



**U.S. Department of Energy
Savannah River Site**

PERFORMANCE EVALUATION MEASUREMENT PLAN

Modification No. 003

Evaluation Period: June 21, 2021 – September 30, 2021

**Battelle Savannah River Alliance, LLC
Savannah River National Laboratory
Savannah River Site, Aiken SC
CONTRACT NO. 89303321CEM000080**

Approval Page

Concurrence:

Date:

**Lucy M.
Knowles**

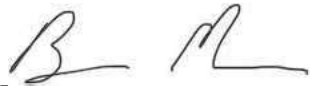
Digitally signed by
Lucy M. Knowles
Date: 2021.06.28
15:57:17 -04'00'

Lucy Knowles
Chief Counsel, Office of Chief Counsel

Angela S. Morton

Digitally signed by Angela S.
Morton
Date: 2021.06.28 15:04:12 -04'00'

Angela S. Morton
Acting Director, Office of Acquisition Management



Bruce Martin
DOE Chief Financial Officer

6/28/21

Michael D. Budney

Digitally signed by Michael D. Budney
Date: 2021.06.29 11:40:53 -04'00'

Michael D. Budney
Manager (Fee Determining Official)
Savannah River Operations Office

Marie Garvin

Digitally signed by Marie Garvin
Date: 2021.06.29 09:23:24
-04'00'

Marie Garvin
Contracting Officer
Contracts Management Division

Approval:

Mark Gilbertson

Digitally signed by Mark
Gilbertson
Date: 2021.06.29 14:05:34 -04'00'

Mark Gilbertson, EM-4
Associate Principal Deputy
Assistant Secretary, Office of Regulatory and Public Affairs
(EM Laboratory Policy Office)

Revision Summary Page

Rev. #	Rev. Date	Affected Sections/Pages	Description of Revision
0	6/21/2021	All	Initial issue

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1. Purpose

This document, the Performance Evaluation Measurement Plan (PEMP), serves as the Department of Energy's (DOE's) plan for the evaluation of the Battelle Savannah River Alliance, LLC (BSRA) (hereafter referred to as "the Contractor") performance regarding the management and operations (M&O) of the Savannah River National Laboratory (hereafter referred to as "SRNL" or "the Laboratory") for the evaluation period from June 21, 2021, through September 30, 2021. The performance evaluation provides a standard by which to determine whether the Contractor is acting in a managerially and operationally responsible manner and is meeting the mission requirement and performance expectations/objectives of the Department as stipulated within their contract.

This document also describes the distribution of the total available performance-based fee and the methodology for determining the amount of fee earned by the Contractor as stipulated within Part I Section B – Supplies or Service and Prices/Costs Section B.2 – DOE-B-7003 Performance Fee, and Part II Section I – Contract Clauses, Section I.181 Department of Energy Acquisition Regulation (DEAR) 970.5215-1, Total Available Fee: Base Fee Amount and Performance Fee Amount (DEC 2000) (Alternative II and IV) (DEC 2000). In partnership with the Contractor, the DOE Office of Environmental Management (EM), DOE Savannah River Operations Office (DOE-SR), National Nuclear Security Administration (NNSA) Savannah River Field Office (SRFO)), and other federal customers have defined the measurement basis that serves as the Contractor's performance-based evaluation and fee determination.

2. The PEMP Process

The PEMP process for SRNL is based on fiscal year performance as identified in the contract. The PEMP process is further defined in Savannah River Implementing Procedure (SRIP) 412.1, *Performance Evaluation and Measurement Plan*.

2.1 DOE, EM and Savannah River National Laboratory Mission

SRNL is one of the Department of Energy's (DOE) multi-program National Laboratories. The Laboratory is a Federally Funded Research and Development Center (FFRDC) established in accordance with the Federal Acquisition Regulation (FAR) Part 35 and operated under this M&O contract, as defined in FAR 17.6 and DOE Acquisition Regulation (DEAR) 917.6.

The Laboratory supports DOE strategic goals in science and energy, nuclear security, and management and performance (including cleanup of nuclear legacy), in accomplishing the Department's mission. The Laboratory mission is to conduct basic and applied research and development (R&D) to advance scientific knowledge, to protect the Nation's energy resources, national security, environmental quality and human health, and to strengthen educational foundations and national economic competitiveness. DOE programs are carried out in partnership with other DOE National Laboratories, academia, government agencies, the international scientific community, and the private sector. SRNL will seek to advance the frontiers of science and technology through broad interdisciplinary R&D programs that answer fundamental questions, solve technical problems (locally, regionally, nationally, and internationally), and support the development and application of technologies to address societal needs.

All work under the SRNL M&O Contract shall be conducted in a manner that protects the environment and assures the safety, health, and security of employees and the public. This objective is to be accomplished by the Laboratory implementing a process that includes an Environmental Management System. SRNL shall implement appropriate program and project management systems to track progress and maximize cost-effectiveness of work activities; develop integrated plans and schedules to achieve program objectives, incorporating input from DOE and stakeholders; maintain sufficient technical expertise to manage activities and projects throughout the life of a program; utilize appropriate technologies and management systems to improve cost efficiency and performance; and maintain Laboratory facilities and infrastructure as necessary to accomplish assigned missions.

SRNL shall conduct all work in a manner that optimizes productivity, and fully complies with all applicable laws, regulations, and terms and conditions of the SRNL M&O Contract.

SRNL has a responsibility to develop and implement innovative approaches and adopt practices that foster continuous improvement in accomplishing the mission of the Laboratory. DOE expects the SRNL to employ effective and efficient management structures, systems, and operations that maintain high levels of quality, safety and security in accomplishing the work required under this Contract, and that, to the extent practicable and appropriate, rely on national, commercial, and industrial standards that can be verified and certified by independent, nationally recognized experts and other independent reviewers.

2.2 Performance Planning

The PEMP is developed with federal and contractor staff input and approved prior to the beginning of each evaluation period. Both federal and contractor parties strive to reach mutual agreement on expected business, operational and technical performance and work together to develop incentives, descriptions and associated measures tied to contract level objectives, strategic goals and program objectives. Incentives and their associated fee demonstrate direct flow down of strategic goals and priorities.

EM and NNSA headquarters contracting activities coordinate approval the PEMP and any change to an incentive's total amount of available fee. The Contracting Officer (CO) reserves the right to make unilateral decisions on all performance objectives and incentives (including the associated measures and targets) used to evaluate contractor performance, including any modifications.

The cost of contract fee is split between EM and NNSA and the ratio is approximately a 61/39 split further depicted in the Fee Allocation Model illustrated in Attachment A. This PEMP is 100% subjective and has no objective Performance Based Incentives tied to individual amounts of performance fee.

2.3 Performance Incentive Document (PID)

The PID identifies performance criteria that can be documented when completed, and an amount of fee, used as an incentive, associated with completing and documenting performance. The PID contains the following information statements: Performance Outcome, Contract Output, Description/Background/Justification, Number, Date, Fee, Completion Criteria, and Acceptance Criteria.

2.4 Review

Each version of the PEMP is routed to the SRLO Office Director, Program Managers, Contracting Officer, Contracting Officer Representative, Site Manager, and Deputy Site Manager, as applicable, for final review and concurrence.

Upon site concurrence, the Contracting Officer sends the draft directly to the office of the EM HCA and the EM Laboratory Policy Office (LPO), with a cover memo from the Procurement Director or Site Manager to include documentation of the site's internal review process (e.g. signatures from legal counsel, project director, and the CO's manager).

The Contracting Officer will facilitate revisions to the draft documents and return revised documents back to HCA, including site internal review signatures (2nd review process). HCA will provide the final document, to include comments from EM program offices, including the EM LPO and the Field Assistance and Oversight Division (FAOD) with a cover memo from HCA requesting approval.

Only the CO can change the PEMP. Any change to the PEMP requires concurrence by the appropriate DOE-SR and the NNSA Senior Procurement Executive prior to the Field Office Manager and Contracting Officer signatures. While recognizing the unilateral rights of DOE/NNSA as expressed in the contract terms and conditions, bilateral changes are the preferred method of change whenever possible. No changes will be made to the PEMP with less than 60 days remaining in the evaluation period.

2.5 Approval

Upon receiving approval from HCA, the Contracting Officer issues the PEMP and incentives as a modification to the contract.

3. Federal Oversight of Contractor Performance

Central to administration of the contract is assessment of contract performance. All federal employees performing assessments are expected to understand terms and conditions of the contract. In order to verify performance, a systematic process of assessment, analysis, documentation and feedback will be required. A range of assessment techniques from data/metric reviews and analysis, to review of self-assessments by the Contractor, to formal multidisciplinary assessments will be employed. The assessments will be tailored based on the level of definition of the work requirements and complexity of the function.

Procedures for assessing contract performance are described in the Savannah River Manual 226.1.1H, *Integrated Performance Assurance Manual*. The intent of the oversight processes described in the manual is to assure contractor compliance with contract requirements, provide for timely identification and correction of deficient conditions, verify effectiveness of completed corrective actions, and pursue excellence through continued improvement. Additionally, the manual is intended to assist DOE in implementing the site contractor oversight system (a management framework of related processes to determine whether federal and contractor assurance programs are performing effectively and/or complying with DOE requirements).

The Contractor oversight system is founded on an integrated safety management system (ISMS), emulating DOE P 450.4A, *Safety Management System Policy*. Savannah River Manual 226.1.1H describes processes comprising the Contractor oversight system, which enables DOE to: (1) clearly communicate requirements and expectations to contractors; (2) assess the quality, effectiveness, and efficiency of contractor assurance systems and resulting work products in complying with contract requirements; (3) effect continuous improvement in contractors' operations; and (4) enhance the effectiveness of DOE-SR oversight of contractor performance.

The Contractor oversight system provides DOE site management information needed to make informed decisions regarding both contractor and DOE performance and to determine whether program corrections are necessary. Communicating requirements and expectations to the Contractor is an essential component in the Contractor oversight system. Requirements and expectations are communicated through the Statement of Work, special clauses, contract modifications, and through technical direction by the CO or representative.

Savannah River Manual 226.1.1H provides detailed requirements for standardized scheduling, planning, conducting, reporting, and follow-up and closure activities. Assessments are designed to provide managers with meaningful, accurate, and current information on the status of program compliance, productivity, and quality. Use of standardized assessment methods is a key feature of DOE site performance assurance.

4. Performance Evaluation

In accordance with the EM's National Laboratory Governance Framework, the EM LPO will lead the periodic evaluation of SRNL's performance through coordination with DOE-SR, SRLO, EM Technology Development and Chief Engineers Offices, EM Field Offices, and NNSA Programs Offices.

The evaluation criteria of this plan are applicable at the contract level and not to individual projects or work objectives under the contract. As such, although this plan uses subjective evaluations to rate the Contractor and determine the final amount of fee earned for overall contractor performance, objective measurements of contractor performance are included in the plan to support the FDO evaluation and articulate to the Contractor what is expected to be achieved for program success during

the evaluation period. The actual fee determination and the methodology for determining fee remain unilateral decisions made solely at the discretion of the Government, although the final fee determination is subject to the Disputes clause.

The Contractor documents completion of incentives, including any incentives finished early, in the electronic Fee Invoicing System (FIS) and forwards documentation to the relevant DOE organization technical representative, who in turn performs a verification of documentation to confirm output criterion has been met. This may also require an in-field validation. Validation of the work will be accepted, in accordance with the performance criteria, and documented in the DOE-SR Site Tracking, Analysis, and Reporting (STAR) System as its electronic records system for oversight and assessment activities. STAR is the Issue Management System for DOE-SR.

Upon verification, recommendation is forwarded through management to the Fee Board. The Fee Board verifies the documentation provided demonstrates satisfactory completion according to PID requirements through presentation by the AM/OD, including peer-level discussion. Fee recommendation to the FDO will be made according to the PID.

The Contractor may perform self-assessment of their performance. The Fee Board will review any assessment provided by the Contractor. If the Fee Board does not concur with the Contractor's self-evaluation and recommendation, all such disagreements shall be expressed in a performance evaluation letter to the Contractor. The Contractor shall submit written comments and any supporting documentation to the Fee Board within five (5) working days of receiving the evaluation letter. Within ten (10) working days of receiving any contractor comments or reclama, the Fee Board shall provide the FDO a recommendation, including amount, rationale, and justification.

Any disputes occurring during verification that are not resolved between the Contractor and the appropriate AM/OD will be resolved by the Performance Fee Board during regularly scheduled meetings.

5. PEMP Integrated Project Team (IPT) and Fee Board

An Integrated Project Team (IPT) has been established in accordance with DOE O 413.3B, *Program and Project Management for the Acquisition of Capital Assets*. The team's charter defines specific roles and responsibilities of the IPT. IPT roles and responsibilities are further defined in Savannah River Implementing Procedure (SRIP) 412.1, *Performance Evaluation and Measurement Plan*.

The IPT provides site senior federal management a process for evaluating and measuring performance tied to strategic goals. This charter defines roles, responsibilities, authorities, and accountabilities for this process. The mission of the IPT is to enable performance and help avoid potential barriers to success.

IPT members are responsible for:

- Ensuring interfaces are identified, defined, and documented;
- Review and assess performance and project status against parameters, baselines, milestones, and deliverables;
- Support the IPT Executive Sponsor; and
- Review and comment on deliverables.

The names of IPT and Fee Board members listed below are current as of the issue date of this PEMP. Names or functional responsibilities may change at the discretion of the IPT Executive Sponsor without having to modify or update this charter. The Table identifies IPT members, Fee Board members, and Technical Leads.

The Fee Board is a subset of the IPT. Fee Board members meet monthly, or as needed, to discuss proposed revisions to a PID and incentive documentation, review supporting documentation for fee payment determination, and make recommendations to the FDO. The Fee Board is responsible for assuring quality assessments have been completed for fee-bearing work, and that the assessment has been formally documented per site directives before recommending payment of fee to the FDO.

Fee Board presentation:

The Fee Board Lead will open the floor to discuss IPT presentations regarding matters such as proposed revisions to a PID, supporting documentation for fee payments, or general discussion of performance. The Performance Incentive Manager leads the presentation related to his/her PID. Other Fee Board members may discuss the presentation and make recommendations to the Performance Incentive Manager.

Fee Board determinations:

Following Fee Board presentations, or if there are none, the Fee Board Lead will lead an informal review and discussion of completed fee-bearing work that is being considered for invoicing, including supporting documentation for fee payment determination. Performance Incentive Managers, or their designee, are responsible for discussing completion documentation and evaluation of performance of the fee-bearing work.

Following discussion, Fee Board members make a motion to:

- Accept the recommendation of the Performance Incentive Manager for the incentive as described in the invoice;
- Accept the recommendation of the Performance Incentive Manager, but request additional documentation be added to document satisfactory completion of the incentive as described in the invoice;
- Require additional documentation in order to recommend a determination;
- Require federal manager attend next scheduled Fee Board to discuss adequate documentation in order to recommend a determination; and/or
- Reject the Performance Incentive Manager recommendation.

Fee Board members may support, or second, the motion and provide discussion. No quorum is required for the Fee Board meeting. The Fee Board Lead, observing no objections, shall accept the motion with Manager NNSA SRSO, or designee, concurrence.

NAME	FUNCTION	ORGANIZATION
BUDNEY, Michael	IPT Member [ex officio] DOE Fee Determining Official (FDO) Award Term Determination Official (ATDO)	DOE-SR Site Manager
JOHNSON, Thomas	IPT Executive Sponsor/ Co-Fee Board Lead	DOE-SR Deputy Manager
MORTON, Angela	IPT Co-Fee Board Lead Performance Incentive Manager	Acting Director, Office of Acquisition Management
POLK, Tony	IPT Fee Board Member	Director, Savannah River Laboratory Office
MARTIN, Bruce	IPT Member	DOE Chief Financial Officer
MANN, Debbie	IPT Member	BSRA Chief Financial Officer
ARMSTRONG, Jason	IPT Fee Board Member Performance Incentive Manager	Manager NNSA SRFO

PRICE, Cory	IPT Member Fee Board Member	Contracting Officer, NNSA SRFO
GARVIN, Marie	IPT Member Fee Board Member	Contracting Officer SRNL M&O Contract
CRENSHAW, Jeff	IPT Member Fee Board Member	SRNL Technical Lead

Final Decision

The FDO makes the final decision regarding the performance ratings and percentage of performance incentive fee earned. This is a unilateral decision made solely at the discretion of the FDO. The Contractor should provide DOE with a written report documenting the self-evaluation, it should be provided to DOE within ten (10) calendar days after the end of the performance period.

The FDO may unilaterally adjust the fee earned based on the contractor's performance against all contract requirements. It is recognized that at the discretion of the FDO, fee earned may be adjusted upward (not to exceed total eligible fee) based on the Contractor delivering strategic value for real and relevant performance not otherwise specified in the PEMP. Data to support downward fee adjustments may be derived from other sources to include, but not limited to, operational awareness (daily oversight) activities; "For Cause" reviews (if any); other outside agency reviews (OIG, GAO, DCAA, etc.), significant events or incidents within the control of the contractor, or other reviews as appropriate. The FDO may utilize, as appropriate, the Figure 3 definitions to assist in making unilateral adjustment decisions.

6. Payment of Fee

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 percent of the available fee and earns fee during the evaluation period. The potential for the Contractor to earn 100 percent of the fee amount is a mutual goal as it demonstrates the program's objectives were clearly communicated and achievable.

The FDO determines fee payment, following Fee Board review and recommendation. Determination of fee earned is the unilateral decision of the FDO.

As identified in the contract, DOE-B-7006 PROVISIONAL PAYMENT OF PERFORMANCE FEE (SEP 2017) states the Contractor may, subject to the approval of the Contracting Officer, be paid provisional performance fee payments consistent with the provisions of the Section I Clause entitled, "DEAR 970.5232-2 – Payments and Advances". The Contractor shall promptly refund to the Government any amount of provisional performance fee paid that exceeds the amount of performance fee earned.

Total available fee amount earned payments are made by direct payment or withdrawn from funds advanced or available under the contract, as determined by the CO. The CO may offset against any such fee payment the amounts owed to the government by the Contractor, including any amounts owed for disallowed costs under the contract. No base fee amount, or total available fee amount, payment may be withdrawn against the cleared payments financing arrangement without the prior written approval of the CO. Per FAR 16.401(e)(4), Unearned award fee cannot be rolled over to any subsequent evaluation period.

7. Reporting Requirements

Contracting Officers and program officials shall consistently and accurately document real-time contractor performance and ensure that performance is recorded both in details in the contract files and in the appropriate format in the Contractor Performance Assessment Reporting System (CPARS).

The contract requires that reports be accompanied by a letter or other document which:

- Identifies the contract number under which the item is being delivered; and
- Identifies the contract requirement or other instruction, which requires the delivered item(s).

The Contractor is responsible for maintaining all records and controlled documents related to the PEMP per DOE O 200.1A, *Information Management Program*, and DOE Order 243.1, *Records Management Program*.

Contractor performance will be evaluated at least annually at the Contract or Task Order level, as determined by the Contracting Officer. Evaluation categories may include any or all of the following at the Government's discretion: (1) technical/quality, (2) cost control, (3) schedule, (4) management or business relations, and (5) small business subcontracting. Past performance information is available at <http://www.cpars.gov>. It is recommended that the Contractor take the overview training found on the CPARS website. The Contractor shall acknowledge receipt of the Government's request for comments on CPARS assessments at the time it is received and shall respond to such requests within fourteen (14) calendar days of the request.

Performance Rating Process

The standards for the evaluation of contractor performance are outlined in Section H, Clause Section H.12 - DOE-H-7014 Standards Of Contractor Performance Evaluation (Sep 2017). DOE will evaluate performance throughout the period of performance and provide monthly feedback to the Contractor highlighting successes and/or needed improvements. At the end of the performance evaluation period, DOE will conduct an evaluation of the Contractors performance. This evaluation will be documented in a Performance Evaluation Report (PER), and will include the performance rating and Performance Incentive Fee earned for the subject performance evaluation period. DOE will consider the Contractors' end of performance period self-assessment report in the performance evaluation. The performance rating will be determined in accordance with FAR 16.401(e) (3) yielding ratings of Excellent, Very Good, Good, Satisfactory or Unsatisfactory (Table 1 – Contractor Adjectival Rating and Award Fee Available Scale). Notwithstanding the overall strategic framework, any significant failure may impact the overall rating and award fee earned. The FDO award fee determination is a unilateral decision made solely at the discretion of DOE. In accordance with Clause F.3, Award Fee Incentive, the ATDO will unilaterally determine if the Contractor: (i) meets eligibility requirements to earn an award term extension; and (ii) has earned additional Contract term.

Table 1 – Contractor Adjectival Rating and Award Fee Available Scale

Award Fee Pool Available to Be Earned	Adjectival Rating	Definition
91%-100%	Excellent	Contractor has exceeded almost all of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period. <i>This performance level is evidenced by at least one significant accomplishment, or a combination of accomplishments that significantly outweigh very minor issues, if any. No significant issues in performance exist.</i>
76%-90%	Very Good	Contractor has exceeded many of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.

		<i>This performance level is evidenced by accomplishments that greatly outweigh issues. No significant issues in performance exist.</i>
51%-75%	Good	Contractor has exceeded some of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period. <i>This performance level is evidenced by accomplishments that slightly outweigh issues. No significant issues in performance exist.</i>
No Greater Than 50%	Satisfactory	Contractor has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period. <i>This performance level is evidenced by issues that slightly outweigh accomplishments.</i>
0%	Unsatisfactory	Contractor has failed to meet overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period. <i>This performance level is evidenced by issues that significantly outweigh accomplishments, if any.</i>

Attachment A, Fee Allocation Model

The SRNL M&O contract identifies \$1,200,000 available fee for the contract period (June 21, 2021 – September 30, 2021). EM provides approximately 61 percent of the Total Fee Allocation, while NNSA provides approximately 39 percent. This percentage is used to allocate the contract fee between EM and NNSA. EM will manage \$732,000 of fee applied to incentive work for the evaluation period. NNSA will manage \$468,000 of fee applied to incentive work for the evaluation period. EM and NNSA will independently grade performance of Goal 1 against their scope of work to arrive at a fee determination for the fee they manage.

Performance Based Approach

The performance-based approach evaluates the Contractors leadership performance through a set of four sub-elements, as described below in Performance Goal BSRA2021SRNL 1-0, Sound and Competent Leadership and Stewardship of the Laboratory. Each sub-element will be measured against authorized work in terms of cost, schedule, and technical performance, and the respective outcomes, demonstrated performance, and impact to the DOE/NNSA mission.

SRNL Subjective Fee	Amount
EM Fee Allocation	\$732,000,
NNSA Fee Allocation	\$468,000
Total Available Fee	\$1,200,000

Attachment B, Performance Incentive Document

PID Number	BSRA2021SRNL
Activity Name	Savannah River National Laboratory
WBS Number	Numerous
Performance Period	June 21, 2021 – September 30, 2021
Allocated Fee	\$1,200,000 \$732,000 (EM portion) \$468,000 (NNSA portion)
Revision Number	0
Senior Technical Advisor	Ming Zhu, EM-4.31 Tony Polk, SRLO Angela Morton, OAM Marie Garvin, OAM Cory Price, NNSA
<p>Contract Performance Outcome</p> <p>Savannah River National Laboratory (SRNL) is one of the Department of Energy's (DOE) multi-program National Laboratories. The Laboratory is a Federally Funded Research and Development Center (FFRDC) established in accordance with the Federal Acquisition Regulation (FAR) Part 35 and operated under this management and operating (M&O) contract, as defined in FAR 17.6 and DOE Acquisition Regulation (DEAR) 917.6.</p> <p>The Laboratory supports DOE strategic goals in science and energy, nuclear security, and management and performance (including cleanup of nuclear legacy), in accomplishing the Department's mission. The Laboratory mission is to conduct basic and applied research and development (R&D) to advance scientific knowledge, to protect the Nation's energy resources, national security, environmental quality and human health, and to strengthen educational foundations and national economic competitiveness. DOE programs are carried out in partnership with other DOE National Laboratories, academia, government agencies, the international scientific community, and the private sector. SRNL will seek to advance the frontiers of science and technology through broad interdisciplinary R&D programs that answer fundamental questions, solve technical problems (locally, regionally, nationally, and internationally), and support the development and application of technologies to address societal needs.</p> <p>All work under SRNL M&O Contract shall be conducted in a manner that protects the environment and assures the safety, health, and security of employees and the public. This objective is to be accomplished by the Laboratory implementing a process that includes an Environmental Management System. SRNL shall implement appropriate program and project management systems to track progress and maximize cost-effectiveness of work activities; develop integrated plans and schedules to achieve program objectives, incorporating input from DOE and stakeholders; maintain sufficient technical expertise to manage activities and projects throughout the life of a program; utilize appropriate technologies and management systems to improve cost efficiency and performance; and maintain Laboratory facilities and infrastructure as necessary to accomplish assigned missions.</p> <p>SRNL shall conduct all work in a manner that optimizes productivity, and fully complies with all applicable laws, regulations, and terms and conditions of the SRNL M&O Contract.</p> <p>SRNL has a responsibility to develop and implement innovative approaches and adopt practices that foster continuous improvement in accomplishing the mission of the Laboratory. DOE expects the SRNL to employ effective and efficient management structures, systems, and operations that maintain high</p>	

levels of quality, safety and security in accomplishing the work required under this Contract, and that, to the extent practicable and appropriate, rely on national, commercial, and industrial standards that can be verified and certified by independent, nationally recognized experts and other independent reviewers.

Performance Goal 1.0 – BSRA2021SRNL-1.0

Sound and Competent Leadership and Stewardship of the Laboratory

This Goal evaluates the Contractor's Leadership capabilities in leading the direction of the overall Laboratory, the responsiveness of the Contractor to issues and opportunities for continuous improvement, and corporate office involvement/commitment to the overall success of the Laboratory.

The weight of this Goal is 100%.

The Contractor will successfully demonstrate leadership in supporting the direction of the Laboratory Mission Roles, champion a culture that encompasses all aspects of operations of the Laboratory and continues to emphasize safety and security, improve the responsiveness to issues and opportunities for continuous improvement internally and across the complex, and parent company involvement/commitment to the overall success of the Laboratory and its missions. This may be evidenced by:

- a) Define and initiate implementation of a realistic long-range scientific vision for the Laboratory, in alignment with the Strategic Visions of EM, NNSA and other DOE offices. Demonstrate leadership and effective collaborations across the DOE complex and with other entities (i.e., other DOE National Laboratories, academia, government agencies, the international scientific community, and the private sector) to ensure success in accomplishing the Department's missions related to Environmental Management, National Security, Science, Energy Security, Legacy Management, and support related to Advanced Manufacturing Collaborative, Minority Serving Institution Partnership Program, and Network of National Laboratories for Environmental Management and Stewardship.
- b) Demonstrate performance results through operating the Laboratory effectively, efficiently, safely, and securely to meet current mission requirements and to accomplish additional Strategic Investments that enhance or develop new capabilities, address long-standing challenges, or respond to new or emerging threats with focus on the following key mission areas:
 - Nuclear Materials Management
 - Liquid High-Level Waste Disposition
 - Environmental Remediation and Infrastructure Disposition
 - Technical Support for the U.S. Intelligence Community
 - Secure Energy and Manufacturing
 - Nuclear Fuel Cycle
 - Defense Programs
 - Global Nuclear Security,
- c) Resolve issues and ensure continuous improvement internally and across the DOE while meeting Contract requirements, and
- d) Demonstrate parent company involvement/commitment to the overall improvement of the Laboratory in support of all Laboratory Mission Roles.
- e) Demonstrate effective subcontract management, compliance with all requirements including small business subcontracting plans, Buy American Act, and applicable labor statute; effective use of domestic suppliers of PPE and achieving on-time-delivery of PPE; and cybersecurity.

The above factors to consider for measuring performance are neither inclusive nor are they intended to be a checklist for meeting performance expectations of the Objectives under Goal 1.0. The evaluation of this Objective will use a combination of relevant factors.

Objective 1.1 - Leadership and Stewardship of the Laboratory			
Number	Date	Weight	Notable Outcomes
BSRA2021SRNL-1.1	9/30/2021	100%	Subjective Only
Acceptance Criteria			
DOE evaluation of performance will consider "context" such as unanticipated barriers (e.g., budget restrictions, rule changes, circumstances outside the Contractors' control), shortened performance period, degree of difficulty, significant accomplishments, and other events that may occur during the performance period. A significant safety or security event may result in an overall limitation to adjectival ratings. Such impacts may be mitigated by the response to the incident, and by other initiatives to improve overall safety or security performance. The Contractor is encouraged to note significant safety and security continuous improvements.			