

EXHIBIT J-E-9
U.S. DEPARTMENT OF LABOR WAGE DETERMINATION

<p>REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>Diane C. Koplewski Division of Director Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: 2012-0012 Revision No.: 1 Date Of Last Revision: 02/01/2012</p>
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States: Alabama, Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, District of Columbia, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Puerto Rico, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virgin Islands, Virginia, Washington, West Virginia, Wisconsin, Wyoming

Area: Alaska Statewide

Alabama Statewide

Arkansas Statewide

Arizona Statewide

California Statewide

Colorado Counties of Adams, Alamosa, Arapahoe, Archuleta, Baca, Bent, Boulder, Broomfield, Chaffee, Cheyenne, Clear Creek, Conejos, Costilla, Crowley, Custer, Delta, Denver, Dolores, Douglas, Eagle, El Paso, Elbert, Fremont, Garfield, Gilpin, Grand, Gunnison, Hinsdale, Huerfano, Jackson, Jefferson, Kiowa, Kit Carson, La Plata, Lake, Larimer, Las Animas, Lincoln, Logan, Mesa, Mineral, Moffat, Montezuma, Montrose, Morgan, Otero, Ouray, Park, Phillips, Pitkin, Prowers, Pueblo, Rio Blanco, Rio Grande, Routt, Saguache, San Juan, San Miguel, Sedgwick, Summit, Teller, Washington, Weld, Yuma

Connecticut Statewide

District of Columbia Statewide

Delaware Statewide

Florida Statewide
Georgia Statewide
Hawaii Statewide
Iowa Statewide
Idaho Statewide
Illinois Statewide
Indiana Statewide
Kansas Statewide
Kentucky Statewide
Louisiana Statewide
Massachusetts Statewide
Maryland Statewide
Maine Statewide
Michigan Statewide
Minnesota Statewide
Missouri Statewide
Mississippi Statewide
Montana Statewide
North Carolina Statewide
North Dakota Statewide
Nebraska Statewide
New Hampshire Statewide
New Jersey Statewide

New Mexico Statewide

Nevada Statewide

New York Statewide

Ohio Statewide

Oklahoma Statewide

Oregon Statewide

Pennsylvania Statewide

Puerto Rico Statewide

Rhode Island Statewide

South Carolina Statewide

South Dakota Statewide

Tennessee Statewide

Texas Statewide

Utah Statewide

Virginia Statewide

Virgin Islands Statewide

Vermont Statewide

Washington Statewide

Wisconsin Statewide

West Virginia Statewide

Wyoming Statewide

EAST NORTH CENTRAL: Illinois, Indiana, Michigan, Ohio and Wisconsin

EAST SOUTH CENTRAL: Alabama, Kentucky, Mississippi and Tennessee

MIDDLE ATLANTIC: Pennsylvania, New Jersey and New York

MOUNTAIN: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah and Wyoming

NEW ENGLAND: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont

PACIFIC: Alaska, California, Hawaii, Oregon and Washington

SOUTH ATLANTIC: Delaware; District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia and West Virginia

WEST NORTH CENTRAL: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota and South Dakota

WEST SOUTH CENTRAL: Arkansas, Louisiana, Oklahoma and Texas

CARIBBEAN: Puerto Rico and Virgin Islands

****Fringe Benefits Required Follow the Occupational Listing****

Employed on Department of Justice contract for Analytic linguist services in the above localities:

OCCUPATION CODE – TITLE	FOOTNOTE	RATE
(Not set) - Analytic Linguist		
Caribbean		27.51
East North Central		28.84
East South Central		28.06
Middle Atlantic		29.41
Mountain		28.08
New England		29.56
Pacific		29.47
South Atlantic		28.95
West North Central		27.74
West South Central		28.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.59 per hour or \$143.60 per week or \$622.27 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class (es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class (es) is to be conformed.

The process for preparing a conformance request is as follows:

- (1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- (2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class (es) of employees performs any contract work.
- (3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information

including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review (see section 4.6(b) (2) of Regulations 29 CFR Part 4).

- (4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- (5) The contracting officer transmits the Wage and Hour decision to the contractor.
- (6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

**** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS**

Analytic Linguist

Duties include:

Monitor: to listen to or read foreign language communications, lawfully intercepted, to perform immediate verbal summaries, then subsequent written or types summaries into English language.

Transcribe: to render the spoken word of a language into the written form of the same language, then save the results on a government-owned computer storage device and or in printed format. For the purposes of the contract, the transcription will be predominantly spoken Spanish to written English but may include to a lesser degree other languages as described therein.

Translate: to render the spoken word or written word of one language into the written form of another language, then save the results on a government-owned computer storage device or other storage media and or in printed format. For the purposes of the contract, the translation will be predominantly spoken or written English but may include to a lesser degree other languages to English.

Interpret: to translate spoken words orally and simultaneously or consecutively from a foreign language into English or to translate spoken words from English into a foreign language.

Validate: a review conducted by someone other than the individual performing the original translation, transcription or the quality control review of the specified original work in order to attest to the accuracy of the final work.

Summarize: to provide a typed concise and accurate synopsis of oral or written communications intercept that contains the identity of the speakers or correspondents and allocations and events mentioned that pertain to the subject of the communication.

Deconfliction Analysis: the process of checking for target numbers and or devices or other contacted telephone numbers and or devices in one investigative case on the system having contact with target numbers and or devices or other contacted telephone numbers and or devices in a separate investigative case on the system.

Voice Library: library consisting of voice exemplar references where persons have identified themselves or been identified during a phone conversation. The exemplar is used for future voice comparisons.

Source Data: the class of data requiring linguist services. Classes of data are verbal or written. Verbal Source Data typically is derived from audio or video recordings. Written Source Data is typically derived from official documents, transcripts, emails, maps, etc.

Minimization: legal instruction given by the Court or Prosecutor to the analytic linguist which identifies the types of "privileged" communications that the analytic linguist may not listen to and or capture electronically. (To be provided at time of minimization).