

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

1. CONTRACT ID CODE PAGE OF PAGES
1 2

2. AMENDMENT/MODIFICATION NO MODIFICATION SIX (6)	3. EFFECTIVE DATE DECEMBER 1, 2001	4. REQUISITION/PURCHASE REQ NO.	5. PROJECT NO (If applicable)
6. ISSUED BY CODE	7. ADMINISTERED BY (If other than Item 6) CODE		

FAA, MIKE MONRONEY AERONAUTICAL CENTER
CENTER ACQUISITION DIVISION AMQ-340
P O BOX 25082
OKLAHOMA CITY OK 73125-4932

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) DATACOM SCIENCES INC. 1806 N. SHARTEL OKLAHOMA CITY, OK 73103	(X)	9A. AMENDMENT OF SOLICITATION NO
		9B. DATED (SEE ITEM 11)
	X	10A. MODIFICATION OF CONTRACT/ORDER No.: DTF A-02-00-D-01353
		10B. DATED (SEE ITEM 13) 11-1-99

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers [] is extended, [] 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 telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT 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 telegram or letter, provided each telegram or letter 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)

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

(X)	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 date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C.
	D. OTHER (Specify type of modification and authority)
X	UNILATERAL, Pursuant to Contract Clause 3.2.4-35, (OPTION TO EXTEND THE TERM OF THE CONTRACT).
X	E. IMPORTANT: Contractor [XX] IS NOT REQUIRED to sign this document.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible)

Contract DTF A-02-00-D-01353 is modified as follows:
See Page 2 of 2 for details of changes.

Except as provided herein, all terms and conditions of the document referenced in item 9A 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)
15B. CONTRACTOR/OFFEROR	CONTRACTING OFFICER
(Signature of person authorized to sign)	16B. UNITED STATES OF AMERICA BY: <i>Debbie Schwartz</i> (Signature of Contracting Officer)
15C. DATE SIGNED	16C. DATE SIGNED 11-29-01

I. The contract period set forth in Clause F.1, Contract Period (CLA.1604), is hereby extended from December 1, 2001 through November 30, 2002, inclusive, under the existent terms and conditions as identified in Part I, Section B, Supplies or Services and Prices/Costs, Schedule III (Second Option Year).

II. The following change is hereby made to Part III, Section J, "List of Attachments" (contract page 37)

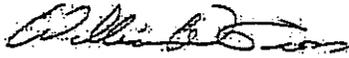
A. FOR OPTION YEAR TWO, DECEMBER 1, 2001 THROUGH NOVEMBER 30, 2002, PLEASE INSERT ATTACHMENT 5, "Register of Wage Determinations Under the Service Contract Act— No. 1994-2431 (Rev. 18), dated 5-31-2001."

III. The total estimated value of this contract modification is \$4,598,568. The estimated value of the contract, as reflected in Block 20 of Standard Form 33 is increased from \$9,467,898. to \$14,066,466.

IV. All other terms and conditions of the original contract, including all modifications issued thereto, remain unchanged and in full force and effect.

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



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2431
Revision No.: 18
Date of Last Revision: 05/31/2001

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

~~Fringe Benefits Required Follow the Occupational Listing~~

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.26
Accounting Clerk II	10.19
Accounting Clerk III	13.06
Accounting Clerk IV	17.46
Court Reporter	14.17
Dispatcher, Motor Vehicle	13.46
Document Preparation Clerk	10.00
Duplicating Machine Operator	10.00
Film/Tape Librarian	9.88
General Clerk I	8.70
General Clerk II	9.43
General Clerk III	11.94
General Clerk IV	17.20
Housing Referral Assistant	16.69
Key Entry Operator I	8.81
Key Entry Operator II	9.99
Messenger (Courier)	9.49
Order Clerk I	9.30
Order Clerk II	12.86
Personnel Assistant (Employment) I	10.54
Personnel Assistant (Employment) II	11.50
Personnel Assistant (Employment) III	14.34
Personnel Assistant (Employment) IV	16.63
Production Control Clerk	15.50
Rental Clerk	10.35
Scheduler, Maintenance	11.55
Secretary I	11.55
Secretary II	14.40
Secretary III	16.69
Secretary IV	18.76

Secretary V	
Service Order Dispatcher	19:86
Stenographer I	10:80
Stenographer II	10:12
Supply Technician	11:36
Survey Worker (Interviewer)	18:76
Switchboard Operator-Receptionist	12:32
Test Examiner	9:16
Test Proctor	14:40
Travel Clerk I	14:40
Travel Clerk II	9:10
Travel Clerk III	8:56
Word Processor I	10:01
Word Processor II	8:10
Word Processor III	9:70
	10:58

Automatic Data Processing Occupations

Computer Data Librarian	
Computer Operator I	8:07
Computer Operator II	9:52
Computer Operator III	11:72
Computer Operator IV	15:71
Computer Operator V	17:00
Computer Programmer I (1)	18:84
Computer Programmer II (1)	18:12
Computer Programmer III (1)	20:79
Computer Programmer IV (1)	25:74
Computer Systems Analyst I (1)	27:62
Computer Systems Analyst II (1)	21:80
Computer Systems Analyst III (1)	24:40
Peripheral Equipment Operator	27:62
	10:67

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	
Automotive Glass Installer	15:64
Automotive Worker	14:08
Electrician, Automotive	14:08
Mobile Equipment Servicer	14:86
Motor Equipment Metal Mechanic	12:54
Motor Equipment Metal Worker	15:84
Motor Vehicle Mechanic	14:08
Motor Vehicle Mechanic Helper	15:64
Motor Vehicle Upholstery Worker	11:75
Motor Vehicle Wrecker	13:31
Painter, Automotive	14:08
Radiator Repair Specialist	14:86
Tire Repairer	14:08
Transmission Repair Specialist	12:12
	15:64

Food Preparation and Service Occupations

Baker	9.04
Cook I	7.51
Cook II	9.04
Dishwasher	6.60
Food Service Worker	6.50
Meat Cutter	11.21
Waiter/Waitress	6.75

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	14.86
Furniture Handler	10.36
Furniture Refinisher	14.86
Furniture Refinisher Helper	11.75
Furniture Repairer, Minor	13.31
Upholsterer	14.86

General Services and Support Occupations

Cleaner, Vehicles	7.33
Elevator Operator	7.98
Gardener	10.30
House Keeping Aid I	6.61
House Keeping Aid II	8.22
Janitor	8.22
Laborer, Grounds Maintenance	8.66
Maid or Houseman	6.61
Pest Controller	11.28
Refuse Collector	7.32
Tractor Operator	9.66
Window Cleaner	8.71

Health Occupations

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.19
Licensed Practical Nurse I	9.24
Licensed Practical Nurse II	10.38
Licensed Practical Nurse III	11.62
Medical Assistant	9.93
Medical Laboratory Technician	10.88
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	10.38
Registered Nurse I	16.11

Registered Nurse II	19.71
Registered Nurse II, Specialist	19.71
Registered Nurse III	23.84
Registered Nurse III, Anesthetist	23.84
Registered Nurse IV	28.58
Information and Arts Occupations:	
Audiovisual Librarian	16.48
Exhibits Specialist I	17.00
Exhibits Specialist II	18.79
Exhibits Specialist III	23.46
Illustrator I	17.00
Illustrator II	18.79
Illustrator III	23.46
Librarian	16.48
Library Technician	11.07
Photographer I	10.96
Photographer II	13.53
Photographer III	18.34
Photographer IV	20.40
Photographer V	23.41
Laundry, Dry-Cleaning, Pressing and Related Occupations	
Assembler	7.03
Counter Attendant	7.03
Dry Cleaner	8.58
Finisher, Flatwork, Machine	7.03
Presser, Hand	7.03
Presser, Machine, Drycleaning	7.03
Presser, Machine, Shirts	7.03
Presser, Machine, Wearing Apparel, Laundry	7.03
Sewing Machine Operator	9.22
Tailor	9.84
Washer, Machine	7.69
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	14.86
Tool and Die Maker	20.20
Material Handling and Packing Occupations	
Forklift Operator	11.53
Fuel Distribution System Operator	14.02
Material Coordinator	14.54
Material Expediter	14.54
Material Handling Laborer	10.95
Order Filler	11.74
Production Line Worker (Food Processing)	11.46
Shipping/Picker	11.78
Shipping/Receiving Clerk	11.78

Stock Clerk (Shelf Stocker, Store Worker II)	12.62
Store Worker I	10.44
Tools and Parts Attendant	11.53
Warehouse Specialist	11.53
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	16.64
Aircraft Mechanic Helper	11.75
Aircraft Quality Control Inspector	16.44
Aircraft Servicer	13.31
Aircraft Worker	14.08
Appliance Mechanic	14.86
Bicycle Repairer	12.12
Cable Splicer	17.99
Carpenter, Maintenance	14.95
Carpet Layer	14.08
Electrician, Maintenance	16.40
Electronics Technician, Maintenance I	13.01
Electronics Technician, Maintenance II	19.57
Electronics Technician, Maintenance III	21.95
Fabric Worker	13.31
Fire Alarm System Mechanic	15.64
Fire Extinguisher Repairer	12.54
Fuel Distribution System Mechanic	15.64
General Maintenance Worker	14.08
Heating, Refrigeration and Air Conditioning Mechanic	15.64
Heavy Equipment Mechanic	15.64
Heavy Equipment Operator	16.82
Instrument Mechanic	17.02
Laborer	9.04
Locksmith	14.86
Machinery Maintenance Mechanic	16.70
Machinist, Maintenance	15.64
Maintenance Trades Helper	11.75
Millwright	16.24
Office Appliance Repairer	14.86
Painter, Aircraft	14.86
Painter, Maintenance	14.86
Pipefitter, Maintenance	16.36
Plumber, Maintenance	15.73
Pneumatic Systems Mechanic	15.64
Rigger	15.64
Scale Mechanic	14.08
Sheet-Metal Worker, Maintenance	15.64
Small Engine Mechanic	14.08
Telecommunication Mechanic I	19.01
Telecommunication Mechanic II	19.93
Telephone Lineman	19.01
Welder, Combination, Maintenance	15.64

Well Driller	
Woodcraft Worker	15.64
Woodworker	15.64
	12.54
Miscellaneous Occupations	
Animal Caretaker	
Carnival Equipment Operator	8.37
Carnival Equipment Repairer	8.65
Carnival Worker	9.23
Cashier	6.72
Desk Clerk	6.86
Embalmer	8.41
Lifeguard	16.57
Mortician	9.02
Park Attendant (Aide)	16.57
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.32
Recreation Specialist	9.09
Recycling Worker	11.65
Sales Clerk	8.64
School Crossing Guard (Crosswalk Attendant)	9.00
Sport Official	6.37
Survey Party Chief (Chief of Party)	9.02
Surveying Aide	16.23
Surveying Technician (Instr. Person/Surveyor Asst/Instr.)	9.12
Swimming Pool Operator	13.08
Vending Machine Attendant	10.40
Vending Machine Repairer	8.64
Vending Machine Repairer Helper	10.40
	8.40
Personal Needs Occupations	
Child Care Attendant	
Child Care Center Clerk	8.41
Chore Aid	12.06
Homemaker	6.38
	14.22
Plant and System Operation Occupations	
Boiler Tender	
Sewage Plant Operator	17.99
Stationary Engineer	14.86
Ventilation Equipment Tender	19.78
Water Treatment Plant Operator	11.75
	14.86
Protective Service Occupations	
Alarm Monitor	
Corrections Officer	11.01
Court Security Officer	16.07
Detention Officer	16.07
Firefighter	16.07
Guard I	15.23
	8.32

Guard II	
Police Officer	12.21
	16.91
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	
Hatch Tender	15.79
Line Handler	13.73
Stevedore I	13.73
Stevedore II	14.94
	16.67
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	13.73
Archeological Technician II	15.36
Archeological Technician III	19.02
Cartographic Technician	19.12
Civil Engineering Technician	18.18
Computer Based Training (CBT) Specialist/Instructor	25.02
Drafter I	12.17
Drafter II	14.05
Drafter III	18.53
Drafter IV	21.63
Engineering Technician I	14.37
Engineering Technician II	18.00
Engineering Technician III	19.78
Engineering Technician IV	25.62
Engineering Technician V	29.57
Engineering Technician VI	33.93
Environmental Technician	17.03
Flight Simulator/Instructor (Pilot)	26.55
Graphic Artist	18.92
Instructor	19.76
Laboratory Technician	12.23
Mathematical Technician	18.80
Paralegal/Legal Assistant I	12.51
Paralegal/Legal Assistant II	16.30
Paralegal/Legal Assistant III	19.94
Paralegal/Legal Assistant IV	24.13
Photooptics Technician	19.64
Technical Writer	20.46
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	15.90
Weather Observer, Senior (3)	18.30

Weather Observer, Upper Air (3)	15.90
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	
Parking and Lot Attendant	11.40
Shuttle Bus Driver	8.00
Taxi Driver	10.09
Truckdriver, Heavy Truck	9.48
Truckdriver, Light Truck	14.00
Truckdriver, Medium Truck	10.09
Truckdriver, Tractor-Trailer	11.40
	14.00

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 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)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.15B)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona-fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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)(vii)). 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 on 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.