### AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

**2 AMENDMENT/MODIFICATION NO.**
0350

**3 EFFECTIVE DATE**
See Block 16C

**4 REQUESTING/PARTICIPATING REG. NO.**
05003

**5 PROJECT NO. (if applicable)**

**6 ISSUED BY**
NNSA Los Alamos Field Office
NA-OC-LA
NNSA/Los Alamos Site Office
3748 West Jemez Road
Los Alamos NM 87544

**7 NAME AND ADDRESS OF CONTRACTOR (inc. street, county, state and zip code)**
LOS ALAMOS NATIONAL SECURITY, LLC
Attn: STEVE SHOOK
P.O. BOX 1663, MS M722
LOS ALAMOS NM 875450001

**8 CODE**
175252894

**9 FACILITY CODE**

**10 AMENDMENT OF SOLICITATION NO.**

**11 MODIFICATION OF CONTRACT ORDER NO.**
DE-AC52-06NA25396

**12 DATED (SEE ITEM 11)**
12/21/2005

**13 DATED (SEE ITEM 13)**

**14 DESCRIPTION OF AMENDMENT/MODIFICATION**

The purpose of this modification is to 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

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**16 NAME AND TITLE OF SIGNER (type or print)**

Richard Kacich, Deputy Laboratory Director

**16A DATE SIGNED**
2/14/16

**16C LINE NUMBER**

**16D PREVIOUSLY MODIFIED CONTRACT NUMBER**

**17 NAME AND TITLE OF CONTRACTING OFFICER (type or print)**

Robert W. Paolino

**17A DATE SIGNED**

**18 UNITED STATES OF AMERICA**

**18A OFFICE**

**18B AIRWAY**

**18C DATE SIGNED**

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**19 IMPORTANT**

The purpose of this modification is to 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
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

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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]  

(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. M134, M340]

...  
(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)).