



Department of Energy
National Nuclear Security Administration
Washington, DC 20585



OFFICE OF THE ADMINISTRATOR

December 12, 2025

MEMORANDUM FOR THEODORE A. WYKA
MANAGER, LOS ALAMOS FIELD OFFICE
(b) (6)

FROM: JAMES J. MCCONNELL
FEE DETERMINING OFFICIAL
ASSOCIATE PRINCIPAL DEPUTY ADMINISTRATOR
FOR OPERATIONS

SUBJECT: Triad National Security, LLC (Triad) 89233218CNA000001,
Fiscal Year (FY) 2025 Award Fee Determination

The National Nuclear Security Administration (NNSA) completed its assessment of Triad's performance of the contract requirements for the period October 1, 2024, through September 30, 2025, as evaluated against the criteria defined in the Performance Evaluation and Measurement Plan (PEMP). Triad's overall rating earned is Very Good (89 percent). Based on assessments provided in the NNSA Performance Evaluation Report, the total available and earned fee amounts are:

<u>NNSA Strategic PEMP Goal</u>	<u>Rating</u>		<u>At-Risk Fee</u>	
	<u>Adjectival</u>	<u>Percent</u>	<u>Available</u>	<u>Earned</u>
Goal-1: Mission Delivery: Nuclear Weapons	Very Good	90%	\$ 9,960,423	\$ 8,964,381
Goal-2: Mission Delivery: Global Nuclear Security	Excellent	93%	\$ 2,845,836	\$ 2,646,627
Goal-3: Mission Innovation: Advancing Science and Technology	Excellent	98%	\$ 2,845,836	\$ 2,788,919
Goal-4: Mission Enablement	Very Good	85%	\$ 4,268,754	\$ 3,628,441
Goal-5: Construction Projects and Infrastructure	Good	75%	\$ 4,268,754	\$ 3,201,566
Goal-6: Mission Leadership	Excellent	93%	\$ 4,268,754	\$ 3,969,941
Total Award Fee		89%	\$28,458,357	\$25,199,875

In addition, the fixed fee and total fee summaries are provided below:

	<u>Available</u>	<u>Earned</u>
Fixed Fee	\$ 22,320,280	\$ 22,320,280
SPP (Fixed Fee)	\$ 3,550,683	\$ 3,550,683
Total Fixed Fee	\$ 25,870,963	\$25,870,963
Total Fee (Award Fee and Fixed Fee)	\$ 54,329,320	\$51,070,838

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