns.



- D. Reviewing requisitions over \$50K for statements and clauses which might tend to restrict or prohibit small, HUBZone small, small disadvantaged, women-owned, veteran-owned, and service-disabled veteran-owned small business participation.
- E. Coordinating Mentor-Protégé schedule of activities and reporting to Office of Small and Disadvantaged Business Utilization (OSDBU) Headquarters.
- F. Conducting Annual Buyer Socioeconomic training.
- G. Conducting periodic reviews of internal processes governing supplier source selection.
- H. Supporting outreach with business development organizations in the Kansas City and Albuquerque areas, and nationally by attending, sponsoring or arranging for the attendance of company representatives at business events that facilitate small business sourcing efforts. Events include: Workshops, Minority Business Enterprise Seminars, Business Expositions, Matchmaker Forums, Conferences, and other Outreach programs.
- I. Encouraging lower tier subcontractor participation in local and national small business outreach events through notification of events and opportunities to participate.
- J. Ensuring support of external small business supplier award nominations. Provide nomination criteria and assist staff with process.
- K. Maintaining viable small business information on the company web site.
- L. Counseling small, HUBZone small, small disadvantaged, women-owned, veteran-owned, and service-disabled veteran-owned small business concerns on subcontracting opportunities and on how to prepare proposals to the FM&T.
- M. Providing notice to subcontractors concerning penalties for misrepresentations of business status as small, HUBZone small, small disadvantaged, women-owned, veteran-owned or service-disabled veteran-owned small business concerns for the purpose of obtaining a subcontract that is to be included as part or all of a goal contained in the contractor's subcontracting plan.
- N. Monitoring FM&T's performance and making any adjustments necessary to achieve subcontract plan goals.
- O. Preparing and submitting timely reports.
- P. Coordinating company activities during compliance reviews by federal agencies.

III. EQUITABLE OPPORTUNITY AND OUTREACH EFFORTS:

FM&T is built upon a long history of strengths: technological innovation, leadership, outstanding people, and delivering on our commitments. The framework of our approach to increase small business utilization is built on the tenants of opportunity, access and support. The company will make every effort to ensure that internal business practices and procedures are reflective of a procurement environment where small, HUBZone small, small disadvantaged, women-owned, veteran-owned, and service-disabled veteran-owned small business concerns will have an equitable opportunity to participate at the maximum extent practical. These efforts include, but are not limited to, the following activities:

Opportunity: Establishing aggressive small business subcontracting goals and then ensuring that our internal processes and procedures are geared to creating the maximum number of small business opportunities.

- Buyer goal performance and achievement.
- Organizational commitment and accountability at all levels.
- Annual participation at business outreach programs and events.

Access: Internal efforts to guide and encourage purchasing personnel:

- Presenting workshops, seminars and training programs to staff.
- Implementing a Small Business Strategy Team to identify issues and solutions pertaining to small business performance within procurement and among plant customers.



- Establishing, maintaining and using small business source lists, guides, and other data for soliciting subcontractors.
- Contacting minority and small business development organizations.
- Attending small, minority, and women-owned small business procurement conferences and business fairs.
- Partnering with area colleges/universities to host small business outreach events.

Support: Focuses on providing small businesses with the tools they need to be a successful supplier to FM&T.

- DOE Mentor-Protégé with Le Compte.
- Kansas City Power Connections Program.
- Preregistration/prequalification assistance.
- Supplier Performance Management (SPM) Program for supplier development.

Today, small businesses are represented by 61% of our production supply chain, subsequently 80% of our key suppliers; thus, small business benefits the most as we flow down key HOS principles (kaizen, value stream and lean training) and tools. Understanding and utilizing these tools will help small business suppliers reduce waste, reduce flow times and improve communication through the supply chain.

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The integration of behaviors to mature Gold requirements will also have a positive impact on our Key and Core small business suppliers. Exceeding customer's delivery requirements will require a more comprehensive up-front planning approach by FM&T which will enable small business suppliers to maximize their production capacities and throughput. Zero defects or "best in class" PPM will require both FM&T and small business suppliers to build quality into their processes and products. A rapidly expanding FM&T business will mean more revenue potential for current small business suppliers, as well as the opportunity for additional small businesses to become Key and Core small businesses for FM&T.

IV. SUBCONTRACTING PLAN FLOW DOWN:

FM&T agrees to include the clause at FAR 52.219-8, "Utilization of Small Business Concerns" in all subcontracts that offer further subcontracting opportunities, and that it will further require all subcontractors (except Small Business concerns), who receive subcontracts in excess of \$650,000, (\$1,500,000 for construction) to adopt a subcontracting plan that complies with requirements at FAR 52.219-9, "Small Business Subcontracting Plan".

V. REPORTS AND SURVEYS:

FM&T agrees to: (1) cooperate in any studies or surveys as may be required; (2) submit periodic reports which show compliance with the subcontracting plan; (3) register and enter required updates in the government-wide electronic Subcontracting Reporting System (eSRS) for Individual Subcontracting Reports (ISR) and the Summary Subcontracting Report (SSR); and (4) ensure that subcontractors agree to submit the Subcontract Report for Individual Contracts and the Summary Subcontract Report in the eSRS.

As a Prime Contractor, FM&T will require Subcontractors to register in the eSRS as a lower tier subcontractor referencing the following set-up information:

Required Element	Input Required	Where to find Input Information
Honeywell FM&T Prime Contract Number (eSRS)	Prime Contract #	Contact the SBLO if not listed.
Subcontract Number	FM&T Purchase Order Number	(Reference Section I -Identification Data).



		Contract Number or Project Tracking Number.
DUNS Number	9-Digit Dun & Bradstreet Number	Site/location specific ID for the subcontractor's company. D&B contact number: 1-866-705-5711
Product and Service Codes	Alpha Numeric Code	Select code from report in eSRS
NAICS	6-Digit NAICS code	North American Industry Classification System Code. If unknown, there is a link to a web site search within the eSRS report or search here: http://www.census.gov/epcd/www/naics.html

Input applicable reports in the eSRS within 30 days after the close of each calendar reporting period or contract completion. Update results in the eSRS for Individual Subcontracting Reports and the Summary Subcontracting Report by the deadline of each report period as indicated:

Report Period	Report Due	Date <u>Due</u>
10/01—03/31	Individual Subcontracting Report (ISR)	04/30
04/01—09/30	Individual Subcontracting Report (ISR)	10/30
10/01—09/30	Summary Subcontracting Report (SSR)	10/30

Follow individual report instructions to add the name of the individual authorized to receive and approve reports in the eSRS as indicated:

Report	Prime- Govt Approval	Subcontract (lower-tier) Approval
Individual Subcontracting	NNSA KCFO	A) <u>Level One</u> - from Prime
Reports (ISR)	Administrating Contracting Officer	Name: C.J. Warrick Title: Small Business Liaison Officer e-mail: cwarrick@kcp.com
		B) <u>Level Two and Subsequent Levels</u> –input the name/email for the Subcontract Administrator identified in the Subcontracting Plan
Summary Subcontracting Report (SSR)	NNSA Albuquerque Complex Small Business Program Manager	Email the summary for the fiscal year from all NNSA contracts and report to the NNSA Service Center: SBLO will provide POC.

VI. RECORDS AND PROCEDURES:

FM&T will maintain the following types of records to demonstrate procedures adopted to comply with the requirements and goals in this subcontracting plan. These records include, but are not limited to:

- A. Maintaining small, HUBZone, small disadvantaged, women-owned, veteran-owned business and service-disabled veteran-owned source lists, guides, and other data identifying such vendors.
- B. Organizations contacted for small, HUBZone small, small disadvantaged, women-owned, veteran-owned and service-disabled veteran-owned small business sources.



- C. On a contract-by-contract basis, all subcontract solicitations over \$150,000, which indicate for each solicitation (1) whether small business concerns were solicited, and if not, why not; (2) whether HUBZone small business concerns were solicited, and if not, why not; (3) whether small disadvantaged business concerns were solicited, and if not, why not; (4) whether women-owned small business concerns were solicited, and if not, why not; (5) whether veteran-owned small business concerns were solicited, and if not, why not; (6) whether service-disabled veteran-owned small business concerns were solicited, and if not, why not and (7) reasons for the failure of solicited small, HUBZone small, small disadvantaged, women-owned, veteran-owned and service-disabled veteran-owned small business concerns to receive the subcontract award.
- D. Records to support other outreach efforts, such as contacts with minority and small business trade associations, attendance at small, minority, women-owned, veteran-owned and service-disabled veteran-owned small business procurement conferences and trade fairs.
- E. Records to support internal activities to (1) guide and encourage purchasing personnel, such as workshops, seminars, training programs, incentive awards; and (2) monitor and evaluate compliance.
- F. On a contract-by contract basis, records to support subcontract award data including the name, address and business size of each subcontractor.

Signature Approvals	3:
Signed:	
	Christopher C. Gentile
Date:	President, Honeywell Manufacturing & Technologies, LLC
Plan Accepted by:	
	Contracting Officer
	7-8-15
Plan Concurred by:	
Title:	SMALL BUSINESS Pragram Manager
Date:	7-2-1<