



## APPENDIX SFA-1 GOVERNMENT CLAUSES INCORPORATED BY REFERENCE

- A. The Federal Acquisition Regulation (FAR) and the U. S. Department of the Air Force, Headquarters Defense Federal Acquisition Regulation (DFAR), and the Air Force Federal Acquisition Regulation (AFFAR) clauses, which are incorporated by reference herein shall have the same force and effect as if printed in full text.
- B. Full text of the reference clauses may be accessed electronically at website address: <http://farsite.hill.af.mil/VFFARA.HTM>
- C. Wherever necessary to make the context of the unmodified FAR, DFAR and AFFAR clauses applicable to this subcontract:
- (1) The term "Contractor" shall mean "SUBCONTRACTOR;"
  - (2) The term "Contract" shall mean this subcontract; and
  - (3) The term "Government," "Contracting Officer" and equivalent phrases shall mean CONTRACTOR and/or CONTRACTOR'S representative, except the terms "Government" and "Contracting Officer" do not change:
    - (i) In the phrases "Government Property," "Government-Furnished Property," and "Government-Owned Property;"
    - (ii) In any patent, data rights or other intellectual property clauses incorporated herein, except that the term "Government" shall mean both "Government" and "CONTRACTOR" with respect to any Patent Indemnity clause;
    - (iii) When a right, act, authorization or obligation can be granted or performed only by the Government or the prime contract Contracting Officer or his duly authorized representative;
    - (iv) When title to property is to be transferred directly to the Government;
    - (v) When access to proprietary financial information or other proprietary data is required except for authorized audit rights; and
    - (vi) Where specifically modified herein.
  - (4) For authorized audit rights, the term "Contracting Officer, or an authorized representative of the Contracting Officer" shall also include "CONTRACTOR, or an authorized representative of CONTRACTOR."
- D. The following clauses are incorporated by reference into this subcontract: The CONTRACTOR is responsible for flowing down the requirements of all applicable FAR and DFAR clauses to its sub tier suppliers at any tier to the extent required.

CLAUSE NUMBER	TITLE AND DATE	<b>INSTRUCTIONS</b> <b>Note: Descriptions of applicability are for convenience only. Subcontractor is solely responsible for determining whether a clause applies to its scope of work.</b>
<b>Applicable to Solicitation and Subcontracts at <u>Any</u> Dollar Value Unless Otherwise Exempted</b>		
252.203-7000	Requirements Relating to Compensation of Former DoD Officials (Sep 2011)	None
252.203-7002	Requirement to Inform Employees of Whistleblower Rights (Sep 2013)	None
252.203-7999 <i>DEVIATION</i>	Prohibition on Contracting with Entities that Require Certain Internal Confidentiality Agreements (DEVIATION 2015-O0010) (Feb 2015)	None
252.204-7000	Disclosure of Information (Aug 2013)	Applies to subcontracts involving subcontractor access to or generate unclassified information that may be sensitive and inappropriate for release to the public
252.204-7012	Safeguarding of Unclassified Controlled Technical Information (Nov 2013)	None
252.211-7007	Reporting of Government-Furnished Property (Aug 2012)	This clause applies if Government Furnished Property is provided to Subcontractor under this agreement.
252.223-7001	Hazard Warning Labels (Dec 1991)	This clause applies in all solicitations and contracts which require submission of hazardous material data sheets
252.223-7006	Prohibition on Storage and Disposal of Toxic and Hazardous Materials (Apr 2012)	This clause applies when on-site services will be performed and the nature of the services may involve the temporary storage of toxic or hazardous material.
252.223-7007	Safeguarding Sensitive Conventional Arms, Ammunition, and Explosives (Sep 1999)	This clause applies to all subcontracts at every tier: (1) for the development, production, manufacture, or purchase of arms, ammunition and explosives (AA&E); or (2) when AA&E will be provided to the subcontractor as Government-furnished property.
252.225-7001	Buy American and Balance of Payments Program (Dec 2012)	None
252.225-7002	Qualifying Country Sources as Subcontractors (Dec 2012)	None
252.225-7007	Prohibition on Acquisition of United States Munitions List Items from Communist Chinese Military Companies (Sep 2006)	Applies to all solicitations and contracts involving the delivery of items covered by the United States Munitions List
252.225-7013	Duty-Free Entry (Oct 2013)	None

SFA-1, Government Clauses Incorporated by Reference

252.225-7016	Restriction on Acquisition of Ball and Roller Bearings (Jun 2011)	Only applies to products for ball or roller bearings and products that contain ball or roller bearings
252.225-7025	Restriction on Acquisition of Forgings (Dec 2009)	This clause applies to all subcontracts or purchases orders for forging items or for other items that contain forging items
252.225-7047	Exports by Approved Community Members in Performance of the Contract (Jun 2013)	This clause applies to all subcontracts or purchase orders that may require exports or transfers of qualifying defense articles in connection with deliveries under the subcontract or purchase order.
252.225-7048	Export-Controlled Items (Jun 2013)	None
252.225-7988 <i>DEVIATION</i>	Acquisition of the American Flag (DEVIATION) (Feb 2014)	This clause applies to all PO's or Subcontract for the supply of US Flags
252.227-7013	Rights in Technical Data--Noncommercial Items (Feb 2014)	Does not apply to construction subcontracts
252.227-7014	Rights in Noncommercial Computer Software and Noncommercial Computer Software Documentation (Feb 2014)	Applies to solicitations and subcontracts with a requirement to deliver computer software or computer software documentation
252.227-7016	Rights in Bid or Proposal Information (Jan 2011)	None
252.227-7025	Limitations on the Use or Disclosure of Government-Furnished Information Marked with Restrictive Legends (May 2013)	None
252.227-7027	Deferred Ordering of Technical Data or Computer Software (Apr 1988)	None
252.227-7037	Validation of Restrictive Markings on Technical Data (Jun 2013)	None
252.239-7000	Protection Against Compromising Emanations (Jun 2004)	This clause applies to any Information Technology developed or provided.
252.239-7018	Supply Chain Risk (Nov 2013)	This clause applies to any Information Technology developed or provided
252.244-7000	Subcontracts for Commercial Items (Jun 2013)	Applies to Commercial Items only
252.245-7001	Tagging, Labeling, and Marking of Government-Furnished Property (Apr 2012)	This clause applies if Subcontractor is provided with any Government-Furnished Property
252.246-7003	Notification of Potential Safety Issues (Jun 2013)	Subcontractor shall provide any notification required by paragraph (c) of this clause to both Contractor, the ACO and the PCO
252.247-7023	Transportation of Supplies by Sea (Apr 2014)	None
252.247-7024	Notification of Transportation of Supplies by Sea (Mar 2000)	None
52.204-02	Security Requirements (Aug 1996)	This clause applies when access to information classified as "Confidential," "Secret" or "Top Secret" is required.

SFA-1, Government Clauses Incorporated by Reference

52.204-09	Personal Identity Verification of Contractor Personnel (Jan 2011)	This clause shall apply when the Subcontractor's employees are required to have routine physical access to a Federally-controlled facility and/or routine access to a Federally-controlled information system.
52.204-12	Data Universal Numbering System Number Maintenance (Dec 2012)	None
52.204-13	System for Award Management Maintenance (Jul 2013)	None
52.208-08	Required Sources for Helium and Helium Usage Data (Apr 2014)	This clause applies in any subcontract or purchase order that involves a major helium requirement.
52.211-15	Defense Priority and Allocation Requirements( Apr 2008)	Applies if DPAS indicated on Purchase Order or Subcontract Form of Agreement
52.222-21	Prohibition of Segregated Facilities (Feb 1999)	Paragraphs (b)(1) through (b)(11) only apply to this subcontract / purchase order.
52.222-26	Equal Opportunity (Mar 2007)	None
52.222-50	Combating Trafficking in Persons ((Feb 2009)	None
52.223-03	Hazardous Material Identification and Material Safety Data (Jan 1997)	Applies to subcontracts that require the delivery of hazardous materials as defined in FAR 23.301
52.223-07	Notice of Radioactive Materials (Jan 1997)	This clause applies in all subcontracts/purchase orders for radioactive materials meeting the criteria in paragraph (a) of the clause.
52.223-11	Ozone-Depleting Substances (May 2001)	None
52.223-12	Refrigeration Equipment and Air Conditioners (May 1995)	Applies to solicitations and subcontracts that include the maintenance, service, repair, or disposal of 1) Refrigeration equipment, such as refrigerators, chillers, or freezers; or 2) Air conditioners, including air conditioning systems in motor vehicles
52.223-15	Energy Efficiency in Energy-Consuming Products (Dec 2007)	Subcontractor shall promptly advise Contractor of any energy-consuming products furnished to Subcontractor for use at the Project Facility that are not in compliance with this clause.
52.224-01	Privacy Act Notification (Apr 1984)	This clause applies when the design, development or operation of a system of records on individuals is required.
52.224-02	Privacy Act (Apr 1984)	This clause applies when the design, development or operation of a system of records on individuals is required
52.224-03	Privacy Training (Jan 2017)	This clause applies when the access to design, development, maintenance or operation of a system of records on individuals is required and access to or handling of personally identifiable information is required.

SFA-1, Government Clauses Incorporated by Reference

52.225-13	Restrictions on Certain Foreign Purchases(Jun 2008)	None
52.227-04	Patent Indemnity -- Construction Contracts (Dec 2007)	Applies to solicitations and subcontracts for construction or that are fixed-price for dismantling, demolition, or removal of improvements.
52.232-08	Discounts for Prompt Payment (Feb 2002)	None
52.232-40	Providing Accelerated Payments to Small Business Subcontractors (Dec 2013)	This applies if Subcontractor/Supplier is a Small Business.
52.237-02	Protection of Government Buildings, Equipment, and Vegetation (Apr 1984)	Applies to solicitations and subcontracts for services to be performed on Government installations, unless a construction contract is contemplated.
52.244-06	Subcontracts for Commercial Items (Jul 2014)	None
52.245-01	Government Property (Apr 2012); ALT I (Apr 2012)	SUBCONTRACTOR/SUPPLIER is NOT relieved of risk of loss for damage to Government Property.
52.247-63	Preference for U.S.-Flag Air Carriers (Jun 2003)	Applies if performance of subcontract may involve international air transportation.
52.222-99	Establishing a Minimum Wage for Contractors. (DEVIATION) (Jun 2014)	None
5352.223-9000	Elimination of Use of Class I Ozone Depleting Substances (ODS) (Nov 2012)	None
5352.242-9000	Contractor Access to Air Force Installations (Nov 2012)	None

		<b>INSTRUCTIONS</b>
CLAUSE NUMBER	TITLE AND DATE	Note: Descriptions of applicability are for convenience only. Subcontractor is solely responsible for determining whether a clause applies to its scope of work.
<b>Applicable to Solicitation and Subcontracts with Values that Exceed \$2,000</b>		
52.222-06	Construction Wage Rate Requirements (May 2014)	Applies to Solicitations and Subcontracts for Construction Services
52.222-07	Withholding of Funds (May 2014)	Applies to Solicitations and Subcontracts for Construction Services
52.222-08	Payrolls and Basic Records (May (2014)	Applies to Solicitations and Subcontracts for Construction Services
52.222-09	Apprentices and Trainees (Jun 2005)	Applies to Solicitations and Subcontracts for Construction Services
52.222-10	Compliance with Copeland Act Requirements (Feb 1988)	Applies to Solicitations and Subcontracts for Construction Services

SFA-1, Government Clauses Incorporated by Reference

52.222-11	Subcontracts (Labor Standards) (May 2014)	Applies to Solicitations and Subcontracts for Construction Services
52.222-12	Contract Termination – Debarment (May 2014)	Applies to Solicitations and Subcontracts for Construction Services
52.222-13	Compliance with Construction Wage Rate Requirements and Related Regulations (May 2014)	Applies to Solicitations and Subcontracts for Construction Services
52.222-14	Disputes Concerning Labor Standards (Feb 1988)	Applies to Solicitations and Subcontracts for Construction Services
52.222-15	Certification of Eligibility (May 2014)	Applies to Solicitations and Subcontracts for Construction Services

CLAUSE NUMBER	TITLE AND DATE	INSTRUCTIONS Note: Descriptions of applicability are for convenience only. Subcontractor is solely responsible for determining whether a clause applies to its scope of work.
<b>Applicable to Solicitation and Subcontracts with Values that Exceed \$2,500</b>		
52.222-41	Service Contract Labor Standards (May 2014)	None
52.222-42	Statement of Equivalent Rates for Federal Hires (May 2014)	Applies if the subcontract includes Service Contract Act requirements

CLAUSE NUMBER	TITLE AND DATE	INSTRUCTIONS Note: Descriptions of applicability are for convenience only. Subcontractor is solely responsible for determining whether a clause applies to its scope of work.
<b>Applicable to Solicitation and Subcontracts with Values that Exceed \$3,500</b>		
52.222-19	Child Labor—Cooperation with Authorities and Remedies (Jan 2014)	None
52.223-18	Encouraging Contractor Policies to Ban Text Messaging While Driving (Aug 2011)	None

CLAUSE NUMBER	TITLE AND DATE	INSTRUCTIONS Note: Descriptions of applicability are for convenience only. Subcontractor is solely responsible for determining whether a clause applies to its scope of work.
<b>Applicable to Solicitation and Subcontracts with Values that Exceed \$10,000</b>		
52.222-27	Affirmative Action Compliance Requirements for Construction (Feb 1999)	None
52.222-36	Affirmative Action for Workers With Disabilities (Oct 2010)	None

CLAUSE NUMBER	TITLE AND DATE	INSTRUCTIONS Note: Descriptions of applicability are for convenience only. Subcontractor is solely responsible for determining
---------------	----------------	---

		<b>whether a clause applies to its scope of work.</b>
<b>Applicable to Solicitation and Subcontracts with Values that Exceed \$35,000</b>		
52.209-06	Protecting the Governments Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment (Aug 2013)	Does not apply to Commercial Items and / or for commercially available off-the-shelf items
<b>CLAUSE NUMBER</b>	<b>TITLE AND DATE</b>	<b>INSTRUCTIONS Note: Descriptions of applicability are for convenience only. Subcontractor is solely responsible for determining whether a clause applies to its scope of work.</b>
<b>Applicable to Solicitation and Subcontracts with Values that Exceed \$150,000</b>		
252.203-7001	Prohibition on Persons Convicted of Fraud or Other Defense Contract-Related Felonies (Dec 2008)	Applies to non-commercial items / services
252.225-7008	Restriction on Acquisition of Specialty Metals (Mar 2013)	This clause applies to all subcontracts and purchase orders for the supply of Specialty Metals.
252.225-7009	Restriction on Acquisition of Certain Articles Containing Specialty Metals (Jun 2013)	This clause applies to all subcontracts and purchase orders for the supply of certain articles containing Specialty Metals, however, Paragraph (d) shall not apply.
252.225-7012	Preference for Certain Domestic Commodities (Feb 2013)	This clause applies if any of the commodities identified in the clause will be provided.
252.225-7015	Restriction on Acquisition of Hand or Measuring Tools (Jun 2005)	None
252.225-7017	Photovoltaic Devices (Jan 2014)	None
52.202-01	Definitions Nov 3013)	None
52.203-03	Gratuities (Apr 1984)	None
52.203-05	Covenant Against Contingent Fees (May 2014)	Exclude Commercial Items
52.203-06	Restrictions on Subcontractor Sales to the Government (Sep (2006)	None
52.203-07	Anti-Kickback Procedures (May 2014)	None
52.203-08	Cancellation, Rescission, and Recovery of Funds for Illegal or Improper Activity (May 2014)	Does not apply to Commercial Items
52.203-10	Price or Fee Adjustment for Illegal or Improper Activity (May 2014)	Does not apply to Commercial Items
52.203-12	Limitation on Payments to Influence Certain Federal Transactions (Oct 2010)	None
52.203-17	Contractor Employee Whistleblower Rights and Requirement To Inform Employees of Whistleblower Rights (Apr 2014)	None
52.204-04	Printed or Copied Double-Sided on Postconsumer Fiber Content Paper (May 2011)	None

SFA-1, Government Clauses Incorporated by Reference

52.204-14	Service Contract Reporting Requirements (Jan 2014)	All cost-reimbursement, time-and-materials, and labor-hour service contracts and orders with an estimated total value above the simplified acquisition threshold All fixed-price service contracts awarded and orders issued greater than \$500,000
52.215-02	Audit and Records – Negotiation (Oct 2010)	Applies in solicitations and subcontracts except those for—(i) The acquisition of utility services at rates not exceeding those established to apply uniformly to the general public, plus any applicable reasonable connection charge; or (ii) The acquisition of commercial items exempted under FAR subpart 15.403-1.
52.215-14	Integrity of Unit Prices (Oct 2010)	This clause applies to subcontracts for construction or architect-engineer services; utility services; services where supplies are not required; commercial items; and petroleum products.Paragraph (b) is excluded.in all acquisitions
52.215-2	Audit and Records – Negotiation (Oct 2010)	None
52.219-08	Utilization of Small Business Concerns (May 2014)	This clause applies for requirement that involve the employment of laborers or mechanics
52.222-04	Contract Work Hours and Safety Standards -- Overtime Compensation (May 2014)	Subcontract requires or involves the employment of laborers or mechanics. Subcontracts for Commercial Items are exempt
52.222-17	Nondisplacement of Qualified Workers (May 2014)	Applies in in solicitations and subcontracts for (1) service contracts, as defined at FAR 22.001, (2) that succeed subcontracts for performance of the same or similar work at the same location and (3) that are not exempted by FAR 22.1203-2 or waived in accordance with FAR 22.1203-3.
52.222-35	Equal Opportunity for Veterans (Sep 2010)	None
52.222-37	Employment Reports on Veterans (Jul 2014)	None
52.222-40	Notification of Employee Rights Under the National Labor Relations Act (Dec 2010)	None
52.222-54	Employment Eligibility Verification (Aug 2013)	This clause does not apply to: 1) Subcontracts with self-employed individuals, 2) Period of performance is less than 120 days, or 3) Purchases of COTS Items.
52.227-01	Authorization and Consent (Dec 2007)	None
52.227-02	Notice and Assistance Regarding Patent and Copyright Infringement (Dec 2007)	None
52.232-17	Interest (May 2014)	None
52.242-13	Bankruptcy (Jul 1995)	None



CLAUSE NUMBER	TITLE AND DATE	INSTRUCTIONS Note: Descriptions of applicability are for convenience only. Subcontractor is solely responsible for determining whether a clause applies to its scope of work.
<b>Applicable to Solicitation and Subcontracts with Values that Exceed \$500,000</b>		
252.226-7001	Utilization of Indian Organizations, Indian-Owned Economic Enterprises, and Native Hawaiian Small Business Concerns (Sep 2004)	None

CLAUSE NUMBER	TITLE AND DATE	INSTRUCTIONS Note: Descriptions of applicability are for convenience only. Subcontractor is solely responsible for determining whether a clause applies to its scope of work.
<b>Applicable to Solicitation and Subcontracts with Values that Exceed \$700,000 Unless Otherwise Exempted</b>		
52.219-09 <i>ALTERNATE II</i>	Small Business Subcontracting Plan	Does not apply to Subcontracts with small business concerns Subcontracts for Construction unless the value exceeds \$1.5M Subcontracts for Commercial Items subject to 52.244-6, Subcontracts for Commercial Items.
252.219-7003 <i>ALTERNATE I</i>	Small Business Subcontracting Plan (DoD Contracts)	None

CLAUSE NUMBER	TITLE AND DATE	INSTRUCTIONS Note: Descriptions of applicability are for convenience only. Subcontractor is solely responsible for determining whether a clause applies to its scope of work.
<b>Applicable to Solicitation and Subcontracts with Values that Exceed \$750,000 Unless Otherwise Exempted</b>		
252.215-7000	Pricing Adjustments (Dec 2012)	None
52.215-11	Price Reduction for Defective Certified Cost or Pricing Data – Modifications (Aug 2011)	None
52.215-21	Requirements for Certified Cost or Pricing Data and Data Other Than Certified Cost or Pricing Data – Modifications (Oct 2010)	None
52.215-23	Limitations on Pass-Through Charges (June 2020)	None

52.230-02	Cost Accounting Standards (May 2012)	Applies unless the subcontract is: (1) exempted from CAS (see 48 CFR 9903.201-1 (FAR Appendix)), or (2) subject to modified CAS coverage (see 48 CFR 9903.201-2 (FAR Appendix)) or (3) awarded to a foreign concern. When applicable, paragraph (b) is deleted and SUBCONTRACTOR shall include the substance of this clause, without paragraph (b), in all other subcontracts of any tier.
52.230-06	Administration of Cost Accounting Standards (Jun 2010)	Applies if FAR 52.230-2, 52.230-3 or 52.230-5 is applicable.

CLAUSE NUMBER	TITLE AND DATE	INSTRUCTIONS Note: Descriptions of applicability are for convenience only. Subcontractor is solely responsible for determining whether a clause applies to its scope of work.
<b>Applicable to Solicitation and Subcontracts with Values that Exceed \$2,000,000 Unless Otherwise Exempted</b>		
52.215-13	Subcontractor Certified Cost or Pricing Data – Modifications (Oct 2010)	None

CLAUSE NUMBER	TITLE AND DATE	INSTRUCTIONS Note: Descriptions of applicability are for convenience only. Subcontractor is solely responsible for determining whether a clause applies to its scope of work.
<b>Applicable to Solicitation and Subcontracts with Values that Exceed \$5,000,000</b>		
52.203-13	Contractor Code of Business Ethics and Conduct (Apr 2010)	Applies when period of performance exceeds 120 days

## **FEDERAL ACQUISITION REGULATION PRIME CONTRACT CLAUSES IN FULL TEXT**

### **52.211-15 DEFENSE PRIORITY AND ALLOCATION REQUIREMENTS (APR 2008)**

This is a rated order certified for national defense, emergency preparedness, and energy program use, and the Contractor shall follow all the requirements of the Defense Priorities and Allocations System regulation (15 CFR 700). This Subcontract is rated DO-C9.

### **52.222-42 STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES (MAY 2014)**

In compliance with the Service Contract Labor Standards statute and the regulations of the Secretary of Labor (29 CFR Part 4), this clause identifies the classes of service employees expected to be employed under the contract and states, the wages and fringe benefits payable to each if they were employed by the contracting agency subject to the provisions of 5 U.S.C. 5341 or 5332.

THIS STATEMENT IS FOR INFORMATION ONLY: IT IS NOT A WAGE DETERMINATION

Employee Class Monetary Wage - Fringe Benefits - This is not a wage determination. See Exhibit B - Special Conditions, Service Contract Labor Standards Determinations for classes of employees and approximate wage rates.

**52.222-55 - Minimum Wages for Contractor Workers Under Executive Order 14026 (Jan 2022)**

(a) Definitions. As used in this clause—

*United States* means the 50 states, the District of Columbia, Puerto Rico, the Northern Mariana Islands, American Samoa, Guam, the U.S. Virgin Islands, Johnston Island, Wake Island, and the outer Continental Shelf as defined in the Outer Continental Shelf Lands Act (43 U.S.C. 1331, *et seq.*).

*Worker* –

(1)

(i) Means any person engaged in performing work on, or in connection with, a contract covered by Executive Order 14026, and—

(A) Whose wages under such contract are governed by the Fair Labor Standards Act ( [29 U.S.C. chapter 8](#) ), the Service Contract Labor Standards statute ( [41 U.S.C. chapter 67](#) ), or the Wage Rate Requirements (Construction) statute ( [40 U.S.C. chapter 31](#), subchapter IV);

(B) Other than individuals employed in a bona fide executive, administrative, or professional capacity, as those terms are defined in 29 CFR part 541; and

(C) Regardless of the contractual relationship alleged to exist between the individual and the employer.

(ii) Includes workers performing on, or in connection with, the contract whose wages are calculated pursuant to special certificates issued under [29 U.S.C. 214\(c\)](#).

(iii) Also includes any person working on, or in connection with, the contract and individually registered in a bona fide apprenticeship or training program registered with the Department of Labor's Employment and Training Administration, Office of Apprenticeship, or with a State Apprenticeship Agency recognized by the Office of Apprenticeship.

(2)

(i) A worker performs *on* a contract if the worker directly performs the specific services called for by the contract; and

(ii) A worker performs *in connection* with a contract if the worker's work activities are necessary to the performance of a contract but are not the specific services called for by the contract.

(b) Executive Order Minimum wage rate.

(1) The Contractor shall pay to workers, while performing in the United States, and performing on, or in connection with, this contract, a minimum hourly wage rate of \$15.00 per hour beginning January 30, 2022.

(2) The Contractor shall adjust the minimum wage paid, if necessary, beginning January 1, 2023, and annually thereafter, to meet the applicable annual E.O. minimum wage. The Administrator of the Department of Labor's Wage and Hour Division (the Administrator) will publish annual determinations in the Federal Register no later than 90 days before the effective date of the new E.O. minimum wage rate. The Administrator will also publish the applicable E.O. minimum wage on <https://www.sam.gov> (or any successor website), and a general notice on all wage determinations issued under the Service Contract Labor Standards statute or the Wage Rate Requirements (Construction) statute, that will provide information on the E.O. minimum wage and how to obtain annual updates. The applicable published E.O. minimum wage is incorporated by reference into this contract.

(3)

(i) The Contractor may request a price adjustment only after the effective date of the new annual E.O. minimum wage determination. Prices will be adjusted only for increased labor costs (including subcontractor labor costs) as a result of an increase in the annual E.O. minimum wage, and for associated labor costs (including those for subcontractors). Associated labor costs shall include increases or decreases that result from changes in social security and unemployment taxes and workers' compensation insurance, but will not otherwise include any amount for general and administrative costs, overhead, or profit.

(ii) Subcontractors may be entitled to adjustments due to the new minimum wage, pursuant to paragraph (b)(2). Contractors shall consider any subcontractor requests for such price adjustment.

(iii) The Contracting Officer will not adjust the contract price under this clause for any costs other than those identified in paragraph (b)(3)(i) of this clause, and will not provide duplicate price adjustments with any price adjustment under clauses implementing the Service Contract Labor Standards statute or the Wage Rate Requirements (Construction) statute.

(4) The Contractor warrants that the prices in this contract do not include allowance for any contingency to cover increased costs for which adjustment is provided under this clause.

(5) A pay period under this clause may not be longer than semi-monthly, but may be shorter to comply with any applicable law or other requirement under this contract establishing a shorter pay period. Workers shall be paid no later than one pay period following the end of the regular pay period in which such wages were earned or accrued.

(6) The Contractor shall pay, unconditionally to each worker, all wages due free and clear without subsequent rebate or kickback. The Contractor may make deductions that reduce a worker's wages below the E.O. minimum wage rate only if done in accordance with 29 CFR 23.230, Deductions.

(7) The Contractor shall not discharge any part of its minimum wage obligation under this clause by furnishing fringe benefits or, with respect to workers whose wages are governed by the Service Contract Labor Standards statute, the cash equivalent thereof.

(8) Nothing in this clause shall excuse the Contractor from compliance with any applicable Federal or State prevailing wage law or any applicable law or municipal ordinance or any applicable contract establishing a minimum wage higher than the E.O. 14026 minimum wage. However, wage increases under such other laws or municipal ordinances are not subject to price adjustment under this subpart.

(9) The Contractor shall pay the E.O. minimum wage rate whenever it is higher than any applicable collective bargaining agreement(s) wage rate.

(10) The Contractor shall follow the policies and procedures in 29 CFR 23.240(b) and 23.280 for treatment of workers engaged in an occupation in which they customarily and regularly receive more than \$30 a month in tips.

(c)

(1) This clause applies to workers as defined in paragraph (a). As provided in that definition—

(i) Workers are covered regardless of the contractual relationship alleged to exist between the contractor or subcontractor and the worker;

(ii) Workers with disabilities whose wages are calculated pursuant to special certificates issued under [29 U.S.C. 214\(c\)](#) are covered; and

(iii) Workers who are registered in a bona fide apprenticeship program or training program registered with the Department of Labor's Employment and Training Administration, Office of Apprenticeship, or with a State Apprenticeship Agency recognized by the Office of Apprenticeship, are covered.

(2) This clause does not apply to—

(i) Fair Labor Standards Act (FLSA)-covered individuals performing in connection with contracts covered by the E.O., *i.e.* those individuals who perform duties necessary to the performance of the contract, but who are not directly engaged in performing the specific work called for by the contract, and who spend less than 20 percent of their hours worked in a particular workweek performing in connection with such contracts;

(ii) Individuals exempted from the minimum wage requirements of the FLSA under [29 U.S.C. 213\(a\)](#) and 214(a) and (b), unless otherwise covered by the Service Contract Labor Standards statute, or the Wage Rate Requirements (Construction) statute. These individuals include but are not limited to-

(A) Learners, apprentices, or messengers whose wages are calculated pursuant to special certificates issued under [29 U.S.C. 214\(a\)](#) ;

(B) Students whose wages are calculated pursuant to special certificates issued under [29 U.S.C. 214\(b\)](#) ; and

(C) Those employed in a bona fide executive, administrative, or professional capacity ([29 U.S.C. 213\(a\)\(1\)](#) and 29 CFR part 541).

(d) Notice. The Contractor shall notify all workers performing work on, or in connection with, this contract of the applicable E.O. minimum wage rate under this clause. With respect to workers covered by the Service Contract Labor Standards statute or the Wage Rate Requirements (Construction) statute, the

Contractor may meet this requirement by posting, in a prominent and accessible place at the worksite, the applicable wage determination under those statutes. With respect to workers whose wages are governed by the FLSA, the Contractor shall post notice, utilizing the poster provided by the Administrator, which can be obtained at [www.dol.gov/agencies/whd/government-contracts](http://www.dol.gov/agencies/whd/government-contracts), in a prominent and accessible place at the worksite. Contractors that customarily post notices to workers electronically may post the notice electronically provided the electronic posting is displayed prominently on any Web site that is maintained by the contractor, whether external or internal, and customarily used for notices to workers about terms and conditions of employment.

(e) Payroll Records.

(1) The Contractor shall make and maintain records, for three years after completion of the work, containing the following information for each worker:

- (i) Name, address, and social security number;
- (ii) The worker's occupation(s) or classification(s);
- (iii) The rate or rates of wages paid;
- (iv) The number of daily and weekly hours worked by each worker;
- (v) Any deductions made; and
- (vi) Total wages paid.

(2) The Contractor shall make records pursuant to paragraph (e)(1) of this clause available for inspection and transcription by authorized representatives of the Administrator. The Contractor shall also make such records available upon request of the Contracting Officer.

(3) The Contractor shall make a copy of the contract available, as applicable, for inspection or transcription by authorized representatives of the Administrator.

(4) Failure to comply with this paragraph (e) shall be a violation of 29 CFR 23.260 and this contract. Upon direction of the Administrator or upon the Contracting Officer's own action, payment shall be withheld until such time as the noncompliance is corrected.

(5) Nothing in this clause limits or otherwise modifies the Contractor's payroll and recordkeeping obligations, if any, under the Service Contract Labor Standards statute, the Wage Rate Requirements (Construction) statute, the Fair Labor Standards Act, or any other applicable law.

(f) Access. The Contractor shall permit authorized representatives of the Administrator to conduct investigations, including interviewing workers at the worksite during normal working hours.

(g) Withholding. The Contracting Officer, upon his or her own action or upon written request of the Administrator, will withhold funds or cause funds to be withheld, from the Contractor under this or any other Federal contract with the same Contractor, sufficient to pay workers the full amount of wages required by this clause.

(h) Disputes. Department of Labor has set forth in 29 CFR 23.510, Disputes concerning contractor compliance, the procedures for resolving disputes concerning a contractor's compliance with Department of Labor regulations at 29 CFR part 23. Such disputes shall be resolved in accordance with those procedures and not the Disputes clause of this contract. These disputes include disputes between the Contractor (or any of its subcontractors) and the contracting agency, the Department of Labor, or the workers or their representatives.

(i) Antiretaliation. The Contractor shall not discharge or in any other manner discriminate against any worker because such worker has filed any complaint or instituted or caused to be instituted any proceeding under or related to compliance with the E.O. or this clause, or has testified or is about to testify in any such proceeding.

(j) Subcontractor compliance. The Contractor is responsible for subcontractor compliance with the requirements of this clause and may be held liable for unpaid wages due subcontractor workers.

(k) Subcontracts. The Contractor shall include the substance of this clause, including this paragraph (k) in all subcontracts, regardless of dollar value, that are subject to the Service Contract Labor Standards statute or the Wage Rate Requirements (Construction) statute, and are to be performed in whole or in part in the United States.

(End of clause)

**252.203-7999 Prohibition on Contracting with Entities that Require Certain Internal Confidentiality Agreements. (DEVIATION 2015-O0010) (FEB 2015)**

(a) The Contractor shall not require employees or subcontractors seeking to report fraud, waste, or abuse to sign or comply with internal confidentiality agreements or statements prohibiting or otherwise restricting such employees or contractors from lawfully reporting such waste, fraud, or abuse to a designated investigative or law enforcement representative of a Federal department or agency authorized to receive such information.

(b) The Contractor shall notify employees that the prohibitions and restrictions of any internal confidentiality agreements covered by this clause are no longer in effect.

(c) The prohibition in paragraph (a) of this clause does not contravene requirements applicable to Standard Form 312, Form 4414, or any other form issued by a Federal department or agency governing the nondisclosure of classified information.

(d) (1) In accordance with section 743 of Division E, Title VII, of the Consolidated and Further Continuing Resolution Appropriations Act, 2015, (Pub. L. 113-235), use of funds appropriated (or otherwise made available) under that or any other Act may be prohibited, if the Government determines that the Contractor is not in compliance with the provisions of this clause.

(2) The Government may seek any available remedies in the event the Contractor fails to perform in accordance with the terms and conditions of the contract as a result of Government action under this clause.

**252.219-7003 SMALL BUSINESS SUBCONTRACTING PLAN (DOD CONTRACTS) (DEVIATION) (AUG 2013)**

This clause supplements the Federal Acquisition Regulation 52.219-9, Small Business Subcontracting Plan, clause of this contract.

(a) Definitions. As used in this clause--

"Historically black colleges and universities" means institutions determined by the Secretary of Education to meet the requirements of 34 CFR Section 608.2. The term also means any nonprofit research institution that was an integral part of such a college or university before November 14, 1986.

"Minority institutions" means institutions meeting the requirements of Section 1046(3) of the Higher Education Act of 1965 (20 U.S.C. 1135d-5(3)). The term also includes Hispanic-serving institutions as defined in Section 316(b)(1) of such Act (20 U.S.C. 1059c(b)(1)).

"Summary Subcontract Report (SSR) Coordinator" means the individual who is registered in eSRS at the Department of Defense (9700).

(b) Except for company or division-wide commercial items subcontracting plans, the term "small disadvantaged business," when used in the FAR 52.219-9 clause, includes historically black colleges and universities and minority institutions, in addition to small disadvantaged business concerns.

(c) Work under the contract or its subcontracts shall be credited toward meeting the small disadvantaged business concern goal required by paragraph (d) of the FAR 52.219-9 clause when:

(1) It is performed on Indian lands or in joint venture with an Indian Tribe or a Tribally owned corporation, and

(2) It meets the requirements of 10 U.S.C. 2323a.

(d) Subcontracts awarded to workshops approved by the Committee for Purchase from People Who are Blind or Severely Disabled (41 U.S.C. 8502-8504), may be counted toward the Contractor's small business subcontracting goal.

(e) A mentor firm, under the Pilot Mentor-Protege Program established under section 831 of Pub. L. 101-510, as amended, may count toward its small disadvantaged business goal, subcontracts awarded--

- (1) Protege firms which are qualified organizations employing the severely disabled; and
- (2) Former protege firms that meet the criteria in Section 831(g)(4) of Pub. L. 101-510.

(f) The master plan is approved by the Contractor's cognizant contract administration activity.

(g) In those subcontracting plans which specifically identify small businesses, the Contractor shall notify the Administrative Contracting Officer of any substitutions of firms that are not small business firms, for the small business firms specifically identified in the subcontracting plan. Notifications shall be in writing and shall occur within a reasonable period of time after award of the subcontract.

Contractorspecified  
formats shall be acceptable.

(h) (1) For DoD, the Contractor shall submit reports in eSRS as follows:

(i) The Individual Subcontract Report (ISR) shall be submitted to the contracting officer at the procuring contracting office, even when contract administration has been delegated to the Defense Contract Management Agency.

(ii) To submit the consolidated SSR for an individual subcontracting plan in eSRS, the contractor identifies the Government Agency in Block 7 ("Agency to which the report is being submitted") by selecting the "Department of Defense (DoD) (9700)" from the top of the second dropdown menu. Do not select anything lower.

(2) For DoD, the authority to acknowledge receipt or reject reports in eSRS is as follows:

(i) The authority to acknowledge receipt or reject the ISR resides with the contracting officer who receives it, as described in paragraph (h)(1)(i) of this clause.

(ii) The authority to acknowledge receipt or reject SSRs resides with the SSR Coordinator.

(iii) The authority to acknowledge receipt or reject SSRs for construction and related maintenance and repair contracts resides with the SSR Coordinator for each department or agency.

(iv) The authority to acknowledge receipt or reject DPAct the Year-End Supplementary Report for Small Disadvantaged Businesses resides with the SSR Coordinator who acknowledges receipt or rejects the SSR.

(v) If the Contractor submits the Small Disadvantaged Business Participation report using eSRS, the authority to acknowledge receipt or reject this report in eSRS resides with the contracting officer who acknowledges receipt or rejects the ISR.

## **ADDITIONAL FULL TEXT PRIME CONTRACT CLAUSES**

### **H115 ORGANIZATIONAL CONFLICTS OF INTEREST (MAY 2014)**

(a) The purpose of this clause is to ensure that:

(1) In providing services to the Government and its customers under this contract, the Contractor's objectivity and judgment are not biased because of its present, or future, financial, contractual, organizational, or other interests;

(2) The Contractor does not obtain an unfair competitive advantage by virtue of its access to nonpublic Government information regarding the Government's program plans and resources;

- (3) The Contractor does not obtain any unfair competitive advantage by virtue of its access to proprietary or competition sensitive information belonging to others;
- (4) The Contractor ensures no bias or unfair competitive advantage exists while aggressively addressing any perception issue that may arise; and
- (5) The contract complies with Section 207 of the Weapon Systems Acquisition Reform Act of 2009, Pub. L. No. 111-23 (May 22, 2009).

(b) Definitions for purposes of this clause:

- (1) "Contractor" means the business entity receiving the award of this contract, as well as its parents, affiliates, divisions, subsidiaries and successor entities. The term "affiliates" is defined in FAR 2.101 and 19.101. The term "contractor" includes the firm, or firms, who were required to sign the contract document (see FAR 4.102). The term contractor also includes participants in any formal contractor team arrangement as defined in FAR 9.601. Examples of formal contractor team arrangements include, but are not limited to, partnerships, joint ventures, and alliances. Finally, the term "contractor" includes the contractor's subcontractors who
  - (i) Operate AEDC test and evaluation facilities, or
  - (ii) Handle, receive, reduce, interpret, or transmit data obtained, utilized, or produced in conjunction with testing and evaluation or analysis.
- (2) "Development" means all efforts taken toward the solution of broadly-defined problems. Development may encompass research, evaluating technical feasibility, proof of design and test, or engineering of programs not yet approved for acquisition or operation.
- (3) "Organizational conflict of interest," or "OCI," means that a relationship or situation exists where an offeror or Contractor (including chief executives and directors, to the extent that they will or do become involved in the performance of the contract, and proposed consultants or subcontractors where they may be performing services similar to the services provided by the prime) has past, present, or currently planned interests that may directly or indirectly relate to the work to be performed under a Department of Defense contract which
  - (i) May diminish its capacity to give impartial, technically sound, and objective assistance and advice, or
  - (ii) May result in it having an unfair competitive advantage. OCI does not include the normal flow of benefits from the performance of the contract.
- (4) "OCI mitigation plan" means the formal written description of the actions the Contractor has agreed to take to mitigate an OCI. The Government is responsible for approval and enforcement of the Contractor's plan. While implementation of the mitigation plan rests largely with the Contractor, the Government bears responsibility for ensuring the plan is properly implemented.
- (5) "Proprietary information" means all information designated as proprietary in accordance with law and regulation, and held in confidence or disclosed under restriction to prevent uncontrolled distribution and unauthorized use. Examples include, but are not limited to, marked information, information submitted in confidence to the Government,



limited or restricted data, trade secrets, sensitive financial information, and computer software. Proprietary information may also appear in cost and pricing data or involve classified information. Refer to FAR 3.104-1 for the definition of contractor bid and proposal information requiring protection. Refer to FAR 3.104-4 for disclosure, protection, and marking of contractor bid or proposal information and source selection information.

- (i) Proprietary information shall not include information which
  - (A) Was known to the contractor prior to its receipt from a company or the Government,
  - (B) Was independently developed by the contractor without access to a company's proprietary data,
  - (C) Is or becomes public knowledge without the fault of the Contractor,
  - (D) Has been lawfully obtained by the contractor without restrictions on disclosure from a source other than a company or the Government, or
  - (E) Is or becomes available to a third party from a company on an unrestricted basis.

(ii) Other limitations set forth in this contract may apply to the use of information and data. The burden of proof as to the applicability of any of the exceptions described in paragraph (b)(5)(i) shall rest on the contractor.

(6) "System" means a combination of two or more interrelated pieces of equipment (or sets) arranged in a functional package to perform an operational function or to satisfy a requirement. A system can include a grouping of hardware, software, and materials to perform a designated function with specified results. A "major subsystem" means a functional grouping of components that combine to perform a key function within an element such as electrical power, attitude control, sensor imaging, and propulsion. "Component" means any sub-part of a system or major subsystem that performs a specific function, but is not capable of executing the primary function of the system or major subsystem independent of other components.

Systems and major subsystems include, but are not limited to, aircraft, missiles, bombs or other weapons, air-breathing engines, liquid and solid propellant rockets, rocket motors, spacecraft, reentry vehicles, satellite mission payloads, solar arrays, and power generating systems. Components include, but are not limited to, electrical harnesses, star trackers, gyroscopes, line replaceable units, linkages, integrated circuits, and bolts.

(c) Except to the extent required in the performance of this contract according to its terms, the Contractor shall not, during the performance of the contract and for a period of three (3) years following completion of performance thereof, engage as a prime contractor (or subcontractor without an approved OCI mitigation plan) in any design, development, or production of aerospace systems or major subsystems of a type normally developed, tested, or evaluated in AEDC facilities, or facilities similar to AEDC facilities. The Contractor also shall not engage in studies or act as a consultant in those regards during the foregoing timeframe. These restrictions do not apply to prime contracts or subcontracts for components

(d) The Contractor may gain access to proprietary information of other companies during contract performance. When the Contractor has access to the proprietary information of other companies, the Contractor must enter into a company-to-company agreement to:

- (1) Protect another company's information from unauthorized use or disclosure; and

(2) To refrain from using the information for any purpose other than that for which it was furnished. The Contractor shall furnish these agreements to the Contracting Officer for review and approval. The Contractor is not permitted to use the proprietary information obtained in performing this contract for any other purpose without the prior approval of the Contracting Officer.

(e) The Contractor shall comply with all restrictions described in FAR 9.505. The Contractor must also thoroughly inculcate in its employees, through formal training in company policies and procedures, an awareness of the philosophy of both this clause and FAR Subpart 9.5. All employees shall be educated in and formally acknowledge the absolute necessity of refraining from divulging proprietary information from other companies received in connection with work under this contract to any unauthorized person.

(f) The Contractor shall require its employees to sign written agreements prohibiting proprietary information disclosure except in accordance with a Government-approved plan. This written agreement shall in substance provide that such employee will not, during their employment by the contractor or thereafter, disclose to others or use for their own behalf, proprietary information from other companies received in connection with the work under this contract. The agreement shall acknowledge the employee is trained regarding handling proprietary information and discuss penalties for violations.

(g) If the Contractor discovers an actual or potential OCI not previously considered and adequately mitigated under this clause and a Government-approved OCI mitigation plan, the contractor shall make a prompt and full disclosure in writing to the Contracting Officer. This disclosure shall include a description of the action the Contractor has taken or proposes to take, or actions recommended to be taken by the Government, in order to avoid, neutralize, or mitigate the conflict.

(h) The contractor shall report any violation or suspected violation of this clause or a Government approved OCI mitigation plan, whether by its own personnel or those of its subcontractors, to the Contracting Officer. This report shall include a description of the violation and the actions the contractor has taken or proposes to take to mitigate and avoid repetition of the violation. The Contractor shall routinely monitor its proposed business development and shall discuss any real or perceived OCI issues with the Contracting Officer and affected AEDC customers to proactively resolve and / or mitigate potential OCI issues. After conducting any necessary discussions, the Contracting Officer and the Contractor shall agree on appropriate corrective action, if any, or the Contracting Officer shall direct such action, subject to the terms of this contract.

(i) OCI violations are a significant contract performance issue. Violations of an OCI mitigation plan or this clause may have consequences such as award fee decrements, contract termination, suspension and debarment, or other appropriate remedies or administrative actions.

(j) The Contractor may propose changes to an approved OCI mitigation plan. Such changes are subject to the mutual agreement of the parties and will become effective only upon incorporation by contract modification or written approval of the revised plan by the Contracting Officer.

(k) The Government shall require proper checks and balances in contract performance and minimization of the potential conflicts of interest between the Test Operations and Sustainment (TOS) and Test Services advisory and assistance services (A&AS) efforts. Therefore, a company cannot be a Contractor on the TOS contract and perform work at AEDC under the Test Services A&AS contract.

(l) For all other AEDC support contracts, the Government realizes the potential exists for actual or perceived OCIs to develop if the same Contractor performs work on both the TOS contract and another AEDC contract. To alleviate these concerns, a Contractor performing work in any role on the TOS contract must have an approved mitigation plan prior to performing any work on any other AEDC contract.

(m) The Contractor shall include paragraphs (a) through (l) of this clause in every subcontract, purchase order, or other agreement. Exceptions must be approved in writing by the Contracting Officer.

#### **(H050) RIGHTS IN INFORMATION AND DATA (AUG 2014)**

In paragraph (a) below, the second to last sentence is modified to provide that "Subcontractor shall mark the number of this subcontract and the Prime Contract on all data, computer software, and computer software documentation delivered hereunder."

(a) The contractor shall transfer ownership to the Government of all technical data, computer software, and computer software documentation as defined in DFARS 252.227-7013 and 252.227-7014, and all other data of any description or form, including all sketches, notebooks, designs, drawings, specifications, blueprints, models, negatives, photographs, findings, memoranda, reports, recommendations, automated data processing equipment (ADPE) programs, as well as all copies of the foregoing, created, produced, developed, delivered, furnished, or provided under this contract, unless otherwise identified by the contractor in DFARS 252.227-7017 as being furnished with Government purpose rights, limited rights, or restricted rights under either DFARS 252.227-7013 or DFARS 252.227-7014. Except for technical data, computer software, or computer software documentation identified by the contractor under DFARS 252.227-7017 as being furnished with Government purpose rights, limited rights, or restricted rights, the contractor retains no right, title, or interest in and to such data, computer software, and computer software documentation which becomes the property of the Government. This property shall be delivered by the contractor to the Government upon completion or termination of this contract or when directed by the Contracting Officer. The Government reserves its right to take delivery of this data, computer software, and computer software documentation via Contract Data Requirements Lists (CDRLs) or as deferred delivery at the point the Government chooses. As owner, the Government may use, reproduce, or disclose the data, computer software, and computer software documentation covered by this clause in any way and for any purpose it may desire with the exception that competition sensitive data, marked as such by the contractor and so agreed to by the Government, such as personal data on individuals, payroll records, management methodology, and organizational approaches, shall not be disclosed outside the Government. The contractor shall mark the number of this contract on all data, computer software, and computer software documentation delivered hereunder. Any data, computer software, or computer software documentation belonging to third parties and furnished to the contractor by the Government in performance of this contract shall be treated as property of the Government.

(b) Except as specifically authorized by this contract, or as otherwise approved in writing by the

Contracting Officer, all information and data furnished by the Government to the contractor in the performance of this contract shall be used only in connection with the work under this contract and shall be protected by the contractor from unauthorized use, release, duplication, or disclosure.

- (c) The contractor shall take appropriate measures to assure that its personnel, who have or might reasonably have access to such information and data referred to in paragraph (b) above, agree to honor the contractor's commitment and safeguard such information and data (See Section H Clause H115, Organizational Conflict of Interest (MAY 2014)).
- (d) If the contractor acquires technical or other data, computer software, or computer software documentation necessary for the performance of this contract from any third party through license or otherwise, in addition to providing the Government with rights or title to such data, computer software, and computer software documentation in accordance with subparagraph (a) of this clause, the contractor shall also obtain all rights necessary to allow such rights in data, computer software, and computer software documentation to be assigned to any successor contractor to this contract.