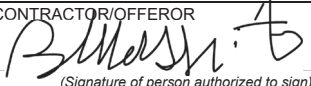



AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT				1. CONTRACT ID CODE		PAGE OF PAGES	
						1 2	
2. AMENDMENT/MODIFICATION NO.		3. EFFECTIVE DATE		4. REQUISITION/PURCHASE REQ. NO.		5. PROJECT NO. (If applicable)	
P00033		See Block 16C		25EM001914			
6. ISSUED BY		CODE		7. ADMINISTERED BY (If other than Item 6)		CODE	
		893042				00701	
EM-Idaho Department of Energy Office of Environmental Management Idaho Cleanup Project 1955 Fremont Avenue Idaho Falls ID 83415				U.S. Department of Energy Idaho Operations Office 1955 Fremont Avenue Idaho Falls ID 83415			
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)				(x)			
PROTECTION STRATEGIES INCORPORATED Attn: Sean Williams 9717 Cogdill Road Suite 101 Knoxville TN 379323322				9A. AMENDMENT OF SOLICITATION NO.			
				9B. DATED (SEE ITEM 11)			
				10A. MODIFICATION OF CONTRACT/ORDER NO. GS-07F-0442N 89243221FEM400010			
CODE		FACILITY CODE		10B. DATED (SEE ITEM 13)			
040773264				08/19/2021			
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS							
<input type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers <input type="checkbox"/> is extended. <input type="checkbox"/> is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.							
12. ACCOUNTING AND APPROPRIATION DATA (If required)				Net Increase:		\$337,513.59	
13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.							
CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.						
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).						
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: FAR 52.243-3 Changes - Time & Materials or Labor Hours (Sept 2000)						
	D. OTHER (Specify type of modification and authority)						
E. IMPORTANT: Contractor <input type="checkbox"/> is not <input checked="" type="checkbox"/> is required to sign this document and return <u>1</u> copies to the issuing office.							
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)							
DUNS Number: 040773264							
UEI: JWA9MZBLNE44							
The purpose of this modification is to add funding to CLIN 00003, increase the contract ceiling, and update Sections B and Section J Attachment J-C. See below for further details.							
Payment:							
VIPERS							
https://vipers.doe.gov							
Any questions, please contact							
by call/email 855-384-7377 or							
VipersSupport@hq.doe.gov							
Period of Performance: 10/01/2024 to 09/30/2025							
Continued ...							
Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10A, as heretofore changed, remains unchanged and in full force and effect.							
15A. NAME AND TITLE OF SIGNER (Type or print)				16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)			
Brigid Weissert - Vice President of Business Operations				Mary E. Bates			
15B. CONTRACTOR/OFFEROR		15C. DATE SIGNED		16B. UNITED STATES OF AMERICA		16C. DATE SIGNED	
 (Signature of person authorized to sign)		17SEPT25		Digitally signed by MARY BATES Date: 2025.09.18 08:29:57  (Signature of Contracting Officer)		09/18/2025	

CONTINUATION SHEET	REFERENCE NO. OF DOCUMENT BEING CONTINUED GS-07F-0442N/89243221FEM400010/P00033	PAGE	OF
		2	2

NAME OF OFFEROR OR CONTRACTOR
PROTECTION STRATEGIES INCORPORATED

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
00003	<p>Change Item 00003 to read as follows (amount shown is the total amount):</p> <p>Security Services shall be T&M and consist of those described in Section C.3 Period of Performance: 10/01/2024 to 09/30/2025. Line item value is: \$4,668,384.44 Incrementally Funded Amount: \$4,668,384.44</p> <p>This modification obligates \$337,513.59 to CLIN 00003. With this modification, CLIN 00003 is increased by \$337,513.59 from \$4,330,870.85 to \$4,668,384.44 and is considered fully funded.</p> <p>This modification also increases the ceiling by \$337,513.59 from \$19,714,048.25 to \$20,051,561.84.</p> <p>This increase includes funding for quarterly supply costs, Conduct of Operation (ConOps) Training, and variances in labor category hours.</p> <p>Also included in this modification is the updated Sections B and Section J Attachment J-C, Wage Determinations.</p> <p>Attachments: 1. SF30_P00033_Final 2. Section B Mod P00033_Redline 3. Attachment J-C DOL Wage Determination</p>				4,668,384.44

SECTION B
SUPPLIES OR SERVICES PRICES

Section B - Supplies or Services/Prices 3

B.1 DOE-B-2006 CONTRACT PRICE (OCT 2014) 3

B.2 DOE-B-2008 TIME-AND-MATERIALS CONTRACT (OCT 2014) 3

B.3 DOE-B-2013 OBLIGATION OF FUNDS (OCT 2014) 6

Section B - Supplies or Services/Prices**B.1 DOE-B-2006 CONTRACT PRICE (OCT 2014)**

(a) This is a Time and Material (T&M) Contract. The Fort Saint Vrain (FSV) Physical Security Services Contractor (hereinafter, the "Contractor") shall provide the following services at the specified prices:

CLIN	Supplies/Services	Ceiling Total
00001	Transition Services, shall be T&M and consist of those described in Section C.2: Period of Performance: 10/01/2021 to 12/31/2021	\$79,430.40
00002	Security Services, shall be T&M and consist of those described in Section C.3 Period of Performance: 01/01/2022 to 09/30/2024	\$10,942,651.69
00003	Security Services, shall T&M and consist of those described in Section C. (Option Line Item) Period of Performance: 10/01/2024 to 09/30/2025	\$4,330,870.85 <u>\$4,668,384.44</u>
00004	Security Services, shall be T&M and consist of those described in Section C.3 (Option Line Item) Period of Performance: 10/01/2025 to 09/30/2026	\$4,361,095.31
Total Ceiling		\$19,714,048.25 <u>\$20,051,561.84</u>

(End of Clause)

B.2 DOE-B-2008 TIME-AND-MATERIALS CONTRACT (OCT 2014)

(a) The Contractor shall provide the fixed-hourly rates provided in PSI's response to solicitation #89243221QEM000003 dated June 21, 2021.

(1) For work performed by the Contractor's employees, the following labor categories, direct productive labor hours (DPLH), and fixed labor rates shall apply:

CLIN 00001				
Supplies/Services	Labor Category	Fixed Hourly Rate	DPLH	Fully-Burdened Price
Services	Security Police Officers (SPOs)	\$		
Services	SPO Shift Supervisors	\$		
Services	Protective Force Manager (PFM)	\$		
Services	Liaison (as described in C.2.0)	\$120.17	480	\$57,681.60
Services	Administrative Support	\$45.31	480	\$21,748.80
CLIN 00002				
January 1, 2022 - June 30, 2022				
Supplies/Services	Labor Category	Fixed Hourly Rate	DPLH	Fully-Burdened Price
Services	Security Police Officers (SPOs)	\$48.45	20,811.60	\$1,008,322.02
Services	SPO Shift Supervisors	\$51.90	4,154.80	\$215,634.12
Services	Protective Force Manager (PFM)	\$80.73	940	\$75,886.20
Services	Commander/Instructor	\$71.47	940	\$67,181.80
Services	Administrative Support	\$45.33	928	\$42,066.24
Services	New Hire Training	\$27.56	800	\$22,048.00

Services	Security Police Officers (SPOs) Overtime	\$56.08	1,328.40	\$74,496.67
Services	SPO Shift Supervisors Overtime	\$60.05	265.20	\$15,925.26
Services	SPO Supervisor Overtime (Training)	\$60.05	217.17	\$13,041.22
Services	SPO Overtime (Training)	\$56.08	1,087.83	\$61,005.35
TOTAL:				\$1,595,606.89
CLIN 00002				
July 1, 2022 - December 31, 2022				
Supplies/ Services	Labor Category	Fixed Hourly Rate	DPLH	Fully-Burdened Price
Services	Security Police Officers (SPOs)	\$60.27	20,811.60	\$1,254,315.13
Services	SPO Shift Supervisors	\$63.06	4,154.80	\$262,001.69
Services	Protective Force Manager (PFM)	\$88.48	940.00	\$83,171.20
Services	Commander/Instructor	\$70.96	940.00	\$66,702.40
Services	Administrative Support	\$45.68	928.00	\$42,391.04
Services	New Hire Training	\$27.36	800.00	\$21,888.00
Services	Security Police Officers (SPOs) Overtime	\$70.01	1,328.40	\$93,001.28
Services	SPO Shift Supervisors Overtime	\$72.78	265.20	\$19,301.26
Services	SPO Supervisor Overtime (Training)	\$72.78	217.17	\$15,805.88
Services	SPO Overtime (Training)	\$70.01	1,087.83	\$76,158.74
Labor Total:				\$1,934,736.62
Other Direct Costs:				\$83,127.62
TOTAL:				\$2,017,864.24
CLIN 00002				
January 1, 2023 - February 29, 2024				
Supplies/ Services	Labor Category	Fixed Hourly Rate	DPLH	Fully-Burdened Price
Services	Security Police Officers (SPOs)	\$60.51	48,560.40	\$2,938,389.80
Services	SPO Shift Supervisors	\$63.29	9,694.53	\$613,566.80
Services	Protective Force Manager (PFM)	\$88.84	2,193.33	\$194,855.44
Services	Commander/Instructor	\$71.23	2,193.33	\$156,230.90
Services	Administrative Support	\$45.85	2,165.33	\$99,280.38
Services	New Hire Training	\$27.48	1,866.67	\$51,296.09
Services	Security Police Officers (SPOs) Overtime	\$70.28	3,099.60	\$217,839.89
Services	SPO Shift Supervisors Overtime	\$73.06	618.80	\$45,209.53
Services	SPO Supervisor Overtime (Training)	\$73.06	506.73	\$37,021.69
Services	SPO Overtime (Training)	\$70.28	2,538.27	\$178,389.62
Labor Total:				\$4,532,080.14
Other Direct Costs:				\$249,382.90
TOTAL:				\$4,781,463.04
CLIN 00002				
March 1, 2024 - September 30, 2024				
Supplies/ Services	Labor Category	Fixed Hourly Rate	DPLH	Fully-Burdened Price
Services	Security Police Officers (SPOs)	\$61.97	24,280.20	\$1,504,643.99
Services	SPO Shift Supervisors	\$64.82	4,847.27	\$314,200.04
Services	Protective Force Manager (PFM)	\$90.98	1,102.67	\$100,320.92
Services	Commander/Instructor	\$72.95	1,102.67	\$80,439.78
Services	Administrative Support	\$46.96	1,088.67	\$51,123.94
Services	New Hire Training	\$28.13	933.33	\$26,254.57
Services	Security Police Officers (SPOs) Overtime	\$70.28	1,668.30	\$117,248.12

Services	SPO Shift Supervisors Overtime	\$73.06	423.90	\$30,970.13
Services	SPO Supervisor Overtime (Training)	\$73.06	253.38	\$18,511.94
Services	SPO Overtime (Training)	\$70.28	1,269.12	\$89,193.75
Labor Total:				\$2,332,907.20
Other Direct Costs:				\$124,691.40
TOTAL:				\$2,457,598.60
January 1, 2022 - June 30, 2022 Total:				\$1,595,606.88
July 1, 2022 - December 31, 2022 (Wage Increase)				\$2,017,864.24
January 1, 2023 - February 29, 2024 (FAMLI Act)				\$4,781,463.04
March 1, 2024 - September 30, 2024 (H&W Increase)				\$2,457,295.60
Government Furnished Equipment (Section J-A)				\$90,118.94
CLIN 2 Total through September 30, 2024				\$10,942,651.69
CLIN 00003				
October 1, 2024 - January 31, 2025				
Supplies/Services	Labor Category	Fixed Hourly Rate	DPLH	Fully-Burdened Price
Services	Security Police Officers (SPOs)	\$63.62	13,735.66	\$873,862.43
Services	SPO Shift Supervisors	\$66.13	2,742.17	\$181,339.57
Services	Protective Force Manager (PFM)	\$92.34	620.40	\$57,287.74
Services	Commander/Instructor	\$74.03	620.40	\$45,928.21
Services	Administrative Support	\$47.64	612.48	\$29,178.55
Services	New Hire Training	\$28.13	528.00	\$14,852.64
Services	Security Police Officers (SPOs) Overtime	\$74.70	876.74	\$65,492.78
Services	SPO Shift Supervisors Overtime	\$77.64	175.03	\$13,589.48
Services	SPO Supervisor Overtime (Training)	\$77.64	143.33	\$11,128.31
Services	SPO Overtime (Training)	\$74.70	717.97	\$53,632.19
Total Labor:				\$1,346,291.91
Other Direct Costs:				\$48,684.47
TOTAL:				\$1,394,976.38
CLIN 00003				
February 1, 2025 - September 30, 2025				
Supplies/Services	Labor Category	Fixed Hourly Rate	DPLH	Fully-Burdened Price
Services	Security Police Officers (SPOs)	\$64.12	27,887.54	\$32,825.19
Services	SPO Shift Supervisors	\$66.64	5,567.43	\$371,013.67
Services	Protective Force Manager (PFM)	\$93.08	1,259.60	\$117,243.57
Services	Commander/Instructor	\$74.63	1,259.60	\$94,003.95
Services	Administrative Support	\$48.04	1,243.52	\$59,738.70
Services	New Hire Training	\$28.36	1,072.00	\$30,401.92
Services	Security Police Officers (SPOs) Overtime	\$74.70	1,780.06	\$132,970.18
Services	SPO Shift Supervisors Overtime	\$77.64	355.37	\$27,590.77
Services	SPO Supervisor Overtime (Training)	\$77.64	291.01	\$22,593.85
Services	SPO Overtime (Training)	\$74.70	1,457.69	\$108,889.61
Total Labor:				\$2,752,595.53
Other Direct Costs:				\$183,298.84
TOTAL:				\$2,935,894.37
October 1, 2024 - January 31, 2025 Total:				\$1,394,976.38
February 1, 2025 - September 30, 2025 (Fringe Update)				\$2,935,894.37
CLIN 00003 TOTAL:				\$4,330,870.75

CLIN 00004				
October 1, 2025 - September 30, 2026				
Supplies/ Services	Labor Category	Fixed Hourly Rates	DPLH	Fully-Burdened Price
Services	Security Police Officers (SPOs)	\$66.30	41,623.20	\$2,759,618.16
Services	SPO Shift Supervisors	\$69.42	8,309.60	\$576,852.43
Services	Protective Force Manager (PFM)	\$94.47	1,880.00	\$177,603.60
Services	Commander/Instructor	\$75.74	1,880.00	\$142,391.20
Services	Administrative Support	\$48.77	1,856.00	\$90,517.12
Services	New Hire Training	\$28.36	1,600.00	\$45,376.00
Services	Security Police Officers (SPOs) Overtime	\$77.23	2,656.80	\$205,184.66
Services	SPO Shift Supervisors Overtime	\$80.86	530.40	\$42,888.14
Services	SPO Supervisor Overtime (Training)	\$80.86	434.34	\$35,120.73
Services	SPO Overtime (Training)	\$77.23	2,175.66	\$168,026.22
Total Labor:				\$4,243,578.27
Other Direct Costs:				\$117,517.04
CLIN 00004 TOTAL:				\$4,361,095.31

The rates are fully burdened (i.e. include all elements of direct and indirect costs) and shall remain fixed for the term of the contract. The rates apply to the prime offeror, each subcontractor, teaming partner, and/or joint venture partner.

(b) The Contractor shall be reimbursed for the cost of materials, supplies, equipment, travel, and other direct costs in accordance with the applicable cost principles contained in the Contract clause at FAR 52.216-7, Allowable Cost and Payment. The estimated cost of materials, supplies, equipment, travel, or other direct costs for this Contract is \$605,372.24.

(c) The total ceiling price of this contract is \$~~19,714,048.25~~20,051,561.84.

(d) Payment for the DPLH provided and materials, supplies, equipment, travel and other direct costs, shall be made in accordance with DOE-G-2005 BILLING INSTRUCTIONS (MAR 2019).

(End of Clause)

B.3 DOE-B-2013 OBLIGATION OF FUNDS (OCT 2014)

Pursuant to the clause of this Contract at FAR 52.232-22, Limitation of Funds, total funds in the amount(s) specified below are obligated for the payment of allowable costs and fee.

CLIN	Supplies/Services	Obligated Amount	Ceiling Total
00001	Transition Services, shall be T&M and consist of those described in Section C.2: Period of Performance: Notice to Proceed (NTP) to 90 days after NTP.	\$79,430.40	\$79,430.40
00002	Security Services, shall be T&M and consist of those described in Section C.3 Period of Performance: 90 days after NTP to 2 years and 9 months after NTP.	\$10,777,206.58	\$10,942,651.69
00003	Security Services, shall T&M and consist of those described in Section C. (Option Line Item) Period of Performance: 3 years after NTP to 4 years after NTP.	\$3,698,150 <u>\$4,668,384.44</u>	\$4,330,870.85 <u>\$4,668,384.44</u>
00004	Security Services, shall be T&M and consist of those described in Section C.3 (Option Line Item) Period of Performance: 4 Years after NTP to 5 years after NTP	TBD	\$4,361,095.31

(End of Clause)

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2025-0171
Revision No.: 1
Date Of Last Revision: 08/27/2025

—

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered
workers	
an option is exercised) on or after	at least \$17.75 per hour (or the
applicable	
January 30, 2022:	wage rate listed on this wage
determination,	
	if it is higher) for all hours spent
	performing on the contract in 2025.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered
workers	
or extended on or after January 30,	at least \$13.30 per hour (or the
applicable	
2022:	wage rate listed on this wage
determination,	
	if it is higher) for all hours spent
	performing on the contract in 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado County of Weld

Employed on Department of Energy contract for physical security services.

Collective Bargaining Agreement between Protection Strategies Inc. (PSI) and International Union, Security, Police and Fire Professionals of America (SPFPA), effective September 1, 2025 through September 30, 2028.

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for

reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.