



U.S. Department of Energy
National Nuclear Security Administration
Post Office Box 2050
Oak Ridge, Tennessee 37831-8009



September 28, 2011

COR-Y12-9/29/2011-52548

Mr. Darrel P. Kohlhorst
President and General Manager
Babcock & Wilcox Technical Services Y-12, LLC
Post Office Box 2009
Oak Ridge, Tennessee 37831-8001

Dear Mr. Kohlhorst:

CONTRACT DE-AC05-00OR22800, FISCAL YEAR 2012 PERFORMANCE EVALUATION PLAN, BABCOCK AND WILCOX TECHNICAL SERVICES Y-12, LLC

Enclosed is a copy of the Fiscal Year (FY) 2012 Performance Evaluation Plan (PEP). This Plan will be the basis for evaluating Babcock & Wilcox Technical Services Y-12, LLC (B&W Y-12), performance for the evaluation period October 1, 2011, through September 30, 2012. It is recognized that the performance period of the PEP extends beyond the currently approved term of the contract. However, the National Nuclear Security Administration is contemplating a contract extension that will align to the period of performance of the FY 2012 PEP. Should the contract not be ultimately extended for the full term covered by the PEP, the FY 2012 PEP will be revised as necessary to align with the contract's period of performance. Previous drafts of this Plan have been reviewed with members of your staff, and their comments have been factored into this final, bilateral Plan. From this point forward, this Plan is under configuration control, and any changes must be made through the formal PEP Change Proposal Process. Detailed incentive plans associated with the performance based incentives are still being worked and will be provided under separate cover.

Per Headquarters' direction, this PEP may be subject to be revised during the first quarter of FY 2012 to incorporate several potential enterprise-wide initiatives as related to Business Managers Advisory Council, Information Technology, Line Item Management, etc., in addition to FY 2012 funding considerations.

If you have questions or comments regarding this Plan, please contact Thomas Vereb at 576-0868.

Sincerely,

Signature of Theodore Sherry
Signature of Theodore Sherry

Theodore D. Sherry
Manager
Y-12 Site Office

Enclosure

Concurrence:

Signature of Darrel Kohlhorst
Signature of Darrel Kohlhorst
Signature of Darrel Kohlhorst
Signature of Darrel Kohlhorst

September 28, 2011
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Mr. Darrel P. Kohlhorst

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cc w/enclosure:

L. P. Malone, 602SCA, MS 8004, B&W Y-12

T. E. Vereb, Y12-10, YSO

D. St. Pierre, Y12-20, YSO

J. K. Cravens, Y12-40, YSO

K. D. Ivey, Y12-50, YSO

H. E. Peters, Y12-60, YSO

J. Brashears, Y12-10, YSO

J. Y. Albaugh, Y12-10, YSO

S. Allen, Y12-10, YSO



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

Contract Number DE-AC05-00OR22800

Evaluation Period: October 1, 2011 through September 30, 2012



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



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

September 30, 2011

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, LLC. (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. Y-12 Site Office (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 2012 and covered in this PEP have been linked to the National Nuclear Security Administration (NNSA) Strategic Plan and other key inputs including Multi-Year Strategic Objectives (MYSOs) 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: Program, 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 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 typically 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/her 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 Program and Business Administration, Chairperson
Assistant Manager for Engineering, Safety, and Environment
Assistant Manager for Operations Management
Assistant Manager for Safeguards and Security
Sr. Project Director

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 Multi-Year Strategic Objectives.
- 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

1. Development of Incentives

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

2. 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 $\pm 10\%$.

3. 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 40% subjective. (The Multi-Site Performance Targets are objectively evaluated as PBIs by the HQ Champion for the FDO and are not included within the 40% subjective category.) At risk fee that is subjectively evaluated shall be aggregated to preserve FDO discretion at the program, 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 within each work category of Program, Operations, and Institutional Management and Business.

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 2012 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 \pm 10 percent, and/or conditions occur which are not within the contractor's control.
4. Conditions or criteria for acceptance of performance should be specified in the incentive plan for each PBI.
5. 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.
6. The FY 2012 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 2012 Budget Request to Congress.
7. A minimum fee threshold should be established at each PBI milestone level of not less than \$25K.
8. 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.
9. The contractor accounting system will be capable of providing auditable cost data to support the cost of individual PBI milestones that are direct-funded.
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. (Approval for the use of gradient PBIs will require the approval of the appropriate NNSA HQ Program Office.)

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 4/1/12 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 Y-2 4X10 work schedule.

15. If any of the assumptions are not met, the PBI is subject to renegotiation.

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

PEP CR No.:

Date:	NNSA Change [<input type="checkbox"/>]	Contractor Change [<input type="checkbox"/>]
Proposed Change :	Performance-Based Incentive (PBI) [<input type="checkbox"/>]	
	Award Fee [<input type="checkbox"/>]	
Reference:	PBI Number and Title:	
	Award Fee Number and Performance Area:	
CR Designation:	Routine [<input type="checkbox"/>]	Expedited [<input type="checkbox"/>]
Change Type:	Modify [<input type="checkbox"/>]	Add [<input type="checkbox"/>] Delete [<input type="checkbox"/>] Other [<input type="checkbox"/>]

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 AND PERFORMANCE ASSURANCE:				

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:** Enter date change request is finalized and ready for B&W signatures.
 - **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 Services and Performance Assurance 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 personnel and included with the CR submittal. Ensure the PBI revision number and revision date are included on the revised incentive plan.**
3. **Reference:**
 - **PBI No. and Title:** Enter the specific identifying number and title for the PBI, i.e., 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, i.e., 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.
8. **B&W Y-12 Signatures** – Signatures of the initiator and the manager or director who has overall responsibility for the PBI.

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 change request form and attachments to the Business Services and Performance Assurance Organization for subsequent transmittal to NNSA. If you have any questions, please call Letitia Malone at 241-4391 or Sharon Jacobsen at 574-0900.

SECTION I – GENERAL INFORMATION

Performance Incentive Short Title: Performance Incentive Number: Revision Number and Date:
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SECTION II – ACCOUNTING INFORMATION

Initial Cost Estimate of Work Scheduled under this Incentive:	Maximum Available Fee Allocated to this Incentive:
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SECTION III – INCENTIVE INFORMATION

Incentive type:

Common
 Site Specific
 Multi- Site
 Base 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

SECTION IV – PERFORMANCE MEASURE

PERFORMANCE MEASURE DESCRIPTIONS:
ESTIMATED COST FOR COMPLETION BY INDIVIDUAL MEASURES:
EVIDENCE OF COMPLETION:
COMPLETION DOCUMENTS LIST:
TECHNICAL BOUNDARY CONDITIONS:

ASSUMPTIONS:
DEFINITIONS:

SECTION V - EARNINGS SCHEDULE

GRADING CRITERIA:

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:** 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 and Performance Assurance [Letitia Malone or Sharon Jacobsen] for subsequent transmittal to NNSA.

If you have questions, call Letitia Malone at 241-4391 or Sharon Jacobsen at 574-0900.

AWARD FEE GRADING TABLE

Adjectival Rating	Definition	% of Fee Earned
Excellent	Contractor has exceeded almost all of the significant award fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the performance evaluation plan for the award fee evaluation period.	91-100
Very Good	Contractor has exceeded many of the significant award fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the performance evaluation plan for the award fee evaluation period.	76-90
Good	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	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	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

Comprehensive Performance Objectives (CPO)

Pass = Good, Very Good, Excellent

Fail = Satisfactory, Unsatisfactory

AWARD FEE RATING TABLE

FUNCTIONAL AREA	Rating
INSTITUTIONAL MANAGEMENT & BUSINESS	
General Management: Legal, Public Affairs, Internal Control, Modernization, Process & Productivity Improvements	Pass/Fail
Business Management: Fiscal Management, Human Resources, Property and Fleet Management, Procurement Management, Contract Management	Pass/Fail
Information Technology	Pass/Fail
Contractor Assurance	Standard
OPERATIONS	
OPERATIONS: ENGINEERING & NUCLEAR SAFETY, ES&H, QA	
Engineering & Nuclear Safety	Standard
Emergency Services	Pass/Fail
Radiation Protection	Standard
Health and Safety	Pass/Fail
Environmental & Waste Management	Standard
Quality Assurance	Standard
Facilities & Site Management	Standard
Maintenance Effectiveness	Standard
Conduct of Operations	Standard
Training	Pass/Fail
OPERATIONS: RTBF & PROJECTS	
RTBF	Standard
Project Management - Non-Major	Standard
Project Management - Major; UPF	Standard
OPERATIONS: SAFEGUARDS & SECURITY	
Safeguards & Security Program Management	Standard
Physical Security Systems	Standard
Information Protection	Pass/Fail
Personnel Security	Pass/Fail
NMC&A	Standard
Cyber Security	Standard
PROGRAM	
DSW/Campaigns/PDRD	Standard
NN/NR/CWFO	Standard

Rating (color) - This is the cumulative assessment of the contractor's performance. That is, the September rating represents the final rating for the entire twelve month performance period.

Standard Color: Dark Blue= Excellent; Light Blue=Very Good; Green=Good; Yellow=Satisfactory; Red=Unsatisfactory

Rating represents evaluation of only Essential award fee performance.

Stretch award fee and PBI performance are evaluated separately.

Note - Pass/Fail criteria will be defined and maintained separately under configuration control with an auditable

change control process.

**FY 2012 PERFORMANCE EVALUATION PLAN
B&W Y-12, LLC
Contract Number DE-AC05-00OR22800**

Essential Performance Targets

I. PROGRAM

A. Directed Stockpile Work (DSW)/Campaigns/Plant Directed Research and Development (PDRD)

Performance Measure 1: The DSW/Campaigns/PDRD programs are executed in accordance with HQ/YSO Work Authorizations, Prioritized Project Lists, Program Control Documents (PCDs), the NNSA Baseline Dismantlement Schedule, DSW Stockpile Management Focus for FY 2012, Getting The Job Done (GTJD) list for FY 2012, and all other similar and directed program requirements (e.g., Program Implementation Plans, Program Management Plans, QERTS, etc.)

Performance Targets:

- a. All Program Multi-Year Strategic Objectives (MYSO) milestones for FY 2012 (including Level 2 milestones) will be completed on schedule.
- b. Design Agency deliverables and other services will be provided by B&W Y-12 in accordance with approved project and/or execution plans.
- c. All Programs will be planned, executed, and managed to established scope, cost, schedule, and risk baselines as documented in B&W Y-12 project execution plans and/or internal working schedules as developed from NNSA/HQ direction.
- d. Perform project activities and (where applicable) First Use execution in accordance with project execution plans and/or internal working schedules for the following projects:
 1. Special Process 2
 2. Oven Consolidation Project
 3. MOMentum
 4. NDLGS
 5. QE Chamber
 6. RAMAN Deployment
 7. New Dismantlement Lathe
 8. Walk-In Hood
 9. Non-SNM Door
 10. 9 MeV Parts Positioner
 11. Parts tooling Washer Procurement project
 12. Mass Comparator Procurement project
 13. MPLE Upgrade
 14. LTTD Oven
- e. Execute Plant Directed Research and Development (PDRD) work as follows:
 1. Move at least five technologies from proof of concept to the next stage of maturation.
 2. The extent to which program fosters leadership in research on complex national security, scientific, and engineering problems.
 3. 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. Nuclear Nonproliferation (NN)/Naval Reactors (NR)/Complementary Work for Others (CWFO)

Performance Measure 1: Execute the Nuclear Nonproliferation and Reactor Program in accordance with Work Authorizations, Prioritized Project Lists, and other applicable program requirements.

FY 2012 PERFORMANCE EVALUATION PLAN
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Essential Performance Targets

Performance Targets:

- a. Plan, execute and manage to established scope, cost, schedule, and risk baselines for all NN Programs and subprogram elements.
 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.
 - a) Receive surplus and excess HEU scrap materials from DOE sites to support DOE SNM consolidation initiatives.
 - b) Deliver surplus and excess uranium to authorized processors.
 2. Provide effective and efficient use of Y-12 expertise and facilities in support of nonproliferation activities in the major NN Program areas:
 - a) Support progress toward demonstrating the next generation of technologies and methods to detect ²³⁵U Production activities and to detect Special Nuclear Material movement.
 - b) Provide technical capabilities; to remove HEU from other countries, to secure vulnerable high priority nuclear and radiological material in the United States and internationally and to support development of the capability to rapidly denuclearize a country ensuring that when opportunities present themselves, the United States is able to respond quickly.
 - c) Conduct Alarm Response Training (ART) workshops at the Y-12 training facility.
 - d) In support of the MPC&A programs; conduct high quality Best Practices workshops, and provide expertise to support implementation of upgrades, and national infrastructure and sustainability program objectives. Update, track and report on Project Work Plans and Annexes, provide contractual and project management functions with Russian contractor counterparts.
 - e) Contribute to strengthening the multilateral nuclear supplier regimes by conducting technical analysis that will help strengthen the regimes guidelines and controls lists and close potential loopholes along with providing support for technical reviews for export control license requests and interdiction case reviews.
 - f) Provide high quality and timely technical analysis on a range of nonproliferation and disarmament initiatives, including the Nuclear Nonproliferation Treaty (NPT) and the Fissile Material Cutoff Treaty (FMCT).
 - g) Provide technical support on special monitoring visits to the four HEU Transparency Russian facilities, data assessment, and software maintenance.
 3. Develop, manage, and execute programs that supply nuclear materials to research and isotope production reactors and other Y-12 customers.
 - a) Deliver U-Mo and U-Mo foils, plates and coupons to domestic and foreign research reactors, national laboratories, and commercial vendors to support RERTR conversion initiatives.
 - b) Deliver uranium to authorized domestic and foreign users in accordance with NNSA contracts, commitments or other agreements and work orders.

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 Specification for Highly Enriched Uranium S-678.

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1. Submit an annual planning document addressing material supply for Naval Reactors to YSO by April 1, 2012.
2. Receive Very Highly Enriched Uranium from NR as available for return to Y-12.

Performance Measure 3: Provide an effective Complementary Work For Others program that provides Y-12 availability and capability to meet national security requirements.

Performance Targets:

- a. Conduct a customer survey of the CWFO sponsors to determine level of satisfaction with CWFO projects. Results of customer survey shall be as follows: High level satisfaction will yield a rating of 100 percent. A good level of satisfaction will yield a rating of 90 percent. An average level of satisfaction will yield an 80 percent. High, good, average levels will be defined in survey instructions and the survey should be agreed upon by Federal Program Manager, Site Office, and B&W Y-12.
- b. Show evidence of utilizing strategic planning for CWFO to ensure site capabilities meet national security needs. Include CWFO in Y-12 strategic planning and as part of the Emerging Missions Strategic Vision implementation plan, list current and future capabilities that meet national security needs and priorities, and show how CWFO impacted the strategic plan and the capabilities.
- c. Establish integrated complex capabilities that cover system life cycle from concept exploration to production. Show evidence of collaborations with other NNSA labs/plants/sites to create integrated solutions to CWFO national security challenges.
- d. Provide effective and efficient use of Y-12 expertise and facilities in support of CWFO activities in Y-12 major focus areas of Nuclear Technology & Materials, Security & Consequence Management, and Manufacturing & Technical Services. Show evidence of significant and successful program/project activities in all the focus areas.

Performance Measure 4: Provide effective management of a Technology Transfer (TT) program, which operates within the guidelines of applicable statutes and DOE/NNSA requirements. The Y-12 TT office shall serve as a clearinghouse for collection, dissemination, and transfer of information on Federal-owned or originated technologies with potential commercialization application. Y-12 shall use appropriate TT mechanisms to transfer technology to private sector (i.e., CRADA, License, and Intellectual Property) and shall provide support to and cooperate with Federal, state, academic and industrial organizations or consortia, both local and national for good technology exchange.

Performance Targets:

- a. Assess Y-12's TT practices against the practices of the other DOE/NNSA sites that participate in the TT Working Group (TTWG), and report on findings and any areas for potential improvement.
- b. Establish a customer survey process and conduct surveys of TT partners/sponsors to determine level of satisfaction with TT. Report on the results, including any potentially critical inputs and actions taken to address.
- c. Provide a mid-year and end-of-year report on TT activities, consistent with TTWG Annual Report including an explanation of TT for preceding fiscal year and plans for new and ongoing work; number of patent applications filed and received; and number of fully executed licenses that received royalty income in preceding year. These licenses should be categorized as exclusive, partially exclusive or non-exclusive and include time elapsed from request to execution.

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II. OPERATIONS

A. Engineering and Nuclear Safety

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

Performance Targets:

- a. The aggregate assessment results, document reviews, and Contractor Assurance System (CAS) metrics demonstrates the Cognizant System Engineer Program is implemented in accordance with requirements.
- b. B&W Y-12 Engineering metrics accurately document the availability, system health and performance of active Vital Safety Systems, and other systems and components important to safety
- c. The availability of active Vital Safety Systems and components improves over time.
- d. Safety significant or safety class fire suppression systems are available 98% of the time.

Performance Measure 2: Elements of the B&W Y-12 Engineering Program providing support to operations shall be managed and implemented in accordance with DOE Order 420.1B, other applicable DOE and NNSA directives, orders, and policies; applicable S/RIDs; YSO directives and policies; and B&W Y-12 policies and procedures.

Performance Targets:

- a. The aggregate assessment results, document reviews, and Contractor Assurance System (CAS) metrics demonstrates the Engineering Program is implemented in accordance with requirements.
- b. Assessment results demonstrate that the elements of the Y-12 Configuration Management Program comply with applicable upper level requirements, are integrated with interfacing programs, and are executed in accordance with procedures.
- c. UHSP Program requirements are adequately defined, surveys are routinely performed in accordance with established schedules, survey results indicating the need for further evaluation are addressed, UHSP survey points and action limits are managed, and survey data is trended and analyzed.
- d. Packaging Engineering meets design and testing schedule milestones; Safety Analysis Reports for Packaging (SARP) are submitted on-time and the review processes indicate they are of high-quality.
- e. Assessment and evaluation of the Pre-Operational Testing Program demonstrates the program is appropriately defined and executed, and continuous improvements are made to the program based on lessons learned from previous projects.
- f. In addition to traditional process and product engineering functions, Engineering resources are integrated with other organizations to achieve reliable operation of process systems and to identify engineering improvements that result in process efficiencies.

Performance Measure 3: 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.

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Performance Targets:

- a. The aggregate assessment results, document reviews, and Contractor Assurance System (CAS) metrics demonstrates the Nuclear Criticality Safety Program is implemented in accordance with requirements.
- b. Perform and maintain quality, on-schedule engineering product deliverables that support operations, projects, and programs that include an independent review process to ensure YSO of the quality of submittals and use of appropriate performance metrics to trend and improve performance. These products include CSEs and supporting analyses.
- c. Continue effective facilitation of the Plant NCSC and the NCSAC to facilitate broader consistency and effectiveness in the execution of NCS Program.
- d. Continue execution of the Nuclear Criticality Safety Program Strategic Vision for the Y-12 National Security Complex to drive improvement in the areas within the five strategic goals for the NCS program: 1) safe, efficient, and reliable operations, 2) effective, efficient, and timely deliverables and services, 3) successful learning organization, 4) forward-looking organization, and 5) organization recognized for excellence.
- e. Complete upgrades of 5 Criticality Safety Evaluations and refine criteria to identify CSEs that need to be upgraded. CSEs to be upgraded will include completion of 5 begun in FY11.

Performance Measure 4: The B&W 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 B&W Y-12 policies and procedures.

Performance Targets:

- 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.
- b. Continue effective Safety Basis Information Forums to facilitate broader consistency and efficiency in the execution of nuclear safety rule compliance.
- c. Continue the Plant Facility Safety Committee (PFSC) to provide improvements in program, technical oversight of products and continued compliance with requirements.
- d. Improve process and implementation for the design and maintenance of specific administrative controls.
- e. Perform and maintain quality, on-schedule engineering product deliverables that support operations, projects, and programs that include an independent review process to ensure 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.
- f. Increase use of the expert USQD process within the plant from FY11 levels.
- g. Complete Phase I Airborne Respirable Fraction (ARF) test objectives to demonstrate operability of the test equipment by 1/31/12; deliverable is a report of the 4 Phase I tests. Complete Phase II ARF test objectives to use uranium binary coupons to establish order of magnitude of ARF by 5/31/12; deliverable is a report of the 10 Phase II tests.

Performance Measure 5: Provide technical leadership.

Performance Targets:

- a. Demonstrate technical leadership within Y-12 and to external nuclear industry organizations.
- b. Demonstrate leadership and integration with other functional areas to support Y-12 priorities.

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B. Emergency Services

CPO: Maintain an effective Emergency Services Program.

Performance Measure/Grading Criteria: Must achieve all of the specified performance targets:

- Aggregate evaluation of assessment results, document reviews, and CAS metrics demonstrates the Emergency Services Program is implemented in accordance with requirements with no significant deficiencies occurring that negatively impact Y-12 operations or prevent the accomplishment of mission milestones.
- Meet emergency management commitments and schedules specified in FY 2011 Site-Specific Emergency Readiness Assurance Plan (ERAP). Designing and conduct drills, exercises or tabletop exercises (TTXs) to address emerging issues such as those identified in HSS Safety Bulletin 2011-1 (i.e., total loss of power, loss of backup power capabilities, and recovery from natural phenomena events with site-wide or regional impacts)..
- Promote innovation and collaboration in emergency management by benchmarking and implementing best practices and lessons learned from DOE and NNSA sites and external organizations.

Performance Targets: Must provide an effective, efficient, and compliant Emergency Services Program (includes Emergency Management, Continuity of Operations, and Fire Protection). Program shall be managed and implemented in accordance with DOE Order 151.1C; DOE Guide 151.1-1; 10 CFR 851; DOE Order 420.1B, other applicable DOE and NNSA directives, orders, and policies; applicable S/RIDs; YSO directives and policies; B&W Y-12 policies and procedures; and the YSO approved B&W Y-12 COOP implementation plan.

C. Radiation Protection

Performance Measure 1: The Y-12 Radiation Protection Program shall be managed and implemented in accordance with 10 CFR 835; applicable DOE and NNSA directives, orders, and 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.

D. Health and Safety

CPO: Maintain an effective Health and Safety Program.

Performance Measure/Grading Criteria: Must achieve the specified performance target:

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- Aggregate evaluation of assessment results, document reviews, and CAS metrics demonstrates the Health and Safety Program is implemented in accordance with requirements with no significant deficiencies occurring that negatively impact Y-12 operations or prevent the accomplishment of mission milestones.

Performance Targets: Must provide an effective, efficient, and compliant Health and Safety Program (includes Integrated Safety Management, Industrial Safety, Industrial Hygiene, Health and Wellness, and Transportation Safety). Program shall be managed and implemented in accordance with 10 CFR 850; 10 CFR 851; DOE Orders 420.1B, 460.1C, 460.2A, 461.1B; other applicable federal regulations; DOE and NNSA directives, orders, and policies; applicable S/RIDs; YSO directives and policies; and B&W Y-12 policies and procedures.

E. Environmental and Waste Management

Performance Measure 1: The B&W Y-12 Environmental and Waste Management Programs shall be managed and implemented in accordance with applicable environmental laws and regulations; DOE Orders M 435.1-1, DOE 436.1A, and DOE 458.1; other applicable DOE and NNSA directives, orders, and policies; applicable S/RIDs; YSO directives and policies; and B&W 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 or Notice of Violations (NOVs) occur which negatively impact Y-12 operations or prevent the accomplishment of mission milestones.
- b. Implement scheduled actions to show progress toward isolation of storm water run-off from residual coal material at the former coal storage yard and diverting storm water from the sanitary system to the storm drain system.
- 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 2012.
- d. Continue to implement actions to further reduce inflow and infiltration into the Y-12 sanitary sewer system.
- e. Implement actions to reduce the threat of brine leaks in 9201-5.

F. Quality Assurance

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

Performance Targets:

- a. The aggregate evaluation of assessment results, document reviews, and CAS metrics demonstrates the Quality Assurance Program is implemented in accordance with requirements. Evaluations of implementation plans demonstrate the plans are effectively managed and deliverables are adequately executed. No significant deficiencies occur which negatively impact Y-12 operations or prevent the accomplishment of mission milestones. In addition, complete the following activities:
 1. Submit required documents to YSO.
 - a) The annual comprehensive Weapons Program (WP) management assessment commensurate with the risks associated with a failure by December 1, 2011.

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- b) Revised Y60-101PD, Quality Assurance Program Description, incorporating Y60-WP-001PD, Weapons Quality Program Description, submitted to YSO for approval no later than December 1, 2011.
- c) Y60-WP-001PD, Weapon Quality Assurance Program Description, submitted to YSO for approval no later than August 1, 2012 unless integration with Y60-101PD has been completed.
2. Analytical Chemistry Organization must complete the following activities by April 30, 2012.
 - a) Develop basis to include cost/time savings for use in determining prioritization to replace out-dated or out-of-service equipment for the Analytical Chemistry Laboratories.
 - b) Evaluate outdated or out-of-service equipment and establish a risk/opportunity based plan for future procurements of equipment.
3. Provide to YSO the oversight program or plan for monitoring continued effective implementation of NQA-1 and QC-1 requirements for FY12 by November 1, 2011 and the updated plan for FY13 by September 1, 2012.
4. Ensure the enhanced SQA Program is being implemented and SMan is being appropriately utilized.
 - a) Develop a plan and schedule for migrating current software baseline documentation into SMan by December 31, 2011.
 - b) Develop a plan and schedule for deployment of SMan into the classified environment by January 31, 2012.
 - c) Conduct a Management Assessment in the last quarter of FY 2012 to verify implementation of the enhanced SQA Program.
5. Develop a comprehensive Conduct of Quality Program and implement NQA-1-2008 and 2009 addendum.
 - a) Provide monthly reports of progress against the NQA-1 Implementation Plan.
 - b) Develop a plan and schedule for one integrated Evaluated Suppliers List by December 31, 2011.
 - c) Conduct an Independent Assessment during the third quarter of FY 2012 to verify implementation of the Procurement Quality Program.

G. Facilities and Site Management

Performance Measure 1: B&W Y-12 will meet all the applicable S/RID requirements of DOE Order 433.1B, Maintenance Management Program for DOE Nuclear Facilities, DOE Order 430.1B, Real Property Asset Management, DOE Order 436.1, Departmental Sustainability, and the Presidents Federal Energy Efficiency Executive Order 13423 and Federal Leadership in Environmental, Energy, and Economic Performance Executive Order 13514.

Performance Targets:

- a. Accurate reporting of S/RID status 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: 11847, 11856, 11854
 - Work Control S/RIDs: 11841, 11844, 11840, 11845
 - Maintenance Engineering S/RIDs: 11845, 11857, 11848
 - Material Management S/RIDs: 11850, 11851
- 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 deferred maintenance, FIMS report requirements; identification of 5-year recapitalization requirements; a method to prioritize; and a system to budget and track maintenance expenditures.

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Performance Measure 2: The aggregate evaluation of assessment results, document reviews, and CAS metrics demonstrates that facilities management is performed in accordance with requirements. No significant deficiencies occur which negatively impact Y-12 operations or prevent the accomplishment of mission milestones

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, and executed in accordance with the most current Balance of Facilities Plan or Operations Plan.
- c. Complete development of Operations Plans for Waste Management, Emergency Services and Applied Technologies Facilities. Operations Plans will include risk analysis related to facility equipment and processes similar to those developed by Production Facilities Department. The Risk Analysis and Matrices will be developed to a level sufficient for use in driving programmatic decisions for funding facility sustainment activities.
- d. Longer term enduring facilities are kept to higher standards, with defined and tracked refresh rates for selected infrastructure systems.

Performance Measure 3: 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;" Executive Order 13514; DOE Orders 436.1; other applicable DOE/NNSA directives, orders, and policies; applicable Implementation Plans; the annual Energy Executable Plan; YSO directives and policies; and B&W Y-12 policies and procedures.

Performance Targets:

- a. The aggregate evaluation of assessment results, document reviews, and CAS metrics demonstrates that Energy Management Program expectations, 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 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.
- d. Successful implementation and completion of the Energy Modernization and Investment Program (EMIP) scope as defined by the EMIP data sheets provided to HQs in the 4th quarter of FY 11.
- e. Support NNSA Headquarters Sustainability Portfolio Approach by participating in NNSA-wide sharing and leveraging government relationships, resources, and achievements to further NNSA's performance in sustainability.
- f. Achieve High Performance Sustainable Building (HPSB) status for the Jack Case Center (JCC) by September 30, 2012.
- g. Submit the Y12 Site Sustainability Plan (SSP) by the Headquarters deadline. Meet the goals stated in the Y-12 SSP.

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Performance Measure 4: B&W Y-12 will continue performance of EISA energy audits in Y12 covered facilities including High Performance Sustainable Buildings on at least a 4-year rotation.

Performance Target:

- a. Refine and complete planned EISA energy audits of Y-12 facilities by 9/30/2012.

H. Maintenance Effectiveness

Performance Measure 1: B&W Y-12 will meet all applicable requirements of DOE Order 433.1B, Maintenance Management Program for DOE Nuclear Facilities; DOE Order 430.1B, Real Property Asset Management; DOE Order 436.1, Departmental Sustainability; the Presidents Federal Energy Efficiency Executive Orders 13123 and 13514. YSO may also incorporate the level to which YSO weaknesses are being addressed by FI&S during the year.

Performance Targets:

- 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: 11855, 11847, 11841, 11856
 - Work Control S/RIDs: 11841, 11844, 11845, 11846
 - Maintenance Engineering S/RIDs: 11845, 11857, 11852
 - Material Management S/RIDs: 11850, 11681, 11849, 11851
- b. Institutionalize and implement activity level work planning and control Integrated Safety Management Systems.

Performance Measure 2: The aggregate evaluation of assessment results, document reviews, and CAS metrics demonstrates that maintenance is performed in accordance with requirements. No significant deficiencies occur which negatively impact Y-12 operations or prevent the accomplishment of mission milestones

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, 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 a higher standard, with defined and tracked refresh rates for painting, roofing, etc.
- d. Successful efforts will be made 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.

I. Conduct of Operations

Performance Measure 1: Operations and work at the Y-12 NSC shall be managed and conducted in accordance with DOE O 422.1 and DOE O 425.1; applicable S/RIDs; and Y-12 policies and procedures.

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Performance Target:

- a. The aggregate evaluation of assessment results, document reviews, and CAS metrics indicates that, within the bounds established by the YSO-approved 1) Conduct of Operations Applicability Matrix (COO-002) and 2) operational readiness implementing procedure (Y15-190), including policies, programs, and procedures, as well as operations/work practices, demonstrate a high level of understanding and commitment to DOE Conduct of Operations and operational readiness principles and requirements at all levels of the B&W Y-12 organization.

J. Training

CPO: The B&W Y-12 Training and Qualification Program will be managed and implemented in accordance with the requirements of DOE Order 426.2, "Personnel Selection, Training, Qualification, and Certification Requirements for DOE Nuclear Facilities," as defined in the S/RIDS, and B&W Y-12 plant policies and procedures, including Y90-027, "Conduct of Training."

Performance Targets:

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

- a. Management assessments will be conducted based on a three-year plan to cover all major topic areas in DOE O 426.2.
- b. Assessment criteria will be based on DOE-STD-1070-94, "Guidelines for Evaluation of Nuclear Facility Training Programs" and other applicable standards.
- c. Surveillances will be conducted based on the level of activity the training program supports, to include those organizations that own training functions.
- d. The Training and Qualification Organization will pursue efficiency improvements and cost savings initiatives to be tracked and validated within the site-level productivity initiative.
- e. B&W Y-12 Training Management & Delivery shall perform routine monitoring of training performance indicators and provide monthly reports to the YSO.

K. Readiness in Technical Base and Facilities (RTBF/Facilities and Infrastructure Recapitalization Program (FIRP)/Secure Transportation Asset (STA))

Performance Measure 1: 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:

Plan, execute, and manage to established scope, cost, schedule, and risk baselines for all subprogram elements including:

- a. Operations of Facilities and associated Level II milestones.
- b. FIRP approved baselines and selected NA-161 corporate facility measures defined in the FY-12 MYSO.
- c. Report on a periodic basis the Contractor Support Group (CSG) developed metrics as specified in the MYSO.

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- d. Material Recycle and Recovery, Waste Management integration, Materials Management and Storage, Common Site Support, and Legacy Pool baselines, and associated Level II Milestones.
- e. Continue the Facility Risk Reduction in Bldg. 9212 based on the FRR Follow-on recommendations.
- f. Ensure capability to reliably produce purified metal meeting assay and quality requirements.
- g. Process organic safe bottles to maintain acceptable and safe levels of inventory in 9212 and 9215.
- h. Execute Nuclear Material Management Team (NMMT) milestones in accordance with approved NMMT Project schedules.
- i. First use of the Production Microwave will occur within 6 months after the receipt of startup authorization but no later than 6/11/2012.

Performance Measure 2: During FY 2012 continue to make progress in managing non-MAA storage areas.

Performance Target:

- a. Achieve significant progress in management of 9720-33 to include a comprehensive inventory and an updated disposition plan for the un-needed materials contained in the facility.

Performance Measure 3: The STA mission is supported in accordance with the NA-15 annual Task Agreements, which are tied to the NA-15 Project List/WBS.

Performance Targets:

- a. Plan, execute, and manage to established scope, cost, schedule, and risk baselines for all STA Task Agreements, including:
 - 1. Staff, equip, and operate a Vehicle Maintenance Facility (VMF) and a Mobile Electronics Maintenance Facility (MEMF)
 - 2. Perform preventive maintenance, repairs, and modifications on vehicles, trailers, and communications equipment according to STA specifications.
 - 3. Provide mission-ready vehicles and trailers to meet STA operational and training schedules.
 - 4. Provide vehicle fueling and 24/7 emergency response for convoy vehicles and trailers.

L. Safeguards and Security Program Management and Support

Performance Measure 1: Support the NNSA Enterprise through Defense Nuclear Security (DNS) Management Excellence.

Performance Targets:

- a. Achieve full compliance with DNS Costing Principles and Budget & Reporting (B&R) categorizations in both budgeting and execution (costing).
- b. Provide all DNS Planning, Programming, Budgeting and Evaluation (PPBE) deliverables according to DNS schedule and instructions.
- c. S&S should engage line organizations and subcontractors to identify and achieve feasible reduction in various components (such as unnecessary facilities, surplus materials, classified parts, classified documents, Closed Areas (CAs), etc.) of the site security footprint and in accordance with the *Y-12 Ten Year Site Plan*.
 - 1. Review and update the *Security Footprint Reduction Plan* by January 31, 2012.
 - 2. Conduct progress review and updates of the *Security Footprint Reduction Plan* by June 30, 2012.
 - 3. Support "Site" Transformation projects, which lead to security footprint reduction.
 - a) UPF Design

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- b) Security Improvement Project Execution
- d. Provide data inputs and expertise as requested by DNS in support of an Enterprise-wide lifecycle management program as described in the *Physical Security Technology Management Plan (PSTMP)*.
- e. Realize operational efficiencies through modernization or process improvements.
 - 1. Review and update the *Y-12 S&S Infrastructure Modernization Plan* by August 31, 2012.
 - 2. Support implementation of Protective Force Tactical Response Force requirements, as funded.
- f. Provide data inputs and expertise as requested by DNS in support of the Security Commodity Team.

Performance Measure 2: Manage risk effectively and efficiently to address the spectrum of security threats.

Performance Targets:

- a. Implement NAP requirements into site policies and operational practices.
- b. Automate PF posts, as feasible, and in accordance with DNS Costing Principles.
- c. Analyze and identify PF posts and patrols to determine those that do not require armed PF personnel and, for those posts and patrols, transition to the use of unarmed security officers.
- d. Achieve full compliance with GSP policy by September 30, 2012.
- e. Work integrally with the Protective Force to help manage and ensure implementation of reductions in the overtime level in Protective Forces operations at or below the 28% contract requirement.

Performance Measure 3: Recruit, sustain, and exercise the talents of people and critical skills needed to protect the enterprise.

Performance Targets:

- a. Identify and address skill gaps for S&S staff and provide a summary report to YSO by February 15, 2012.
 - 1. Staffing levels are maintained at 90% of the authorized number.
 - 2. Required training includes functional area specific qualification training in addition to Site required training.
- b. Maintain trained and qualified staff.
 - 1. 90% of current staff are fully trained or qualified at all times.
 - 2. Training/qualification for new staff must be accomplished within 180 days from the hiring or transition of duties date.

Performance Measure 4: Operate and maintain an effective and efficient Safeguards and Security program.

Performance Targets:

- a. Maintain and sustain effective programs.
 - 1. Aggregate evaluation of site wide implementation of Program Management program requirements demonstrates effective, efficient, and compliant performance, which does not negatively affect Y-12 operations, mission accomplishment, or national security.
 - a) Program Management issues are being identified and corrected to sustain effective, efficient performance and integrated across S&S and applied across all Site activities through a contractor assurance system to manage performance consistent with contract requirements.
 - b) A fully developed S&S self-assessment program is in place for all S&S functional areas that is demonstrably rigorous and risk-informed reporting on a monthly basis. Reporting to Site Office addresses identification of requirements, implementation of site policies and procedures, and verification of practices.

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- c) Program Management topical/sub-topical areas as listed on DOE F 470.8 are evaluated and are rated "Satisfactory," or above with no repeat findings in Site Office performance evaluations, external assessments, or in contractor self-assessments and corrective actions are taken when required to effectively manage processes, resources, and outcomes.
- d) Issues are analyzed, tracked/trended, resolved via corrective actions and recurrence of performance deficiencies and/or non-compliant conditions are managed in a timely manner.
- e) Corrective Action Plan milestones are accomplished on time; completed within budget; and effectively address performance issues, precluding repeat occurrences.
- f) Lessons Learned and Best Practices are documented and provided to DNS through YSO when results of actions are deemed beneficial to the NNSA Enterprise.
- g) Develop, report, and manage against a set of comprehensive performance metrics.
- h) Ensure strong configuration management implementation and oversight.

M. Physical Security Systems

Performance Measure 1: Operate and maintain an effective and efficient Physical Security program.

Performance Targets:

- a. Maintain and sustain an effective program.
 - 1. Aggregate evaluation of site wide implementation of Physical Security program requirements demonstrates effective, efficient, and compliant performance, which does not negatively affect Y-12 operations, mission accomplishment, or national security.
 - a) Physical security issues are being identified and corrected to sustain effective, efficient performance and integrated across S&S and applied across all Site activities through a contractor assurance system to manage performance consistent with contract requirements.
 - b) Physical Security sub-topical areas as listed on DOE F 470.8 are evaluated and rated "Satisfactory," or above with no repeat findings in Site Office performance evaluations, external assessments, or in contractor self-assessments. Corrective actions are taken when necessary.
 - c) Develop, report, and manage against a set of comprehensive performance metrics.
 - d) Implement the Y-12 the Physical Security Technology Management Plan (PSTMP), as funded.

N. Information Protection

CPO: Maintain an effective Information Protection program.

Performance Measure/Grading Criteria: YSO will measure the effectiveness of the B&W Y-12 Information Protection program to meet and demonstrate protection objectives identified in NNSA directives, when available, and DOE directives when NNSA NAPs are not provided. Information Protection Program includes Technical Surveillance Countermeasures, Operations Security, Classification Guidance, and Classified Matter Protection and Control, Control of Classified Matter, Special Access Programs and Intelligence Information functional areas.

Performance Target: YSO expects B&W Y-12 to plan, resource, operate and maintain an Information Protection Program that effectively and efficiently identifies, controls, and protects classified and sensitive material in accordance with applicable laws, DOE directives and NNSA Policy requirements.

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O. Personnel Security

CPO: Maintain effective Personnel Security programs.

Performance Measure/Grading Criteria: YSO will measure the effectiveness of the B&W Y-12 Personnel Security program to meet and demonstrate protection objectives identified in DOE and NNSA directives, with NNSA NAPs taking precedence. Personnel Security includes Access Authorizations, Human Reliability Program, Control of Classified and Unclassified Visits, and Safeguards and Security Awareness functional areas.

Performance Target: YSO expects B&W Y-12 to plan, resource, operate and maintain an effective and efficient Personnel Security Program that effectively and efficiently ensures only authorized individuals are granted access to classified or sensitive areas in accordance with applicable laws, DOE directives and NNSA Policy requirements.

P. Nuclear Materials Control and Accountability

Performance Measure 1: Operate and maintain an effective and efficient Nuclear Materials Control and Accountability (NMC&A) Program.

Performance Targets:

- a. Maintain and sustain an effective program.
 1. Aggregate evaluation of site wide implementation of NMC&A program requirements demonstrates effective, efficient, and compliant performance, which does not negatively affect Y-12 operations, mission accomplishment, or national security.
 - a) NMC&A issues are being identified and corrected to sustain effective, efficient performance and integrated across S&S and applied across all Site activities through a contractor assurance system to manage performance consistent with contract requirements.
 - b) NMC&A sub-topical areas as listed on DOE F 470.8 are evaluated and are rated "Satisfactory," or above with no repeat findings in Site Office performance evaluations, external assessments, or in contractor self-assessments and corrective actions are taken when required to manage processes, resources, and outcomes.
 - c) Develop, report, and manage against a set of comprehensive performance metrics.

Q. Cyber Security

Performance Measure 1: Operate and maintain effective and efficient Classified and Unclassified Cyber Security Programs. Perform to the performance targets as specified in the NNSA Information Management FY 2012 Program Execution Guidance.

Performance Targets:

- a. Maintain and sustain effective programs.
 1. Aggregate evaluation of site-wide implementation of Cyber Security program requirements demonstrates effective, efficient, sustained, and compliant performance, which does not negatively affect Y-12 operations, mission accomplishment, or national security.
 - a) Cyber Security sub-topical areas as listed on DOE F 470.8 are evaluated and are rated "Satisfactory," or above with no repeat findings in Site Office performance evaluations, external assessments, or in contractor self-assessments and corrective actions are taken when required to

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- manage processes, resources, and outcomes. Resultant reports are of sufficient detail to ascertain the scope, including policies/procedures/requirements, of the review and are evaluative in nature.
- b) Cyber security issues are being identified and corrected and integrated across S&S and applied across all Site activities through the contractor assurance system to manage performance consistent with contract requirements.
 - c) Corrective action plans are developed, effective, tracked/trended, and maintained with actions being closed on schedule.
 - d) Develop, report, and manage against a set of comprehensive performance metrics.
 - e) Provide assurance to the Federal Site Manager that:
 - 1) The site is managing the cyber risk envelope appropriately and that cyber systems are protected; and
 - 2) Emerging cyber threats and resultant risks are adequately evaluated and communicated to the Site Office.
 - 2. Develop, obtain approval, and implement a Site Risk Management Framework according to a YSO approved implementation plan, to include continuous monitoring, consistent with NNSA directives and the May 2010 waiver, providing status reports to YSO on a monthly basis.
 - 3. Complete cyber budget and program review documentation is provided to YSO by due date.
 - 4. Define workforce management processes
 - a) Establish and maintain a cyber security professional development training program for personnel who have cyber security responsibilities.
 - 5. Participate in the pilot of activities below as selected and funded:
 - a) Automated FISMA reporting and data collection capability
 - b) Risk management registry
 - c) Asset management, configuration, and patch management capability
 - d) Continuous monitoring capability
 - f) Tool sets for network mapping for NNSA environments

R. Project Management – Non-Major Acquisitions/Line Item Projects

Performance Measure 1: Capital Project Planning

Performance Targets:

- a. Alternative analyses are based on core functional and operating requirements and a full variety of innovative alternatives are developed.
- b. Acquisition planning includes evaluating needs/requirements and trade-offs and performing market research, such as evaluating the types and availability of required items.
- c. Selection of subcontract types for line-item projects minimizes DOE costs and risks while supporting project performance. High risk type subcontracts (cost reimbursement or Time-&-Materials) are least preferred.
- d. RFPs and subcontracts are well written, support full and open competition, and minimize costs and risks. Contract adjustment factors, such as those for Economic Price Adjustments clauses, are effectively utilized to address uncertainty and manage risks.
- e. Projects utilize, as appropriate, Project Definition Rating Index, and Technology Readiness Assessment and Maturation Plans.
- f. Safety and security is integrated into the design and construction of all nuclear line item projects in accordance with DOE-STD-1189. Quality and timely safety basis documents are provided for nuclear line item projects.

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Performance measure 2: Capital Project Execution and Performance

Performance targets:

- a. Projects are fully compliant with DOE Order 413.3B and its principles. Projects' activities and resources are effectively planned, integrated and managed to ensure the performance baseline is maintained.
- b. Projects are managed within established cost and schedule baselines and consistent with approved Project Execution Plans. Cost and Schedule Performance Indices are at or above 0.90.
- c. Projected annual Estimates-at-Completion (EAC) are within the established Total Project Cost (TPC) baselines.
- d. Project issues are resolved in a diligent and responsive manner. Corrective actions are resolved according to agreed schedule.
- e. Ninety percent of completed projects are within 10% of their original approved baselines, unless otherwise impacted by a directed change.
- f. The Risk Management program is maintained current, periodic reviews are conducted to assess and reassess risks and mitigation strategies, risks triggers are appropriately identified within the integrated project schedule, and appropriate actions are tracked to ensure project success.

S. Project Management –Major Acquisitions/Line Item Projects – Uranium Processing Facility (UPF)

Performance Measure 1: UPF Planning

Performance Targets:

- a. Alternative analyses are based on core functional and operating requirements and a full variety of innovative alternatives are developed.
- b. Acquisition planning includes evaluating needs/requirements and trade-offs and performing market research, such as evaluating the types and availability of required items.
- c. Selection of subcontract types for the UPF project minimizes DOE costs and risks while supporting project performance. High risk type subcontracts (cost reimbursement or Time-&Materials) are least preferred.
- d. RFPs and subcontracts are well written, support full and open competition, and minimize costs and risks. Contract adjustment factors, such as those for Economic Price Adjustments clauses, are effectively utilized to address uncertainty and manage risks.
- e. UPF utilizes, as appropriate, Project Definition Rating Index, and Technology Readiness Assessment and Maturation Plans.
- f. Safety and security is integrated into the design and construction of UPF in accordance with DOE-STD-1189. Quality and timely safety basis documents are provided for nuclear line item projects.

Performance measure 2: UPF Execution and Performance

Performance targets:

- a. UPF project is fully compliant with DOE Order 413.3B and its principles. Project activities and resources are effectively planned, integrated and managed to ensure the performance baseline is maintained.
- b. The UPF Project is managed consistent with the approved Project Execution Plan.
- c. UPF project is managed within established cost and schedule baselines. Cost and Schedule Performance Indices are at or above 0.90.
- d. UPF project is completed within 10% of its original approved baseline, unless otherwise impacted by a directed change.
- e. Projected annual Estimate-at-Completion (EAC) is within the established Total Project Cost (TPC) baseline.

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- f. Project issues are resolved in a diligent and responsive manner. Corrective actions are resolved according to the agreed schedule.
- g. The project's Total Project Cost is managed to ensure impacts of changes resulting from design evolution and evolving requirements are fully understood and incorporated.
- h. The UPF Risk Management program is maintained with current information, periodic reviews are conducted to assess and reassess risks and mitigation strategies, risks triggers are appropriately identified within the integrated project schedule, and appropriate actions are tracked to ensure project success.

III. INSTITUTIONAL MANAGEMENT AND BUSINESS

A. Institutional Management

CPO: General Management, Legal, Public Affairs, Internal Control, Modernization, and Process and Productivity Initiatives will be managed in an effective and cost efficient manner as evidenced by established performance metrics.

Performance Targets:

- a. **General Management** - Emergent issues, stakeholder concerns, information requests, budget exercises, work insertion requests, etc. will be fully supported in a quality, timely, and proactive manner.
- b. **Legal** - Implements a Legal Management Plan that complies with 10 C.F.R. §719.10 and DEAR 970.5228-1 that demonstrates effective internal controls and minimizes costs of litigation, outside counsel, and judgments, awards, and settlements. Provide information that is accurate and responsive.
- c. **Public Affairs** - Ensure effective and proactive communications with employees, news media, and key stakeholders to build support and awareness for Y-12 activities, initiatives, and long range projects. Ensure that YSO is informed of high level visits, emerging issues, concerns, and operational matters likely to be of news and public interest. Respond to FOIA/Privacy Act requests in accordance with applicable laws and statutes.
- d. **Internal Control** - Management systems, processes, and procedures will identify and prevent loss, waste, fraud, and abuse of government assets. Complete the annual audit plan, internal audits, corrective actions, informational submittals, external audit responses, employee concern responses, congressional inquiries, and financial self-assessments in a quality and timely manner.
- e. **Modernization** - Provide continued and ongoing support for complex-wide transformation activities initiated by Headquarters and support key Y-12 modernization and strategic planning initiatives such as the Y-12 Master Plan, Ten Year Site Plan, EU Transition Plan, enterprise modeling, bridging strategies, and new project development.
- f. **Process and Productivity Improvements** –
 - 1. Attain \$40M in efficiencies and cost avoidance realized from productivity initiatives and Y-12 site-wide continuous improvement efforts.
 - 2. Provide high quality Initiative Summary Reports that support both the adequacy of scope and calculation logic

B. Business Management

CPO: Fiscal Management, Human Resources, Property and Fleet Management, Procurement Management, and Contract Management, will be managed in an effective and cost efficient manner as evidenced by established performance metrics.

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Essential Performance Targets

Performance Targets:

- a. **Fiscal Management** - An effective and efficient funds control system will be maintained, and high-quality budget and financial deliverables will be provided in accordance with established due dates.
- b. **Human Resources** – Conduct operations in accordance with applicable DOE Orders, Federal and State laws, and contractor-established policies and procedures. Maintain an effective workforce and relationships with bargaining units that is supportive of mission accomplishment.
- c. **Property and Fleet Management** - Maintain an effective and compliant Property Management System as described in applicable Federal Acquisition Regulations, Department of Energy Regulations, and 41 CFR 102 and 109 that is supportive of mission accomplishment.
- d. **Procurement Management** - Maintain an effective and compliant Procurement System as described in applicable Federal Acquisition Regulations and Department of Energy Regulations that is supportive of mission accomplishment. Continue to support the NNSA Supply Chain Management Center and meet established socioeconomic goals (small business) for targeted procurements.
- e. **Contract Management** – Effectively manage and administer the prime contract as described in applicable Federal Acquisition Regulations and Department of Energy Regulations that is supportive of mission accomplishment. Maintain an effective system to administer laws, regulations, directives, standards and other contractual documents in a timely manner.

C. Information Technology

CPO: Maintain an effective Information Technology (IT) program.

Performance Measure/Grading Criteria: Must achieve all of the specified performance targets:

- Provide a robust and scalable network backbone that consistently provides > 99.99% availability.
- Complete a primary desktop refresh rate of no less than 20% of primary unclassified desktops.
- Consistently meet established metrics for customer support including installation, maintenance, and HelpDesk satisfaction.
- Meet all annual HQ Multi-Year Strategic Objectives (MYSOs) in IT.
- Maintain compliance with DOE/NNSA regulations for IT and Records Management (RM).

Performance Target:

Must provide an effective, efficient, and compliant IT/RM program that provides a low cost operational environment, maintain a pipeline of high impact projects for mission owners, and achieve a high rate of customer satisfaction.

D. Contractor Assurance

Performance Measure 1: 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 226.1B and NNSA NAP-21, Transformational Governance and Oversight.

Performance Targets:

- a. Demonstrate an effective, comprehensive, integrated CAS Program. Elements include the following:

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1. Provide an integrated assessment schedule (includes formally planned internal audits, independent assessments, management assessments, and surveillance assessment activities) for all functional areas to support Site Integrated Assessment Plan (SIAP) activities in accordance with NAP-21.
 2. Provide integrated assessment results via the Feedback and Improvement Working Group (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. Provide the results of legacy risks review to YSO on a periodic basis (not to exceed quarterly).
 4. Exemption requests exceeding B&W Y-12 approval authority are submitted to YSO or NNSA Headquarters for approval.
- b. 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.
- c. Maintain a comprehensive suite of performance metrics for each functional area that accurately depicts performance and are transparent to YSO.
- d. Support the Line Oversight Contractor Assurance System (LOCAS) Initiatives.
1. 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

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Stretch Performance Targets

I. PROGRAM

A. Nuclear Nonproliferation (NN)/Naval Reactors (NR)/Complementary Work For Others (CWFO)

Performance Measure 1: Increase support to Defense Nuclear Nonproliferation (DNN) programs.

Performance Target:

- a. Provide evidence of increasing support to DNN through achievements such as an increased number of projects, an increase in the amount of Y-12 resources supporting these programs, increased funding, and quick response to emerging DNN needs.

Performance Measure 2: Enhance the management of DNN, NR, and CWFO programs.

Performance Target:

- a. Prepare and issue a program management guide that provides a complete and consistent approach to the management of DNN, NR, and CWFO programs. The guide will be an expansion of the current Y-12 Program Management Guide, being specific to DNN, NR, and CWFO programs. It will include specific criteria for program managers to use to determine the appropriate graded approach to implement for each program/project, as well as the details of each approach. Based on the result of the criteria evaluation, each specific approach will be defined for program/project planning to include schedule development, estimating, charge code structures, SAP planning, project execution, program/project reporting and review, and project documentation. This will be issued by September 13, 2012.

Performance Measure 3: Emerging Missions Strategic Vision and Implementation plan

Performance Target:

- a. Complete action items identified in the Emerging Missions Strategic Vision and Implementation plan. Revise the plan by September 1, 2012 to reflect the latest strategies to increase the utilization of Y-12 core competencies and capabilities. Prepare a publicly releasable version of the Emerging Missions Strategic Vision suitable for interfaces with stakeholders and potential customers by June 1, 2012.

II. OPERATIONS

A. Facilities and Site Management

Performance Measure 1: Facility Management Automation. Establish and implement methodology for linking of equipment monitoring software applications, electronic roundsheet capabilities, display technology ("Go" Board) for calibrations/inspections, and wireless sensor monitoring information into a unified Facility Management display. Pilot the process in 9204-2E.

Performance Targets:

- a. Determine methodology for equipment linking, including secure wireless data transmittal protocols that are compatible with other systems on site by 11/30/2011.
- b. Complete implementation and pilot by 9/30/12.

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Stretch Performance Targets

Performance Measure 2: Develop and implement a process for comprehensive project scoping to prevent water intrusion prior to initiation of roofing projects. Coordinate with funding managers to align needed projects with roof replacement efforts.

Performance Targets:

- a. Develop facility specific checklists for walkdown of facility roofs prior to project execution to identify HVAC, ductwork, drains, and roof condition to achieve the goal of no water intrusion.
- b. Pilot the use of the process in building 9204-2E by 5/31/2012.

Performance Measure 3: Develop the business case for changes in technology, equipment or practices to reduce the cost of Preventive Maintenance for HVAC units in the Production Facilities. Pilot the model in building 9720-82.

Performance Targets:

- a. Document cost drivers, evaluate proposed equipment solutions and current execution practices for improvements by 3/31/2012.
- b. Develop and pilot the program at building 9720-82 by 9/30/2012 and include an evaluation of lessons learned for application to other PM programs in the Production Facilities.

Performance Measure 4: Perform initial EISA audits for 75% of covered facilities, document results, and submit to YSO for review.

Performance Targets:

- a. Complete & submit documentation by 9/30/2012.

Performance Measure 5: Define a condition monitoring and assessment program for Electrical, Mechanical, Piping, and Structural elements for enduring production facilities. Pilot processes for high and medium risk components of HVAC, Electrical, and Steam in 9215 and 9204-2E.

Performance Targets:

- a. Define criteria for a condition monitoring and assessment program by 11/30/2011.
- b. Perform condition monitoring and assessment of high and medium risk components in 9215 and 9204-2E by 3/31/2012.
- c. Evaluate adequacy of maintenance plans for high/medium risk equipment for HVAC, Electrical, and Steam in 9215 and 9204-2E by 6/30/12.
- d. Document results of the maintenance plan review by 6/30/12.
- e. Define path forward to resolve gaps in condition monitoring data and in maintenance plans content by 9/30/12.
- f. Define criteria for issuance of a system health report for non-VSS equipment which is High/Medium risk building on information gathered from condition monitoring and other pertinent equipment data sources by 9/30/12.
- g. Document gaps in data accuracy or availability for effective implementation of a System Health Report by 9/30/12.

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Stretch Performance Targets

B. Maintenance Effectiveness

Performance Measure 1: Develop a strategy and pilot technology to allow transition to remote monitoring of utilities systems performance so that operators and supervisors can perform system troubleshooting while retaining the capability of checking system operations in other locations.

Performance Targets:

- a. Develop strategy, submit security plan and explore technology by 6/30/12.
- b. Pilot technology by 9/30/12.

Performance Measure 2: Reduce the amount of utilities commodities usage against a 2009 baseline by 10%.

Performance Targets:

- a. Submit the agreed upon baseline to YSO by 11/15/2011.
- b. Submit a list of equipment or infrastructure improvements or energy savings initiatives that can be accomplished with the base budget to YSO by 1/31/2012.
- c. Achieve savings by 9/1/2012.

C. Conduct of Operations

Performance Measure 1: Demonstrate continuous improvement in Conduct of Operations, safety, and operational compliance through effective management presence in work areas.

Performance Targets: Sustain the improvements made in the Enhanced Floor Surveillance (EFS) program throughout FY11.

- a. Results from the EFS program will be utilized to determine trends in "at-risk" worker performance behaviors and develop actions to address any identified trend(s). The effectiveness of the program will be periodically assessed with the first assessment due by 4/30/2012.
- b. Conduct management observation program benchmarking activities with other nuclear industry groups and implement effectiveness enhancements to the program by 4/30/2012.

Performance Measure 2: Maintain a continuous improvement posture consistent with FY 2011 productivity improvement and 7S initiatives.

Performance Targets:

- a. Perform two Rapid Improvement Events (RIE's) with positive results to improve productivity in the Production Division; one by 2/29/2012, a second by 5/30/2012. A third stretch RIE will be targeted for completion by 9/30/2012.
- b. Implement enhancements to the Readiness process by 4/30/2012 based on recommendations and information attained in the VSM conducted in FY 2011. Collect readiness preparation information to demonstrate progress toward readiness resource optimization by 8/30/2012.

Performance Measure 3: The contractor shall provide an environment conducive to good Conduct of Operations, including a commitment to continual improvement and a reduction in reliance on system work-arounds.

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Stretch Performance Targets

Performance Targets:

- a. Building 9212 additional operational efficiency improvements. (place holder)
- b. Implement site-wide use of human performance error reduction tools by 7/10/2012 and measure the effectiveness of implementation using the EFS database by 9/30/2012.

Performance Measure 4: B&W Y-12 will initiate/continue to institutionalize a High Reliability Organization (HRO) Program. Coupled with other B&W Y-12 initiatives, HRO concepts will be used in an overarching methodology to help reduce the likelihood of experiencing unwanted high consequence events.

Performance Targets:

- a. Work with industry peers to establish an HRO working group.
- b. By 3/31/2012, host a DOE complex-wide meeting of HRO program managers to foster improved complex collaboration.
- c. Implement actions to address issues identified during the September 2011 assessment of the HRO transition implementation and reach full program implementation by 9/30/2012.

Performance Measure 5: Educate and improve facility personnel's readiness for events caused by aging infrastructure equipment. Conduct drills and evaluate response in selected production facilities.

Performance Targets:

- a. Develop and train STAs and Shift Managers in a Utilities module to provide an overview covering all major plant utilities by 3/30/12.
- b. Improve production personnel's preparedness for response to failing infrastructure and potential problems by performing 5 operational drills to assess response to emerging issues and identify areas for improvement by 9/30/12.

Performance Measure 6: Implement a Shift Supervisory Watch (SSW) program to reinforce expectations during production operations and concerning production facility condition. The SSW program requires senior Production Managers, on a rotating schedule, to formally monitor specific high risk/high profile work activities and document their observations and comments for trending and feedback to the Y-12 Vice President for Production.

Performance Targets:

- a. Define program attributes, mechanisms for trending monitoring activities and initial participants by 11/30/11.
- b. Pilot process in two production facilities by 1/31/12.
- c. Evaluate effectiveness and recommend program improvements by 3/30/12.
- d. Implement program improvements by 6/30/2012.
- e. Expand to include all Productions Facilities by 8/30/2012.

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Stretch Performance Targets

D. Training and Qualification

Performance Measure 1: B&W Y-12 Training Management & Delivery and Production Training will conduct DOE O 426.2 based management assessments and surveillances beyond those included on the FY2012 Management Assessment Schedule.

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 426.2. Assessment criteria will be based on DOE-STD-1070-94, "Guidelines for Evaluation of Nuclear Facility Training Programs" and other applicable standards.
- c. Perform these additional assessments by August 15, 2012 and provide final reports to the YSO Training Manager no later than 30 days after completion of the assessments.

Performance Measure 2: B&W Training Management & Delivery and Production Training will take further actions to reduce hardcopy training documents through the use of electronic means.

Performance Targets:

- a. Training Management & Delivery will reduce additional hardcopy documents through the use of electronic means.
- b. Production Training will load additional training materials into the Versatile electronic storage system. Initial demonstration and capability was established during FY 2011 with training materials from Enriched Uranium Special Processing Production.
- c. Three additional Production areas will be added to Versatile. "Areas" defined as including the training materials supporting one qualified, certified or baseline position within a Division, or "Wing" within a Division by September 1, 2012.

Performance Measure 3: Production Training will establish a separate training area to support Production Training Activities.

Performance Targets:

- a. Training activities must consist of On-the-Job Training, drills and initial reviews and practice space for prototypes and simulations for Production Activities by September 1, 2012.
- b. The training area will also support activities (drills, initial training reviews, etc.) related to the Uranium Production Facility by September 1, 2012.

Performance Measure 4: Production Division will achieve at least two non-consecutive months with zero (0) training deficiencies in FY-2012 as reported on the B&W Y-12 Training Management & Delivery monthly training deficit report.

Performance Target:

- a. Production Division will achieve at least two non-consecutive months between October 1, 2011 and August 31, 2012 with zero (0) training deficiencies.

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Stretch Performance Targets

E. Readiness in Technical Base and Facilities

Performance Measure 1: Commence the processing and transition of HEU inventories in the Area-5 long-term storage vaults and interim storage areas as dictated by the Area 5 De-inventory Project Execution Plan.

Performance Target:

- a. Complete the following actions by 9/15/2012: 1) Remove all material in Vault 28, building 9204-2E; 2) Re-containerize 80 carbon steel cans not needed for near term use to stainless steel RCSB cans and return to HEUMF for long term storage or for use in meeting a customer deliverable..

F. Emergency Services

Performance Measure 1: Update the Y-12 Public Warning Siren System.

Performance Target:

- a. The Y-12 Public Warning Siren System, consisting of 22 electronic sirens, is outdated, no longer supported by the vendor and spare parts are in limited supply. The electronic sirens will be replaced by mechanical sirens that are more reliable, require less maintenance and provide increased efficiency. Verified completion of the work will be based on completed testing in work packages and YSO approval.

Performance Measure 2: Improve existing Emergency Services Infrastructure

Performance Target:

- a. Completely remove and/or replace eight of the deluge system risers that rely on the outdated and unavailable mercury checks for valve activation. Verified completion of the work will be based on completed testing in work packages and YSO approval.

G. Environment and Waste Management

Performance Measure 1: Remove excess material from the plant

Performance Targets: Complete the following removals:

- a. Remove/disposition junk, debris, and vegetation on the south and east side of Alpha 2.
- b. Remove/disposition 21 oversized drums south of Alpha 4.
- c. Remove/disposition junk/trailers/vegetation in fenced area west of 9720-13.
- d. Disposition of excess materials in 9215 (examples include birdcages, stepon cans, kukla boxes, rollers, etc). Specific inventory to be identified on walkdown with YSO.

H. Engineering and Nuclear Safety

Performance Measure 1: Peer review Airborne Respirable Fraction (ARF) test data.

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Stretch Performance Targets

Performance Target:

- a. Peer review Phase II ARF test data and determine Phase III test scope in order to establish a statistically significant data set for the 100 tests in Phase III; deliverable is an approved Phase III test plan by 9/30/12.

Performance Measure 2: Critical Safety Evaluations (CSE) Upgrades.

Performance Target:

- a. Complete upgrades of 4 additional Criticality Safety Evaluations.

Performance Measure 3: Reduce the backlog of open Change Packages.

Performance Target:

- a. Reduce the backlog of open Change Packages by 360 in FY12. The backlog includes Change Packages that were opened prior to January 1, 2010 that have not been closed or cancelled.

I. Safeguards and Security

Performance Measure 1: Program Management - Develop a risk-informed, performance-based assessment planning strategy.

Performance Targets:

- a. Develop a methodology by 1 April 2012.
- b. Develop an integrated assessment planning model by 30 September 2012.

Performance Measure 2: Program Management - Develop a COMPASS-like process for assessing program effectiveness for the following SS&ES topical areas.

Performance Targets:

- a. Information Protection piloted and integrated into Information Protection evaluation will be complete by 30 June 2012.
- b. Personnel Security piloted and integrated into Personnel Security evaluation by 30 June 2012.
- c. Program Management piloted and integrated into Program Management evaluation by 30 September 2012.
- d. Physical Security Systems model will be developed by 30 September 2012.
- e. Overall Safeguard and Security program effectiveness model will be developed by 30 September 2012.

Performance Measure 3: Program Management - Develop a set of measures that correlate security performance and site productivity.

Performance Target:

- a. Metrics will be in place by 30 September 2012.

Performance Measure 4: Nuclear Materials Control and Accountability

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Stretch Performance Targets

Performance Targets:

- a. Pursue automation of selected tasks performed in the MAAs to reduce opportunity for errors made in clocking transactions as funded.
 - 1. TID application and removal modeled after the method used in HEUMF.
 - a) Successfully complete a test of an automated transaction for TID application and removal in 9204-2E by 12/31/11.
 - b) Implementation of automated TID process in 9204-2E by 3/31/11.
- b. Complete the dissolution study for clinkers and screenings and implement recommendations for measurement control based on the results.
 - 1. Complete field sampling activities by 3/31/12.
 - 2. Analyze results and initiate programmatic changes based on the results by 8/31/12.
 - 3. Fully implement recommendations by 9/30/12.
- c. By the end of the FY, develop a project plan based on the proof of concept decision on use SAP or upgrade the DYMCAS platform as the accounting structure.
 - 1. Complete cost-benefit analysis of transition to SAP versus DYMCAS Oracle upgrade by 12/31/11.
 - 2. Develop project plan for resulting decision on which software foundation to use by 4/30/12.

Performance Measure 5: Cyber Security - Integrate Data Loss Prevention (DLP) module(s) into the web proxy to detect the transmission of Y-12 identified sensitive information.

Performance Targets:

- a. DLP module(s) for the existing BlueCoat proxy will be installed and configured in the first quarter of FY 2012 to include testing via alerting on sensitive transmissions.
- b. Implement, filtering of identified transmissions in the second quarter of FY 2012.

III. INSTITUTIONAL MANAGEMENT AND BUSINESS

A. Information Technology

Performance Measure 1: Telework and Remote Access

Performance Targets:

- a. Architect a robust infrastructure design and implement VDI to facilitate remote access and telework. Leverage VDI solution to reduce the number of laptops on site and replace with lower cost tablets. 9/30/12
- b. Evaluate, recommend, and implement technology to provide secure access to email and calendars from a personal smart-phone device. Complete risk assessment to allow personal devices into the Protected Area (PA) (excluding Material Access Areas (MAAs)) and reduce the number of government issued Blackberrys and pagers at Y-12 to realize cost savings. 5/31/12

Performance Measure 2: Cloud Computing

Performance Targets:

- a. Deployment of a dedicated VPN tunnel to the federal 2NV cloud that allows secure, controlled communications between all connected sites. 3/31/12

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Stretch Performance Targets

- b. Movement of three systems (email, collaboration, and 1 more of B&W Y-12 choosing) to the 2NV private cloud for hosting. Integrate with 2NV cloud for presence, if feasible. 9/30/12

Performance Measure 3: Mobility

Performance Targets:

- a. Deploy wide area wireless networking solution in approved areas of Y-12 in support of the Enterprise Wireless project. 9/30/12
- b. Deploy classified wireless capability in a Y-12 classified production area (assumes NSA approval of the architecture is in place). 9/30/12

Performance Measure 4: Infrastructure

Performance Targets:

- a. Transition from tape backups to disk-to-disk back-ups with data de-duplication in both the classified and unclassified environments to realize cost savings and reduce risk of data loss. 3/31/12
- b. Complete a Suite B, thin client architecture and design that would allow toggling between the classified and unclassified environment from a single thin-client device and over a single cable. Demonstrate proof of concept. 9/30/12

B. Property and Fleet Management

Performance Measure 1: Extension of Radio Frequency Identification (RFID).

Performance Target:

- a. Extend "Proof of Concept" for RFID for Receiving and Delivery to a second vendor (Kelsan).

Performance Measure 2: Pick up of FY 2012 excess materials.

Performance Target:

- a. Pick up an average of 400 items each month of FY 2012 excess materials that are available for pick up. Provide monthly status and progress.

Performance Measure 3: Acquire the programming necessary to facilitate the scanning of excess CPU's into 9737 for tracking purposes.

Performance Target:

- a. Programming completed and in production by March 29, 2012.

C. Process and Productivity Improvements

Performance Measure 1: Manage and execute productivity improvement through implementation of initiatives to improve site performance against budget and schedule targets.

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Stretch Performance Targets

Performance Targets:

- a. Attain an additional \$10M in efficiencies and cost avoidance realized from productivity initiatives and Y- 12 site-wide productivity improvement efforts (total of \$50M).
- b. Re-apply savings to accomplish additional scope that was not originally funded in the October 1, 2011, performance baseline. The actual savings for each project will be recorded and tracked in tabular or metric format.

Performance Measure 2: Demonstrate fiscal responsibility through the generation of a Management Reserve that can be used to fund specific projects or initiatives.

Performance Target:

- a. Attain a reserve through cost reduction actions that results in \$10 million in direct funding that has been freed up to be applied to other NNSA initiatives. The generation of a reserve cannot be counted as an initiative to meet the \$50M essential and stretch goals for Productivity and Process Improvement.

D. Procurement and Contract Management

Performance Measure 1: Increase SCMC utilization.

Performance Target:

- a. Increase the utilization of SCMC developed commodity agreements/contracts as a means to drive supply chain cost savings.

Stretch Goals

Combined spend = \$80M

Common Catalog usage 5500

Performance Measure 2: Increase the number of Organizational level procedures available on the central Management Requirements Web Page.

Performance Target:

- a. Increase the number of Organizational level procedures available on the central Management Requirements Web Page from 1,400 to 2,000 by adding additional organizations to the Site-wide procedures and those of the Production Division.

E. Contractor Assurance

Performance Measure 1: Manage and execute contractor assurance improvement to retain historical metrics.

Performance Target:

- a. By December 31, 2011 revise PerformanceTrack to allow metrics submitted to PerformanceTrack from the revision date forward to be viewable in PerformanceTrack. As time passes after the revision, more historical metrics will be available for immediate viewing through PerformanceTrack.

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Stretch Performance Targets

Performance Measure 2: Enhance assessment scheduling for YSO shadowing.

Performance Target:

- a. Improve the assessment schedules, viewable through PerformanceTrack, to allow editing to enable a scheduled assessment to be “flagged” if YSO expresses interest in shadowing the performance of the assessment.

F. General Management: Governance and Transformation

Performance Measure 1: Continue to improve the Y-12 efficiency through the implementation of Governance Transformation principles defined in NAP-21.

Performance Target:

- a. Complete the Y-12 implementation of Governance as defined in the “Y-12 National Security Complex Implementation for Governance Transformation” Revision 2.0, dated April 20, 2011, and the associated schedule.

G. Human Resources

Performance Measure 1: TBD

Performance Target:

- a. TBD

H. Internal Controls

Performance Measure 1: Time efficiencies gained are utilized for subcontract audit efforts.

Performance Target:

- a. Time efficiencies gained in the completion of audits scheduled in the Fiscal Year 2012 Internal Audit Plan will allow for additional audit support in the area of subcontract auditing. Specifically, ____ (number of audits to be completed – TBD by January 31, 2012) field and/or desktop audits will be completed after a Subcontract Audit Risk Assessment is completed, which is scheduled for the first quarter of FY 2012.

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Performance Based Incentives

ESSENTIAL

I. PROGRAM

- A. W76-1 Production.
- B. Dismantlement and Disposition
- C. Stockpile Systems
- D. Nuclear Materials Disposition and Supply
- E. Maturation of the DER/ER project
- F. Complementary Work for Others

II. OPERATIONS

- A. Disposition Excess Waste
- B. Line Item Milestones
- C. UPF
- D. Metal Production (Placeholder)
- E. GSP Implementation Upgrades
- F. Energy Efficiency Improvements
- G. Space Utilization Improvements
- H. Develop a plan to change the status of 9206 from a nuclear facility to non-nuclear

STRETCH

II. OPERATIONS

- A. UPF
- B. Metal Production (Placeholder)
- C. 9995 from a nuclear facility to non-nuclear
- D. 9206 from a nuclear facility to non-nuclear
- E. H-Road/PA Reduction (Placeholder)

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Multi-Site Performance Targets

Item	FY 2012 Multi-Site Target	HQ NNSA Champion	FY 2012 Contractor Success Criteria	NNSA Owners	M&O Lead & Primary Participating Sites
1	Stockpile (25% minimum of Multi-Site total)	S. Goodrum	<p>1.1 Execute the defined Surveillance Program.</p> <p>Implementing Criteria:</p> <p>1.1.1 Each site will execute the surveillance program, according to the PCD and specific design agency requirements.</p> <p>1.1.2 Develop and implement methods of improving programmatic performance and efficiencies as identified in the value stream analysis.</p> <p>Exit Criteria:</p> <p>1.1.3 Complete FY12 surveillance activities in accordance with the PCD per design agency requirements.</p> <p>1.1.4 Provide complete cycle reports to design agencies.</p> <p>1.1.5 Report FY12 surveillance activities to QERTS.</p>		<p>Lead:</p> <p>Participating Sites: PX, KCP, Y-12, LANL, SNL, LLNL & SRS</p>
		S. Goodrum	<p>1.2 Ensure W76-1 LEP production for subassemblies (except the MC4700 Arming, Fuzing, and Firing Assembly) remains on schedule as identified in the W76-01 PCD. The MC4700 AF&Fs are available for Pantex assembly and W76-1/Mk4A Reentry Bodies are available for delivery to the U.S. Navy in accordance with the FPM recovery schedules.</p> <p>Implementing Criteria:</p> <p>1.2.1 Meet quarterly production targets.</p> <p>1.2.2 Interface with the U.S. Navy to confirm</p>		<p>Lead:</p> <p>Participating Sites: SNL, LANL, KCP, PX, Y-12, SNL & SRS</p>

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Multi-Site Performance Targets

Item	FY 2012 Multi-Site Target	HQ NNSA Champion	FY 2012 Contractor Success Criteria	NNSA Owners	M&O Lead & Primary Participating Sites
			<p align="center">requirements.</p> <p>Exit Criteria:</p> <p>1.2.3 The W76-1 LEP production for subassemblies (except MC4700 AF&F) is completed and available for next assembly in accordance with the W76-01 PCD.</p> <p>1.2.4 The MC4700 AF&Fs are NNSA accepted and available for delivery to Pantex in accordance with the FPM recovery schedule.</p> <p>1.2.5 The W76-1/Mk4A Reentry Body Assemblies are NNSA accepted and available for delivery to the Navy in accordance with the FPM recovery schedule.</p>		
		S. Goodrum	<p>1.3 Complete FY12 B61 Phase 6.3 Development Engineering activities that enable a 2017 FPU.</p> <p>Implementing Criteria:</p> <p>1.3.1 Complete component design reviews, IPG component Gate A & B and issue ESR Stage I for B61 ship level entities IAW B61 Phase 6.4-6.6 integrated master schedule (IMS).</p> <p>1.3.2 Provide hardware, assembly and conduct environmental flight testing (IMTU & VFA) to define STS environments IAW the B61 Phase 6.3-6.6 IMS.</p> <p>1.3.3 Continue component development builds to ensure readiness for a 2017 FPU IAW B61 Phase 6.3-6.6 IMS.</p> <p>1.3.4 Finalize and issue life of program buy</p>		<p>Lead:</p> <p>Participating Sites: SNL, LANL, LLNL, PX, Y-12, KCP & SRS</p>

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Multi-Site Performance Targets

Item	FY 2012 Multi-Site Target	HQ NNSA Champion	FY 2012 Contractor Success Criteria	NNSA Owners	M&O Lead & Primary Participating Sites
			<p>requirements for vendor components IAW B61 Phase 6.3-6.6 IMS.</p> <p>Exit criteria:</p> <p>1.3.5 Conduct System Conceptual Design Review.</p> <p>1.3.6 Achieve FPM approved TRL/MRL targets.</p>		
		S. Goodrum	<p>1.4 Conduct Phase 6.X activities for the W78 LEP.</p> <p>Implementing Criteria:</p> <p>1.4.1 Coordinate with the Air Force on LEP requirements to develop conceptual designs</p> <p>1.4.2 Propose a design option sub-set to be carried into Phase 6.2/2a.</p> <p>1.4.3 Initiate feasibility studies among the option sub-set.</p> <p>Exit Criteria</p> <p>1.4.5 Phase 6.1 briefing to NWCSSC that requests entry into Phase 6.2/2A.</p> <p>1.4.6 Matrix of design options to be carried into Phase 6.2/2A.</p> <p>1.4.7 Documentation of analysis activities to determine option feasibility.</p>		<p>Lead:</p> <p>Participating Sites: PX, KCP, Y-12, LANL, SNL, LLNL & SRS</p>

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Multi-Site Performance Targets

Item	FY 2012 Multi-Site Target	HQ NNSA Champion	FY 2012 Contractor Success Criteria	NNSA Owners	M&O Lead & Primary Participating Sites
2	Science (25% minimum of Multi-Site total)	C. Deeney	<p>2.1. Achieve ignition on the NIF.</p> <p>Implementing Criteria: 2.1.1 Execute DT implosion experiments with shaped laser pulse to reach ignition conditions.</p> <p>Completion criteria: 2.1.2 Gain > 1 demonstrated in a NIF DT implosion experiment: capsule output energy is greater than the laser energy delivered to the hohlraum.</p>		<p>Lead:</p> <p>Participating Sites: LLNL LANL SNL</p>
		C. Deeney	<p>2.2 Achieve advances in experimental and computational tools used in resolving Significant Finding Investigations (SFIs) and in supporting LEP activities associated with early phase primary implosion.</p> <p>Implementing Criteria: 2.2.1 Refine experimental and computational tools that could enable the assessment of a future SFI.</p> <p>Completion criteria: 2.2.2 Meet the completion criteria for the associated L1 milestone for initial boost conditions including pre-shot predictions for the Pollux experiment.</p>		<p>Lead:</p> <p>Participating Sites: LANL LLNL NNSS SNL</p>

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Multi-Site Performance Targets

Item	FY 2012 Multi-Site Target	HQ NNSA Champion	FY 2012 Contractor Success Criteria	NNSA Owners	M&O Lead & Primary Participating Sites
		C. Deeney	<p>2.3 Execute the plan for subcritical experiment at U1a.</p> <p>Implementing Criteria: 2.3.1 Carry out a subcritical experiment at U1a with appropriate diagnostics to enable comprehensive data analysis.</p> <p>Completion criteria: 2.2.2 Conduct the Leda experiment in FY 2012.</p>		<p>Lead:</p> <p>Participating Sites: LANL LLNL NNSA SNL</p>

Guidance:

- Minimum percentage fee structure: 25% for Stockpile; 25% 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).
- 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 Performance Targets

Glossary for FY12 Multi-Site Targets

Acronym / Term	Definition
DoD	Department of Defense
DT	
ESR	
FPM	Federal Program Manager
FY	Fiscal Year
IPG	
IPR	Independent Project Review
IMTU	
KCP	Kansas City Plant
L1	Level 1
LANL	Los Alamos National Laboratory
Leda	
LEP	Life Extension Program
LLNL	Lawrence Livermore National Laboratory
M&O	Management & Operator contractor of a NNSA Site
NIC	National Ignition Campaign
NIF	
NNSA	National Nuclear Security Administration replaces Atomic Energy Commission
NSE	Nuclear Security Enterprise same as Nuclear Weapons Complex for NNSA
NNSS	Nevada National Security Site
NWCSSC	
PCD	Program Control Document
Pu	plutonium
PX	Pantex Facility
QERTS	
SNL	Sandia National Laboratories
SNM	Special Nuclear Material
SRS	Savannah River Site
SSMP	Stockpile Stewardship & Management Plan
U1a	NTS' underground tunnel complex
UGT	Under Ground Test (nuclear)
VFA	
Y-12	Y-12 National Security Complex