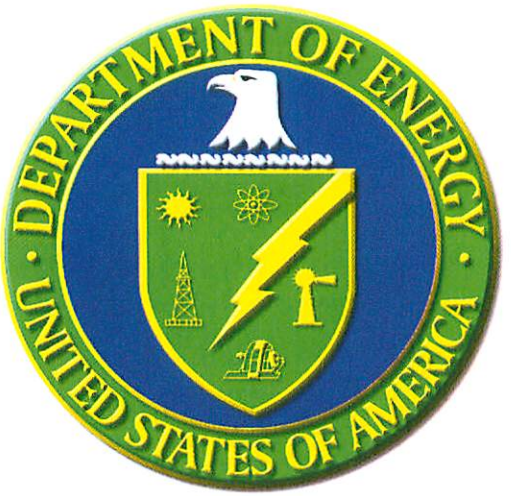

U.S. Department of Energy
Savannah River Site

PERFORMANCE EVALUATION MEASUREMENT PLAN

Savannah River Nuclear Solutions, LLC
CONTRACT NO. DE-AC09-08SR22470
Modification No. 423

Evaluation Period:

October 1, 2013 through September 30, 2014

Rev. 2 effective: December 30, 2013

Approval Page

Concurrence: **Date:**

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12/20/2013

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12/11/13

Approval:

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12/20/2013

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Revision Summary Log

Rev. #	Rev. Date	Affected Sections / Pages	Description of Revision
0	10/01/13	All	Initial Issue for this evaluation period
1	10/xx/13	Page 21, changed incentive summary table to reflect switch of fee from NMS to LS.	**Nuclear Material Stabilization:** ~~**$8,900,000**~~ **$8,800,000** **Landlord Services:** ~~**$6,160,000**~~ **$6,260,000**
1	10/xx/13	Page 22, changed allocated fee for EMO PBI.	**Allocated Fee:** ~~**$8,900,000**~~ **$8,800,000**
1	10/xx/13	Page 23, changed completion criteria for milestone SRNS2014EMO-1.01.	**Completion Criteria:** Ship one LEU trailer ~~offsite~~ to Areva for TVA contract.
1	10/xx/13	Page 25, changed completion criteria for milestone SRNS2014EMO-2.01.	**Completion Criteria:** Prepare, ~~and~~ receive, and store containers of surplus plutonium and uranium from LANL ~~off-site items~~ in K Area in accordance with the schedule maintained by DOE-SR.
1	10/xx/13	Page 26, changed completion criteria for milestone SRNS2014EMO-2.06.	**Completion Criteria:** K Area will perform ~~20~~ Pu measurements on 20 different cans.
1	10/xx/13	Page 26, changed completion criteria for milestone SRNS2014EMO-2.08.	**Completion Criteria:** ~~Complete FSV +34 or the +48 roof replacement.~~ Replace the Final Storage Vault roof at either the +34 or the +48 level depending on roofer's evaluation.
1	10/xx/13	Page 27, changed completion criteria for milestone SRNS2014EMO-3.02.	**Completion Criteria:** a. Determine feasibility to reduce to a single 292-F exhaust fan operation mode with a single 254-13F "SS" Diesel. ~~Assumes DNFSB concurrence with proposal.~~ b. If the feasibility study supports reducing to a single exhaust as well as a single generator, and DNFSB supports this concept, ~~I~~issue design to support a single 292-F exhaust fan operation mode with a single 254-13F "SS" Diesel.
1	10/xx/13	Page 27, changed completion criteria for milestone SRNS2014EMO-3.03.	**Completion Criteria:** Determine the feasibility of ~~study to~~ stopping water intrusion to 221-F RR Tunnel and 800 Underground Cell.
1	10/xx/13	Page 27, deleted milestone SRNS2014EMO-3.04.	**Date:** ~~**12/30/13**~~ **Fee:** ~~**$100,000**~~ **Completion Criteria:** ~~Submit DSA/TSR for F/H laboratory based on leak path factor evaluation.~~ **Acceptance Criteria:** ~~DOE-SR will review the SRNS approved DSA/TSR for the F/H lab based on leak path factor evaluation.~~
1	10/xx/13	Page 43, changed completion criteria for milestone SRNS2014SRNL-2.02.	**Completion Criteria:** a. ~~Continue work on "strategic" tasks for ORP initiated in FY13 – including options for dealing with Tc, waste qualification strategies, process scenario evaluations, and glass formulation approaches. This effort could move into leading and executing Grand Challenges in support of the high level waste processing system at Hanford.~~ Develop program execution plans for Grand Challenge efforts in support of high level waste processing at the Hanford site. Complete first phase of experimentation as part of these programs. Participate on the Hanford Tank Waste Disposition Integrated Flowsheet development team. Perform flowsheet evaluations and provide definition of key interfaces and waste acceptance criteria. b. Perform work for Hanford Contractors including WRPS and WTP.

			~~Potential scope areas include continuing work on Caststone, Tc removal options, development of waste qualification equipment and approaches.~~ - Complete full scale mixer testing in support of Caststone work - Complete experimentation on Tc removal options selected during downselection - Develop conceptual design and fabricate test equipment in support of the waste qualification effort c. Continue leadership of the National Laboratory Technical Authority Team in support of the WTP Full Scale Vessel Qualification Testing Program. - Define and qualify the instrumentation to be used during the full scale demonstration effort. Develop the simulant to be used during this instrument qualification and the first phase of testing
1	10/xx/13	Page 44, changed completion criteria for milestone SRNS2014SRNL-2.03.	**Completion Criteria:** Provide technology development for EM-20. This is important to establishing SRNL as the EM National Laboratory. These efforts ~~could~~ include: a. Develop and issue the next generation performance models and complete oxidation front experimentation studies in support of the Cementitious Barriers Partnership. b. Issue technical report/journal article on the next phase of ~~L~~long term glass corrosion modeling work ~~studies~~. c. ~~Potential work in separations areas.~~
1	10/xx/13	Pages 44 and 45, changed completion criteria for milestone SRNS2014SRNL-3.01.	**Completion Criteria :** Provide technical support for SRNS Environmental Compliance & Area Completion Projects including products and services in meeting regulatory milestones and deliverables as well as developing and transitioning to passive environmental technologies and approaches for waste site remediation. This scope includes the following activities: MAPSL SVE Investigation for Vadose Zone CAP, MetLab BaroBall Wells Investigation for Vadose Zone CAP, Southern Sector Aerobic Stimulation Bench Test, Sampling and Analysis Supporting TNX Edible Oil Treatability Study, PAGW OU Characterization, and Timely GC Analysis of Soil Gas, Soil, and Groundwater Samples from EC & ACP. ~~that may include the following.~~ ~~a. Provide technical support and report development to Environmental Compliance & Area Completion Projects (EC&ACP) in meeting regulatory milestones and deliverables (e.g., finalize 5-year ROD review deliverable, complete an H-tank Farm Groundwater Monitoring Plan and Sampling and Analysis Plan, complete an F-Tank Farm Groundwater Sampling and Analysis Plan, develop a Five-Year Remedy Review).~~ ~~b. Continue development and transition to passive environmental technologies and approaches for EC&ACP waste site remediation (e.g., T-Area).~~ ~~c. Continue support for operating systems and final closure of groundwater and vadose units (e.g., field sampling and analytical support for EC&ACP technology demonstrations and performance analysis for SVE operating treatment systems).~~
1	10/xx/13	Page 52, changed completion criteria for milestone SRNS2014SRNL-7.03.	**Completion Criteria:** ~~As defined in the approved FY14 SVS Implementation Plan jointly developed by DOE-SR-OLO and SRNL, reduce deferred maintenance backlog by effective management of Construction Maintenance orders (CMO) and Major Maintenance scopes and effective execution of IGPP projects.~~ Complete candidate IGPP capital projects that support restoration and sustainment of facility infrastructure as defined in the approved FY14 SVS Implementation Plan. Complete Construction Maintenance Orders and major maintenance scopes as defined in the approved FY14 SVS Implementation Plan.
1	10/xx/13	Page 52, changed completion criteria for milestone SRNS2014SRNL-7.04.	**Completion Criteria:** ~~As defined in the approved FY14 SVS Implementation Plan jointly developed by DOE-SR-OLO and SRNL, effectively manage the implementation of the SRNL Infrastructure Plan to minimize operational cost.~~ Implement the SRNL

			Infrastructure Plan to reduce operational cost by facility and scientific instrument renewal as well as an improved Asset Condition Index as defined in the approved FY14 SVS Implementation Plan.
1	10/xx/13	Page 54, changed allocated fee for LS PBI.	**Allocated Fee:** ~~**$1,410,000**~~ **$1,510,000**
1	10/xx/13	Page 57, changed completion criteria for milestone SRNS2014LS-3.01	**Completion Criteria:** ~~Provide liaison support for a successful transition of the privatization of~~ Outsource the SRNS ESS Facilities Maintenance and ensure success by providing business and technical leadership.
1	10/xx/13	Page 59, added milestone SRNS2014LS-5.02	**Date:** 9/30/13 **Fee:** $100,000 **Completion Criteria:** • Evaluate the Critical Infrastructure Integrated Priority List (CIIPL) process and further improve the data content for better use as a tool for funding allocation. • Evaluate and report CIIPL effectiveness through an analysis of the disposition of CIIPL projects from the prior 3 years. **Acceptance Criteria:** DOE-SR will validate the completion of the following milestones and document results in the Site Tracking, Analysis & Reporting (STAR) system: • Evaluate CIIPL documentation. • Review the updated CIIPL quarterly or as-needed. • Evaluate data improvements. • Evaluate CIIPL effectiveness report.
1	10/xx/13	Pages 63 and 64, changed Contract Performance Outcome for PBI SRNS2014SUBJ.	**Contract Performance Outcome:** **Nuclear Materials Management** The Contractor shall safely and effectively manage nuclear materials and facilities in accordance with applicable DOE Directives and requirements. Management of nuclear materials at SRS includes storage, operations and disposition. **Solid Waste** The Contractor shall manage the Solid Waste Program to safely and effectively prevent and/or minimize the generation of solid waste to include hazardous, low level, transuranic, mixed, and municipal sanitary wastes. The Contractor shall insure that the handling, treatment, storage, transportation and disposal of existing "legacy" and future solid waste is environmentally sound and in compliance with DOE Directives, and applicable regulations and requirements. **Soil and Water Remediation** The Contractor shall plan and safely execute a program that meets all regulatory commitments reflected in the SRS Federal Facility Agreement, Resource Conservation and Recovery Act (RCRA) permit and closure plans, settlement agreements, administrative orders, consent decrees, notices of violation(s), Memoranda of Agreements or other notices of direction from DOE and/or regulatory agencies. **Savannah River National laboratory (SRNL)** SRNL's three-fold mission is to enable the success of SRS operations; to provide technical leadership for future site missions; and to utilize its technical expertise to provide vital national and regional support in achieving the broader goals of DOE and the federal government in a safe manner. SRNL shall be operated as a defined work activity within the M&O contract structure so that it will be positioned to be responsive to future DOE requirements.

			Sitewide ES&H Program The Contractor shall conduct a comprehensive ES&H program that provides for the protection of workers, the public, and the environment. The Contractor shall include provisions for the protection of human health and safety and the environment in all activities for which it has contractual responsibilities.
1	10/xx/13	Page 67, changed fee statement for PBI SRNS2014SUBJ.	**Up to ~~$2,610,000~~ $5,000,000 of the allocated fee will be paid for this Contract Output.**
2	12/xx/13	Pages 68 through 76, added the NNSA PEP.	See PEP, beginning on page 68.

1. Purpose

This document serves as the Performance Evaluation Measurement Plan (PEMP) for fiscal year 2014 as identified in Section H-28, *Performance Based Incentives*, of Contract No. DE-AC09-08SR22470 between the U.S. Department of Energy (DOE) Environmental Management (EM) Savannah River (SR) and Savannah River Nuclear Solutions (SRNS) LLC, approved January 10, 2008.

Incentives are developed annually by DOE and SRNS to support mission strategies for the fiscal year and measure all work performed by the contractor during the evaluation period. The SRNS contract is a performance based contract for the management of a DOE facility governed by the provisions of FAR 17.6 and DEAR 917.6. It is a cost-reimbursement contract with provisions for a general performance fee and performance incentives as provided for in the clause in Section I entitled, DEAR 970.5215-1 *Total Available Fee: Base Fee Amount and Performance Fee Amount.*

The PEMP addresses development of the Performance Incentive Document (PID). This includes administration of performance measures at the contract level for total available fee defined in the contract, Section B, *Supplies or Services and Prices/Costs*. Incentives are approved only when funding is authorized for fee-bearing work.

National Nuclear Security Administration (NNSA) and EM incentives established under the contract are contained in the PEMP as attachments. The PEMP, incentive documents and revisions become part of the contract through contract modification.

NNSA works with DOE-SR to develop incentives for the site. Development, review and approval of incentives, and revisions, are managed through the program Head Contracting Activity; NNSA incentives are approved by the NNSA Program Administrator. The approved NNSA incentives are included as Attachment E.

2. PEMP Integrated Project Team (IPT)

An Integrated Project Team (IPT) has been established in accordance with DOE O 413.3B, *Program and Project Management for the Acquisition of Capital Assets*. The team's charter defines specific roles and responsibilities of the IPT. IPT roles and responsibilities are further defined in Savannah River Implementing Procedure (SRIP) 412.1, *Performance Evaluation and Measurement Plan*. Reference Attachment A, *Integrated Project Team (IPT) Charter.*

3. The PEMP Process

The PEMP process for SRNS is based on fiscal year performance as identified in the contract. The PEMP process is further defined in Savannah River Implementing Procedure (SRIP) 412.1, *Performance Evaluation and Measurement Plan.*

3.1 Incorporating DOE, EM and Site Mission

The Savannah River Site publishes a Strategic Plan in support of DOE-EM and NNSA missions. The Strategic Plan articulates site vision and missions to successfully execute current missions, including sustainability and revitalization of site assets.

During the past several years federal and contractor staff worked together to define performance measures for strategies in order to develop performance statements, metrics and milestones. As a result of this effort, EM, NNSA and site missions are tied to the contract statement of work.

Functional areas of the contract Statement of Work identify mission-critical outcomes. Outputs and measures define how work is performed in order to meet the outcomes. This framework is used to develop criteria in the Performance Incentive Document (PID).

3.2 Performance Planning and modifications

The PEMP is developed with federal and contractor staff input. Both federal and contractor parties strive to reach mutual agreement on expected business, operational and technical performance and work together to develop incentives, descriptions and associated measures tied to contract level objectives, DOE strategic goals and program objectives. Incentives and their associated fee demonstrate direct flow down of DOE strategic goals and priorities.

EM and NNSA headquarters contracting authorities review and approve the PEMP and any change to an incentive's total amount of available fee. The Contracting Officer (CO) reserves the right to make unilateral decisions on all performance objectives and incentives (including the associated measures and targets) used to evaluate contractor performance, including any modifications.

The contract fee is split between EM and NNSA and the ratio is approximately a 55/45 split, making the EM fee $25M annually. This EM fee amount is then further subdivided to each PBS based on funding, complexity and risk. EM Headquarters has given the DOE-SR Contracting Officer authority to manage contract fee, up to $25M, thus any subsequent PEMP changes that occur at the PBS level are managed and approved by the DOE-SR CO.

The PEMP is developed and approved prior to the beginning of each evaluation period. Only the CO can change the PEMP. No changes will occur to the PEMP in the last 60 days of the evaluation period, unless with bilateral agreement between the CO and the contractor.

3.3 Risk Management

DOE site management uses an integrated risk management process for the EM life cycle. This process provides programmatic risk analyses of work, establishes a process for identification and management of risks and integrates risk data from prime contractors, including SRNS.

The SRS integrated approach to risk management ensures project teams and management are involved in risk identification, grading, handling, impact determination, and integration. The process concludes with preparation of the Risk & Opportunity Analysis Reports (ROAR) and contingency estimates contained in the DOE-SR Federal Risk Management Plan (FRMP) [SRS Risk Summary and Integrated Contingency Analysis]. Each project ROAR provides a summary description of the integrated approach employed in the development of a project risk plan.

An assessment process is used to identify risks and opportunities associated with each project. The risks and opportunities are analyzed and strategies developed to ensure risks are managed to acceptable levels and opportunities are identified to improve the probability of successful completion of the project work scope. A detailed description of the methodology employed for the risk and opportunity assessment conducted by each of the Integrated Project Risk Teams appears in *Manual E11, Procedure 2.62 Project Risk and Opportunity Analysis.*

3.4 Performance Incentive Document (PID)

A Fee Allocation Model is developed by the IPT and is illustrated in Attachment B. It is used to illustrate distribution of fee based on weighting of funding, priority and complexity.

The PID is used to measure site level incentive outcomes and acceptance documentation. A PID includes: A Performance Outcome statement, Contract Output performance statements, metrics, Completion Criteria, and Acceptance (documentation) Criteria. The PID is further defined in Savannah River Implementing Procedure (SRIP) 412.1, *Performance Evaluation and Measurement Plan.*

3.5 Other Incentives

Incentives negotiated as a result of the cost reduction process per SRNS-RP-2009-01188, *SRNS Continuous Improvement System Implementation* will be managed per SRNS Contract clause I.42, DEAR 970.5215-4, Cost Reduction, in conjunction with the SRNS Continuous Improvement Process.

The CO may mutually negotiate with the contractor additional available fee for additional work not covered by the available budget. The funds for such work and the associated available fee are funded through the contractor's efficiencies in accomplishing the

otherwise funded work. The additional work must be performed in a safe manner meeting all necessary requirements; and the performance of the additional work cannot affect the safe, proper performance of the otherwise funded work. Any additional work will be authorized in accordance with provision in the contract entitled, *Work Authorization System* and is considered above base scope. This additional work falls under the management of DOE O 412.1A, *Work Authorization System.*

Incentives created as a result of implementing the above contract clause and/or directive will be managed per separate contract requirements, and authorized through contract modification.

4. Change Control

Performance incentives and fee allocation will not be changed unless there is a significant impact by a change to the scope of the contract, baseline or funding as directed by the government or government delay affecting the contractor's ability to achieve the stated performance incentives and measures in the PEMP. Any changes are subject to DEAR 970.5243-1, Changes, as provided in the contract and must be approved by the CO and Fee Determining Official (FDO).

1. All proposed changes to a PID will be discussed at scheduled Award-Fee Board[1]/IPT meetings.
2. Following Fee Board/IPT discussion, the contractor will submit formal correspondence to the CO requesting the proposed change to the PID. The correspondence should include:
    a. Any proposed change to the original incentive document
    b. Proposed new incentives tied to the current Contract Performance Baseline (CPB)
    c. Proposed fee allocation adjustment between current incentives and/or new incentives
    d. Elimination of current incentives
3. Upon receiving correspondence from the contractor, the CO will consult the appropriate Assistant Manager/Office Director (AM/OD) and Subject Matter Expert to determine:
    a. If the proposed change impacts the CPB
    b. If the proposed change identifies new and/or unfunded scope
    c. If the proposed change impacts multiple site organizations
4. If the proposed change ***does not meet*** any one of the above determinations, the CO will issue correspondence to the contractor approving such change to the PID that incorporates advice of the AM/OD and/or Subject Matter Expert.
5. If the proposed change ***meets*** any one of the above determinations, the CO will request the contractor develop and submit a Baseline Change Proposal (BCP) for review by the federal (site) configuration control board.
    a. Following the recommendation of the federal configuration control board, the CO will issue correspondence to the contractor approving such change to the PID that incorporates the advice of the Fee Board.

[1] Federal Acquisition Regulation (FAR) Subpart 16.401 requires an Award-Fee Board for conducting the award-fee evaluation.

6. The CO will issue a modification to the contract for any change to currently approved PID.
7. The CO may deny any proposed changes to the PID.

Action directed by CO correspondence is considered to be within scope of work of the existing contract. If the contractor considers that carrying out direction may increase contract costs or delay any delivery, the contractor shall promptly notify the CO orally, confirming and explaining the notification in writing as soon as possible, but within no more than five (5) working days. Following oral notification and submission of the written notice of impacts, the Contractor shall await further direction from the CO prior to implementing the action.

5. Federal Oversight of Contractor Performance

Central to administration of the contract is assessment of contract performance. All federal employees performing assessments are expected to understand terms and conditions of the contract. In order to verify performance, a systematic process of assessment, analysis, documentation and feedback will be required. A range of assessment techniques from data/metric reviews and analysis, to review of self-assessments by the contractor, to formal multidisciplinary assessments will be employed. The assessments will be tailored based on the level of definition of the work requirements and complexity of the function.

Procedures for assessing contract performance are described in the SR Manual (SRM) 226.1.1D, *Integrated Performance Assurance Manual*. The intent of the oversight processes described in the manual is to assure contractor compliance with contract requirements, provide for timely identification and correction of deficient conditions, verify effectiveness of completed corrective actions, and pursue excellence through continued improvement. Additionally, the manual is intended to assist DOE in implementing the site contractor oversight system (a management framework of related processes to determine whether federal and contractor assurance programs are performing effectively and/or complying with DOE requirements).

The contractor oversight system is founded on an integrated safety management system (ISMS), emulating DOE P 450.4A, *Safety Management System Policy*. SRM 226.1.1D describes processes comprising the contractor oversight system, which enables DOE to: (1) clearly communicate requirements and expectations to contractors; (2) assess the quality, effectiveness, and efficiency of contractor assurance systems and resulting work products in complying with contract requirements; (3) effect continuous improvement in contractors' operations; and (4) enhance the effectiveness of DOE-SR oversight of contractor performance.

The contractor oversight system provides DOE site management information needed to make informed decisions regarding both contractor and DOE performance and to determine whether program corrections are necessary. Communicating requirements and expectations to the contractor is an essential component in the contractor oversight system. Requirements and expectations are communicated through the Statement of Work, special clauses, contract modifications, and through technical direction by the CO or representative.

SRM 226.1.1D provides detailed requirements for standardized scheduling, planning, conducting, reporting, and follow-up and closure activities for Type 1, 2, and 3 Assessments. Assessments are designed to provide managers with meaningful, accurate, and current information on the status of program compliance, productivity, and quality. Use of standardized assessment methods is a key feature of DOE site performance assurance.

6. Performance Evaluation

The evaluation criteria of this plan are applicable at the contract level **and not** to individual projects or work objectives under the contract. As such, although this plan uses subjective evaluations to rate the contractor and determine the final amount of fee earned for overall contractor performance, objective measurements of contractor performance are included in the plan to support the FDO evaluation and articulate to the contractor what is expected to be achieved for program success during the evaluation period. The actual fee determination and the methodology for determining fee remain unilateral decisions made solely at the discretion of the Government, although the final fee determination is subject to the Disputes clause.

The contractor documents completion of incentives in the electronic Fee Invoicing System (FIS) and forwards documentation to the relevant DOE organization technical representative, who in turn will perform a verification of documentation to confirm output criterion has been met. This may also require an in-field validation. Validation of the work will be accepted, in accordance with the performance criteria, and documented in the DOE-SR STAR system and the FIS.

Upon verification, recommendation is forwarded through management to the Award-Fee Board. The Fee Board verifies documentation provided demonstrates satisfactory completion according to PID requirements through presentation by the AM/OD, including peer-level discussion. Fee recommendation to the FDO will be made according to the PID.

The contractor may perform self-assessment of their performance. The Fee Board will review any assessment provided by the contractor. If the Fee Board does not concur with the contractor's self-evaluation and recommendation, all such disagreements shall be expressed in a performance evaluation letter to the contractor. The contractor shall submit written comments and any supporting documentation to the Fee Board within five (5) working days of receiving the evaluation letter. Within ten (10) working days of receiving any contractor comments or reclama, the Fee Board shall provide the FDO a recommendation, including amount, rationale, and justification.

Disputes that occur during verification, and resolution is not forth coming between the contractor and the appropriate AM/OD, will be resolved by the Performance Fee Board during regularly scheduled meetings.

7. Payment of Fee

Fee described herein is earned based upon the contractor's performance of the overall contract level requirement during the evaluation period. The contractor begins the evaluation period with 0% of the available fee and earns fee during the evaluation period. The potential for the

contractor to earn 100% of the fee amount is a mutual goal as it demonstrates the program's objectives were clearly communicated and achievable.

The contractor requests provisional fee payment by submitting an invoice. Following verification by the relevant AM/OD a recommendation is forwarded to the Award-Fee Board and FDO. The FDO determines fee payment, following Award-Fee Board review and recommendation. Determination of fee earned is the unilateral decision of the FDO.

The contractor will be advised in writing of the amount and basis of the performance incentive fee determination. Performance incentive fee not earned during the performance period will not be allocated to future performance periods. However, fee may be allocated to new performance-based incentives as developed by the IPT, as long as the completion of the newly developed incentive does not extend beyond the evaluation period.

Fee is considered provisional throughout the performance period. The FDO unilaterally determines the total fee awarded to the contractor. Fee may be reduced per contract Section B.9, *DEAR 970.5215-3 Conditional Payment of Fee, Profit, and Other Incentives – Facility Management Contracts (JAN 2004) ALTERNATE II [JAN 2004] [DEVIATION].*

Contract clause **H-33, PROVISIONAL PAYMENT OF INCENTIVE FEE,** allows provisional payment of fee for partial completion of subjectively evaluated [subjective] incentives. The contractor may request up to 50% of the total fee available for each subjective incentive. If requests are monthly, the contractor must use a 1/12 divisor; if requests are quarterly, then 1/4 divisor; if semi-annual, then 1/2 divisor. Provisional fee is not considered earned fee, and is contingent upon a final fee determination by the FDO.

Total available fee amount earned payments are made by direct payment or withdrawn from funds advanced or available under the contract, as determined by the CO. The CO may offset against any such fee payment the amounts owed to the government by the contractor, including any amounts owed for disallowed costs under the contract. No base fee amount, or total available fee amount, payment may be withdrawn against the cleared payments financing arrangement without the prior written approval of the CO.

The contractor has developed an automated FIS that uses measurement data from each PID. The contractor works with DOE to identify appropriate DOE approvers. The system assigns responsibility to each output so that the routing process ensures appropriate review by federal and contractor staff. Time limits are assigned to each step to ensure smooth processing and timely approvals. The system notifies responsible approvers when the review / approval allotted time has been exceeded.

8. Government Furnished Services/Items (GFS/I)

GFS/I are factored into the final fee determination for this incentive contract. GFS/I are identified in the Basis of Estimates (BOE) found in WBS dictionaries for specific tasks. The purpose of the GFS/I are to identify inherent government responsibilities that may pose some level of risk to the contractor in completing incentives. GFS/I are the burden of the government,

mutually accepted as part of the performance agreement. If the Government fails to achieve GFS/I equitable adjustment may be made specific to the incentive. These adjustments, however, cannot exceed the maximum available fee for the specific incentive.

9. Reporting Requirements

The contract requires each report must be accompanied by a letter or other document which:

- Identifies the contract number under which the item is being delivered; and
- Identifies the contract requirement or other instruction which requires the delivered item(s).

The contractor is responsible for maintaining all records and controlled documents related to the PEMP per DOE O 200.1A, *Information Management Program*, and DOE Order 243.1, *Records Management Program*.

Attachment A, Integrated Project Team (IPT) Charter

INTEGRATED PROJECT TEAM (IPT) CHARTER

IPT NAME: PEMP Integrated Project Team (IPT)

LEVEL OF IPT: Savannah River Operations Office, Deputy Manager

IPT MISSION/OBJECTIVES

The IPT provides site senior federal management a process for evaluating and measuring performance tied to strategic goals. This charter defines roles, responsibilities, authorities and accountabilities for this process. The mission of the IPT is to enable performance and help avoid potential barriers to success.

The Deputy Manager is the DOE-SR Executive Sponsor of the IPT and Fee Board Lead. The IPT is comprised of federal and contractor employees. Federal members include the CO, Performance Incentive Managers, Technical Leads, NNSA SRSO Manager and NNSA NA-262. Contractor members include Management and Operations (M&O) Vice President for Business Services, SRNS Director of Contracts, and Technical Leads. The IPT is augmented as necessary with Subject Matter Experts and matrix support personnel (both federal and contractor) who possess specific competencies, skills and expertise required for successful execution of projects.

The CO has authority to make final decisions on all performance objectives and incentives (including associated measures and targets) used to evaluate Contractor performance, in accordance with the Contract, Section H-28 (b). The DOE-SR Site Manager is an ex officio member of the IPT. The Site Manager is the FDO.

SCOPE OF IPT RESPONSIBILITIES

IPT Executive Sponsor/ Fee Board Lead

The IPT Executive Sponsor also serves as the senior federal member of the Fee Board. The IPT Executive Sponsor is the federal official responsible for project success. In accordance with DOE O 413.3B, the IPT Executive Sponsor is responsible for the following:

- Charter and lead the IPT
- Schedule and hold IPT meetings
- Request support from DOE functional resources as required to resolve issues
- Lead Fee Board assessment and discussion of contractor performance
- Identify and resolve critical issues

IPT Members

IPT members are responsible for supporting the Executive Sponsor with technical and project management responsibilities during project execution. Members conduct and/or coordinate activities for their respective organizational element or functional area of responsibility. IPT members are responsible for the following:

- Ensure interfaces are identified, defined, and documented
- Review and assess performance and project status against parameters, baselines, milestones, and deliverables
- Support the IPT Executive Sponsor
- Review and comment on deliverables

The names of IPT members listed below are current as of the issue date of this charter. Names or functional responsibilities may change at the discretion of the IPT Executive Sponsor without having to modify or update this charter. The Table identifies IPT members, Fee Board members, and Technical Leads.

Award-Fee Board Organization

The Fee Board is a subset of the IPT. The Fee Board is comprised of federal IPT members. Fee Board members discuss proposed revisions to PID and incentive documentation, review supporting documentation for fee payment determination, and make recommendations to the FDO via the Fee Board Lead.

The Fee Board is responsible for assuring quality assessments have been completed for fee-bearing work, and that the assessment has been formally documented per site directives before recommending payment of fee to the FDO.

Fee Board Rules of Conduct

Call to Order:
The IPT Executive Sponsor, acting as Fee Board Lead, will call the Fee Board portion of the meeting to order following dismissal of all non-federal IPT members.

Fee Board presentation:
The Fee Board Lead will open the floor for federal staff to discuss IPT presentations regarding matters such as proposed revisions to PID, supporting documentation for fee payments, or general discussion of performance. The Performance Incentive Manager leads the presentation related to his/her PID. Other Fee Board members may discuss the presentation and make recommendations to the Performance Incentive Manager.

Fee Board determinations:
Following Fee Board presentations, or if there are none, the Fee Board Lead will lead an informal review and discussion of completed fee-bearing work that is being considered for invoicing, including supporting documentation for fee payment determination. Performance Incentive Managers, or their designee, are responsible for discussing completion documentation and evaluation of performance of the fee-bearing work.

Following discussion, Fee Board members make a motion to:

- Accept the recommendation of the Performance Incentive Manager for the incentive as described in the invoice;
- Accept the recommendation of the Performance Incentive Manager, but request additional documentation be added to document satisfactory completion of the incentive as described in the invoice;
- Require additional documentation in order to recommend a determination.
- Require federal manager attend next scheduled Fee Board to discuss adequate documentation in order to recommend a determination.

Fee Board members may support, or second, the motion and provide discussion. No quorum is required for the Fee Board meeting. The Fee Board Lead, observing no objections, shall accept the motion with Manager NNSA SRSO, or designee, concurrence.

NAME	FUNCTION	ORGANIZATION
MOODY, Dave	IPT Member [ex officio] DOE Fee Determining Official [FDO]	DOE-SR Site Manager
SMITH, T. Zack	IPT Executive Sponsor/Co-Fee Board Lead	DOE-SR Deputy Manager
HINTZE, Doug	IPT/Co-Fee Board Lead/Performance Incentive Manager	Assistant Manager for Mission Support (AMMS)
MCGUIRE, Pat	IPT/ Performance Incentive Manager	Assistant Manager for Nuclear Material Stabilization Project (AMNMSP)
SPEARS, Terry	IPT /Performance Incentive Manager	Assistant Manager for Waste Disposition Project (AMWDP)
ADAMS, Angelia	IPT/ Performance Incentive Manager	Assistant Manager for Infrastructure & Environmental Stewardship (AMI&ES)(acting)
HOOKER, Karen	IPT/ Performance Incentive Manager	Director, Office of Laboratory Oversight (OLO)
DEAROLPH, Douglas	IPT/Fee Board Member/Performance Incentive Manager	Manager NNSA SRSO

CLARK, William	IPT/ Performance Incentive Manager	Manager NNSA NA-262
LOVETT, James	IPT Member [ex officio] Fee Board Member	Contracting Officer M&O Contract
DAVIS, Peggy	IPT Member	Vice President SRNS Support Services
TEMPLE, John	IPT Member	Director SRNS Contracts Management
CHRISTIAN, John	DOE IPT Technical Lead	Program Analyst for Mission Planning Division
PENNINGTON, Michele	SRNS IPT Technical Lead	SRNS Contracts Management

Attachment B, Fee Allocation Model

Funding Assumptions for Fee Allocation

Funding for fiscal year 2014 represents targets SRNS will use in the FY14-18 Baseline Update, with DOE-SR concurrence. These funding targets reflect a "reasonable" program that is regulatory compliant. Any changes to these funding targets will require analyses to determine impacts at the Contract Output level.

Fee Allocation (based on current funding assumptions)

Funding comes from EM Project Baseline Summaries (PBS) and NNSA funds. Funds are divided into two categories: contract scope cost is directly funded (direct). Scope cost for support activities funded indirectly by placing a tax on individual funds. See table below for FY14 estimated funding:

Est. Funding	Funding Source:
$254,992,000	PBS 11C
43,130,000	PBS 12
50,137,000	PBS 13
51,809,000	PBS 30
23,339,000	PBS 20 (EM Safeguards & Security)
$423,407,000	**Total EM Funding**
101,528,000	Nuclear Nonproliferation Funding
239,460,000	Defense Programs Funding
12,868,000	NNSA Safeguards & Security
$777,263,000	**Total Projected Funding** without Minors and WFO [NOTE: This does not include ESS/Legacy pension support to SRR (PBS 14C)]

The M&O contract identifies $46,535,000 available fee for the contract period (October 2013 through September 2014). When the fee is subtracted from the Total Projected Funding, the fee base in entire fiscal year 2014 becomes $730,728,000.

For fiscal year 2014, EM provides 55 percent of the Total Projected Funding, while NNSA provides 45 percent. This percentage is used to allocate the contract fee between EM and NNSA. For fiscal year 2014, EM will manage $25M of fee applied to incentive work for the evaluation period. NNSA will manage $21M of fee applied to incentive work for the evaluation period.

Performance Incentive Documents in Attachment C (EM) and Attachment D (NNSA) were developed based on the current President's budget for fiscal year 2014, adjusted by DOE-SR. Work described is based on the current contract. Actual performance of contract outputs may be revised based on an approved fiscal year budget, continuing resolution, program execution

guidance, and/or available funding. All work is performed within existing financial agreements and authorization.

EM Fee is distributed based on the projected funding as indicated below:

PBS	President's Budget	Fee Distribution
PBS 11C	$254,992,000	$15,267,000
PBS 12	$43,130,000	$2,582,000
PBS 13	$50,137,000	$3,002,000
PBS 30	$51,809,000	$3,102,000
PBS 20	$23,339,000	$1,397,000
EM Funding / Fee	**$423,407,000**	**$25,350,000**

The following is the DOE-SR EM suggested incentives summary by program for the fiscal year 2014 performance period:

Program	Objective	Subjective	Total
Nuclear Material Stabilization (AMNMSP)	$8,800,000		$8,800,000
Environmental Stewardship (AMIES)	$3,490,000		$3,490,000
Waste Disposition (AMWPD)	$1,800,000		$1,800,000
Landlord Services (Includes: SRNL, Planning, Infrastructure, Landlord Services, Safety, Safeguards & Security, ESSH)	$6,260,000	$5,000,000	$11,260,000
Total	**$20,350,000**	**$5,000,000**	**$25,350,000**

Attachment C, EM Performance Incentive Documents for fiscal year 2014

Performance Incentive Document

PID Number:	SRNS2014EMO
Activity Name:	Environmental Management Operations
WBS Number:	1.29.20.04, 1.29.20.05
Performance Period:	October 1, 2013 - September 30, 2014
Allocated Fee:	$8,800,000
Revision Number:	1
Senior level manager/Performance Incentive Manager:	Pat McGuire Assistant Manager for Nuclear Material Stabilization Project (AMNMSP)
Senior technical advisor:	Allen Gunter

Contract Performance Outcome:

Receive, store, ship, and disposition nuclear materials in a safe, and secure manner. Operate and maintain the H Canyon Complex to support disposition of nuclear materials. Receive Foreign Research Reactor (FRR) and Domestic Research Reactor (DRR) used nuclear fuel (UNF) in L Basin in coordination with the NNSA Nuclear Nonproliferation Program and other applicable DOE programs. Expand KAC capacity with construction of the Final Storage Vault and expand capabilities with implementation of planning activities for WIPP blending while maintaining DOE-STD-3013 DE surveillances. Implement risk reduction actions at 235-F and reduce F-Area costs.

Contract Output SRNS2014EMO-01:

Receive, characterize, and disposition materials in H-Area.

Description/Background/Justification:

Activities associated with the contract outputs support receipt and disposition of vulnerable used nuclear fuels (UNF), FRR/DRR (when authorized), and down-blending of oxides for shipment to WIPP to support DOE Strategic Objectives. These objectives include:

maximizing risk reduction of surplus nuclear materials, supporting nuclear nonproliferation, and utilizing SRS facilities to disposition surplus nuclear materials.

Up to $3,900,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 EMO-1.01	9/30/14	$200,000	Ship one LEU trailer to Areva for TVA contract.

Acceptance Criteria

DOE-SR will validate the LEU shipment via the MC&A Form 741 transfer documentation for the one LEU shipment. GFSI: Vendor must be ready to receive trailers by 7/1/14.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 EMO-1.02	6/30/14 9/30/14	a.$300,000 b.$200,000	a. Complete SRE charging and dissolution. b. Transfer SRE to a sludge batch.

Acceptance Criteria

DOE-SR will review H Canyon procedures or engineering memo documenting completion of charging, dissolution and sludge batch transfer. GFSI: SRR provides window by 7/1/14.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 EMO-1.03	9/30/14	$500,000; $125,000 fee paid each quarter.	Charge two bundles of UNF or Pu to the H Canyon dissolver or probe the dissolver twice per shift crew per quarter to maintain proficiency.

Acceptance Criteria

DOE-SR will review H Canyon dissolver probing procedure 221-H-1987 or actual dissolver charging procedure to ensure a minimum of two actual UNF or Pu bundles or two dissolver probings were completed for each shift each quarter.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 EMO-1.04	9/30/14	$500,000; $125,000 fee paid each quarter.	Perform 1st or 2nd Canyon Cold Run or actual hot ops to address equipment operability and maintain operator proficiency. (Due to Liquid Waste Min., only two 1st Cycle and two 2nd Cycle Cold Runs per year.

Acceptance Criteria

DOE-SR will review the completed quarterly Cold Run Operations start-up and shut-down procedures and summary data sheets for the one cold run performed for that quarter.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 EMO-1.05	9/30/14	$100,000	Prepare and issue a revised H Canyon Resumption Plan each quarter.

Acceptance Criteria

DOE-SR will review the SRNS issued quarterly H Canyon Resumption Plan to ensure appropriate elements.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014	9/30/14	$500,000	Dissolve one batch of Pu (approximately 20 kgs).

EMO-1.06			
Acceptance Criteria			
DOE-SR will review dissolving procedures or MC&A signed data sheet.			
Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 EMO-1.07	3/31/14 (a and b)	a.$150,000	a. Implement Waste Min. action to revise the sump flush program to track transfers.
		b.$150,000	b. Implement Waste Min. action to recycle HB-Line column waste for use in 6.4D.
	9/30/14 (c and d)	c.$150,000	c. Implement Waste Min. action to improve neutralization formula for WAC implementation.
		d.$150,000	d. Implement Waste Min. action to refine LAW operation and acid stripping process.
Acceptance Criteria			
DOE-SR will review the implemented Liquid Waste Minimization actions by procedure or document review.			
Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 EMO-1.08	9/30/14	a.$500,000	a. Complete HFIR planning preps with the exception of the H Canyon NCSE/DSA revision, flowsheet, hydrogen generation study, dissolver insert and storage rack design, fabrication, and installation that may not be completed if funding/staffing is limited.
	6/30/14	b.$100,000	b. Perform evaluation of attractiveness level "C" UNF material for H-Canyon dissolution.
Acceptance Criteria			
DOE-SR will review the completed HFIR planning preps and the completed evaluation of attractiveness level "C" UNF material.			
Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 EMO-1.09	9/30/14	$250,000	Complete Canadian Liquid unloading and piping Design.
Acceptance Criteria			
DOE-SR will review Canadian HEU Liquid unloading and piping design documents.			
Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 EMO-1.10	3/31/14	$150,000	Implement all actions needed to resume WIPP blending.
Acceptance Criteria			
DOE-SR will review procedures and documents to verify ready to resume WIPP blending.			

Contract Output SRNS2014EMO-02:

Receive, store, characterize and disposition surplus plutonium and uranium materials in K Area.

Description/Background/Justification:

K Area will continue to perform surveillance of the DOE-STD-3013 containers in storage. K Area will continue to receive and store containers of surplus plutonium and uranium from off-site. K Area facilities will initiate the planning to allow disposition of surplus plutonium oxide for future transfer to WIPP. K Area will continue with construction of Final Storage Vault.

Up to $2,000,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 EMO-2.01	9/30/14	$500,000; $125,000 paid quarterly.	Prepare, receive, and store containers of surplus plutonium and uranium from LANL in K Area in accordance with the schedule maintained by DOE-SR.

Acceptance Criteria

DOE-SR will review SOP-PHS-001-K to verify receipts to KAC or review operator and FLMs MSA qualifications to verify facility is ready to receive.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 EMO-2.02	9/30/14	$225,000; $25,000 per can, invoiced quarterly.	Complete 9 Destructive Evaluation (DE) Surveillances on DOE-STD-3013 Storage Containers.

Acceptance Criteria

DOE-SR will review K-Area Interim Surveillance Log Sheet (FRM-CSS-002-K or equivalent) and the Surveillance Program Authority (SPA) Data Set 1 parameters for the DE sample.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 EMO-2.03	6/30/14	$100,000	K Area will submit to DOE the SRNS approved DSA/TSR supporting Final Storage Vault (FSV).

Acceptance Criteria

DOE-SR will review the SRNS approved DSA/TSR supporting FSV.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 EMO-2.04	8/31/14	$250,000	Complete Final Storage Vault (FSV) project construction.

Acceptance Criteria

DOE-SR will review the completed FSV construction project documents.

Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 EMO-2.05	3/31/14	$500,000	Complete Readiness Assessment on DSA Rev. 10/TSR Rev. 41 to expand K Area capabilities.
Acceptance Criteria			
DOE-SR will observe RA activities as desired and review the RA declaration of readiness.			
Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 EMO-2.06	9/30/14	$200,000; $10,000 per can.	K Area will perform Pu measurements on 20 different cans.
Acceptance Criteria			
DOE-SR will review the non-destructive analysis measurement form.			
Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 EMO-2.07	9/30/14	$125,000	Support IAEA Inventory Inspections.
Acceptance Criteria			
DOE-SR will validate that KAC personnel provided adequate preparation and support during the IAEA Inventory inspections.			
Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 EMO-2.08	9/30/14	$100,000	Replace the Final Storage Vault roof at either the +34 or the +48 level depending on roofer's evaluation.
Acceptance Criteria			
DOE-SR will review the roofing subcontractors completion document or the 8Q-51 safety walkdown (OSR 20-22) completed by SRNS.			

Contract Output SRNS2014EMO-03:

Reduce risks at 235-F and improve F-Area infrastructure.

Description/Background/Justification:

This contract output supports innovative and cost effective means to implement the 235-F risk reduction Implementation Plan actions while reducing costs to the F-Area baseline.

Up to $1,000,000 of the allocated fee will be paid for this Contract Output.

Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 EMO-3.01	3/30/14	$100,000	Revise F-Canyon Complex Surveillance and Maintenance (S&M) Plan to allow transition to reduced S&M.
Acceptance Criteria			

DOE-SR will review the revised SRNS approved F-Canyon Complex S&M Plan.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 EMO-3.02	6/30/14 9/30/14	a. $50,000 b. $50,000	a. Determine feasibility to reduce to a single 292-F exhaust fan operation mode with a single 254-13F "SS" Diesel. b. If the feasibility study supports reducing to a single exhaust as well as a single generator, and DNFSB supports this concept, issue design to support a single 292-F exhaust fan operation mode with a single 254-13F "SS" Diesel.

Acceptance Criteria

DOE-SR will review the SRNS approved feasibility study for a single 292-F exhaust fan supported by a single 254-13F "SS" diesel generator and the design to support the implementation.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 EMO-3.03	9/30/14	$50,000	Determine the feasibility of stopping water intrusion to 221-F RR Tunnel and 800 Underground Cell.

Acceptance Criteria

DOE-SR will review the SRNS approved water intrusion feasibility.

Number	Date	Fee	Contract Output Completion Criteria:
~~SRNS2014 EMO-3.04~~			Deleted in Rev 1.
Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 EMO-3.05	9/30/14	$650,000; paid at completion of each action item as noted.	SRNS will complete the following 235-F Risk Reduction Actions and provide to DOE approximately 30 days before the DOE IP commitment date as noted in the "Date" column: a. Deliver the Graded EP Drill Report (Action 3-4). ($50,000) b. Complete a Readiness Assessment for the Deactivation BIO and submit RA Report (Action 1-4). ($100,000) c. Complete removal, isolation, or encapsulation of Fixed Combustibles and provide a final report to DOE (Action 2a-3). ($150,000) d. Complete Electrical De-energization scope and provide a final report to DOE (Action2b-2). ($150,000) e. Complete installation and acceptance of the FDAS and provide a final report to DOE (Action 2c-3). ($150,000) f. Complete planned cell infrastructure tasks and

			report completion (Action 1-3). ($50,000)

Acceptance Criteria

DOE-SR will review the SRNS approved and completed 235-F IP actions.

Contract Output SRNS2014EMO-04:

Receive, unload, and store Used Nuclear Fuel (UNF) in L Area.

Description/Background/Justification:

L-Area will continue to provide receipt and unloading support for off-site fuel, loading/shipping of UNF to H Canyon to disposition the UNF, and Augmenting Monitoring and Condition support to maintain the facilities in a safe and operable condition.

Up to $2,000,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRSN2014 EMO-4.01	9/30/14	$500,000; $125,000 paid quarterly	Receive and unload FRR/DRR fuel per schedule.

Acceptance Criteria

DOE-SR will review Cask Data Sheets for casks received and unloaded against the Receipt and Unloading Schedule Agreement. During quarters that fuel is not received, documentation will be provided for review showing readiness to receive was maintained.

Number	Date	Fee	Contract Output Completion Criteria:
SRSN2014 EMO-4.02	9/30/14	$500,000	Complete UNF Preps for HFIR readiness with the exception of the L-Area DSA, OSA-7 and the new cask insert (if required) which are dependent on funding and staffing.

Acceptance Criteria

DOE-SR will review the HFIR planning preps were completed with the exception of the L-Area DSA, OSA-7 and new cask insert (if required).

Number	Date	Fee	Contract Output Completion Criteria:
SRSN2014 EMO-4.03	6/30/14	$500,000	Complete the removal of "cob webs" from the basin.

Acceptance Criteria

DOE-SR will observe the basin vacuuming activities or observe the basin following the completion of corrective actions to remove the "cob webs".

Number	Date	Fee	Contract Output Completion Criteria:
SRSN2014	9/30/14	$500,000	Complete NRU/NRX interim schedule milestone.

EMO-4.04			
Acceptance Criteria			
DOE-SR will validate that the NRU/NRX interim milestone was completed on schedule.			

Performance Incentive Document

PID Number:	SRNS2014SW
Activity Name:	Solid Waste
WBS Number:	1.29.32.25
Performance Period:	October 1, 2013 – September 30, 2014
Allocated Fee:	$1,800,000
Revision Number:	0
Senior level manager/Performance Incentive Manager:	Terry Spears Assistant Manager for Waste Disposition Project (AMWDP)
Senior level supervisor/division manager:	Jim Folk

Contract Performance Outcome:

The Contractor shall manage the Solid Waste Program to safely and effectively prevent and/or minimize the generation of solid waste to include hazardous, low level, transuranic, mixed, and municipal sanitary wastes. The Contractor shall ensure that the handling, treatment, storage, transportation and disposal of the remaining "legacy" and the newly generated solid waste is environmentally sound and in compliance with DOE Directives, and applicable regulations and requirements.

The Contractor shall manage and integrate site-wide solid waste recycling, treatment, storage, disposal and transportation activities and implement waste minimization/pollution prevention initiatives. The Contractor shall also provide on-site/off-site waste generators with technical support and verification of compliance with waste acceptance criteria, including Safety Basis and Performance Assessment objectives.

Contract Output: SRNS2014SW-01

There are two areas of primary focus taken from the Contract Performance Outcome: 1) ensure the transportation, handling, storage, and disposal of low level waste is environmentally sound, cost effective, and in compliance with DOE Directives, applicable regulations, and requirements; and 2) continued disposal of legacy TRU waste.

Description/Background/Justification:

Timely disposal of LLW will facilitate waste generators' normal operations, prevent potential spread of contamination, ensure regulatory compliance, reduce the need for waste storage space, maximize labor resource utilization and reduce the overall cost of SRS waste management. DOE Order 435.1 drives the timely disposal of wastes generated at DOE sites. The ARRA program remediated and repackaged legacy TRU wastes into WIPP compliant packaging. This waste has been WIPP certified or was identified as LLW and is awaiting disposal. Disposal of the legacy TRU is also a high priority for the State of South Carolina.

Up to $1,800,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 SW-1.01	9/30/14	$800,000; $200,000 per quarter	LLW will be disposed in a timely manner such that in-storage time will be < 3 months in duration. Exceptions may be approved by DOE upon request.

Acceptance Criteria

DOE will perform validation by reviewing, on a quarterly basis, the time in storage for the LLW not permanently disposed.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 SW-1.02	6/30/14	$400,000	TRU – Complete disposal of all legacy TRU packaged in SLB2s via TRUPACT-III shipments. Assumptions for this incentive include: 4 shipments per week; 6 week WIPP shipping outage and various non-shipping holidays during the period of performance.

Acceptance Criteria

DOE will perform validation by reviewing the remaining legacy TRU inventory and assuring that all of the SLB2s have been disposed.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 SW-1.03	9/30/14	$500,000	Complete disposal of all legacy, contact handled, TRU waste at the WIPP Site. This includes all LLW and MLLW re-characterized from the TRU legacy program. This incentive assumes that DOE-CBFO will continue to fund characterization and shipping and provide adequate shipments. SRNS will work a 40 hour work week. Containers WMPSLB022C, WMPSLB018B, SR21524413, and SR21524414 are excluded.

Acceptance Criteria

DOE will perform validation by reviewing Waste Inventory Tracking System (WITS) reports and documented legacy waste identified in the "Original Volume Tracking" Excel spreadsheet.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 SW-1.04	9/30/14	$100,000	A closure plan for TRU Pad 16 and modifications to the TRU Pad Volume of the Site RCRA Permit will be submitted to DOE-SR in support of submittal to SC-DHEC. The modifications will include reduction of prescriptive wording (e.g. requirement to be radiologically non-contaminated) and provide a sound technical rational for both the modifications and the closure plan.
Acceptance Criteria			
DOE will perform validation by accepting the closure plan and proposed permit modification.			

Performance Incentive Document

PID Number:	SRNS2014ACP
Activity Name:	Area Completion Project
WBS Number:	1.29.32.01, 1.29.32.02, 1.29.32.03, 1.29.32.04, 1.29.32.05, 1.29.32.06
Performance Period:	October 1, 2013 – September 30, 2014
Allocated Fee:	$3,490,000
Revision Number:	0
Senior level manager/Performance Incentive Manager:	Karen Guevara Assistant Manager for Infrastructure & Environmental Stewardship (AMI&ES)
Senior level supervisor/division manager:	Angelia Adams

Contract Performance Outcome:

Meet all regulatory commitments, develop and implement alternative long range strategies, technologies and approaches in the refinement of the Area Completion Strategy and long-term stewardship.

Contract Output SRNS2014ACP-01:

Meet all FFA Milestones, RCRA Permit and CERCLA Record of Decision (ROD/Interim ROD) commitments due between October 1, 2013, and September 30, 2014, as described in the Federal Facility Agreement for the Savannah River Site (Administrative Document # 89-05-FF) and the SRS RCRA Part A & B Permits (SC 1890 008 089) to meet the Area Completion Strategy.

Description/Background/Justification:

Full compliance with all Area Completion Project FFA milestones, RCRA Permit and CERCLA Record of Decision (ROD/Interim ROD) commitments will allow SRS to meet regulatory requirements that will meet the Area Completion Strategy to clean up the SRS and reduce the Site footprint. Establishing regulatory commitments and milestones is the most direct way for the regulators and stakeholders to measure the progress of DOE EM cleanup activities at SRS. The regulatory and stakeholder support of the SRS depends on continued full regulatory compliance and achievement of commitments and milestones.

Up to $2,500,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 ACP-1.01	3/31/14	$1,250,000	All RCRA Permit commitments and FFA milestones are achieved from October 1, 2013, through March 31, 2014.

Acceptance Criteria

All FFA milestones and RCRA Permit commitments are met by the milestone/submittal dates. Documentation is provided demonstrating that milestone/submittal dates were met which will be verified by a DOE ACP review of Document Status information and/or the Administrative Record File. DOE-SR will validate acceptance of the incentive based on a review of the documentation provided.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 ACP-1.02	9/30/14	$1,250,000	All RCRA Permit commitments and FFA milestones are achieved from April 1, 2014, through September 30, 2014.

Acceptance Criteria

All FFA milestones and RCRA Permit commitments are met by the milestone/submittal dates. Documentation is provided demonstrating that milestone/submittal dates were met which will be verified by a DOE ACP review of Document Status information and/or the Administrative Record File. DOE-SR will validate acceptance of the incentive based on a review of the documentation provided.

Contract Output: SRNS2014ACP-02:

Evaluate additional EC & ACP groundwater sampling and reporting activities to identify opportunities to reduce costs within PBS-30 and ESS.

Description/Background/Justification:

In FY 2012, DOE-SR incentivized the development of a comprehensive Groundwater Monitoring and Reporting Optimization Plan and Report (SRNS2012ACP-02) that identified opportunities for optimization of monitoring networks and reductions in the long-term costs of groundwater monitoring at units where mature and established groundwater programs were underway. In 2013, DOE incentivized SRNS to negotiate and implement optimization activities consistent with the plan (SRNS2013 ES-12.01 and 12.02).

This Phase II proposal is to develop a similar Groundwater Monitoring and Report Optimization Plan that will focus on the remaining groundwater units that were not included in Phase 1 because they did not have a mature established monitoring program under RCRA/CERCLA or because they are associated with regulatory programs other than RCRA and CERCLA, such as Underground Storage Tanks, Landfills and the Clean Water Act.

Up to $500,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 ACP-2.01	2/28/14	$250,000	Prepare and provide to DOE ACP a Groundwater Optimization Plan by 2/28/14.

Acceptance Criteria

SRNS –EC & ACP will provide a Phase II Groundwater Monitoring and Reporting Optimization Plan that will provide for identification and documentation of opportunities for groundwater optimization of monitoring networks/reporting and reductions in the long-term costs of groundwater monitoring for groundwater units, that was not included in the Phase I Plan.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 ACP-2.02	9/30/14	$250,000	Prepare and provide to DOE ACP a report documenting the groundwater monitoring and reporting optimization opportunities.

Acceptance Criteria

SRNS will provide a report outlining the results of the groundwater monitoring evaluation to DOE and DOE will approve. DOE-SR will validate acceptance of the incentive based on a review of the documentation provided.

Contract Output SRNS2014ACP-03 (Deferred from FY 13):

Automate environmental field and analytical data to automatically generate routine reports and improve reporting capability. Program and deploy electronic field devices to replace the use of paper logbooks to improve quality of field data collection. Program data collection system to automatically generate routine reports to improve speed and overall accuracy of data reporting.

Description/Background/Justification:

DOE SR is obligated to collect, manage, maintain and report environmental data to meet requirements of DOE Orders and environmental regulations and statutes, including DOE Order 458.1, Radiation Protection of the Public and Environment and RCRA, CAA, CWA, and CERCLA.

The Environmental Restoration Data Management System (ERDMS) is used to manage environmental monitoring data. This system requires extensive manual data review and tracking of data generating reports of varying quality. Also, field monitoring results are collected in paper logbooks and collection accuracy is highly dependent on minimizing human error. Routine reports are generated with a high level of human involvement.

Up to $390,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 ACP-3.01	7/31/14	$150,000	Program and deploy handheld devices to transfer monitoring data directly into ERDMS.

Acceptance Criteria

EC & ACP will demonstrate and will document the use and effectiveness of electronic handheld devices to collect field information and data transfer into ERDMS vs. the use of paper field logbooks for effluent monitoring and environmental surveillance programs.

EC & ACP will provide documentation to demonstrate compliance with site requirements including QA, software, and information control.

EC & ACP will provide documentation of benefits and provide estimate of cost, time or resource savings.

DOE-SR will validate acceptance of the incentive based on a review of the documentation provided.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 ACP-3.02	9/30/14	$240,000	Modify ERDMS to automatically generate routine monitoring reports.

Acceptance Criteria

EC & ACP will demonstrate and document the development and implementation of program to generate automated environmental reports, such as the Monthly Discharge Monitoring Reports, the Monthly Radiological Releases Reports, the Wildlife Hunt Reports, and the Weekly and the Quarterly Tritium Reports by reviewing the reports for completeness, accuracy and compliance with reporting deadlines.

EC & ACP will provide documentation to demonstrate compliance with site requirements including QA, software, and information control.

EC & ACP will provide documentation of benefits and provide estimate of cost, time or resource savings.

DOE-SR will validate acceptance of the incentive based on a review of the documentation provided.

Contract Output SRNS2014ACP-04:

Complete characterization of Building 690-N to support future Deactivation and Decommissioning.

Description/Background/Justification:

Building 690-N (Ford Building) is a high risk facility with significant radiological and PCB contamination. The facility is deteriorating and requires frequent maintenance to mitigate the spread of existing contamination. A Decommissioning Plan was completed and submitted to DOE in FY 13 (Contract Output SRNS2013ES-16.01) that included recommendations for characterization to quantify the nature and extent of contamination and condition to support future D&D of the facility.

The Ford Building is a steel frame/siding structure constructed in the early 1950s to test motor control packages for the R, P, L, K and C Reactors. In the 1960s, the structure was modified to support the repair and rework of Reactor heat exchangers. Key facilities and/or structures associated with 690-N include:

- 652-44N electrical substation and fuel oil containment dike (provided electricity and fuel oil for heating to the building),
- Deionizer trailer (used to remove radiological contaminates from Reactor disassembly basin water), and
- Transport trailer (utilized to haul heavy loads between Reactor areas and stored adjacent to the 690-N Building).

PCB-contaminated oils were used in milling/lathe operations for heat exchanger repair in 690-N (Ford Building). In 1997, these PCB-contaminated oils were found to have contaminated equipment and the floor in the building. An initial clean-up was performed and the residual contamination was encapsulated with a floor coating in 1998. Inspections conducted since 1998 continue to reveal areas where PCB-contaminated oil has migrated up through the floor coating, necessitating regular maintenance and reapplication of the coating material. The extent of PCB contamination below the 690-N Building is undetermined. The Deionizer trailer is not thoroughly characterized, but is assumed to contain lead and high levels of radiological contamination based on the conditions of trailers used for similar purposes at the SRS.

Up to $100,000 of the allocated fee will be paid for this Contract Output.

Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 ACP-4.01	8/31/2014	$100,000	Complete characterization of the 690-N Ford Building and its ancillary equipment and facilities (652-44N, Deionizer and Transport Trailers).

Acceptance Criteria

EC & ACP will complete and document characterization completion of Building 690-N and its ancillary equipment and facilities. The result are needed to support future deactivation and decommissioning and removal/remedial action(s)

DOE-SR will validate acceptance of the incentive based on a review of the documentation provided.

Performance Incentive Document

PID Number:	SRNS2014SRNL
Activity Name:	Savannah River National Laboratory (SRNL)
WBS Number:	Numerous
Performance Period:	October 1, 2013 – September 30, 2014
Allocated Fee:	$4,750,000
Revision Number:	1

Senior level manager/Performance Incentive Manager:	Karen Hooker Director, Office of Laboratory Oversight Pat McGuire Assistant Manager for Nuclear Material Stabilization Project (AMNMSP)
Senior technical advisor:	Patrick Jackson Jay Ray

Contract Performance Outcome:

SRNL's three-fold mission is to enable the success of SRS and the Office of Environmental Management (EM) operations and projects, to provide technical leadership for future site missions, and to utilize its technical expertise to provide vital national and regional support in achieving the broader goals of DOE and the federal government. The vision for SRNL is to be the nations' premier laboratory in Environmental Management, National & Homeland Security, and Energy Security (Source: SRNS Contract).

Contract Output: SRNS2014SRNL-01 (Pat McGuire)

Deliver Disposition Paths for Nuclear Material.

Description/Background/Justification:

SRS's unique facilities and capabilities enable it to support consolidation and processing of nuclear materials from other DOE facilities as well as other U.S. and foreign sources. This is important for reducing nuclear and proliferation threats, avoiding the additional costs of protecting materials at multiple sites and enabling closure of other facilities that are no longer needed.

The Site will continue to safely and securely store nuclear materials (plutonium, enriched uranium, used nuclear fuel, and other nuclear materials) pending disposition to meet commitments to the State of South Carolina.

Plutonium

SRS has been placed in a lead role by DOE to dispose of plutonium from the cleanup of weapons facilities throughout the DOE Complex.
Plutonium from the cleanup of weapons facilities (non-pit plutonium) has been primarily consolidated at SRS where, depending on future decisions, it is planned to be disposed of by a variety of alternative means including;
• Packaging (including blending as needed) and shipping to the Waste Isolation Pilot Plant (WIPP) in New Mexico
• Converting to reusable nuclear fuel by dissolving Pu in H Canyon, converting to Pu Oxide in HB-Line for future processing at MOX

Highly Enriched Uranium

SRS has the capability to support the DOE complex-wide effort to down blend excess HEU to a more useable and less proliferable low enriched uranium (LEU) enrichment. The LEU is provided to a commercial fuel vendor. The vendor uses the LEU to manufacture commercial nuclear fuel for use in commercial reactors for the generation of electricity. Additional LEU commitments from the processing of Used Nuclear Fuel (UNF) will be made to TVA. Receipt of Canadian Liquid Uranium is another source to meet LEU deliveries.

Used (Spent) Nuclear Fuel

SRS supports the nation's nonproliferation goals by receiving U.S. owned/loaned HEU fuel from foreign countries. The UNF is safely being stored in L Basin pending disposition.

SRNL provides technical support and consultation for this mission.

Up to $650,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 SRNL-1.01	9/30/14	$225,000	Provide technical support to Nuclear Materials for the Plutonium Surveillance Program including 3013 Destructive Examination (DE) program, and continuation of plutonium shelf life corrosion studies and 9975 life extension testing. a. Complete FY14 data set 2 analyses for # DE packages. b. Complete unloading of Series 3 of shelf life

			studies. c. Complete FY14 annual report on 9975 Life Extension o-ring test fixtures.
Acceptance Criteria			
DOE-SR will perform validation of the following: a. Loading and initial data sheets for Series 3 of shelf life studies. b. FY14 data set 2 analyses for 3013 Program. c. FY14 annual report on 9975 Life Extension o-ring test fixtures.			
Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 SRNL-1.02	9/30/14	$75,000	Provide technical support to Nuclear Materials for the Spent Fuel Program. a. Complete extracted basin core testing and prepare and issue degradation evaluation report. b. Complete revision of corrosion surveillance program plan to include increase in coupon withdraw and analysis schedule; new rack material; and automated characterization and optimized corrosion analysis. c. Complete report for detailed corrosion analysis of the can-specific inventory of fuel/clad sections in oversized canister. Report to include corrosion, thermodynamic and kinetic analysis for fuel clad systems to provide estimate of fuel and internal water activity conditions. d. Complete analysis of handling and transportation challenges from L to H area in damaged and vulnerable fuel (sectioned SS, zircaloy stored in OS canisters) including evaluating particulates and hydrogen generation from radiolysis and corrosion.
Acceptance Criteria			
DOE-SR will perform validation of the following: a. Degradation evaluation report. b. Revision of corrosion surveillance program plan. c. Report on detailed corrosion analysis of the can-specific inventory of fuel/clad sections in oversized canister. d. Analysis of handling and transportation challenges from L to H area in damaged and vulnerable fuel.			
Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 SRNL-1.03	9/30/14	$350,000	Develop and demonstrate flowsheets and equipment for application in H-canyon/HB-Line. Potential scope could include:

			a. Fabrication and deployment of crawler to inspect ventilation system. b. Flowsheet development for next set of material to be processed. c. Program to reduce the amount of waste sent to the Tank Farms. d. Provide requested support to H-Canyon for processing used Nuclear Fuel (UNF) such as Hydrogen Generation Studies.

Acceptance Criteria

DOE-SR will perform validation of the agreed upon items for FY14.

Contract Output SRNS2014SRNL-02 (Karen Hooker):

Deliver products and services that reduce technical risk and enhance the schedule of liquid high level waste dispositioning. SRNL will enable DOE-EM mission success by providing the increased scientific and technological rigor needed to support EM program and project planning, technology development and deployment, project execution, and assessment of program outcomes.

Description/Background/Justification:

EM's goal is to reliably complete radioactive liquid waste treatment, safely manage the treated waste and meet DOE commitments to close the liquid waste tanks, while incorporating new technology and to enhance efficiency. In so doing, EM is closing the circle on the legacy of radioactive liquid waste.

At SRS, the insoluble sludge solids from tank waste are vitrified at the Defense Waste Processing Facility (DWPF) and converted into a solid glass form. The salt waste is processed to remove of the radioactivity with the decontaminated salt solution being disposed onsite in grout at the Saltstone facility. The Tank Closure Program at SRS has made significant progress. Tank Closure Program activities are on schedule to meet or exceed all Federal Facility Agreement commitments.

At Hanford, construction is well underway on the Pretreatment and Vitrification facilities. SRNL experience at SRS can be utilized to support flowsheet and other technology development activities.

In addition to the contractor support efforts described above EM has commissioned the SRNL to coordinate the engagement of the national laboratory community to bring the scientific and technological rigor needed to evaluate/prioritize alternatives, define/execute technology development as appropriate, and provide the DOE with an "owners representative" to inform decisions and reduce technical and programmatic risks in conjunction with PNNL. Under this direction, and consistent with their role as Federally

Funded Research and Development Centers (FFRDC), the SRNL/PNNL team will work closely with DOE site offices, contractors and other national laboratories to establish a framework for sustainable laboratory engagement and collaboration.

In addition to the strategic role for EM, SRNL will execute technology development tasks for EM-20 that support the EM Complex.

Up to $1,245,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 SRNL-2.01	9/30/14	$700,000	Execute scope to provide technical bases, characterization results, consultation in support of SRS Tank Waste Projects. These efforts are likely to include support for the following: a. DWPF/Saltstone waste form, flowsheet, sludge batch qualification. Qualify next sludge batch including developing processing options and frit formulation - dependent on SRR schedule for canister production. b. Tank Farm sample characterization, corrosion program. Perform sample characterization (dependent on sample needs) and support corrosion control program. c. Tank Closure sample characterization. Characterize any closure samples received to determine residual material left in tanks. d. Salt Processing. Qualify needed salt batches and support deployment of next generation solvent. e. Tank Closure/Saltstone Waste Disposition. Support SRR PA work through modeling and experimental scope - dependent on facility needs.

Acceptance Criteria

DOE-SR will perform validation of the programs supported.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 SRNL-2.02	9/30/14	$470,000	To maintain and enhance SRNL as a pre-eminent center for research, development, and deployment of technologies to cleanup the environmental legacy of the Nation's nuclear programs, SRNL will lead and execute scope for Hanford by providing technical bases and consultation. Scope

			to include: a. Develop program execution plans for Grand Challenge efforts in support of high level waste processing at the Hanford site. Complete first phase of experimentation as part of these programs. Participate on the Hanford Tank Waste Disposition Integrated Flowsheet development team. Perform flowsheet evaluations and provide definition of key interfaces and waste acceptance criteria. b. Perform work for Hanford Contractors including WRPS and WTP. - Complete full scale mixer testing in support of Caststone work - Complete experimentation on Tc removal options selected during downselection - Develop conceptual design and fabricate test equipment in support of the waste qualification effort c. Continue leadership of the National Laboratory Technical Authority Team in support of the WTP Full Scale Vessel Qualification Testing Program. - Define and qualify the instrumentation to be used during the full scale demonstration effort. Develop the simulant to be used during this instrument qualification and the first phase of testing
Acceptance Criteria			
DOE-SR will perform validation of the programs discussed above.			
Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 SRNL-2.03	9/30/14	$75,000	Provide technology development for EM-20. This is important to establishing SRNL as the EM National Laboratory. These efforts include: a. Develop and issue the next generation performance models and complete oxidation front experimentation studies in support of the Cementitious Barriers Partnership. b. Issue technical report/journal article on the next phase of long term glass corrosion modeling work.
Acceptance Criteria			

DOE-SR will perform validation of the programs supported.

Contract Output SRNS2014SRNL-03 (Karen Hooker):

Develop and deploy Next Generation Cleanup Technologies.

Description/Background/Justification:

The environmental cleanup of SRS will continue to receive emphasis for the foreseeable future as we reverse the environmental impact from legacy operations performed on the Site. With each success, the Site becomes safer for future generations and less costly to maintain. These cleanup operations are not trivial nor are they straightforward.

SRS has had to develop new and innovative applied technologies in order to accomplish much of the cleanup. This will continue to be the case as the cleanup challenges get more and more difficult. SRS plans to make these new technologies available across the country and internationally to assist others in their own cleanup efforts. SRS technological expertise and knowledge in cleanup has been highlighted to assist Japan in the remediation efforts at the Fukushima-Daiichi Nuclear Power Station.

SRNL efforts are likely to include programs in Environmental Compliance & Area Completion Projects (EC&ACP), Solid Waste Management (SWM), Technology Development for EM-10, and programs to support Japan's remediation of the Fukushima site.

Up to $470,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 SRNL-3.01	9/30/14	$50,000	Provide technical support for SRNS Environmental Compliance & Area Completion Projects including products and services in meeting regulatory milestones and deliverables as well as developing and transitioning to passive environmental technologies and approaches for waste site remediation. This scope includes the following activities: MAPSL SVE Investigation for Vadose Zone CAP, MetLab BaroBall Wells Investigation for Vadose Zone CAP, Southern Sector Aerobic Stimulation Bench Test, Sampling and Analysis Supporting TNX Edible Oil Treatability Study, PAGW OU Characterization, and Timely GC Analysis of Soil Gas, Soil, and Groundwater Samples from EC & ACP.

Acceptance Criteria			
DOE-SR will perform validation of the programs supported.			
Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 SRNL-3.02	9/30/14	$160,000	Provide technical support for SRNS Solid Waste Management. SRNL plans to: a. Develop and submit to DOE the FY 2014 Performance Assessment Maintenance Plan. b. Develop and submit to DOE the FY 2014 Composite Analysis Maintenance Plan. c. Develop and submit to DOE the FY 2013 PA Annual Review report. d. Develop and submit to DOE the FY 2013 CA Annual Review report. e. Develop and submit to SWM the UDQE to assess new modeling information. f. Complete and issue TBD reports.
Acceptance Criteria			
DOE-SR will perform validation of the programs supported.			
Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 SRNL-3.03	9/30/14	$100,000	Provide technical development for EM-10 on Environmental Compliance (EM-11), Soil & Groundwater Remediation (EM-12), D&D and Facility Engineering (EM-13). a. Provide LFRG technical support activities and technical support for the DOE Order 435.1 update. b. Applied Field Research Initiative (AFRI) technology development and ASCEM User Interface, Tank Demonstration, and testing at F-Area. c. In Situ Decommissioning (ISD) Sensor Network Test Bed and further ISD developments.
Acceptance Criteria			
DOE-SR will perform validation of the programs supported.			
Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 SRNL-3.04	9/30/14	$100,000	SRNL is the EM's Corporate National Laboratory across the EM complex and will seek to diversify its customer base and funding sources for SRNL to

			increase efficiencies for the benefit of all of its customers. SRNL will provide technical support and expertise, and global leadership in support of Fukushima cleanup and remediation efforts that may include the following: a. Lead development and negotiations of new business contract(s) with Tokyo Electric Power Company (TEPCO) in Japan. b. Execute PNNL partnership to support technical scope of contract with TEPCO. c. Work with governmental agencies (Department of Energy, Department of State, etc.) to identify and establish SRNL leadership in U.S. government efforts supporting Fukushima remediation by the Ministries in the Government of Japan (MOE, METI, MEXT, etc.). d. Deliver emergent support to Fukushima cleanup based on EM laboratory leadership, capabilities and expertise.

Acceptance Criteria

DOE-SR will perform validation of the following:

a. Negotiated contract(s) with TEPCO.
b. PNNL partnership performance.
c. SRNL participation or leadership in governmental agency support to Fukushima remediation.
d. Validate laboratory support to emergent Fukushima cleanup issues. Validation will include pass/fail consideration for the above listed components.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 SRNL-3.05	9/30/14	$60,000	Relocate the Packaging Certification Program (PCP) Docket files from Germantown, Maryland to Savannah River National Laboratory. Transition the EM-33 PCP Docket Manager from Eagle Research to SRNL.

Acceptance Criteria

DOE-SR will perform validation of the programs supported.

Contract Output SRNS2014SRNL-04 (Karen Hooker):

Develop Solutions to Close and Better Secure the Nuclear Fuel Cycle.

Description/Background/Justification:

SRNL helps develop the nations' used (spent) nuclear fuel cycle initiatives through participation in the DOE Fuel Cycle Research and Development (FCR&D) Program. This is facilitated by SRNL leadership in Clean Energy initiatives aligned with the DOE Sustainability Plan goals.

Up to $300,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 SRNL-4.01	9/30/14	$300,000	As part of the SRNS Contract, SRNL will provide technical leadership for future site missions, and utilize its technical expertise to provide vital national and regional support in achieving the broader goals of DOE and the federal government, and maintain and enhance the core competencies that are necessary to support assigned and future missions of EM and NNSA programs at SRS. As part of this mission, SRNL will develop and lead the nations used (spent) nuclear fuel cycle initiatives through participation in the DOE Fuel Cycle Research and Development (FCR&D) Program. Perform DOE-NE FCR&D program funded work activities as specified in the Program Information Collection System NE (PICSNE) defined in terms of cost, schedule and technical performance. Complete all required Level 2 and Level 3 milestones (number TBD) for the Used Fuel Disposition Campaign, Separations and Waste Forms Campaign, and Fuel Cycle Options Campaign.

Acceptance Criteria

DOE-SR will perform validation of the following: completed reports, presentations, and publications identified in the funded DOE-NE FCR&D scope.

Contract Output SRNS2014SRNL-05 (Karen Hooker):

Reduce greenhouse gas emission via Clean Alternative Energy Project.

Description/Background/Justification:

SRNL facilitates complex-wide accomplishment of the DOE Sustainability Plan goals through innovative leadership in Clean Energy activities in support of DOE renewable energy strategic initiatives.

SRNL continues to be heavily involved in a number of initiatives that will reduce greenhouse

gases in accordance with Executive Order 13514. SRNL's Hydrogen Storage Engineering Center of Excellence will continue to advance the concept of clean fuels based on the hydrogen technology that SRS has developed over years of tritium research and production. SRNL has a number of other projects to reduce greenhouse gas emission, including solar and methane, which is a key SRS strategic initiative and goal for EM sites.

Up to $325,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 SRNL-5.01	9/30/14	$325,000	The vision for SRNL is to be the nation's premier applied science laboratory in Environmental Management, National and Homeland Security, and Energy Security. As part of the efforts in Energy Security the following Clean Energy Projects will be completed : a. Hydrogen Storage Engineering Center of Excellence-Technical Work Scope: Complete design and begin assembly of a two liter prototype cryo-adsorbent hydrogen storage prototype. b. Basic Science: Have accepted for publication in the area of energy storage and conversion three technical articles in peer reviewed journals with impact factors = >3. c. Methane opportunities for Vehicular Energy - Complete a test station for evaluation of a two liter prototype methane adsorption system meeting the DoE technical targets. d. SunShot "Low-Cost Metal Hydride Thermal Energy Storage System for Concentrating Solar Power Systems" - Complete FY14 milestone: Complete system model and evaluate at least one metal hydride material pair capable of meeting DOE SunShot thermal energy storage targets as defined in Statement of Project Objectives. e. SunShot High Temperature Corrosion Analysis of Molten Salt Systems for CSP Applications. Commission high temperature thermal gradient and fluid flow corrosion apparatus system for molten salt systems as outlined in Statement of Project Objectives (SOPO).
Acceptance Criteria			

DOE-SR will perform validation of the following:

a. EERE program management acknowledgement of requirements delivered as specified.
b. Copies of acceptance letters and 2013 journal impact factors.
c. Completed test station and approved HAP.
d. Draft annual report for SRNL Year 2 experimental testing work to EERE SunShot review by 9/30/14.
e. Draft annual report for SRNL Year 2 experimental testing work to EERE SunShot review by 9/30/14.

Contract Output SRNS2014SRNL-06 (Karen Hooker):

Expand the SRNL presence in National Security.

Description/Background/Justification:

SRNL support for DOE-IN Nuclear Materials Information Program.
SRNL utilizes its technical expertise to provide services and products for the DOE-IN. The DOE-IN Nuclear Materials Information Program (NMIP) develops and maintains a comprehensive information system on foreign special nuclear materials (SNM) capable of being utilized in nuclear weapons. This system is maintained on classified networks and is updated with current intelligence annually.

SRNL technical support for DOE-IN Foreign Nuclear Program.
SRNL utilizes its technical expertise to provide services and products for DOE-IN's Foreign Nuclear Program. SRNL provides technical analysis and programmatic support to DOE-IN and to other agencies within the United States Intelligence Community (USIC). National Laboratories and their Field Intelligence Elements (FIE's) provide DOE's technical input to all issues of weapons production and utilization by foreign nuclear programs. SRNL's FIE provides important technical leadership, analysis and input on current issues, foreign facilities and weapons materials production.

The SRNL counterintelligence program primarily consists of an expansive awareness function, a counterintelligence investigative capability, an analysis element and a multi-focused cyber component. The Senior Counterintelligence Official (SCIO) leads the integrated counterintelligence effort against foreign intelligence, terrorism threats directed at SRNL, and also has direct managerial oversight for the overall performance of the office, personnel and financial management of the CI program.

Up to $200,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 SRNL-6.01	9/30/14	$200,000	The vision for SRNL is to be the nation's premier applied science laboratory in Environmental

			Management, National Security, and Energy Security. As part of the work on National Security, SRNL will provide technical support for DOE-IN as follows : a. Deliver to US Policy Makers technical reports and assessments of foreign nuclear weapons programs that have been reviewed and published by DOE-IN. b. Update 100% of the Nuclear Materials Information Program (NMIP) assessments for which SRNL is responsible. c. Promote Counter Intelligence (CI) site-wide by conducting awareness briefings and training for all on-site contractors.

Acceptance Criteria

DOE-SR will perform validation of the following:

a. Technical reports and assessments of foreign nuclear weapons programs have been reviewed and published by DOE-IN.
b. 100% of Nuclear Materials Information Program (NMIP) assessments for which SRNL is responsible are updated.

c. CI awareness briefings and training are completed for all on-site contractors.

Contract Output SRNS2014SRNL-07 (Karen Hooker):

SRNL Infrastructure Sustainment.

Description/Background/Justification:

SRNL offers a unique combination of capabilities, equipment, and infrastructure that are not available anywhere else in the United States. Although SRNL was originally built as a part of the nuclear weapon complex to maintain the U.S. nuclear deterrent, the facilities obtained and constructed for that purpose represent a significant asset to the site, region, and country and it is poised to solve National issues. The SRS vision targets SRNL to be the central hub as SRS expands its business segments to address DOE needs that capitalize on historic SRS competencies and capabilities. SRNL will actively seek ways to revitalize and present these assets for more wide-spread beneficial use.

Up to $1,485,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 SRNL-7.01	9/30/14	$300,000	SRNL will implement High Priority Safety Basis scope and nuclear infrastructure improvements as defined in the approved FY14 SVS Implementation Plan as developed between DOE-SR OLO and SRNL. This Implementation Plan will be updated as needed and on an annual basis to: a. Meet selected project milestones for identified High Priority DNFSB Scopes. b. Complete Safety Basis scope improvements.
Acceptance Criteria			
DOE-SR will perform completion validations per the FY14 SVS Implementation Plan.			

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 SRNL-7.02	9/30/14	$390,000	As defined in the approved FY14 SVS Implementation Plan jointly developed by DOE-SR OLO and SRNL, complete A Block window replacements with no adverse impact to EM Liquid Waste mission work.
Acceptance Criteria:			
DOE-SR will perform completion validations per the FY14 SVS Implementation Plan.			

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 SRNL-7.03	9/30/14	$695,000	Complete candidate IGPP capital projects that support restoration and sustainment of facility infrastructure as defined in the approved FY14 SVS Implementation Plan. Complete Construction Maintenance Orders and major maintenance scopes as defined in the approved FY14 SVS Implementation Plan.
Acceptance Criteria:			
DOE-SR will perform completion validations per the FY14 SVS Implementation Plan.			

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 SRNL-7.04	9/30/14	$100,000	Implement the SRNL Infrastructure Plan to reduce operational cost by facility and scientific instrument renewal as well as an improved Asset Condition Index as defined in the approved FY14 SVS Implementation Plan.
Acceptance Criteria			
DOE-SR will perform completion validations per the FY14 SVS Implementation Plan.			

Contract Output SRNS2014SRNL-8 (Karen Hooker):

Conduct effective laboratory management.

Description/Background/Justification:

Utilizing a comprehensive and integrated approach, SRNS will document and continue implementation of a path forward to: improve the overall institutional management of SRNL; establish a comprehensive vision for the future; and effectively apply innovative solutions to meet DOE mission needs.

Up to $75,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 SRNL-8.01	9/30/14	$75,000, paid upon completion of items a-b	a. Provide a framework that allows for documentation of laboratory management for 1) Effective use of partnerships (internal, academic, community, government agencies, etc.), 2) Maintenance of core competencies and retention of employees, 3) Improvement in internal business processes and goals, 4) Business unit strategies, and 5) Effective use of recommendations from external reviews. b. Proceed with implementation of the University Relations Program Plan developed in FY13.

Acceptance Criteria

DOE-SR will perform validation of the following:

a. Documentation of the improved institutional management of SRNL.
b. Implementation Status Report for the FY13 University Relations Plan.

Performance Incentive Document

PID Number:	SRNS2014LS
Activity Name:	EM Landlord Services
WBS Number:	Various / Indirect
Performance Period:	October 1, 2013 – September 30, 2014
Allocated Fee:	$1,510,000
Revision Number:	1
Senior level managers:	Angelia Adams, Acting AM Infrastructure & Environmental Stewardship (AMI&ES) Doug Hintze, AM Mission Support (AMMS)
Senior level supervisor/division manager:	David Bender Nick Delaplane

Contract Performance Outcome:

The Contractor shall execute assigned landlord responsibilities and provide a range of services to other organizations doing work on the Savannah River Site. This section includes Site Services and Business Services.

Contract Output SRNS2014LS-01:

The Contractor shall meet all SRNS agreed upon scheduled milestones to plan & execute development of SRS Sustainability initiatives and High Performance Sustainable Buildings (HPSB) program objectives to meet scheduled site sustainability goals.

Description/Background/Justification:

DOE has approved a Complex-wide Strategic Sustainability Performance Plan. This plan addresses such topics as greenhouse gas emission reductions, High Performance Sustainable Buildings (HPSB), water use, and pollution prevention/waste elimination. DOE sites have been tasked to make progress toward goals established for 2015 and 2020. The benchmark for the HPSB 15% reduction is defined in Executive Order (E.O.) 13514 section 2(g).

Up to $100,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:

SRNS2014 LS-1.01	12/31/13	$100,000 – fee is earned by meeting all milestones.	a. Develop the FY14 Site Sustainability Plan for the Savannah River Site in accordance with the DOE-HQ annual guidance document by 12/31/13.
	1/31/14		b. Prepare the SRS Consolidated Energy Data Report (CEDR) in accordance with annual DOE-HQ guidance documentation by 1/31/14.
	9/30/14		c. Continue development of High Performance Sustainable Buildings (HPSB) Program objectives by completing the following activities: • Conduct lighting-specific walkdowns of facilities, to determine how to comply with the automated lighting controls objective associated required by the HPSB Guiding Principles and develop layouts summarizing how compliance will be achieved. Determine FY15 funding requirement to complete objective. • Complete metering objective by installation of meter and establishing monthly meter readings for all facilities in HPSB scope. • Update EPA Portfolio Manager database as needed to show status of HPSB objectives for all buildings

Acceptance Criteria

DOE-SR will validate the completion of the following milestones and document results in the Site Tracking, Analysis & Reporting (STAR) system:

a. Evaluate the FY14 SRS Annual Sustainability Plan and transmit the Plan to DOE-HQ for use in the DOE agency-wide Strategic Sustainability Performance Plan.
b. Evaluate the FY14 SRS Consolidated Energy Data Report and transmit the Report to DOE-HQ for use in DOE agency-wide data collection.
c. Evaluate documentation associated with the High Performance Sustainable Buildings Program including review of layouts that summarize compliance to program objectives and FY15 funding requirements.

Contract Output SRNS2014LS-02:

The Contractor shall develop and implement cost efficient approaches to reduce government

liability.

Description/Background/Justification:

Initiatives are needed to address site energy costs and infrastructure support of current and future missions. Site Services will also evaluate organizational practices to identify efficiency gains and cost improvements and achieve government liability reduction where appropriate.

Up to $300,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 LS-2.01	5/31/14	$150,000	Partnering with DOE in the negotiation of a new five-year contract with South Carolina Electric & Gas Company, including the following: • Participate with DOE in the contract development process and negotiation of terms and costs. • Provide financial analysis through evaluation of life cycle cost options for the contract.

Acceptance Critieria

DOE-SR will validate the completion of the following milestones and document results in the Site Tracking, Analysis & Reporting (STAR) system:

- Review SRNS Contract-involvement summary report
- Evaluate the effectiveness of SRNS involvement and recommendations concerning the development of the new contract and rate structure.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 LS-2.02	9/30/14	$150,000	Develop an Infrastructure Alignment Plan/Study that outlines infrastructure right sizing recommendations, including footprint reduction that will coincide with current and future missions, SRNS baseline operations and funding profile (e.g. facilities, roads, infrastructure systems, etc.) Implement infrastructure right-sizing recommendations as approved by DOE and as funding is available.

Acceptance Criteria

DOE-SR will validate the completion of the following milestones and document results in the Site Tracking, Analysis & Reporting (STAR) system:

- Perform walkdown of the targeted systems/processes for the scope.
- Evaluate effectiveness of recommendations.
- Validate evidence of implementation.

Contract Output SRNS2014LS-03:

The Contractor shall meet all SRNS agreed upon scheduled milestones to actively seek cost effective opportunities to reduce government liability and benefit the community through the DOE Asset Revitalization Initiatives and Programs.

Description/Background/Justification:

The identification, leveraging, revitalization, and disposition of site assets reduce EM liability, minimize lifecycle cost, and achieve Footprint reduction. Wherever it is cost effective, utilize the SRS Community Reuse Organization to provide additional opportunities to benefit the surrounding community. Site Services will continue to evaluate consolidation of facilities, services and functions for cost improvements.

Up to $110,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 LS-3.01	9/30/14	$110,000	Outsource the SRNS ESS Facilities Maintenance and ensure success by providing business and technical leadership.

Acceptance Criteria

DOE-SR will validate the completion of the following milestones and document results in the Site Tracking, Analysis & Reporting (STAR) system:

- Evaluate documentation defining transition process.
- Review and evaluate effectiveness of the transition support.

Contract Output SRNS2014LS-04:

The Contractor shall meet all SRNS agreed upon scheduled milestones to cost effectively maintain SRS plant systems, components, structures, and also improve maintenance processes to meet site missions and positively address deferred maintenance issues.

Description/Background/Justification:

Procedure Manual 1Y, *Conduct of Maintenance*, is established for effective management of plant systems, structures and components at the Savannah River Site. These standards comply with the requirements of the Department of Energy (DOE) Order 433.1B, Maintenance Management Program for DOE Nuclear Facilities. The requirements ensure a safe and cost effective maintenance program at SRS.

Up to $200,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014	9/30/14	$100,000	Continue the implementation of the Maintenance

LS-4.01			Paperless Work Package. Achieve 10% more EM paperless work packages completed in FY14 compared to the average of last four months in FY13 as baseline.

Acceptance Criteria

DOE-SR will validate the completion of the following milestones and document results in the Site Tracking, Analysis & Reporting (STAR) system:

- Randomly sample electronic work packages.
- Evaluate trending results for EM facilities.
- Evaluate Time & Cost savings documentation.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 LS-4.02	9/30/14	$100,000	Continue the implementation of the Preventive Maintenance (PM) optimization process. • Evaluate and incorporate Predictive Maintenance (PdM) in the process. • Demonstrate savings in overall efficiency gain.

Acceptance Criteria

DOE-SR will validate the completion of the following milestones and document results in the Site Tracking, Analysis & Reporting (STAR) system:

- Verify the PM baseline.
- Evaluate effectiveness of the optimization process.

Contract Output SRNS2014LS-05:

The Contractor shall sustain and/or modernize site facilities/infrastructure, provide quality Shops services to achieve mission goals/milestones and ensure a safe and secure workplace for all SRS personnel.

Description/Background/Justification:

The SRS infrastructure is approaching 60 years old. Over the past 10 years, funding for infrastructure repairs/replacement declined considerably due to budget challenges. The Critical Infrastructure Integrated Priority List (CIIPL) was implemented to identify the most critical projects for SRS. The Contractor will execute funded projects and provide quality Shops services to ensure a safe and secure workplace for all SRS personnel.

Up to $400,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 LS-5.01	9/30/14	$300,000	Execute Infrastructure modernization/ improvement Utility system projects, sustaining activities and

			liability reduction work scope (e.g. water systems, electrical distribution system, etc.).

Acceptance Criteria

DOE-SR will validate the completion of the following milestones and document results in the Site Tracking, Analysis & Reporting (STAR) system:

- Evaluate Summary Report and perform field walkdown of completed activities consistent with infrastructure IPL.
- Review Final Acceptance Inspection (FAI) documents or Work Packages of completed work scope.
- Before and after photographs of completed modernization work scope as feasible.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 LS-5.02	9/30/14	$100,000	• Evaluate the Critical Infrastructure Integrated Priority List (CIIPL) process and further improve the data content for better use as a tool for funding allocation. • Evaluate and report CIIPL effectiveness through an analysis of the disposition of CIIPL projects from the prior 3 years.

Acceptance Criteria

DOE-SR will validate the completion of the following milestones and document results in the Site Tracking, Analysis & Reporting (STAR) system:

- Evaluate CIIPL documentation.
- Review the updated CIIPL quarterly or as-needed.
- Evaluate data improvements.
- Evaluate CIIPL effectiveness report.

Contract Output SRNS2014LS-06:

Real Property Asset Management

The Contractor shall meet all SRNS agreed upon scheduled milestones by leveraging the Real Property Asset Management Program and Facility Information Management System (FIMS) data to effectively manage SRS infrastructure needs.

Description/Background/Justification:

SRNS will ensure compliance of DOE Order 430.1B Real Property Asset Management Program and implement DOE-HQ requirements for asset replacement value. The Facility Condition Assessment Survey (CAS) Inspections will continue in FY14. In addition, improvements to the accuracy of the SRS Actual Maintenance Cost Reporting Data will continue to be implemented for the HQ FIMS.

Up to $200,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 LS-6.01	9/30/14	$200,000.00	a. Evaluate and begin implementation of the Corrective Action Plan to more accurately capture SRS Actual Maintenance Cost Reporting. Subsequently, provide data input to support Site Planning integration. b. Demonstrate cost reduction and/or cost avoidance by: • Integrating impacts of ARRA project completion, site housing consolidation planning, workforce restructuring, site mission changes and lessons learned from Condition Assessment Survey (CAS) inspections into the RPAM SmartPlan (SRNS-RP-2011-00202). • Revise RPAM SmartPlan requirements to more cost effectively implement DOE Order 430.1B. • Evaluating Facility assessments conducted by other organizations (Engineering, maintenance, Operations, etc.) for CAS applicability. c. Leverage Real Property Asset Management Program (RPAM) for the Site, develop a tailored approach for the Replacement Value (RPV) of agreed upon unique/critical facilities and initiate implementation. d. Evaluate Facility Information Management System (FIMS) database and make recommendations for data improvements. Also, update and maintain information of over 2,000 FIMS real property records to ensure the data is accurate and reliable. e. Continue to perform CAS inspections to ensure SRS meets the facility condition assessment 5 year cycle.
Acceptance Criteria			

DOE-SR will validate the completion of the following milestones and document results in the Site Tracking, Analysis & Reporting (STAR) system:

a. Review the Actual Maintenance Corrective Action Plan and evaluate the Cost Reporting implementation. Review and evaluate the evidence of data input to Site Planning.

b. Review documentation that outlines the following:
   - Cost avoidance scenario(s) from the various integrated site impacts.
   - Assessment of cost avoidance as reported.
   - Revised Condition Assessment Survey Process that maximizes cost reduction and/or cost avoidance.

c. Evaluate RPV for H-Canyon, DWPF and SRNL 773-A Lab.

d. Review evidence of implementation – documentation in DOE-HQ FIMS records demonstrated by performance against metrics implementation schedule.

e. Review Condition Assessment Survey (CAS) Reports for the structures inspected in FY14. In addition, DOE-SR will perform field walk down on randomly selected completed facilities/structures and then verify that CAS data has been placed into the DOE-HQ Condition Assessment Information System (CAIS).

Contract Output SRNS2014LS-07:

Site Integrated Planning and Business Process Improvement

The Site Integrated Planning process integrates site mission planning and real property asset management. These recommendations and objectives will demonstrate improved linkage and dependencies at strategic, operational and tactical levels in support of the successful execution of the Site missions and landlord functions at SRS that includes support of all Site tenant organizations. Additionally, there will be a continued focus on improving crosscutting business processes that support the provision of services to Site missions.

Description/Background/Justification:

Execution of planned missions requires support from multiple functional organizations on site. Improving efficiency of crosscutting business processes required by these support groups will decrease cost and improve execution schedules. An additional goal is to improve those crosscutting processes.

Up to $100,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 LS-7.01	9/30/14	$100,000	Update the Land Use Plan to reflect the results of the DOE-SR Planning Process.

Acceptance Criteria

DOE will be provided / will review the following for validation:

- Final Draft of the revised plan for review and publication.

Contract Output SRNS2014LS-08:

Interface Management

The Contractor shall execute Interface Management with site tenants to deliver landlord services in support of mission execution.

Description/Background/Justification:

Effective implementation of site interface management process (necessary maintenance and communication of interface processes, procedures and agreements) results in the effective delivery of landlord services. This ensures an efficient process to support tenant site mission completion activities.

Annually the Interface Management Team develops a lessons learned regarding the interfaces of the tenants. These recommendations are the basis for the improvements defined in items 2 and 3.

Up to $100,000 of the allocated fee will be paid for this Contract Output.

Number	Date	Fee	Contract Output Completion Criteria:
SRNS2014 LS-8.01	9/30/14	$100,000	Improve the SRS Interface Management Process by supporting DOE in the implementation of the Site Policy Manual SRSPM 250.1.1B. Note: This improvement is defined in the 2013 Interface Management Lessons Learned developed by the Interface Management Team: 1. Providing support in developing a matrix of current contractor (SRNS, SRR, MOX, SWPF, WSI) applicability for each policy. 2. Provide suggested handling strategies for the major contract omissions (i.e. contract modification, policy modification…)

Acceptance Criteria

DOE-SR will review the Contractor Applicability Matrix and suggested handling strategies.

Performance Incentive Document

PID Number:	SRNS2014SUBJ	
Activity Name:	Management & Operations - Subjective	
WBS Number:	Various / Indirect	
Performance Period:	October 1, 2013 – September 30, 2014	
Allocated Fee:	$5,000,000	
Revision Number:	1	
Senior level manager:		Doug Hintze Assistant Manager Mission Support (AMMS)
Senior level supervisor/division manager:		Nick Delaplane

Contract Performance Outcome:

Nuclear Materials Management

The Contractor shall safely and effectively manage nuclear materials and facilities in accordance with applicable DOE Directives and requirements. Management of nuclear materials at SRS includes storage, operations and disposition.

Solid Waste

The Contractor shall manage the Solid Waste Program to safely and effectively prevent and/or minimize the generation of solid waste to include hazardous, low level, transuranic, mixed, and municipal sanitary wastes. The Contractor shall insure that the handling, treatment, storage, transportation and disposal of existing "legacy" and future solid waste is environmentally sound and in compliance with DOE Directives, and applicable regulations and requirements.

Soil and Water Remediation

The Contractor shall plan and safely execute a program that meets all regulatory commitments reflected in the SRS Federal Facility Agreement, Resource Conservation and Recovery Act (RCRA) permit and closure plans, settlement agreements, administrative orders, consent decrees, notices of violation(s), Memoranda of Agreements or other notices of direction from DOE and/or regulatory agencies.

Savannah River National laboratory (SRNL)

SRNL's three-fold mission is to enable the success of SRS operations; to provide technical leadership for future site missions; and to utilize its technical expertise to provide vital national and regional support in achieving the broader goals of DOE and the federal government in a safe manner. SRNL shall be operated as a defined work activity within the M&O contract structure so that it will be positioned to be responsive to future DOE requirements.

Sitewide ES&H Program

The Contractor shall conduct a comprehensive ES&H program that provides for the protection of workers, the public, and the environment. The Contractor shall include provisions for the protection of human health and safety and the environment in all activities for which it has contractual responsibilities.

Operations Support

The Contractor shall implement site-wide programs and coordinate their implementation with all site organizations. The Contractor shall provide technical support for all its activities and operations. The Contractor shall also provide technical support for other organizations as directed by the CO or as requested by other organizations and approved by the CO. Except as otherwise directed by the CO, services to other contractors generally do not extend to within their facilities or areas under the control of other tenant organizations.

Business Services

The Contractor shall provide general planning, management and administrative services for all its activities and for other organizations as directed by the CO.

Contract Output SRNS2014SUBJ-01:

This incentive is measured with an adjectival rating to measure technical performance, cost control, schedule performance and business relations / management for all of the fiscal year 2014 authorized scope.

This Contract Output will receive an adjectival grade and numerical score. In order to provide for consistency across the Complex, DOE-SR will use the five tier adjectival ratings and definitions set forth in FAR 16.4 described below.

Adjectival Rating	Percent of allocable fee	Definition
Excellent	91% - 100%	Contractor has exceeded almost all of the significant award-fee criteria and has met overall cost, schedule, and technical

		performance requirements of the contract as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
Very Good	76% - 90%	Contractor has exceeded many of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
Good	51% to 75%	Contractor has exceeded some of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
Satisfactory	1% to 50%	Contractor has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
Unsatisfactory	0%	Contractor has failed to meet overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.

Description/Background/Justification:

To achieve its vision and implement all desired management improvement efforts will require an organized, systematic approach to project execution. EM has developed and implemented the EM Program Management System (EMPMS) to clarify roles and responsibilities, to provide for more integrated operations, and to further establish a solid baseline for workforce planning.

The EMPMS is a performance-based management system. Performance-based management uses performance measurement information to help set agreed-upon performance goals, to allocate and prioritize resources, to inform managers so they can manage program activities to meet those goals, and to report on their status. It also offers opportunity to learn from any failures in performance and to continuously improve management practices.

The IPT, as identified in the PEMP, will conduct informal surveys of the following organizations in order to solicit feedback related to contractor performance in the areas of Business Relations, Technical Quality, Cost Control and Schedule (timeliness):

Assistant Manager for Infrastructure and Environmental Stewardship (AMIES)

Assistant Manager for Mission Support (AMMS)
- Assistant Manager for Integration and Planning (AMIP)
- Office of Acquisition Management (OAM)
- Office of Human Capital Management (OHCM)

Assistant Manager for Nuclear Material Stabilization Project (AMNMSP)
Assistant Manager for Waste Disposition Project (AMWDP)
Office of Field Chief Financial Officer (CFO)
Office of Chief Counsel (OCC)
Office of Civil Rights (OCR)
Office of External Affairs (OEA)
Office of Laboratory Oversight (OLO)
Office of Safety and Quality Assurance (OSQA)
Office of Safeguards, Security and Emergency Services (OSSES)

SRNS organizations will provide monthly self-assessments throughout the performance period to provide contractor feedback in cross-cutting areas of performance, such as safety, efficient use of trained and qualified human capital, quality, continuous improvement, cost effectiveness, timeliness of deliverables, compliance with contract, etc. The self-assessments will be used to measure and report contractor technical performance (quality of product/service), cost control, adherence to schedule, and business relations / management as these relate to the contractor support of the individual and collective DOE organizations. These self-assessments will be captured on the electronic web-based DOE Scorecard and used to facilitate enhanced communication between DOE-SR and SRNS.

These assessments are critical to record contract performance that is considered implicit, or subjective. Clear measures will be defined and consistent with standards of reporting contractor performance (FAR 42.15, FAR 15.3, FAR 9.1, and DEAR 909.1), The Federal Acquisition Streamlining Act of 1994, and the federal acquisition guide, chapter 42.15.

Subjective incentives use adjectival measures related to quality of service or product. The success of a contractor against subjective measures is determined by the government, which will consider the related conditions under which the work was performed and the contractor's specific performance as measured against the government's objective.

Customer service is an implicit performance expectation. Both federal and contractor employees will strive to reach mutual expectations and conduct beneficial communications in support of site missions.

Per contract clause H-33: PROVISIONAL PAYMENT OF INCENTIVE FEE, the contractor may request monthly provisional fee payments for up to 1/12th of 50% of the total subjective fee for the performance period. Provisional fee is not considered earned fee and is contingent upon a final fee determination by the Fee Determination Official.

Up to $5,000,000 of the allocated fee will be paid for this Contract Output.			
Number	**Date**	**Fee**	**Contract Output Completion Criteria:**
SRNS2014 SUBJ-1.01	9/30/14	$5,000,000	Provide a monthly report measuring trends and improvements in technical, cost, schedule performance and business relations / management activities. The report will include trending data and analysis of direct program (PBS) continuous improvement efforts, and cost performance of the Indirect cost pools (Essential Site Services and G&A).
Acceptance Criteria			
DOE-SR will review the contractor monthly report measuring technical, cost, schedule performance and business relations / management in accordance with site performance reporting to support the DOE-SR Contractor Performance Assessment Reporting (CPAR) requirements.			

Attachment D, NNSA Performance Incentive Documents for fiscal year 2014

Fiscal Year 2014
DOE/NNSA Strategic Performance Evaluation Plan (PEP) Template

FOR

MANAGEMENT AND OPERATION OF THE SAVANNAH RIVER SITE NNSA ACTIVITIES
By
Savannah River Nuclear Solutions, LLC

Contract Number: DE-AC09-08SR22470

Performance period: October 01, 2013 through September 30, 2014

11/14/13
Dennis J. Donati Date
Senior Vice President
NNSA Operations and Programs
Savannah River Nuclear Solutions, LLC

11/14/13
Douglas J. Dearolph Date
Field Office Manager
Savannah River Field Office
National Nuclear Security Administration

11/14/13
John W. Temple Date
Senior Vice President
Contracts Management
Savannah River Nuclear Solutions, LLC

11/14/13
Carol R. Elliott Date
Contracting Officer
Savannah River Field Office
National Nuclear Security Administration

INTRODUCTION

Savannah River Site is a facility owned by the United States Department of Energy (DOE), herein referenced as "Plant." It is managed by Savannah River Nuclear Solutions, LLC (SRNS). Pursuant to the terms and conditions of the Contract, and Clause H-27, Performance *Based Management and Oversight*, this Performance Evaluation Plan (PEP) sets forth the criteria in which SRNS' performance will be evaluated and upon which the determination of the amount of award fee earned shall be based. The available award fee amounts for FY 2014 are specified in Section B-2.3 and scope of work for NNSA as set forth in Section C-3.3 of Contract No. DE-AC09-08SR22470. This PEP promotes a strategic Governance and Oversight framework, for NNSA scope, based on prudent management of risk, accountability, transparency, and renewed trust. It has been written to implement the collective governance and oversight reform principles as expressed by the DOE/National Nuclear Security Administration (NNSA).

PERFORMANCE BASED APPROACH

The performance-based approach evaluates SRNS's performance through a set of performance objectives (PO). Each PO, and its associated Contributing Factors (CF) and Site Specific Outcomes (SSO) will be measured against authorized work and the respective outcomes, demonstrated performance, and impact to the DOE/NNSA mission. CFs and SSOs will be assessed in the aggregate to establish an adjectival performance rating for each Performance Objective. Notwithstanding the overall strategic framework, failure to achieve an individual SSO, the most important DOE/NNSA fiscal year objectives at the Plant, may limit the award-fee.

MISSION

Savannah River Nuclear Solutions, LLC shall furnish the necessary personnel, facilities, equipment, materials, supplies, and services (except those provided by the Government) to accomplish the Scope of Work. The Scope of Work under the Performance Based Management Contract is comprehensive in that the Contractor shall perform all necessary technical, operations and management functions to manage and operate SRS and perform the missions assigned to the site.

MISSION PERFORMANCE

Savannah River Nuclear Solutions is accountable for and will be evaluated on successfully executing program work in accordance with applicable DOE/NNSA safety and security requirements consistent with the terms and conditions of the Contract. Protection of worker and public safety, the environment, and security are essential and implicit elements of successful mission performance. Accordingly, the model for this PEP is to rely on SRNS's leadership to use appropriate DOE contractual requirements and recognized industrial standards based on consideration of assurance systems, and the related measures, metrics, and evidence. **Savannah River Nuclear Solutions is expected to manage in a safe, secure, efficient, effective, results-driven manner, with appropriate risk management and transparency to the government, while taking appropriate measures to minimize costs that do not compromise core objectives and mission performance.** Products are expected to be delivered on-schedule and within budget.

CONSIDERATION OF CONTEXT IN PERFORMANCE EVALUATION

The evaluation of performance will consider "context" such as unanticipated barriers (e.g., budget restrictions, rule changes, circumstances outside SRNS control), degree of difficulty, significant accomplishments, and other events that may occur during the performance period. Effective efforts by SRNS to quickly identify, self-report, and overcome or mitigate the impact of issues, barriers or other circumstances will also be a factor in evaluating performance. A significant safety or security event may result in an overall limitation to adjectival ratings.

PERFORMANCE RATING PROCESS

At the end of each of the first three quarters, DOE/NNSA will evaluate performance and provide feedback to SRNS highlighting successes and/or needed improvement. At the end of the year, an overall performance rating will be assigned for each PO using the table in Federal Acquisition Regulation Subpart 16.401(e) (3) yielding scores of Excellent, Very Good, Good, Satisfactory or Unsatisfactory. In general, performance objectives and contributing factors are written to reflect an overall adjectival performance level of **Good**. DOE/NNSA will consider the SRNS end of year self-assessment report in preparing the Performance Evaluation Report (PER) for the Fee Determining Official (FDO). The PER transmits the final recommendations on performance ratings and award fee earned for the award fee period of performance. The unilateral decision of the total award fee earned will be made by the FDO.

PEP CHANGE CONTROL

It is essential that a baseline of performance expectations be established at the beginning of the performance period to equitably measure performance, and that changes to that baseline are carefully managed. Any change to the PEP requires concurrence by the appropriate program office, NA-00 and the NNSA Senior Procurement Executive prior to the Field Office Manager and Contracting Officer signatures. While recognizing the unilateral rights of DOE/NNSA as expressed in contract clauses H-27, *Performance Based Management*, and (2) H-28, *Performance Incentives,* bilateral changes are the preferred method of change whenever possible.

FINAL DECISION

Prior to a final decision by the FDO the SRNS General Manager will have a face-to-face opportunity to provide a final presentation in support of strategic performance determination and direction of the enterprise.

TOTAL AVAILABLE AWARD FEE ALLOCATION

Performance Category	Performance Objective	% At-Risk Fee Allocation
Programs (NA-10 & FOM)	**PO-1:** Manage the Nuclear Weapons Mission	25%
Programs (NA-2 & FOM)	**PO-2:** Broader National Security Mission	12.5%
Programs (NA1.1 & FOM)	**PO-3:** Science, Technology, and Engineering and Other DOE Mission Objectives	12.5%
Operations & Mission Execution (NA-3 & FOM)	**PO-4:** Operations & Infrastructure	25%
Operations & Mission Execution (NA-1 & FOM)	**PO-5:** Leadership	25%

UNEARNED FEE

DOE/NNSA reserves the right to withdraw and redistribute DOE/NNSA unearned fees.

INNOVATIVE SOLUTIONS

Savannah River Nuclear Solutions will recommend innovative, science-based, systems-engineering solutions to the most challenging problems that face the nation and the globe. Savannah River Nuclear Solutions will also provide evidence to support programmatic needs and operational goals tempered by risk. DOE/NNSA will take into consideration all major functions contributing to mission success. In addition, SRNS is expected to recommend and implement innovative business and management improvement solutions that enhance efficiencies.

PO-1: Manage the Nuclear Weapons Mission – NA-10 & FOM - (At-Risk Fee: 25%)
Successfully execute Nuclear Weapons mission work in accordance with DOE/NNSA Priorities, Program Control Document and Deliverables, and Program Implementation Plans. Integrate across the Plant, while maintaining a DOE/NNSA enterprise-wide focus, to achieve greater impact on a focused set of strategic national security priorities. Provide defensible objective evidence.

Contributing Factors:

CF-1.1 Accomplish work as negotiated with program sponsors and partners, achieving the expected level of quality to ensure safe, secure, reliable weapon performance, transportation, and cost effective operations.

CF-1.2 Increase knowledge of the state of the stockpile, resulting from successful execution of the stockpile surveillance program and a robust scientific and engineering understanding for the delivery of the annual stockpile assessment.

CF-1.3 Execute deliveries for the stockpile work to meet limited-life component exchanges, and dismantlements.

CF-1.4 Demonstrate the application of new strategies, technologies, and scientific understanding to support stewardship of the existing stockpile and future stockpile needs.

CF-1.5 Sustain and strengthen unique science and engineering capabilities, facilities and essential skills to ensure current and future Nuclear Weapons mission requirements will be met.

CF-1.6 Execute W78/88-1 phase 6.2 activities, B61-12 phase 6.3 activities, and W88 ALT 370 phase 6.3 activities in accordance with the NNSA approved schedules.

Site Specific Outcomes:

- SSO1.1: Demonstrate the Tritium Programs Earned Value Management System (EVMS) (or comparable system) is implemented consistent with the B61 Project Control Systems Description and Implementation Schedule. Establish a site performance baseline and submit monthly project and earned value reporting consistent with NA-191 program management requirements. Sites are allowed to tailor EVMS implementation to account for program complexity, cost, and risks, subject to approval of the Federal Program Manager.
- SSO 1.2: Demonstrate the Tritium programs EVMS (or comparable system) is implemented consistent with the W78/88-1 Project Control Systems Description and Implementation Schedule. Sites are allowed to tailor EVMS implementation to account for program complexity, cost, and risks, subject to approval of the Federal Program Manager.

PO-2: Broader National Security Mission – NA-2 & FOM - (At-Risk Fee: 12.5%)
Successfully execute authorized broader national security mission work to include the Non-Proliferation, Emergency Operations and Counterterrorism missions as well as high-impact interagency work. Integrate across the Plant, while maintaining an NNSA enterprise-wide focus, to achieve greater impact on a focused set of strategic national security priorities. Provide defensible objective evidence.

Contributing Factors:

CF-2.1 Support efforts to remove, eliminate and minimize the use of proliferation-sensitive materials.

CF-2.2 Support efforts to safeguard and secure materials, technologies, and facilities.

CF-2.3 Support efforts to detect and prevent the illicit trafficking of nuclear/radiological materials, technology, information and expertise.

CF-2.4 Provide R&D technology solutions for treaty monitoring, minimizing the use of proliferation-sensitive materials, and the application of safeguards and security.

CF-2.5 Provide unique technical/policy solutions and develop programs/strategies to reduce nuclear/radiological dangers.

CF-2.6 Demonstrate effective operations and implementation of policy for mission success in support of emergency management, incident response and nuclear forensics mission support capability.

CF-2.7 Sustain and improve nuclear counterterrorism and counterproliferation science, technology, and expertise.

CF-2.8 Pursue and perform high-impact interagency work that strategically integrates with the DOE/NNSA mission, and leverages, sustains and strengthens unique science and engineering capabilities, facilities and essential skills in support of future national security mission requirements.

CF-2.9 Accomplish work within the budget profile, scope, cost, schedule, quality and risk negotiated with the program sponsors or partners.

Site Specific Outcome:

- SSO 2.1: Perform activities necessary in H-Canyon and HB-Line to produce plutonium oxide analyzed to be acceptable feedstock from non-pit plutonium currently stored in K-Area, in accordance with the requirements contained in the FY 14 Work Authorization and Execution Plan.
- SSO 2.2: Perform plutonium feed material characterization activities in accordance with the NNSA-approved plan for the non-pit plutonium material (AFS-1 and AFS-2) currently stored at SRS to demonstrate acceptability as feedstock and to support aqueous blend strategies in H-Canyon during operations. [MIFT Scope]

PO-3: Science, Technology, and Engineering (ST&E) and Other DOE Mission Objectives – NA-1.1 & FOM - (At-Risk Fee: 12.5%)

Successfully advance national security missions and advance the frontiers of ST&E in accordance with budget profile, scope, cost, schedule and risk while achieving the expected level of quality. Execute other DOE Mission Objectives for programs such as Environmental Management in accordance with the budget profile, scope, cost and schedule. Effectively manage Plant Directed Research and Development Programs (PDRD) to advance the frontiers of ST&E. Provide defensible objective evidence.

Contributing Factors:

- CF-3.1 Implement a research strategy that is clear and aligns discretionary investments (e.g., PDRD) with the research strategy and support DOE/NNSA priorities.
- CF-3.2 Ensure that research is relevant, enables the national security missions, and benefits DOE/NNSA and the nation.
- CF-3.3 Ensure that research is transformative, innovative, leading edge, high quality, and advances the frontiers of science and engineering.
- CF-3.4 Maintain a healthy and vibrant research environment that enhances technical workforce competencies and research capabilities.
- CF-3.5 Perform research to accomplish the high priority, multi-year research objectives, advance ST&E, and develop technologies for the public good through technology transfer.
- CF-3.6 Pursue and perform high impact work that strategically integrates with the DOE/NNSA mission, and leverages, sustains and strengthens unique science and engineering capabilities, facilities and essential skills in support of future national security mission requirements.
- CF-3.7 Accomplish work within the budget profile, scope, cost, schedule, risk, and quality negotiated with the program sponsors or partners.

Site Specific Outcome:

- None

PO-4: Operations & Infrastructure – NA-3 & FOM - (At-Risk Fee: 25%)

Effectively and efficiently manage the safe & secure operations of the Plant while maintaining an NNSA enterprise-wide focus; demonstrate accountability for mission performance and management controls; assure mission commitments are met with high-quality products and services; and maintain excellence as a 21st century government-owned, contractor-operated facility.

Contributing Factors:

- CF-4.1 Deliver effective, efficient, and responsive environment, safety and health (ES&H) management and processes.
- CF-4.2 Accomplish capital projects in accordance with scope, cost, and schedule baselines.
- CF-4.3 Deliver effective, efficient, and responsive physical, information and cyber security management and processes.
- CF-4.4 Maintain, operate and modernize the DOE/NNSA facilities, infrastructure, and equipment in an effective, energy efficient manner; including disposition of unneeded infrastructure and excess hazardous materials.
- CF-4.5 Deliver efficient, effective and responsible business operations and systems.
- CF-4.6 Deliver efficient and effective management of legal risk and incorporation of best legal practices.

Site Specific Outcome:

- SSO 4.1: Execute funded scope in support of the Tritium Responsive Infrastructure Modifications (TRIM) Program objectives, including up-front planning for the Tritium Centric Operations Project (TCOP) line item, per the FY14 Work Authorization and Execution Plan (WAEP).
- SSO 4.2: Complete construction and initiate startup testing of the Waste Solidification building project in accordance with approved cost and schedule baselines and related work scope as defined in the FY14 WAEP.

PO-5: Leadership -NA-1 & FOM - (At-Risk Fee: 25%)

Successfully demonstrate leadership in supporting the direction of the overall DOE/NNSA mission, the responsiveness of the SRNS leadership team to issues and opportunities for continuous improvement internally and across the Enterprise, and parent company involvement/commitment to the overall success of the Plant and the Enterprise.

Contributing Factors:

- CF-5.1 Define and implement a realistic strategic vision for the Plant, in alignment with the NNSA Strategic Plan, which demonstrates enterprise leadership and effective collaborations across the NNSA enterprise to ensure DOE/NNSA success.
- CF-5.2 Promote a culture of critical self-assessment and transparency across all areas; instill a culture of accountability, responsibility, and performance through the entire organization; and coordinate/communicate these key issues and concerns to DOE/NNSA leadership.
- CF-5.3 Demonstrate performance results through the institutional utilization of the Management Assurance System and the leveraging of parent company resources and expertise.
- CF-5.4 Work selflessly within the DOE/NNSA complex to develop, integrate, and implement enterprise solutions that maximize program outputs at best value to the government; identify innovative business and management solutions that greatly improve enterprise-wide efficiencies.
- CF-5.5 Exhibit professional excellence in performing roles/responsibilities while pursuing opportunities for continuous learning.