Modification No. 09

to

Basic Ordering Agreement No. 060704

between

Battelle Energy Alliance, LLC

and

Hewitt Associates, LLC

The parties agree to modify the BOA in the following particular(s) only:

1. Effective January 1, 2015, Article 2 – TERM OF AGREEMENT is hereby revised to extend the term of this Agreement through December 31, 2015.

2. Effective January 1, 2015, ATTCHMENT A, REVISION 0, REQUIREMENTS DOCUMENT BENEFIT VALUE STUDY is hereby deleted and replaced with ATTACHMENT A, REVISION 1, REQUIREMENTS BENEFIT VALUE STUDY dated January 1, 2015.

3. Effective January 1, 2015, ATTACHMENT D, REVISION 9, MASTER PRICE SCHEDULE dated January 1, 2014, is hereby deleted and replaced with ATTACHMENT D, REVISION 10, MASTER PRICE SCHEDULE dated January 1, 2015.

All other terms, conditions, and provisions of this BOA remain in full force and effect.

The parties have executed this Modification No. 9 which shall be effective as of the date of Hewitt Associates LLC's signature.

Hewitt Associates, LLC

By: [signature]

Title: VP-Legal

Date: 3/4/15

Battelle Energy Alliance, LLC

By: [signature]

Title: Contract Specialist

Date: 02/04/2015

REQUIREMENTS DOCUMENT
BENEFITS VALUE STUDY

1.0 Overview

Perform a Benefit Value Study to satisfy requirements of DOE Order 350.1. A Value Study for this purpose is defined as an actuarial study which is intended to measure the relative worth of competing programs to employees regardless of the actual cost of such programs to the employer

The study is performed using a single methodology and set of assumptions to value all competing programs. By doing so, it "normalizes" all variables that impact the cost of the programs other than differences in plan design and benefit levels. Examples of variables which impact contractor costs that are "normalized" in a Value Study are: demographics, election patterns, funding practices, geographic factors, negotiated pricing, turnover and retirement rates, interest and salary increase assumptions.

A Value Study will generally be required for DOE Contractor site every 1½ to 3 years depending on site-specific requirements.

2.0 Comparator Requirements:

2.1 Each Value Study shall require a minimum of 15 comparators.
2.2 No more than 20% of such comparators will be other DOE facilities management contractors.
2.3 A listing of comparator companies will be provided by each DOE site.

3.0 Plan Requirements:

3.1 Each Value Study must include:
- Qualified defined benefit plans
- Qualified defined contribution and capital accumulation plans
- Death, disability, health, and paid-time off welfare benefit programs
- Post retirement benefit programs
- Analysis of total benefit value and employer paid value benefit value.
- All Value Studies must be performed in accordance with the requirements specified in the DOE Value Study Desk Manual.

4.0 Election Patterns

4.1 The DOE Contractor site will specify the election pattern (as the actual election pattern, a standard election pattern, the average election pattern for the participant group, or each participant's specific election pattern). Once an alternative has been selected, the same approach should be used for all future

Value Studies so that trends may be analyzed and consistency of analysis assured.

With respect to elections within a benefit type (i.e., multiple medical and dental plans), either an assumption that everyone is enrolled in the plan with the highest participation or that gives a weighted value based on actual enrollment should be acceptable, as in practice only minor differences in value will occur.

5.0 Assumptions

5.1 Interest and Salary Scale: The DOE Headquarters office will issue guidance from time to time on a range of assumptions which is considered reasonable for the valuation of long-term benefit obligations as part of a Value Study. At the current time the following range of assumptions is considered a safe harbor.

Interest:	4% to 8%
Salary Scale:	2% to 5%

Assumptions should be documented in the Value Study report. Assumptions falling outside this range must be submitted with supporting rationale to the DOE/headquarters office in advance of the study.

6.0 Valuation Methodology

6.1 The benefit areas of Retirement, Death, Disability, Health Care and Time Off With Pay usually capture the vast majority of the benefit value for an organization. To the extent an organization has an uncommon benefit feature that may represent over 1% of the net benefit value, that benefit area should be discussed with the consultant performing the value study and noted in the Actuarial Certification.

6.2 Death Benefits: The value of death benefits may be limited to life insurance, or may include the value of survivor income plans, and pre-retirement death benefits under a defined benefit or defined contribution plan.

Life insurance should be valued in all Value Studies. Ancillary death benefits provided under a defined benefit plan need not be explicitly valued as long as they are not valued for any of the participants. Death benefits payable under a defined contribution plan need not be valued if a "current total value" approach, rather than a "projected value" approach is used to value the defined contribution (see a description of these approaches under the Defined Contribution section.

6.3 Defined Benefit Plans: A defined benefit plan includes any promise to pay a pre-determined benefit upon retirement of plan participants who meet the plan's

eligibility criteria. The benefit is typically a function of pay and/or length of service.

The DOE is responsible for reimbursement of retirement benefits paid subsequent to contract termination for those who have earned such benefits. Therefore, the value of such benefits should be calculated on a basis consistent with the methodology for calculating the Service Cost component of the Net Periodic Pension Cost under the Projected Unit Credit Method.

A statement from the valuation actuary similar to that contained in Sample Actuarial Certification shall be considered sufficient to verify such benefits have been properly valued, absent evidence to the contrary.

6.4 Defined Contribution or Capital Accumulation Plans: Defined contribution programs specify a formula by which a contribution is made to an individual account for the participant which is paid out in a subsequent tax year (e.g. following retirement, termination, death or disability). The definition of defined contribution plan includes profit sharing, 401(k), and money purchase plans.

Two distinct methods are utilized by consultants to assign the value of defined contribution benefits. Either approach is acceptable as long as it is used consistently in subsequent valuations. No universal terminology has been agreed upon to describe these approaches. The terminology used in this guideline is intended to be descriptive in nature only.

The "current total value" approach assigns a value based on the expected contribution to the plan as a percentage of pay in the current year. Assumptions to election patterns for voluntary programs (e.g. 401(k)) are discussed under Assumptions in Section 5.1 of this document.

A second approach used by some consulting firms is the "projected value" approach. Under such an approach the accumulated account balance is projected using assumptions regarding contributions, interest earnings, and turnover/retirement rates. This projected account balance is then assigned a value by a process similar to a defined benefit plan. As such, portions of the defined contribution plan value may be reassigned as death benefits, disability benefits, and retirement benefits in the final report.

Some consultants will include stock purchase plans in their definition of Defined Contribution or Capital Accumulation Plans.

Other consultants include only employee stock ownership plans where all employees receive an allocation of company paid stock, or plans which match employee 401(k) contributions in stock, and do not include discounted stock purchase plans in their value study results under that theory that the discounted purchase is not a benefit per se.

DOE is willing to accept either approach with respect to the inclusion/exclusion of stock purchase plans as long as it is consistent in subsequent value studies performed for the contractor.

6.5 Disability Programs: Disability programs include sick leave, salary continuance, short-term disability, long-term disability, and any other program which provides benefits for employees who are unable to attend work due to illness or recovery from an accident. For reporting purposes such programs may be combined into one or more subcategories or reported separately.

Disability benefits should be included in all Value Studies. Ancillary disability benefits provided under a defined benefit plan need not be explicitly valued as long as they are not valued for any of the participants. Disability benefits payable under a defined contribution plan need not be valued if a "current total value" approach, rather than a "projected value" approach is used to value the defined contribution plan (see a description of these approaches on page 4 of this document under Defined Contribution or Capital Accumulation Plans.

6.6 Flexible Benefit Programs: A Flexible Benefits program traditionally gives employees a pool of dollars they may use to spend on those benefits which are most desirable to them as an individual.

If any of the participating companies offer flexible benefits, the consultant should provide a description of how Flex credits impact the results of the study.

In addition, if a cash option exists for benefits waived, the consultant should disclose the impact of these "waiver credits" on the calculation of the Total Net Benefit Value.

6.7 Grandfathered Benefits: Employers who redesign their benefit program will occasionally choose to grandfather certain subgroups of employees in their prior benefits. Examples include grandfathering all employees hired before a specific date, or all employees who have met certain age and/or service requirements on the date of change.

If there is evidence of grandfathered benefits, the consultant should value both the current and grandfathered benefits levels. A single "Total Net Benefit Value" should be developed based on the weighted average value of the current and grandfathered benefits. The weighting is utilized to approximate the current mix of grandfathered and redesigned benefits. A simple weighting utilizing the relative proportion of grandfathered vs. non-grandfathered employees as of the beginning of the evaluation year (January 1 coincident with, or immediately preceding the evaluation year if it is other than a calendar year) may be used in lieu of specifically valuing each separate population.

6.8 Healthcare Benefits: Health Benefits include medical and dental plans. Many plan designs may carve out pieces of the coverage under a stand-alone plan, e.g. mental health and substance abuse, vision, or prescription drugs. All significant Healthcare Benefits should be included in the Value Study.

All health benefits which could significantly impact the results of the Value Study should be included. An actuarial certification similar to that contained in Sample Actuarial Certification which states that the anticipated net benefit value of any benefit not valued in the Value Study is less than 1% of the total net benefit value, will be considered sufficient.

The consultant's valuation methodology should assign value based on the plan design parameters (e.g. deductibles, copays, limits, etc.) and not on the participants' cost of providing such benefits.

6.9 Paid Time Off : Paid Time Off includes vacation and holiday pay. Such programs may be administered on a stand-alone basis or as part of a combined leave policy that includes coverage for brief periods of incapacity due to illness or injuries.

Most consultants value 1 day of paid time off as the equivalent of $1/260^{th}$ of projected annual base pay.

The value assigned to informal PTO programs shall be calculated in accordance with the following philosophies, as interpreted in the following paragraphs:

- The contractor's value must be substantiated by data from the contractor.
- The comparator group participants' values shall be assumed to be 0 unless utilization levels can be substantiated by actual data.

When valuing an informal PTO program of the contractor, the consultant must rely on data provided by the contractor that substantiates the average number of days taken off with pay during a recent twelve month period and shall treat such days as if they have been provided under a formal program.

When valuing the informal PTO program of one of the comparator group participants, the consultant shall assume such participant has a PTO program with 0 value, absent evidence that can be substantiated to the contrary. However, the consultant may include the average number of holidays provided under formal programs by all other members of the comparator group as a minimum level of paid time off provided by the informal program.

6.10 Post-Retirement Benefits: Post-Retirement Benefits for this purpose are defined as any benefit paid following retirement, excluding qualified defined benefit and defined contribution retirement and capital accumulation plans.

The DOE is responsible for reimbursement of post-retirement benefits paid subsequent to contract termination for those who have earned such benefits. Therefore if such benefits are a part of a Value Study the value for such benefits should be calculated on a basis consistent with the methodology for calculating the Service Cost component of the Net Periodic Post-Retirement Benefit Cost under the Projected Unit Credit Method.

A statement from the valuation actuary similar to that contained in Sample Actuarial Certification shall be considered sufficient to verify such benefits have been properly valued absent evidence to the contrary.

6.11 Miscellaneous Informal Benefit Programs: Like paid time off, other benefits may be provided through informal programs. While very infrequent, an example is an employer who pays disability benefits at the discretion of the supervisor. If such benefits are significant, they should be included in the calculation of the "Total Net Benefit Value", and valued in accordance with the following philosophy:

- The contractor's value must be substantiated by data from the contractor.
- The comparator group participants' values shall be assumed to be 0 unless higher utilization can be substantiated by actual data.

Refer to the section on Paid Time Off for an example of how such a philosophy is applied in a similar context.

6.12 Net Benefit Value: The net benefit value is the value of the benefit as assigned by the Value Study less any employee contributions. The sum of the net benefit values for each benefit is defined as the Total Net Benefit Value. The Value Study results should express the Total Net Benefit Value of the contractor as a percentage of the mean average Total Net Benefit Value for the comparator group.

6.13 Report: The Value Study report prepared by the consultant serves as a mechanism to convey key information regarding the preparation and results of the Value Study.

7.0 Value Study Report Format:

7.1 Results must be presented in a way that shows the relative ranking of all comparators. Each organization, together with that organization's specific benefit design features, must be identified.

7.2 A complete copy of the Value Study shall include the methodology used to define each benefit plan, a description of the benefits plans, a list of survey respondents, and the actuarial assumptions.

7.3 The report shall include a description of the valuation methodology in accordance with the guidelines presented in Section 5.0, Valuation Methodology, of this document and the calculation of Total Net Benefit Value as presented in the Net Benefit Value of this document.

8.0 Value Study Certification Requirements:

8.1 Each completed Value Study shall include an Actuarial Certification.

Rev. 10
(01/01/15)

ATTACHMENT D TO BOA NO. 060704
Master Price Schedule

Line Item	Description	Unit Price
1	Value Study for up to 15 comparator companies plus access to Hewitt Benefit SpecSelect Website	$22,500.00 *
2	Additional comparators over 15	$500.00 per company
3	"What if" Supplements	10% Discount
4	Inclusion of comparators not currently in database	$3,150
5	Corrective Action Plan Consulting	10% Discount

- Reflects a discount of $2,500.00 off the list price of $25,000.00.
- Includes access to Hewitt's Benefit SpecSelect Website which allows DOE contractors who purchase studies in 2015 to:
    - Access an electronic file of the 2015 US Salaried SpecBook, containing employee benefits programs of approximately 1,000 major U.S. employers (including approximately 60 universities).
    - Create Summary Reports (plan prevalence) for a comparator group of your choice.
    - Create Spec Reports (company-by-company specifications) for a comparator group of your choice.
    - View or print multiple Spec Reports within a benefit category.
    - Save a comparator group for reuse at any time in the future.