

U.S. DEPARTMENT OF ENERGY  
REIMBURSEMENT AUTHORIZATION

NO.

RA No. 8  
Mod. M202

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PROJECT  
**SANDIA NATIONAL LABORATORIES**

LOCATION  
**ALBUQUERQUE, NM**

CONTRACTOR  
**SANDIA CORPORATION**

CONTRACT NO.  
**DE-AC04-94AL85000**

DATE OF CONTRACT  
**OCTOBER 1, 1993**

The following revision or addition to the approved employment policies and wage and salary schedules of the contractor is approved as an allowable cost, effective October 1, 2009.

Amend Appendix A., III., Pay Policies, C. Compensation Increase Plan to read as attached.

APPROVED FOR THE CONTRACTOR BY:

NAME: James Eanes  
DATE: 10/14/10

TITLE: Senior Manager  
Deputy for Contracts and WFO/CRADA  
Management

Approved for the U.S. Department of Energy by:

NAME: Ann Wright TITLE: Contracting Officer

DATE: 10/22/2010

C. Compensation Increase Plan

1. General

The Contractor shall submit a Compensation Increase Plan (CIP) proposal to the Contracting Officer for approval by October 1 each year. NNSA will review the CIP for approval in order for the Contractor to implement the CIP by the first pay period in January of the next calendar year. NNSA will make every effort to provide approval within 30 days of receipt of the CIP. The Contractor shall not incur costs under the proposed CIP until NNSA approval has been granted.

2. Non-base Compensation Programs for Technical and Administrative Employees

Non-base compensation is a financial award that is separate from base salary. In addition to non-base payments determined concurrently with salary increases, certain non-base awards may be granted throughout the year. These awards are funded from the total non-base budget.

Costs associated with the following non-base programs are allowable:

- a. Appointments and Advancements
- b. Employee Performance Award Programs
- c. Team Celebrations - The non-base budget may be used to fund recognitions in the form of team celebrations (eg., meals, small mementos).
- d. Other non-base programs developed to respond to Laboratory needs, e.g. sign-on bonus.