

EXHIBIT "C" to CONTRACT NOas 59-4176-cPERSONNEL POLICIES, WAGE and SALARY SCHEDULES, TRANSPORTATION, TRAVEL
and LIVING EXPENSE POLICY for EMPLOYEES AT FOREIGN LOCATIONSA. FORMAL EMPLOYMENT AGREEMENTS

Formal Employment Agreements shall be entered into between the Contractor and its employees permanently assigned to Kwajalein Atoll. The content and form of such employment agreement shall be subject to written approval by the Contracting Officer.

B. JOB CLASSIFICATION, WAGE and SALARY RATES

- (1) Employees with classifications having weekly rate ranges shall be referred to herein as "salaried" employees. Employees with hourly rate ranges shall be referred to herein as "hourly" employees. Employees with hourly rates shall be referred to herein as "hourly manual" employees. The job classification and maximum wage and salary for salaried, hourly, and hourly manual employees shall be in accordance with Schedule I attached hereto. Each employee will be placed in the proper job classification for the principal duties he performs. Any job classification and wage rates not contained in Schedule I hereto, shall be approved by the Contract Administrator.
- (2) Any change in wage or salary rates set forth in Schedule I shall be non-retroactive and shall be subject to the approval of the Contract Administrator.
- (3) Changes in classification or wage rates of Contractor employees, within the classification set forth in Schedule I hereto, shall be at the sole discretion of Contractor and shall be non-retroactive.
- (4) Temporary employees may be employed by the Contractor, and at wage or salary rates approved by the Contract Administrator. Temporary employees are defined as follows: Full Time - those employed on a