

EXHIBIT D TO CONTRACT NOas 59-4176-c

Personnel Policies, Wage and Salary Schedules, Transportation, Travel and Living Expense Policy for Offices other than Kwajalein Atoll.

A. FORMAL EMPLOYMENT AGREEMENTS

Not required.

B. JOB CLASSIFICATION, WAGE AND SALARY RATES

(1) Employees with classification 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 to Exhibit C. Each employee will be placed in the proper job classification for the principal duties he performs.

(2) Any change in wage rate or salary range shall be non-retroactive.

C. OVERTIME AND HOLIDAY PAY

(1) The basic work week for the Contractor's employees hereunder shall be a 40 hour work week consisting of five work days of eight hours each within a designated period of seven consecutive days. When deemed essential to the performance of work under this contract, the Contractor may authorize overtime up to sixteen hours per man per week at time and one-half.

(2) Each employee shall, if possible, be granted time off with pay on each of the six following holidays which falls on or which is observed as falling on a regularly scheduled workday: