

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

1. CONTRACT ID CODE PAGE 1 OF 2 PAGES

2. AMENDMENT/MODIFICATION NO. M056
 3. EFFECTIVE DATE see block 16C
 4. REQUISITION/PURCHASE REQ. NO. N/A
 5. PROJECT NO. (If applicable)

6. ISSUED BY CODE U.S. Department of Energy
 National Nuclear Security Administration
 P.O. Box 98518
 Las Vegas, NV 89193-8518
 7. ADMINISTERED BY (If other than Item 6) CODE

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)
 National Security Technologies, LLC
 P.O. Box 98521
 Las Vegas, NV 89193-8521

(✓) 9A. AMENDMENT OF SOLICITATION NO.

9B. DATED (SEE ITEM 11)

10A. MODIFICATION OF CONTRACT/ORDER NO.

DE-AC52-06NA25946

10B. DATED (SEE ITEM 13)

3/28/06

CODE FACILITY CODE

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 referenced 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.

(✓) 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 NUMBER 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. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
 DEAR 970.5243-1 Changes (Dec 2000) 970.5204-2, Laws, Regulations & DOE Directives (Dec 2000)

D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor is not, is required to sign this document and return 1 copies to the issuing office.

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

The purpose of this modification is to modify Appendix C, List of Applicable Laws, Regulations, and DOE Directives, and Appendix I, Diversity Plan. See Page 2.

No other changes are made as a result of this modification. All other terms and conditions remain unchanged.

EXECUTED COPY

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)
 David F. Reith, Business Operations & CFO
 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)
 Darby A. Dieterich, Contracting Officer

15B. CONTRACTOR/OFFEROR
 David F. Reith
 (Signature of person authorized to sign)
 15C. DATE SIGNED
 5/29/09
 16B. UNITED STATES OF AMERICA
 BY Darby A. Dieterich
 (Signature of Contracting Officer)
 16C. DATE SIGNED
 6/2/09

Part III, *List of Documents, Exhibits, and Other Attachments*, Section J, *List of Attachments*, is modified as follows:

A. Appendix C, *List of Applicable Directives*, is modified by updating the directive specified in the table below.

DIRECTIVE NUMBER	DATE	DOE DIRECTIVE TITLE	MOD #
DOE O 413.1A	4/18/2002	Management Control Program	Delete M056
DOE O 413.1B	10/28/2008	Internal Control Program (DCR 2009-010)	Update M056

B. Appendix I, *Diversity Plan*, is modified by adding the 2009 Diversity Plan included as Attachment 1 to this modification.

No other changes are made as a result of this modification. All other terms and conditions remain unchanged.

NATIONAL SECURITY TECHNOLOGIES, LLC
2009 DIVERSITY PLAN

April 2009

Prepared by:

National Security Technologies Employee Relations

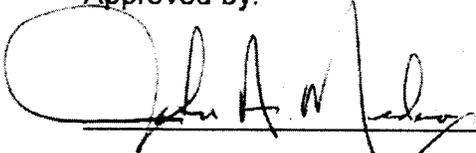


NATIONAL SECURITY TECHNOLOGIES, LLC
2009 DIVERSITY PLAN

April 2009

Approved by:

Date:



3-31-09

J. A. Medina, Manager, Employee Relations



31 March 2009

K. G. Andriessen, Division Manager Human Resource Programs

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ACRONYMS

AAP	Affirmative Action Plan
CCR	Central Contractor Registration
DI	Desktop Instruction
EEO	Equal Employment Opportunity
EETAP	Employee Education Training Assistance Program
ER	Employee Relations
HR	Human Resources
HUBZone	Historically Underutilized Business Zone
NSTec	National Security Technologies, LLC
OP	Organization Procedure
POC	point of contact
UNLV	University of Nevada, Las Vegas
SNHEP	Southern Nevada Hispanic Employment Program

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DEFINITIONS

Affirmative Action – A good faith effort, driven by federal, state, and local law and executive orders, to ensure that minorities, women, special disabled veterans, Vietnam Era veterans and other covered veterans, and people with disabilities have fair representation and opportunities in the workplace.

Community Outreach – Company and employee involvement in activities supporting education in technical fields, community service organizations, and opportunities for minorities, women, and the disadvantaged in the local community.

Diversity – Differences in people, consisting of primary dimensions (race, ethnicity, gender, age, religion, disability, and sexual orientation) and secondary dimensions (communication style, work style, experience, organizational role or level, economic status, geographic origin, etc.).

Diversity Program – Managing diversity in a systematic way that promotes recognition of and respect for differences, and using those differences to create a successful, creative, and effective workplace.

Educational Outreach – Opportunities provided for employees to improve their employment skills, as well as programs supporting colleges and universities with a large percentage of females and minorities.

Equal Employment Opportunity – Freedom from discrimination in the terms and conditions of employment on the basis of race, color, religion, sex, or national origin.

Minority – A person who falls within one of the following racial or ethnic groups as defined by the U.S. Department of Labor: American Indian or Alaskan Native, Asian, Black or African American, Native Hawaiian or other Pacific Islander, or Hispanic or Latino.

Profiling – Those practices that scrutinize, target, or treat employees or applicants for employment differently or single them out or select them for unjustified additional scrutiny, based on race or national origin.

Stakeholder – A person or entity that has a vested interest in National Security Technologies, LLC operations.

Technology Transfer – The process by which NSTec develops, transfers, or exchanges technologies and capabilities with related entities.

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PREFACE

Formed in 2005, National Security Technologies, LLC is a joint venture between Northrop Grumman Corporation, AECOM, CH2M Hill, and Nuclear Fuel Services. This combination of diverse professional and scientific expertise allows National Security Technologies, LLC to effectively manage operations at the Nevada Test Site, its related facilities, and laboratories for the U.S. Department of Energy National Nuclear Security Administration, Nevada Site Office.

National Security Technologies, LLC is excited about the future of the Nevada Test Site and its associated facilities. Our vision is to transform this unique national resource into America's national security proving ground, the preferred place for conducting high-hazard experiments vital to the security of the United States. As a service organization, we exist to supply integrated solutions to the needs of our customers.

The workforce of today is ever changing. To succeed in this day and age, we must be adaptable, flexible, and willing to embrace change. Our employees are our greatest asset and our success depends on how well we work together. Today's workplace is multicultural and based on men and women from all walks of life, working alongside each other, sharing responsibilities and decision-making.

As forward-thinking leaders, National Security Technologies, LLC will manage the diversity program by uniting our talented and committed workforce. We will provide an environment where all employees can make a maximum contribution to the company's success by drawing upon their many different perspectives, life experiences, and abilities.

This plan will identify the company's strategies and implementation processes for effective diversity management as outlined in the key areas of:

- Workforce
- Recruitment and Retention
- Educational Outreach
- Community Involvement and Outreach
- Subcontracting
- Economic Development (Including Technology Transfer)
- Prevention of Profiling

Diversity recognizes and accepts the differences and similarities of our workforce. By managing diversity, we promote recognition of and respect for our differences and use those differences to create a successful, creative, and effective workplace.

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THE CRAYON BOX THAT TALKED

By Shane DeRolf

While walking in the toy store
The day before today
I overheard a crayon box
With many things to say.

"I don't like the Red," said the Orange
And Green said, "Nor do I"
And no one here likes Yellow
But no one knows just why.

"We are a box of crayons
That doesn't get along"
Said Blue to all the others
"Something here is wrong."

Well, I bought that box of crayons
And I took it home with me
And laid out all the colors
So the crayons could all see.

They watched me as I colored
With Red and Blue and Green
And Black and White and Orange
And every color in between.

They watched as Green became the grass
And Blue became the sky
The Yellow sun was shining bright
On White clouds drifting by.

Colors changing as they touched
Becoming something new
They watched me as I colored
They watched until I was through.

And when I'd finally finished
I began to walk away
And as I did the crayon box
Had something to say.

"I do like Red," said Orange
And Green said, "So do I"
And Blue you were terrific
So high up in the sky.

"We are a box of crayons
Each one of us unique
But when we get together
The picture is complete."

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1.0 DIVERSITY STATEMENT

National Security Technologies, LLC (NSTec) is committed to creating and maintaining a diverse workforce that will foster a varied mix of skills and employee perspectives in a respectful environment. NSTec promotes an environment of continuous learning and minimizes diversity-related barriers in performance. NSTec will enhance diversity sensitivity, acceptance, and inclusion in all aspects of its business practices and relations with the community at large.

NSTec will promote, encourage, and support diversity management by doing the following:

- Include a diverse mix of skills and perspectives in developing and implementing programs that ensure consistency in operations.
- Establish an environment of continuous learning to provide training opportunities to supplement existing skills and create a more flexible workforce.
- Minimize barriers to performance that may occur when employees from different backgrounds and functions interact.
- Respond to unique interests of stakeholders, effectively utilizing the diverse workforce to facilitate effective relationships with the community, vendors, suppliers, and others.
- Create an environment where employees take responsibility for their actions and are provided with the proper tools and skills to respond to problems and challenges while performing tasks.
- Treat all employees with respect and dignity.

2.0 DIVERSITY COUNCIL

NSTec's creation of the Diversity Council demonstrates its commitment to diversity. The Diversity Council was initially established in August 2006, when a group of ten employees were selected by the NSTec management to represent the broad spectrum of individuals within the NSTec family. These ten individuals volunteered their services to establish a diversity council that would foster an environment that promotes inclusion, equity, and respect, and enhance the potential and contribution of all employees.

Their efforts during the first year included establishing a Vision Statement and Charter as a foundation for their efforts to follow. The Council is designed to promote awareness and understanding of diversity issues in our workplace by implementing and measuring diversity initiatives that align with the strategic goals of the company and building an organizational culture that supports diversity.

2.1 DIVERSITY INITIATIVES

Throughout the year, numerous monthly activities are planned and scheduled to bring further awareness of the diverse population that is Team NSTec.

During 2008, the focus of the Diversity Council included:

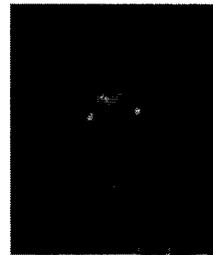
- Sponsored guest speaker Ms. Debra Nelson, VP of Corporate Diversity, Communications and Community Affairs for MGM Mirage, in celebration of Dr. Martin Luther King's Birthday.
- Sponsored on the diversity web site an article on the Origins of Black History in celebration of Black History Month.
- Sponsored "Soul Food" events at the various eateries within the NSTec complex.
- Hosted the first ever Chili Cook-off in North Las Vegas with awards for the various chili styles and flavors.
- Sponsored a short film festival exploring various aspects of life as experienced by Hispanics around the world, during brown bag events at the NTS.

The past year the Council focused on career development through the creation and presentation of a Career Development Opportunities briefing highlighting those opportunities readily available through the NSTec company. The Council continues to live up to their motto, "Diversity is opportunity, it's all about you!"

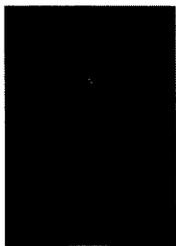
3.0 MEET YOUR DIVERSITY COUNCIL



**Dennis L. Fulkerson,
Diversity Council Chair**



**Dr. Stephen M. Younger,
Diversity Council Chair Co-Chair**



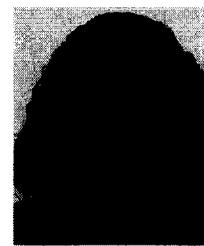
Elizabeth Atkins



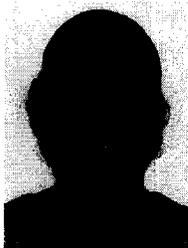
Esther Buskirk



Michael Cardenas



Toni Gale



Chana Griffin



Kirsten Kellogg



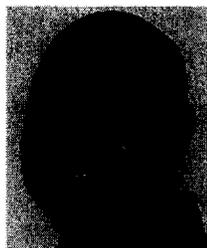
Matt LaMew



Phyllis Radack



Eduardo Rodriguez



Aurora Santillan

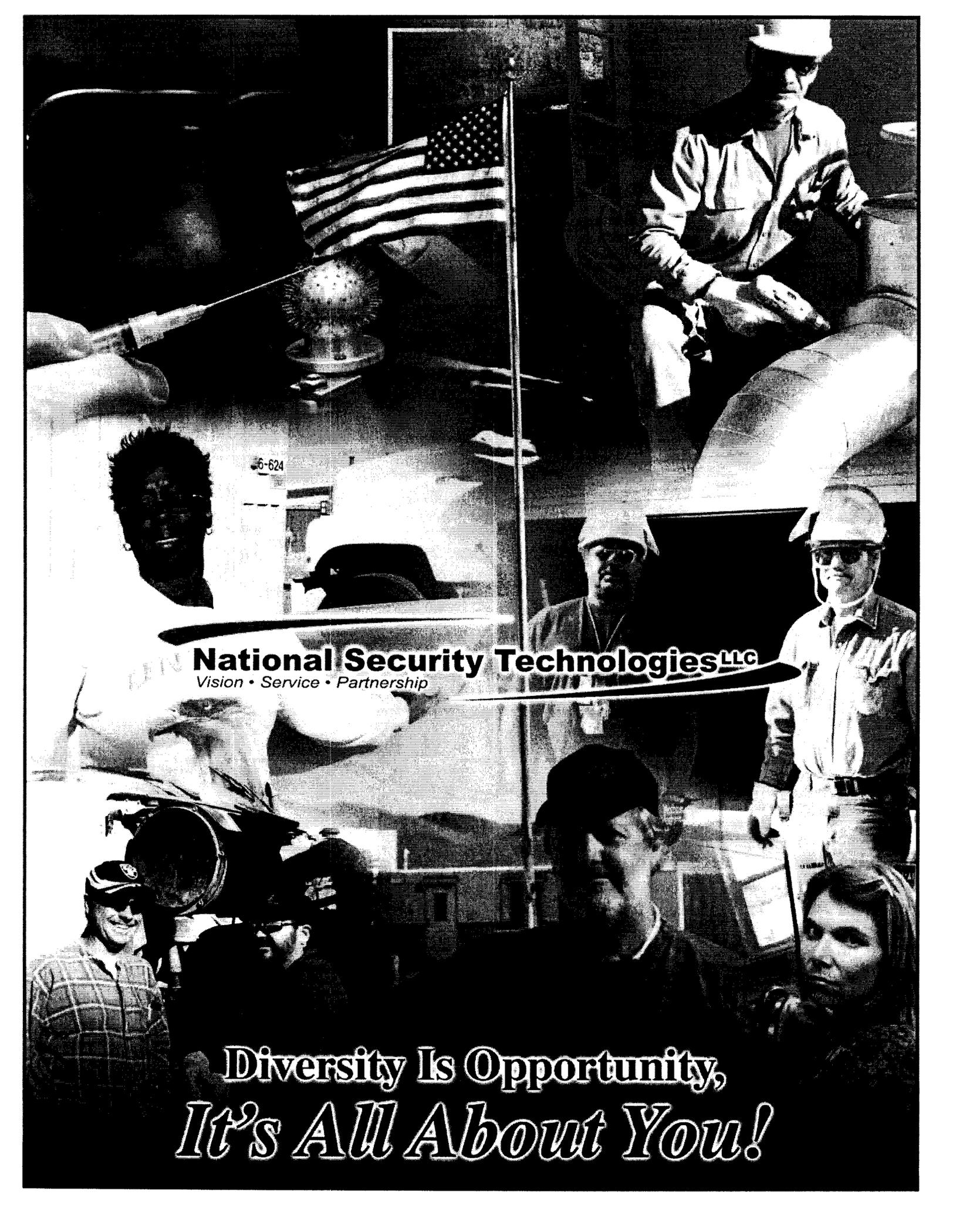


Kathryn Skelley-Bird



Wallace Womble

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National Security Technologies LLC

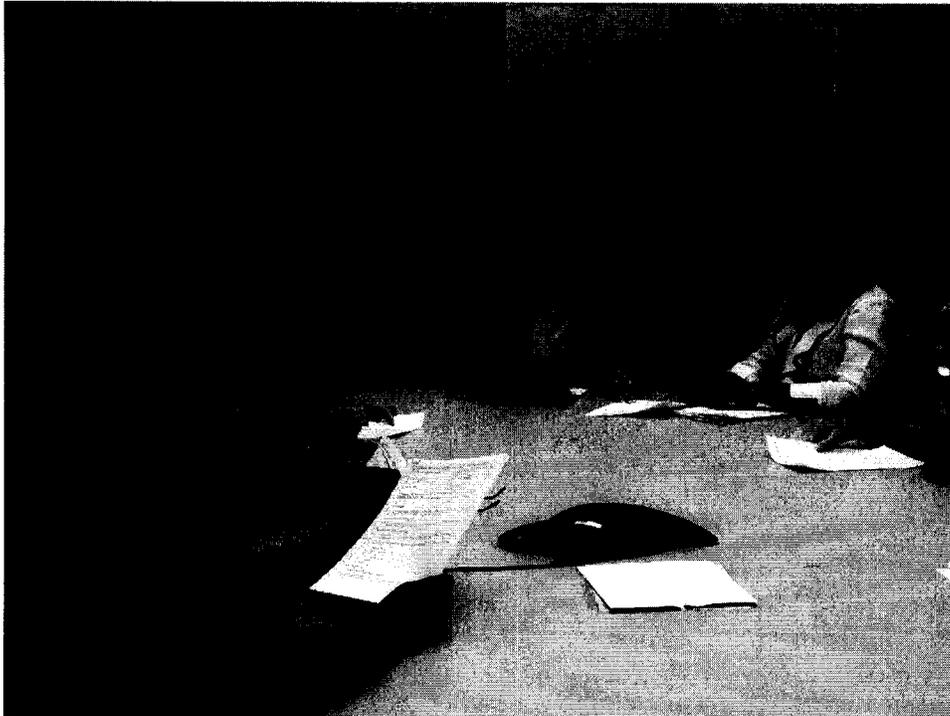
Vision • Service • Partnership

**Diversity Is Opportunity,
It's All About You!**



4.0 WORKFORCE

NSTec has adopted an Affirmative Action Plan (AAP) which reflects its commitment to provide equal employment opportunities. NSTec is committed to providing equal employment opportunity (EEO) to all persons regardless of race, color, religion, sex, age, national origin, disability, or covered veterans status. NSTec complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. Quarterly assessments of our AAP ensure compliance with our affirmative action goals.

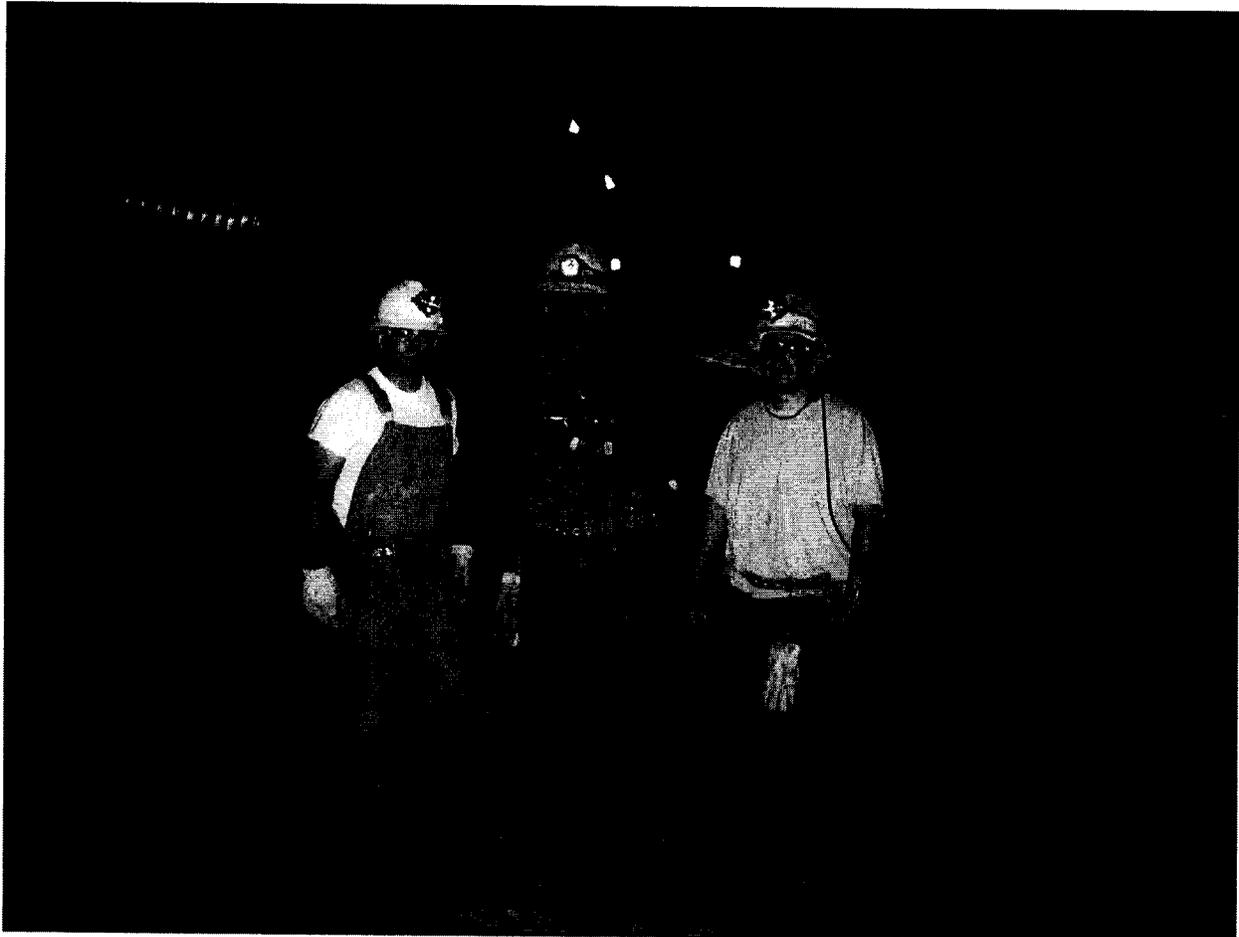


Workforce diversity is a management priority. Maintaining an agile, competent, and motivated workforce will be accomplished through recruitment, retention, skills enhancement, and succession planning. We strive for a more diverse workforce in our recruitment, hiring, and personnel actions. Employment decisions are based on merit, qualifications, and abilities. NSTec adheres to applicable federal and state laws which mandate that the recruiting, hiring, training, and promotions be based on job-related factors and bona fide occupational requirements regardless of race, color, national origin, religion, sex, sexual orientation, disability, age, or covered veteran status.

Diversity initiatives for the workforce are driven by and reflected in the Human Resources (HR) Manual, EEO, and AAP.

- HR Manual
 - CM-3100.001-011, “Human Resources Manual: Equal Opportunity and Affirmative Action”

- CM-3100.001-012, Human Resources Manual: "Equal Treatment Regardless of Disabilities or Veteran Status"
- CM-3100.001-014, "Human Resources Manual: Harassment"



5.0 RECRUITMENT AND RETENTION

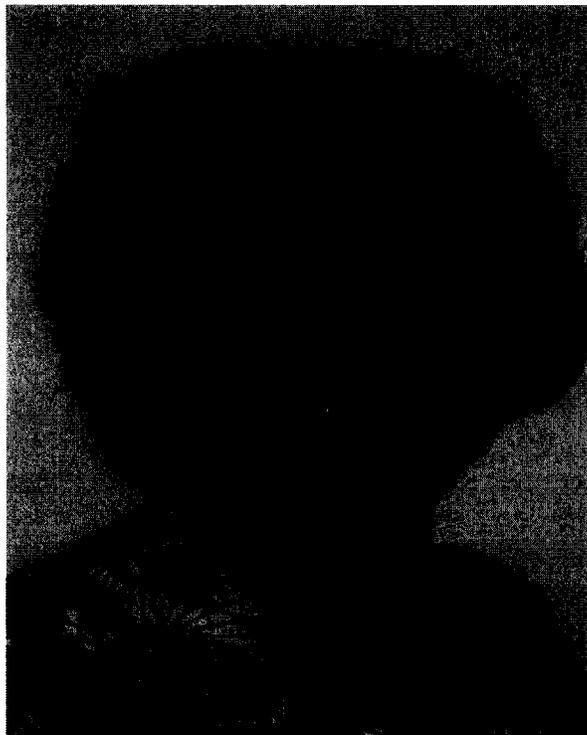
NSTec is committed to competing for the best employees and will work to increase the organization's diversity by recruiting and retaining quality employees. For recruiting, selection, and promotions, we will draw from a diverse population.

HR will take a leadership role working with our customers and the hiring managers to ensure the NSTec recruitment goals are met or exceeded. We will use the following strategies to ensure an effective recruitment process:

- Identify methods of recognizing and attracting qualified candidates.
- Contact the Nevada State Job Service to list regular employment openings (except executive and top management positions, positions that will be filled from within, and bargaining unit positions that are filled by the unions).
- Review college hire program consistent with dynamic changes in our economic environment.
- Develop resources to improve applicant flow for experienced female and minority applicants. This could include sourcing companies, minority/diversity job fairs, and working with technical professional organizations in which females and minorities are well represented.
- Develop and maintain a presence in schools with a high level of representation of women and minorities in their engineering and science programs.
- Establish strong relationships with minority schools, Historical Black Colleges and Universities, and colleges with large percentages of females and minorities.
- Based on available funding, participate in the following organizations' national job fairs:
 - Society of Women Engineers
 - National Society of Black Engineers
 - Society of Mexican-American Engineers and Scientists
 - American Indians Science and Engineering Society
- Improve hiring of veterans, particularly those who are veterans of the Iraq and Afghanistan conflicts, by utilizing more veteran-affiliated sources such as vetjobs.com, Helmets to Hardhats, and private organizations that work extensively with recently separated veterans.

The following entities are currently in NSTec's recruiting strategy:

- American Indians Science and Engineering Society
- College of Southern Nevada
- Las Positas College, Livermore, California
- Society of Mexican-American Engineers and Scientists
- National Society of Black Engineers
- Society of Women Engineers
- Southern Nevada Hispanic Employment Program Council
- University of Nevada, Las Vegas (UNLV) Minority Engineering Program



6.0 EDUCATIONAL OUTREACH

NSTec employees are provided opportunities to improve their skills and employment options through training, seminars, and education programs. Continuing education is encouraged and essential to the continued professional development of each employee. We believe that the best way to improve the business is to improve the workforce.

NSTec extends this commitment to education by sponsoring the following programs:

- **Focus School Program**

NSTec has adopted two at-risk schools, Kit Carson Elementary School and Jim Bridger Middle School, which also houses a magnet program. Employees donate back-to-school supplies; serve as e-mentors for students, and volunteer time in a variety of other opportunities identified throughout the year. NSTec has also provided education grants to purchase school marquees for each school.

- **U.S. Department of Energy's Regional Science Bowl**

Established in 1991 by the U.S. Department of Energy, the Science Bowl competition is designed to motivate high school students to pursue scientific and technical careers and promote science and mathematics literacy. Patterned after the television show "College Bowl," two four-member teams answer multiple-choice or short-answer questions in a variety of science and mathematics subjects; in addition to providing financial sponsorship for both the high school and middle school regional events. NSTec serves as overall event coordinator for the high school competition and many employees volunteer to serve as moderators, scientific judges, rule judges, timekeepers, scorekeepers, and messengers during both competitions.

- **NSTec Science and Engineering Scholarships**

Beginning with the Class of 2007, NSTec created scholarship programs in all of our primary operating locations and Nye County, Nevada, for high school seniors pursuing a degree in engineering or science at a four-year college or university. NSTec has awarded 43, \$5,000 scholarships to student achievers in Clark and Nye Counties, Nevada; Livermore and Santa Barbara, California; Los Alamos, New Mexico; and Prince George's County, Maryland. Students are also encouraged to take advantage of college intern opportunities at our various locations.

- **Education Grants Program**

Since July 2006, over \$1 million in corporate funds have been awarded to educational organizations to enhance education in science, technology, engineering, and math fields. Examples include a \$20,000 grant for the Nye County School District to enhance the PITSCO science lab at Rosemary Clarke Middle School in Pahrump; a \$10,000 grant for the Santa Barbara Public Education Foundation to support the Dos Pueblos High School Engineering Academy; and a grant for the Livermore Joint Unified School District to improve math programs at two Title 1 schools.

In December 2006, NSTec signed a Memorandum of Agreement with UNLV to provide \$500,000 over five years. As part of their partnership with UNLV, NSTec has also provided

education grants in support of the MIS Department, Minority Engineering Scholarship Program, and FIRST Robotics Competition, which is held each spring.

Several NSTec managers sit on UNLV Advisory Panels. In this capacity, they provide real-world application pointers that help university administrators make better programming decisions. Further, by becoming engaged in this manner, industry can shape the perspective of up-and-coming professionals.

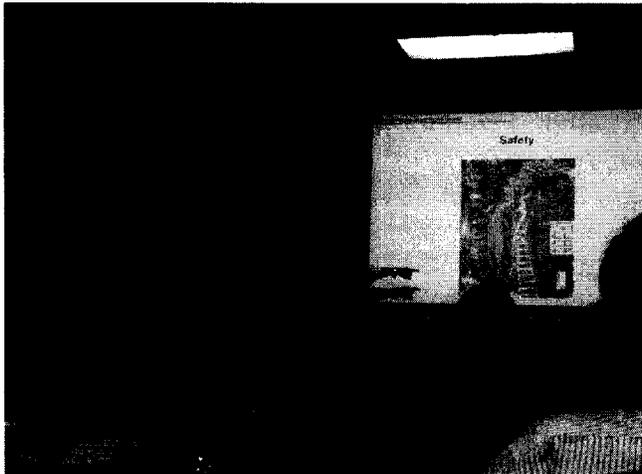
– **High School Internships**

NSTec has partnered with Advanced Technologies Academy, a local magnet high school in Las Vegas, in their internship program. Through this program, NSTec mentors high school seniors in their chosen fields of study. The internship program is conducted twice during the school year, in the fall and spring. Interns work three hours per week for seven weeks. NSTec has mentored ten students this year in the fields of engineering, graphic design, accounting, computer science, and public relations.

NSTec has also partnered with the Clark County Summer Business Institute to provide student internships; interns work 32-hour weeks during the eight-week program. In 2008, the interns provided support to Information Services, Human Resources, Executive Services, Internal Communications, Procurement, Chief Financial Office, and Prime Contracts Management.

– **NSTec Family Scholarship Program**

Starting with the Class of 2008, NSTec created a scholarship program for children of NSTec employees. NSTec awarded six scholarships based on scholastic performance, written essay, personal interview, and financial need.



6.1 IN-HOUSE/OUTSIDE TRAINING

Nonbargaining NSTec employees are provided opportunities to improve their skills and employment options through training, seminars, and education programs. A portion of NSTec's wage package for bargaining employees is directed to the unions' Training Trust programs. NSTec offers site-specific training for bargaining employees.

6.2 PROGRAMS IN PLACE

- Equal Opportunity, Affirmative Action, and Diversity topics are included in NSTec's supervisory training sessions.
- NSTec's Employee Education Training Assistance Program (EETAP) covers some costs of coursework at accredited colleges and universities that pertains to a nonbargaining employee's current position or one that the employee could achieve at NSTec, including tuition, required textbooks, and fees, when certain conditions are met. Additional courses required for degree programs but not eligible for regular EETAP reimbursement may be covered through the EETAP Supplemental Program, which provides up to \$1,500 per employee per fiscal year for qualifying courses.
- NSTec makes available over 500 courses on job-related topics through instructor-led, computer-based, or web-based training. Topics include environment, safety and health; computer software; management; and other job-specific skills.
- NSTec has several copies of Northrop Grumman Toolbox CDs—a set of 122 computer-based courses on CDs that employees can check out and use at work or home. Topics include software, management, project management, interpersonal skills, and other developmental topics.
- NSTec has a Distance Learning website available through College of Southern Nevada that provides access to Business and Desktop Computer application web-based training courses. It also provided access to Business books 24/7 (online business reference books), SkillSims (simulations), and other learning tools to support business, computer skills, management, and leadership topics. These courses are available at no cost to bargaining and nonbargaining NSTec employees. Courses can be accessed from work or home computers.
- Employees have opportunities to attend seminars, conferences, and outside training courses that are related to their current assignment (when budgets allow).
- The Employee Relations (ER) office presents informal Diversity training sessions on request.

6.3 ACTIONS FOR 2009

- Continue each of the above programs.
- Increase the financial amount available for educational courses not covered under existing EETAP rules to allow further reimbursement for degree-related courses that otherwise would not be allowable.
- Evaluate feasibility of increased access to 'webinars' (web-based seminars) provided by in-house or external sources. These web-based events allow more participants to complete training without requiring travel or per diem costs for external events.

7.0 COMMUNITY INVOLVEMENT AND OUTREACH

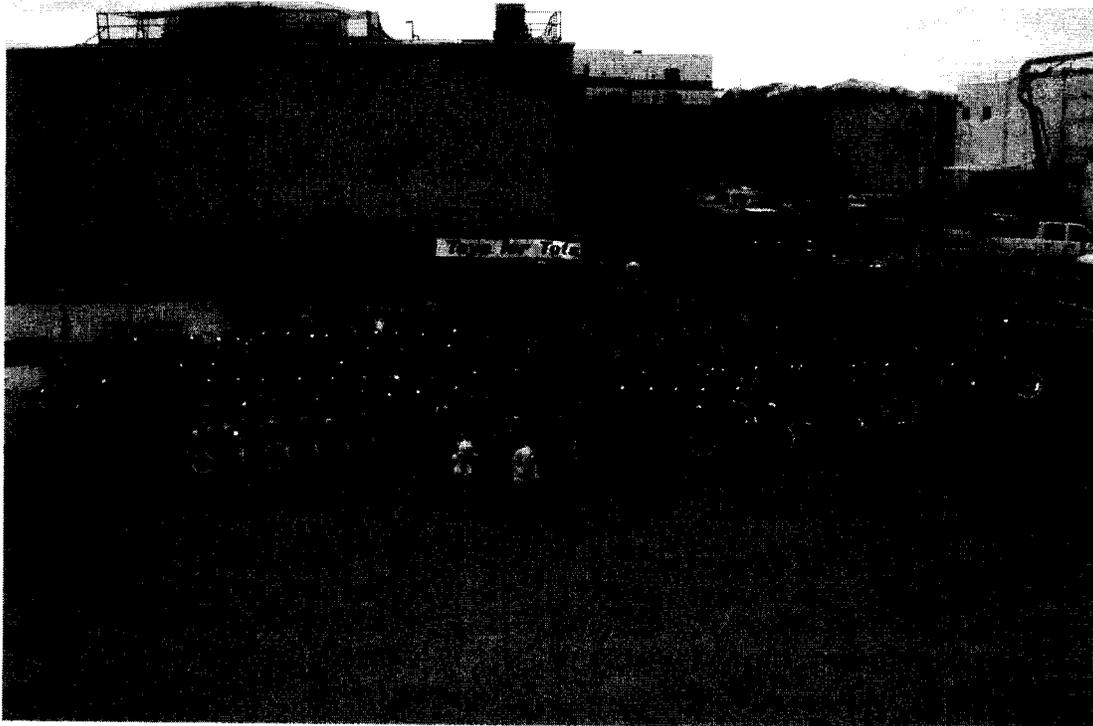
NSTec is committed to being a responsible corporate citizen through addressing many important issues facing our communities today. Diversity is important to us; as a company, we interact with diverse communities as a resource for employment, education, and commercial ventures. And, we support organizations that promote the interests of minorities and women as well as other diversity dimensions.

To build strong community relations, we focus on several areas where time, effort, and energy are expended to achieve effective results.

7.1 COMMUNITY OUTREACH

Chambers of Commerce – NSTec is an active member of the Latin, Asian, Urban, North Las Vegas, and Women’s Chambers of Commerce. In addition to participating in monthly luncheons, NSTec provides event sponsorship in activities such as the Latin Chamber of Commerce Career Day.

Opportunity Village – NSTec is a strong supporter of Opportunity Village and provides sponsorship and volunteers for the Magical Forest each year. We also field a team to compete in The Great Santa Run. In 2007, we had over 100 employees and their families and friends help Las Vegas beat the world record for number of Santas congregated in one place.



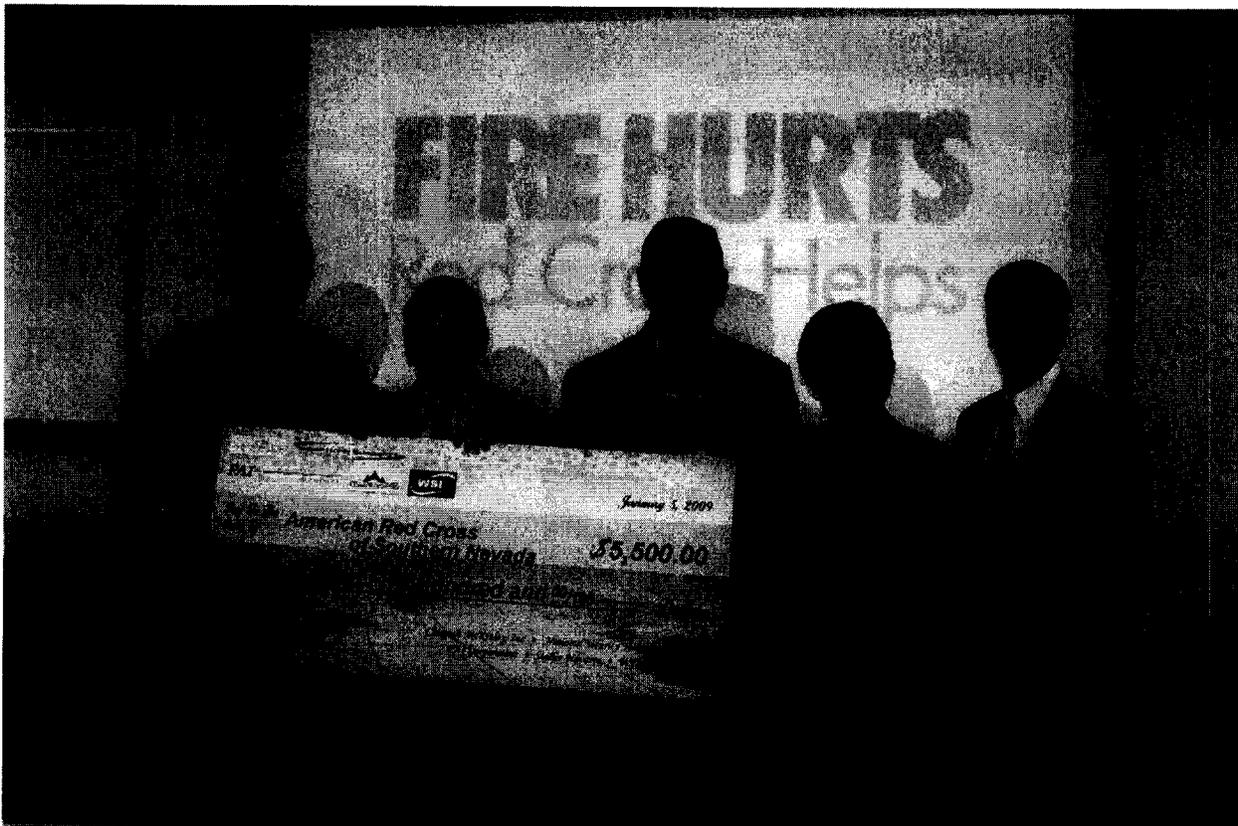
Rebuilding Together (formerly Christmas in April) – NSTec sponsors rebuilding projects in both North Las Vegas and Pahrump, Nevada. In addition to considerable financial support, teams of employees donate their time to help with repairs, painting, landscaping, cleaning, moving furniture, and other necessary tasks.

Charitable Contributions - In 2006, NSTec created NSTec Cares to provide employees, charitable organizations, and stakeholders an opportunity to request charitable contributions. The program focuses donations in three areas: education, diversity, and civic/community relations. Through 2008, the program gave more than \$230,000 to deserving organizations.

Our Actions Make a Difference – To recognize and reward employee volunteer efforts, NSTec donates \$5 for every volunteer hour donated by employees in support of charitable, educational, or professional organizations. Implemented in January 2008, employees donated almost 4,000 hours and NSTec donated over \$14,000 on their behalf. Through this program, employees directed over 19 percent of our charitable giving in 2008.

Community Services Team – Developed by the Administrative Council, this team of administrative professionals identifies a different charitable organization annually and actively supports activities of that organization by volunteering time and talents.

Southern Nevada Hispanic Employment Program (SNHEP) – NSTec provides scholarship funds and conference support on an annual basis to the SNHEP. Numerous employees who have been scholarship recipients currently work for the company.

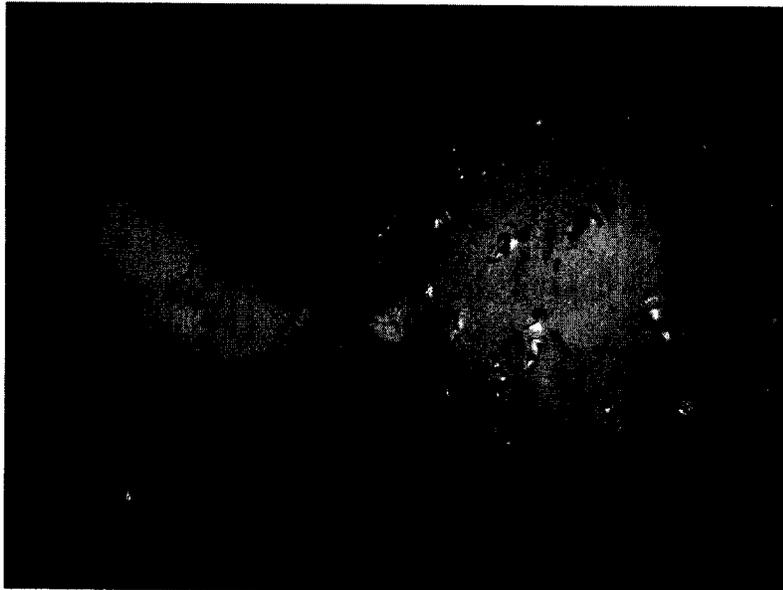


8.0 SUBCONTRACTING

NSTec is committed to maintaining a culturally and economically diverse environment. Small businesses are the backbone of our American economy. NSTec recognizes and welcomes the expertise and knowledge provided by small and disadvantaged businesses. We *continuously seek to build relationships* with those businesses that can meet and exceed our standards of excellence in support of our work for the United States government. We accomplish this by participating in fairs and workshops in Las Vegas as well as networking with state and national organizations. In addition, NSTec works closely with:

- Small Business organizations within the local community, including the SNHEP and the Nevada Minority Business Council
- U.S. Department of Energy/National Nuclear Security Administration Small Business Program Managers Forum
- The Office of Small and Disadvantaged Business Utilization and the Small Business Administration

NSTec incorporates a Small Business Review process to encourage the use of Small Businesses by reviewing any orders over \$25,000 by the Small Business Manager and Procurement Manager.



Procurement maintains and utilizes a Small Business database and encourages interested suppliers to register and be categorized by socio-economic status and commodity type by working with a central point of contact (POC) at NSTec. The Small Business database allows the Procurement Department to have a centralized file of businesses that have shown interest in doing business with the company. The POC passes this information on to NSTec procurement specialists.

Procurement also utilizes the Central Contractor Registration (CCR) database, the primary registrant database for the U.S. Federal Government, when developing bidder's lists. Accordingly, potential suppliers are encouraged to register on this site to maximize opportunities not only with NSTec but with federal government agencies or other government contractors. Their website is www.ccr.gov.

Our Small Business Plan describes our goals and approach involving small business in the categories of, Veteran-Owned Small Business, Service-Disabled Veteran-Owned Small

Business, Historically Underutilized Business Zone (HUBZone) Small Business, Small Disadvantaged Business, and Women-Owned Small Business.

“Diversification is the key to success.”

Category	Fiscal Year Goal
Small Business	66.6%
Small Disadvantaged Business	6%
Small Woman-Owned Business	7%
Small Veteran-Owned Business	20%
Small Service-Disabled Veteran-Owned Business	3%
HUBZone	3%

We comply with the following desktop instructions (DIs) and organization procedures (OPs) that reference the socioeconomic requirements for Procurement:

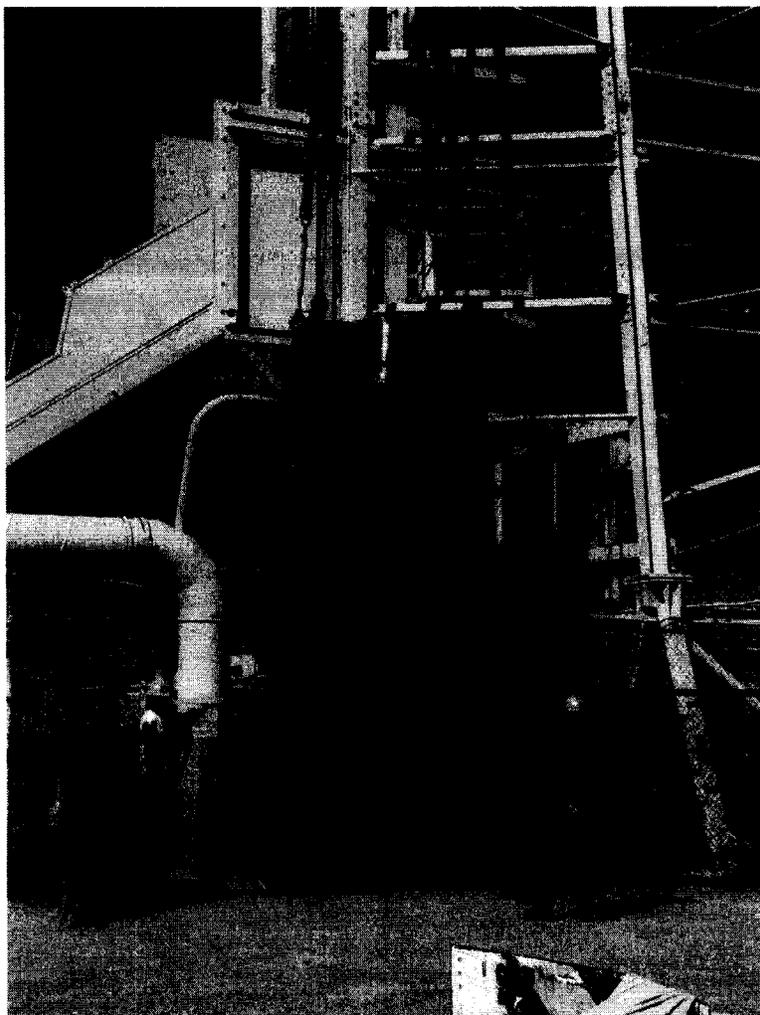
- DI-700.105, “Equal Employment Opportunity (EEO)”
- DI-700.301, “Acquisition Planning”
- DI-700.302, “Sources of Competition”
- DI-700.304, “Simplified Acquisitions”
- DI-700.305, “Government Supply Sources”
- DI-700.402, “Subcontracting Plan”
- OP-F700.101, “Mission Statement”
- OP-F700.105, “Ratifications”
- OP-F700.106, “Subcontracting Under the U.S. Department of Energy (DOE) (8A) Pilot Program”
- OP-F700.109, “Non-Competitive Procurements”

8.1 FUTURE GOALS

NSTec is committed to accomplishing the Small Business goals and seeking additional opportunities or programs that encourage the use of small businesses. In the future, it is desired to develop and implement a Mentor Protégé Program; where specific training and knowledge sharing between NSTec and future Protégés can particularly enhance the capabilities of small businesses, helping them to become more viable for government subcontracting.

9.0 ***ECONOMIC DEVELOPMENT (INCLUDING TECHNOLOGY TRANSFER)***

NSTec conducts science and technology activities that benefit the Las Vegas community and stimulate the economy. It collaborates with local and national universities to promote technology transfer efforts and entered into partnership arrangements with UNLV and University of Nevada Reno, for broader access to university faculty, recruiting of university graduates to sustain a technical workforce, and increasing business activity. NSTec employees participate in conferences and symposiums and publish numerous journal articles. NSTec recently signed an agreement with the national laboratories which is intended to identify and increase commercialization opportunities by “bundling” NSTec technologies with the technologies of the national laboratories.



10.0 PREVENTION OF PROFILING

The policies and directives listed in the “Workforce” section of this plan prohibit treating employees or applicants differently based on several characteristics, including race, color, and national origin.

10.1 PROGRAMS IN PLACE

NSTec’s ER analyzes employment policies, practices, and decisions to hire or terminate to ensure fair, equitable consideration for all employees and applicants. Managers who violate NSTec policies on diversity risk having adverse action taken against them. NSTec ER also conducts investigations and expedites timely resolution of discrimination and harassment allegations.

10.2 ACTIONS FOR 2009

NSTec’s ER will continue to conduct and oversee fair and impartial investigations in an expeditious manner.

