

2. AMENDMENT/MODIFICATION NO. M201	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. NOPR	5. PROJECT NO. (If applicable)
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6. ISSUED BY U.S. Department of Energy National Nuclear Security Administration P.O. Box 2050 Oak Ridge, TN 37831	7. ADMINISTERED BY (If other than Item 6)
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, state, ZIP Code) Babcock & Wilcox Technical Services Y-12, LLC P.O. Box 2009 MS 8014 Oak Ridge, TN 37831-8014	9A. AMENDMENT OF SOLICITATION NO. <hr/> 9B. DATED (SEE ITEM 11) <hr/> 10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC05-00OR22800 <hr/> 10B. DATED (SEE ITEM 13) August 31, 2000
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CODE _____ FACILITY CODE _____

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended, is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation as amended, by one of the following methods:
 (a) By completing Items 8 and 15, and returning ____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required): This action obligates \$ 0

**13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS;
IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.**

- A. THIS CHANGE ORDER IS ISSUED PURSUANT TO (Specify authority): THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
- B. THE ABOVE-NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (Such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
- C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
- D. OTHER (Specify type of modification and authority):
P.L. 95-91 and P.L.85-804

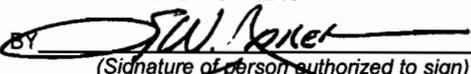
E. IMPORTANT: Contractor is required to sign this document and return 2 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

The purpose of this modification is to revise clause B.2 and add information for 2009 and 2010. The Performance Evaluation Plan (PEP) for 2010 is added to the contract as Attachment J. See page 2 for specific changes to the clause.

Except as provided herein, all terms and conditions of the document referenced in Items 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) Scott W. Baker, Senior Vice President Business Services	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Jill Y. Albaugh Contracting Officer
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15B. CONTRACTOR/OFFEROR BY  (Signature of person authorized to sign)	15C. DATE SIGNED 12-17-09	16B. UNITED STATES OF AMERICA BY  (Signature of Contracting Officer)	16C. DATE SIGNED 12-17-09
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B.2 TRANSITION COST, ESTIMATED COST, MAXIMUM AVAILABLE FEE, AND AVAILABLE FEE

(a) Estimated Cost:

- (1) The term of the transition period is from September 1, 2000 through October 31, 2000. The transition period will be on a cost reimbursement basis and the estimated cost will be negotiated after contract award.
- (2) The Estimated Cost of the Fiscal Year (FY) 2001 period of performance is \$567,376,000 (including fee).
- (3) The Estimated Cost of the Fiscal Year (FY) 2002 period of performance is \$634,411,000 (including fee).
- (4) The Estimated Cost of the Fiscal Year (FY) 2003 period of performance is \$674,299,000 (including fee).
- (5) The Estimated Cost of the Fiscal Year (FY) 2004 period of performance is \$719,428,000 (including fee).

(b) Fee:

- (1) The Estimated Fee Base as defined in Department of Energy Acquisition Regulations (DEAR) 970.15 for FY 2001 is \$484,177,068. The proposed Maximum Available Fee for FY 2001 is \$22,000,000.
 - (i) The Estimated Fee Base for FY 2002 is \$527,634,396. The Maximum Available Fee for FY 2002 is \$22,000,000.
 - (ii) The Estimated Fee Base for FY 2003 is \$602,760,811. The Maximum Available Fee for FY 2003 is \$22,940,552.
 - (iii) The Estimated Fee Base for FY 2004 is \$633,649,655. The Maximum Available Fee for FY 2004 is \$26,200,000.
- (2) The Maximum Available Fee as proposed and set forth in (b)(1) above for FY 2001 shall also serve as the Maximum Available Fee for FY 2002 - FY 2005 and Option Years FY 2006 - FY 2010 unless the Estimated Fee Base for a given fiscal year deviates by more than plus or minus 15% from the Estimated Fee Base set forth above for FY 2001. The proposed Maximum Available Fee shall be applicable to the prime contractor and its members in a joint venture or Limited Liability Company, teaming partners, and subcontractors identified and considered as part of the selection and award of this contract, if any.
- (3) In the event the Estimated Fee Base deviates for any fiscal year more than plus or minus 15% from the Estimated Fee Base set forth in (b)(1) above, the Contractor agrees to negotiate with the U.S. Department of Energy (DOE) an equitable adjustment to the Maximum Available Fee amount to reflect the impact of such deviation. The new Maximum Available Fee for that fiscal year will be the amount calculated by DOE in accordance with DEAR 970.15 (consistent with the FY 2001 fee computation methodology), multiplied by the ratio of the proposed FY 2001 Maximum Available Fee in (b)(1) above and \$23,198,932. In the event the parties are unable to reach agreement on the Maximum Available Fee amount, the

Government reserves the right to unilaterally establish the Maximum Available Fee amount.

- (4) The Available Fee for FY 2001 - FY 2005 and Option Years FY 2006 - FY 2010 will be negotiated annually (or any other period as may be mutually agreed to between the parties) between the Contractor and the Government. The Available Fee will be equal to or less than the Maximum Available Fee defined in (b)(1) above. The Available Fee shall be established considering the level of complexity, difficulty, cost effectiveness, and risk associated with specific objectives/incentives defined in the Performance Evaluation Plan (PEP), including work involving multiple-site taskings/objectives. Higher or lower levels of complexity, difficulty, cost effectiveness, and risk will correspondingly allow a higher or lower available fee. The portion of this Available Fee defined as award fee or comprehensive incentive versus performance-based incentives will be determined for each period during the negotiation of the requirements in the PEP. In the event the parties are unable to reach agreement on the Available Fee amount, the Government reserves the right to unilaterally establish the Available Fee amount. The Contract will be modified to reflect the Available Fee for each period.
- (5) RESERVED
- (6) The fee amounts Available and Earned for the specified Contract Periods are set forth below:

<u>Actual Contract Period</u>	<u>Available Fee</u>	<u>Earned Fee</u>
November 1, 2000, through September 30, 2001		
Award Fee	\$ 8,570,808	\$ 7,530,985
Performance Based Incentives	<u>\$ 11,595,858</u>	<u>\$ 8,604,587</u>
Total Actual Available Fee	\$ 20,166,666	\$ 16,135,572

<u>Actual Contract Period</u>	<u>Available Fee</u>	<u>Earned Fee</u>
October 1, 2001, through September 30, 2002		
Award Fee	\$ 6,692,250	\$ 5,554,568
Performance Based Incentives	<u>\$ 15,307,750</u>	<u>\$ 13,758,121</u>
Total Actual Available Fee	\$ 22,000,000	\$ 19,312,689

October 1, 2002, through September 30, 2003		
Award Fee	\$ 12,054,996	\$ 10,849,496
Performance Based Incentives	<u>\$ 10,885,556</u>	<u>\$ 10,339,015</u>
Total Actual Available Fee	\$ 22,940,552	\$ 21,188,511

October 1, 2003, through September 30, 2004		
Award Fee	\$ 16,310,939	\$ 15,810,939
Performance Based Incentives	<u>\$ 9,889,061</u>	<u>\$ 9,074,251</u>
Total Actual Available Fee	\$ 26,200,000	\$ 24,885,190

Fee for the above period will be earned by the contractor based on performance related to both the comprehensive fee performance objectives and the performance based incentives, which are contained in the Performance Evaluation Plan.

- (7) There will be no fee paid for the transition period.
- (c) Beginning in Fiscal Year 2005 the maximum potential fee and the actual available fee for each fiscal year will be established by NNSA prior to the commencement of the applicable fiscal year in accordance with NNSA Policy Letter: BOP-003.0501 dated January 10, 2005 and incorporated into paragraph (c)(4) below by modification.
- (1) Up to thirty-five percent (35%) of the actual available fee pool shown in (c)(4) below for a given contract period may be paid to the Contractor provisionally in equal monthly increments of one-twelfth (1/12) of the amount per month. This provisional fee payment is the only fee payment that will be made prior to the final fee determination. The final determination of fee will be made by the Fee Determining Official (FDO), in accordance with the fee clauses of this contract. In the event that overpayment results from the payment of fee on a provisional basis, the Contractor shall reimburse such overpayment to the Government upon demand, payable with interest in accordance with FAR 52.232-17, Interest (JUN 1996).
- (2) Estimated Budget –
- (i) The estimated budget for FY2005 is \$692,148,000.
 - (ii) The estimated budget for FY2006 is \$682,699,000.
 - (iii) The estimated budget for FY2007 is \$700,000,000.
 - (iv) The estimated budget for FY2008 is \$790,472,000.
 - (v) The estimated budget for FY2009 is \$760,178,000.
 - (vi) The estimated budget for FY2010 is \$762,003,000.
- (3) Work for Others Fee:
- (i) The Work for Others fee percentage for FY2005 is 3.91% (85% of 4.6%).
 - (ii) The Work for Others fee percentage for FY2006 is 4.50% (85% of 5.3%).
 - (iii) The Work for Others fee percentage for FY2007 is 5.95% (85% of 7.0%).
 - (iv) The Work for Others fee percentage for FY2008 is 5.95% (85% of 7.0%).
 - (v) The Work for Others fee percentage for FY2009 is 5.95% (85% of 7.0%).
 - (vi) The Work for Others fee percentage for FY2010 is 5.95% (85% of 7.0%).
- (4) Cash Work - The amount of fee for work accomplished for other Management and Operating contractors will be negotiated between the two contractors.
- (5) Available and earned fee amounts for the specified contract periods are:

Maximum Potential Available Fee: Amounts shown relate to the estimated budget in (c)(2) above. The fee obtained from work accomplished under paragraphs (c)(3) and (4) above are additive to the amounts shown below.

<u>Contract Period</u>	<u>Maximum Available</u>
October 1, 2004 through September 30, 2005	\$45,280,710
October 1, 2005 through September 30, 2006	\$44,662,551
October 1, 2006 through September 30, 2007	\$45,794,393
October 1, 2007 through September 30, 2008	\$51,713,121
October 1, 2008 through September 30, 2009	\$49,731,271
October 1, 2009 through September 30, 2010	\$49,850,664

Actual Available and Earned Fee: Actual available fee will be earned by the contractor based on performance related to award fee (AF) objectives, high challenge fee, multi-site fee, and performance based incentives (PBIs) contained in the Performance Evaluation Plan.

<u>Actual Contract Period</u>	<u>Available Fee</u>	<u>Earned Fee</u>
October 1, 2004 through September 30, 2005		
Award Fee	\$18,499,187	\$16,538,795
Performance Based Incentives	<u>\$11,939,445</u>	<u>\$10,947,995</u>
Total Actual Available Fee	\$30,438,632	\$27,486,790
October 1, 2005 through September 30, 2006		
Award Fee	\$18,261,085	\$13,713,228
Performance Based Incentives	<u>\$16,100,783</u>	<u>\$17,821,357</u>
Subtotal	\$34,361,868	\$31,534,585
High Challenge Fee	<u>\$10,300,683</u>	<u>\$ 5,037,250</u>
Total Actual Available Fee	\$44,662,551	\$31,534,585
October 1, 2006 through September 30, 2007		
Base Fee (AF and PBIs)	\$32,056,075	\$27,703,338
Stretch Fee (AF and PBIs)	<u>\$ 9,158,879</u>	<u>\$ 6,577,340</u>
Subtotal	\$41,214,954	\$34,280,678
Multi-Site Fee	<u>\$ 4,579,439</u>	<u>\$ 3,492,321</u>
Total Actual Available Fee	\$45,794,393	\$37,772,999
<u>Actual Contract Period</u>		
October 1, 2007 through September 30, 2008		
Base Fee (AF and PBIs)	\$33,613,529	\$30,700,765
Stretch Fee (AF and PBIs)	<u>\$12,928,280</u>	<u>\$10,374,765</u>
Subtotal	\$46,541,809	\$41,075,530
Multi-Site Fee	<u>\$ 5,171,312</u>	<u>\$ 5,171,312</u>
Total Actual Available Fee	\$51,713,121	\$46,246,842
October 1, 2008 through September 30, 2009		
Base Fee (AF and PBIs)	\$34,359,655	\$31,253,880
Stretch Fee (AF and PBIs)	<u>\$10,398,489</u>	<u>\$ 9,326,639</u>
Subtotal	\$44,758,144	\$40,580,519
Multi-Site Fee	<u>\$ 4,973,127</u>	<u>\$ 4,968,127</u>
Total Actual Available Fee	\$49,731,271	\$45,548,646
October 1, 2009 through September 30, 2010		
Base Fee (AF and PBIs)	\$32,402,932	\$TBD
Stretch Fee (AF and PBIs)	<u>\$12,462,666</u>	<u>\$TBD</u>
Subtotal	\$44,865,598	\$TBD
Multi-Site Fee	<u>\$ 4,985,066</u>	<u>\$TBD</u>
Total Actual Available Fee	\$49,850,664	\$TBD



Performance Evaluation Plan
for
Babcock & Wilcox Technical Services Y-12, LLC

Contract Number DE-AC05-00OR22800

Evaluation Period: October 1, 2009 through September 30, 2010

A handwritten signature in black ink, appearing to read "T. D. Sherry", written over a horizontal line.

Theodore D. Sherry
Manager, NNSA Y-12 Site Office

A handwritten signature in black ink, appearing to read "D. P. Kohlhorst", written over a horizontal line.

Darrel P. Kohlhorst
President and General Manager
Babcock and Wilcox Technical Services Y-12, LLC

September 30, 2009

A. INTRODUCTION

1. This Performance Evaluation Plan (PEP) covers the administration of the fee provisions of Contract No. DE-AC05-00OR22800 with Babcock & Wilcox Technical Services Y-12, L.L.C. (B&W Y-12). It provides the process, procedures, and standardization necessary to assure effective development, administration, and coordination of all phases of the fee determination process. YSO Procedure 9.8 establishes the internal YSO process for developing and administering the PEP. If a conflict exists between the PEP and YSO 9.8, the PEP is the determining document.
2. All incentives developed for FY 2010 and covered in this PEP have been linked to the National Nuclear Security Administration (NNSA) Strategic Plan and other key inputs including Program Implementation Plans as provided by Headquarters.
3. The following matters, among others, are covered in the contract:
 - a. The contractor is required to manage, operate, and maintain facilities of the U.S. DOE known as the Y-12 Nuclear Security Complex, located in Oak Ridge, Tennessee, in accordance with the Statement of Work contained in the contract.
 - b. The PEP is divided into four performance areas: Mission, Operations, Institutional Management and Business, and Multi-Site Performance Targets. Within the first three areas, a comprehensive set of award fee objectives and performance based incentives have been developed for the "essential" scope. For high-challenge work (degree of difficulty, exceeding base expectations, etc.), additional award fee objectives and performance based incentives have been developed for "stretch" objectives.
 - c. Ten percent of the fee pool at risk at a site is allocated for Multi-Site Performance Targets. The multi-site fee pool may be allocated among the multi-sites performance targets at the discretion of the Y-12 Site Office. The allocation considers the level of resources, difficulty and risk involved at the particular site for the specific multi-site.
 - d. The total available fee is allocated as follows:

Essential Fee	- 65%
Stretch Fee	- 25%
Multi-Site	- 10%
 - e. Up to thirty-five percent (35%) of the total fee amount is available for provisional payment (1/12th per month). This provisional fee payment is the only fee payment that will be made prior to the final fee determination. The total fee earned and payable for award fee incentives will be determined at the conclusion of the evaluation period by the Fee Determination Official (FDO) within 70 calendar days after the end of the evaluation period, or 60 calendar days after receipt of the contractor's self-assessment report, whichever is later. This final payment will be adjusted, as necessary, for any provisional payments.
 - f. The Fee Determination Official (FDO) will have the discretion in adjusting the fee in consideration of the evaluation by the Y-12 Site Manager of the successful performance of B&W Y-12. The Contracting Officer (CO) will authorize payment once a final fee determination has been made.
 - g. In support of the fee evaluation, the contractor may, at its discretion, submit a self-assessment report within 5 calendar days after the end of the evaluation period. If the contractor chooses to submit a self-assessment report, it shall address both achievements

and deficiencies identified during the evaluation period. Where deficiencies in performance are noted, the contractor shall describe the actions planned or taken to correct such deficiencies to avoid recurrence. The contractor is encouraged to perform a realistic self-assessment, although deficiencies noted by the contractor may also be reflected in the Government's independent evaluation.

- h. In accordance with contract clause I.154 DEAR 970.5215-1 (Dec 2000), the contractor agrees that the determination as to the total available fee earned by the contractor is a unilateral determination made by the FDO.

B. ORGANIZATIONAL STRUCTURE AND DUTIES

The detailed organizational structure established for administering the fee provisions of the contract are contained in Procedure YSO 9.8. High-level major roles and responsibilities are as follow:

1. Fee Determination Official (FDO) – NA-1/NA-2

- a. Determines the fee rate or amount of available fee.
- b. Provides specific objectives and guidance to be used in establishing the annual PEP.
- c. At his discretion, adjusts the final rating or earned fee within the available fee pool.
- d. Determines the final performance rating and total fee payable for the evaluation period.
- e. When appropriate, makes a unilateral decision to invoke the "Conditional Payment of Fee, Profit or Incentives" clause in the contract which results in the reduction of the contractor's otherwise earned fee for the evaluation period.

2. Manager, Y-12 Site Office

As Manager, YSO, provides the overall assessment of B&W Y-12 performance against the PEP and presents the overall fee proposed to the FDO for concurrence. Specific additional responsibilities are outlined in Procedure YSO-9.8 and include approval of the final PEP, appointing the Fee Board, and meeting with senior B&W Y-12 management to periodically discuss performance.

3. Fee Board

Assistant Manager for Administration, Chairperson
Assistant Manager for Engineering, Safety, and Environment
Assistant Manager for Operations Management
Assistant Manager for Safeguards and Security
Assistant Manager for Programs
Sr. Project Director
Contracting Officer, Office of the Assistant Manager for Administration

Specific YSO responsibilities are outlined in Procedure YSO-9.8.

4. DOE Headquarters

- a. HQ program and support organizations will communicate key performance goals and objectives to their NNSA counterparts to support PEP development through Performance Implementation Plans.

- b. Monitors contractor performance throughout the evaluation period via interaction with field elements and the monitoring process.
- c. Recommends decision to NA-1/NA-2 on the Performance Evaluation Report and proposed fee award at the end of the evaluation period.

C. PROCESS

Development of Incentives

All incentives shall be developed in accordance with the process outlined in YSO Procedure 9.8.

1. Change Control

- a. When a performance-based incentive change is required because of a baseline change requested by the performing contractor, or a directed baseline change from Y-12 Site Office, the performing contractor shall identify any and all impacts that the proposed change will have on any existing incentive. The performing contractor shall submit the proposed PEP Change Request form (Appendix 2) to the Fee Board for review. (Note: Any unfunded or partially funded PBI's may be renegotiated by both parties during the year if full funding is not forthcoming, or extraordinary situations occur beyond the contractor's control.)
- b. This PEP is based upon B&W Y-12's budget submission in accordance with the President's Budget and the documented B&W Y-12 baseline. If a performance objective must be changed due to change in work scope, scheduling, budget constraints, etc., a Change Request Form shall be submitted describing what change is required, the justification for the change, and any impacts as a result of the change. Also, a cost constraint is established for each PBI which is subject to re-negotiation by both parties if actual cost exceeds the cost estimate $\pm 10\%$.

2. Fee Determination and Payment of Fee

a. Earning Fee at Risk

1. Earning fee at risk for essential work:

At-risk fee shall be at least 50% subjective. (The Multi-Site Performance Targets are objectively evaluated as PBIs by the HQ Champion for the FDO and are not included within the 50% subjective category.) At risk fee that is subjectively evaluated shall be aggregated to preserve FDO discretion at the mission, operations, and institutional management and business levels with supporting performance detail at the target level to justify the aggregate fee determination.

A minimal level of performance (gateway) is identified in essential scope at-risk fee to be eligible to earn stretch scope at-risk fee. This is to ensure that B&W Y-12 will first succeed in the performance of the essential scope at a high level and not pursue stretch at the expense of essential scope. Fee is not earned in a linear manner, but is commensurate with performance within adjectival categories. Unsatisfactory performance in essential scope results in no fee earned.

2. Earning fee at risk for stretch objectives:

Eligibility to earn fee in the stretch allocation of the pool is dependent on gateway performance in essential work scope. The gateway eligibility requirement for

essential work scope performance in order to earn stretch fee is an adjectival rating of “ Very Good” for subjectively evaluated work and 80% success in all of the PBIs associated with objectively evaluated work.

3. Multi-site fee at risk

The purpose of Multi-Site Performance Targets is to promote inter-site cooperative teamwork and eliminate sub-optimizing activities. Specifically, these are performance targets with a collective outcome that involves multiple sites and the earning of the associated fee at risk is based on the achievement of the collective outcome. If the outcome is not achieved, none of the participating sites earn the associated fee at risk. The evaluation of the achievement of the collective outcome is made by the NA-10/NA-60 Champions. Achievement of the success criteria collective outcome is formally communicated to the YSO Site Manager by NA-10.

For the multi-site performance targets, NNSA will only evaluate the end results and/or product – not the individual sites performance or individual sites support efforts. This is not a measure for how much a site individually performed, but whether NNSA completed a deliverable or not. The performance target is evaluated as pass – fail based on achievement of the collective end product rather than the individual site contribution to the end product. The end product must be met on time; and within identified cost and scope parameters as appropriate for the performance targets to be considered met. If those outcomes are not met, then the performance target is not achieved and it is immaterial which specific sites may have failed or succeeded as an individual site.

- b. Up to thirty-five percent (35%) of the total fee amount is available for provisional payment (1/12th per month). This provisional fee payment is the only fee payment that will be made prior to the final fee determination. The total award fee earned and payable will be determined at the conclusion of the evaluation period by the Fee Determination Official (FDO) within 70 calendar days after the end of the evaluation period, or 60 calendar days after receipt of the contractor’s self-assessment report, whichever is later. This payment will be adjusted, up or down, for any provisional payments.
- c. Within 70 days after the end of the evaluation period (or 60 calendar days after receipt of a contractor self-assessment report, whichever is later), and after briefings and recommendations from the Fee Board and Y-12 Site Office Manager, the FDO shall make a final determination of total fee earned. While the CO has responsibility and unilateral authority for the final determination of the total amount of PBI fee earned, to the extent that the contractor fails to achieve performance levels stipulated in Contract Clause I.122. Conditional Payment of Fee, Profit, or Incentives, the FDO, or their designee, at their sole discretion may reduce the otherwise earned fee in accordance with the aforementioned clause.
- d. With Site Manager approval, the CO will issue a letter to the contractor giving drawdown authority for the final fee payment. This final payment will be a total of fee earned for the evaluation period after adjustments for the provisional payments. Should the final determination be less than the provisional payments, the contractor shall be required to reimburse the over payment consistent with the terms of the contract.
- e. The Y-12 Site Office Manager shall notify the contractor of the total fee earned and payable for the period after any adjustment for provisional payments.

CRITERIA FOR EVALUATING FY 2010 PERFORMANCE BASED INCENTIVES

1. Quality is an inherent factor with respect to whether a deliverable is met or not. The Site Office will employ a reasonable level of expectations in determining whether a particular objective is satisfactorily achieved (i.e., complete and usable).
2. Schedule milestones and technical/product deliverables should be incentivized rather than processes or work plans. NNSA provides the requirement, not the “how to achieve.”
3. Schedule performance and work scope deliverables should be defined along with estimated cost of the work to be performed and the proposed incentive fee. PBIs are subject to renegotiation if the cost estimate exceeds ± 10 percent, and/or conditions occur which are not within the contractor's control.
4. An incentive fee amount should not exceed 25 percent of the budgeted cost of the planned work scope of an individual PBI with only one milestone and the individual milestones of the PBI with multiple milestones. Exceptions to this criterion may be approved by the YSO Manager.
5. The FY 2010 Prioritized Project List enclosed in the contractor's Programming, Planning, Budgeting, and Evaluation System submission should be used for determining the budgeted cost of the planned work scope. Modifications to those estimates may be required upon final approval of the DOE FY 2010 Budget Request to Congress.
6. A minimum fee threshold should be established at each PBI milestone level of not less than \$25K.
7. An overrun cost constraint should be specified for the direct cost of each direct-funded PBI milestone based on a contractor-prepared Basis of Estimate, which should be of audit quality. Capital Projects direct cost should be based on the approved Project Execution Plans.
8. The contractor accounting system will be capable of providing auditable cost data to support the cost of individual PBI milestones that are direct-funded.
9. Conditions or criteria for acceptance of performance should be specified in the incentive plan for each PBI.
10. The work scope being incentivized should be wholly within the contractor's control. Where the work scope is not wholly within the contractor's control and action by NNSA is required to support the accomplishment, NNSA required actions and due dates must be stipulated.
11. When applicable, incentive plans for each PBI should provide the conditions for earning partial incentive fee amount(s) over the full range of possible performance. When evaluating fee to be awarded for incentive plans, the guidelines and criteria in the plan will be applied in determining the amount to be awarded. In some instances, extraordinary circumstances may exist that require professional judgment of the Federal staff in determining fee amounts payable for a particular PBI which is less than the total PBI fee amount available.
12. Performance-based incentives that establish performance objectives for more than one performance period (i.e., fiscal year) shall meet the following requirements:
 - (a) Establish interim milestones within the total period of performance;
 - (b) Establish progressive incentive fee amounts, with most of the incentive fee available upon completion of the result, product, or outcome. Specific milestones and incentive fee amounts for any performance-based incentive within the performance period shall represent a commitment to the performing contractor. Milestones and incentive fee amounts for any performance-based incentive outside the current period of performance are considered estimates, are not considered a commitment to or by the performing contractor, and may be modified or eliminated from future performance periods through formal change control.

13. Fee unallocated as of 4/1/10 will be considered for conversion to the essential award fee pool.

14. **Prenegotiated PBI Assumptions and Definitions**

At a minimum, each PBI should include the following assumptions and definitions.

SECTION IV - PERFORMANCE MEASURE ASSUMPTIONS

- ***FOR Essential PBI's*** – Use the statement below:
The project will be fully funded to support all schedule activities required to complete the scope of this PBI. [Note to PBI Owners – This assumption should be in all the **essential (base)** PBI's]
- ***FOR Stretch PBI's*** – Use the statement below:
Funding will be provided in sufficient time to successfully perform the funded scope of this PBI, if applicable. Unfunded scope will be accomplished using funds generated from cost saving initiatives.
- Direct impact(s) to the work scope of this PBI specifically due to changes of approved funding baseline change proposals, may be cause for renegotiation if the changes are not within the control of B&W Y-12.
- All customer related reviews, audits and surveillances to be accomplished by YSO for the performance of this PBI, will be executed without impacting the successful completion of the PBI performance measure work scope.
- Conditions not within the control of B&W Y-12, which impact the successful completion of the PBI, will be cause for renegotiation of the PBI to establish alternative fee options, including potential transfer of the affected fee to Award Fee Pool.

DEFINITIONS (only include this definition, if applicable)

Working Days - Based on the B&W 4X10 work schedule.

**B&W Y-12, LLC
PERFORMANCE EVALUATION PLAN (PEP) CHANGE REQUEST (CR)**

PEP CR No.:

Date:	NNSA Change []	Contractor Change []
Proposed Change:	Performance-Based Incentive (PBI) []	
	Award Fee []	
Reference: PBI Number and Title:		
Award Fee Number and Performance Area:		
CR Designation:	Routine []	Expedited []
Change Type:	Modify []	Add []
	Delete []	Other []

Change Description:

Change Justification:

PERFORMANCE EVALUATION PLAN CHANGE REQUEST

PEP CR No.:

B&W Y-12, LLC.

Signature	Approve	Disapprove	Defer	Date
INITIATOR:				
RESPONSIBLE MANAGER/DIRECTOR:				
DEPUTY MANAGER, BUSINESS SERVICES:				

Comments/Justification:

NNSA Y-12 Site Office (YSO)

Signature	Approve	Disapprove	Defer	Date
RESPONSIBLE MANAGER:				
SUPERVISOR:				
FEE BOARD CHAIR:				

Comments/Justification:

PEP Change Request Form Instructions

1. **Date:** To be entered by the B&W Y-12 Business Services, Business Operations personnel when the CR is received and CR No. is assigned.

NNSA Change: Change is initiated by NNSA or is the result of NNSA direction.

Contractor Change: Change is the result of action initiated by B&W Y-12.

PEP CR No.: Assigned by Business Operations after the form is submitted.
2. **Proposed Change:** Check whether this is a PBI or Award fee change. **Note: If this is a PBI change, a revised incentive plan, which incorporates the proposed changes, should be signed by B&W Y-12 personnel and included with the CR submittal.**
3. **Reference:**
 - **PBI No. and Title:** Enter the specific identifying number and title for the PBI, e.g., I.A, Quality Evaluation.
 - **Award Fee No. and Performance Area:** Enter the specific AF No. and Performance Area title as shown in the current year Performance Evaluation Plan, e.g., I.A, Directed Stockpile Work.
4. **Change Designation:** Mark Expedited if there is an urgent need to process this change.
5. **Change Type:** Mark applicable type of change requested.
 - **Other:** If this is marked, further explanation should be given.
6. **Change Description:** This is the most important section of the change request. Be very specific with the details regarding your intent with this proposed change. List the current wording for the PBI or Award Fee item and then show the proposed wording resulting from this change.
7. **Change Justification:** Provide details about why the change is being requested. Specific references should be made to documents and/or events and circumstances that have resulted in the need to make the change. Supporting documentation should be attached if needed.

The Change Request form and all attachments must be reviewed by a derivative classifier and UCNI Reviewing Official. This should be indicated by the appropriate signature, stamp, or marking.

Provide the signed completion form and attachments to the Business Services, Business Operations Organization for subsequent transmittal to NNSA.

INCENTIVE PLAN

SECTION I – GENERAL INFORMATION

Performance Incentive Short Title:
 Performance Incentive Number:
 Revision Number and Date:

SECTION II – ACCOUNTING INFORMATION

Initial Cost Estimate of Work Scheduled
 under this Incentive:

Maximum Available Fee Allocated to this Incentive:

SECTION III – INCENTIVE INFORMATION**Incentive type:**

Common Site Specific Multi- Site

Essential Incentive

Define which program priority and HQ PIP this PBI supports (e.g., DP Top Ten, etc.).

Define which Level 1 or Level 2 milestone this PBI supports. (If the PBI does not support a PIP milestone, explain why it is a Base PBI.

Stretch Incentive (Provide justification; e.g., cost savings, cost avoidance, increased deliverables, ahead of schedule.)

Difficulty: High Medium Low

Duration: Annual Multi-Year

Fee Payment: Upon Completion Partial Provisional

SECTION IV – PERFORMANCE MEASURE**PERFORMANCE MEASURE DESCRIPTIONS:****ESTIMATED COST FOR COMPLETION BY INDIVIDUAL MEASURES:****EVIDENCE OF COMPLETION:****COMPLETION DOCUMENTS LIST:**

INCENTIVE PLAN

TECHNICAL BOUNDARY CONDITIONS:
ASSUMPTIONS:
DEFINITIONS:

SECTION V - EARNINGS SCHEDULE

<i>GRADING CRITERIA:</i>
Measures:

SECTION VI – SIGNATURES

B&W Y-12 Representative	<u>Signature</u>	Date
B&W Y-12 Representative	<u>Signature</u>	Date
B&W Y-12 Champion	<u>Signature</u>	Date
NNSA YSO Representative	<u>Signature</u>	Date
NNSA YSO Management Representative	<u>Signature</u>	Date
NNSA YSO Fee Board Chairman	<u>Signature</u>	Date

**PERFORMANCE-BASED INCENTIVE (PBI) COMPLETION FORM
Y-12 NATIONAL SECURITY COMPLEX
FY**

PBI Number and Title:

PBI Measure Number and Description:

Fee Evaluation: Shortfall () Meets () Exceeds ()

Fee Amount:

Fee Available

Fee Request

Completion Date:

Scheduled

Actual

Completion Evidence Summary:

Location of Evidence:

Contact for Evidence:

Y-12 Responsible Person:

NNSA Counterpart:

Manager/Director:

(Signature Required)

Date:

NNSA VERIFICATION

Satisfactorily Completed (Y/N):

Justification if "No":

Fee Payment Amount:

Verified By:

Date:

Supervisor Concurrence:

Date:

Fee Board Chairperson:

Date:

Performance-Based Incentive Completion Form Instructions

- **PBI Number and Title:** Enter the specific number and title from the PBI incentive plan, i.e., I.A, Quality Evaluation
- **PBI Measure Number and Description:** Enter the Measure number (if applicable) and wording for the measure you have completed; this may be abbreviated.
- **Fee Evaluation:** Put an X in the appropriate box.
- **Fee Amount:** To be completed by the Business Services, Business Operations organization. Fee Available is the total amount available for the measure completed. Fee Request is the total amount requested for the measure completed. (In most cases, the fee available and fee requested will be the same.)
- **Completion Date:** Enter Scheduled date (from the incentive plan) and Actual date completed.
- **Completion Evidence Summary:** Briefly list the evidence provided (may be provided as an attachment to the completion form, may have been provided separately to the NNSA counterpart, or may be kept as an evidence package in a document control center [which will be made available to NNSA for verification purposes]). Be specific in the evidence summary.
- **Location of Evidence:** State if “attached.” If not attached, include building and room number where the evidence is located.
- **Contact for Evidence:** Include name and phone number.
- **Y-12 Responsible Person:** Include name.
- **NNSA Counterpart:** Include NNSA counterpart who will be verifying completion.
- **Manager/Director:** Signature of the manager or director who has overall responsibility for this PBI. The date of signature should be filled in also.

The remaining items on the form will be filled out by NNSA as a part of the verification process.

The completion form and any attachments should be reviewed by a derivative classifier and UCNI Reviewing Official. This should be indicated by the appropriate signature, stamp or marking.

Provide the signed completion form and any attachments to the Business Services, Business Operations Organization for subsequent transmittal to NNSA.

AWARD FEE GRADING/CONVERSION TABLE

Adjectival Rating	Numerical Performance Rating	Definition	% of Fee Earned
Outstanding	91-100	Contractor has exceeded almost all of the significant award fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the performance evaluation plan for the award fee evaluation period.	91-100
Very Good	80-90	Contractor has exceeded many of the significant award fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the performance evaluation plan for the award fee evaluation period.	76-90
Good	60-79	Contractor has exceeded some of the significant award fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the performance evaluation plan for the award fee evaluation period.	51-75
Satisfactory	50-59	Contractor has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the performance evaluation plan for the award fee evaluation period.	1-50
Unsatisfactory	0-49	Contractor has failed to meet overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the performance evaluation plan for the award fee evaluation period.	0

No fee will be earned for unsatisfactory performance.

**FY 2010 PERFORMANCE EVALUATION PLAN
B&W Y-12, LLC
Contract Number DE-AC05-00OR22800**

Essential Award Fee Performance Targets

I. MISSION

A. Directed Stockpile Work (DSW)/Campaigns

Performance Measure: The DSW/Campaigns/Plant Directed Research and Development (PDRD) Programs are executed in accordance with Work Authorizations, Prioritized Project Lists, Program Control Document (PCD) requirements, Baseline Dismantlement Schedule, and all other program requirements (e.g., Integrated Priority List, program implementation plans, etc.).

Performance Targets:

- a. Plan, execute, and manage to established scope, cost, schedule, and risk baselines for all DSW programs and Campaign activities including:
 - 1) Each individual DSW Program and Campaigns Program will maintain acceptable cost and schedule performance, and be reported to YSO on a monthly basis.
 - 2) All Program Implementation Plans (PIP) Level 1 and 2 milestones will be completed on schedule (both DSW and Campaigns).
 - 3) Design Agency deliverables and other services provided by B&W Y-12 will support approved execution plans.
 - 4) Plant Directed Research and Development (PDRD)
 - Move at least five technologies from proof of concept to the next stage of maturation.
 - The extent to which program fosters leadership in research on complex national security, scientific, and engineering problems.
 - The extent to which program provides tangible outcomes and impacts, and/or extent to which PDRD research is basis for other projects. (e.g., WFO, CRADA, patents, copyrights, licenses, etc.)

B. Readiness in Technical Base and Facilities (RTBF) / Facilities and Infrastructure Recapitalization Program (FIRP)

Performance Measure: The RTBF/FIRP programs are executed in accordance with Work Authorizations, Prioritized Project Lists, annual RTBF Execution Plan, and FIRP Program Execution Plans (PEP), and all other program requirements.

Performance Targets:

- a. Plan, execute, and manage to established scope, cost, schedule, and risk baselines for all subprogram elements including:
 - 1) Operations of Facilities and associated Level II milestones.
 - 2) FIRP approved baselines and selected NA-52 corporate facility measures defined in the FY10 Performance Implementation Plan (PIP).
 - 3) Material Recycle and Recovery, Waste Management integration, Materials Management and Storage, Common Site Support, and Legacy Pool baselines, and associated Level II milestones.
- b. B&W will promote the efficient and effective use of NNSA transportation resources (Secure Transportation Asset) by:

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B&W Y-12, LLC
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Essential Award Fee Performance Targets

- 1) Updating, on a quarterly basis, the shipping requirements forecasted in the Transportation Resource Integrated Planning System (TRIPS), so that 90% are accurate 180 days prior to shipment, 80% are accurate 1 year prior to shipment, and 70% are accurate beyond 1 year,
- 2) Submitting Transportation Shipping Requests to the Office of Secure Transportation (OST), NA-15, in accordance with time and data requirements of DOE Order 461.1a, unless an exemption to the requirements has been authorized by the Assistant Deputy Administrator for OST in agreement with the cognizant Site Office Manager, and
- 3) Providing loading/off-loading support to OST according to scheduled workload.

C. Nuclear Nonproliferation (NN) / Naval Reactors (NR)

Performance Measure 1: The NN Program is executed in accordance with Work Authorizations, Prioritized Project Lists, and other applicable program requirements.

Performance Targets:

- a. Plan, execute, and manage to established scope, cost, schedule, and risk baselines for all NN Programs and subprogram elements including:
 - 1) Integrate, plan and execute disposition projects for DOE complex-wide inventories of surplus and excess highly enriched uranium (HEU); deliver excess enriched uranium to NNSA customers, and support DOE nuclear material consolidation.
 - 2) Continue to increase and use Y-12 expertise and facilities in support of nonproliferation activities in the major NN Program areas, including effective and rapid response to emergent non-proliferation and international security requirements.
 - 3) Develop, manage, and execute programs that supply nuclear materials to research and isotope production reactors and other Y-12 customers.

Performance Measure 2: Develop, manage, and execute programs in support of the NNSA Naval Reactors (NR) Program. Accomplish tasks established by NNSA, Naval Reactors (NR), and Knolls Atomic Power Laboratory (KAPL).

Performance Targets:

- a. Continue to support NR Programs including packaging a minimum of 3500 kg U-235 of HEU metal, and have ready for shipment to NR's fuel fabricator in accordance with the Memorandum of Agreement (MOA) between Defense Programs (DP) and NR and consistent with TR-01-00, Technical Requirements for Uranium Metal.
- b. Submit an annual planning document addressing material supply for Naval Reactors to YSO by April 1, 2010.

D. Project Management

Performance Measure 1: Comply with requirements defined in applicable regulations, policies, directives, business operating policies, orders, guides, procedures and standards.

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Essential Award Fee Performance Targets

Performance Targets:

- a. The aggregate evaluation of project reviews, assessments, and document review results (YSO, B&W Y-12, and external) demonstrates that Project Management activities are implemented in accordance with requirements.
- b. Execute the Transformation and Projects Contractor Assurance System (CAS) for all line item and expense projects and on the General Plant Project/General Plant Equipment/Major Item of Equipment (GPP/GPE/MIE) project programs, and demonstrate performance improvement by meeting established project performance metrics.
- c. Successfully complete project specific Independent Project Reviews, External Independent Reviews, and Technical Independent Project Reviews.

Performance Measure 2: Project activities will be performed in safe manner.

Performance Targets:

- a. During construction phase, each project manager will proactively participate and conduct safety walk downs at regularly scheduled intervals. All incidents, observations, and occurrences will be addressed and reported to NNSA in a timely manner.
- b. Project safety indices, to include subcontractor performance, will show steady or improved performance.

Performance Measure 3: Projects will effectively implement disciplined conduct of project management requirements such as: reporting, trends and baseline management, resource management, risk management, earned value management, schedule tracking, variance analysis, and cost control in accordance with DOE Order 413.3A, "Program and Project Management for the Acquisition of Capital Assets."

Performance Targets:

- a. Projects shall be executed in accordance with the approved projects baselines and project performance measured with respect to cost, schedule, variance at completion, risk, critical path and quality.
 - 1) Line Item and Major projects, as well as the composite of small projects, performance are maintained with a Cost and Schedule Performance Index between 0.90 and 1.15.
 - 2) Projects' projected Estimates at Completion are within the established Total Project Costs.
 - 3) Projects are completed within the established performance measurement baseline schedule.
 - 4) Project contingency and management reserve are managed in accordance with Project Execution Plans and applicable procedures.
- b. A monthly project status report for each line item, expense projects (as agreed to with the YSO Senior Project Director), and GPP/GPE/MIEs will be prepared and sent to the NNSA-YSO and B&W Y-12 site management.
- c. B&W Y-12 will ensure effective planning and integration of B&W Y-12 functional organizations, direct hire construction and subcontractors, and NNSA to maintain the project performance baseline for cost and schedule of construction, operational readiness, testing, and start-up activities.

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Essential Award Fee Performance Targets

- d. B&W Y-12 will ensure effective integration of safety and security into the design and construction on all nuclear line time projects in accordance with DOE-STD-1189.
- e. Project quality assurance will be effectively implemented throughout the project lifecycle.
- f. B&W Y-12 will utilize project tools and systems, such as resource loaded schedules integrated with cost and estimating systems, to effectively manage project planning and execution.
- g. B&W Y-12 will manage project trends, risks, variances, and baseline changes according to processes and procedures, as cited in Project Execution Plans. Changes to project baselines shall not be made in order to affect changes in project performance. Baseline Change Proposals will be of sufficient quality to support approval by the YSO Baseline Change Control Board.

Performance Measure 4: Project documentation and communications will support the overall effective execution of projects at Y-12.

Performance Targets:

- a. Critical decision packages and supporting documentation will be of sufficient quality to support the approval by the Energy Systems Acquisition Advisory Board and the Acquisition Executive, as demonstrated by external review (Independent Project Review, Independent Cost Review, Independent Cost Estimate, and External Independent Review) recommendations.
- b. B&W Y-12 will provide high quality documentation and planning to support project approvals and other project execution activities throughout the project lifecycle.
- c. Project Communication plans shall be implemented and included in project documentation for all Line Item and Major projects as needed. Sufficient infrastructure shall be in place to execute these plans.

II. OPERATIONS

A. Facilities and Site Management

Performance Measure 1: B&W Y-12 will accurately report on a monthly basis the condition and health of Y-12 production facilities via the Production Facilities Department website. In addition to the major production facilities, this measure includes all Development Facilities, Waste Management Facilities, Emergency Response Facilities, and Balance of Plant (BOP) Facilities.

Performance Targets:

Reporting will include all current metrics that are assessed in the Facilities Scoreboard or additional metrics that are deemed necessary by B&W Y-12. The "Facility Maintenance Health Scorecard" for the major production facilities will be submitted monthly to YSO with reporting on the following metrics:

- Operational Availability
- PM/CM Ratio
- Budget allocation against ABB
- Facility Condition Index
- Priority 1 Work Orders

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Essential Award Fee Performance Targets

- Priority 2 Work Orders over 90 days
- PrYde Score
- B&W Y-12 Summary Rating
- Additional performance metrics may be added during the year

For the Technology Development Facilities, Waste Management Facilities, Emergency Response Facilities and other BOP Facilities, the Facility Maintenance Health Scorecard will only include the following information:

- Operational Availability
- Pryde Score and Matrix Report
- Facility Condition Index

Performance Measure 2: B&W Y-12 will meet all the requirements of DOE Order 433.1, Maintenance Management Program for DOE Nuclear Facilities, DOE Order 430.1B, Real Property Asset Management and the Presidents Federal Energy Efficiency Executive Order 13123.

Performance Target:

- a. Accurate reporting of S/RID status, using grading criteria provided below, shall be summarized and reported on a quarterly basis or if a significant programmatic deficiency is identified that changes an S/RID color status for the S/RID's below:

:

- Maintenance Management S/RIDs: 11658, 11660, 11661, 11662
- Work Control S/RIDs: 11663, 11664, 11665, 11666, 11667, 11669, 11671
- Maintenance Engineering S/RIDs: 11672, 11673, 11674, 11677, 11678
- Material Management S/RIDs: 11680, 11683

- b. Real property assets will be maintained in a cost effective manner that includes a 5-year condition assessment of the real property using standard industrial inspection methods, management of DM, FIMS report requirements; identification of 5-year recapitalization requirements; a method to prioritize; and a system to budget and track maintenance expenditures.

Performance Measure 3: Integrated Assessments - Performance will be rated by YSO based on the accuracy and completeness of the self assessment process, the identification of a path forward for non-compliances, and progress towards bringing the S/RIDS into compliance. Specific activities and disruptions to Production during the grading period will be factored into this assessment.

Performance Targets:

- a. Facility assets are being properly assessed and managed across the site such that when the risks warrant, the issues are elevated to senior management and YSO, and reviewed as appropriate on a periodic basis.
- b. Maintenance activities are prioritized by risk, balancing the needs of enduring facilities against those with expected short life spans.
- c. Longer term enduring facilities are kept to higher standards, with defined and tracked refresh rates for selected infrastructure systems.

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Essential Award Fee Performance Targets

- d. Actively seek shadowing assessments with YSO. Submit to YSO, one month in advance, a complete listing of the planned assessments and facility surveillances for the upcoming month.

FY2010 S/RID GRADING CHART	
BLUE	All issues and/or corrective action plans have been validated and closed. Issues are self-identified, coordinated, and adjudicated at the proper level. All elements within an S/RID have been fully assessed.
GREEN	No open systemic level "B" or "C" issues. Majority of issues have been identified by B&W Y-12. Corrective Action Plans are in place, on schedule and completed within a year.
YELLOW	One or more issues that are systemic in nature. Majority of issues have been identified by YSO. Corrective Action Plans are in place, but not on schedule.
RED	Multiple issues that are systemic in nature. Open issues/action plans are late and/or Issue closure has been rejected. Corrective Action Plans are not in place within required time.
GRAY	No assessments have been conducted within two years.
Notes:	Systemic can be a single issue overarching across the site or several individual issues that indicate overarching across the site.

B. Maintenance Effectiveness

Performance Measure 1: The suite of Maintenance Effectiveness metrics developed in 2008 and 2009 will be communicated monthly via the Facilities Infrastructure and Services (FI&S) website. These metrics shall provide an accurate representation of performance, and will identify areas for improvement to B&W Y-12.

Performance Target:

- a. The metrics shall measure the various maintenance centers against a defined standard, and include as a minimum a means of measuring:
- Efficiency of Work (examples include estimating accuracy, work package completion trend, and average work package cost);
 - Organizational Reliability (examples include scheduling accuracy, PM, ET&I and Field Calibration performance to include overdue rates, and production equipment downtime);
 - and Quality of Work (examples include false start rate, rework rate and work package quality) .

Other metrics may be implemented and used by B&W Y-12 as deemed necessary.

Performance Measure 2: B&W Y-12 will meet all applicable requirements of DOE Order 433.1, Maintenance Management Program for DOE Nuclear Facilities; DOE Order 430.1B, Real

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Essential Award Fee Performance Targets

Property Asset Management; and the Presidents Federal Energy Efficiency Executive Order 13123. YSO may also incorporate the level to which YSO weaknesses are being addressed by FI&S during the year.

Performance Target:

- a. Accurate reporting of S/RID status, using grading criteria provided below shall be summarized and reported on a quarterly basis or if a significant programmatic deficiency is identified that changes an SRID color status for the S/RID's below:
 - Maintenance Management S/RIDs: 11655, 11656, 11657, 11659, 11660, 11661, 11662.
 - Work Control S/RIDs: 11663, 11664, 11665, 11668, 11669, 11670, 11671.
 - Maintenance Engineering S/RIDs: 11672, 11673, 11674, 11675, 11676, 11677, 11678.
 - Material Management S/RIDs: 11680, 11681, 11682, 11683.

Performance Measure 3: Contractor Assurance – B&W Y12 will fully involve YSO Operations Management and Maintenance Management in the opportunity to shadow and observe FI&S management assessments performed by FI&S or external organizations.

Performance Target:

- a. YSO will be afforded the opportunity to fully participate in all management assessment meetings, interviews and document reviews pertinent to the assessment. This includes the opportunity to shadow any review and grading after completion of the assessment. YSO will be briefed on the results of the activities/interviews if unable to participate. Submit to YSO, one month in advance, a complete listing of the planned assessments and facility surveillances for the upcoming month.

Performance Measure 4: Integrated Assessments - Performance will be rated by YSO based on the accuracy and completeness of the self assessment process, the identification of a path forward for non-compliances, and progress towards bringing the S/RIDs into compliance. Specific activities during the grading period will be factored into this assessment.

Performance Targets:

- a. Physical assets are being properly assessed and managed across the site such that when the risks warrant, the metrics and issues are elevated to senior management and YSO.
- b. Maintenance activities are prioritized by risk, balancing the needs of enduring facilities against those with expected short life spans.
- c. Longer term enduring facilities are kept to a higher standard, with defined and tracked refresh rates for painting, roofing, etc.
- d. Successful efforts to continually improve, including the efficient accomplishment of work, the reduction in rates, cost-savings opportunities, management of workforce and preparing for the future, and the accomplishment of mission in a safe and secure manner.

Performance Measure 5: The Energy Management Program shall be managed and implemented in accordance with the goals and objectives set forth in Executive Order 13423, "Strengthening Federal Environmental, Energy, and Transportation; DOE Orders 430.2B and 450.1A; other

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Essential Award Fee Performance Targets

applicable DOE/NNSA directives, orders, and policies; applicable Implementation Plans; the annual Energy Executable Plan; YSO directives and policies; and Y-12 policies and procedures.

Performance Targets:

- a. The aggregate evaluation of assessment results, document reviews, and CAS metrics demonstrates the Energy Management Program, including energy reductions associated with Energy Savings Performance Contracts (ESPCs), are implemented in accordance with requirements. No significant deficiencies occur which negatively impact Y-12 operations or prevent the accomplishment of mission milestones.
- b. Cooperation and support is provided to NNSA-YSO contracted Energy Service Companies (ESCOs), including reviews of documentation and operation and maintenance of installed energy conservation measures in accordance to the ESPCs.
- c. Meet all deliverables to NNSA Headquarters or DOE Energy Program Offices. Information requests, budget exercises, work insertion requests, and other deliverables will be fully supported and evaluated on criteria, such as: quality and timeliness, proactive resolution of emergent issues and concerns, communications.

FY2010 S/RID GRADING CHART	
BLUE	All issues and/or corrective action plans have been validated and closed. Issues are self-identified, coordinated, and adjudicated at the proper level. All elements within an S/RID have been fully assessed within the last 3 years.
GREEN	No open systemic level "B" or "C" issues. Majority of issues have been identified by B&W Y-12. Corrective Action Plans are in place, on schedule and completed within a year, unless otherwise approved by YSO.
YELLOW	One or more issues that are systemic in nature. Majority of issues have been identified by YSO. Corrective Action Plans are in place but not on schedule.
RED	Multiple issues that are systemic in nature. Open issues/action plans are late and/or Issue closure has been rejected. Corrective Action Plans are not in place within required time.
GRAY	No assessments have been conducted within two years.
Notes:	Systemic can be a single issue overarching across the site or several individual issues that indicate overarching across the site.

C. Work Planning and Execution

Performance Measure: Work in Y-12 facilities will be effectively planned, coordinated, and executed in accordance with Conduct of Operations practices and requirements, as defined in applicable laws and S/RIDs.

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Essential Award Fee Performance Targets

Performance Target: The evaluation of performance will be measured against applicable requirements and the following elements and goals for safe and efficient conduct of operations.

- a. Operational Events will be reported in a consistent and timely manner. The data will be tracked and trended with the goal of improving conduct of operations.
- b. Critiques will be conducted in a timely manner, resulting in a thorough review of each event including an initial determination of the direct cause.
- c. A comprehensive suite of "ConOps" metrics will be used to accurately reflect performance and identify areas for improvement. The data associated with these metrics will be analyzed to allow the identification of trends. This will result in identification of positive results as well as those areas requiring attention. The metrics should also include the severity and frequency of those events that are contrary to the requirements of Conduct of Operations.
- d. Occurrence reports shall be tracked and analyzed for trends on a periodic basis as related to the severity, types, reporting, categorization, timeliness, etc.
- e. The cumulative number of TSR violations shall be tracked and trended as compared to a defined control limit for these events over the entire fiscal year.
- f. Results and evaluation of Readiness Reviews confirm an acceptable level of readiness prior to the formal declaration of readiness.
- g. The contractor shall demonstrate a commitment to continual improvement, including but not limited to the following:
 - 1) Assessments, issues management, corrective action completion and field verification are performed on schedule and demonstrate effective issue identification and management, resulting in enhanced contractor assurance.
 - 2) LO/TO and system alignment will be ensured prior to operation.
 - 3) The Review and upgrade of operational procedures in Production is completed in relation to the established goal for this metric. Each Production procedure shall not be used until this review and upgrade has been completed.
 - 4) Coordinate with YSO Operations personnel to provide opportunities for the shadowing of daily, weekly or other periodic supervisory walk downs or Management Self-assessment activities and submit a listing of these shadowing opportunities to YSO.

D. Training

Performance Measure 1: The Y-12 Training and Qualification Program will be managed and implemented in accordance with the requirements of DOE Order 5480.20A, Personnel Selection, Qualification, and Training Requirements for DOE Nuclear Facilities, as defined in the S/RIDS, and plant policies and procedures, including Y90-027, Conduct of Training.

Performance Targets:

- a. Training metrics and review results indicate the Training and Qualification Program is routinely implemented in accordance with requirements, applicable laws, and the contract.
- b. No significant programmatic training deficiencies will occur which affect the performance of Y-12 activities or accomplishment of mission milestones.
- c. B&W Y-12 maintains Training and Qualification for all employees at 97.5 percent completion or higher during FY 2010, with the percentage of fully qualified workers tracked and reported monthly.

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Essential Award Fee Performance Targets

- d. B&W Y-12 shall reduce the number of training “no-shows” by 5% by September 1, 2010 from the FY09 Annual Average Level; the number of employee no-shows tracked and reported monthly.

Performance Measure 2: Beginning November 2009, B&W Y-12 Training Management & Delivery Organization, Production Training, and the Support Organizations will perform programmatic assessments to verify that the training program is properly implemented. In addition, B&W Y-12 Support Organizations that conduct training activities will perform training surveillances according to an approved plan.

Performance Targets:

- a. B&W Y-12 Training Management & Delivery, Production Training, and the site Support Organizations will develop a consolidated annual schedule for these assessments by October 31, 2009; defining the fiscal year quarter, the topical areas, and the facilities or organizations to be assessed. The schedule will reflect an even distribution of scheduled assessments and surveillance checklists each quarter. Training Management & Delivery Organization will coordinate the assessment schedule for all site organizations into an integrated annual assessment schedule.
- b. The scope of the programmatic self-assessments will focus on specific topical areas identified in DOE Order 5480.20A. The topical areas will be Training Program Evaluation, Training Facilities, Exceptions and Extensions, Initial Training Programs, Selection and Entry Level Requirements, Continuing Training Programs, and Operational Drills.
- c. Assessments will be performance-based at the job location (s) and conducted by the facility training analyst/coordinators from the B&W Y-12 Training Management & Delivery, Production Training, and Support Organizations. B&W Y-12 will utilize a training surveillance checklist which focuses the review on performance-based activities. Examples include training activities such as classroom, OJT, and PDCs. A consistent set of criteria shall be developed by the Training Management & Delivery Manager and used in all assessments.
- d. Perform the assessments per the schedule and generate the appropriate reports documenting self-assessment and surveillance checklist results. As a minimum, the Production organization will perform 4 surveillances excluding the HEUMF, and the direct support organizations will perform 2 surveillances per organization for those organizations directly responsible for conducting training activities; assessed to this criterion by September 30, 2010. Copies of the completed reports will be provided to the YSO Training Manager within 30 days of the completion of the assessments.
- e. Assessment criteria shall include an evaluation of any closures from deficiencies generated from YSO assessments performed in previous fiscal years, including, but not limited to, evaluation of the conduct of Performance Documentation Checklists (PDCs), classroom training, and implementation of completed Training Impact Assessments (TIAs).
- f. HEUMF training program assessment data will be gathered, analyzed, and processed through the B&W issues management system; generate adequate corrective actions, and implement those actions. Reporting of these assessments will be made available to YSO Training Manager to coincide with the HEUMF startup schedule for FY 2010.
- g. Conduct reviews of General Employee Training, Radiological Worker Training, and HAZWOPER training programs at other Oak Ridge sites to confirm and document standard requirements have been met for equivalency by August 30, 2010 and the results provided to the YSO Training Manager by September 15, 2010.

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Performance Measure 3: Implement by September 20, 2010, Training and Qualification Program efficiencies and cost savings initiatives. Provide quarterly status updates to the YSO Training Manager.

Performance Targets:

- a. Ensure all newly generated training documentation is being scanned and electronically filed by reviewing status with Training Scanner User Organizations monthly. Provide quarterly update reports to the YSO Training Manager.
- b. Develop, convert, or upgrade at least 20 major training modules/components to web-based format. Track savings due to elimination of travel and administrative time for web-based training completions.
- c. Evaluate existing training courses being offered against current requirements and reducing or eliminating at least 8000 employee training hours (nonessential, obsolete, no impact on safety). "Employee training hours" is defined as one employee away from the job one hour for the purpose of attending training.
- d. Provide status of the implementation of the archiving plan to remove courses from SAP that are no longer needed. Status will be provided quarterly to the YSO Training Manager.
- e. Perform monthly reviews of all newly issued Y-12 Flexible Continuing Training (YFCT) documents for appropriateness and tracking to completion by the target audience. Report the review results and status to the YSO Training Manager each quarter.

E. Engineering and Nuclear Safety

Performance Measure 1: The Y-12 Design and System Engineering Program shall be managed and implemented in accordance with DOE Order 420.1B; other applicable DOE/NNSA directives, orders, and policies; applicable S/RIDs; YSO directives and policies; and Y-12 policies and procedures.

Performance Target:

- a. The aggregate evaluation of assessment results, document reviews, and CAS metrics demonstrates the Design and System Engineering Program is implemented in accordance with requirements. No significant deficiencies occur which negatively impact Y-12 operations or prevent the accomplishment of mission milestones. In addition, the following criteria are met:
 - Provide high-quality, on-schedule engineering product deliverables that support Y-12 operations, maintenance, projects, and programs.
 - Engineering support and assessment of operations and maintenance activities provides safety system configuration management and ensures safety systems will perform as described in the safety basis.
 - The System Engineer (SE) function is maintained for vital safety systems (VSS) including sufficiently trained and qualified staff. Using a graded approach, the SE concept is employed for other important systems, including non-VSS safety class or safety significant systems (nuclear and non-nuclear) and production systems.
 - A pre-operational testing process is in place such that system testing program results provide confidence that systems will perform their designed functions.

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- Demonstrate Technical Leadership in the NNSA National Security Enterprise through appropriate participation in DOE-HQ engineering related improvement initiatives, EFCOG technical groups, and implementation of a professional development plan for engineering staff.

Performance Measure 2: The Y-12 Criticality Safety Program shall be managed and implemented in accordance with sound safety practices as set forth in national expert consensus standards (ANSI/ANS-8 series) required by DOE Order 420.1B; other applicable DOE/NNSA directives, orders, and policies; applicable S/RIDs; YSO directives and policies; and Y-12 policies and procedures.

Performance Targets:

- a. The aggregate evaluation of assessment results, document reviews, and CAS metrics demonstrates the Criticality Safety Program is implemented in accordance with requirements. No significant deficiencies occur which negatively impact Y-12 operations or prevent the accomplishment of mission milestones. In addition, the following criteria are met:
 - Continue performance in the development and maintenance of NCS evaluations and analysis documents, analytical methods used, NCS controls implementation (i.e., reliance upon robust engineered features), and upgrade efforts for legacy evaluation and control implementation issues.
 - Implement and continue performance in NCS event reporting and correction, and NCS oversight activities and committees including: The plant NCS committee, the NCS advisory council, the Y-12 Quarterly Sr. Plant Managers NCS meetings forum, and NCS Engineering organization operational reviews and programmatic assessments.
 - Actively continue key programs relied upon by NCS, fissile material control oversight (i.e., "boots in the field"), and NCS implementation in new facilities.

Performance Measure 3: The Y-12 Safety Basis Program shall be managed and implemented in accordance with 10 CFR 830, Subpart B; DOE Order 420.1B; other applicable DOE/NNSA directives, orders, and policies; applicable S/RIDs; YSO directives and policies; and Y-12 policies and procedures.

Performance Target:

- a. The aggregate evaluation of assessment results, document reviews, and CAS metrics demonstrates the Safety Basis Program is implemented in accordance with requirements. No significant deficiencies occur which negatively impact Y-12 operations or prevent the accomplishment of mission milestones. In addition, the following criteria are met:
 - Perform and maintain high-quality, on-schedule safety basis engineering product deliverables that support operations, projects, and programs that include an independent review process to assure YSO of the quality of submittals and use of appropriate performance metrics to trend and improve performance. These products include DSAs, TSRs, hazard evaluation studies, USQD documents, and supporting analyses.
 - Provide quality and timely safety basis documents for nuclear line item projects that reflect the current stage of design, and all required safety basis supporting documents will be approved prior to submittal of the safety basis documents.

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- Continue effective Safety Basis Information Forums to facilitate broader consistency and efficiency in the execution of nuclear safety rule compliance.
- Continue the Plant Facility Safety Committee (PFSC) and the process and expectations for assessments. Perform, as a minimum, an annual assessment of the Y-12 Safety Basis Program by the PFSC or another organization.
- By May 1, 2010, complete implementation of the B&W Y-12 plan to adopt hazardous material inventory limits based upon locally enforced fire codes.

F. Emergency Management

Performance Measure 1: The Y-12 Emergency Management Program shall be managed and implemented in accordance with DOE Order 151.1C; DOE Guide 151.1-1; other applicable DOE/NNSA directives, orders, and policies; applicable S/RIDs; YSO directives and policies; and Y-12 policies and procedures.

Performance Targets:

- a. The aggregate evaluation of assessment results, document reviews, and CAS metrics demonstrates the Emergency Management Program is implemented in accordance with requirements. No significant deficiencies occur which negatively impact Y-12 operations or prevent the accomplishment of mission milestones.
- b. Promote innovation and proactiveness in emergency management by benchmarking and implementing best practices and lessons learned from DOE/NNSA sites and external organizations, including:
 - Develop and implement a process for incorporating programmatic improvements based on trending analyses derived from emergency management external evaluation results and operational experience at DOE/NNSA sites.
 - Support and participate in cross learning activities (i. e., exercise evaluations, assessments) and the exchange of lessons learned with other DOE/NNSA sites.

Performance Measure 2: The Y-12 Continuity of Operations (COOP) Program shall be managed and implemented in accordance with DOE Order 150.1; other applicable DOE/NNSA directives, orders, and policies; NNSA approved plans and schedules; applicable S/RIDs; YSO directives and policies; the YSO approved B&W Y-12 COOP implementation plan; and Y-12 policies and procedures.

Performance Target:

- a. The aggregate evaluation of assessment results, document reviews, and CAS metrics demonstrates the COOP Program is implemented in accordance with requirements. No significant deficiencies occur which negatively impact Y-12 operations or prevent the accomplishment of mission milestones.

G. Radiation Protection

Performance Measure: The Y-12 Radiation Protection Program shall be managed and implemented in accordance with 10 CFR 835; applicable DOE/NNSA directives, orders, and

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policies; applicable S/RIDs; YSO directives and policies; the B&W Y-12 Radiological Protection Program; and Y-12 policies and procedures.

Performance Target:

- a. The aggregate evaluation of assessment results, document reviews, and CAS metrics demonstrates the Radiological Protection Program is implemented in accordance with requirements. No significant deficiencies occur which negatively impact Y-12 operations or prevent the accomplishment of mission milestones. This includes effectively and efficiently promoting radiological safety while balancing its impact on Y-12 missions.

H. Health and Safety

Performance Measure: The B&W Y-12 Health and Safety Program (Chemical Safety, Fire Protection, Industrial Hygiene, Industrial Safety, Integrated Safety Management, Occupational Medicine, and Transportation Safety) shall be managed and implemented in accordance with 10 CFR 850 and 10 CFR 851; DOE Orders 420.1, 460.1B, 461.1A, 460.2A, and 440.2B; other applicable federal regulations and DOE/NNSA directives, orders, and policies; applicable S/RIDs; YSO directives and policies; and Y-12 policies and procedures.

Performance Targets:

- a. The aggregate evaluation of assessment results, document reviews, and CAS metrics demonstrates the following programs and specific criteria are implemented in accordance with requirements. No significant deficiencies occur which negatively impact Y-12 operations or prevent the accomplishment of mission milestones. This includes effectively and efficiently promoting health and safety in each of these programs while balancing its impact on Y-12 missions.
 - Health and Wellness Program (includes Occupational Medicine)
 - Continue to improve Occupational Health performance.
 - Fire Protection Program
 - Industrial Hygiene Program (includes Chemical Safety)
 - Ensure employees that routinely perform maintenance work in legacy beryllium areas have training and medical evaluation access as required by the Chronic Beryllium Disease Prevention Program.
 - Make progress to ensure Baseline Industrial Hygiene assessments are available to support for all areas per 10 CFR 851, by 2011.
 - Industrial Safety Program (includes ISM)
 - Continue to implement and improve employee feedback mechanisms established in accordance with ISM core function.
 - Using CAS metrics and the annual ISM Assessment, determine if ISM recertification is warranted. Analysis should be documented and submitted in the Annual ISM Declaration.
 - Continue to support application for Voluntary Protection Program accreditation.
 - Continue to implement procedures and processes which identify hazards and establish controls in accordance with 10 CFR 851.
 - Transportation Safety Program

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I. Environmental and Waste Management

Performance Measure 1: The Environmental and Waste Management Programs shall be managed and implemented in accordance with applicable environmental laws and regulations: DOE Orders 435.1 and 450.1A; other applicable DOE/NNSA directives, orders, and policies; applicable S/RIDs; YSO directives and policies; and Y-12 policies and procedures.

Performance Targets:

- a. The aggregate evaluation of assessment results, document reviews, regulatory compliance audit and inspection results, and CAS metrics demonstrates the Environmental and Waste Management Programs are implemented in accordance with requirements. No significant deficiencies occur which negatively impact Y-12 operations or prevent the accomplishment of mission milestones and no Notices of Violation (NOVs) are received. This includes effectively and efficiently promoting environmental and waste management while supporting the Y-12 mission.
- b. Continue actions necessary to eliminate the Y-12 legacy low-level radioactive waste inventory.
- c. Consistent with the latest revision of the "Site Plan for Management and Disposition of Unneeded Materials and Chemicals at Y-12," disposition those items/areas identified as priorities for FY 2010 – including the 9720-58 yard.
- d. Work with the City of Oak Ridge to reduce the augmented flow near Outfall 200 in East Fork Poplar Creek.

J. Quality Assurance

Performance Measure: The Y-12 Quality Assurance Program shall be managed and implemented in accordance with 10 CFR 830; DOE Order 414.1C; and QC-1; other applicable DOE/NNSA directives, orders, and policies; applicable S/RIDs; YSO directives and policies; and Y-12 policies and procedures.

Performance Targets:

- a. The aggregate evaluation of assessment results, document reviews, and CAS metrics demonstrates the Weapons Quality Assurance Program is implemented in accordance with requirements. No significant deficiencies occur which negatively impact Y-12 operations or prevent the accomplishment of mission milestones. In addition, complete the following activities:
 - Submit required documents to YSO by December 1, 2009 [Per QC-1, Weapons Quality Assurance Program (Y60-WP-001PD), Management Self-assessment Report, and annual Report on Quality Management System and Weapons Activity Metrics].
 - Provide a quarterly progress report against the project plan to YSO on the PCS Migration Project.
 - Develop and implement a Calibration Improvement Project that will improve the work scheduling process between the user organizations and the Oak Ridge Metrology Center. Provide monthly reports of progress against the project plan.

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- Strengthen the weapons surveillance program in support of continuous improvement for site-wide implementation of QC-1.
- b. The aggregate evaluation of assessment results, document reviews, and CAS metrics demonstrates the Facility Quality Assurance Program is implemented in accordance with requirements. No significant deficiencies occur which negatively impact Y-12 operations or prevent the accomplishment of mission milestones. In addition, complete the following activities:
 - Submit required documents to YSO by December 1, 2009 [Per DOE O 414.1C, Quality Assurance Program (Y60-101PD)].
 - Develop a comprehensive Conduct of Quality program and implement NQA-1-2004.
 - Provide an implementation plan and schedule by December 1, 2009.
 - Provide monthly reports of progress against the implementation plan.
 - Complete implementation for the Y-12 Site by September 30, 2010.
 - Implement NQA-1 for all new facilities which are not through CD-1.
 - Project QA will be effectively implemented throughout the project lifecycle.
 - Execute the Procurement/Procurement Quality Improvement Project (P/PQIP) focusing on efforts to consolidate procurement requirements and ensuring proper quality requirements are included in all procurement documents. Provide monthly progress reports.
 - Develop and apply a process for using a “Graded Approach” when determining quality requirements for procurements and complete training for necessary personnel by January 31, 2010.
 - Develop and apply a “Commercial Grade Dedication Process” for procurement of commercial products used in a nuclear safety application and complete training for necessary personnel by February 1, 2010.
- c. The aggregate evaluation of assessment results, document reviews, and CAS metrics demonstrates the Software Quality Assurance Program is implemented in accordance with requirements. No significant deficiencies occur which negatively impact Y-12 operations or prevent the accomplishment of mission milestones.
 - Improve integration of Engineering processes for facility process control systems with Software Quality Assurance requirements throughout the process control lifecycle.
 - Improve processes used to determine the software failure impact to assure adequate rigor is applied to software that impacts users' access to computer resources.

K. Safeguards and Security Program Management and Support

Performance Measure 1: Support the National Nuclear Security Administration (NNSA) Enterprise through Defense Nuclear Security (DNS) Management Excellence by operating and maintaining effective and efficient Program Management activities that meet Department of Energy (DOE), NNSA, and Babcock and Wilcox (B&W) Y-12 requirements/directives and expectations as verified via contractor self-assessments, Y-12 Site Office (YSO) oversight, and external inspections.

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Performance Targets:

- a. Provide transparency into the Security Budget, ensuring requirement traceability is incorporated across all security planning documentation (e.g., Annual Operating Plan (AOP), Budget, Site Safeguards and Security Plan (SSSP), etc.)
 - 1) FS-20 and 21 budget requests provide linkage of resources (dollars and FTE) to AOP work packages/activities.
 - 2) Progress is tracked and reported to Defense Nuclear Security (DNS) and Office of Chief Information Officer (OCIO) at quarterly program and budget reviews.
 - The budget is managed such that operating costs have no more than a 5% variance against the IP and less than 13% carryover and capital project costs have no more than a 25% variance against the IP and less than 50% carryover for capital funds. (Carryover is the total amount of uncosted funding at year end, not merely the unexpended balance from the spend plan.)
- b. Establish and maintain a Planning, Programming, Budgeting and Evaluation (PPBE) process, ensuring a Site AOP is developed and approved by Site Office and provided to DNS in time to support PPBE timelines.
 - 1) Draft Contractor Performance Evaluation Plan (PEP) provided to DNS and OCIO by July 31, 2010.
 - 2) Final approved AOP provided to DNS by August 1, 2010.
- c. Establish performance based safeguards and security (S&S) programs, ensuring improved safeguards and security performance as evidenced by performance-based incentive (PBI) ratings from YSO.
 - 1) Increase the incentives awarded for S&S over previous period by effective performance as evaluated and approved by YSO.
- d. Demonstrate the requirements /cost basis for conducting all FS-20 and 21 funded work, ensuring Site budgets are aligned with approved costing principles and FS-20 Work for Others (WFO) security work and properly aligned with their respective funding.
 - 1) Prior to the end of the Fiscal Year (FY) 10, provide analysis of the Site's FS20 funded work that demonstrates:
 - Alignment with Site Office validated requirements (all work based on NA-70 directives.);
 - NA-70 provided costing principles (operational work funded by programs and oversight and assessment, etc. funded by FS-20);
 - The methodology for determining the FS-20 vs. WFO funding split.

Performance Measure 2: Manage risk to address the spectrum of security threats in accordance with requirements..

Performance Targets:

- a. Evaluate, develop and implement a plan to reduce the Site security "footprint" to include reducing unnecessary facilities and surplus materials. Reductions should be accomplished through consolidations and elimination of surplus or unnecessary classified matter.
 - 1) Execute efforts per the implementation plan (as funded) to reduce:
 - the amount of classified media by 10%;
 - the number of General Services Administration (GSA) security containers by 1%.

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- 2) Execute the Security Area Transition Implementation Plan (SATIP) to reduce the Protected Area by 45%, as funded.
- b. Evaluate, develop and implement plans to support "Site" Transformation projects which lead to security foot print reduction.
 - 1) Execute and sustain effective performance (as funded) to support "Site" Transformation projects.
 - Highly Enriched Uranium Materials Facility (HEUMF) Readiness
 - HEUMF Transition
 - American Reinvestment and Recovery Act projects
 - Integrated Facilities Disposition (IFDP) Project
 - UPF
 - Security Improvement Project
- c. Realize operational efficiencies by submitting an update of the S&S Infrastructure Modernization Implementation Plan and implementing, as funded.
 - 1) Identify priority needs for the functional areas that were not fully populated in the initial 2009 submittal of the S&S IM IP.
 - 2) Complete at least one cross-functional prioritization review to rank needed upgrades in the sequence that provides the most benefit to the Government overall.
 - 3) Ensure transparency to YSO during the prioritization process.
- d. Identify and deploy/implement technology solutions (as funded) that reduce security costs.
 - 1) Achieve security cost savings by the end of FY 2010 through security technology deployment
 - 2) Develop a concept for the use of security technology in implementing the Enhanced Security Area and reducing the reliance on the PIDAS.
- e. Modernize the NNSA Protective Force in accordance with Tactical Response Force (TRF) requirements, by supporting the implementation of the TRF requirements, as funded.
 - 1) Integration and support of Protective Force for daily operations and planning
 - 2) Work integrally with the Protective Force to help manage and ensure implementation of reductions in the overtime level in Protective Forces operations which will maintain the Protective Force overtime levels at or below the 28% contract requirement.

Performance Measure 3: Recruit, sustain, and exercise the talents of people and critical skills by identifying and addressing skills gaps and maintaining trained and qualified staff.

Performance Targets:

- a. Effectively resource the Safeguards and Security functional area with qualified staff.
 - 1) Develop a multi-year staffing plan and training plan.
 - 2) Develop an organization succession planning program.
- b. Ensure employees obtain and maintain appropriate S&S qualifications.
 - 1) S&S employees will achieve 97.5% completion of monthly training requirements as required in SAP.

Performance Measure 4: Provide assurance of effective performance and enhance programs with identified challenges.

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Performance Targets:

- a. Implement the 2008 Graded Security Protection (GSP) policy (as funded)
 - 1) Meet milestones contained in the DNS approved and funded GSP IP.
 - 2) Complete all necessary actions to support submittal of an updated SSSP no later than November 2009.
- b. Maintain and sustain effective programs by conducting S&S assessments in the Program Planning and Management functional area in conjunction with YSO where issues are identified and corrected.
 - 1) Aggregate evaluation of assessment results, document reviews, self-assessments, and CAS metrics demonstrate Program Management sub-topical areas are rated "Satisfactory," or above with no repeat findings. No significant deficiencies occur which negatively impact Y-12 operations or prevent mission accomplishment.
 - a) Protection Program Management
 - 1) Program Management and Administration
 - 2) Resources and Budgeting
 - 3) Professional Training and Development
 - 4) Policy Oversight and Administration
 - b) Security Planning and Procedures
 - c) Management Control
 - 1) Surveys, Self-Assessments, and Performance Assurance
 - 2) Resolution of Findings
 - 3) Performance Testing
 - 4) Incident Reporting and Management
 - d) Program Wide Support
 - 1) Facility Approval & Registration of Activities/Foreign Ownership, Control, or Influence
 - 2) Security Management in Contracting
 - 3) Configuration Management Implementation and Oversight
 - 4) Maintain professional standards associated with security facility conditions, including Protective Force facilities, by actively identifying and correcting unsatisfactory housekeeping and maintenance conditions.
 - e) Graded Security Protection (GSP)
- c. Manage survey, self-assessment, review and other oversight findings to ensure:
 - 1) Corrective Action Plan milestones are met.
 - 2) SSTARS tracking and trending capabilities are maintained.
 - 3) Continued deployment of SSTARS, as appropriate, to automate and integrate performance assurance activities such as assessment scheduling, assessment report generation, and automated transfer of assessment issues into the STARRS resolution model
- d. Sustainable processes that provide lessons-learned and best practices are developed to improve performance, increase effectiveness, and efficiency.
 - 1) Lessons-learned and best practices program follows site procedures to identify actions and increase effectiveness and efficiency.
- e. Develop and implement an effective CAS Program for S&S that is validated and verified by YSO in its performance assurance program.
 - 1) An effective Contractor Assurance System program for S&S is implemented in accordance with Site requirements.

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L. Physical Security Systems

Performance Measure 1: Operate and maintain effective and efficient Physical Security activities that meet DOE, NNSA, and B&W Y-12 requirements/directives and expectations as verified via contractor self-assessments, YSO oversight, and external inspections.

Performance Targets:

- a. Aggregate evaluation of assessment results, document reviews, self-assessments, and CAS metrics demonstrate that no significant deficiencies occur in the Physical Security functional area which negatively impact Y-12 operations or mission accomplishment.
 - 1) Physical security issues are being identified and corrected to sustain effective, efficient performance.
 - 2) Physical Security sub-topical areas are rated "Satisfactory," or above with no repeat findings.
 - a) Intrusion Detection & Assessment Systems
 - 1) Interior Intrusion Detection and Assessment
 - 2) Perimeter Intrusion Detection and Assessment
 - b) Testing and Maintenance
 - 1) Systems Maintenance and Infrastructure Program
 - c) Access Controls
 - 1) Entry Control/Access Controls – Implementation
 - 2) SNM/Explosive Detection
 - 3) Classified Parts – Ensure protection measures are implemented as described in the classified parts waiver.
 - d) Barriers and Delay
 - 1) Barriers/Secure Storage/Locks
 - e) Communications

M. Information Protection

Performance Measure 1: Operate and maintain effective and efficient Information Protection activities that meet DOE, NNSA, and B&W Y-12 requirements/directives and expectations as verified via contractor self-assessments, YSO oversight, and external inspections.

Performance Targets:

- a. Aggregate evaluation of assessment results, document reviews, self-assessments, and CAS metrics demonstrate that no significant deficiencies occur in the Information Security functional area which negatively impact Y-12 operations or mission accomplishment.
 - 1) Information security issues are being identified and corrected to sustain effective, efficient performance.
 - 2) Information Security sub-topical areas are rated "Satisfactory," or above with no repeat findings.
 - a) Classification and Controlled Information
 - 1) Management Responsibilities
 - 2) Authorities
 - 3) Guidance
 - 4) Training

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- 5) Document Reviews
- 6) Program Evaluation
- b) Technical Surveillance Countermeasures
- c) Operations Security
- d) Classified Matter Protection and Control
 - 1) Basic Requirements/Control of Classified Matter
 - 2) Special Programs
 - a) Alarm systems
- e) Intrusion detection systems
- f) Other physical systems associated with the SAP
- g) Reduction of classified holdings (parts, electronic media, documents, etc.)

N. Personnel Security

Performance Measure: Operate and maintain effective and efficient Personnel Security activities that meet DOE, NNSA, and B&W Y-12 requirements/directives and expectations as verified via contractor self-assessments, YSO oversight, and external inspections.

Performance Targets:

- a. Aggregate evaluation of assessment results, document reviews, self-assessments, and CAS metrics demonstrate that no significant deficiencies occur in the Personnel Security functional area which negatively impact mission accomplishment.
 - 1) Personnel security issues are being identified and corrected to sustain effective, efficient performance.
 - 2) Personnel Security sub-topical areas are rated "Satisfactory," or above with no repeat findings.
 - a) Access Authorization (Personnel Clearance) Program
 - b) Human Reliability Program
 - c) Security Awareness Program
 - d) Control of Classified Visits
 - e) Unclassified Visits and Assignments by Foreign Nationals
 - 1) Sponsor Program Management and Admin
 - 2) Counterintelligence Requirements
 - Implement all elements of directive guidance regarding the DOE Counterintelligence (CI) Program and the Site specific CI Support Plan requirements.
 - Ensure effective communications with HQ and local Counterintelligence.
 - 3) Export Controls/Tech Transfer requirements
 - 4) Security Requirements
 - 5) Approvals and reporting

O. Nuclear Materials Control and Accountability

Performance Measure: Operate and maintain effective and efficient Nuclear Materials Control and Accountability (NMC&A) activities that meet DOE, NNSA, and B&W Y-12 requirements/directives and expectations as verified via contractor self-assessments, YSO oversight, and external inspections.

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Performance Targets:

- a. Aggregate evaluation of assessment results, document reviews, self-assessments, and CAS metrics demonstrate that no significant deficiencies occur in the Materials Control and Accountability functional area which negatively impact Y-12 operations or prevent mission accomplishment..
 - 1) Materials Control and Accountability issues are being identified and corrected to sustain effective, efficient performance.
 - 2) Materials Control and Accountability sub-topical areas are rated "Satisfactory," or above with no repeat findings.
 - a. Program Management/Administration
 - 1) Basic Requirements
 - b. Accountable Nuclear Material Control
 - 1) Material Control
 - c. Accountable Nuclear Material Accounting
 - 1) Material Accountability
 - d. Accountable Nuclear Material Measurements
 - e. Physical Inventory

P. Cyber Security

Performance Measure 1: Classified and unclassified cyber security programs meet DOE/NNSA and Site requirements/directives and meet effectiveness and efficiency expectations as verified by contractor self-assessments, YSO oversight, and external inspections.

Performance Targets:

- a. Aggregate evaluation of assessment results, document reviews, self-assessments, and CAS metrics demonstrate Cyber Security Program elements are measured and achieve ratings of "Satisfactory" or above with no repeat findings. No significant deficiencies occur which negatively impact Y-12 operations or prevent mission accomplishment..
 - 1) Cyber Program/Project Management
 - a) Implement the NNSA Cyber Security Policies (NAPs) in accordance with the Y-12 NAP implementation plan. All milestones will be met within five working days of the planned time unless otherwise approved.
 - b) Prepare and provide a quarterly status report to the Y-12 Designated Approving Authority (DAA) on the Y-12 program, including NNSA Cyber Security Policies implementation.
 - 2) Leadership, Responsibilities, and Authorities
 - a) Establish and maintain a cyber security, professional training and development training program for personnel who have system administrator or cyber security responsibilities.
 - 3) Policy, Guidance, and Procedures
 - 4) Telecommunications Security
 - 5) Technical Implementation
 - a) Ensure the establishment of an effective program for the secure implementation of wireless computer technology.

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Performance Measure 2: Risk Management Program elements meet effectiveness and efficiency expectations as verified via contractor self-assessments, YSO oversight, and external inspections.

Performance Targets:

- a. Risk Management Program elements are measured and achieve ratings of “Satisfactory” or above.
 - 1) Progress toward compliance with the NNSA Risk Management policy and program implementation in cyber infrastructure; classified operations; and project management.
 - 2) Certification and Accreditation, Risk Management, and Planning
 - a) Implement an effective risk management, including incident management, process for Y-12 information systems, ensuring unique site risks are fully evaluated so that sensitive information and systems are properly protected.
 - 3) Performance Evaluation Feedback and Continuous Improvement
 - a) Establish and maintain a comprehensive self-assessment and issues resolution program for the Cyber Security Program.
 - Issue quarterly self-assessment reports within 30 days of the end of the quarter.
 - b) Establish and maintain effective feedback and improvement mechanisms to identify cyber security vulnerabilities, eradicate them from site networks, and prevent their recurrence.
 - Internal/External Intrusion Detection Systems
 - Performance and Penetration Testing

Performance Measure 3: Modernize the Y-12 cyber security infrastructure.

Performance Target:

- a. Identify infrastructure modernization initiatives and implement, as funded.

III. INSTITUTIONAL MANAGEMENT AND BUSINESS

A. General Administrative Management

1) General Management

Performance Measure: B&W Y-12 will maintain effective and timely information response processes.

Performance Targets:

- a. Information requests, budget exercises, work insertion requests, etc. will be fully supported and evaluated on criteria such as quality and timeliness, proactive resolution of emergent issues and concerns, communications, etc.
- b. B&W Y-12 will provide effective interactions and timely responses to NNSA, Defense Nuclear Facilities Safety Board, and other stakeholders concerning Y-12 projects.
- c. Information in response to YSO ad hoc requests will be provided accurately and timely.

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2) Fiscal Management

Performance Measure 1: B&W Y-12 will maintain an effective and efficient funds control system.

Performance Targets:

- a. No legal or administrative violations occur with regards to the management of appropriations for which controls have been established by DOE/HQ, or for which funds of other federal agencies or governmental entities have been entrusted to DOE for performance of supporting scopes of work.
- b. Uncosted balances are maintained at or reduced to below the DOE/HQ specified levels that are consistent with sound financial management. Due consideration will be given to multi-year expense projects.
- c. Correct and current information is included in the Funds Administration and Control System (FACS).
- d. Required funds control notifications and information (e.g., funding shortfalls, HQ fund certifications for withdrawal, Continuing Resolution funding allocations, reconciliations, organizational changes, major system changes, and program deobligations) are provided to the Service Center on a timely, complete, and accurate basis.
- e. Reprogramming actions and supplemental financial plans will be timely, accurate, comprehensible, and minimized via advance planning and forecasting processes. Any identified need for a reprogramming action will be identified early in the fiscal year, have joint B&W Y-12/YSO Program approval, and clearly identify all funding sources.
- f. Indirect costs and rates will be tracked and managed to identify and mitigate potential perturbations to planned direct work. Rate submissions (forward pricing and final) will be in accordance with the Office of Field Financial Management (OFFM) requirements.

Performance Measure 2: Budget and financial deliverables will be provided in accordance with established due dates with minimal mechanical and conformance errors.

Performance Targets:

- a. Monthly financial plan input (local processing entries, funds certifications, valid value requests, etc.) will be provided in accordance with the annual schedule provided by NNSA Service Center.
- b. Offline quarterly and yearend reporting (Employment, Integrated Facilities and Infrastructure Maintenance and Elimination of Excess Facilities, Uncosted Analysis, etc.) will be provided in a timely manner, in the prescribed format, and with quality narrative/variance justification.
- c. Impact analyses and ad hoc exercises will be responded to in a timely manner and be fully coordinated within B&W Y-12.
- d. Budget formulation requirements (Planning, Programming, Budget, and Evaluation; Security; Validation; and other formulation deliverables) will be provided in accordance with established due dates, comply with prescribed formats, be coordinated with all appropriate organizations, and require minimal corrections.
- e. Financial reporting (financial statements, STARS submissions, functional costs, etc.) will be accurate and timely and effective accounting practices will be evident (minimal cost corrections or transfers, minimal erroneous payments and delinquent receivable balances,

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adequate and timely reconciliations, proper use and timely management of suspense accounts).).

- f. Cost Accounting Standards Disclosure Statements and revisions will be submitted in accordance with OFFM guidelines.

Performance Measure 3: B&W Y-12 will maintain an effective fiscal control system for Work For Others (WFO) activities.

Performance Targets:

- a. As needed/required, provide actionable documentation, responses, and reports, including both Federal Agencies and Non-Federal Entities (NFE), to the Service Center in a timely and complete manner.
- b. Ensure that all WFO Federal and NFE refunds occur within the same fiscal month that the deobligation is included in the Financial Plan. If needed, exceptions will be handled in accordance with established Service Center processes.
- c. Abnormal balances are kept to a minimum and stale unfilled customer orders identified for closeout are processed in a timely manner (by yearend).

Performance Measure 4: Evidence of an effective process improvement program will be provided.

Performance Target:

- a. At least two process improvements will be identified and implemented that positively impact either the timeliness or quality of the financial process.

3) Human Capital

Performance Measure 1: B&W Y-12 will maintain a compliant and efficient Human Capital Organization.

Performance Target:

- a. Day-to-day operations will be performed in accordance with applicable DOE Orders, Federal and State laws, and contractor-established policies and procedures.

Performance Measure 2: Relations with the bargaining units are inclusive and supportive of mission accomplishment. (Reported Quarterly)

Performance Targets:

- a. Demonstrate actions taken to foster a collaborative working environment between management and the Unions (ATLC, KBCTC) that ensure timely, efficient, and frequent communication with the unionized workforce.
- b. When grievances are arbitrated, management's position should be sustained in the majority of cases. (Reported Quarterly)

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Performance Measure 3: Necessary workforce disciplines are maintained to meet mission needs.

Performance Targets:

- a. Critical skills positions will be maintained at or above the established baseline of 90% filled.
- b. Show statistics by hourly, weekly, and monthly categories on a quarterly basis that indicate the average time to hire is maintained within the established baseline of 76 days for each category.

Performance Measure 4: The B&W Y-12 workforce is representative of diversity.

Performance Targets:

- a. Submit quarterly statistics indicating the percentages of employees hired who meet diversity criteria. (Reported Quarterly)
- b. Submit quarterly statistics on minority and female utilization by the following broad EEO Job Groupings: (Reported Quarterly)

Exec/Senior Level managers
First/Mid-Level managers
Professionals
Technicians
Admin Support
Crafts
Operatives
Laborers/helpers
Service workers.

3) Internal Control

Performance Measure: Contractor operates its management systems, processes, and procedures to identify and prevent loss, waste, fraud, and abuse of government assets.

Performance Targets:

- a. Submit proposed Fiscal Year 2011 Annual Audit Plan to the NNSA Service Center by July 1, 2010.
- b. Complete internal audits within four months of the entrance conference, unless otherwise approved by the Director, Ethics and Internal Audit.
- c. Perform follow up of audit reports' corrective actions by the approved response date, including submissions of information to the DOE Audit Report Tracking System (DARTS), as required.
- d. Formal responses to Office of Inspector General (OIG) and Government Accountability Office (GAO) audit reports will be complete and timely.
- e. Responses related to Employee Concerns and Congressional inquiries will be received at YSO on the dates specified in the individual correspondence requesting the information.

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- f. Develop and submit the financial self-assessment schedule for FY 2009 by December 31, 2009, and perform self-assessments in accordance with that schedule.

5) Property and Fleet Management

Performance Measure 1: Ensure government vehicles meet utilization goals as set forth by Y-12 Site Office and B&W Y-12.

Performance Target:

- a. Government vehicles as described in CFR 109-38.5103 will meet utilization goals.

Performance Measure 2: Maintain a personal property management system that provides for efficient, life-cycle management of government personal property accountable to the B&W Y-12 contract, and meets requirements specified in DOE Order 580.1, applicable Codes of Federal Regulations, and contractor policies and procedures.

Performance Targets:

- a. Required training for custodians of property will be maintained on a current basis.
- b. Maintain accurate and current records in the Property Management System (PATS).
- c. Reduce cycle times for material deliveries and excessing property.

6) Complementary Work For Others

Performance Measure 1: Evidence of strategic planning in utilizing the WFO program to ensure the site's capabilities in meeting national security needs.

Performance Target:

- a. Complementary Work technology needs are incorporated into the Y-12 Technology Roadmap by 3/31/2010 with an implementation plan for Complementary Work technologies by 9/30/2010.

Performance Measure 2: Evidence of quality and technical performance in managing WFO program and in meeting customer expectations.

Performance Target:

- a. Y-12 WFO customer surveys show excellent customer satisfaction with deliverables and meeting of expectations (evidenced by 80% or greater providing a 4.0 response average or higher on a 1 to 5 scale from an average of approximately 75% in FY-2009), and the percentage of customer responses is increased (to over 25% from an average of approximately 15% in FY-2009).

Performance Measure 3: Evidence of WFO program contributions to the DOE/NNSA capabilities and its cost effectiveness, along with supporting critical skills necessary to meet national security needs through a balanced innovative use of NNSA and WFO national security resources.

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Performance Target:

- a. A report on the benefits of the Y-12 WFO program will be provided by 9/30/2010, that includes a matrix of all Y-12 WFO projects (explaining how they have enhanced NNSA capabilities and operational costs) and a Y-12 critical skills list (approved by YSO) mapped to the personnel utilized in support of WFO projects.

Performance Measure 4: Technology Transfer (TT) office will serve as a clearing house for the collection, dissemination and transfer of information on federally owned or originated technologies with potential application for commercialization. Use appropriate technology transfer mechanisms to perform such TT to the private sector (e.g. CRADA, Licensing, Intellectual property).

Performance Target:

- a. The midyear and end of year report on Y-12 TT activities demonstrates effective use of collaborative efforts for the implementation of the technology transferred.

7) Legal

Performance Measure: Maintain a highly effective Legal Staff

Performance Targets:

- a. Information presented by the Legal Staff will be responsive, accurate, well-supported and provided in a timely and complete manner.
- b. Legal organization effectively implements and follows a Legal Management Plan that complies with 10 CFR 719.10 (Should the contractor's best practices require a deviation from 10 CFR 719.10, the contractor agrees to comply with the procedures for obtaining such a deviation, per 10 CDR 719.7.) and DEAR 979,5228-1, and incorporates best practices and procedures. These best practices demonstrate effective internal controls and continuous improvement to maintain acceptable legal management designed to minimize/reduce the following: litigation costs; outside counsel fees and costs; and cost of judgments, awards, and settlements.

8) Public Affairs Communications and Freedom of Information Act (FOIA)

Performance Measure 1: Ensure effective and proactive public affairs communications.

Performance Targets:

- a. Develop and implement an aggressive strategic communications plan for communicating Y-12 missions, achievements, and long range initiatives to build public, employee, state and elected officials awareness and support.
- b. As a part of the strategic communications plan, develop and maintain a sustained relationship building effort with key stakeholders and opinion leaders and local, state, and Congressional elected officials and their key staff members to ensure continued awareness and support of Y-12 operations and initiatives.

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- c. Develop proactive approach on effectively responding to emerging issues, concerns, and operational matters, including assuring that YSO is promptly informed.
- d. Support NNSA emergency public communications efforts, including activities associated with the Oak Ridge Joint Information Center.
- e. Effectively plan, manage and execute high level VIP visits to Y-12.
- f. Prepare high quality, well written, accurate, and timely and proactive public relations products and high quality photographic and video productions for internal/external applications.
- g. Deploy contractor staff resources to perform communications tasks in a cost effective manner.

Performance Measure 2: Respond to FOIA/Privacy Act requests in accordance with applicable laws and statutes.

Performance Targets:

- a. Reduce delays in the processing FOIA and Privacy Act requests.
- b. Ensure that Personally Identifying Information maintained by the Legal Division is protected during the processing of FOIA/Privacy Act Requests.
- c. Provide monthly updates on the status of FOIA/Privacy Act request processing, with a summary of potential areas of concern or lengthy delay on FOIAs submitted to YSO.

B. Procurement Management

Performance Measure 1: Maintain an effective and compliant Procurement System as described in applicable Federal Acquisition Regulations and Department of Energy Regulations.

Performance Targets:

- a. Procurement activities will be accomplished in accordance with B&W Y-12 policies, procedures, and applicable Federal laws, regulations, and policies in a timely and adequate manner to facilitate the performance of Y-12 operations and accomplishment of mission.
- b. Established socioeconomic goals for small business will be met for targeted procurements.

Performance Measure 2: Effectively manage and administer the prime contract.

Performance Targets:

- a. Contract management and administration activities will be accomplished in accordance with B&W Y-12 policies, procedures, and applicable Federal laws, regulations, and policies in a timely and adequate manner to facilitate the performance of Y-12 operations and accomplishment of mission.
- b. Maintain an effective system to administer laws, regulations, directives, standards and other contractual documents to include the submission of Implementation Plans, processing of Standing Orders, and execution of contract modifications in a timely manner.

Performance Measure 3: Continue the promotion, development and implementation of world-class supply chain attributes of the NNSA Supply Chain Management Center (SCMC) and

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purchasing organizations on a Complex-wide basis with substantial participation and collaboration by Y-12.

- a. Deliver a minimum of 2 previous Y-12 AVID Agreements to be accessed via the eStore tool by 9/30/2010. This metric is deemed complete when eOrders are issued via the eStore tool.
- b. Utilization of SCMC strategic contracts in FY-10 with corresponding activity being greater than that realized and committed in FY09 (402 actions). Failure to meet this goal must be justified by the Contracting Officer and Head Contracting Authority.
- c. Y-12 Sites will accomplish \$50M of procurement spend through the SCMC e-sourcing tool with sustained savings rates comparable to those achieved in FY-09 with significant participation from all functional areas.
- d. Conduct eSourcing (sealed bid with rank and single/sole source efforts) events meeting the goals established in the table below.

Category	> \$100K - \$1M	> \$1M-\$5M	> \$10M
QTY Goal	30	7	4

- e. Maximize and sustain the use of “paperless contracting” by designing automated eProcurement workflow approvals to drive 85% of PO releases sent electronically to suppliers through the site eProcurement system without procurement organization interaction. Transactions for this metric will be those electronically transmitted through the site eProcurement system SAP.

C. Information Technology (IT)

Performance Measure 1: Maintain a customer-focused IT environment that supports the NNSA mission.

Performance Targets:

- a. Utilize a performance-based and results-based management process to prioritize budget and resources to support the NNSA IT Strategic Plan.
- b. Respond in a timely manner to all data calls and requests for information from the DOE/NNSA and other external customers.
- c. Provide a robust and scalable network backbone to provide for easy expansion and $\geq 99.99\%$ availability.
- d. Deliver IT projects on-time and within budget constraints and ensure timely support to complex transformation initiatives.
- e. Ensure disaster recovery and contingency plans are in place for critical infrastructure and that testing is performed as required.
- f. Maintain an effective Capital Planning Investment and Control process.
- g. Ensure the records management program is effectively maintained in accordance with DOE O 243.1.

Performance Measure 2: Provide full lifecycle management of IT investments to include asset management, configuration management, maintenance, and support activities.

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Performance Targets:

- a. Install a primary desktop computer refresh number of no less than 20 percent of the primary unclassified desktops.
- b. Meet or exceed established metrics for IT installations and maintenance.
- c. Support the NNSA Enterprise Architecture and consolidate the IT portfolio as necessary to reduce operational costs.
- d. Promote an effective acquisition strategy to include software/hardware standards, volume purchasing, centralized procurement, and use of enterprise agreements.
- e. Demonstrate an effective configuration management program for IT investments.
- f. Provide full lifecycle asset management to provide for tracking of hardware inventory and software licensing from procurement to retirement.
- g. Ensure all software engineering undergoes a rigorous risk and lifecycle based Software Quality Assurance (SQA) program.

D. Modernization

Performance Measure: Participate and ensure support for implementation of the modernization implementation progress measures at Y-12. Facilitate communication and contractor support for overall efficient business practices and systems integration processes across the National Security Enterprise.

Performance Targets:

- a. Provide continued and ongoing support for complex-wide transformation activities initiated by Headquarters.
- b. Support key Y-12 modernization and strategic planning initiatives such as the Y-12 Master Plan, Ten Year Site Plan, EU Transition Plan, bridging strategies, and new project development.

E. Process and Productivity Improvements

Performance Measure: Manage and execute productivity improvement through implementation of initiatives to improve site performance against budget and schedule targets.

Performance Targets:

- a. Continue to develop Y-12 personnel resources and implement a total of 75 Productivity Improvement Initiatives by September 30, 2010, to include at least:
 - 25 7S activities
 - 3 Value Stream Maps (VSM) for Y-12 processes
 - 3 Rapid Improvement Exercises (RIEs)
- b. Generate validated cost savings and productivity initiatives across all areas including Common Site Support and Indirect:
 - Continue formal validation process throughout FY2010 and provide monthly status updates to YSO on validated projects
 - Track organizational performance in numbers and values of productivity initiatives to ensure all organizations are actively participating in continuous improvement

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- c. Re-apply savings to accomplish additional scope that was not originally funded in the October 1, 2009, performance baseline.

F. Contractor Assurance

Performance Measure: B&W Y-12 will have a site-wide, comprehensive, and integrated Contractor Assurance System (CAS). The CAS will be managed and implemented in accordance with the requirements of DOE Order 226.1A.

Performance Targets:

- a. Proactively demonstrate an effective, comprehensive, integrated CAS Program. Elements include the following:
 - 1. Provide an integrated assessment schedule (includes formally planned internal audits, independent assessments, management assessments, and surveillance assessment activities fully observable to YSO) by 10/1/2009
 - 2. Provide integrated assessment results (includes all formal assessment activities) on a periodic basis (not to exceed quarterly). These results demonstrate that DOE/NNSA requirements; applicable S/RIDS; YSO directives and policies; and Y-12 policies and procedures are implemented for all functional areas.
 - 3. Actively seek shadowing assessments with YSO. Submit to YSO, one month in advance, a complete listing of the planned assessments and facility surveillances for the upcoming month for each functional area of the PEP/PAM.
 - 4. Provide the results of legacy risks review which are integrated into B&W site management systems to YSO on a periodic basis (not to exceed quarterly).
 - 5. Exemption requests exceeding B&W approval authority are submitted to YSO or NNSA Headquarters for approval.
- b. Meet CAS Program Requirements
 - 1. Submit for NNSA annual review and approval, a CAS program description.
 - 2. Submit results of assurance processes to NNSA quarterly by transmittal of the Feedback and Improvement Working Group report. (This includes results from the programs that identify, gather, verify, analyze, trend, disseminate, and make use of performance indicators.)
- c. Demonstrate that a comprehensive, structured issues management system is implemented, and results are regularly reviewed by senior management. (This includes capturing program and performance deficiencies, regardless of their source, in a system or systems that provides for effective analysis, resolution, and tracking.) Minimum metrics include:
 - 1. Eighty-five percent of Corrective Action Plans (CAPS) are submitted in accordance with established timelines.
 - 2. Eighty-five percent of CAPS are validated by (NNSA) on the first submission.
 - 3. Ninety percent of CAPS are verified by (NNSA) on the first submission.
- d. Support the Line Oversight Contractor Assurance System (LOCAS) Initiative.
 - 1. Identify LOCAS control metrics.
 - 2. Review metrics with YSO Senior Management on a minimum of a quarterly basis to demonstrate the effectiveness of LOCAS control metrics in measuring contract/contractor performance
 - 3. Refine metrics as LOCAS performance matures

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4. The suite of CAS performance metrics developed in 2008 and 2009 will be provided via the CAS website in support of PAM assessments. These metrics will provide an accurate representation of performance and will identify areas for improvement.
5. Identify contractor designated leading indicators in functional areas.

Note:

Performance Metrics: B&W Y-12 established control metrics used to manage those functional areas and judge their own performance and demonstrate contract and regulatory compliance.

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I. MISSION

A. Directed Stockpile Work (DSW) / Campaigns

Performance Measure: Complete three milestones for the Production Microwave project to represent the completion of designing, fabricating, testing, and delivering a nuclear safety significant SSC in less than 14 months from the award of the contract to a vendor.

Performance Targets:

- a. Receive vendor delivery of the Production Microwave unit by May 28, 2010.

B. Readiness in Technical Base and Facilities/Facilities Infrastructure Recapitalization Program

Performance Measure 1: The RTBF/FIRP programs are executed in accordance with Work Authorizations, Prioritized Project Lists, annual RTBF Execution Plan, and FIRP Program Execution Plans (PEP), and all other applicable program requirements.

Performance Targets:

- a. By 9/30/10, complete 5 electrical panels in 9212 and installation of Miller Picking unit.
- b. Achieve significant progress beyond baseline in Edwards System Technologies (EST) upgrades (baseline is six transponders installed).

Performance Measure 2: Progress toward disposition of excess non-nuclear, non-strategic materials.

Performance Targets:

- a. Remove 400 unneeded containers from the site by September 15, 2010.
- b. Develop an implementation plan to enhance the storage capacity of building 9720-33 that includes a disposition strategy proposal identifying candidate materials for disposition, potential disposition paths and/or customers, cost estimates, timeframes, and funding sources. The plan should also include opportunities to transfer materials to NNSA and non-NNSA entities. In addition, the plan should explore innovative approaches to the sale and recovery of value of material for follow-on work. The plan will be provided to YSO by July 31, 2010.
- c. Execute the FY10 activities per the implementation plan.

Performance Measure 3: Progress toward disposition of nuclear materials in building 9206.

Performance Target:

- a. By March 30, 2010, develop a materials management plan that will identify and recommend disposition pathways for the NNSA nuclear materials that remain in 9206. The plan should identify discrete projects required for disposal or retention that have enough measurable detail to be placed in a multi-year incentive plan and should include a set of metrics to be reported against over the next three years, including a proposed timeframe which will support downgrading the facility to below Category 3 by 2012. This plan should propose a minimum of two activities, not currently planned for FY-2010, that would be placed into a stretch incentive plan for completion in FY-2010. The plan must be structured to have clean breakpoints at the end of each fiscal year, so that the plan is transferable to

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a follow-on contract if necessary. The stretch incentive plan and the multi-year incentive plan are outside the expected deliverable of this stretch award fee item.

II. OPERATIONS

A. Facility and Site Management

Performance Measure 1: B&W Y-12 will review and revise the PrYde acceptance criteria for production and non-production facilities to incorporate a more balanced approach to facility grading.

Performance Targets:

- a. Determine a method to assign responsibility under PrYde to tenant organizations and grade accordingly, by facility and zone.
- b. Incorporate lessons learned from facility cleanups to promote sustainable waste streams and disposal locations in facilities that prevents accumulation of recyclable materials and universal wastes.
- c. Design and enforce area occupancy cleanliness requirements in production facilities.
- d. Design and implement new PrYde grading criteria.

Performance Measure 2: B&W Y12 will assure that Building 9212 A2 Wing physical condition is brought to an acceptable standard. Currently lighting, ceiling condition, office and change areas do not meet that standard.

Performance Targets:

- a. Complete installation of remaining 2 electrical panels and lighting in area assuming FRR funding is available.
- b. Complete repair of remaining roof leaks through roofing project and use of FIRP/FRR funding if available.
- c. Upgrade of selected items in 9996 Changehouse to include the following:
 1. Remove old lockers - waiting on estimate from facility - Legacy removal
 2. Install mirrors
 3. Patch hole in the wall in shower area
 4. Paint shower floor with rough surface paint
 5. Install shelving in entry on first floor for clean scrubs
 6. Ensure laundry chute is functional for dirty laundry

Performance Measure 3: B&W will initiate development of a defined process and program plan for plant buildings with an enduring mission that sustains the equipment function in support of those long term missions.

Performance Targets:

- a. Develop a set of Y-12 Specific Facility Management Standards for 3 key infrastructure systems in enduring facilities that defines a proactive maintenance program for renovation, repair, and preventative maintenance of equipment that is generally beyond its expected life cycle. These standards will consider industry experience but will not be identical to industry standards which are established for viable equipment that has not exceeded its expected life cycle.
- b. Develop a Facility Operations Plan for 9215 and 9204-2E, patterned after the current 9212 Operations Plan, to define a 1 – 3 year horizon of management actions that ensure facilities long term viability.

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B. Maintenance Effectiveness

Performance Measure 1: B&W Y-12 will develop a plan to repair or refurbish HVAC equipment in Buildings 9737, 9201-3 and other balance of plant buildings with an enduring mission to include implementation of a proactive maintenance program in those buildings that sustains the equipment function in support of their long term missions. Performance will be measured based on development of the plan along with completion of items scheduled in FY 2010.

Performance Targets:

- a. Develop a BOP enduring facility plan by December 31, 2009. The plan should include a focus on improvement of the HVAC systems for the BOP enduring facilities.
- b. Identify both corrective and preventive repairs for the HVAC equipment, prioritize by importance and accomplish repair in accordance with an enduring facility plan provided to YSO.
- c. Develop and implement specific acceptance criteria for buildings and areas of buildings that demonstrate successful implementation of the BOP enduring facility plan.

Performance Measure 2: Develop and implement a landscaping plan that identifies and removes unnecessary decorative landscaping around the site while maintaining and sustaining important areas and building approaches for enduring balance of plant facilities.

Performance Target:

- a. Develop the landscaping plan by December 31, 2009.
- b. Complete removal and disposition of all landscaping timber, rock, gravel, etc. in accordance with the landscaping plan.

Performance Measure 3: B&W Y-12 will complete the setup and organization of equipment staging and parts storage areas in building 9201-3 and 9212 by December 2009. B&W will also complete and implement operation of the East End Tool Crib by December 31, 2009.

Performance Targets:

- a. Complete set up and organization of the equipment staging and storage areas on the second floor of building 9201-3.
- b. Complete set up and organization of the equipment parts storage area in building 9212 basement.
- c. Finish the set up and begin operation of the East End Tool Crib.

C. Work Planning and Execution

Performance Measure: In line with the Feedback and Improvement principles of ISM, the contractor will comprehensively evaluate their critiques and critique processes and implement continuous improvements to the critique process based upon the results of those evaluations.

Performance Targets:

- a. The contractor will institute the use of a comprehensive, self-assessing Critique Evaluation and Improvement Process by February 2, 2010.

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- b. The process will implement a self critical approach to assess critique participation, fact finding, contributing factors, immediate corrective action determination and trending.
- c. The Critique Evaluation and Improvement Process will ensure effective and efficient conduct of critiques, including integration with applicable management systems (eg, issues management, OSB, management reviews, risk management processes, etc).
- d. The Critique Evaluation and Improvement Process will ensure that the critique process is integrated with appropriate follow-up activities such as the ultimate identification of root causes, corrective actions, dissemination of lessons learned, and the handling of significant issues in accordance with B&W's risk management policy.
- e. B&W will benchmark one or more high-performing Critique evaluation processes in the complex and incorporate best practices from these programs.
- f. Metrics that B&W uses to manage their critique processes/improvements will be provided to YSO monthly.
- g. The effectiveness of the revised Critique Process must be demonstrated by B&W by 6/30/2010 and demonstrated improvements sustained through 9/30/10.

D. Training and Qualifications

Performance Measure 1: B&W Y-12 Training Management & Delivery Organization, Production Training, and B&W Y-12 Support Organizations will perform up to 3 additional programmatic self-assessments to verify that the training program is properly implemented.

Performance Targets:

- a. The programmatic self-assessments are in addition to those identified in the integrated assessment schedule.
- b. The scope of the programmatic self-assessments will focus on specific topical areas identified in DOE Order 5480.20A.
- c. Perform these additional assessments by August 15, 2010, and provide final reports to the YSO Training Manager no later than 30 days after completion of the assessments.
- d. Assessment criteria shall include an evaluation of any closures from deficiencies generated from YSO assessments performed in previous fiscal years, including, but not limited to, evaluation of the conduct of Performance Documentation Checklists (PDCs), classroom training, and implementation of completed Training Impact Assessments (TIAs).

Performance Measure 2: B&W Y-12 Training Management & Delivery Organization shall convert up to three official training forms to electronic format with electronic signatures.

Performance Targets:

- a. B&W Y-12 Training Management & Delivery Organization shall identify the official, controlled training forms to be converted to electronic format with electronic signatures by January 31, 2010 and notify the YSO Training Manager.
- b. Conversion completed by September 1, 2010.

Performance Measure 3: B&W Y-12 Production Training will perform 3 additional training surveillances on the HEUMF Training program after startup authorization.

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- a. Assessments will be performance-based at the job location (s) and conducted by the facility training analyst/coordinators.
- b. B&W Y-12 will utilize a training surveillance checklist which focuses the review on performance-based activities. Examples include training activities such as classroom, OJT, and PDCs. A consistent set of criteria shall be developed by the Training Management & Delivery Manager and used in all assessments.
- c. Provide completed/approved checklists to the YSO Training Manager within 30 days of approval.

E. Safeguards and Security

Performance Measure 1: Implement a SCAP tool for security policy interrogation for the unclassified networks and a pilot group of Windows systems.

Performance Targets:

- a. Evaluate SCAP tool functionality and flexibility and define a pilot group of systems for deployment. (March 2010).
- b. Deploy a SCAP tool on an agreed-to pilot group of Windows systems. (June 2010).

Performance Measure 2: Protected Area Reduction (Placeholder)

III. INSTITUTIONAL MANAGEMENT AND BUSINESS

A. Process and Productivity Improvement

Performance Measure: Manage and execute productivity improvement through implementation of initiatives to improve site performance against budget and schedule targets.

Performance Targets:

- a. Implement 25 additional Productivity Improvement Initiatives by September 30, 2010, with the following at minimum:
 - 10 additional 7S activities
 - Three (3) additional Value Stream Maps for Y-12 processes
 - Two (2) additional Rapid Improvement Exercises (RIEs)

B. Procurement Management

Performance Measure 1: Continue the promotion, development and implementation of world-class supply chain attributes of the NNSA Supply Chain Management Center (SCMC) and purchasing organizations on a Complex-wide basis with substantial participation and collaboration by Y-12.

Performance Targets:

- a. Convert 3 Y-12 AVID Agreements to the NNSA eStore sourcing tool.
- b. Increase utilization of SCMC strategic contracts in FY-10 with corresponding activity being greater than that realized and committed in FY09 (402 actions). Increase usage by doubling those committed actions for FY-09.

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Stretch Award Fee Performance Targets

- c. Attain a FY10 Procurement Spend in excess of 33% of the finalized FY09 Procurement Spend minus exclusions with sustained savings rates comparable to those achieved in FY09 through the SCMC e-sourcing tool.
- d. Conduct eSourcing (sealed bid with rank and single/sole source efforts) events meeting the goals established in the table below.

<u>Category</u>	<u>> \$100K - \$1M</u>	<u>> \$1M-\$5M</u>	<u>> \$10M</u>
Essential QTY Goal	30	7	4
Stretch Goals	+5	+3	+1

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Performance Based Incentives

ESSENTIAL PERFORMANCE BASED INCENTIVES

I. MISSION

- A. HEUMF (continuation of multi-year PBI)
- B. UPF (multi-year)
- C. Line Item Milestones
- D. LEPs
- E. Dismantlement and Disposition
- F. Disposition of Excess Nuclear Materials
- G. Material Recycle and Recovery
- H. QE & JTAs
- I. HEUMF Transition (multi-year)

II. OPERATIONS

- A. Facilities and Site Management
- B. Safeguards and Security - Cyber

III. INSTITUTIONAL MANAGEMENT AND BUSINESS

- A. Complementary Work for Others
- B. Support to Defense Nuclear Nonproliferation

STRETCH PERFORMANCE BASED INCENTIVES

I. MISSION

- A.(S) UPF
- B.(S) Bear Creek Road*
- C.(S) CD-0 CMC*
- D.(S) East End Parking*
- E.(S) B83 Dismantlement*
- F.(S) Production Waste Disposition

II. OPERATIONS

- A.(S) Downgrade MAA Existing Warehouse
- B.(S) Facility Deactivation (Multi-year)
- C.(S) Alpha 5 Utilities Isolations and Risk Reduction
- D.(S) Graded Security Protection*
- E.(S) Maintenance Effectiveness (Building 9201-3)

III. INSTITUTIONAL MANAGEMENT AND BUSINESS

- A. Support to Defense Nuclear Nonproliferation

*Placeholders

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Multi-Site Incentives

Item	FY10 Multi-Site Target	HQ NNSA Champion	FY 2010 Contractor Success Criteria (blue text is short title)	NNSA Owners	M&O Lead & Primary Supporting Sites
1	Stockpile (30% minimum of Multi-Site total)	K.Greenaugh	<p>1.1 Achieve the W76-1 LEP scheduled deliveries to the U.S. Navy:</p> <ul style="list-style-type: none"> a. Each site builds hardware for PX, with a 90-day lead-time, and deliveries are made monthly. b. PX builds and prepares scheduled units for shipment on a quarterly disposition. <p>1.2 Complete B61 LEP Phase 6.2/2A study including one full nuclear scope alternative by 30SEP10:</p> <ul style="list-style-type: none"> a. Complete 6.2/2A Report. b. Support POG request for Nuclear Weapons Council approval of Phase 6.3. <p>1.3 Deliver limited life components and Alteration 9XX Kits to the Department of Defense in accordance with the MNS Volume III:</p> <ul style="list-style-type: none"> a. 100% of scheduled LLCs are delivered monthly. b. 100% of scheduled Alt 9XX Kits are delivered monthly. <p>1.4 Execute Surveillance Program defined by the SESC.</p> <p>Each Site will execute surveillance work scope according to approved IWET plans which have been recommended by the SIWG endorsed by the SESC:</p> <ul style="list-style-type: none"> a. Each Site must complete funded FY10 surveillance activities in accordance with the Directive Schedule. b. Each Site must provide evidence of completion (written report) for each funded activity identified in approved IWET plans. c. Each Site must report FY10 surveillance activities to QERTS. 	J. Oder, D. Rose.	SNL (P. Hommert), LANL, SNL, KCP, PX, Y-12.
				J. Oder, W. Brasure.	Leads: LANL (J. Benner), SNL (M. Rosenthal), LLNL, PX, Y-12, KCP, NTS, SRS.
				J. Oder, J. Claycomb	SRS (C. Gentile) PX, KCP, Y-12, NTS, LANL, SNL, LLNL.
				J. Oder T. Tomasi	SNL (S. Rottler) SRS, PX, KCP, Y-12, NTS, LANL, LLNL.

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Multi-Site Incentives

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			<p>1.5 Identify, compile and deliver stockpile aging information, including lifetime estimates where appropriate, for inclusion in the annual assessment report.</p>	<p>J. Oder</p>	<p>Lead: TBD; KCP, SRS, NTS, PX, Y-12, LANL, LLNL & SNL.</p>
	<p>Enterprise Integration (10% minimum of Multi-Site total)</p>	<p>G. Allen.</p>	<p>2.1 Successfully complete NNSA-approved priority activities in support of Complex/Enterprise Transformation.</p> <p>a. Execute Directives Reform Plan (approved by 02OCT09) to enable improved performance:</p> <ol style="list-style-type: none"> 1) Have Directives Reform process in place at participating Sites by 03OCT09. 2) Sites submittals of recommendations sent to HQ via Site Offices. 3) Recommendations executed by 30SEP10. <p>b. Execute Baseline/Benchmark based Improvements:</p> <ol style="list-style-type: none"> 1) The Phase-2 of the Macro Baseline/Benchmark effort is completed and common improvement areas are identified and agreed to by HQ by 01DEC09. 2) FY10 improvement areas are completed by 30SEP10. 	<p>G. Allen, L. Begley.</p>	<p>KCP(D. Feather), PX, KCP, Y-12, NTS, SRS, SNL, LLNL, LANL.</p>
			<p>2.2 Implement Elements from the approved FY 10-15 Multi-Site IT Strategic Planned Targets:</p> <p>a. Strengthen integration between IT and Cyber Security:</p> <ol style="list-style-type: none"> 1) Implement the FY09-developed, and approved IT-Cyber Integration Roadmap, achieving defined milestones by 	<p>R. Brese, D. Jarrell.</p>	<p>Lead: TBD LLNL, LANL, SNL, KCP, PX, Y-12, SRS, NTS.</p>

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Multi-Site Incentives

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			<p>30SEP10.</p> <p>b. Implement the approved core, common NWC services strategy and technical approach developed in FY09 by 30SEP10.</p> <p>c. Improve Collaborative Services:</p> <ol style="list-style-type: none"> 1) Develop a collaboration services roadmap by 31MAR10. 2) Identify and dedicate collaboration service Centers of Excellence by 30JUN10. 3) Deploy IP and ISDN-based video-teleconferencing enhancements by 30SEP10. 4) Implement near-term recommendations of the FY09 cross-complex comparison of IT costs by 30SEP10. <p>d. Records Management:</p> <ol style="list-style-type: none"> 1) Develop a recommendation and/or business case for an enterprise or standardized electronic records management system by 30SEP10. 2) Implement a collaborative records management virtual "workspace" by 30SEP10. <p>e. Improve Cyber Incident Response (Cyber Tracer Team):</p> <ol style="list-style-type: none"> 1) Establish and conduct a review of a concept of operations (CONOPS) document. The CONOPS will contain an agreed upon governance model by 31MAR10. 2) Demonstrate collaborative initiatives through cyber-defense exercises and sharing of incident data by 31MAR10. 3) Identify the components of a training program designed to develop cyber security analysts and incident responders by 30JUN10. <p>f. Propose a model for headquarters-level NSE Wireless Standards accreditation with integrated cyber, TSCM, Tempest, etc. that establishes reciprocity across NNSA (31DEC09).</p>		

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3	Science (10% minimum of Multi-Site total)	D. Kusnezov	<p>2.3 Support business process transformation and relocation of the Kansas City Plant. Apply appropriate budget, resources, planning and execution to support KCP inventory reductions, requalification of outsourced technologies, and product build-ahead's in support of KCRIMS. Success achieved by no delays in execution of the KCRIMS integrated project plan during FY10.</p> <p>3.1 Show NIF capability by beginning first integrated ignition experiments.</p> <p>3.2 Integrate Surety Solutions (ISS) - Conduct an integrated demonstration of all of the technologies required to field a fully capable system for a mobile platform by 30SEP10.</p> <p>3.3 Build a framework to assess changes in simulation uncertainty for representative UGT calculations as new, predictive capabilities are introduced into modern ASC codes.</p>	G. Allen C. Deeney, R. Schneider, A. Hauer. R. Jones.	KCP (R. Lavelock), SNL, LANL, LLNL, PX, Y-12, SRS LLNL (P. Baisden), LANL SNL (C. Knapp), LLNL, LANL, KCP. (Lead TBD), LANL, SNL, LLNL.
<p>Guidance:</p> <ul style="list-style-type: none"> • Minimum percentage fee structure: 30% for Stockpile; 10% for Enterprise Integration; 10% for Science & Engineering; and remaining 50% allocated per Site Office Manager's discretion. • Sites not participating in a multi-site target will have their fee rolled up within the same major category (items 1, or 2, or 3). • Sites not participating in a major category (item) will have their fee distributed within remaining major categories (item) at the Site Office Manager's discretion. • The HQ "Champion" shall evaluate quarterly whether the multi-site target was achieved on a pass/fail basis taking into account inputs from the "Owners." At completion of 4th FY Quarter, NA-10 shall sign a Memo to Site Office Managers that contains the final evaluation ratings for each Multi-site Target; this Memo is used by the FDO for ultimate fee determination. 					

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Multi-Site Incentives

Glossary for FY 2010 Multi-Site Targets

Acronym / Term	Definition
ASC	Advanced Simulation & Computing
CONOPS	Concept of Operations
CSA	Canned Sub-Assembly
FY	Fiscal Year
IP	Internet Protocol. It is LAN type traffic/data.
ISS	Integrated Surety Solutions
ISDN	Integrated Services Digital Network. This is packet-switched type data communications.
IT	Information Technology
IWET	Integrated Weapon Evaluation Team
JASPER	Joint Actinide Shock Physics Experimental Research
KCP	Kansas City Plant
KCRIMS	Kansas City Responsive Infrastructure Manufacturing & Sourcing
LANL	Los Alamos National Laboratory
LEP	Life Extension Program
LLC	Limited Life Component
LLNL	Lawrence Livermore National Laboratory
M&O	Management & Operator
MNS	Master Nuclear Schedule
NIF	National Ignition Facility
NNSA	National Nuclear Security Administration
NSE	Nuclear Security Enterprise
NTS	Nevada Test Site
NWC	Nuclear Weapons Complex
POG	Project Officer Group
PX	Pantex Facility
QERTS	Quality Evaluation Requirements Tracking System
SESC	Surveillance Enterprise Steering Committee
SIWG	Surveillance Integration Working Group
SNL	Sandia National Laboratories
SNM	Special Nuclear Material
SRS	Savannah River Site
UGT	Under Ground Test (nuclear)
Y-12	Y-12 National Security Complex
ZR	Z-machine Refurbished