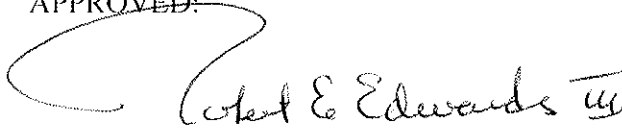


Performance Evaluation Measurement Plan
Paducah Gaseous Diffusion Plant Deactivation and Remediation
Contract Number DE-EM0004895



This Performance Evaluation Measurement Plan was prepared in accordance with Federal Acquisition Regulation 16.401 under Contract No. DE-EM0004895 and has been concurred upon and approved.

APPROVED:

Handwritten signature of Robert E. Edwards, III in cursive script.

10/3/17

Robert E. Edwards, III, Fee Determining Official (FDO)
Portsmouth/Paducah Project Office

Date

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Introduction

Federal Acquisition Regulations (FAR) 16.401 through FAR 16.402-4 discuss incentive Contracts and place incentives in two major categories: award-fee (AF) and performance-based incentives (PBI). The term Performance Evaluation Measurement Plan (PEMP) is used to address a fee plan that includes both types of incentives¹. When measuring performance for award-fee, the Contracting Officer (CO) will document the evaluation using adjectival ratings and their associated descriptions, and award-fee percentages prescribed in Table 16-1 in FAR 16.401.

This document serves as the PEMP for the Paducah Gaseous Diffusion Plant (PGDP) Deactivation and Remediation (D&R) contract at the U.S. Department of Energy (DOE) Paducah Site addressing management of Contractor fee provisions of Contract No. DE-EM0004895. This document provides the framework to satisfy Contract Clause DOE-H-2060, *Base and Award Fee*, and Section B, Clauses B.11 and B.9 entitled, *Provisional Payment of Fee*, and *Fee Reductions*, respectively. It also provides standardization necessary to assure effective development, administration, and coordination of all phases of the fee process. In the event of a conflict between the PEMP and the Contract, the Contract takes precedence. Additionally, the PEMP process is integrated with the Contract Management Plan (CMP) and the Risk Management Plan (RMP) to provide a streamlined and comprehensive methodology to consistently capture and report on performance for the D&R Contract. As such, the evaluation from the PEMP will also be used as input to FAR 42.15, *Contractor Performance Information*, through the Contract Performance Assessment Reporting System (CPARS).

The PEMP was developed with the following objectives:

- Focus the Contractor on areas of greatest importance for success, such as:
 - program development and implementation,
 - surveillance and maintenance (S&M),
 - utilities optimization, and
 - stabilization and deactivation.
- Clearly communicate Contract performance evaluation procedures and provide for effective communication between the Contractor and DOE
- Be kept as simple as possible commensurate with the complexity and dollar value of the Contract

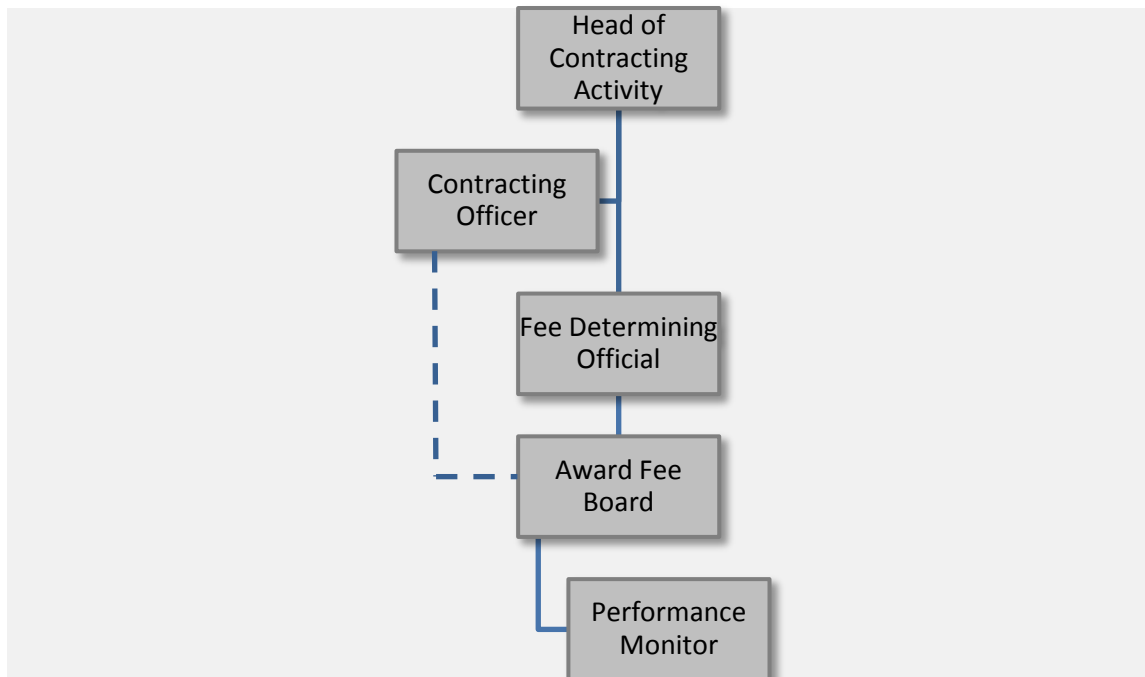
This PEMP is the basis for the DOE evaluation of the Contractor's performance and for presenting an assessment of that performance to the Fee Determining Official (FDO). It describes specific criteria and procedures used to assess the Contractor's performance and to determine the amount of fee earned. Actual award fee determinations and the methodology for determining fee are unilateral decisions made solely at the discretion of the Government.

¹ DOE Acquisition Guide Chapter 16.2R1 (June 2014)

1. Organization and Responsibilities

The following responsibility structure is established for administering fee provisions of the Contract. Fee administration consists of a headquarters' contingent providing approval of the original PEMP revisions and associated incentives. Fee administration at the Paducah Site includes the FDO and an Award Fee Board (AFB) which consists of a chairperson, co-chairs, Performance Monitors (PM), CO, and the Contracting Officer's Representative (COR).

Figure 1: Responsibility Structure for Fee Administration



1.1. Roles and Responsibilities

1. **FDO.** The FDO approves the PEMP and any revisions. The FDO reviews recommendation(s) of the AFB, considers all pertinent data, and determines the earned fee amount for each evaluation period prior to final approval. Primary FDO responsibilities are:
 - Determine the fee earned and payable for each evaluation period as described in Section 3,
 - Approve changes to the PEMP as addressed in Section 5, and
 - Appoint members to the AFB (including the Chair and Co-chair).
2. **CO.** The CO ensures the fee process is properly administered in accordance with agency regulations and the terms of the Contract. The CO modifies the Contract when the PEMP is issued or revised during the term of the Contract. Primary CO responsibilities are:
 - Concur on the PEMP and any revisions,
 - Ensure the fee process is managed consistent with applicable acquisition regulations,
 - Meet with the Contractor periodically during each evaluation period,

- Submit an Award Fee Report (AFR) to the FDO,
 - Issue PEMP revisions as necessary prior to each evaluation period in accordance with the terms of the Contract,
 - Support the AFB in monitoring, evaluating, and assessing the Contractor's performance against performance objectives and measures set forth in this PEMP,
 - Attend all AFB meetings and assist the chair in preparing award fee correspondence for the FDO, and
 - Coordinate the administrative actions required by the AFB and the FDO, including:
 - Accomplish other actions required to ensure smooth operation of the award fee process, and
 - Facilitate Business Clearance Review with the Head of Contracting Activity and the Office of Acquisition Management (OAM).
3. COR. The COR maintains written records of the Contractor's performance in their assigned evaluation area(s) so that a fair and accurate evaluation is obtained and prepares interim and end-of-period evaluation reports. Primary responsibilities of the COR are:
- Monitor, evaluate, and assess the Contractor's performance in accordance with the PEMP,
 - Meet with the Contractor periodically during each evaluation period to discuss concerns or issues related to the Contractor's performance,
 - Receive, process, and distribute evaluation reports from all required sources,
 - Schedule and assist with internal evaluation milestones, such as briefings to the FDO and debriefings to the Contractor, and
 - Provide management support to the CO and AFB chair during the term of the contract.
4. AFB Chair. The AFB is usually chaired by the DOE Paducah Site Lead.

The primary responsibilities of the AFB are:

- Monitor, evaluate, and assess the Contractor's performance in accordance with the PEMP,
- Meet with the Contractor periodically during each evaluation period to discuss concerns or issues related to the Contractor's performance,
- Provide quarterly Contractor performance briefings to the FDO,
- Collect evaluation inputs for use in the development of the Interim and Annual Evaluation,
- Develop an AFR discussing the Contractor's performance and containing recommended ratings, and corresponding award fee earned for each evaluation period (Performance Evaluation Report format is preferred). The AFR shall include an appendix of all minority opinions, and
- Develop and coordinate proposed changes to the PEMP and recommend those changes to the FDO for incorporation into the PEMP.

The primary responsibilities of the AFB Chair are to:

- Recommends members of the AFB to the FDO,
 - Review the evaluation reports prepared by members of the AFB and provide feedback as needed,
 - Consider the Contractor's self-assessment and any minority opinions prior to approving the AFR and any revisions thereto,
 - Approve the AFR and provide recommended ratings and corresponding fee earned to the FDO,
 - Ensure that the AFR is issued to the CO, COR, and FDO,
 - Provide the FDO with a quarterly briefing on performance, addressing each of the performance goals,
 - Consult with the FDO prior to the mid-term feedback session with the Contractor,
 - Arrange periodic site visits, and
 - Communicate any critical performance issues to the CO, COR, and FDO.
5. PM. The PM is the Federal technical expert who monitors, evaluates, and maintains written records of the Contractor's performance in their assigned evaluation area(s) so that a fair and accurate evaluation is obtained. The PM prepares interim and end-of-period evaluation reports as directed by the AFB.

2. Fee Processes

2.1. Review requirements

The AFB works routinely with the CO to:

- Review current and emerging agency and Contract requirements, including recent revisions/modifications to these requirements,
- Determine mission strategies specific to the Contract, and
- Recommend fee distribution, including any revisions to the PEMP.

2.2. Determine fee value

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. Final fee determination for each evaluation period is the unilateral decision of the FDO. The potential for the Contractor to earn 100% of the fee amount is a mutual goal of the Contractor and the Government, as it demonstrates the program's objectives were clearly communicated and achievable. Additionally, provisional payment of a proportional quarterly amount equivalent to seventy-five percent (75%) of the available fee for the evaluation period will be allowed.

The amount of proposed fee applied to any individual activity (fee-bearing work) is determined first by mission need, followed by fiscal responsibility to stakeholders by comparing the cost of work against quality results for significant Contract level performance.

The AFB develops and uses criteria to determine Contract costs as a factor in measuring performance in accordance with Exhibit 1.

2.3. Draft PEMP and/or revision

The AFB works with the COR and PM to develop completion and acceptance criteria, including completion documentation, for fee bearing work. The criteria are documented in the PEMP. The FDO and CO provide concurrence on documents. The CO begins coordinating review of the PEMP for the subsequent evaluation period at least 75 days prior to the start of that period. The CO modifies the Contract as necessary to incorporate any revisions to the PEMP.

3. Performance Evaluation Documentation

Contract performance will be monitored and evaluated routinely through oversight of operations and regularly scheduled meetings by the AFB. The Contractor will be required to demonstrate proactive management principles to optimize worker safety, reduce risks, control costs, and provide consistent excellence in documented results. Performance is measured using objective measures (generally consisting of a final product or completion/delivery by a pre-determined date) and subjective measures using a pre-established format (adjectival) provided in FAR 16.

The method for monitoring, evaluating, and assessing Contractor performance during the period, as well as for determining the fee earned, is described below.

1. The available fee is shown in Contract Section B.2, *Cost-Plus-Award-Fee Contract: Total Estimated Cost and Award Fee*. The fee earned will be paid based on the Contractor's performance during the evaluation period.
2. In accordance with the requirements of the CPARS, performance evaluation and reporting is required every 12 months. Assessment is completed for the performance that has occurred since the last evaluation period. An Interim Evaluation may also be completed at the midpoint of the evaluation period. The CO notifies AFB members and PMs 30 calendar days before the midpoint of the evaluation period if an interim evaluation is to be conducted. The PMs assess the Contractor's performance and submit interim evaluation inputs. The AFB evaluates the PM input and notifies the Contractor of the strengths and weaknesses for the current evaluation period. The CO may also issue letters at any other time when it is deemed necessary to highlight areas of concern.
3. The Contractor may provide a written self-evaluation of performance no later than 21 calendar days after the end of each evaluation period. The self-evaluation shall address both the strengths and weaknesses of the Contractor's performance during the evaluation period. Where deficiencies in performance are noted, the Contractor shall describe the actions planned or taken to correct such deficiencies and avoid their recurrence. In other words, the self-evaluation should clearly assess the Contractor's measured performance against the standard of excellence.

4. The annual evaluation is considered the end-of-period evaluation. The CO notifies AFB members and PMs at least 30 calendar days before the end of the evaluation period. The AFB members assess the Contractor's performance and submit end-of-period evaluation reports. The AFB shall evaluate the Contractor's performance in the major areas identified in this PEMP based upon performance objectives and measures set forth in the exhibits to this document.
5. The AFB prepares its evaluation report and recommended ratings and corresponding award fee earned based on the evaluation criteria described in Exhibit 3, *Adjectival Factor Descriptions*, and Exhibit 4, *Performance Based Incentives (PBI) Evaluation Criteria*, with supporting documentation to include all minority opinions.
6. The AFB briefs the evaluation report and recommendations to the FDO. At this time, the AFB may also recommend to the FDO any revisions to the PEMP.
7. The FDO may consider all available information including: the AFR; information originating from day-to-day operations; the Contractor's optional self-evaluation; and his/her own observations relating to the performance objectives in determining the amount of award fee earned during the period. DOE will use its best efforts to determine the award fee earned and issue an award fee determination letter to the Contractor within 90 calendar days after the end of the evaluation period.
8. The FDO may also consider fee reductions according to Contract Clauses B.9, *Fee Reductions*, and B.10, *Small Business Subcontracting Fee Reduction*.
9. The FDO provides the final fee amount to the CO.
10. The CO issues a contract modification authorizing payment of the award fee earned amount.

4. Fee Process Documentation

1. The AFB is responsible for documenting evaluations and assessments conducted, results obtained, and award fee meetings with Contractor personnel and for maintaining a file of backup documentation to the PEMP. The AFB Official Contract File will contain all of the documentation developed by the AFB.
2. The CO, in coordination with the Office of Chief Counsel, will make a recommendation to the FDO as to what information should be released to the Contractor to accompany the fee determination letter. The CO may elect to use the AFB documentation as a basis to satisfy requirements of FAR 42.15, *Contractor Performance Information*, through the CPARS.

5. Fee Plan Change Procedures

5.1. Method for Changing Plan Coverage

The method to be followed for changing plan coverage is the same procedure as Section 2, *Fee Processes*.

1. Personnel involved with the fee process are encouraged to recommend changes in plan coverage with a view toward changing Performance Areas, motivating higher performance levels or improving the award fee determination process.
2. The AFB will coordinate identified changes with the Contractor. Approximately 60 calendar days prior to the end of each evaluation period, the AFB will submit to the FDO for approval proposed changes applicable to the next evaluation period, with appropriate comments and justification, or inform the FDO that no changes are recommended for the next period.
3. The CO may unilaterally change this plan prior to the beginning of an evaluation period. The contractor will be notified of changes to the plan by the CO, in writing, before the start of the affected evaluation period. The PEMP may be revised unilaterally at any time during the evaluation period; but the revised PEMP, or revised portion thereof, shall not be effective until 1 calendar day after the Contractor receives the revised PEMP.

6. Incentive Structure

The fee incentive structure is divided into two components. The first component as illustrated in Table 1 is the Available Award Fee which is awarded based on adjectival rating categories of performance. The second component is the PBI Fee which is awarded based on successful completion of specific goals set forth in this plan.

The AFB, in determining the amount of the total base period fee to be made available for Fiscal Year (FY) 18, considered the overall discrete workload planned or expected for FY18 versus the workload planned or expected during remainder of the Base Period. Discrete work activities (e.g., utility optimization, C-400 Remedial Investigation, and process facility characterization and deposit removal, etc.) are expected to increase in years 2 through 5 of the Base Period. The AFB assigned percentages of the total Base Period fee by Contract Line Items Number (CLIN) to FY18 in consideration of this workload as shown below in Table 1.

Table 1: Percent of Base Period Fee Assigned to FY18

CLIN	CLIN Title	Percent Base Period Fee Assigned to FY18	Available Award Fee for FY18	PBI Fee for FY18
0101	Base Operations and Remediation	15%	\$1,322,413	\$5,289,652
0102	Polychlorinated Biphenyls (PCBs)	20%	\$70,510	\$0
0103	Safeguards and Security	20%	\$237,272	\$0
0104	Worker Pensions & Retirement Health Benefits	0%	\$0	\$0
0105	Stabilization and Deactivation	17%	\$515,435	\$2,061,740
	FY18 Total	N/A	\$2,145,630	\$7,351,392

6.1. Available Award Fee

This fee component has been divided into the following sub-component incentives: quality, schedule, cost control, management, regulatory compliance, and business systems (see Exhibit 2). Each sub-component incentive will be evaluated separately and will receive an adjectival rating ranging from Unsatisfactory to Excellent. An event could potentially impact performance evaluations in multiple adjectival rating categories.

The Available Award Fee for FY18 by CLIN is shown in Table 2.

Table 2: Available Award Fee for FY18

CLIN	CLIN Title	Award Fee for FY18 ¹	Percent Base Period Fee Assigned to FY18 by CLIN	Percent of FY18 Total Fee
0101	Base Operations and Remediation	\$1,322,413	15%	62%
0102	Polychlorinated Biphenyls (PCBs)	\$70,510	20%	3%
0103	Safeguards and Security	\$237,272	20%	11%
0104	Worker Pensions & Retirement Health Benefits	\$0	0%	0%
0105	Stabilization and Deactivation	\$515,435	17%	24%
	FY18 Total	\$2,145,630	N/A	100%

¹ Table 1, *Available Award Fee*, illustrates the award fee earning potential following the evaluation process presented in Exhibits 1 and 2. An effort will be made to align the evaluation periods with the Government FY, and the initial and final evaluation period(s) may constitute more or less than 12 months.

6.2. PBI Fee

Fee bearing objectives were identified to reflect DOE’s objectives in Base Operations and Remediation (CLIN 0101) with regard to Work Breakdown Structure (WBS) elements related to implementation of programs and field execution in surveillance and maintenance and utility optimization. Additionally, objectives were identified to focus the Contractor in the field execution of WBS elements in Stabilization and Deactivation (CLIN 0105).

Table 3: Available PBI Fee for FY18

CLIN	CLIN Title	PBI Fee for FY18	Percent Base Period Fee Assigned to FY18 by CLIN	Percent of FY18 Total Fee
0101	Base Operations and Remediation	\$5,289,652	15%	72%
0102	Polychlorinated Biphenyls (PCBs)	\$0	0%	0%
0103	Safeguards and Security	\$0	0%	0%
0104	Worker Pensions & Retirement Health Benefits	\$0	0%	0%
0105	Stabilization and Deactivation	\$2,061,740	17%	28%
FY18 Total		\$7,351,392	N/A	100%

Program Management Support (PMS)

PBIs identified in PMS are intended to focus the Contractors actions on achieving early success in delivering an approvable contract performance baseline (CPB) and obtaining Earned Value Management System (EVMS) certification and sustaining both over the contract period of performance. DOE judges these actions as essential in ensuring (1) project scope and contractual requirements are defined/planned at levels sufficient to support development of detailed cost and schedule estimates under formal change management procedures; (2) a process driven means to analyze/measure and report performance including cost/schedule variance; and (3) a process driven means to define and implement corrective measures effective in mitigating risk associated with negative cost/schedule variances as applicable. Additionally, EVMS certification is an enabler for DOE in successfully initiating a pending capital project assumed to start at PGDP at the end of FY18.

PMS PBIs identified in Emergency Management, Integrated Safety Management, and Nuclear Criticality Safety are intended to ensure the Contractor remains focused on achieving programmatic success particularly as it relates to sustaining a safe, secure, and effective work environment that is protective of the workers, the public, and the environment.

PBIs were also identified with focused objectives requiring the development and implementation of an Information Management System (IMS) that supports the implementation of Criticality Incredible (CI) and related waste management programs and upgrades and integration of the Engineering Configuration Management, Engineering Service Order, and Electronic Records Management Systems, which collectively serve as enablers toward downgrading the safety classification of the GDP process and certain support buildings and with that, a significant reduction in S&M expense and the ability to advance the buildings toward a demolition ready configuration in the future.

Surveillance and Maintenance/Utility Optimization

Several PBIs were identified to reflect DOE’s objectives on sustaining a rigorous Surveillance and Maintenance (S&M) program that ensures structures, systems, and components (SSCs) are maintained in a manner that ensures their ability to perform their intended function(s) as defined within the authorization basis. Equally important is to ensure that material degradation is not a factor in the ability of those SSCs to meet their intended function(s) considering the lifecycle of the PGDP clean-up mission.

Commensurate with the need to sustain a rigorous S&M program is action needed to reduce the extent of DOE’s ongoing and out-year landlord expense and/or hotel load at the PGDP. PBIs that drive the Contractor’s actions toward dispositioning excess property and surplus materials result in a tangible benefit for DOE in terms of footprint reduction together with the ability to re-allocate S&M resources toward higher priority mission activities.

Stabilization and Deactivation

A number of fee bearing objectives were identified that collectively illustrate the actions and attention needed toward implementing and sustaining an effective and efficient approach to Stabilization and Deactivation at the PGDP.

One area of emphasis for DOE during FY18 is the work associated with accelerating and completing deactivation of the C-400 Cleaning Building to enable the Contractor to commence field work on demolition of the building by the end of FY18. This will allow DOE to fulfill its obligation in meeting an established Environmental Protection Agency (EPA) regulatory milestone.

Several other PBIs in this area reflect DOE’s focus on advancing its ability to accurately characterize material hold-up in certain of the former gaseous diffusion process and support buildings at the PGDP namely, Buildings C-331 and C-360. The Contractor’s efforts toward completing and implementing a Nondestructive Assay (NDA) program inclusive of developing Working Reference Material (WRM) standards promotes DOE’s ability to reliably and defensibly declare Criticality Incredible (CI) in these facilities; a milestone that enables downgrading of their hazard category and subsequent deactivation. Another tangible benefit afforded DOE through obtaining the characterization data is the ability to reliably demonstrate waste generated from future demolition of these buildings will meet target waste acceptance criteria for total elemental uranium for an Onsite Waste Disposal Facility (OSWDF).

A list of the specific PBIs and available PBI Fee for FY18 are provided in Table 3.

Table 3: Performance Based Incentives

CLIN	CLIN Title	PBI Elements	Discrete PBI Value
FY18			
0101	Base Operations and Remediation	<p>Total FY18 PBI Fee Available for CLIN 0101</p> <p>PBI 0101-A: The Contractor shall manage the planning, execution and reporting of work per a Contract Performance Baseline (CPB) and shall establish, maintain and use an Earned Value Management System (EVMS) that accurately records and reports the contract performance against the requirements of the contract. The following activities support achieving early success in delivering an approvable CPB and obtaining EVMS certification.</p>	\$5,289,652

CLIN	CLIN Title	PBI Elements	Discrete PBI Value
		<ol style="list-style-type: none"> 1. An approvable Final Contractor Performance Baseline (CPB), as required by Section H.68, DOE O 413.3B, and DOE Office of Environmental Management (EM) Memorandum "Policy and Protocol for Office of Environmental Management Operations Activities," shall be submitted by December 1, 2017. 2. An Earned Value Management System (EVMS) self-certification in conformance with EIA-748 standards, shall be obtained by April 30, 2018. <p>PBI 0101-B: The Contractor shall implement and sustain a safe, secure, and effective work environment that is protective of the workers, the public, and the environment by achieving at a minimum the following objectives:</p> <ol style="list-style-type: none"> 1. By September 30, 2018, a minimum of 80% of the Fire Department Responders on each shift shall be trained to National Fire Protection Agency (NFPA) 1006 Level I requirements for technical rescue. 2. Develop and implement an Integrated Safety Management System (ISMS) Program that complies with the Section I Clause I.146, DEAR 970.5223-1, Integration of Environment, Safety, and Health into Work Planning and Execution by February 15, 2018. 3. Identify the common mode failures (e.g., valve line-ups) associated with moisture sampling of cascade equipment and develop controls as appropriate to prevent the failure(s). Revise the Nuclear Criticality Safety Evaluations (NCSE) and procedures to implement the new controls by May 30, 2018. 4. Submit an approvable Documented Safety Analysis (DSA), including supporting documentation, by September 30, 2018. The Contractor shall schedule a scoping meeting and monthly status meetings with DOE. <p>PBI 0101-C: The Contractor shall implement a consolidated Engineering Configuration Management System to ensure that current versions of all site drawings are electronically available and managed as controlled documents. All characterization data will be electronically managed in a manner that facilitates easy retrieval and is traceable to the building and process equipment to which it applies. The following incentivized activities emphasize the importance of these requirements.</p>	<p>\$634,758</p> <p>\$634,758</p> <p>\$158,690</p> <p>\$528,965</p> <p>\$264,483</p> <p>\$581,862</p>

CLIN	CLIN Title	PBI Elements	Discrete PBI Value
		<p>1. By May 31, 2018, complete the inclusion of all <u>current</u> site-wide engineering drawings and interface the Engineering Configuration Management System (ECMS) with the Engineering Service Order and Electronic Records Management Systems. By September 30, 2018, complete inclusion of all <u>historical</u> engineering drawings and documents into the Electronic Records Management Systems and linked to the ECMS for reference viewing.</p> <p>2. By August 15, 2018, develop and implement an Information Management System (IMS) that supports the implementation of Criticality Incredible (CI) and waste management programs with respect to tracking characterization data, including Non-Destructive Assay (NDA). A Software Requirement Specifications (SRS) document shall be developed and submitted to DOE for review and approval. The SRS, at a minimum, must include the functional, system, and technical requirements and include system qualities (e.g., reliability, scalability, maintainability, etc.) and acceptance criteria. The system must meet cybersecurity requirements. If the system utilizes multiple databases, they must be integrated such that manual entering of data from one to another is eliminated.</p> <p>PBI 0101-D: The Contractor shall make every effort to optimize and reduce Surveillance and Maintenance (S&M) costs. Additionally, the Contractor shall minimize the size/footprint of occupied facilities to the greatest extent practical. The Contractor shall manage all records (regardless of media) generated/received in the performance of the Contract, including records obtained from a predecessor contractor. The following incentivized activities highlight the significance to DOE of sustaining a rigorous (S&M) program and reducing ongoing and out-year landlord expense and/or hotel load at the PGDP.</p> <p>1. By September 15, 2018, complete the removal of rust from exposed structural steel associated with the truck alleys of C-331, C-333, C-335, and C-337, along with the painting of the Criticality Accident Alarm System (CAAS) air accumulator tanks located adjacent to C-331, C-333, C-335, C-337, C-310, C-360, C-400, C-410-D, and C-409.</p> <p>2. Remove and permanently disposition at least 15 of the trailers (see list in Exhibit 4) and their contents, by August 1, 2018, to preclude degradation that would result in increased cost to DOE.</p> <p>3. Properly segregate, organize, and disposition all</p>	<p>\$264,483</p> <p>\$952,137</p> <p>\$158,690</p> <p>\$158,690</p> <p>\$158,690</p>

CLIN	CLIN Title	PBI Elements	Discrete PBI Value
		<p>record and non-record material (both hard copy and electronic) currently stored in the locations listed below by March 30, 2018.</p> <ul style="list-style-type: none"> - C-100 Rooms 143, 144, and D&R Contractor material in C-100 vault (engineering material not in Documentum) - C-101 Former Cafeteria - C-720 Purchasing/Receiving Area; 28 file cabinets in hallway - C-743 Building Conference Room - C-746-U Landfill Office - C-752-A; Sealands #8895998-6 and #889259-1 - C-743-T07 DMSA Trailer <p>4. Complete disposition of the following personal property by September 30, 2018.</p> <ul style="list-style-type: none"> - All excess equipment located in the C-101 cafeteria - All excess security equipment (i.e., X-ray machines, and explosive and metal detectors) located in C-233, C-720, and C-720-H - Twenty-five percent of excess stores inventory items located in C-720 stores area <p>5. Complete the shut-down, isolation, de-energization and draining of the C-537 and C-535 switchyards and ancillary support facilities by September 30, 2018.</p>	<p>\$158,690</p> <p>\$634,758</p>
0105	Stabilization and Deactivation	<p>Total FY18 PBI Fee Available for CLIN 0105</p> <p>PBI 0105-A: These activities support the accurate characterization of “00” process facilities (C-331 and C-335) and the C-360 process facility to enable the removal of uranium holdup/deposits. Successful completion of this work will ultimately allow DOE to defensibly declare the facilities criticality incredible enabling downgrade of their hazard category.</p> <p>1. The Contractor shall construct and certify WRM standards required for NDA measurement system initial calibration, calibration confirmation, calibration verification, and performance demonstrations. All WRM produced under this program shall be compliant with DOE Order 414.1D as specified in DOE/PPPO/03-235&D0, Quality System for Nondestructive Assay Characterization (QSNA) or other DOE/PPPO approved QSNA document. PBI completion requires a successful third party independent data assessment of the Level IV Analytical Data package and detailed Fabrication/Certification documents. All data packages and Fabrication/Certification documents shall comply with American Society for Testing and Materials</p>	\$2,061,740

CLIN	CLIN Title	PBI Elements	Discrete PBI Value
		<p>(ASTM) C1128-15 and must be formally submitted to DOE for concurrence. A successful (third party) assessment is defined as DOE concurrence with the closure of all findings by September 30, 2018. <i>Note: The contractor is responsible for managing the schedule such that the development of the WRM, completion of the assessment and closure of any findings occurs by September 30, 2018.</i></p> <p>The following WRM standards shall be developed:</p> <p>a. Straw Sources – 75 Straw uranyl fluoride (UO₂F₂) gamma/neutron standards each containing between 0.5 – 3.0 grams (g) uranium-235 (U-235), with an assay range of 0.20% – 5.0% enrichment</p> <ul style="list-style-type: none"> - A minimum of 15 straws in each of the following three assay ranges is required: <ul style="list-style-type: none"> • 4.5% – 5.0% • .711% (normal) – 1.0% • Less than 0.35% <p>b. 9,000g total uranium in 1” x 9” aluminum tube gamma/neutron standards containing UO₂F₂ between 0.20% – 0.35% enrichment</p> <p>2. Complete development of NDA capability and measurement methods for characterizing C-360 in a manner that supports achieving CI and meeting the Waste Acceptance Criteria (WAC) for an OSWDF by September 30, 2018. The DOE PDP test (or DOE approved alternative approach) must be passed and shall be capable of characterizing C-360 equipment including but not limited to;</p> <ul style="list-style-type: none"> - All equipment associated with sampling activities (i.e., sample cabinets, valves, lines/piping, tubing instrumentation, etc.); - All equipment associated with transfer activities (i.e., autoclave piping/lines, valves and instrumentation, transfer piping/lines, valves and instrumentation); - Technetium traps located at each autoclave and in downstairs transfer station; and - Loose and/or spare UF₆ process equipment such as valves, joints, and piping that were either cut out of operating equipment or are spare parts. - <i>Note: The contractor is responsible for managing the schedule such that the development of NDA capabilities for characterizing C-360 do not prohibit the completion of element 5 of this PBI.</i> <p>3. Complete development of the CI limits and associated documentation for the “00” facilities and</p>	<p>\$61,852</p> <p>\$41,235</p> <p>\$206,174</p> <p>\$206,174</p>

CLIN	CLIN Title	PBI Elements	Discrete PBI Value
		<p>C-360 by September 30, 2018. Limits must ensure CI for the facilities throughout the process of dispositioning the process equipment (CI for S&M, debris piles, and onsite disposal in a CERCLA Cell, if approved). The technical basis for the CI limits must be approved by DOE. <i>Note: The contractor is responsible for managing the schedule such that the development of CI limits for C-360 do not prohibit the completion of element 5 of this PBI.</i></p> <p>4. Complete all characterization for the C-360 facility in support of achieving CI and meeting the WAC for an OSWDF by September 30, 2018. Measurement data must be presented in an electronic form that is capable of passing an independent validation by a third party. <i>Note: The contractor is responsible for managing the schedule such that characterization activities for C-360 do not prohibit completion of deposit removal activities listed in element 6 of this PBI.</i></p> <p>5. Complete the following deposit removal activities for C-360 by September 30, 2018:</p> <ul style="list-style-type: none"> - Develop and gain DOE approval of a Transitional Fire Hazards Analysis (TFHA), - Complete the removal and disposition of any remaining lube oils, Freon, or other hazardous materials (e.g., mercury switches, cesium sources, etc.); - Remove fire loading in support of sprinkler system deactivation; - Remove uranium deposits/hold-up from all process equipment components (including C-360 tie-line to support shutdown of CAAS) to below CI limits and also meet target waste acceptance criteria for total elemental uranium of 100,000 milligram/kilogram (mg/kg); - Complete disposition of technetium traps and cold traps; - Submit all documentation necessary to support criticality incredibility, including authorization basis changes to downgrade the facilities from Category 2 Nuclear Facility to Radiological facility, and gain DOE approval; - Deactivate/shutdown the CAAS; - Once CI is achieved, isolate and air gap all utilities not required to support the facility; and - Properly dispose of all waste generated. <p>PBI 0105-B: The Contractor shall complete disposition of 22 cold traps stored in C-746-Q including the compliant disposition of all waste (including the trap</p>	<p></p> <p>\$154,630</p> <p>\$360,805</p> <p>\$412,348</p>

CLIN	CLIN Title	PBI Elements	Discrete PBI Value
		<p>bodies), by August 15, 2018. Successful completion of this work reduces DOE risk associated with long-term storage and accountability of nuclear material.</p> <p>PBI 0105-C: The Contractor shall complete full deactivation of the remaining C-400 Cleaning Facility Work Zones by removing all hazardous equipment and materials, all fissile materials and equipment, and other items necessary to leave the facility in a demolition-ready state by September 1, 2018. Successful completion of this work will support the initiation of C-400 demolition field work, which is an EPA regulatory milestone.</p> <p>These activities include, but are not limited to, completion of the following:</p> <ul style="list-style-type: none"> - Clean-out of all tanks, pits, piping, etc., including all basement areas associated with the work zone as required to facilitate sampling, physical verification that no liquids or solids remain in the items above contamination levels or levels that would require the materials to be managed as hazardous; - Removal of facility equipment, personal property/fixtures, tanks, drums, all asbestos in the building including wiring insulation (excluding interior transite panels unless required to facilitate access), LLW PCB contaminated items, etc. that cannot be left behind for building demolition; - Cleanout of the work zones to maximize open floor space for sampling associated with EM.PA.0040.A005.10.DR.01; - Evaluation of contents within the facility for reuse or excessing in accordance with the Asset Recovery and Recycling Program; - Fill subgrade areas and basements with controlled low strength materials (CLSM) after all equipment and materials have been removed. Planning and scheduling of work should consider requirements of sampling under EM.PA.0040.A005.10.DR.01; - Complete NDA characterization and NCS safety basis revisions for Work Zones 9 and 14 to allow for deactivation of all equipment; - Complete air gapping all underground and above-ground utilities to the facility, including support structures, back to the nearest active junction/tie-in; - Modify all applicable safety basis documents that support elimination of the CAAS for C-400 AND obtain approval of all documentation necessary to support criticality incredibility, including safety authorization basis changes to downgrade the facility to a Radiological facility, and gain DOE approval; - Deactivate/shutdown the C-400 CAAS; 	<p>\$618,522</p>

CLIN	CLIN Title	PBI Elements	Discrete PBI Value
		<ul style="list-style-type: none"> - Drain all liquids from the fire suppression system piping; and - Characterize and disposition all generated wastes either off-site or in the C-746-U Landfill, should the waste meet the landfill waste acceptance criteria. 	

Each element of the PBI will be evaluated as identified in Exhibit 4. DOE may, at its sole discretion, allow partial provisional fee or earned fee within the PBI element, based on the work completed. DOE will issue a contract modification when annual PBIs are revised.

The Contractor shall sign/certify and submit to DOE a *Certificate of Completion* for each PBI completed; see Exhibit 5. The *Certificate of Completion* for each PBI shall include supporting documentation such as acceptance/test reports, shipping manifest or other proof of completion. The *Certificate of Completion*, including all supporting documentation shall be delivered to DOE within 15 days of PBI completion or the end of the evaluation period. If the Contractor determines that the *Certificate of Completion* submitted is incomplete or requires an update, the Contractor shall immediately notify DOE and resubmit a revised *Certificate of Completion* along with the updated/revised documentation attached. The certificate may be executed by any person authorized to bind the Contractor.

**Exhibit 1
 AWARD FEE RATING TABLE**

UNSATISFACTORY	SATISFACTORY	GOOD	VERY GOOD	EXCELLENT
0% Earned	No Greater than 50%	51-75% Earned	76-90% Earned	91-100% Earned
Contractor <u>has failed</u> 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.	Contractor <u>has met</u> 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.	Contractor has <u>exceeded some</u> 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.	Contractor has <u>exceeded many</u> 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.	Contractor has <u>exceeded almost all</u> 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.

Adjectival Rating Notes

EXCELLENT (91-100%)

Performance is of the highest quality that could be achieved under the contract. There are no areas of deficiencies or problems encountered during the evaluation period.

VERY GOOD (76-90%)

Performance is of high quality and approaching the best that could be performed by the contractor. Work completed greatly exceeds the average performance level. A few minor problems are experienced during the evaluation period without impacting the overall level of performance.

GOOD (51-75%)

Contractor exceeds some contract requirements in a manner demonstrating commitment to the program. Work is completed much better than the minimum required performance. Areas of deficiency and minor problems are more than off-set by areas of good performance.

SATISFACTORY (≤50%)

Contractor's performance is the minimum required level to meet needs. Areas of good performance are offset by deficiencies and problems, which reduces performance to a level that is minimally acceptable under the contract.

UNSATISFACTORY (0%)

Contractor does not meet minimum contract requirements.

Exhibit 2
AWARD FEE RATING WEIGHTING

<u>ADJECTIVAL RATING CATEGORIES OF PERFORMANCE</u>	<u>WEIGHTINGS</u>
1. Quality	20 %
2. Schedule	15 %
3. Cost Control	20 %
4. Management	15 %
5. Regulatory Compliance	15 %
6. Implementation of Business Systems	15 %

Exhibit 3
EXAMPLES OF ADJECTIVAL FACTOR DESCRIPTIONS

<p>QUALITY (20%)</p> <ul style="list-style-type: none">• The Contractor will be evaluated on the effectiveness of implementation of the Contractor Assurance System to provide documented assurance that workers, the public, the environment, and national security assets are adequately protected while meeting performance expectations of the Contract.• The Contractor will be evaluated on the quality and effectiveness of their policies, plans, and procedures governing Contractor activities.• The Contractor will be evaluated on their application and incorporation of Environmental Safety, Health, Security, and Quality Assurance (ESH&QA) principles and requirements into work scopes and specific programs and efforts, including but not limited to, radiological protection, environmental protection, industrial safety, security (includes cyber security), nuclear safety, waste shipping, emergency management, waste minimization, Conduct of Operations, QA, and work planning initiatives.• The Contractor will be evaluated on their ability to effectively and timely identify, manage, prevent or correct, report and resolve deficiencies. The Contractor will also be evaluated on the thoroughness of their responses to deficiencies to prevent recurrence of each deficiency including the manner and adequacy of tracking, trending, and root cause/lessons learned analyses, reporting, and formal closure process. The Contractor will be evaluated on their effectiveness when implementing corrective actions.• The Contractor will be evaluated on the quality and effectiveness of all contractual deliverables, including, but not limited to regulatory submittals (e.g., Federal Facility Agreement documents, permits), Safety Basis Documents, Optimization Plans, Security Plans, etc.• The Contractor will be evaluated on their performance of S&M, including maintaining roof warranties, preventative maintenance, corrective maintenance, etc.
<p>SCHEDULE (15%)</p> <ul style="list-style-type: none">• The Contractor will be evaluated on the timeliness of the completion of the contractual deliverables. One hundred percent of deliverables must be provided on time in order to achieve at least a satisfactory rating.• The Contractor will be evaluated on the timeliness of the completion of the contractual milestones (field work).• The Contractor will be evaluated on overall and specific program and project status performance against the approved baseline.

- The Contractor will be evaluated on their ability to respond to in-scope requests for support and information/reports.
- The Contractor will be evaluated on their ability to submit timely, accurate, and auditable proposals and baseline changes in response to requests for proposals or change orders.
- The Contractor will be evaluated on their ability to minimize deferred maintenance on equipment and systems that are related to safety (regardless if they are credited in the Safety Basis Documents or Technical Safety Requirements). Additionally, the Contractor will be evaluated on their ability to repair all system impairments on safety related systems within 90 days.

COST CONTROL (20%)

- The Contractor will be evaluated on the cost underruns/overruns and effective cost control associated with the completion of work. Work that cannot be completed due to overruns in other project areas will have a negative impact on the award fee evaluation.
- The Contractor will be evaluated on effectiveness in forecasting, managing, and controlling contract cost. The Contractor will be evaluated on their ability to accurately forecast monthly cost and funds management.
- The Contractor will be evaluated on the effectiveness, timeliness and adequacy of its ability to perform tasks in the most cost effective manner consistent with approved baselines.
- The Contractor will be evaluated on developing and presenting initiatives that result in tangible savings to DOE (cost or risk).
- The Contractor will be evaluated on how costs are tracked and reported. This includes the accuracy of Estimate at Completion, accuracy of cost projections and effectiveness of baseline change management.
- The Contractor will be evaluated on overall and specific program and project status performance against the approved baseline and the effectiveness of program and project reporting tools and systems.
- The Contractor will be evaluated on the development and submittal of cost benefit analyses used for decision making.

MANAGEMENT (15%)

- The Contractor will be evaluated on how effectively programs and projects are managed.
- The Contractor will be evaluated on the effectiveness of senior managers in support of DOE,

providing leadership to the work force, and ensuring an overall positive safety and performance culture.

- The Contractor will be evaluated on their effectiveness in coordinating with, and applying lessons learned from, Portsmouth and other DOE/commercial sites when implementing similar operations.
- The Contractor will be evaluated on the effectiveness of coordination with the Infrastructure Contractor and other Site Contractors to support and implement provided services as described in the Interface Requirements Matrix of the Contract and the reduction of costs to implement these services.
- The Contractor will be evaluated on the number of items and overall volume of equipment and materials transferred to PACRO. Transfer is defined as PACRO taking ownership of the equipment and materials and physically removing it from the site.
- Effective implementation of the Contractor human resources management requirements.
- Fulfilling expectations of the Contractor's Community Commitment Plan.

REGULATORY COMPLIANCE (15%)

- The Contractor will be evaluated on their compliance with all applicable Environmental Regulations (applicable local, state and federal regulations), Regulatory Agreements (e.g., Agreed Orders, Negotiated Settlements, Permits, Toxic Substances Control Act, Federal Facility Compliance Agreement, FFA, and Site Management Plan) and Permits. This includes the timeliness and effectiveness of implementing corrective actions (short term and long term) for Notices of Violation or other non-compliances.
- The Contractor will be evaluated on their compliance with standard business/accounting systems/practices and all applicable regulations (DOE Policies, Orders and Standards, FAR, etc.).
- The Contractor will be evaluated on their compliance with DOE Security/Cyber Security requirements (e.g., Executive Orders, DOE Policies, Orders and Standards, Site Security Plans, and Cyber Security Directives) and DOE security-related promulgated regulations including, but limited to, 10 CFR 824, 10 CFR 1046, 10 CFR 1016, 10 CFR 1045.
- The Contractor will be evaluated on their compliance with DOE ESH&QA Requirements (e.g., Executive Orders, DOE Policies, Orders Directives, and Standards, and Implementing Plans) and DOE Safety/QA related promulgated regulations including, but limited to, 10 CFR 851, 10 CFR 830 Subpart A, 10 CFR 830 Subpart B, and 10 CFR 835.
- The Contractor will be evaluated on their compliance with CERCLA Removal and Remedial implementing documents (e.g., Records of Decisions, Action Memorandums, Remedial

Action Work Plans, and Sampling Plans). The Contractor will also be evaluated on the implementation and maintenance of Operations and Maintenance (O&M) Plans.

- The Contractor will be evaluated on their compliance with all other applicable regulatory requirements (e.g., Executive Orders, DOE Policies, Orders Directives, and Standards, and Implementing Plans); regulations (applicable local, state and federal regulations); and cited American National Standards Institute standards.

IMPLEMENTATION OF BUSINESS SYSTEMS (15%)

- Contractor will ensure cost proposals are clearly traceable to the existing baseline and contract data and are consistent with an approved estimating system. Contractor will ensure all proposal data, including BOEs, contain sufficient detail to support technical reviews and cost analyses. Contractor will readily respond to questions and provide supplemental information to support Requests for Equitable Adjustments upon request. Contractor will monitor impact of potential changes to the project schedule and submit cost proposals in a timely manner to ensure adequate time to evaluate and negotiate.
- Contractor will consistently perform procurement activities within the requirements of their DOE approved purchasing system. Contractor will prepare and submit annual procurement forecast and monthly procurement reports. Contractor will complete an annual self-assessment in accordance with the contract and provide results to the Government.
- Contractor will clearly demonstrate sensitivity to compliance with FAR requirements through timely response to contract administration and audit inquiries and provide resources to resolve issues raised by Government personnel. The Contractor will submit the appropriate documentation and respond to inquiries by the due dates.
- Contractor will ensure payment voucher costs are traceable to actual incurred costs. All requests for payment, including subcontractor's requests for payment, are audited by the Contractor to ensure they are reasonable, allowable, and allocable prior to submission to the Government.
- Contractor will demonstrate a good-faith effort to meet the percentage of total, actual subcontracting dollars established in the contract's small business and small-disadvantaged business subcontracting plan.
- Contractor will track and protect all government property in accordance with an approved property system, including marking property, tracking property, maintenance of property, and disposition of excess of property.
- Contractor will demonstrate effective subcontract management, including award of subcontracts as scheduled, inclusion of all requirements, and subcontract administration. Contractor will monitor subcontractor performance to ensure compliance

with all requirements including small business subcontracting plans, Buy American Act, and applicable labor statutes.

Exhibit 4
PERFORMANCE BASED INCENTIVES
EVALUATION CRITERIA

PBI # 0101-A.1 (See Section H, Clause H.68)	Final Contractor Performance Baseline	Completion Date: December 1, 2017
Performance Objective	<p>An approvable Final CPB, as required by Section H.68, DOE O 413.3B, and DOE Office of EM Memorandum “Policy and Protocol for Office of Environmental Management Operations Activities,” shall be submitted by December 1, 2017. An approvable baseline of sufficient quality (no substantive comments) shall include, but is not limited to, the following:</p> <ul style="list-style-type: none"> - A single PDF shall be developed for each Project which includes 1) a WBS Dictionary, 2) Baseline by Year Report, 3) BOE, 4) Schedule, and 5) all supporting information for the project. - The WBS Dictionary shall have details documented at the lowest level of the WBS and shall include at a minimum the following information: <ul style="list-style-type: none"> - WBS - Introduction - Scope statements at lowest level of the WBS - Earned Value method(s) being used - Regulatory drivers - Applicable Soil Waste Management Units list - Applicable Facility list - Completion criteria - Logic relationships with other projects - Baseline by Year Report at the summary level and lowest level of the WBS - Estimate backup for each project that crosswalks to the BOE - Resource loaded schedule with critical path identified - Milestone summary list - Native or working files in P6, Word, Excel (with formulas), etc. - Must meet Section H.68 requirements 	
Performance Criteria Measures/Surveillance Method	This incentive will be measured by evaluating if the contractor has submitted an approved final CPB which meets the requirements of the Performance Objective by the completion date.	
Performance Target	100% fee is available for this PBI upon completion of PBI by the completion date.	

PBI # 0101-A.2 (See Section H, Clause H.18)	Earned Value Management System	Completion Date: March 18, 2018, and April 30, 2018
Performance Objective	<p>All documentation necessary to obtain EVMS self-certification in conformance with EIA-748 standards, shall be in place by March 18, 2018. EVMS self-certification shall be obtained by April 30, 2018. In addition to meeting the March and April milestone dates, the EVMS must be deemed sufficient by DOE (no findings during assessment).</p>	
Performance Criteria Measures/Surveillance Method	This incentive will be measured by evaluating if the contractor has EVMS documentation in place by March 18, 2018, completes self-certification in accordance with requirements of the performance objective by the April 30,	

	2018, and DOE concurs with the results of the self-certification as evidenced by a DOE assessment with no findings.
Performance Target	100% fee is available for this PBI upon completion of PBI by the completion dates.

PBI # 0101-B.1 (See Section C, PA.0040.A001.07.DR.04.04)	Emergency Management & Fire Protection Program	Completion Date: September 30, 2018
Performance Objective	By September 30, 2018, complete technical training for a minimum of 80% of the Fire Department Responders on each shift. Responders shall be trained to NFPA 1006 Level I requirements for the following categories of NFPA 1006 technical rescue:	
	<ul style="list-style-type: none"> - Rope Rescue - Confined Space Rescue - Trench Rescue - Structural Collapse - Vehicle Rescue - Surface Water Rescue - Machinery Rescue 	
Performance Criteria Measures/Surveillance Method	This incentive will be measured by evaluating training records of Fire Department Responders to determine if the Contractor has completed the required training as stated in the performance objective by the completion date.	
Performance Target	100% fee is available for this PBI upon completion of PBI by the completion date.	

PBI # 0101-B.2 (See Section C, PA.0040.A001.07.DR.04.02)	Integrated Safety Management System	Completion Date: February 15, 2018
Performance Objective	The Contractor shall develop and implement an ISMS Program that complies with the Section I Clause DEAR 970.5223-1, Integration of Environment, Safety, and Health into Work Planning and Execution. The Contractor shall be prepared for and declare the ISMS Program's readiness to undergo a verification review and approval by a DOE chartered ISMS verification team by February 15, 2018. To be eligible for this PBI award fee the ISMS Program must pass the subsequent verification by the DOE team.	
Performance Criteria Measures/Surveillance Method	This incentive will be measured by evaluating whether the Contractor has developed and implemented a compliant ISMS program by the completion date including passing a subsequent DOE charter team verification.	
Performance Target	100% fee is available for this PBI upon completion of PBI by the completion date.	

PBI # 0101- B.3 (See Section C, PA.0040.A001.07.DR.04.01)	Safety Programs	Completion Date: May 30, 2018
Performance Objective	Perform an evaluation to identify the common mode failures (e.g., valve line-ups) associated with moisture sampling of cascade equipment and develop controls as appropriate to prevent the failure(s). Revise the NCSE and procedures to implement the new controls by May 30, 2018. DOE approval of the evaluation and identification of common mode failures and the revised controls are required by the PBI completion date. <i>The contractor is responsible for managing the schedule such that the evaluation of common mode failures and revision of the NCSE(s) are approved by DOE, along with the implementation of revised NCSE controls, and flow down into procedures are all completed by May 30, 2018.</i>	
Performance Criteria Measures/Surveillance Method	This incentive will be measured by evaluating whether the Contractor completed the common mode failure analysis, revision to NCSE(s), and implemented controls into procedures by the required completion date.	
Performance Target	100% fee is available for this PBI upon completion of PBI by the completion date.	

PBI # 0101- B.4 (See Section C, PA.0040.A001.07.DR.04.01)	Safety Programs	Completion Date: September 30, 2018
Performance Objective	Submit an approvable DSA (no substantive comments on final submittal and all comments from monthly status meetings are resolved to DOE reviewers satisfaction), including supporting documentation, by September 30, 2018. The Contractor shall hold a scoping meeting with DOE along with monthly status meetings. A draft of the DSA shall be submitted to DOE for review by July 15, 2018. The DSA shall include at a minimum the following: <ul style="list-style-type: none"> - Elimination of In-Situ Chemical Treatment - Analysis and controls (as needed) for venting hazardous gases (e.g., fluorine) from a permitted stack - Analysis and controls (as needed) for remediating UF₆ in the sodium fluoride (NaF) trapping systems in C-310 and C-335 - Perform a hazard/accident analysis for activities associated with the NaF trapping systems. - Provide a DSA that adequately describes and evaluates all deactivation and remediation activities within the scope of the contract 	
Performance Criteria Measures/Surveillance Method	This incentive will be measured by evaluating if the contractor has submitted an approvable DSA which meets the requirements of the Performance Objective by the completion date	
Performance Target	100% fee is available for this PBI upon completion of PBI by the completion date.	

PBI # 0101-C.1 (See Section C, PA.0040.A001.07.DR.15)	Records Management	Completion Date: May 31, 2018, and September 30, 2018
Performance Objective	Complete the following tasks associated with the ECMS. <ol style="list-style-type: none"> 1. By May 31, 2018, complete the inclusion of all <u>current</u> site-wide 	

	<p>engineering drawings and interface the ECMS with the Engineering Service Order and Electronic Records Management Systems.</p> <p>2. By September 30, 2018, complete inclusion of all <u>historical</u> engineering drawings and documents into the Electronic Records Management Systems and linked to the ECMS for reference viewing.</p>
Performance Criteria Measures/Surveillance Method	This incentive will be measured by evaluating whether the Contractor has completed the inclusion of all engineering drawings into the ECMS along with interfacing the ECMS with other systems as stated in the Performance Objective by the completion date. A Controlled Drawing list report (produced on or before the due date) from the ECMS will be reviewed and quality checked for evaluating the inclusion of all drawings.
Performance Target	A percentage of the total fee is available for each of the two (2) elements of the PBI. The percentages assigned to individual elements are listed below. 1 – 50% 2 – 50%

PBI # 0101-C.2 (See Section C, PA.0040.A001.07.DR.04.06)	Quality System for Nondestructive Assay Characterization	Completion Date: August 15, 2018
Performance Objective	<p>Develop and implement an IMS that supports the implementation of CI and waste management programs with respect to tracking characterization data, including NDA. A SRS document shall be developed and submitted to DOE for review and approval. The SRS, at a minimum, must include the functional, system, and technical requirements and include system qualities (e.g., reliability, scalability, maintainability, etc.) and acceptance criteria. The system must meet cybersecurity requirements. If the system utilizes multiple databases, they must be integrated such that manual entering of data from one to another is eliminated. Once implementation of the IMS is complete, DOE will perform an assessment of the system based on the SRS. To be eligible for this PBI award fee, the contractor must complete the development and implementation of the IMS and successfully complete the DOE assessment. Criteria for successful completion; 1) no SCAQ identified and 2) any findings from the assessment must be closed out prior to August 15, 2018. <i>Note: The contractor is responsible for managing the schedule such that the development and approval of the SRS, implementation of the IMS, subsequent DOE assessment, and close out of any findings, are all completed by August 15, 2018.</i></p> <p>The IMS must support the following elements, including but not limited to:</p> <ul style="list-style-type: none"> - Storage and retrieval of NDA and other forms of characterization data used to transport, store, and dispose of radioactive waste along with hold-up measurements used to support NCS programs and CI determinations - Must include sufficient information for an independent reviewer to recreate result - Storage and WRM Standard information - DQOs - The data and information related to the PDP process and the associated results (e.g., instruments tested, dates of testing, surrogates used, pass/failed, etc.) - NDA calibration data and the means to ensure that calibrations and performance checks are performed consistent with requirements 	

	<ul style="list-style-type: none"> - NDA method development – including methods manuals, total measurement uncertainty documents, and supporting technical basis documents - Procedures and approvals associated with characterization processes - Ability to track NDA and other characterization equipment to ensure that the equipment is properly maintained (Preventative and Corrective Maintenance)
Performance Criteria Measures/Surveillance Method	This incentive will be measured based on passing (no SCAQ and findings closed out by completion date) a DOE assessment which is based on the SRS by the completion date.
Performance Target	100% fee is available for this PBI upon completion of PBI by the completion date.

PBI # 0101-D.1 (See Section C, PA.0040.A008.41.DR)	Surveillance and Maintenance	Completion Date: September 15, 2018
Performance Objective	<p>By September 15, 2018, complete the following S&M activities.</p> <ol style="list-style-type: none"> 1. Complete painting of the CAAS air accumulator tanks located adjacent to C-331, C-333, C-335, C-337, C-310, C-360, C-400, C-410-D, and C-409. All rust shall be removed and surface area primed prior to applying top coat. Rust removal and painting are to be performed in accordance with the Contractor’s engineering specifications. Labeling shall be reapplied. 2. Complete the removal of rust from exposed structural steel associated with the truck alleys of C-331, C-333, C-335, and C-337. All rust shall be removed and surface area primed prior to applying top coat. Rust removal and painting are to be performed in accordance with the Contractor’s engineering specifications. Labeling and postings shall be reapplied. 	
Performance Criteria Measures/Surveillance Method	This incentive will be measured by evaluating if the contractor has completed the painting and removal of rust from the CAAS tanks, along with the rust removal and painting of truck alley structural steel, as stated in the performance objective by the completion date. Additionally all labeling and posting must be in place and accurate.	
Performance Target	100% fee is available for this PBI upon completion of PBI by the completion date.	

PBI # 0101-D.2 (See Section C, PA.0040.A008.41.DR)	Surveillance and Maintenance	Completion Date: August 1, 2018
Performance Objective	<p>Remove and permanently disposition at least 15 of the trailers listed below by August 1, 2018 to preclude degradation that would result in increased cost to DOE. DOE notification is required with respect to the specific trailers to be dispositioned since GFS&I will be impacted. CERCLA, RCRA, and other applicable regulatory requirements shall be adhered to. All trailer contents including documents must be dispositioned (excessed, disposed, or managed) accordingly. Additionally, the Contractor shall maximize the transfer to PACRO for excessing any such facilities and furniture/fixtures.</p> <p>List of trailers to be dispositioned: C-612-T01, C-612-T02, C-612-T03, C-730-T02, C-755-T11, C-755-T12, C-755-21, C-412-T14, C-102-T06, C-102-T07, C-331-T02, C-331-T03, C-331-T07, C-743-T03, C-743-T11, C-746-P-</p>	

	T05, C-743-T17, C-755-T06, C-746-B-T01, C-743-T04, C-412-T06, C-412-T07, and C-412-T10. Trailers can be exchanged for an equivalent trailer. For example, one double wide trailer can be exchanged for another double wide trailer.
Performance Criteria Measures/Surveillance Method	This incentive will be measured by evaluating if a minimum of 15 of the trailers listed in the performance objectives have been permanently dispositioned offsite and any transfers to PACRO of facilities/furniture have been completed by the completion date. Additionally, contents must be properly dispositioned.
Performance Target	100% fee is available for this PBI upon completion of PBI by the completion date.

PBI # 0101-D.3 (See Section C, PA.0040.A001.07.DR.15)	Records Management	Completion Date: March 30, 2018
Performance Objective	<p>FRNP shall properly segregate, organize, and disposition all record and non-record material (both hard copy and electronic) currently stored in the locations listed below by March 30, 2018.</p> <ol style="list-style-type: none"> 1. C-100 Rooms 143, 144, and D&R Contractor material in the C-100 vault (engineering material not in Documentum) 2. C-101 Former Cafeteria 3. C-720 Purchasing/Receiving Area; 28 file cabinets in hallway 4. C-743 Building Conference Room 5. C-746-U Landfill Office 6. C-752-A; Sealands #8895998-6 and #889259-1 7. C-743-T07 DMSA Trailer 	
Performance Criteria Measures/Surveillance Method	This incentive will be measured by evaluating whether the Contractor has properly segregated, organized, and dispositioned all record and non-record material (both hard copy and electronic) currently stored in the locations identified in the performance objective by the completion date. Records transfer, disposition and destruction documentation will be used to verify completion.	
Performance Target	100% fee is available for this PBI upon completion of PBI by the completion date.	

PBI # 0101- D.4 (See Section C, PA.0040.A001.07.DR.13)	Asset Recovery and Recycling	Completion Date: September 30, 2018
Performance Objective	<p>Complete disposition of the following personal property by September 30, 2018. The excess personal property shall follow the formal personal property excess process prior to being considered for dispositioning as a waste. As part of this process the property shall be made available to other DOE Sites for reuse prior to making available to PACRO for reuse/recycling.</p> <ol style="list-style-type: none"> 1. All excess equipment located in the C-101 cafeteria 	

	<p>2. All excess security equipment (i.e., X-ray machines, and explosive and metal detectors) located in C-233, C-720, and C-720-H</p> <p>3. Twenty-five percent of excess stores inventory items located in C-720 stores area.</p>
Performance Criteria Measures/Surveillance Method	This incentive will be measured by evaluating whether the Contractor completed the dispositioning of the excess equipment identified in the Performance Objective by the required completion date.
Performance Target	100% fee is available for this PBI upon completion of PBI by the completion date.

PBI # 0101- D.5 (See Section C, PA.0040.A008.42.DR.04)	Electrical Power Distribution	Completion Date: September 30, 2018
Performance Objective	Complete the shut-down, isolation, de-energization and draining of the C-537 and C-535 switchyards and ancillary support facilities by September 30, 2018. This will include the removal of all power (including any ancillary or station power) and any other utility services to the switchyards. Air gapping shall be used as the preferred method of isolation unless there is a compelling safety and health, environmental, or technical reason not to. All oils shall be drained and compliantly dispositioned. Fire suppression systems shall be deactivated. The facilities shall be unoccupied.	
Performance Criteria Measures/Surveillance Method	This incentive will be measured by evaluating whether the Contractor completes the shut-down, isolation, de-energization and draining of the C-537 and C-535 switchyards and ancillary support facilities by the required completion date and in accordance with the requirements of the performance objective.	
Performance Target	100% fee is available for this PBI upon completion of PBI by the completion date.	

PBI # 0105-A.1 (See Section C, PA.0040.A008.48.DR.01.01 & 05)	Development of NDA Measurement Methods for C-331 and C-360	Completion Date: September 30, 2018
Performance Objective	<p>Construct and certify WRM standards required for NDA measurement system initial calibration, calibration confirmation, calibration verification, and performance demonstrations. All WRM produced under this program shall be compliant with DOE Order 414.1D as specified in DOE/PPPO/03-235&D0, QSNDA or other DOE/PPPO approved QSNDA document. PBI completion requires a successful third party independent data assessment of the Level IV Analytical Data package and detailed Fabrication/Certification documents. All data packages and Fabrication/Certification documents shall comply with ASTM C1128-15 and must be formally submitted to DOE for concurrence. A successful (third party) assessment is defined as DOE concurrence with the closure of all findings by September 30, 2018. <i>Note: The contractor is responsible for managing the schedule such that the development of the WRM, completion of the assessment and closure of any findings occurs by September 30, 2018.</i></p> <p>The following WRM standards shall be developed:</p>	

	<p>a. Straw Sources – 75 Straw UO₂F₂ gamma/neutron standards each containing between 0.5 – 3.0 grams U-235, with an assay range of 0.20% – 5.0% enrichment. A minimum of 15 straws in each of the following three assay ranges is required:</p> <ul style="list-style-type: none"> - 4.5% – 5.0% - .711% (normal) – 1.0% - Less than 0.35% <p>b. 9,000g total uranium in 1” x 9” aluminum tube gamma/neutron standards containing UO₂F₂ between 0.20% – 0.35% enrichment.</p>
Performance Criteria Measures/Surveillance Method	This incentive will be measured by evaluating whether the Contractor developed the WRMs by the completion date and whether the third party independent data assessment of the Level IV Analytical Data package and detailed Fabrication/Certification documents was successful and approved by DOE.
Performance Target	A portion of the total fee is available for each of the two (2) elements of the PBI. The dollar values assigned to individual elements are listed below. a. – \$61,852 b. – \$41,235

PBI # 0105-A.2 and A.3 (See Section C, PA.0040.A008.48.DR.01.01 & 05)	Development of NDA Measurement Methods for C-331 and C-360	Completion Date: September 30, 2018
Performance Objective	<p>Complete the following NDA activities by September 30, 2018.</p> <p>A.2. Complete development of NDA capability and measurement methods for characterizing C-360 in a manner that supports achieving CI and meeting the WAC for an OSWDF. DOE PDP test (or DOE approved alternative approach) must be passed and shall be capable of characterizing C-360 equipment including but not limited to;</p> <ul style="list-style-type: none"> - All equipment associated with sampling activities (i.e., sample cabinets, valves, lines/piping, tubing instrumentation, etc.); - All equipment associated with transfer activities (i.e., autoclave piping/lines, valves and instrumentation, transfer piping/lines, valves and instrumentation); - Technetium traps located at each autoclave and in downstairs transfer station; and - Loose and/or spare UF6 process equipment such as valves, joints, and piping that was either cut out of operating equipment or are spare parts. <p><i>Note: The contractor is responsible for managing the schedule such that the development of NDA capabilities for characterizing C-360 do not prohibit the completion of PBI 0105-A.5.</i></p> <p>A.3. Complete development of the CI limits and associated documentation for the “00” facilities and C-360. Limits must ensure CI for the facilities throughout the process of dispositioning the process equipment (CI for S&M, debris piles and onsite disposal in a CERCLA Cell, if approved). The technical basis for the CI limits must be approved by DOE. <i>Note: The contractor is responsible for</i></p>	

	<i>managing the schedule such that the development of CI limits for C-360 do not prohibit the completion of PBI 0105-A.5.</i>
Performance Criteria Measures/Surveillance Method	This incentive for element A.2 will be measured by evaluating whether the Contractor met the completion date for developing the NDA capability necessary to characterize the “00” and C-360 process facilities including passing a DOE PDP test (or DOE approved alternative approach). In element A.3, the Contractor must have developed and received DOE approval of the CI limits for the “00” and C-360 facilities by the due date.
Performance Target	A portion of the total fee is available for each of the two (2) elements of the PBI. The dollar values assigned to individual elements are listed below. A.2 – \$206,174 A.3 – \$206,174

PBI # 0105-A.4 and A.5 (See Section C, PA.0040.A008.48.DR.01.05 & PA.0040.A008.48.DR.02.05)	NDA Characterization and Deposit/Hold-up Removal for C-360 Facility	Completion Date: September 30, 2018
Performance Objective	Complete the following activities for C-360 by September 30, 2018. A.4. Complete all characterization for the C-360 facility in support of achieving CI and meeting the WAC for an OSWDF. Measurement data must be presented in an electronic form that is capable of passing an independent validation by a third party. <i>Note: The contractor is responsible for managing the schedule such that characterization activities for C-360 do not prohibit completion of deposit removal activities listed in PBI 0105-A.5 below.</i> A.5. Complete the following deposit removal activities for C-360: <ul style="list-style-type: none"> - Develop and gain DOE approval of a TFHA - Complete the removal and disposition of any remaining lube oils, Freon, or other hazardous materials (e.g., mercury switches, cesium sources, etc.) - Remove fire loading in support of sprinkler system deactivation - Remove uranium deposits/hold-up from all process equipment components (including C-360 tie-line to support shutdown of CAAS) to below CI limits and also meet target waste acceptance criteria for total elemental uranium of 100,000 mg/kg - Complete disposition of technetium traps and cold traps - Submit all documentation necessary to support criticality incredibility, including authorization basis changes to downgrade the facilities from Category 2 Nuclear Facility to Radiological facility, and gain DOE approval; - Deactivate/shutdown the CAAS - Once CI is achieved, isolate and air gap all utilities not required to support the facility - Properly dispose of all waste generated 	
Performance Criteria Measures/Surveillance Method	The incentive for element A.4 will be measured by evaluating whether the Contractor met the completion date for characterizing all C-360 process gas equipment. The characterization data must have been presented in an	

	electronic form that passes an independent validation by a third party. In addition to completing characterization of the facility, the Contractor must have completed all criteria of element A.5 as listed in the performance objective by the completion date.
Performance Target	A portion of the total fee is available for each of the two (2) elements of the PBI. The dollar values assigned to individual elements are listed below. A.4 – \$154,630 A.5 – \$360,805

PBI # 0105-B (See Section C, PA.0040.A008.48.DR.04)	C-746-Q Cold Trap Disposition	Completion Date: August 15, 2018
Performance Objective	Complete disposition of 22 cold traps stored in C-746-Q including the compliant disposition of all waste (including the trap bodies), by August 15, 2018.	
Performance Criteria Measures/Surveillance Method	This incentive will be measured by evaluating whether the Contractor has completed disposition of all 22 cold traps stored in C-746-Q, including disposition of all waste (including trap bodies) by the completion date. Documentation associated with disposition of the waste (e.g., waste shipping manifests, etc.) will be reviewed as part of the evaluation.	
Performance Target	100% fee is available for this PBI upon completion of PBI by the completion date.	

PBI # 0105-C (See Section C, PA.0040.A008.48.DR.03)	C-400 Deactivation	Completion Date: September 1, 2018
Performance Objective	<p>Complete full deactivation of the remaining C-400 Cleaning Facility Work Zones by removing all hazardous equipment and materials, all fissile materials and equipment, and other items necessary to leave the facility in a demolition-ready state by September 1, 2018.</p> <p>These activities include, but are not limited to, completion of the following:</p> <ul style="list-style-type: none"> - Clean-out of all tanks, pits, piping, etc., including all basement areas associated with the work zone as required to facilitate sampling and physical verification that no liquids or solids remain in the items above contamination levels or levels that would require the materials to be managed as hazardous; - Removal of facility equipment, personal property/fixtures, tanks, drums, all asbestos in the building including wiring insulation (excluding interior transite panels unless required to facilitate access), LLW PCB contaminated items, etc. that cannot be left behind for building demolition; - Cleanout of the work zones to maximize open floor space for sampling associated with EM.PA.0040.A005.10.DR.01; - Evaluation of contents within the facility for reuse or excessing in according with the Asset Recovery and Recycling Program; - Fill subgrade areas and basements with controlled low strength materials (CLSM) after all equipment and materials have been removed. Planning and scheduling of work should consider requirements of sampling under EM.PA.0040.A005.10.DR.01; 	

	<ul style="list-style-type: none"> - Complete NDA characterization and NCS safety basis revisions for Work Zones 9 and 14 to allow for deactivation of all equipment; - Complete air gapping all underground and above-ground utilities to the facility, including support structures, back to the nearest active junction/tie-in.; - Modify all applicable safety basis documents that support elimination of the CAAS for C-400 AND obtain approval of all documentation necessary to support criticality incredibility, including safety authorization basis changes to downgrade the facility to a Radiological facility, and gain DOE approval; - Deactivate/shutdown the C-400 CAAS; - Drain all liquids from the fire suppression system piping; and - Characterize and disposition all generated wastes either off-site or in the C-746-U Landfill, should the waste meet the landfill waste acceptance criteria
<p>Performance Criteria Measures/Surveillance Method</p>	<p>This incentive will be measured by evaluating whether the Contractor has completed deactivation of all remaining C-400 Cleaning Facility work zones as stipulated in the performance objective, leaving the facility in a demolition-ready state, by the completion date.</p>
<p>Performance Target</p>	<p>100% fee is available for this PBI upon completion of PBI by the completion date.</p>

Exhibit 5

PBI CERTIFICATE OF COMPLETION

Certificate of Completion

“I certify performance completion of PBI #_____. This certification of completion is made in good faith; the supporting data (included as an attachment) are accurate and complete to the best of my knowledge and belief; the amount requested accurately reflects the amount of fee for which the Contractor believes is correct; and I am duly authorized to certify the PBI completion on behalf of the Contractor.”

Signature

Date

Title