

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



FY 2021 and FY 2022

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:

**Robert E. Edwards** Digitally signed by Robert E. Edwards  
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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 and performance-based incentives (PBI). The term Performance Evaluation Measurement Plan (PEMP) is used to address a fee plan that includes both types of incentives<sup>1</sup>. 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 the 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 and the Risk Management Plan to provide a streamlined and comprehensive methodology to consistently capture and report on the 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:
  - reduction of surveillance and maintenance (S&M) costs,
  - remedial investigation implementation,
  - stabilization and deactivation activities, and
  - safe, secure, and effective work environment.
- 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.

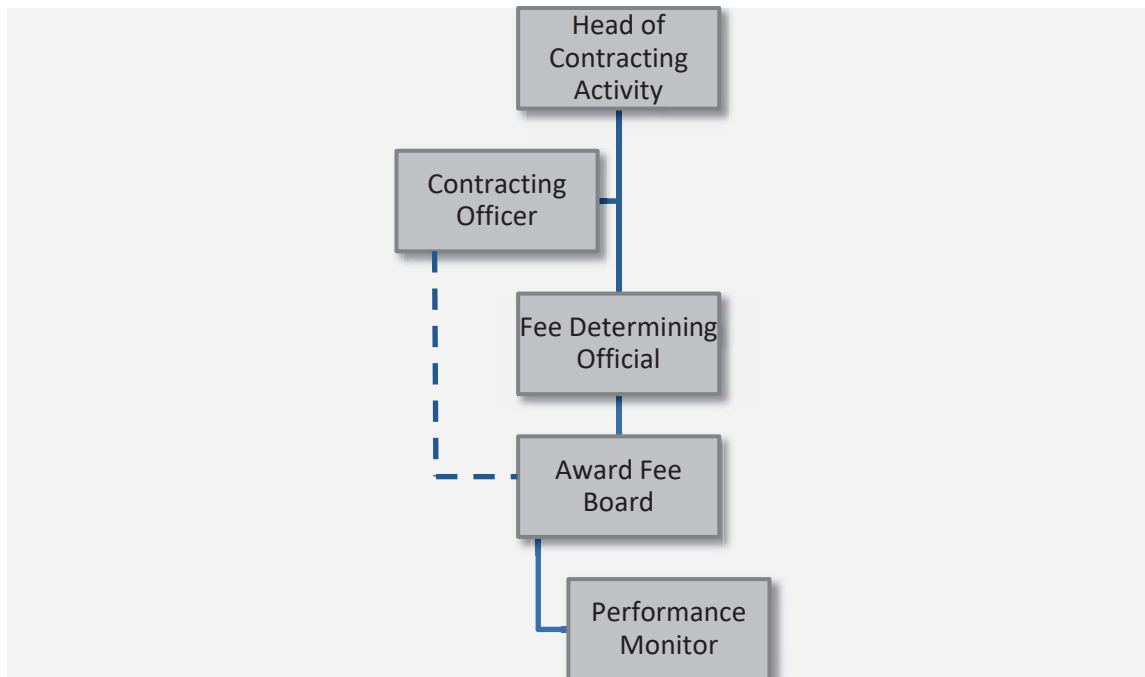
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<sup>1</sup> DOE Acquisition Guide Chapter 16.405 (June 2019)

## 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.
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 with 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 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. An 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 14 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, 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; however, the revised PEMP, or revised portion thereof, shall not be effective until one calendar day after the Contractor receives the revised PEMP.

## 6. Incentive Structure

The AFB, in determining the amount of the total base period fee to be made available for Fiscal Year (FY) 21 and 22, considered the overall discrete workload planned or expected for FY21/FY22. Discrete work activities (e.g., utility optimization, C-400 Remedial Investigation, process facility characterization and deposit removal, etc.) are expected to increase in years 4 and 5 of the Base Period. Contract Line Item Numbers (CLINs) in Table 1 below show the AFB assigned percentages of the total combined Base Period fee to FY21 and FY22 in consideration of this workload.

The fee incentive structure is divided into two components. The first component, as illustrated in Table 2, is the Available Award Fee, which is awarded based on adjectival rating categories of performance. The second component, as illustrated in Table 3, is the PBI Fee, which is awarded based on successful completion of specific goals set forth in this plan.

**Table 1: Percent of Base Period Fee Assigned to FY21/FY22 (as of Mod 0068)**

CLIN	CLIN Title	Percent Base Period Fee <sup>1</sup> Assigned to FY21/FY22	Available Award Fee for FY21/FY22	PBI Fee for FY21/FY22
0101	Base Operations and Remediation	26%	\$3,147,509	\$9,918,587
0102	Polychlorinated Biphenyls (PCBs)	0.1%	\$52,822	\$0
0103	Safeguards and Security	0.3%	\$141,108	\$0
0104	Worker Pensions & Retirement Health Benefits	0%	\$0	\$0
0105	Stabilization and Deactivation	32%	\$1,457,307	\$14,940,054
	<b>FY21/FY22 Total</b>	N/A	<b>\$4,798,746</b>	<b>\$24,858,641</b>

<sup>1</sup>As of Contract Modification 0068, the total available base period fee (award and PBI) is \$50,957,952.

### 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 FY21 and FY22 by CLIN is shown in Table 2.

**Table 2: Available Award Fee for FY21/FY22**

CLIN	CLIN Title	Award Fee for FY21/FY22 <sup>1</sup>	Percent Base Period Fee Assigned to FY21/FY22 by CLIN	Percent of FY21/FY22 Total Fee
0101	Base Operations and Remediation	\$3,147,509	42%	66%
0102	Polychlorinated Biphenyls (PCBs)	\$52,822	20%	1%
0103	Safeguards and Security	\$141,108	20%	3%
0104	Worker Pensions & Retirement Health Benefits	\$0	0%	0%
0105	Stabilization and Deactivation	\$1,457,307	72%	30%
<b>FY21/FY22 Total</b>		<b>\$4,798,746</b>	<b>N/A</b>	<b>100%</b>

<sup>1</sup> Table 2, *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 S&M, asset recovery/recycling, and securing a safe and effective work environment. 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 FY21/FY22**

CLIN	CLIN Title	PBI Fee for FY21/FY22	Percent Base Period Fee Assigned to FY21/FY22 by CLIN <sup>1</sup>	Percent of FY21/FY22 Total Fee
0101	Base Operations and Remediation	\$9,918,587	24%	40%
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	\$14,940,054	37%	60%
<b>FY21/FY22 Total</b>		<b>\$24,858,641</b>	<b>N/A</b>	<b>100%</b>

<sup>1</sup> In prior years, available PBI fee for each CLIN was based on total estimated costs for that CLIN. For FY20 and going forward, available PBI fee is merged into a single amount allowing fee to be assigned based on the importance of the work to the site. This column now represents the percentage of fee assigned to CLIN 0101 or 0105 of the total PBI fee available.

### **COVID-19 Impacts**

Due to impacts on work in FY20 associated with the COVID-19 work pause, three FY20 PBIs will continue into FY21. Fee for these PBIs is not included in the above tables since this funding was already allocated in FY20 and will remain with the same PBI allowing the Contractor to earn the fee upon completion of the work. These three PBIs have a total fee allocation of \$814,353. See Exhibit 4A, *FY20 Carry Forward Performance Based Incentives Evaluation Criteria*, for a listing of the PBIs continuing into FY21 along with the fee assigned to each.

### **Base Operation and Remediation**

The PBIs identified are intended to focus the Contractor's actions on improving the safety of workers and reducing risk to the environment. A PBI is identified to eliminate highly reactive chemicals, such as fluorine (F<sub>2</sub>) and uranium hexafluoride (UF<sub>6</sub>) associated with systems and processes no longer in operation. Additional risk reduction will be realized when the Contractor establishes a site-wide chemical inventory system that is fully integrated with the procurement process and field use of chemicals and allows site employees with ready accessibility to Safety Data sheets. A PBI is identified to focus on completion of consultations with the Environmental Protection Agency (EPA) and the Commonwealth of Kentucky (KY) on approximately 50 facilities associated with the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) determination. These determinations are key for future demolition activities at the site. A PBI is identified to develop an on-line Solid Waste Management Unit (SWMU) system that will include a library of information such as regulatory correspondence, assessment reports, CERCLA documents, and current information and data for each SWMU. Finally, a PBI is identified to focus the Contractor on the completion of fieldwork associated with the Remedial Investigation/ Feasibility Study (RI/FS) Work Plan for the C-400 Complex Operable Unit. This work will position DOE for future demolition of the C-400 facility and implementation of remedial actions.

### **Surveillance and Maintenance**

A PBI is identified to focus the Contractor's actions toward demolishing more than 35 excess and out-of-service trailers, storage sheds, tanks, railcars, and other structures across the site, including content disposition. A PBI is identified to modify the sprinkler systems in the process facilities to allow for elimination of auxiliary heating of those systems in the winter. This elimination will result in reducing S&M costs for the buildings as well as power costs for the site. Other PBIs focus on Asset Recovery and Recycling, deactivation of the final site switchyard, repairs to process facility plenums, and removal of fissile material to allow for the deactivation of the Criticality Accident Alarm System (CAAS) and downgrade of the C-710 facility.

### **Stabilization and Deactivation**

A number of fee bearing objectives are identified that collectively illustrate the actions and attention needed toward implementing and sustaining an effective and efficient approach to Stabilization and Deactivation of the C-333 facility at the PGDP.

These PBIs include the removal of asbestos cell housing panels, which will support near term characterization and deposit removal activities. A PBI is identified to characterize and properly disposition off-site over 400 pieces of loose process gas equipment (PGE) from the facility. PBIs are also identified to complete the deactivation of several key areas of the facility, including the cell recovery area, 18 of the 60 cells, and the C-333A vaporizer facility. Finally, a PBI was identified to design and construct a Material Sizing Area (MSA) to allow for the segmentation of all plant PGE up to and including a “000” size converter.

A list of the specific PBIs and available PBI Fee for FY21/FY22 are provided in Table 4.

**Table 4: Performance Based Incentives**

CLIN	CLIN Title	PBI Elements	Discrete PBI Value
<b>Total FY21/FY22 PBI Fee Available</b>			<b>\$24,858,641</b>
0101	Base Operations and Remediation	<p><i>NOTE: Specific details, including completion criteria and evidence of completion, for each PBI can be found in Exhibit 4.</i></p> <p><b>PBI 0101-A:</b> The Contractor shall optimize and reduce S&amp;M costs. Additionally, the Contractor shall minimize the size/footprint of occupied facilities to the greatest extent practical. The following incentivized activities highlight the significance to DOE of sustaining a rigorous S&amp;M program and reducing ongoing and out-year landlord expenses and/or hotel load at the PGDP.</p> <ol style="list-style-type: none"> <li>By May 2, 2022, and in accordance with the requirements of the approved transitional fire hazards analysis (TFHA), the Contractor shall perform the necessary modifications to the sprinkler systems in the process facilities to eliminate auxiliary heating of the sprinkler systems and to allow for shutdown of the High Pressure Fire Water (HPFW) system.</li> <li>By May 13, 2022, the Contractor shall complete the compliant disposition of the personal property listed in Exhibit 4. 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 the Paducah Area Community Reuse Organization (PACRO) for reuse/recycling.</li> <li>By September 1, 2021, the Contractor shall remove and compliantly disposition the trailers, sheds, and/or other structures/equipment listed in Exhibit 4 to preclude degradation that would result in increased costs to DOE.</li> </ol>	<p style="text-align: right;">\$2,363,145</p> <p style="text-align: right;">\$606,613</p> <p style="text-align: right;">\$360,000</p>

CLIN	CLIN Title	PBI Elements	Discrete PBI Value
		<p>4. By September 1, 2021, complete the characterization, removal, and disposition of fissile material from C-710, deactivation of the CAAS, and downgrade of the facility.</p>	\$240,000
		<p>5. By November 30, 2021, the Contractor shall complete repairs to 38 plenums located on the roofs of the C-333 and C-337 process facilities.</p>	\$366,613
		<p><b>PBI 0101-B:</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>	
		<p>1. By May 13, 2022, the Contractor shall compile and document the necessary information to complete the consultation with EPA and KY for facilities in the D2/R1 FY20 Site Management Plan, Appendix 6, that are pending further CERCLA determination, including completion of the Site Evaluation packages for other facilities listed in the D2 FY20 Site Management Plan, Appendix 4, to determine if a CERCLA action is warranted.</p>	\$514,960
		<p>2. By May 2, 2022, the Contractor shall complete the development of an online (internal Paducah Site networks) SWMU system that includes the library of information for each SWMU, the SWMU Assessment Report, regulatory correspondence, a detailed map, pictures, and other current information and data.</p>	\$193,323
		<p>3. By December 1, 2021, the Contractor shall establish a site-wide chemical inventory system that meets the requirements in Exhibit 4.</p>	\$84,661
		<p>4. By April 1, 2022, the Contractor shall complete all activities associated with the approved RI/FS Work Plan fieldwork for the C-400 Complex Operable Unit.</p>	\$4,582,660
		<p><b>PBI 0101-C:</b> In accordance with the requirements in Performance Work Statement (PWS) Section C.1.2 and C.1.3, the Contractor shall identify and eliminate systems and processes that are no longer necessary and maintain the safe configuration of the facilities. The Contractor shall complete the following activities by May 2, 2022.</p>	
		<p>a. The Contractor shall compliantly disposition all F<sub>2</sub> in E and F drums and piping in the C-331 facility.</p>	\$240,000
		<p>b. The Contractor shall complete the compliant disposition of the UF<sub>6</sub> in the sodium fluoride (NaF) trapping systems (including the trapping media) in C-310.</p>	\$366,613

CLIN	CLIN Title	PBI Elements	Discrete PBI Value
0105	Stabilization and Deactivation	<p><b>PBI 0105-A:</b> The activities below will support the Stabilization and Deactivation of the C-333/C-333A process facility. Successful completion of this work will ultimately allow DOE to defensibly declare the facility criticality incredible and enable downgrade of its hazard category.</p> <ol style="list-style-type: none"> <li>1. By April 30, 2022, the Contractor shall complete the removal and disposition of the remaining asbestos cell housing panels in C-333.</li> <li>2. By September 1, 2021, and as proof of principle for the Characterization and Criticality Incredible Database (CCID), the Contractor shall remove, package, and properly disposition all PGE previously characterized under the seal exhaust (SX)/wet air (WA) FY20 PBI 0105-A.3.</li> <li>3. By May 13, 2022, the Contractor shall characterize, remove, package, and properly disposition all loose PGE (excluding converters/compressors) on the cell and ground floors of the facility. This effort includes any loose PGE that was previously characterized under FY20 PBI 0105-A.6.</li> <li>4. By May 20, 2022, the Contractor shall characterize all PGE (e.g., piping, valves, traps, jets, relief drums, etc.) in the C-333A facility. The Contractor shall also perform sufficient characterization of the facility to support hazardous material removal and disposition.</li> <li>5. By November 2, 2021, the Contractor shall characterize, remove, package, and disposition off-site all PGE associated with the cell servicing area and holding drums including, but not limited to, piping, valves, cold traps, drums, instrumentation, tubing, chemical traps, and vacuum pumps within the boundary of the cell servicing area/holding drum room.</li> <li>6. By May 13, 2022, and in support of stabilization and deactivation activities in C-333, the Contractor shall complete all deactivation activities associated with cell floor areas C7, C8, and C9.</li> <li>7. By May 1, 2022, the Contractor shall complete the design and construction of a MSA that has the capability to perform full segmentation of PGE up to and including an uprated "000" converter, and shall successfully pass a DOE Readiness Review.</li> </ol>	<p></p> <p>\$1,283,145</p> <p>\$960,000</p> <p>\$2,454,798</p> <p>\$1,356,467</p> <p>\$549,919</p> <p>\$5,586,128</p> <p>\$2,749,596</p>

Each element of the PBI will be evaluated as identified in Exhibit 4. Due to COVID-19 work delays in FY20, three PBIs from FY20 are carried forward and elements of those PBIs will be evaluated as identified in Exhibit 4A. 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 *Certification 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**

<b><u>ADJECTIVAL RATING CATEGORIES OF PERFORMANCE</u></b>	<b><u>WEIGHTINGS</u></b>
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**

<b>QUALITY (20%)</b>
<ul style="list-style-type: none"><li>• 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.</li><li>• The Contractor will be evaluated on the quality and effectiveness of their policies, plans, and procedures governing Contractor activities.</li><li>• The Contractor will be evaluated on their application and incorporation of Environmental Safety, Health, Security, and Quality Assurance (ESH&amp;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, Quality Assurance (QA), and work planning initiatives.</li><li>• 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.</li><li>• The Contractor will be evaluated on the quality and effectiveness of all contractual and regulatory deliverables including, but not limited, to regulatory submittals (e.g., Federal Facility Agreement [FFA] documents, permits), Safety Basis Documents, Optimization Plans, Security Plans, etc.</li><li>• The Contractor will be evaluated on their performance of S&amp;M, including maintaining roof warranties, preventative maintenance, corrective maintenance, etc.</li></ul>
<b>SCHEDULE (15%)</b>
<ul style="list-style-type: none"><li>• The Contractor will be evaluated on the timeliness of the completion of contractual deliverables. One hundred percent of deliverables must be provided on time in order to achieve at least a satisfactory rating.</li><li>• The Contractor will be evaluated on the timeliness of the completion of contractual milestones (fieldwork).</li><li>• The Contractor will be evaluated on overall and specific program and project status performance against the approved baseline.</li><li>• The Contractor will be evaluated on their ability to respond to in-scope requests for support and information/reports.</li></ul>

- 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 controls 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 their 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.
- The Contractor will be evaluated on the implementation of risk-based implementation of Min-Safe/Base-Operational requirements for improving cost effectiveness while maintaining commensurate level of safety, quality and security.

**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.
- The Contractor will be evaluated on the effective implementation of the Contractor human resources management requirements.
- The Contractor will be evaluated on the fulfillment of expectations of the Contractor's Community Commitment Plan.
- The Contractor will demonstrate proactive communication with Corporate Official and parent companies to identify project issues early and resolve them.

**REGULATORY COMPLIANCE (15%)**

- The Contractor will be evaluated on their compliance with all applicable Environmental Regulations (local, state, and federal), 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 evaluation 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 not limited to, Title 10, Code of Federal Regulations (CFR), Part 824, 10 CFR 1046, 10 CFR 1016, and 10 CFR 1045.
- The Contractor will be evaluated on their compliance with DOE ESH&QA Requirements (e.g., Executive Orders, DOE Policies, Orders Directives, 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, Resource Conservation and Recovery Act (RCRA) 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 Plans.

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

#### **IMPLEMENTATION OF BUSINESS SYSTEMS (15%)**

- The Contractor will ensure cost proposals are clearly traceable to the existing baseline and contract data and are consistent with an approved estimating system. The Contractor will ensure all proposal data, including Basis of Estimates, contain sufficient detail to support technical reviews and cost analyses. The Contractor will readily respond to questions and provide supplemental information to support Requests for Equitable Adjustments upon request. The Contractor will monitor the impact of potential changes to the project schedule and submit cost proposals in a timely manner to ensure adequate time to evaluate and negotiate.
- The Contractor will consistently perform procurement activities within the requirements of their DOE approved purchasing system. The Contractor will prepare and submit annual procurement forecasts and monthly procurement reports. The Contractor will complete an annual self-assessment in accordance with the contract and provide results to the Government.
- The 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.
- The 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.
- The 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.
- The 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.
- The Contractor will demonstrate effective subcontract management, including award of subcontracts as scheduled, inclusion of all requirements, subcontractor audits, and subcontract administration. The Contractor will monitor subcontractor performance to ensure compliance with all requirements, including small business subcontracting plans, Buy American Act, and applicable labor statutes.
- The Contractor will demonstrate effective use of domestic suppliers of PPE and achieving on-time-delivery of PPE.

**Exhibit 4**  
**PERFORMANCE BASED INCENTIVES**  
**EVALUATION CRITERIA**

PBI # 0101–A.1 (See Section C, EM.PA.0040.A008.41.DR.01)	Surveillance and Maintenance	Completion Date: May 2, 2022
Performance Objective	<p>In accordance with the requirements of an approved TFHA, the Contractor shall perform the necessary modifications (i.e., transition to dry hybrid system on the ground floor and use of hose reel type systems on the cell floor) to the HPFW systems in the process facilities. These modifications will allow for the elimination of auxiliary heating for the sprinkler systems in these facilities and reduce S&amp;M costs. The Contractor shall also ensure necessary documents (e.g., procedures, drawings, etc.) including revisions to safety basis documents are completed. The Contractor shall ensure a reliable alternative water supply is available to charge the sprinkler systems.</p> <p>Design documents (30%, 60%, and 90%) for the hose reel system shall be made available to DOE for review along with approval of Certified for Construction (CFC) documents.</p> <p>By February 26, 2021, the Contractor shall perform an evaluation and provide for DOE’s review the proposed end state of the HFPW tower, pumps, and controls that reduce the long-term risk associated with the tower structure and system.</p> <p>The Contractor shall complete the necessary modifications (dry hybrid/hose reel systems), including placing in service, along with the associated paperwork and safety basis changes by the following dates.</p> <p>C-333 cell floor only and C-337 entire facility – September 1, 2021                  C-331 and C-335 entire facilities – May 2, 2022</p> <p>By May 2, 2022, in accordance with an approved TFHA, the Contractor shall remove from service (i.e., isolate, air gap, drain) the HPFW systems in C-315 and C-310/C-310A. Air gaps shall be performed at locations that limit dead legs of piping associated with the main HPFW supply.</p> <p>By May 2, 2022, the Contractor shall isolate and shutdown the C-631 pump house and all pumps (recirculating cooling water and HPFW), and drain the associated process building recirculating cooling water headers back to the basin. The Contractor shall also implement the final proposed end state of the HPFW tower and system in accordance with the February 26, 2021, submittal. Demolition of the tower/system is not part of this PBI.</p> <p><i>NOTE: The Federal Aviation Administration required lights on the top of the HPFW tower shall remain in service.</i></p> <p><i>NOTE: The Contractor shall manage their schedule such that an approved TFHA is in place in sufficient time to allow for the necessary modifications to be completed by the milestone dates above and allow for elimination of the</i></p>	

	<i>auxiliary heating and reduction of S&amp;M for the sprinkler systems. <b>Physical work on the sprinkler systems as part of this PBI shall not be performed until an approved TFHA is in place for the specific facility.</b></i>
Performance Criteria Measures/Surveillance Method	This incentive will be measured by conducting walkdowns of the facility along with review of documentation to include, but not limited to, completed work packages, engineering evaluations, safety basis changes, as-built drawings and test results. All waste shall be properly dispositioned off-site in accordance with the completion date for each facility as indicated above.
	The following fee schedule applies upon the completion of this PBI by the completion dates as stated in the performance objectives.  C-333 Cell floor only – \$378,000 of fee is available in FY21 C-337 – \$702,000 of fee is available in FY21  C-331 – \$449,100 of fee is available in FY22 C-335 – \$449,100 of fee is available in FY22 C-315 – \$96,236 of fee is available in FY22 C-310 – \$192,473 of fee is available in FY22 Shutdown C-631 Pump House – \$96,236 of fee is available in FY22

PBI # 0101–A.2 (See Section C, EM.PA.0040.A001.07.DR.13)	Asset Recovery and Recycling	Completion Date: May 13, 2022
Performance Objective	<p>The Contractor shall complete the compliant disposition of the following personal property. 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> <p>By November 30, 2020, the Contractor shall provide to DOE for approval a detailed listing of the remaining excess stores inventory in C-333, C-720-G, and Sealands at C-746-V along with an inventory of remaining gas cylinders on the C-720 south loading dock, at the C-742 cylinder storage facility, and in the C-333 facility. The submittal shall also include an inventory of excess material/equipment at the C-746-S Landfill facility and an inventory of converter and compressor carts located north of C-720. As part of this November 30, 2020, submittal, the Contractor shall provide justification for inventory that will not be dispositioned and is required in support of the D&amp;R work scope. The justification shall include the specific project and timeframe for which the materials are required. This justification is subject to DOE’s approval.</p> <p>a. By August 13, 2021, the Contractor shall complete the compliant disposition of remaining excess stores inventory according to the approved listings for C-333, C-720-G, Sealands located at C-746-V, and remaining gas cylinder inventory located at C-720, C-742, and C-333. The Contractor shall also relocate the stores receiving and shipping areas to another facility/area outside the C-720 building footprint by January 31, 2021. The Contractor shall also properly disposition off-site all Process Gas Leak Detector heads in C-331 by August 31, 2021.</p>	



	<p>b. By May 13, 2022, the Contractor shall complete the compliant disposition of excess personal property according to the approved listings for the C-746-S Landfill and compressor and converter carts located north of C-720.</p> <p><i>NOTE: Once inventory/material is removed from an area, facility, or Sealand container, additional inventory/material shall not be stored there without approval from DOE.</i></p>
Performance Criteria Measures/Surveillance Method	<p>This incentive will be measured by evaluating whether the Contractor completed the compliant disposition of the excess equipment identified in the Performance Objective by the required completion date.</p> <p>Completion of disposition of the listed items will be achieved upon transfer to the Infrastructure Contractor for final disposition to another DOE site or to PACRO. If neither is viable, the Contractor shall compliantly dispose of the material as waste with evidence of permanent disposition. It is DOE's intent for the Contractor to maximize the number of items recycled/reused to the extent possible and to have all excess material removed from these areas.</p>
Performance Target	<p>A portion of the total fee is available as defined below for the various elements of the PBI.</p> <p>a. \$240,000 of fee is available in FY21 for completion of this element                  b. \$366,613 of fee is available in FY22 for completion of this element</p>

PBI # 0101-A.3 (See Section C, EM.PA.0040.A008.41.DR.01)	Surveillance and Maintenance/Footprint reduction	Completion Date: September 1, 2021
Performance Objective	<p>The Contractor shall remove and compliantly disposition all trailers/sheds/tanks and other structures/equipment listed below, to preclude degradation that would result in increased costs to DOE. CERCLA, RCRA, and other applicable regulatory requirements shall be followed. Any work performed in a SWMU shall be conducted in accordance with site requirements. All contents of the trailer/sheds/tanks and other structures, including furniture and documents, must be dispositioned (excessed, disposed, or utilized) accordingly. All utility connections shall be disconnected. Additionally, the Contractor shall maximize the transfer to PACRO for excessing any such facilities, furniture/fixtures, or equipment. Should the Contractor determine one or more of the trailers/sheds/tanks or other structures/ equipment are needed to support the DOE mission, the Contractor shall provide to DOE written justification to include which project requires the item(s). Approval of the exemption is at DOE's discretion.</p> <p>By January 31, 2021, the Contractor shall disposition the C-743-T17 Field Support Lab Trailer.</p> <p>The Contractor shall disposition the C-412-T18, C-764-T11, C-102-T01 and C-102-T04 trailers and the following 27 tanks:</p> <ul style="list-style-type: none"> <li>• C-315 Propane Tanks (2), C-750 propane tanks (2), C-746 GE Betz tank, C-635-1 tank #6931, C-333 fuel oil tanks (2), C-337 fuel oil tanks (2), C-720 fuel oil tanks (2), C-540 fuel oil tank, C-331 emergency diesel tanks (2), C-333 emergency diesel tanks (3), C-335 emergency diesel tanks (2), C-337 emergency diesel tanks (3), C-310 emergency diesel tank, C-750</li> </ul>	

	<p>alcohol tank, C-720-C liquid varnish tank, and the C-720-L liquid oxygen tank.</p> <p>The Contractor shall also disposition the following:</p> <ul style="list-style-type: none"> <li>• Outfall sampling station structures that are no longer in use (the Contractor shall provide a list of structures for DOE approval)</li> <li>• Four sulfuric acid tanks north of the C-631pumphouse</li> <li>• Abandoned railcars: OROX 856, ENRX 2107, and ENRX 2109 located on track 4, ENRX 2108 located on track 8, and DODX 17532 located on track 15.</li> <li>• Portable cool shack south of C-745C</li> <li>• Two large insulated tanks, one each located north of C-633 and north of C-637</li> <li>• Small portable cool shack located at the northwest corner of C-331</li> <li>• Lincoln welder, flatbed Cushman, and other miscellaneous items located around this equipment just north of the C-740 yard fence</li> <li>• Approximately 36 pieces of industrial equipment no longer being used including, but not limited to, forklifts, cranes, front end loader, aerial lifts, sweepers, tow motors, etc.</li> <li>• Sewage lift stations, which are out of service and no longer required to support the site mission. The Contractor shall provide a list of lift stations that meet these criteria by November 13, 2020, for DOE review and approval. Once approved, the Contractor shall remove and properly disposition all above ground equipment/structures and air-gap any utilities associated with this list.</li> </ul>
<p>Performance Criteria Measures/Surveillance Method</p>	<p>This incentive will be measured by completing the compliant disposition, including contents, of the above stated trailers/sheds/tanks, other structures/equipment listed in the performance objectives, and any transfers to PACRO of facilities/furniture by the completion date. The Contractor will provide copies of shipping documentation and the certificate of disposal by the PBI completion date.</p>
<p>Performance Target</p>	<p>100% of fee (\$360,000) is available for this PBI upon completion of the PBI by the completion date.</p> <p><i>NOTE: The scope of work under this PBI will not be considered complete if the C-743-T17 Field Support Lab Trailer is not completed (including off-site disposition) by January 31, 2021.</i></p>

PBI # 0101–A.4 (See Section C, EM.PA.0040.A008.41.DR.01)	Surveillance and Maintenance C-710 Fissile Material Removal	Completion Date: September 1, 2021
Performance Objective	<p>By September 1, 2021, the Contractor shall complete the removal, compliant disposition, and/or relocation (with DOE prior approval) of fissile material/equipment from C-710 to allow for the deactivation and removal from service of the CAAS and to downgrade the facility to less than Hazardous Category (HC) 2.</p> <p>By December 1, 2020, the Contractor shall provide a listing of fissile material to be removed for DOE concurrence.</p> <p>With prior DOE approval, the Contractor shall transfer the 1S and 2S cylinders to another facility/location for storage.</p> <p>The Contractor shall complete the characterization of all fissile material equipment and systems (e.g., fissile drain systems, cold traps, sample tubes, etc.) and remove and compliantly disposition all fissile material/equipment from the facility.</p> <p>The Contractor shall complete the characterization of all fissile hoods/ventilation systems. With DOE’s prior approval, hoods and/or ventilation systems may remain in place if the characterization results support removal of the CAAS from service and downgrade of the facility. The Contractor shall ensure any openings resulting from hood/ventilation system removal are left weather tight.</p> <p>The Contractor shall provide documentation justifying the retaining of any fissile material/equipment for future deactivation activities for DOE’s approval. The documentation shall include a description of the material/equipment, amount and assay (if applicable), justification for future use, and location to which it will be moved. Retention of the material/equipment is at DOE’s discretion.</p> <p>The Contractor shall ensure the CCID contains all data/information required by Revision 5 of the Software Requirements Specifications document unless deviation is approved by DOE.</p> <p>The Contractor shall provide for DOE approval, an engineering evaluation and other necessary documentation (e.g., Documented Safety Analysis [DSA], etc.) that supports the CAAS deactivation and removal and downgrade of the facility to below a HC-2 facility. With DOE approval, the Contractor shall deactivate and remove the C-710 CAAS and complete the downgrade of the facility.</p> <p><i>Note: The Contractor is responsible for managing the schedule such that the characterization and disposition of all fissile material, along with the submittal and approval of all supporting documentation for downgrade of the facility, are completed prior to September 1, 2021.</i></p>	
Performance Criteria Measures/Surveillance Method	This incentive will be measured by conducting walkdowns of the facility to ensure all fissile material has been removed as outlined above. A review of	

	documentation (e.g., completed work packages, waste manifests, CCID, etc.) will also be performed to ensure proper disposition by the completion date of the PBI. The Contractor will provide copies of certificates of disposal by the PBI completion date.
Performance Target	100% of fee (\$240,000) is available for this PBI upon completion of the PBI by the completion date.  <i>NOTE: To be eligible for the PBI fee, the CCID must contain all of the required data.</i>

PBI # 0101–A.5 (See Section C, EM.PA.0040.A008.41.DR.01)	Surveillance and Maintenance C-333 and C-337 Plenum Repairs	Completion Date: November 30, 2021
Performance Objective	By November 30, 2021, the Contractor shall complete the repairs to 38 plenums (not previously repaired) located on the C-333 (16 plenums) and C-337 (22 plenums) process facility roofs. All waste shall be properly dispositioned with proof of disposition provided by the PBI completion date. The Contractor shall ensure the warranty for the roof is not impacted by these repairs.	
Performance Criteria Measures/Surveillance Method	This incentive will be measured by evaluating the completion of walkdowns and review of documentation associated with completed work packages and waste manifests.	
Performance Target	100% of fee (\$366,613) is available for this PBI upon completion of the PBI by the completion date.	

PBI # 0101–B.1 (See Section C, EM.PA.0040.A001.07.DR.02.02.01)	Site Management Plan (Removal from CERCLA requirements)	Completion Date: May 13, 2022
Performance Objective	<p>The Contractor shall compile and document the necessary information to complete the consultation with EPA and KY for facilities in the D2 FY20 Site Management Plan, Appendix 6, that are pending further CERCLA determination. The documentation/information shall meet the requirements necessary to fulfill the consultation requirement in the EPA-DOE Joint Decommissioning Policy of 1995. The final documentation shall be submitted to the Administrative Record and/or EPA and KY. Consultation packages will follow the same format and scope as those previously submitted to EPA and KY (i.e., C-400-A).</p> <p>a. By March 31, 2021, the Contractor shall compile the necessary documentation, complete the consultation, and file the final documentation for the following facilities: C-200, C-203, C-303, C-320, C-410-D, C-410-K, C-410-L, C-601, C-607, C-611-Q, C-615-O, C-710-A, C-711, C-721, C-724-D, C-731, and C-746-G.</p> <p>b. By May 13, 2022, the Contractor shall compile the necessary documentation, complete the consultation, and file the final documentation for the remaining facilities.</p> <p>By March 31, 2021, the Contractor shall submit Site Evaluation Reports to EPA and KY for C-724-B, C-724-C, C-350, C-729, C-744, and C-606 facilities listed in the D2 FY20 Site Management Plan, Appendix 4. The report should contain sufficient detail, information, and data to support decision making to determine if a CERCLA action is warranted. By November 30, 2020, the Contractor shall recommend additional facilities</p>	

	<p>from Appendix 4 for DOE consideration and approval. The Contractor shall include in the November 30, 2020, submittal, a justification for exempting any of the above listed facilities due to current/future site needs. Following review of the submittal, DOE will provide a letter containing the final listing of facilities to be completed by March 31, 2021.</p> <p>By June 30, 2021, the Contractor shall resolve outstanding issues and provide any additional information needed to EPA and KY to allow for a decision to be made to determine if a CERCLA action is warranted for C-727 and C-746-A.</p>
Performance Criteria Measures/Surveillance Method	<p>For Appendix 6, this incentive will be measured by a review of the final documentation from the consultations with EPA and KY along with evidence of submittal to the Administrative Record and/or EPA and KY.</p> <p>For Appendix 4, this incentive will be measured by obtaining EPA and KY approval of the site evaluation reports.</p>
Performance Target	<p>A portion of the total fee is available as defined below for the various elements of the PBI.</p> <p>a. \$240,000 of fee is available in FY21 for completion of this element                  b. \$274,960 of fee is available in FY22 for completion of this element</p>

PBI # 0101–B.2 (See Section C, EM.PA.0040.A001.01.DR.01)	The SMWU Records R drive	Completion Date: May 2, 2022
Performance Objective	<p>The Contractor shall complete development of an online (internal Paducah Site networks) SWMU system that includes the library of information for each SWMU. The library of information is defined as follows: SWMU Assessment Report, regulatory correspondence, a map that details SWMU boundaries to include No Further Actions and active SWMU boundaries as defined by the description within the SWMU Assessment Report, current map that depicts current SWMU boundaries along with source and justification for change, pictures, information related to the SWMU, including knowledge of history, contamination data, any changed conditions, and data and/or reference to data links in PEGASIS or relevant data associated with the SWMU (e.g., radiological and Non-Destructive Assay surveys, waste characterization, etc.) This system must be accessible to all personnel identified by the site contractors and DOE. The system must also link to the SWMU map and have the ability to segregate SWMUs as being active, requiring ongoing remedial actions or institutional controls, further CERCLA activities as defined in the Site Management Plan, or no further action. The SWMUs should also be accessible and relational to each Operable Unit. For those SWMUs that have regulatory requirements as identified in CERCLA documents, the system must identify those requirements and provide the reference documents. Additionally, any inspections required by the CERCLA documents must be available [current (starting with any inspections performed after the 2018 5-Year Review inspections) and future, not past inspections].</p> <p>a. By March 31, 2021, the system structure and functionality documentation shall be provided to DOE for review and concurrence. DOE shall provide comments on this documentation no later than May 1, 2021. The</p>	

	<p>Contractor shall provide the final documentation two calendar weeks after comments are received formally from DOE.</p> <p>b. By July 30, 2021, the procedure for management of the system shall be effective.</p> <p>c. By September 1, 2021, the system shall be online and available with each SWMU Assessment Report included.</p> <p>d. By December 15, 2021, any ongoing CERCLA requirements associated with the SWMUs shall be included and referenced in the system. (CERCLA requirements are defined as further CERCLA activities in the FFA/Site Management Plan and/or required by other CERCLA documents.)</p> <p>e. By May 2, 2022, all remaining library information (e.g., maps, pictures, regulatory correspondence, etc.) shall be completed and included in the system.</p>
Performance Criteria Measures/Surveillance Method	<p>This incentive will be measured by reviews of system structure and functionality documentation; the implementation procedure for management of the system; the online availability of the system with each SWMU Assessment Report, including the inclusion of ongoing CERCLA requirements; and the completion and inclusion of remaining library information.</p> <p>The Contractor shall provide sufficient documentation following completion of individual milestones as evidence of completion.</p>
Performance Target	<p>A portion of the total fee is available as defined below for the various elements of the PBI.</p> <p>a., b., and c. \$120,000 of fee is available in FY21 for completion of these elements</p> <p>d. and e. \$73,323 of fee is available in FY22 for completion of these elements</p>

PBI # 0101–B.3 (See Section C, EM.PA.0040.A001.01.DR.01.01.01)	Paducah Site-wide Chemical Inventory System	Completion Date: December 1, 2021
Performance Objective	<p>The Contractor shall establish a site-wide chemical inventory system that meets the following requirements:</p> <ul style="list-style-type: none"> <li>• Includes an inventory of all chemicals that are on-site that are required to be tracked per the Emergency Planning and Community Right-to-Know Act and Toxic Release Inventory reporting requirements</li> <li>• Tracks the quantities of on-site chemicals on a monthly basis</li> <li>• Meets all applicable software quality assurance requirements</li> <li>• Proceduralizes a management system that includes a work flow process for integrating the purchase and receipt of chemicals along with field use of the chemical</li> <li>• Allows all three site contractors to update the information</li> <li>• Accessible by DOE and designated personnel from each site contractor and is integrated with the local, state, and federal Toxic Release Inventory reporting requirements</li> <li>• Produces standard and ad hoc reports for data calls</li> <li>• Includes Safety Data Sheet access</li> </ul>	

	<p>a. By April 1, 2021, the Contractor shall complete procurement, develop the proceduralized process, and set-up and establish a site-wide chemical inventory system that meets the above requirements.</p> <p>b. By December 1, 2021, the Contractor shall ensure the site-wide chemical inventory system is fully implemented with reporting and utilization by all site contractors.</p>
Performance Criteria Measures/Surveillance Method	This incentive will be measured by a review of the site-wide chemical inventory system, the system's content, tracking ability, accessibility, ability to produce ad hoc reports, management procedure, and ability to integrate the purchase and receipt of chemicals along with their field use.
Performance Target	<p>A portion of the total fee is available for each of the two elements of the PBI.</p> <p>a. \$48,000 of fee is available in FY21 for completion of this element</p> <p>b. \$36,661 of fee is available in FY22 for completion of this element</p>

PBI # 0101-B.4 (See Section C, EM.PA.0040.A005.10.DR.01)	C-400 Remedial Investigation/Feasibility Study Field Work	Completion Date: April 1, 2022
Performance Objective	<p>By April 1, 2022, the Contractor shall complete all activities associated with the RI/FS Work Plan fieldwork for the C-400 Complex Operable Unit. This includes, but is not limited to, drilling, sampling, sample handling, decontamination, gamma walkover surveys, maintenance and/or redevelopment of existing monitoring wells around the C-400 complex, MIP and DyeLIF investigation, documentation, waste management, and proper disposition of all waste, including sample returns.</p> <p><i>NOTE: Any required site restoration, along with demobilization of subcontractor and associated equipment, must be completed by the PBI completion date.</i></p>	
Performance Criteria Measures/Surveillance Method	<p>This incentive will be measured by conducting walkdowns along with review of documentation to include, but not limited to, completed work packages, sample results, survey results, investigation reports, and waste manifests.</p> <p>The Contractor will provide copies of shipping documentation and certificates of disposal by the PBI completion date.</p>	
Performance Target	100% of fee (\$4,582,660) is available for this PBI upon completion of the PBI by the completion date.	

PBI # 0101-C (See Section C.1.2 and C.1.3)	Elimination of Systems/Processes No Longer Required	Completion Date: May 2, 2022
Performance Objective	<p>In accordance with the requirements in PWS Sections C.1.2 and C.1.3, the Contractor shall identify and eliminate systems and processes that are no longer necessary and maintain the safe configuration of the facilities.</p> <p>By November 30, 2020, the Contractor shall develop the approach/method for compliant disposition of F<sub>2</sub> from C-331 E and F surge drums and UF<sub>6</sub> from the C-310 NaF traps. The approach/method chosen shall be provided to DOE for review and approval and shall ensure completion dates for the below activities are met.</p>	

	<p>a. By June 15, 2021, the Contractor shall compliantly disposition all of the F<sub>2</sub> in the C-331 E and F surge drums. This will include:</p> <ul style="list-style-type: none"> <li>- Removal and compliant disposition of the F<sub>2</sub></li> <li>- Purging of the drums and piping to render them safe, including leaving the drums opened/vented to atmosphere</li> <li>- Disposition of all waste</li> </ul> <p><i>NOTE: Air gapping shall be done in such a manner to preclude dead legs of piping that could later become a hazard.</i></p> <p>b. By May 2, 2022, the Contractor shall complete compliant disposition of the UF<sub>6</sub> in the NaF trapping systems in C-310. For the purpose of this PBI, disposition is complete when one of the following occurs:</p> <ul style="list-style-type: none"> <li>- UF<sub>6</sub> is removed from the NaF traps and converted to a form (e.g., UO<sub>2</sub>F<sub>2</sub> and HF) with an approved disposal path and the NaF media is removed from the traps and packaged as waste with an approved disposition path. Final disposition of the waste with certificates (removed UF<sub>6</sub> and remaining NaF media) must be provided by the PBI completion date.</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>- NaF traps are packaged, shipped, accepted, and dispositioned at an off-site disposal facility in accordance with applicable requirements. Certificates of waste disposal must be provided by the PBI completion date.</li> </ul> <p><i>Note: The Contractor is responsible for managing the schedule such that the approach/method of accomplishment and DOE approval is obtained in a sufficient amount of time to complete all work by the PBI completion date.</i></p>
<p>Performance Criteria Measures/Surveillance Method</p>	<p>For F<sub>2</sub>, this incentive will be measured by evaluating whether the F<sub>2</sub> has been compliantly dispositioned (along with any waste) and E and F drums in C-331 have been rendered safe. Evidence of permanently dispositioned waste is required (e.g., certificates of disposal for F<sub>2</sub> and any waste). A review of logs, work packages, etc. will be performed as well as field walkdowns.</p> <p>For the disposition of UF<sub>6</sub> from NaF traps, a review will be completed of logs, work packages, and waste documentation to ensure compliance. Evidence of permanent disposition of all UF<sub>6</sub>, NaF, and waste is required.</p>
<p>Performance Target</p>	<p>A portion of the total fee is available for each of the two elements of the PBI.</p> <ul style="list-style-type: none"> <li>a. \$240,000 of fee is available in FY21 for completion of this element</li> <li>b. \$366,613 of fee is available in FY22 for completion of this element</li> </ul>

<p>PBI # 0105-A.1 (See Section C, EM.PA.0040.A008.48.DR)</p>	<p>Stabilization and Deactivation of C-333/C-333A (Asbestos Cell Panels)</p>	<p>Completion Date: April 30, 2022</p>
<p>Performance Objective</p>	<p>In support of future characterization and deposit removal activities in C-333, the Contractor shall remove and properly disposition asbestos cell housing panels from 30 cells. All waste generated during this activity (asbestos panels, bolts, retaining strips, etc.) shall be compliantly disposed of either at the on-site landfill (if waste disposal acceptance criteria is met) or off-site. Panels cannot be relocated to other facilities.</p>	



Performance Criteria Measures/Surveillance Method	This incentive will be measured by walkdowns to determine if cell housing panels and other waste generated from this work have been removed and properly dispositioned by the completion date of the PBI. The Contractor will provide copies of shipping documentation and certificate of disposal by the PBI completion date.
Performance Target	100% of fee (\$1,283,145) is available for this PBI upon completion of the PBI by the completion date.

PBI # 0105–A.2 (See Section C, EM.PA.0040.A008.48.DR)	Stabilization and Deactivation of C-333/C-333A (Seal Exhaust and Wet Air Systems Disposition)	Completion Date: September 1, 2021
Performance Objective	<p>By September 1, 2021, in support of stabilization and deactivation activities in C-333 and as proof of principle for the CCID, the Contractor shall remove, package, and properly disposition all SX/WA piping and components (e.g., traps, oil separators, valves, vent piping to roof, etc.) previously characterized under FY20 PBI 0105-A.3. SX/WA pumps being maintained as spares are excluded. As necessary, the Contractor shall ensure any openings in the facility structure resulting from removal of equipment are made weather tight.</p> <p>The Contractor shall ensure the CCID contains all data/information required by Revision 5 of the Software Requirements Specifications document unless deviation is approved by DOE.</p> <p>All waste generated during this activity shall be compliantly dispositioned.</p> <p><i>NOTE: The Contractor shall provide justification for not removing any components considered inaccessible. This justification is subject to DOE's approval.</i></p>	
Performance Criteria Measures/Surveillance Method	This incentive will be measured by walkdowns to ensure all SX/WA piping and components defined above have been removed. A review of documentation (e.g., completed work packages, waste manifests, CCID, etc.) will also be performed to ensure proper disposition by the completion date of the PBI. The Contractor will provide copies of certificates of disposal by the PBI completion date.	
Performance Target	<p>100% of fee (\$960,000) is available for this PBI upon completion of the PBI by the completion date.</p> <p><i>NOTE: To be eligible for the PBI fee, the CCID must contain all of the required data.</i></p>	

PBI # 0105–A.3 (See Section C, EM.PA.0040.A008.48.DR)	Stabilization and Deactivation of C-333/C-333A (Loose Process Gas Equipment Disposition)	Completion May 13, 2022
Performance Objective	In support of stabilization and deactivation activities in C-333, the Contractor shall characterize, remove, package, and properly disposition all loose PGE (excluding converters and compressors) on the cell and ground floors of the facility. This includes any loose PGE that was previously characterized under FY20 PBI 0105-A.6.	

	<p>By November 13, 2020, the Contractor shall provide a list for DOE approval of all loose PGE (excluding converters and compressors) on the cell and ground floors of the facility. The list shall identify which equipment was previously characterized as well as the equipment that remains to be characterized. All characterization shall be performed in accordance with the approved Characterization and Criticality Incredible Performance Plan (CCIPP) for the facility.</p> <p>a. By September 1, 2021, the Contractor shall ensure all loose PGE (excluding converters and compressors) on the ground floor of the facility has been properly characterized, packaged, and disposed off-site.</p> <p>b. By May 13, 2022, the Contractor shall ensure all loose PGE (excluding converters and compressors) on the cell floor of the facility has been properly characterized, packaged, and disposed off-site.</p> <p>The Contractor shall ensure the CCID contains all data/information required by Revision 5 of the Software Requirements Specifications document unless deviation is approved by DOE.</p> <p>All waste generated during this activity shall be compliantly dispositioned.</p>
<p>Performance Criteria Measures/Surveillance Method</p>	<p>This incentive will be measured by walkdowns to ensure all PGE defined above has been properly dispositioned. A review of documentation (e.g., completed work packages, waste manifests, CCID, etc.) will also be performed to ensure proper disposition by the completion date of the PBI. Certificates of disposal will be provided by the PBI completion date.</p>
<p>Performance Target</p>	<p>A portion of the total fee is available for each of the two elements of the PBI.</p> <p>a. \$1,080,000 of fee is available in FY21 for completion of this element</p> <p>b. \$1,374,798 of fee is available in FY22 for completion of this element</p> <p><i>NOTE: To be eligible for the PBI fee, the CCID must contain all of the required data</i></p>

<p>PBI # 0105–A.4 (See Section C, EM.PA.0040.A008.48.DR)</p>	<p>Stabilization and Deactivation of C-333/C-333A (C-333A Deactivation)</p>	<p>Completion Date: May 20, 2022</p>
<p>Performance Objective</p>	<p>In support of stabilization and deactivation activities in C-333/C-333A, the Contractor shall characterize all process gas equipment (e.g., piping, valves, traps, jets, relief drums, etc.) in the C-333A facility. The Contractor shall also perform sufficient characterization of the facility to support hazardous material removal and disposition.</p> <p>The Contractor shall ensure the CCID contains all data/information required by Revision 5 of the Software Requirements Specifications document unless deviation is approved by DOE.</p> <p>In support of stabilization and deactivation, the Contractor shall complete the following activities in the C-333A facility. The location of any air gaps required below shall be submitted to DOE for approval.</p> <ul style="list-style-type: none"> <li>- Isolate/air gap all process gas piping between C-333 and C-333A</li> <li>- Complete the removal of all PGE including, but not limited to, piping, instrument tubing, traps, transmitters, jets, valves, relief drums, etc.</li> </ul>	

	<ul style="list-style-type: none"> <li>- Complete the removal and disposition of lube/hydraulic oils and other hazardous materials (e.g., mercury switches, cesium sources, lead, etc.)</li> <li>- Remove fire loading in support of sprinkler system deactivation</li> <li>- Isolate, drain, and air gap the sprinkler system. Air gapping shall be performed at a location that does not leave dead ended systems with water associated with the main Sanitary Fire Water System supply.</li> <li>- Deactivate/shutdown the CAAS</li> <li>- Isolate and air gap all utilities not required to support the facility</li> <li>- Properly disposition all waste generated</li> </ul> <p><i>NOTE: C-333-A is identified as a SWMU in the Site Management Plan, which requires a CERCLA Non-Time Critical Removal Action. The Contractor shall determine if planned deactivation efforts in the C-333A facility constitute a SWMU modification to the building and if so, identify the necessary FFA actions (e.g., documentation, notifications, etc.), and ensure that the actions are performed.</i></p> <p><i>NOTE: The Contractor shall manage the schedule to ensure any required FFA actions and associated DOE approvals do not impact the completion of the work by the PBI completion date.</i></p>
<p>Performance Criteria Measures/Surveillance Method</p>	<p>This incentive will be measured by walkdowns to ensure all PGE equipment has been characterized/removed/dispositioned and utilities have been isolated and air-gapped. A review of documentation (e.g., completed work packages, CCID, waste manifests, etc.) will also be performed. The Contractor will provide copies of shipping documentation and certificates of disposal by the PBI completion date.</p>
<p>Performance Target</p>	<p>100% of fee (\$1,356,467) is available for this PBI upon completion of the PBI by the completion date.</p> <p><i>NOTE: To be eligible for the PBI fee, the CCID must contain all of the required data.</i></p>

<p>PBI # 0105–A.5 (See Section C, EM.PA.0040.A008.48.DR)</p>	<p>Stabilization and Deactivation of C-333/C-333A (Cell Servicing Area)</p>	<p>Completion Date: November 2, 2021</p>
<p>Performance Objective</p>	<p>By November 2, 2021, the Contractor shall characterize, remove, package, and disposition off-site, all PGE associated with the cell servicing area and holding drums including, but not limited to, piping, valves, cold traps, holding drums, instrumentation, tubing, chemical traps, and vacuum pumps within the boundary of the cell servicing area/hold drum room. Surge drums are not included with this PBI.</p> <p>By November 13, 2020, the Contractor shall provide to DOE for concurrence, a list of valves and/or cut and cap locations for defining the cell servicing area equipment and holding drum room boundaries.</p> <p>The Contractor shall ensure the CCID contains all data/information required by Revision 5 of the Software Requirements Specifications document unless deviation is approved by DOE.</p>	
<p>Performance Criteria Measures/Surveillance Method</p>	<p>This incentive will be measured by walkdowns to ensure all PGE equipment has been characterized and removed within the agreed upon boundaries. A review of documentation (e.g., completed work packages, CCID, waste manifests, certificates of disposal, etc.) will also be performed. The Contractor will</p>	

	provide copies of shipping documentation and certificates of disposal by January 4, 2022.
Performance Target	100% of fee (\$549,919) is available for this PBI upon completion of the PBI by the completion date.  <i>NOTE: To be eligible for the PBI fee, the CCID must contain all of the required data.</i>

PBI # 0105–A.6 (See Section C, EM.PA.0040.A008.48.DR)	Stabilization and Deactivation of C-333/C-333A (Deactivation of areas C7, C8, C9)	Completion Date: May 13, 2022
Performance Objective	<p>In support of stabilization and deactivation activities in C-333/C-333A, the Contractor shall complete all deactivation activities associated with cell floor areas C7, C8, and C9 including, but not limited to, the following:</p> <ul style="list-style-type: none"> <li>- Isolation/air gapping of PGE piping from other systems outside of areas C7, C8, and C9</li> <li>- Characterization of all PGE (except converters) in accordance with an approved CCIPP for the facility</li> <li>- Restoration of cranes as required to support deactivation activities</li> <li>- Removal of all hazardous material from the areas (asbestos cell panel removal will be performed under PBI 0105-A.1) as agreed with DOE</li> <li>- Removal of combustible material in accordance with the approved TFHA</li> <li>- Removal and disposition of any identified deposits above Low level Waste requirements</li> <li>- Removal and disposition of all stage instrument tubing back to cell panels (cut and cap just above cell panels)</li> <li>- Removal and disposition of line recorder tubing</li> <li>- Isolation, shutdown, and air gapping of utilities (e.g., air, water, electrical, etc.) not required post deactivation</li> <li>- For Unit 6 Cells 2 and 4, removal and disposition of all PGE equipment/piping (except converters/compressors), including R-114 piping</li> <li>- For the 16 cells other than Unit 6 Cells 2 and 4, remove and disposition off-site of all recycle coolers, and freezer sublimers</li> <li>- Proper disposition of all wastes</li> </ul> <p>By November 30, 2020, the Contractor shall provide for DOE approval a listing of isolation/air gapping points for PGE lines, instrument lines, and line recorder lines. This listing shall also include utilities isolation/air gap locations.</p> <ol style="list-style-type: none"> <li>a. By September 1, 2021, complete the characterization and removal of PGE associated with Unit 6 Cells 2 and 4, as indicated above.</li> <li>b. By May 13, 2022, complete all other activities associated with this PBI.</li> </ol> <p>In addition to characterization of PGE equipment, the Contractor shall also perform sufficient characterization of the areas to support hazardous material removal and disposition.</p> <p>The Contractor shall ensure the CCID contains all data/information required by Revision 5 of the Software Requirements Specifications document unless deviation is approved by DOE.</p>	

Performance Criteria Measures/Surveillance Method	This incentive will be measured by walkdowns to ensure all PGE equipment has been characterized/removed/dispositioned and utilities have been isolated and air-gapped. A review of documentation (e.g., completed work packages, CCID, waste manifests, etc.) will also be performed. The Contractor will provide copies of certificates of disposal by the PBI completion date as appropriate for element a. and b. above.
Performance Target	<p>A portion of the total fee is available for each of the two elements of the PBI.</p> <p>a. \$1,920,000 of fee is available in FY21 for completion of this element                  b. \$3,666,128 of fee is available in FY22 for completion of this element</p> <p><i>NOTE: To be eligible for the PBI fee, the CCID must contain all of the required data.</i></p>

PBI # 0105–A.7 (See Section C, EM.PA.0040.008.DR.02)	Stabilization and Deactivation of– Material Sizing Area	Completion Date: May 1, 2022
Performance Objective	<p>By the completion date of this PBI, the Contractor shall complete the design and construction of a MSA, that has the capability to perform full segmentation of PGE from all process facilities, up to and including an uprated “000” converter, and shall successfully pass a DOE Readiness Review.</p> <p>By October 1, 2020, the Contractor shall complete actions that gain DOE approval of the location of the MSA. These actions include providing DOE with a presentation that includes the location of the MSA and allowing a minimum of 14 days for DOE review, comment resolution, and approval.</p> <p>The Contractor shall provide an opportunity for 30%, 60%, and 90% design package reviews by DOE along with approval of the CFC documents. The Contractor shall plan for and schedule regular planning and comment resolution meetings with DOE personnel to facilitate decision making and streamline the document preparation and approval process. After DOE has approved the CFC design, the Contractor should fabricate the necessary equipment.</p> <p>By May 1, 2022, the Contractor shall design, construct, equip, and have operational an MSA that is capable of full segmentation of PGE up to and including an uprated “000” converter. Full segmentation of a converter includes the removal of the tube bundle and cooler and size reduction of the converter shell.</p> <p>Operational is defined as:</p> <ul style="list-style-type: none"> <li>• Segmentation and support equipment installed and ready for use</li> <li>• Safety basis documents are approved and implemented (e.g., DSA, Nuclear Criticality Safety [NCS], etc.)</li> <li>• Procedures are in place and sufficient personnel trained to operate the MSA</li> <li>• Successfully pass a DOE readiness assessment</li> </ul> <p>All waste generated during the construction of the MSA shall be properly dispositioned and Certificates of disposal provided to DOE by the PBI Completion Date.</p>	

	<p><i>NOTE: The Contractor shall manage their schedule so that the MSA is operational as defined above by the PBI completion date and all waste has been properly dispositioned.</i></p>
<p>Performance Criteria Measures/Surveillance Method</p>	<p>This incentive will be measured by successfully gaining DOE approval of the location of the MSA by October 1, 2020; having an operational MSA, which can support full segmentation of a “000” converter; successfully passing a DOE readiness assessment; disposition of all waste generated; and receipt of Certificates of Disposal by the PBI completion date of May 1, 2022.</p> <p>The Contractor shall provide evidence to include, but not limited to, the following: DSA and NCS changes; MSA design documents; equipment capabilities; procedures; training modules and attendance sheets; completed work packages; Bills of Lading; and Certificates of Disposal.</p>
<p>Performance Target</p>	<p>100% of fee (\$2,749,596) is available for this PBI upon completion of the PBI by the completion date.</p>

**Exhibit 4A**  
**FY20 CARRY FORWARD**  
**PERFORMANCE BASED INCENTIVES**  
**EVALUATION CRITERIA**

PBI # 0101–A.3 (See Section C, EM.PA.0040.A008.41.DR.01)	Surveillance and Maintenance	Completion Date: January 4, 2021
Performance Objective	<p><i>NOTE: Due to the COVID-19 work pause, only a portion of the work on this PBI was performed in FY20. The Contractor shall ensure the remainder of the work, not performed in FY20, is completed by January 4, 2021.</i></p> <p>In accordance with the requirements of an approved TFHA, the Contractor shall perform the remainder of the necessary modifications (e.g., isolations, transition to dry hybrid system, use of hose reels, evacuation of lines, etc.) and paperwork (e.g., procedures, drawings, etc.) to the C-333 HPFW systems to allow for the elimination of auxiliary heating for the sprinkler systems in the C-333 facility. The Contractor shall also ensure the necessary revisions to safety basis documents are completed. Completed work packages and test results shall be available for DOE review if requested.</p> <p>The Contractor shall ensure the evacuation of lines are completed by October 8, 2020.</p>	
Performance Criteria Measures/Surveillance Method	This incentive will be measured by conducting walkdowns of the facility along with review of documentation to include, but not limited to, completed work packages, engineering evaluations, safety basis changes, and test results.	
Performance Target	\$203,328 of fee is available for this PBI upon completion of the PBI by the completion date.	

PBI # 0101 – A.4 (See Section C, EM.PA.0040.A001.07.DR.15)	Records Management	Completion Date: December 31, 2020
Performance Objective	<p><i>NOTE: Due to the COVID-19 work pause, only a portion of the work on this PBI was performed in FY20. The Contractor shall ensure the remainder of the work, not performed in FY20, is completed by December 31, 2020.</i></p> <p>The Contractor shall compliantly disposition approximately 1,123 cubic feet of legacy records located in the following areas/facilities.</p> <ul style="list-style-type: none"> <li>• C-409 – 17 ft<sup>3</sup></li> <li>• C-720 – 960 ft<sup>3</sup> (including Instrument Manuals)</li> <li>• C-724-A, B, &amp; C – 12 ft<sup>3</sup></li> <li>• Joint Information Center – 8 ft<sup>3</sup></li> <li>• C-100 – 65 boxes (65 ft<sup>3</sup>)</li> <li>• C-710 – 61 boxes (61 ft<sup>3</sup>)</li> </ul>	
Performance Criteria Measures/Surveillance Method	This incentive will be measured by reviewing the documentation of the completed transmittal and disposition forms for all identified legacy record files. The Contractor shall provide a report to DOE of the volume of legacy and Four Rivers Nuclear Partnership, LLC (FRNP) records received since the start of the FRNP contract through December 1, 2020; the volume of these records processed, imported, and indexed into Documentum (SharePoint/Gimnal) on or	

	before December 15, 2020; and the volume of records remaining (backlog) to be processed as of December 31, 2020. In addition, evidence of permanent disposition of all waste is to be provided.
Performance Target	\$91,004 of fee is available for this PBI upon completion of the PBI by the completion date.

PBI # 0101–A.6 (See Section C, EM.PA.0040.A008.42.DR.04)	Electrical Power Distribution	Completion Date: See below
Performance Objective	<p><i>NOTE: Due to the COVID-19 work pause, only a portion of the work on this PBI was performed in FY20. The Contractor shall ensure the remainder of the work, not performed in FY20, is completed within the 150 day period as outlined below.</i></p> <p>The Contractor shall complete the shut-down, isolation, de-energization, and draining of the C-531 switchyard and ancillary support facilities. This effort will include the removal of all power (including any ancillary or station power) (basement sump pumps shall remain energized) and any other utility services to or through 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 to do otherwise. All oils shall be drained and compliantly dispositioned. Fire suppression systems shall be deactivated. The facilities shall be unoccupied. All wastes shall be properly dispositioned.</p> <p>The Contractor shall also provide for DOE concurrence, a documented completion criteria indicating the end state for each utility system associated with the C-531 switchyard as well as the necessary drawings showing where utility isolations will occur.</p> <p><b>Completion Date:</b>  <i>Deactivation of the C-531 switchyard shall be completed 150 calendar days after completion of tie-ins of the new 14kV cables to the existing 14kV distribution system and to the new Tennessee Valley Authority switchyard. This 150 day period may extend into FY21. DOE will notify the Contractor upon start of the 150 day period.</i></p>	
Performance Criteria Measures/Surveillance Method	<p>This incentive will be measured by completion of walkdowns and reviews of documentation including, but not limited to, completed work packages and final end state of each system. The Contractor will provide copies of shipping documentation for off-site disposition demonstrating waste has departed the DOE property, certificate of disposal or equivalent will be provided 180 days after DOE's notice to commence letter. For on-site disposition of waste, certificate of disposal documentation will be provided by the PBI completion date.</p>	
Performance Target	\$520,021 of fee is available for this PBI upon completion of the PBI by the completion date.	



**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.”

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Signature

Date

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Title