

PART III – LIST OF DOCUMENTS, EXHIBITS, AND OTHER ATTACHMENTS

SECTION J, APPENDIX E

SMALL BUSINESS SUBCONTRACTING PLAN

PANTEXAS DETERRENCE, LLC

SMALL BUSINESS SUBCONTRACTING PLAN

PanTeXas Deterrence, LLC (PXD) has developed this Small Business Subcontracting Plan following the criteria prescribed in FAR 52.219-9(d) (OCT 2022) including all applicable requirements as stated in the clause.

PXD is committed to subcontracting meaningful work scopes to small businesses (SB) as part of its operational efforts, with a substantive preference toward subcontracting with local and regional community SBs. PXD's is committed to ensuring that SBs participate in meaningful work to deliver the site's mission. SB work scope will support project goals, positively impact the local and regional communities, and provide a framework to grow and expand SB enterprises. Our three pre-selected teaming SB subcontractors and two proposed Mentor Protégés will participate in substantial mission support areas while enabling PXD to achieve NNSA goals.

Solicitation Number: 89233222RNA000004

Contractor Name: PanTeXas Deterrence, LLC

Contractor Address: 800 Main Street
Lynchburg, Virginia 24504-1566
United States

Approximate Value of Contract (including all priced options): Estimated: \$30,090,600,000

Contract Period of Performance (including option periods): From Notice To Proceed (FY 2025) through Fiscal Year 2045

Type of Plan

- (X) Individual Subcontracting Plan (A subcontracting plan that covers the entire contract period (including option periods), applies to a specific contract, and has goals that are based on the planned subcontracting.)
- () Master Subcontracting Plan (A subcontracting plan that contains all the required elements of an individual subcontracting plan for which includes goals have been developed for this specific contract and will be renewed a minimum of every three years.)
- () Commercial Plan (A subcontracting plan covering a fiscal year and applies to an entire production of commercial products/ services sold by the company or a portion thereof.)

(1) GOALS

PanTeXas Deterrence, LLC (PXD) states our Small Business (SB) subcontracting goals that will go to all SB concerns, including Historically Underutilized Business Zone (HUBZone) SB concerns, Small Disadvantaged Business (SDB) concerns, Woman- Owned SB (WOSB) concerns, Veteran-Owned SB (VOSB) concerns, and Service-Disabled Veteran-Owned SB (SDVOSB) concerns.

PXD proposes the SB goals as shown in the Goals Tables presented below for each of the base years (5 tables), subtotal of all base contract years (1 table), each option period (3 tables), subtotal for all option periods, (1 table) and total base and option periods combined (1 table). Goals are expressed as a percentage of total planned subcontracting dollars and as a percentage of total contract dollars that will go to all types of SB concerns.

GOALS TABLES

Base Contract Period/Year 1

Approximate Contract Period Value: \$1,236,400,000
 Total Value of all planned subcontracting: \$309,100,000

Base Period Year 1	(%) Total Planned Subcontracting Dollars	(%) Total Contract Dollars	Notes
a. SB	67%	16.75%	Includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB, ANCs, and Indian tribes when applicable.
b. VOSB	6%	1.5%	
c. SDVOSB	3%	0.75%	
d. HUBZone	10%	2.5%	
e. SDB	13.0%	3.25%	Includes ANCs and Indian tribes
f. WOSB	8.0%	2%	

Base Contract Period/Year 2

Approximate Contract Period Value: \$1,266,500,000
 Total Value of all planned subcontracting: \$316,625,000

Base Period Year 2	(%) Total Planned Subcontracting Dollars	(%) Total Contract Dollars	Notes
a. SB	67%	16.75%	Includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB, ANCs, and Indian tribes when applicable.
b. VOSB	6%	1.5%	
c. SDVOSB	3%	0.75%	
d. HUBZone	10%	2.5%	
e. SDB	13%	3.25%	Includes ANCs and Indian tribes
f. WOSB	8%	2%	

Base Contract Period/Year 3

Approximate Contract Period Value: \$1,286,600,000
 Total Value of all planned subcontracting: \$321,650,000

Base Period Year 3	(%) Total Planned Subcontracting Dollars	(%) Total Contract Dollars	Notes
a. SB	67%	16.75%	Includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB, ANCs, and Indian tribes when applicable.
b. VOSB	6%	1.50%	
c. SDVOSB	3%	0.75%	
d. HUBZone	10%	2.5%	
e. SDB	13%	3.25%	Includes ANCs and Indian tribes
f. WOSB	8%	2%	

Contract Period/Year 4

Approximate Contract Period Value: \$1,316,700,000
 Total Value of all planned subcontracting: \$329,175,000

Base Period Year 4	(%) Total Planned Subcontracting Dollars	(%) Total Contract Dollars	Notes
a. SB	67%	16.75%	Includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB, ANCs, and Indian tribes when applicable.
b. VOSB	6%	1.50%	
c. SDVOSB	3%	0.75%	
d. HUBZone	10%	2.5%	
e. SDB	13%	3.25%	Includes ANCs and Indian tribes
f. WOSB	8%	2%	

Contract Period/Year 5

Approximate Contract Period Value: \$1,336,800,000
 Total Value of all planned subcontracting: \$334,200,000

Base Period Year 5	(%) Total Planned Subcontracting Dollars	(%) Total Contract Dollars	Notes
a. SB	67%	16.75%	Includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB, ANCs, and Indian tribes when applicable.
b. VOSB	6%	1.50%	
c. SDVOSB	3%	0.75%	
d. HUBZone	10%	2.5%	
e. SDB	13%	3.25%	Includes ANCs and Indian tribes
f. WOSB	8%	2%	

Subtotal, Base Contract Period – All Years

Approximate Contract Period Value: \$6,443,000,000
 Total Value of all planned subcontracting: \$1,610,750,000

Base Period Total	(%) Total Planned Subcontracting Dollars	(%) Total Contract Dollars	Notes
a. SB	67%	16.75%	Includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB, ANCs, and Indian tribes when applicable.
b. VOSB	6%	1.50%	
c. SDVOSB	3%	0.75%	
d. HUBZone	10%	2.5%	
e. SDB	13%	3.25%	Includes ANCs and Indian tribes
f. WOSB	8%	2%	

Option Period 1 (Years 6 – 10)

Approximate Contract Period Value: \$7,115,500,000
 Total Value of all planned subcontracting: \$1,778,875,000

Option Period 1	(%) Total Planned Subcontracting Dollars	(%) Total Contract Dollars	Notes
a. SB	67%	16.75%	Includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB, ANCs, and Indian tribes when applicable.
b. VOSB	6%	1.50%	
c. SDVOSB	3%	0.75%	
d. HUBZone	10%	2.5%	
e. SDB	13%	3.25%	Includes ANCs and Indian tribes
f. WOSB	8%	2%	

Option Period 2 (Years 11 – 15)

Approximate Contract Period Value: \$7,848,600,000

Total Value of all planned subcontracting: \$1,962,150,000

Option Period 2	(%) Total Planned Subcontracting Dollars	(%) Total Contract Dollars	Notes
a. SB	67%	16.75%	Includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB, ANCs, and Indian tribes when applicable.
b. VOSB	6%	1.50%	
c. SDVOSB	3%	0.75%	
d. HUBZone	10%	2.5%	
e. SDB	13%	3.25%	Includes ANCs and Indian tribes
f. WOSB	8%	2%	

Option Period 3 (Years 16 – 20)

Approximate Contract Period Value: \$8,683,500,000

Total Value of all planned subcontracting: \$2,170,875,000

Option Period 3	(%) Total Planned Subcontracting Dollars	(%) Total Contract Dollars	Notes
a. SB	67%	16.75%	Includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB, ANCs, and Indian tribes when applicable.
b. VOSB	6%	1.50%	
c. SDVOSB	3%	0.75%	
d. HUBZone	10%	2.5%	
e. SDB	13%	3.25%	Includes ANCs and Indian tribes
f. WOSB	8%	2%	

Subtotal, All Option Periods

Approximate Contract Period Value: \$23,647,600,000
 Total Value of all planned subcontracting: \$5,911,900,000

All Option Periods Total	(%) Total Planned Subcontracting Dollars	(%) Total Contract Dollars	Notes
a. SB	67%	16.75%	Includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB, ANCs, and Indian tribes when applicable.
b. VOSB	6%	1.50%	
c. SDVOSB	3%	0.75%	
d. HUBZone	10%	2.5%	
e. SDB	13%	3.25%	Includes ANCs and Indian tribes
f. WOSB	8%	2%	

Base and Option Periods Combined

Approximate Contract Period Value: \$30,090,600,000
 Total Value of all planned subcontracting: \$7,522,650,000

Base and Option Periods Total	(%) Total Planned Subcontracting Dollars	(%) Total Contract Dollars	Notes
a. SB	67%	16.75%	Includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB, ANCs, and Indian tribes when applicable.
b. VOSB	6%	1.50%	
c. SDVOSB	3%	0.75%	
d. HUBZone	10%	2.5%	
e. SDB	13%	3.25%	Includes ANCs and Indian tribes
f. WOSB	8%	2%	

(2) STATEMENT OF DOLLARS

The following dollar values correspond to the percentage goals presented in the Goals Tables.

Base Contract Period/Year 1 (Approximate Dollar Value: \$1,236,400,000)

Total planned subcontracting dollars	\$309,100,000
a. Dollars planned to be subcontracted to SB (includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB)	\$207,097,000
b. Dollars planned to be subcontracted to VOSB	\$18,546,000
c. Dollars planned to be subcontracted to SDVOSB	\$9,273,000
d. Dollars planned to be subcontracted to HUBZone SB	\$30,910,000
e. Dollars planned to be subcontracted to SDB (includes ANCs and Indian tribes)	\$40,183,000
f. Dollars planned to be subcontracted to WOSB	\$24,728,000

Base Contract Period/Year 2 (Approximate Dollar Value: \$1,266,500,000)

Total planned subcontracting dollars	\$316,625,000
a. Dollars planned to be subcontracted to SB (includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB)	\$212,138,750
b. Dollars planned to be subcontracted to VOSB	\$18,997,500
c. Dollars planned to be subcontracted to SDVOSB	\$9,498,750
d. Dollars planned to be subcontracted to HUBZone SB	\$31,662,500
e. Dollars planned to be subcontracted to SDB (includes ANCs and Indian tribes)	\$41,161,250
f. Dollars planned to be subcontracted to WOSB	\$25,330,000

Base Contract Period/Year 3 (Approximate Dollar Value: \$1,286,600,000)

Total planned subcontracting dollars	\$321,650,000
a. Dollars planned to be subcontracted to SB (includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB)	\$215,505,500
b. Dollars planned to be subcontracted to VOSB	\$19,299,000
c. Dollars planned to be subcontracted to SDVOSB	\$9,649,500
d. Dollars planned to be subcontracted to HUBZone SB	\$32,165,000
e. Dollars planned to be subcontracted to SDB (includes ANCs and Indian tribes)	\$41,814,500
f. Dollars planned to be subcontracted to WOSB	\$25,732,000

Base Contract Period/Year 4 (Approximate Dollar Value: \$1,316,700,000)

Total planned subcontracting dollars	\$329,175,000
a. Dollars planned to be subcontracted to SB (includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB)	\$220,547,250
b. Dollars planned to be subcontracted to VOSB	\$19,750,500
c. Dollars planned to be subcontracted to SDVOSB	\$9,875,250
d. Dollars planned to be subcontracted to HUBZone SB	\$32,917,500
e. Dollars planned to be subcontracted to SDB (includes ANCs and Indian tribes)	\$42,792,750
f. Dollars planned to be subcontracted to WOSB	\$26,334,000

Base Contract Period/Year 5 (Approximate Dollar Value: \$1,336,800,000)

Total planned subcontracting dollars	\$334,200,000
a. Dollars planned to be subcontracted to SB (includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB)	\$223,914,000
b. Dollars planned to be subcontracted to VOSB	\$20,052,000
c. Dollars planned to be subcontracted to SDVOSB	\$10,026,000
d. Dollars planned to be subcontracted to HUBZone SB	\$33,420,000
e. Dollars planned to be subcontracted to SDB (includes ANCs and Indian tribes)	\$43,446,000
f. Dollars planned to be subcontracted to WOSB	\$26,736,000

Subtotal, Base Contract Period – All Years (Approximate Dollar Value: \$6,443,000,000)

Total planned subcontracting dollars	\$1,610,750,000
a. Dollars planned to be subcontracted to SB (includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB)	\$1,079,202,500
b. Dollars planned to be subcontracted to VOSB	\$96,645,000
c. Dollars planned to be subcontracted to SDVOSB	\$48,322,500
d. Dollars planned to be subcontracted to HUBZone SB	\$161,075,000
e. Dollars planned to be subcontracted to SDB (includes ANCs and Indian tribes)	\$209,397,500
f. Dollars planned to be subcontracted to WOSB	\$128,860,000

Option Period 1 – Years 6 – 10 (Approximate Dollar Value: \$7,115,500,000)

Total planned subcontracting dollars	\$1,778,875,000
a. Dollars planned to be subcontracted to SB (includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB)	\$1,191,846,250
b. Dollars planned to be subcontracted to VOSB	\$106,732,500
c. Dollars planned to be subcontracted to SDVOSB	\$53,366,250
d. Dollars planned to be subcontracted to HUBZone SB	\$177,887,500
e. Dollars planned to be subcontracted to SDB (includes ANCs and Indian tribes)	\$231,253,750
f. Dollars planned to be subcontracted to WOSB	\$142,310,000

Option Period 2 – Years 11 – 15 (Approximate Dollar Value: \$7,848,600,000)

Total planned subcontracting dollars	\$1,962,150,000
a. Dollars planned to be subcontracted to SB (includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB)	\$1,314,640,500
b. Dollars planned to be subcontracted to VOSB	\$117,729,000
c. Dollars planned to be subcontracted to SDVOSB	\$58,864,500
d. Dollars planned to be subcontracted to HUBZone SB	\$196,215,000
e. Dollars planned to be subcontracted to SDB (includes ANCs and Indian tribes)	\$255,079,500
f. Dollars planned to be subcontracted to WOSB	\$156,972,000

Option Period 3 – Years 16 – 20 (Approximate Dollar Value: \$8,683,500,000)

Total planned subcontracting dollars	\$2,170,875,000
a. Dollars planned to be subcontracted to SB (includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB)	\$1,454,486,250
b. Dollars planned to be subcontracted to VOSB	\$130,252,500
c. Dollars planned to be subcontracted to SDVOSB	\$65,126,250
d. Dollars planned to be subcontracted to HUBZone SB	\$217,087,500
e. Dollars planned to be subcontracted to SDB (includes ANCs and Indian tribes)	\$282,213,750
f. Dollars planned to be subcontracted to WOSB	\$173,670,000

Subtotal, All Option Periods (Approximate Dollar Value: \$23,647,600,000)

Total planned subcontracting dollars	\$5,911,900,000
a. Dollars planned to be subcontracted to SB (includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB)	\$3,960,973,000
b. Dollars planned to be subcontracted to VOSB	\$354,714,000
c. Dollars planned to be subcontracted to SDVOSB	\$177,357,000
d. Dollars planned to be subcontracted to HUBZone SB	\$591,190,000
e. Dollars planned to be subcontracted to SDB (includes ANCs and Indian tribes)	\$768,547,000
f. Dollars planned to be subcontracted to WOSB	\$472,952,000

Total, Base and Option Periods Combined (Approximate Dollar Value: \$30,090,600,000)

Total planned subcontracting dollars	\$7,522,650,000
a. Dollars planned to be subcontracted to SB (includes HUBZone SB, SDB, WOSB, VOSB, SDVOSB)	\$5,040,175,500
b. Dollars planned to be subcontracted to VOSB	\$451,359,000
c. Dollars planned to be subcontracted to SDVOSB	\$225,679,500
d. Dollars planned to be subcontracted to HUBZone SB	\$752,265,000
e. Dollars planned to be subcontracted to SDB (includes ANCs and Indian tribes)	\$977,944,500
f. Dollars planned to be subcontracted to WOSB	\$601,812,000

(3) DESCRIPTION OF PRINCIPAL TYPES OF SUPPLIES AND SERVICES TO BE SUBCONTRACTED AND TYPES OF BUSINESSES SUPPLYING THEM

The table below presents a partial list of currently identified opportunities and principal supplies and services PXD plans to subcontract under this contract and the socioeconomic status of businesses that may provide them.

Principle Supply/Service	SB	VOSB	SDVOSB	HUBZone	SDB	WOSB
Administrative support, records management, travel, and payroll	■	■	■	■	■	■
Analytical laboratories	■	■	■		■	■
Building clean out and janitorial services	■	■	■	■	■	■
Classified computing support	■	■	■		■	■
Communication and public information support	■	■	■	■	■	■
Computer equipment and supplies	■	■	■	■	■	■
Conference and meeting coordination	■	■	■	■	■	■
Construction services	■	■	■	■	■	■
Cultural surveys	■	■	■	■	■	■
Cybersecurity services	■	■				■
Engineering support	■	■			■	■
Escort services	■	■				■
Equipment rental and heavy equipment maintenance	■	■	■	■	■	■
EVMS support	■	■				■
Facility parts and site maintenance	■	■	■	■	■	■
Geophysics and ecological surveys	■	■			■	■
Industrial supplies and petroleum products	■	■	■	■	■	■
IT governance	■	■				■
IT industrial control systems security support	■	■				■
IT professional services, hardware, software, network, and security services	■	■				■

Principle Supply/Service	SB	VOSB	SDVOSB	HUBZone	SDB	WOSB
NEPA support	■	■	■	■	■	■
Nuclear production support and process development	■	■				■
Nuclear product realization process	■	■				■
Nuclear materials science	■	■				■
Optimization modeling	■	■	■			■
PPE, radiation protection, and other supplies	■	■	■	■	■	■
Professional services and legal support	■	■	■		■	■
Providing, operating, and maintaining robotic tools	■	■	■	■	■	■
QA, CAS, KPI measurement	■					
Recruiting, staff development, and training	■			■	■	■
Solid waste collection	■	■	■	■	■	■
Technical writing and procedure development	■	■	■	■	■	■
Transportation	■	■	■	■	■	■
Weapons knowledge preservation and transfer	■	■				■
Weapons program planning and requirements	■	■				■
Weapons SMEs	■	■				■
Weapons systems Technical Support	■	■				■
Weapons program integration	■	■				■
Weapons authorization	■	■				■
Weapons quality assurance	■	■				■
Weapons surveillance	■	■				■

(4) METHOD USED TO DEVELOP GOALS

PXD's method to develop SB goals begins with our three pre-selected SB team partners that we chose to both expand meaningful SB subcontracting opportunities and boost the overall quality our team brings. PXD has also identified two Justice40 Mentor Protégés (MP) for NNSA approval. Together, our teaming SB partners will implement our Small Business Cooperative, a training and development center that recruits and mentors SBs. Our teaming partners, proposed MPs, resources they bring, and work scope they will perform are summarized below.

- **TechSource**: This VOSB will bring a Weapons Knowledge Preservation and Transfer (WKPT) program, provide subject matter expertise in weapons production, support our workforce availability and development efforts, provide proven training programs, and support our interface and collaboration with laboratories and other NNSA sites.
- **Los Alamos Technical Associates**: This WOSB will execute efficient waste management, environmental, and Decontamination and Decommissioning services.
- **Mission Assurance Alliance LLC**: This MP SB between Paschal Solutions, Inc. (protégé) and Longenecker & Associates, Inc. (mentor), brings proven capabilities, processes, and tools for performance improvement, enabling PXD to identify and pursue opportunities for operational improvement. This MP SB combines L&A's mission assurance expertise with protégé company Paschal's nuclear safety capabilities that will enhance mission delivery by minimizing operational interruptions and improving our team's management and planning capabilities. It will provide PXD with effective metrics and key performance indicators to help deliver, improve, and optimize performance.
- **PXD Proposed MP 1**: This proposed MP is a consortium of Texas- and Oklahoma-based Native American tribes organized specifically to support Pantex. This MP benefits tribal economic development while simultaneously expanding the SB capabilities at Pantex and adds diversity to the Pantex family.
- **PXD Proposed MP 2**: This proposed MP will consist of a TAMUS Hispanic Serving Institution (HSI), which will support our workforce development and training.

To establish realistic and meaningful goals for SB subcontracting, PXD projected upcoming acquisition needs and estimated projected funding. We reviewed the forecasted work scope, considered the site's historical performance in each category, performed market research of SBs in each category, and examined our parent companies' lists of qualified SB subcontractors to identify potential SB subcontractors for the projected work. Our subcontracting goals are reasonable and manageable because, as we have done at other NNSA facilities, we will continuously assist SBs to be awarded subcontracts, help them expand their experience as DOE subcontractors, and identify new services they can perform and supplies they can provide.

Our method and quantitative basis (in dollars) used to establish the percentage goals and the areas to be subcontracted to all SB concerns (VOSB, SDVOSB, HUBZone, SDB, and WOSB) are based on:

- Contract SOW and expected funding.
- Data from PXD's member companies, including past experience with the development and implementation of SB subcontracting programs.
- Information on SBs that PXD affiliates have successfully used at other locations.

- Procurement historical data.
- Anticipated program requirements for identified SB scope areas.
- Published SB databases with accurate company size, capability, and experience information in order to expand upon our list of qualified SB concerns to be considered for future subcontracting opportunities.

We will meet or exceed the SB subcontracting goals set forth in this SB plan for each of the specified SB concerns. PXD expects to novate the current SB subcontracts in place at the site when it is appropriate. Their skills and capabilities will provide a programmatic advantage while supporting our efforts to meet DOE's SB and subcontracting expectations. For on-site support subcontractors, we will require offerors to submit technical and cost proposals that will maximize the stability of the workforce and assure continuity in operations.

(5) METHOD USED TO IDENTIFY POTENTIAL SUBCONTRACTING SOURCES

- Company Source Lists
- System for Award Management (SAM) database
- Veteran Service Organizations
- National Minority Purchasing Council Vendor Information Service
- U.S. Department of Commerce Minority Business Development Agency's Research and Information Division
- SB, HUBZone SB, SDB, and WOSB Trade Associations
- SB and Minority Business trade fairs or conferences
- Other—
 - Amarillo Economic Development Corporation
 - Amarillo College
 - Amtech Career Academy
 - State and regional Small Business Administration (SBA) resources
 - Research and Information Division of Minority Business Development Agency in the Department of Commerce
 - SDVOSB councils and directory
 - Membership in and coordination and cooperation with SB organizations, economic development organizations, and commercial and government organizations at the local, state, and national levels
 - Assessing State of Texas Small Business Administration, National Association of Minority Contractors, and National Minority Supplier Development Council sources
 - Use of vendors that have successful past performance
 - Work with the Regional Development Corporation and regional Chambers of Commerce to attract new businesses to Amarillo, Texas.

(6) INDIRECT COSTS

- Indirect costs *have not* been included in establishing subcontracting goals.

_____ Indirect costs *have* been included in establishing subcontracting goals.

(7) ADMINISTRATION OF SUBCONTRACTING PROGRAM

The following senior management representative is responsible for executing this SB subcontracting plan.

Name: Kelly Beierschmitt
Title: President & General Manager of PanTeXas Deterrence, LLC
Address: 800 Main Street
Lynchburg, Virginia 24504-1566
United States
Telephone:
Email: kjbeierschmitt@gmail.com

The senior management representative is assisted by a small business advocate and is responsible for the overall PXD subcontracting program. The subcontracting program includes developing, preparing, and executing individual subcontracting plans, and monitoring performance relative to the requirements of this SB plan. Mr. Beierschmitt's duties include:

- Attend business opportunity workshops, minority business enterprise seminars, trade fairs, and other SB-oriented conferences.
- Coordinate activities prior to and during federal agency compliance reviews.
- Create and maintain a PXD web page for SB informational purposes.
- Develop and maintain bidders' lists of all SB concern categories from as many sources as possible.
- Develop and oversee the mentor program.
- Develop and promote company-wide policy initiatives that demonstrate PXD's support for awarding subcontracts to all SB concern categories.
- Develop a program to educate and train PXD personnel on how to use SBs and how their involvement can be expanded to meet the mission needs of PXD.
- Establish and maintain contact and communication with parent organizations and network with other SB program advocates within these organizations to support, implement, and enhance our SB program.
- Ensure periodic update of all categories of potential subcontractors on PXD's bidders' list.
- Ensure that procurement packages are structured to maximize participation of all SB concern categories.
- Ensure proper documentation if selection is not made to a SB concern in any SB category that provided the low bid.
- Ensure establishment and maintenance of records of solicitations and subcontract awards.
- Ensure that SB concerns in each SB category are made aware of subcontracting opportunities and how to prepare responsive bids to PXD.
- Ensure that SB subcontracting plans are required for large businesses that receive subcontracts exceeding contract-type dollar thresholds; review these plans and monitor

progress to ensure SB goals are achieved; and ensure that any deviations are justified and fully explained.

- Monitor PXD's performance at least quarterly and adjust as necessary to achieve SB plan goals.
- Monitor and, as necessary, modify procurement procedures to ensure they encourage maximum participation for all SB categories.
- Oversee the establishment and maintenance of contract and subcontract award records.
- Review solicitations to identify and remove any statements or clauses that may restrict or prohibit participation of any SB concern category.
- Review large business subcontracting plans for utilization of all SB concern categories in connection with supply and/or service subcontract awards exceeding the thresholds specified in FAR 52.219-9 Small Business Subcontracting Plan.
- Submit the Individual Subcontract Report (ISR) and the Summary Subcontract Report (SSR) using the electronic subcontracting system (eSRS) at <http://www.esrs.gov> in accordance with the prime contract and instructions provided by the contracting officer.

(8) EQUITABLE OPPORTUNITY TO COMPETE

PXD engages in efforts to ensure that SB, VOSB, SDVOSB, HUBZone SB, SDB, and WOSB have an equitable opportunity to compete for and be awarded PXD subcontracts. The goal of these efforts is to equip SB concerns with information and assist them in their pursuit of securing work with PXD. These efforts include the following types of listed activities.

Outreach Efforts to Obtain Sources:

- Contacting minority and small business service and trade associations
- Contacting business development organizations
- Attending small and minority business procurement conferences and trade fairs
- Using SAM database to research sources
- Other—
 - Contacting regional Chambers of Commerce
 - Utilizing newspapers and magazine ads to encourage new sources
 - Participating in efforts or activities that expand the socioeconomic database for this contract
 - Utilizing book references, catalogs, source lists, or other reference material to identify SB, VOSB, SDVOSB, HUBZone, SDB and WOSB sources before the acquisitions are placed by the buying activities
 - Providing an onsite SB advocate who serves as a liaison between the SB community, internal acquisition personnel and the customer
 - Planning solicitations (including time for preparation and development of SOW, quantities, specifications, and delivery schedules) to facilitate SB participation in subcontracting opportunities
 - Conducting external workshops, seminars, and training programs to ensure SBs are familiar with the requirements for doing business with PXD

- Implementing and maintaining ongoing in-reach program that provides SBs access and exposure to key project planners and managers
- Developing a comprehensive list of SB onsite service providers that includes past performance and is easily accessible and useful to acquisition personnel
- Selecting and qualifying SB concerns to perform specific scopes of work
- Structuring the program to help develop the capabilities and quality of services provided by SB suppliers and subcontractors
- Participating as an exhibitor in DOE Annual Small Business Conference
- Establishing a relationship with the DOE/NNSA supply chain management center (SCMC)
- Training SB concerns on how to use and maximize participation in the DOE SCMC and the NNSA Strategic Sourcing tools, including commodity concepts, reverse auction approaches and e-Sourcing application processes
- Providing aid to help SBs obtain SBA certifications and GSA contracts

Internal Efforts to Guide and Encourage Purchasing Personnel:

- Presenting workshops, seminars, and training programs
- Establishing, maintaining, and using SB, VOSB, SDVOSB, HUBZone SB, SDB, and WOSB source lists, guides, and other data for soliciting subcontracts
- Other–
 - Following and maintaining SB policy and procedures
 - Conducting internal workshops, seminars, and training programs to ensure that internal customers and acquisition personnel are acquainted with the SB plan, our policies and prime contract requirements
 - Monitoring activities to achieve continuous improvement in SB subcontracting and verify compliance with the subcontracting plan
 - Consolidating work scopes where possible to decrease administration and leverage costs

(9) INCLUSION OF FAR CLAUSE 52.219-8, “UTILIZATION OF SMALL BUSINESS CONCERNS,” IN SUBCONTRACTS

 X I agree to include clause at FAR 52.219-8, “Utilization of Small Business Concerns,” in all subcontracts that offer further subcontracting opportunities.

 X I will require all subcontractors (except small business concerns) that receive subcontracts in excess of the applicable threshold specified in FAR 19.702(a) on the date of subcontract award, to adopt a subcontracting plan that complies with the clause at FAR 52.219-9, Small Business Subcontracting Plan, if further subcontracting opportunities exist.

(10) REQUIREMENT TO COOPERATE IN STUDIES AND SUBMISSION OF REPORTS

- (i) I agree to cooperate in any studies or surveys as may be required.
- (ii) I agree to submit periodic reports so the Government can determine the extent of compliance with the subcontracting plan.
- (iii) I agree, after November 30, 2017, to include subcontracting data for each order when reporting subcontracting achievements for indefinite-delivery, indefinite-quantity contracts intended for use by multiple agencies.
- (iv) I agree to:
- a) Submit the Individual Subcontract Report (ISR) and/or the Summary Subcontract Report (SSR), in accordance with paragraph l of the clause at FAR 52.219-9 using the Electronic Subcontracting Reporting System (eSRS) at <http://www.esrs.gov>. The reports shall provide information on subcontract awards to SB concerns (including ANCs and Indian tribes that are not SBs), VOSB concerns, SDVOSB concerns, HUBZone SB concerns, SDB concerns (including ANCs and Indian tribes that have not been certified by SBA as SDBs), WOSB concerns, HBCUs, and MIs. Reporting will be in accordance with the clause at FAR 52.219-9, or as provided in agency regulations.
 - b) Submit the ISR semi-annually during contract performance for the periods ending March 31 and September 30, and to submit a report within 30 days of contract completion. I shall submit the reports within 30 days after the close of each reporting period, unless otherwise directed by the contracting officer. Reports are required when due, regardless of whether there has been any subcontracting activity since the inception of the contract or the previous reporting period. When the contracting officer rejects an ISR, I agree to submit a revised ISR within 30 days of receiving the notice of the ISR rejection.
 - c) Submit the SSR annually by October 30 for the twelve-month period ending September 30. When an SSR is rejected, I agree to submit a revised SSR within 30 days of receiving the notice of SSR rejection.
- (v) I agree to ensure that my subcontractors with subcontracting plans agree to submit the ISR and/or the SSR using eSRS.
- (vi) I agree to provide this prime contract number, its Unique entity identifier, and the email address of our company official responsible for acknowledging receipt of or rejecting the ISRs, to all first-tier subcontractors with subcontracting plans so they can enter this information into the eSRS when submitting their ISRs.
- (vii) I agree to require that each subcontractor with a subcontracting plan provide the prime contract number, its own Unique entity identifier, and the email address of the subcontractor's official responsible for acknowledging receipt of or rejecting the ISRs, to its subcontractors with subcontracting plans.

(11) DESCRIPTION OF TYPES OF RECORDS TO BE MAINTAINED

X I agree to maintain the following records to show compliance with this subcontracting plan:

- a) Source lists, guides, and other data that identify SB, VOSB, SDVOSB, HUBZone SB, SDB, and WOSB concerns.
- b) Records on organizations contacted to locate SB, VOSB, SDVOSB, HUBZone SB, SDB, and WOSB sources.
- c) Records on each subcontract solicitation resulting in an award of more than the simplified acquisition threshold (see FAR 2.101) on the date of subcontract award, indicating:
 - (1) Whether SB concerns were solicited and, if not, why not
 - (2) Whether VOSB concerns were solicited and, if not, why not
 - (3) Whether SDVOSB concerns were solicited and, if not, why not
 - (4) Whether HUBZone SB concerns were solicited and, if not, why not
 - (5) Whether SDB concerns were solicited and, if not, why not
 - (6) Whether WOSB concerns were solicited and, if not, why not
 - (7) If applicable, the reason award was not made to a SB, SDVOSB, VOSB,
- d) HUBZone SB, SDB, or WOSB concern
 - (1) Records of outreach efforts to contact:
 - (2) Trade associations
 - (3) Business development organizations
 - (4) Conferences and trade fairs to locate SB, HUBZone SB, SDB, SDVOSB, and WOSB sources
 - (5) Veterans service organizations
- e) Records of internal guidance and encouragement provided to buyers through:
 - (1) Workshops, seminars, training, etc.
 - (2) Monitoring performance to evaluate compliance with the program's requirements.
- f) On a contract-by-contract basis, records to support award data submitted to the government, including the name, address, and business size of each subcontractor (does not apply to commercial plans).

(12-15) OTHER ASSURANCES

X (12) I agree to make a good faith effort to acquire articles, equipment, supplies, services, or materials, or obtain the performance of construction work from the small business concerns that I used in preparing the bid or proposal, in the same or greater scope, amount, and quality used in preparing and submitting the bid or proposal. The small business concerns used in preparing the bid or proposal include —

Any small business concern identified as a subcontractor in the bid or proposal or associated small business subcontracting plan, to furnish certain supplies or perform a portion of the contract; or

Any small business concern whose pricing or cost information or technical expertise was used in preparing the bid or proposal, where there is written evidence of an intent or understanding that the small business concern will be awarded a subcontract for the related work if I am awarded the contract.

X (13) I agree to provide the contracting officer with a written explanation if I fail to acquire articles, equipment, supplies, services or materials or obtain the performance of construction work as described in the preceding statement of this section. I will submit this explanation to the contracting officer within 30 days of contract completion.

X (14) I agree to not prohibit a subcontractor from discussing with the contracting officer any material matter pertaining to payment to or utilization of a subcontractor.

X (15) I agree to pay my small business subcontractors on time and in accordance with the terms and conditions of the subcontract, and to notify the contracting officer if I pay a reduced or an untimely payment to a small business subcontractor (see FAR 52.242-5).

This subcontracting plan was prepared by:

Signature: _____



Printed name: Kelly Beierschmitt

Title: President & General Manager of PanTeXas Deterrence, LLC

Phone number: 865-607-0192

Date prepared: September 19, 2023

This subcontracting plan was submitted by:

Signature: _____



Printed name: Kelly Beierschmitt
Title: President & General Manager of PanTeXas Deterrence, LLC
Phone number: 865-607-0192
Date submitted: September 28, 2023

PLAN CONCURRED ON BY:



Digitally signed by Gary G. Lyttek
Date: 2024.06.11 19:09:07
-04'00'

NNSA Small Business Program Manager

Date: 6/11/24

PLAN ACCEPTED BY:



Digitally signed by Virginia O.
Cosentino
Date: 2024.06.12 08:40:48 -04'00'

NNSA Contracting Officer

Date: 6/12/24