

LEASE AGREEMENT

The University of Chicago, an Illinois not-for-profit corporation, operator of Argonne National Laboratory and herein called the "Lessee", acting under Prime Contract No. W-31-109-ENG-38, as amended, with the United States Government (called the "Government"), represented by the U. S. Department of Energy (called the "Department" or "DOE") desires United Way of Idaho Falls and Bonneville County, Inc., herein called the "Lessor", to lease the premises and provide the services set forth herein to the Lessee, and the Lessor is willing to lease said premises and provide said services. The effective date of this lease agreement is March 13, 2001.

THEREFORE, the parties mutually agree as follows:

SCHEDULE

ARTICLE I - DESCRIPTION

The Lessor, for and in consideration of the lease of office space herein provided and the covenants and agreements herein contained, hereby leases to the Lessee the following described real property (hereinafter called the Premises):

One (1) 12' x 20' business office located in Suite 180 of the O.E. Bell Office Building, 151 North Ridge Avenue, Idaho Falls, ID 83402. Leased Premises shall have available the following office furnishings and equipment:

- One - Desk with one Chair
- One - Table with two Chairs
- One - Credenza
- One - 2-Shelf Bookcase
- One - Telephone

ARTICLE II - TERM

The term of this lease is for one (1) year commencing March 13, 2001 and ending March 12, 2002, with the provision for three (3) 1-year option periods. In the event that all option periods are exercised, the total term of this lease would be four (4) years.

The Lessee may at its sole discretion extend the term of this lease agreement for the 1-year option period(s) by providing written notice to the Lessor not less than sixty (60) days prior to lease expiration.

ARTICLE III – RENT

- A. The Lessee agrees to pay to the Lessor as rent for the Premises during the base year term of the lease, the sum of \$6,000.00 payable in twelve (12) equal monthly increments of \$500.00 or until the expiration or termination of this lease. Payments for partial months falling within the lease term will be processed on a pro rata basis.
- B. For each option period exercised by Lessee under this lease, the monthly rental shall be fixed in the amount of \$500.00.
- C. Lessee shall make payment upon the submission of acceptable invoices bearing the lease agreement number, submitted to:
- Argonne National Laboratory  
P.O. Box 2528  
Idaho Falls, ID 83403-2528  
Attention: Accounts Payable
- D. Payment terms shall be Net 15 Days.

ARTICLE IV – UTILIZATION OF LEASED SPACE

- A. Lessee shall utilize the Premises solely as an office and meeting space. Any use other than that stated in this lease shall require the Lessor's prior written consent.
- B. Lessee acknowledges having inspected the premises and agrees, at Lessee's own expense, to keep the premises in the same conditions and repair as at the beginning of the lease, reasonable wear and tear excepted.
- C. Lessee shall not make alterations or additions to the leased premises without the Lessor's prior written consent.
- D. Lessee shall not assign or sublet the Premises, in whole or in part, without the prior written consent of the Lessor.
- E. Lessee shall not do anything on the Premises which may result in (1) interference with other tenants of the building of which the Premises are a part, or (2) a violation of the rules of any municipal department or agency concerned with the occupancy of the business Premises.
- F. Lessor shall provide to the Lessee three (3) sets of keys (front and back office access).
- G. Lessor shall provide with the Premises all utility service, including electricity, telephone, heating and other services generally available to building tenants.

- H. Lessor shall have free access to the Premises, during reasonable business hours, to examine same, or to make any necessary repairs or alterations of the Premises.
- I. Lessor shall be responsible for damages to the Premises, as well as the installations and furnishings belonging to the Premises, caused by the Lessor, its subletters, or any person in contact with the Premises at the Lessor's inducement.
- J. Lessor shall provide with the Premises access to facsimile and copy machines, and an 18-person conference room. Use of the conference room will be coordinated through Lessor. The conference room will not be available to the Lessee during the following days and times:
  - First Tuesday of each month, beginning at 3:30 p.m.
  - First Wednesday of each month, beginning at 6:30 p.m.
  - First Thursday of each month, beginning at 3:30 p.m.
  - Second Thursday of each month, beginning at 5:30 p.m.

ARTICLE V – CANCELLATION

Both Lessor and Lessee shall have the right to terminate this lease at no additional cost to either party. Cancellation shall be provided by written notice not less than sixty (60) days prior to lease termination.

ARTICLE VI - REPRESENTATIVES

- A. Lessor: Karen Cornwell, Executive Director  
 United Way of Idaho Falls and Bonneville County, Inc.  
 208-522-2674 (P)  
 208-522-2511 (F)  
 kcornwell@onewest.net
- B. Lessee: Steven Gihring, Sr. Contract Specialist  
 Argonne-West Procurement  
 208-533-7706 (P)  
 208-533-7282 (F)  
 steven.gihring@anl.gov

ARTICLE VII – APPLICABLE DOCUMENTATION

The following document is hereby attached to and made a part of this lease:

Appendix "A", General Clauses

ARTICLE VIII – ORDER OF PRECEDENCE

The provisions contained in Appendix "A", General Clauses to this lease agreement shall take

precedence over the other provisions of this lease agreement, whether incorporated by reference or otherwise. The term "Contractor" as used in Appendix "A" stands for "Lessor".

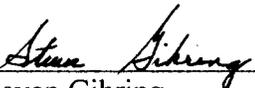
ARTICLE IX – PARTIES TO LEASE

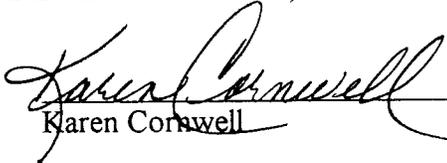
Nothing in this lease shall be interpreted as making the United States Government a party hereto.

IN WITNESS WHEREOF, the parties hereby execute this Lease Agreement No. 1T-004810.

LESSEE:  
THE UNIVERSITY OF CHICAGO  
(Operator of Argonne National Laboratory)

LESSOR:  
UNITED WAY OF IDAHO FALLS AND  
BONNEVILLE COUNTY, INC.

By:   
Steven Gihring

By:   
Karen Cornwell

Title: Sr. Contract Specialist

Title: Executive Director

Date: March 13, 2001

Date: March 13, 2001

APPENDIX "A"

GENERAL CLAUSES

EQUAL OPPORTUNITY

- (a) If, during any 12-month period (including the 12 months preceding the award of this contract), the Contractor has been or is awarded nonexempt Federal contracts and/or subcontracts that have an aggregate value in excess of \$10,000, the Contractor shall comply with subparagraphs (b)(1) through (11) below. Upon request, the Contractor shall provide information necessary to determine the applicability of this clause.
- (b) During performing this contract, the Contractor agrees as follows:
  - (1) The Contractor shall not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin.
  - (2) The Contractor shall take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. This shall include, but not be limited to (i) employment, (ii) upgrading, (iii) demotion, (iv) transfer, (v) recruitment or recruitment advertising, (vi) layoff or termination, (vii) rates of pay or other forms of compensation, and (viii) selection for training, including apprenticeship.
  - (3) The Contractor shall post in conspicuous places available to employees and applicants for employment the notices to be provided by the Laboratory that explain this clause.
  - (4) The Contractor shall, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin.
  - (5) The Contractor shall send, to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, the notice to be provided by the Laboratory advising the labor union or workers' representative of the Contractor's commitments under this clause, and post copies of the notice in conspicuous places available to employees and applicants for employment.
  - (6) The Contractor shall comply with Executive Order 11246, as amended, and the rules, regulations, and orders of the Secretary of Labor.

- (7) The Contractor shall furnish to the Laboratory or Department all information required by Executive Order 11246, as amended, and by the rules, regulations, and orders of the Secretary of Labor. Standard Form 100 (EEO-1), or any successor form, is the prescribed form to be filed within 30 days following the award, unless filed within 12 months preceding the date of award.
  - (8) The Contractor shall permit access to its books, records, and accounts by the Laboratory or Department or the Office of Federal Contract Compliance Programs (OFCCP) for the purposes of investigation to ascertain the Contractor's compliance with the applicable rules, regulations, and orders.
  - (9) If the OFCCP determines that the Contractor is not in compliance with this clause or any rule, regulation, or order of the Secretary of Labor, this contract may be canceled, or terminated, or suspended in whole or in part and the Contractor may be declared ineligible for further Government contracts, under the procedures authorized in Executive Order 11246, as amended. In addition, sanctions may be imposed and remedies invoked against the Contractor as provided in Executive Order 11246, as amended, the rules, regulations, and orders of the Secretary of Labor, or as otherwise provided by law.
  - (10) The Contractor shall include the terms and conditions of sub-paragraph (b)(1) through (11) of this clause in every subcontract or purchase order that is not exempted by the rules, regulations, or orders of the Secretary of Labor issued under Executive Order 11246, as amended, so that these terms and conditions will be binding upon each subcontractor or vendor.
  - (11) The Contractor shall take such action with respect to any subcontract or purchase order as the Laboratory or Department may direct as a means of enforcing these terms and conditions, including sanctions for noncompliance; provided, that if the Contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of any direction, the Contractor may request the United States to enter into the litigation to protect the interests of the United States.
- (c) Notwithstanding any other clause in this contract, disputes relative to this clause will be governed by the procedures in 41 CFR 60-1.1.

**AFFIRMATIVE ACTION FOR DISABLED VETERANS AND VETERANS OF THE VIETNAM ERA**

- (a) Definitions. As used in this clause -

*"All employment openings"* includes all positions except executive and top management, those positions that will be filled from within the contractor's organization, and positions lasting 3 days or less. This term includes full-time employment, temporary employment of more than 3 days' duration, and part-time employment.

*"Appropriate office of the State employment service system"* means the local office of the Federal-State national system of public employment offices with assigned responsibility to serve the area where the employment opening is to be filled, including the District of Columbia, Guam, the Commonwealth of Puerto Rico, and the Virgin Islands.

*"Positions that will be filled from within the Contractor's organization"* means employment openings for which no consideration will be given to persons outside the Contractor's organization (including any affiliates, subsidiaries, and parent companies) and includes any openings that the Contractor proposes to fill from regularly established "recall" lists. The exception does not apply to a particular opening once an employer decides to consider applicants outside of its organization.

*"Veteran of the Vietnam era"* means a person who -

- (1) Served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964, and May 7, 1975, and was discharged or released therefrom with other than a dishonorable discharge; or
- (2) Was discharged or released from active duty for a service-connected disability if any part of such active duty was performed between August 5, 1964, and May 7, 1975.

(b) General.

- (1) Regarding any position for which the employee or applicant for employment is qualified, the Contractor shall not discriminate against the individual because the individual is a disabled veteran or a veteran of the Vietnam era. The Contractor agrees to take affirmative action to employ, advance in employment, and otherwise treat qualified disabled veterans and veterans of the Vietnam era without discrimination based upon their disability or veterans' status in all employment practices such as -
  - (i) Employment;
  - (ii) Upgrading;
  - (iii) Demotion or transfer;
  - (iv) Recruitment;
  - (v) Advertising;
  - (vi) Layoff or termination;
  - (vii) Rates of pay or other forms of compensation; and
  - (viii) Selection for training, including apprenticeship.
- (2) The Contractor agrees to comply with the rules, regulations, and relevant orders of the Secretary of Labor (Secretary) issued under the Vietnam Era Veterans' Readjustment Assistance Act of 1972 (the Act), as amended.

(c) Listing openings.

- (1) The Contractor agrees to list all suitable employment openings existing at contract award or occurring during contract performance, at an appropriate office of the State employment service system in the locality where the opening occurs. These openings include those occurring at any Contractor facility, including one not connected with performing this contract. An independent corporate affiliate is exempt from this requirement.
- (2) State and local government agencies holding Federal contracts of \$10,000 or more shall also list all their suitable openings with the appropriate office of the State employment service.
- (3) The listing of suitable employment openings with the State employment service system is required at least concurrently with using any other recruitment source or effort and involves the obligations of placing a bona fide job order, including accepting referrals of veterans and nonveterans. This listing does not require hiring any particular job applicant or hiring from any particular group of job applicants and is not intended to relieve the Contractor from any requirements of Executive orders or regulations concerning nondiscrimination in employment.
- (4) Whenever the Contractor becomes contractually bound to the listing terms of this clause, it shall advise the State employment service system, in each State where it has establishments, of the name and location of each hiring location in the State. As long as the Contractor is contractually bound to these terms and has so advised the State system, it need not advise the State system of subsequent contracts. The Contractor may advise the State system when it is no longer bound by this contract clause.
- (5) Under the most compelling circumstances, an employment opening may not be suitable for listing, includes situations when -
  - (i) The Government's needs cannot reasonably be supplied;
  - (ii) Listing would be contrary to national security; or
  - (iii) The requirement of listing would not be in the Government's interest.

(d) Applicability. This clause does not apply to the listing of employment openings that occur and are filled outside the 50 States, the District of Columbia, the Commonwealth of Puerto Rico, Guam, and the Virgin Islands.

(e) Postings.

- (1) The Contractor agrees to post employment notices stating -

- (i) contractor's obligation under the law to take affirmative action to employ and advance in employment qualified disabled veterans and veterans of the Vietnam era; and
  - (ii) The rights of applicants and employees.
- (2) These notices shall be posted in conspicuous places that are available to employees and applicants for employment. They shall be in a form prescribed by the Deputy Assistant Secretary for Federal Contract Compliance Programs, Department of Labor (Deputy Assistant Secretary), and provided by or through the Laboratory Procurement Representative.
- (3) The Contractor shall notify each labor union or representative of workers with which it has a collective bargaining agreement or other contract understanding, that the Contractor is bound by the terms of the Act, and is committed to take affirmative action to employ, and advance in employment, qualified special disabled and Vietnam Era veterans.
- (f) Noncompliance. If the Contractor does not comply with the requirements of this clause, appropriate actions may be taken under the rules, regulations, and relevant orders of the Secretary issued pursuant to the Act.
- (g) Subcontracts. The Contractor shall include the terms of this clause in every subcontract or purchase order of \$10,000 or more unless exempted by rules, regulations, or orders of the Secretary. The Contractor shall act as specified by the Director to enforce the terms, including action for noncompliance.

**AFFIRMATIVE ACTION FOR WORKERS WITH DISABILITIES**

- (a) General.
- (1) Regarding any position for which the employee or applicant for employment is qualified, the Contractor shall not discriminate against any employee or applicant because of physical or mental disability. The Contractor agrees to take affirmative action to employ, advance in employment, and otherwise treat qualified individuals with disabilities without discrimination based upon their physical or mental disability in all employment practices such as -
- (i) Recruitment, advertising, and job application procedures;
  - (ii) Hiring, upgrading, promotion, award of tenure, demotion, transfer, layoff, termination, right of return from layoff, and rehiring;
  - (iii) Rates of pay or any other form of compensation and changes in compensation;
  - (iv) Job assignments, job classifications, organizational structures, position descriptions, lines of progression, and seniority lists;
  - (v) Leaves of absence, sick leave, or any other leave;

- (vi) Fringe benefits available by virtue of employment, whether or not administered by the Contractor;
  - (vii) Selection and financial support for training, including apprenticeships, professional meetings, conferences, and other related activities, and selection for leaves of absence to pursue training;
  - (viii) Activities sponsored by the Contractor, including social or recreational programs; and
  - (ix) Any other term, condition, or privilege of employment.
- (2) The Contractor agrees to comply with the rules, regulations, and relevant orders of the Secretary of Labor (Secretary) issued under the Rehabilitation Act of 1973 (29 U.S.C. 793) (the Act), as amended.
- (b) Postings.
- (1) The Contractor agrees to post employment notices stating -
- (i) The Contractor's obligation under the law to take affirmative action to employ and advance in employment qualified individuals with disabilities; and
  - (ii) The rights of applicants and employees.
- (2) These notices shall be posted in conspicuous places that are available to employees and applicants for employment. The Contractor shall ensure that applicants and employees with disabilities are informed of the contents of the notice (e.g., the Contractor may have the notice read to a visually disabled individual, or may lower the posted notice so that it might be read by a person in a wheelchair). The notices shall be in a form prescribed by the Deputy Assistant Secretary for Federal Contract Compliance of the U.S. Department of Labor (Deputy Assistant Secretary) and shall be provided by or through the Laboratory Procurement Representative.
- (3) The Contractor shall notify each labor union or representative of workers with which it has a collective bargaining agreement or other contract understanding, that the Contractor is bound by the terms of Section 503 of the Act and is committed to take affirmative action to employ, and advance in employment, qualified individuals with physical or mental disabilities.
- (c) Noncompliance. If the Contractor does not comply with the requirements of this clause, appropriate actions may be taken under the rules, regulations, and relevant orders of the Secretary issued pursuant to the Act.
- (d) Subcontracts. The Contractor shall include the terms of this clause in every subcontract or purchase order in excess of \$10,000 unless exempted by rules, regulations, or orders of

the Secretary. The Contractor shall act as specified by the Deputy Assistant Secretary to enforce the terms, including action for noncompliance.

**EMPLOYMENT REPORTS ON DISABLED VETERANS AND VETERANS OF THE VIETNAM ERA**

- (a) Unless the Contractor is a State or local government agency, the Contractor shall report at least annually, as required by the Secretary of Labor, on -
  - (1) The number of special disabled veterans and the number of veterans of the Vietnam era in the workforce of the contractor by job category and hiring location; and
  - (2) The total number of new employees hired during the period covered by the report, and of that total, the number of special disabled veterans, and the number of veterans of the Vietnam era.
- (b) The above items shall be reported by completing the form entitled "Federal Contractor Veterans' Employment Report VETS-100."
- (c) Reports shall be submitted no later than September 30 of each year beginning September 30, 1988.
- (d) The employment activity report required by paragraph (a)(2) of this clause shall reflect total hires during the most recent 12-month period as of the ending date selected for the employment profile report required by the paragraph (a)(1) of this clause. Contractors may select an ending date:
  - (1) As of the end of any pay period during the period January through March 1<sup>st</sup> of the year the report is due, or
  - (2) As of December 31, if the contractor has previous written approval from the Equal Employment Opportunity Commission to do so for purposes of submitting the Employer Information Report EEO-1 (Standard Form 100).
- (e) The count of veterans reported according to paragraph (a) of this clause shall be based on voluntary disclosure. Each Contractor subject to the reporting requirements at 38 U.S.C. 4212 shall invite all disabled veterans and veterans of the Vietnam era who wish to benefit under the affirmative action program at 38 U.S.C. 4212 to identify themselves to the Contractor. The invitation shall state that the information is voluntarily provided; that the information will be kept confidential; that disclosure or refusal to provide the information will not subject the applicant or employee to any adverse treatment; and that the information will be used only in accordance with the regulations promulgated under 38 U.S.C. 4212.

- (f) Subcontracts. The Contractor shall include the terms of this clause in every subcontract or purchase order of \$25,000 or more unless exempted by rules, regulations, or orders of the Secretary.

**PROHIBITION OF SEGREGATED FACILITIES**

- (a) "Segregated facilities" as used in this clause, means any waiting rooms, work areas, rest rooms and wash rooms, restaurants and other eating areas, time clocks, locker rooms and other storage or dressing areas, parking lots, drinking fountains, recreation or entertainment areas, transportation, and housing facilities provided for employees, that are segregated by explicit directive or are in fact segregated on the basis of race, color, religion, sex, or national origin because of written or oral policies or employee custom. The term does not include separate or single user rest rooms or necessary dressing or sleeping areas provided to assure privacy between the sexes.
- (b) The Contractor agrees that it does not and will not maintain or provide for its employees any segregated facilities at any of its establishments, and that it does not and will not permit its employees to perform their services at any location under its control where segregated facilities are maintained. The Contractor agrees that a breach of this clause is a violation of the Equal Opportunity clause in this contract.
- (c) The Contractor shall include this clause in every subcontract and purchase order that is subject to the Equal Opportunity clause of this contract.

**ASSIGNMENT**

Notwithstanding any other provision of this lease, the Lessee may assign this lease to the Government or its designee without obtaining Lessor's permission.