



FY 2020 Performance Evaluation Summary

Contractor: Triad National Security, LLC

Contract: 89233218CNA000001

Evaluation Period: October 1, 2019 through September 30, 2020

Basis of Evaluation: Fiscal Year (FY) 2020 Performance Evaluation and Measurement Plan (PEMP)

The FY 2020 PEMP for this contract is available at:

https://www.energy.gov/sites/prod/files/2020/11/f80/FY20%20Triad%20PEMP_Redacted.pdf

The Contract is available at: <https://www.energy.gov/nnsa/los-alamos-national-laboratory-contract>

Award Fee Scorecard

Goal	Rating		At Risk Available	Final
	Adjectival	Percent		
Goal-1: Mission Execution: Nuclear Weapons	Very Good	90%	\$8,933,536	\$8,040,182
Goal-2: Mission Execution: Global Nuclear Security	Excellent	95%	\$3,828,658	\$3,637,225
Goal-3: DOE & Strategic Partnership Projects Mission Objectives	Excellent	91%	\$ -0-	\$ -0-
Goal-4: Science, Technology & Engineering (ST&E)	Excellent	95%	\$ -0-	\$ -0-
Goal-5: Mission Enablement	Very Good	80%	\$7,657,317	\$6,125,854
Goal-6: Mission Leadership	Excellent	91%	\$5,104,878	\$4,645,439
Total Award Fee	Very Good	88%	\$25,524,389	\$22,448,700

In addition, the fixed fee and total fee summaries are provided below:

	Available	Final
Fixed Fee	\$20,019,128	\$20,019,128
SPP (Fixed Fee)	\$3,278,931	\$3,278,931
Total Fixed Fee	\$23,298,059	\$23,298,059
Total Fee (Award Fee and Fixed Fee)	\$48,822,448	\$45,746,759

The COVID-19 pandemic necessitated Triad transitioning approximately 85% of its workforce to telework who successfully conducted mission critical work demonstrating strong resilient management in crisis. Overall, Triad earned a Very Good rating for FY 2020, and an overall percentage rating of 88.0%, exceeding many of the objectives and key outcomes under the PEMP goals, meeting overall cost, schedule and technical performance requirements with accomplishments that greatly outweigh issues.

Accomplishments:

Goal 1

- The Laboratory is meeting objectives for executing mission-critical work and supporting stockpile activities.
- Triad supported completion of the last production unit for the W76-2 and provided excellent support for the B61-12, the W88 Alteration 370, the W88 ALT 940 program and numerous other ALTs but COVID-19 related impacts slowed the pace of work.
- The Laboratory made progress on preparation and execution of experiments at local firing sites and partner facilities.

- The Laboratory provided support to the Savannah River Site planning and design of its Plutonium Processing Facility.
- Triad exceeded planned deliverables for activities associated with the Material Recycle and Recovery program, including completing cleanout of Confinement Vessel Disposition (CVD) 9 and relocation of CVD 10.

Goal 2

- Provided critical support to high profile missions to remove disused radioactive sources.
- Provided excellent support for remediation efforts in FY20 for the May 2019 release of cesium-137 in Seattle including drafting an exemplary safety plan to allow remediation to continue.
- Triad, in space-based nuclear detonation detection, is performing at a high level as the lab lead to integrate one operational and one experimental payload onto a DoD satellite.
- Triad adapted well to the pandemic; sustaining readiness and developing novel and creative alternatives for retaining proficiency and support for Nuclear Emergency Search Team (NEST) programs.
- Triad continued to provide strong technical support to the U.S. High Performance Research Reactor Project for domestic development of Mo99.
- Los Alamos was successful in converting, processing, packaging and analyzing eight blend-lots of Pu as oxide from a nuclear device.
- Triad provided excellent technical and programmatic leadership of a diverse nuclear forensics venture team developing improved ways to gain information about a nuclear device.

Goal 3

- The Laboratory successfully performed high impact work of DOE and Strategic Partnership Projects, taking extraordinary actions to execute COVID-19 related projects and other mission-essential projects.
- The Laboratory exhibited noteworthy performance in their continued delivery of isotope products.
- The Laboratory successfully manufactured Two Pu Pucks in support of the Department of Homeland Security.
- Triad awarded and executed new high-impact projects in strategically significant areas.
- Triad successfully initiated and executed a formal risk review process for DOE/Feynman Center for Innovation programs, that provides the opportunity to self-critically and transparently identify and address programmatic risk and challenges.

Goal 4

- Triad exceeded expectations by enhancing technical workforce competencies, ensuring that research is transformative and relevant to national security missions.
- Laboratory scientists received a number of prestigious awards.
- Triad used historical data to discover parameters that better predict whether underground nuclear explosions will lead to late-time radioactive gas seepage and verification of nuclear test ban treaties.
- Triad leveraged innovative solutions to maintain a viable summer school program.
- Triad executed thirteen new Cooperative Research and Development Agreements or amendments.
- Triad added an additional Laboratory Directed Research and Development investment type that aligned with Laboratory priorities including COVID-19.

Goal 5

- Triad worked to de-inventory Transuranic waste containers from the site and increased shipping rates.
- Triad implemented a COVID-19 task force which ensured effective management of the pandemic.
- Triad made improvements in safety culture, conduct of operations systems, and safety basis.
- Triad performed significant work to re-establish the Wildland Fire Program.
- The Laboratory provided exemplary emergency response for legacy waste on DP Road, excellent removal and shipments of Type A quantity nuclear materials from Lovelace Biomedical Research Institute, and performed well on the Chemistry and Metallurgy Research Replacement project.
- Triad provided strong leadership and support for environmental compliance, with only minor issues.
- Triad delivered efficient and effective business operations and budget and financial performance.
- Triad provided exceptional support to the NSE Workforce Strategy Group with impactful initiatives.

- Triad met expectations on line item projects, with six meeting, one below, and three above expectations.

Goal 6

- Triad demonstrated excellence during the COVID-19 pandemic highlighted by effective personnel accounting and reporting processes, an online onboarding process, continued hiring, personal protective equipment and cleaning supply procurement, testing and analysis facilities, increased productivity, and effective telework policies.
- Triad launched a new mission, vision, and values statement to support long-term systematic changes.
- Triad employs an assurance practice that evaluates risks and issues Weapons and Global Security Program.
- Triad initiated several process improvements in material control and accountability efforts of improved collaboration.
- Triad demonstrated considerable leadership in its involvement with Defense Programs Science execution collaborations.
- Triad's investment in critical skills development is beginning to demonstrate operational improvements.
- Triad's Safety Culture initiatives demonstrate workforce/operational improvement and risk reduction.
- Improvement trends in alarm response and reporting demonstrate effective corrective action implementation and management's commitment to safety.

Issues:

Goal 1

- The Laboratory did not meet all scheduled Pit development builds but has improved process reliability
- The Laboratory needs to demonstrate advancements in efforts on the Advanced Sources and Detectors and Enhanced Capabilities for Subcritical Experiments projects in order for NNSA to have confidence these projects will be achieved.

Goal 3

- Triad experienced a glovebox breach which prevented them from making progress on the six FY19 Fueled Clads (FC) and the nine FY20 FC as well as completion of Hotpress (HP-4) installation.

Goal 5

- Triad did not always identify legacy issues before they manifested into security and maintenance issues.
- Triad was challenged in engineering quality management at facilities and encountered challenges in cyber security, IT Programs, and had improper access controls.
- Triad inconsistently delivered quality and signature ready documentation across the organization.
- Triad did not meet four of the six small business goals and struggled with some small business relationships.

Goal 6

- Triad's methods for validating effectiveness of assurance system processes are not completely effective but the lab has made improvements in quality, issues management and overall contractor assurance.
- Triad did not always bring all resources to bear to develop well defined technical solutions that stand-up to scrutiny, acting as a strong accountable leader defining and defending critical activity and project needs.