Fiscal Year 2027

DOE/NNSA Strategic Performance Evaluation and Measurement Plan

Consolidated Nuclear Security, LLC

MANAGEMENT AND OPERATION OF THE

Y-12 National Security Complex

Contract Number: DE-NA0001942

Performance Evaluation Period:

October 01, 2026 through September 30, 2027

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FY 2027 PERFORMANCE EVALUATION AND MEASUREMENT PLAN DOCUMENT REVISION HISTORY

Revision	Date	Change Description

INTRODUCTION

The Y-12 National Security Complex is a plant owned by the United States Government, under the custody of the Department of Energy (DOE), managed and operated by Consolidated Nuclear Security, LLC (CNS) herein referenced as "M&O Contractor." Pursuant to the terms and conditions of the Contract, this National Nuclear Security Administration (NNSA) Performance Evaluation and Measurement Plan (PEMP) sets forth the criteria by which NNSA will evaluate M&O Contractor's performance and upon which NNSA shall determine the amount of award fee earned. The available award fee amounts for FY 2027 are specified in Section B, *Supplies or Services and Prices/Costs*, of the Contract. The PEMP enables NNSA's evaluation of contractor performance, which relies on and is informed by NNSA's Site Governance Model (i.e., Supplemental Directive 226.1D, or its successor).

MISSION

The Y-12 mission supports national security programs through production of weapons components and parts; stockpile evaluation and maintenance; stockpile surveillance; dismantlement; and nuclear materials management, storage and disposition. Its primary mission is the manufacturing of modern secondaries, processing, and storage of highly enriched uranium.

MISSION PERFORMANCE

The M&O Contractor 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 workers and public safety, the environment, and security are essential and are implicit elements of successful mission performance. Accordingly, the M&O Contractor shall plan mission work with safety and security as integral to mission execution and meeting the affected programmatic goals. The model for this PEMP is to rely on M&O Contractor's leadership to use appropriate DOE contractual requirements and recognized industrial standards based on consideration of its assurance system and supporting measures, metrics, and evidence. **The M&O Contractor is expected to manage in a safe, secure, efficient, effective, and 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.**

PERFORMANCE RATING PROCESS

The M&O Contractor's performance will be evaluated through a set of Goals. Each Goal, its associated Subjective Evaluation Factors (SEF) and Key Outcomes (KOs) as applicable, will be measured against authorized cost, schedule, and technical performance based on respective outcomes, demonstrated success, and impact to DOE/NNSA mission.

The DOE/NNSA will review performance throughout the performance evaluation period and provide semiannual feedback to M&O Contractor. Sources of oversight data include, but are not limited to, DOE/NNSA formal assessments, Contractor self-assessments, internal and external audits, inspections, program and project reviews, operational awareness activities, and Contractor Assurance System.

The evaluation will be documented in a Performance Evaluation Report (PER) and will include the performance ratings and award fee earned for the subject performance evaluation period. The

DOE/NNSA will consider the Contractor's end-of-year self-assessment report in the performance evaluation.

For each Goal, the total available award fee is divided into two distinct and independent fee pools: a subjective fee pool evaluated against the SEFs, and an objective fee pool allocated to Key Outcomes (KO). The KO fee pool is further subdivided into specific, designated fee allocations for each individual KO under that Goal. Performance under the SEF pool will be assessed in the aggregate to determine the percentage of award fee earned for the SEF pool under the parent Goal. Performance for each KO will be evaluated independently; the earned fee for each individual KO will be determined based strictly on the Contractor's achievement of that KO's specific, measurable criteria.

The overall award fee rating and award fee earned will be determined by considering these components in the aggregate, including conditions under which performance was achieved (e.g. budget restrictions, rule changes), and the Contractor's effectiveness in managing or mitigating those conditions. Adjectival performance ratings will be determined in accordance with FAR 16.401(e)(3), yielding ratings of Excellent, Very Good, Good, Satisfactory, or Unsatisfactory, at the Goal and overall level.

Notwithstanding this framework, any performance failure in any Goal or mission enablement function (e.g. Environment, Safety, and Health, Safeguards and Security, or Emergency Management)—whether evaluated directly or inherently assessed as part of overall performance—may impact the overall rating and award fee earned. Dollar values and percentages contained in the PEMP are provided as guidelines for developing a recommendation of fee allocation to the Fee Determining Official (FDO). The final determination as to the amount of fee earned is a unilateral determination made by the FDO.

Independent of NNSA's performance evaluation and award fee determination, a safety or security event may result in a separate reduction to otherwise earned fee, fixed fee, profit, or other incentives pursuant to DEAR 970.5215-3, Conditional Payment of Fee, Profit, and Other Incentives – Facility Management Contracts.

PEMP 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 changes to that baseline are carefully managed. Nonetheless, unforeseen circumstances and/or changes in priorities may necessitate corresponding changes to individual PEMP(s). Any change to the PEMP, including adjustments or removal of KOs, requires concurrence by the appropriate field/program/functional office, the NNSA Senior Procurement Executive, and the FDO prior to the Field Office Manager and Contracting Officer signatures. While recognizing the unilateral rights of DOE/NNSA as expressed in the Contract terms and conditions, bilateral changes are the preferred method of change whenever possible.

FEE ALIGNMENT AND "AT-RISK" AWARD FEE ALLOCATION

This table is provided for information only and does not change the terms and conditions of the contract. All goals will receive an adjectival assessment as a part of the Corporate Performance Evaluation Process (CPEP).

Goal	At Risk Award Fee Percent	At Risk Award Fee
Goal-1: Nuclear Weapons	**40.00%**	**$ TBD**
Subjective Evaluation Factors (SEF)	*10.00%*	*$ TBD*
Key Outcomes	*30.00%*	*$ TBD*
Goal-2: Global Nuclear Security	**15.00%**	**$ TBD**
Subjective Evaluation Factors (SEF)	*13.00%*	*$ TBD*
Key Outcomes	*2.00%*	*$ TBD*
Goal-3: Infrastructure/Sustainment	**25.00%**	**$ TBD**
Subjective Evaluation Factors (SEF)	*15.00%*	*$ TBD*
Key Outcomes	*10.00%*	*$ TBD*
Goal-4: Leadership and Innovation	**20.00%**	**$ TBD**
Subjective Evaluation Factors (SEF)	*20.00%*	*$ TBD*
Key Outcomes	*0.00%*	*$ TBD*
Total	**100.00%**	**$ TBD**

The above template is applied to each field office using At-Risk Award Fee (AF) amounts established in each individual contract. The amounts are based on estimated values for FY 2027 and will change slightly as actual values are established using the FY 2027 budget. Amounts are rounded to the nearest whole dollar. Minor rounding differences may exist.

UNEARNED FEE

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

Goal 1: Nuclear Weapons

Successfully execute the cost, scope, and schedule of the Nuclear Stockpile mission work for Defense Programs in a safe and secure manner in accordance with DOE/NNSA priorities, Work Authorizations, and Execution/Implementation Plans.

Goal 1: Available Fee		
Total Available Fee	**40.00%**	**$ TBD**
Subjective Evaluation Factors (SEF)	10.00%	$ TBD
Key Outcomes	30.00%	$ TBD

Goal 1: Subjective Evaluation Factors (SEF)	
SEF-1.1	Provide knowledge, personnel, and capabilities to enable development of new and innovative materials, processes, and components to accelerate towards higher technology and manufacturing readiness levels and rate production. Successfully execute against approved implementation plans; maintain target cost parameters; leverage prototyping, modular and reusable design, and technology libraries; and achieve level 2 milestones. *Note: SEF 1.1 evaluates science and innovation in direct support of the Nuclear Weapons programs; general science and innovation not directly aligned with the Nuclear Weapons programs is evaluated under SEF 4.3.*
SEF-1.2	Plan and execute production sustainment and integration, nuclear enterprise assurance, and effective weapon quality assurance to ensure the Nuclear Security Enterprise optimizes production operations, minimizes quality escapes, and increases the resiliency of nuclear weapons, nuclear weapon production and sustainment activities within normal, abnormal, and adversarial environments well into the future. Successfully execute against approved implementation plans, maintain target cost parameters, and achieve level 2 milestones.
SEF-1.3	Maintain and enhance the safety, security, reliability, and performance of the U.S. nuclear weapon stockpile. Execute planning, development, certification, assessment/surveillance, production, and maintenance of the current U.S. nuclear weapon stockpile, including all associated documentation and hardware, consistent with mission and task assignments. Successfully execute against approved implementation plans, maintain target cost parameters and achieve level 2 milestones.
SEF-1.4	Execute stockpile modernization program scope to 1) achieve and maintain program delivery schedules; 2) lower risk to achieving First Production Unit (FPU), Last Production Unit (LPU), and program overbuilds; 3) improve supply chain execution. Successfully execute against approved implementation plans, maintain target cost parameters and achieve level 2 milestones.

Goal 1: Subjective Evaluation Factors (SEF)	
SEF-1.5	Develop and execute modernization strategies to ensure NNSA's strategic materials and component manufacturing capabilities will meet future nuclear weapons production requirements. Execute work focused on sustainment of existing capabilities, re-establishment of lost capabilities, deployment of new capabilities and technologies, and strategic investments to ensure timely material and component deliveries. Successfully execute against approved implementation plans, maintain target cost parameters, and achieve level 2 milestones.

Goal 1: Key Outcome Available Fee		
Goal 1 KO Available Fee	**30.00%**	**$ TBD**
KO 1.1 Fee	6.00%	$ TBD
KO 1.2 Fee	3.00%	$ TBD
KO 1.3 Fee	2.10%	$ TBD
KO 1.4 Fee	2.10%	$ TBD
KO 1.5 Fee	2.10%	$ TBD
KO 1.6 Fee	2.10%	$ TBD
KO 1.7 Fee	2.10%	$ TBD
KO 1.8 Fee	2.10%	$ TBD
KO 1.9 Fee	2.10%	$ TBD
KO 1.10 Fee	2.10%	$ TBD
KO 1.11 Fee	2.10%	$ TBD
KO 1.12 Fee	2.10%	$ TBD

Goal 1: Key Outcomes (KO)		
Goal 1 KO	**Language**	**Type**
KO-1.1	Achieve W80-4 System FPU by July 31, 2027. 100% of the fee associated with this goal is awarded if FPU is achieved on or before July 31, 2027. A fee reduction of 6% will occur for each week FPU is achieved after July 31, 2027. 50% of fee associated with this goal is awarded if FPU is achieved by September 30, 2027.	Graded
KO-1.2	Complete design, prototyping, testing, qualification, and assembly of 100%/80%/<80%* of the required Rapid Capability Project 2 weapon systems, per program plan, by September 30, 2027. 100% / 66.6% / 33.3% of fee respectively. *Delivery of <80% of planned product will be evaluated based on the nature of realized risks, effectiveness of recovery actions, and knowledge capture of lessons learned.	Graded

Goal 1: Key Outcomes (KO)		
KO-1.3	Complete technology development/maturation, programmatic, and pre-production milestones per program plan necessary to enable the W93 initial flight tests by September 30, 2027.	Pass/Fail
KO-1.4	Complete technology development/maturation, programmatic, and pre-production milestones per program plan necessary to enable the W87-1 Phase 6.4 authorization by September 30, 2027.	Pass/Fail
KO-1.5	Achieve Last Production Unit for the B61-13 Gravity bomb per Program Control Document (PCD) by July 30, 2027.	Pass/Fail
KO-1.6	Accelerate depleted uranium direct cast and direct alloying technologies for future production deployment. a. Direct Cast and Hot Isostatic Press (HIP) Shape 1 component by December 31, 2026. (Fee = 0.525%) b. Direct Cast and HIP Shape 2 component by December 31, 2026. (Fee = 0.525%) c. Direct Cast and HIP Shape 3 component for first full direct alloyed radiation case by September 30, 2027. (Fee = 0.525%) d. Achieve Beneficial Occupancy for Direct Cast/Direct Alloying furnace in Building 9998 and complete 4 Process Method Development Melts by September 30, 2027. (Fee = 0.525%)	Graded
KO-1.7	Complete joint qualification of the development Vacuum Arc Remelter (VAR) by September 30, 2027.	Pass/Fail
KO-1.8	Accelerate lithium technologies for future production deployment. a. Support achievement of Technology Readiness Level (TRL) 6 prescreening activities for the room temperature electrolytic cell technology developed at Argonne National Lab to establish viability for lithium production in ORIGNS and identify key gaps for future maturation at Y-12 by September 30, 2027. (Fee = 0.525%) b. Conduct machining and inspection demonstrations of near net shape components to validate manufacturability, reduce material waste, and mature downstream qualification pathways by September 30, 2027. (Fee = 0.525%) c. Submit Engineering Evaluation for failed part return Li 6 feed material into production to re-establish compositional uniformity, restore usable inventory, and reduce front end operational risk by September 30, 2027. (Fee = 0.525%) d. Propose a plan to qualify a portion of the cold-pressed and sintered feed material via sweetening with lithium metal to reestablish compositional uniformity, restore usable inventory, and reduce front end operational risk by September 30, 2027. (Fee = 0.525%)	Graded

Goal 1: Key Outcomes (KO)		
KO-1.9	Execute capability advancement activities for technology readiness of cold spray. a. Demonstrate successful coating of a high fidelity substrate with a near net shape coating by March 31, 2027. (Fee = 0.28%) b. Machine a high fidelity cold spray coated part or demonstrate back-machining is not required by June 30, 2027. (Fee = 0.28%) c. Inspect a high fidelity cold spray coated part with a down-selected inspection technique by July 31, 2027. (Fee = 0.29%) d. Achieve TRL 6 for cold spray by September 30, 2027. (Fee = 1.25%)	Graded
KO-1.10	Execute an integrated pre production storage capability, aligned with the Y-12 lithium pressed blank storage plan, by establishing the required storage timeline, infrastructure posture, and operational parameters necessary to support early material readiness. Concurrently, deliver 2,000 kg of lithium 6 metal to fulfill the pre production storage requirement by September 30, 2027.	Pass/Fail
KO-1.11	Achieve Special Materials Facility utility project beneficial occupancy by June 30, 2027.	Pass/Fail
KO-1.12	Complete all W93 microwave castings on the Uranium Processing Facility prototype microwave caster housed at the Teledyne Brown Test and Demonstration Facility per the Microwave Cast Manufacturing Readiness Test Plan by September 30, 2027.	Pass/Fail

Goal 2: Global Nuclear Security

Successfully execute the cost, scope, and schedule of the authorized global nuclear security mission work in a safe and secure manner to include the Defense Nuclear Nonproliferation, Nuclear Counterterrorism and Counterproliferation, and Incident Response missions in accordance with DOE/NNSA priorities, Work Authorizations, and Execution/Implementation Plans.

Goal 2: Available Fee		
Total Available Fee	**15.00%**	**$ TBD**
Subjective Evaluation Factors (SEF)	13.00%	$ TBD
Key Outcomes	2.00%	$ TBD

Goal 2: Subjective Evaluation Factors (SEF)	
SEF-2.1	Enhance global nuclear security by securing and preventing the trafficking of nuclear and radioactive materials through strengthening international security regimes, enhancing recipient organization capabilities, and delivering measurable progress towards permanent risk reduction. Successfully execute against and in accordance with annual implementation plans and associated program execution requirements, plans, and guidelines and maintain target costs.
SEF-2.2	Advance U.S. nuclear security objectives by driving innovation to develop, test, and where appropriate, transition enhanced technical capabilities to effectively detect, identify, locate, and characterize foreign nuclear material production and weapons development activities, movement and illicit diversion of special nuclear materials, and global nuclear detonations, while stewarding nonproliferation foundational competencies. Successfully execute against and in accordance with milestones and deliverables contained in life cycle plans and maintain target costs.
SEF-2.3	Deny terrorist and adversary state actors access to and the need for weapons-usable nuclear material by: minimizing highly enriched uranium in civilian applications, removing and eliminating at-risk nuclear materials internationally, and managing excess nuclear materials domestically, while leveraging innovative technical solutions and partnerships to provide nuclear materials for peaceful purposes. Successfully execute against and in accordance with annual implementation plans and associated program execution requirements, plans, and guidelines and maintain target costs.

Goal 2: Subjective Evaluation Factors (SEF)	
SEF-2.4	Strengthen national security and global nonproliferation by leading and advancing international nuclear safeguards, export controls, and verification capabilities to deny and detect nuclear proliferation, enable verifiable nuclear reductions, and ensure peaceful nuclear uses, while protecting U.S. civil nuclear infrastructure, critical supply chains, and emerging technologies, and anticipating future nonproliferation challenges. Successfully execute against and in accordance with annual implementation plans and associated program execution requirements, plans, and guidelines and maintain target costs.
SEF-2.5	Sustain and improve nuclear counterterrorism, counterproliferation, and forensics science, technology, expertise and associated Nuclear Emergency Support Team (NEST) capabilities; perform technical assessments in support of national security and public health and safety priorities; execute experimental and material characterization activities; maintain readiness, implement policies and procedures and execute operations for response and forensics missions, and execute Counterterrorism and Counterproliferation (CTCP) international priorities. Successfully execute against and in accordance with annual implementation plans and associated program execution requirements, plans, and guidelines and maintain target costs.

Goal 2: Key Outcome Available Fee		
Goal 2 KO Available Fee	**2.00%**	**$ TBD**
KO 2.1 Fee	1.00%	$ TBD
KO 2.2 Fee	1.00%	$ TBD

Goal 2: Key Outcomes (KO)		
Goal 2 KO	**Language**	**Type**
KO-2.1	Pack and deliver to BWXT NOG-L the remaining uranium scrap materials to meet a cumulative shipment total of at least 2,775 kgU / 496kg U-235 for recovery as oxide fuel feedstock in support of advanced reactors by March 31, 2027.	Pass/Fail
KO-2.2	Complete engineering specifications and release contract solicitations for all Process Block II systems by July 31, 2027 to continue competency stewardship activities for the Uranium Production and Weaponization Testbed Bridging Strategy.	Pass/Fail

Goal 3: Infrastructure

Effectively and efficiently manage the infrastructure lifecycle process to meet current and emerging national security challenges through integrated infrastructure planning, acquisition, and prioritization. For clarity, projects with separate award-fee structures are not considered under this Goal.

Goal 3: Available Fee		
Total Available Fee	**25.00%**	**$ TBD**
Subjective Evaluation Factors (SEF)	15.00%	$ TBD
Key Outcomes	10.00%	$ TBD

Goal 3: Subjective Evaluation Factors (SEF)	
SEF-3.1	Infrastructure Planning: Provide quality infrastructure planning services to sustain and modernize NNSA infrastructure for the Nuclear Security Enterprise of the future. Implement a comprehensive and integrated infrastructure prioritization and planning process to: identify infrastructure sustainment and modernization needs to support evolving mission demands and tempos; outline opportunities to leverage commercial construction practices and alternative acquisition approaches; leverage and mature early-stage project planning. Update planning data and mission needs in accordance with NNSA's Annual Infrastructure Planning Guidance. Provide cost and schedule estimates in accordance with established guidance to inform decision-making and ensure mission delivery. Industrial/commercial or commercial like projects should adopt commercial standards and practices to the maximum extent practicable, when appropriate, and adoption of these standards should be outlined and incorporated in early-stage project planning.
SEF-3.2	Infrastructure stewardship and sustainment: Provide quality infrastructure stewardship services, sustaining and operating Nuclear Security Enterprise infrastructure to deliver mission needs. Implement a robust infrastructure sustainment program to: assess infrastructure condition; perform predictive and preventive maintenance; and prioritize and address corrective maintenance needs to avoid or minimize mission disruption. Comply with NNSA real property assessment and reporting requirements. Ensure active facilities are operational and align with mission needs. Provide and maintain all necessary staffing, training, utilities, and operating procedures (including safety basis) to maximize operational efficiencies and support mission tempos and demands. Infrastructure maintenance and operations activities should adopt industrial/commercial standards when appropriate. Plan and perform excess facility disposition projects within established cost and schedule baselines and adhere to all disposition planning and execution requirements.

Goal 3: Subjective Evaluation Factors (SEF)	
SEF-3.3	Infrastructure Delivery and Acquisition: Effectively execute Capital Asset Line-Item Construction Projects, minor construction projects, capital equipment projects (including Major Items of Equipment), and real property acquisitions to deliver infrastructure to support NNSA mission needs now and into the future. Implement digital transformation applications and services into project designs when appropriate. Industrial/commercial or commercial-like projects should adopt commercial standards to the maximum extent practicable when appropriate, including project management and oversight, to drive cost and schedule efficiencies while not sacrificing construction quality. All projects must be executed in accordance with applicable building codes and standards unless otherwise expressly waived or exempted. • Adhere to cost, scope, and schedule baselines (including design performance baselines). • Achieve successful completion of all projects (scheduled for completion during the rating period). • Maintain a transparent and reliable performance monitoring system, deliver accurate status reports that clearly reflect actual project health and ensure that any emerging baseline deviations are communicated proactively alongside viable, data-driven recovery options. • Utilize risk management processes to proactively identify and mitigate risks, reducing potential impact including documentation of lessons learned.

Goal 3: Key Outcome Available Fee		
Goal 3 KO Available Fee	**10.00%**	**$ TBD**
KO 3.1 Fee	3.00%	$ TBD
KO 3.2 Fee	3.00%	$ TBD
KO 3.3 Fee	1.00%	$ TBD
KO 3.4 Fee	1.00%	$ TBD
KO 3.5 Fee	1.00%	$ TBD
KO 3.6 Fee	1.00%	$ TBD

Goal 3: Key Outcomes (KO)		
Goal 3 KO	**Language**	**Type**
KO-3.1	Complete placement, leveling, and anchoring of the Consolidation Glovebox in final location for the Direct Chip Melt Project prior to June 30, 2027.	Pass/Fail
KO-3.2	Completion of Factory Acceptance Testing of all four Coordinate Measuring Machine integrated complexes for the Lithium Processing Facility Project by April 15, 2027, including rectification and closure of all "A-punchlist" items identified during the FATs.	Pass/Fail
KO-3.3	Mobilize and initiate field construction for the following three projects by September 30, 2027: • New West End Production Change House • Building 9204-02E South Fire and Potable Water Laterals Replacement • Area 5 Loop Failed Utility and Power Pole Replacements	Pass/Fail
KO-3.4	Achieve Project Beneficial Occupancy milestone for the following recapitalization projects: • Y-12 Area 5 Pole Loop Sectional Switches Installation by March 1, 2027 • Y-12 Building 9423 Facility Conversion by September 30, 2027	Pass/Fail

Goal 3: Key Outcomes (KO)		
KO-3.5	Support execution of the first phase of Lithium Processing Facility (LPF) and Agile Radiation Case Campus (ARCC) by completing timely technical reviews, enabling uninterrupted construction site access, developing commercial acceptance plans, and providing site integration support needed to maintain commercial-standard cost and schedule performance by September 30, 2027, and establish the General Access Areas for ARCC by January 1, 2027 and LPF by May 31, 2027.	Pass/Fail
KO-3.6	Predictive Maintenance - Transition site asset management from a reactive to a predictive model through targeted implementation of modern operational technology and Predictive Maintenance (PdM) program enhancements to enable real-time monitoring and reduce unplanned downtime. 1. Install new Predictive Maintenance continuous monitoring installations on a minimum of 24 Structures, Systems, or Components (SSCs), subject to the following criteria: (1) At least ten of the selected SSCs must directly support the reliability of Production Limiting Equipment. (2) Consolidated Nuclear Security must formally document strategies and procedures defining how the resulting continuous monitoring data will be monitored, utilized for maintenance decisions, and reported. This must be achieved by August 31, 2027. (Fee = 0.50%) 2. Successfully integrate and display Pine Ridge Substation critical operational data (including breaker status and alarms) for remote monitoring by the Power Operations Shift Manager and the Operations Center by January 31, 2027. (Fee = 0.15%) 3. Successfully repair the automatic level control system for the East and West water towers, restoring all functionality for the system as originally designed, including remote alarming and monitoring capabilities, by November 30, 2026. (Fee = 0.15%) 4. Transition the Y-12 site potable water distribution systems to an electronic configuration tracking and management system. The system must allow simulation of downstream effects of valve position changes, such as determining which facilities are impacted, by September 30, 2027. (Fee = 0.20%)	Graded

Goal 4: Leadership and Innovation

Drive enterprise-wide advancements through strategic leadership, scientific discovery, and operational innovation, enabling the NNSA to accelerate mission delivery, enhance national security, and sustain its position as a world-class nuclear enterprise.

Goal 4: Available Fee		
Total Available Fee	**20.00%**	**$ TBD**
Subjective Evaluation Factors (SEF)	20.00%	$ TBD
Key Outcomes	0.00%	$ TBD

Goal 4: Subjective Evaluation Factors (SEF)	
SEF-4.1	**Cultivate a Top-Tier Enterprise <u>Workforce</u>** Implement strategies for workforce development and talent management designed to accelerate mission delivery, resulting in [***attraction and retention of a qualified workforce that meets essential mission staffing requirements (Good)*** / ***an increase in filling critical skills for the future (such as AI-readiness) to ensure zero workforce-related delays to mission milestones (Very Good)*** / ***a decrease in attrition among critical/hard-to-fill scientific and technical roles, coupled with increased workforce flexibility and AI adoption, to address emerging national security missions without impacting baseline operations (Excellent)***], thereby ensuring NNSA has a mission-ready workforce.
SEF-4.2	**NNSA Strategic Vision Implementation - Driving Enterprise <u>Cultural Change</u> for Accelerated Mission Delivery** Demonstrate mission enablement and delivery by ***developing [Good]***, ***implementing [Very Good]***, and ***continuously enhancing [Excellent]*** strategies to accelerate missions across the enterprise — operate the complex as a fully integrated system with shared accountability and measurable reductions in cost, schedule, and risk, all driven by urgency, exemplifying organizational leadership in transformation and accountability.
SEF-4.3	**Demonstrate Advancement in <u>Atomic Science</u>** Demonstrate [***a direct and measurable contribution (Good)*** / ***significant and impactful direct and measurable contributions (Very Good)*** / ***transformative and pioneering direct and measurable contributions (Excellent)***] to advancing the nation's science capabilities. This can be shown by pioneering foundational scientific concepts, by enabling complex, data-rich experiments, or by fabricating and evaluating the high-fidelity hardware that validates new theories and models. *Note: SEF 4.3 evaluates general science and innovation not directly aligned with the Nuclear Weapons programs; science and innovation in direct support of the Nuclear Weapons programs is evaluated under SEF 1.1.*

Goal 4: Subjective Evaluation Factors (SEF)	
SEF-4.4	**Transforming Digital Engineering: Driving Quantifiable Performance for Mission Delivery** Work as a cohesive team across the Nuclear Security Enterprise, aligning with IT/cybersecurity frameworks, NA-IM Strategic Program Execution Guidance, and the Digital Engineering (DE) Program Management Office's (DE PMO) plan to ***[Actively implement baseline DE principles at the site level to optimize local product design, production, and business practices (Good) / establish clear baseline metrics for implementing the DE actions from the DE PMO plan (Very Good) / Strategically lead and institutionalize the concurred plan across the enterprise, streamline cybersecurity authorizations for digital tools, and demonstrate measurable gains in mission velocity, design-to-production integration, and sustainment capabilities (Excellent)***]**.**
SEF-4.5	**Accelerate Mission Delivery Through Artificial Intelligence (AI)-Enabled Transformation** Work as a cohesive team across the Nuclear Security Enterprise (NSE) to develop and submit for NNSA concurrence comprehensive project plans that advance the Genesis Mission National Science and Technology Challenges, NNSA AI Strategy, NNSA AI and Data Governance Implementation Plan, and NNSA AI Infrastructure Plan. [***Actively implement baseline Genesis/AI principles at the site level to optimize mission delivery (Good) / develop and obtain NNSA concurrence on comprehensive, integrated NSE-wide Genesis and AI Plans in strategic collaboration with NNSA and the L/P/S, establishing clear baseline metrics for mission delivery (Very Good) / Institutionalize the concurred plans across the enterprise, actively partnering with NNSA to accelerate mission delivery (Excellent)***]**.**
SEF-4.6	**Accelerate Mission Delivery through Advanced Manufacturing Collaboration** Leverage advanced manufacturing capabilities to drive innovation in production and fabrication processes for nuclear weapon components. This includes the application of state-of-the-art additive manufacturing, precision machining, artificial intelligence tools, and digital process controls to [***improve (Good) / significantly improve (Very Good) / drive transformative improvements in (Excellent)***] production efficiency, component quality, and system reliability.
SEF-4.7	**Drive Operational Innovation, Efficiency, and Strategic Reinvestment** Coordinate with federal field and headquarters stakeholders to [***identify (Good) / execute (Very Good) / urgently institutionalize (Excellent)***] innovative operational improvements of indirect activities, enhancing spend efficiency, accelerating mission delivery, and prioritizing work in alignment with NNSA strategic initiatives, thereby directly enabling strategic reinvestment into NNSA initiatives and advancing overall enterprise capabilities.

FAR 16.401(e)(3) AWARD FEE ADJECTIVAL RATINGS

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 in the aggregate 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 in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
Good	51% - 75%	Contractor has exceeded some of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
Satisfactory	No greater than 50%	Contractor has met overall cost, schedule, and technical performance requirements of the contract in the aggregate 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 in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.