

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. P00043	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY EM-Idaho Department of Energy Office of Environmental Management Idaho Cleanup Project 1955 Fremont Avenue Idaho Falls ID 83415	CODE 893042	7. ADMINISTERED BY (If other than Item 6) U.S. Department of Energy Idaho Operations Office 1955 Fremont Avenue Idaho Falls ID 83415	CODE 00701
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) IDAHO ENVIRONMENTAL COALITION LLC Attn: Jason Mack 600 William Northern Blvd Tullahoma TN 373884729		(x)	9A. AMENDMENT OF SOLICITATION NO.
CODE LQ5ZLNE3EM27		FACILITY CODE	9B. DATED (SEE ITEM 11)
		x	10A. MODIFICATION OF CONTRACT/ORDER NO. 89303321DEM000061 89304223FEM400000
			10B. DATED (SEE ITEM 13) 09/08/2023

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended, is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

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

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: FAR 43.103(a) Bilateral
	D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor is not is required to sign this document and return 1 copies to the issuing office.

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

UEI: LQ5ZLNE3EM27

The purpose of this modification is to incorporate the fiscal year 2025 (FY25) Performance Evaluation Measurement Plan (PEMP) for Task Order 3.2, Integration and Mission Continuity. See TO 3.2 below for additional information.

Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print) KIMBERLI SOUTHWICK (Affiliate) Digitally signed by KIMBERLI SOUTHWICK (Affiliate) Date: 2024.09.23 17:36:51 -06'00'	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Grace H. Ruiz
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED
16B. UNITED STATES OF AMERICA GRACE RUIZ Digitally signed by GRACE RUIZ Date: 2024.09.24 11:29:40 -06'00' (Signature of Contracting Officer)	16C. DATE SIGNED 09/24/2024

Previous edition unusable

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
 89303321DEM000061/89304223FEM400000/P00043

PAGE OF
 2 2

NAME OF OFFEROR OR CONTRACTOR
 IDAHO ENVIRONMENTAL COALITION LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
00302	<p>Payment: OR for Idaho U.S. Department of Energy Oak Ridge Financial Service Center P.O. Box 6017 Oak Ridge TN 37831 Period of Performance: 10/01/2023 to 09/30/2031</p> <p>Change Item 00302 to read as follows (amount shown is the total amount):</p> <p>CLIN 03 SUBTASK 0302 INTEGRATION AND MISSION CONTINUITY (TASK ORDER 3.2) Line item value is: \$693,840,275.00 Incrementally Funded Amount: \$408,112,444.93</p> <p>This modification incorporates the FY25 PEMP for TO 3.2 which will measure contractor performance from October 1, 2024, to September 30, 2025. See attached FY25 PEMP for details.</p> <p>All other terms and conditions remain unchanged.</p>				693,840,275.00

Kreimann-Duane, Ashley A

From: Kreimann-Duane, Ashley A
Sent: Thursday, September 12, 2024 10:04 AM
To: Delegation of Authority; Salmon, Tony F; Southwick, Shawna A; Killpack, Jason D; Anderson, Jade M
Subject: Delegation of Authority - Jack MacRae, Sr. Director, Business Services & PCO

Notification of Delegation of Authority

Manager's Name: Jack MacRae, Sr. Director, Business Services & PCO

Phone Numbers: Office No.: 208-533-0010 Cell No.: 208-541-1483

Delegation Starts: Thursday, September 12th, 2024 @ 12:00 p.m.

Delegation Ends: Wednesday, September 24th, 2024 @ 5:30 p.m.

Reason for Absence: Personal Leave

Acting Manager's Name: Kimberli Southwick, Deputy/CFO

Phone Numbers: Office No.: 208 533-3841 Cell No.: 208-770-1622

Signature Authority: Yes

Timecard Approval: No

Mail Delegation: NA

Please forward this delegation to others who may have a need to know.

Thank you,

Ashley Kreimann-Duane | *Business Services & Prime Contracts Administrative Assistant* | O: 208.533.0615 | M: 208.906.7992 | Ashley.Kreimannduane@icp.doe.gov | *Idaho Environmental Coalition* | 1580 Sawtelle St. Idaho Falls, ID 83402 | www.idahoenvironmental.com |



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APPROVALS

Issued By:

GRACE
RUIZ

Digitally signed by
GRACE RUIZ
Date: 2024.09.18
11:11:18 -06'00'

Grace H. Ruiz, Contracting Officer

Date

Concurred By:

MARIANNE BOLINE

Digitally signed by
MARIANNE BOLINE
Date: 2024.09.18
11:56:31 -06'00'

Aaron Nebeker, Task Order Integration Manager

Date

JENNIFER
CATE

Digitally signed by
JENNIFER CATE
Date: 2024.09.18
12:08:45 -06'00'

Jennifer K. Cate, Supervisory Contracting Officer

Date

MARIA MITCHELL-
WILLIAMS

Digitally signed by MARIA
MITCHELL-WILLIAMS
Date: 2024.09.18
12:12:51 -06'00'

Maria M. Mitchell-Williams
Procurement Director & Assistant Manager
Business and Acquisition Management

Date

Approved:

MARK
BROWN

Digitally signed by MARK
BROWN
Date: 2024.09.18
13:44:31 -06'00'

Mark C. Brown, Manager
Idaho Cleanup Project
Office of Environmental Management

Date

Accepted By:

LEONARD
BLACKFORD
(Affiliate)

Digitally signed by LEONARD
BLACKFORD (Affiliate)
Date: 2024.09.23 05:40:27
-06'00'

L. Ty Blackford
President and Program Manager
Idaho Environmental Coalition, LLC

Date

REVISION LOG

Revision	Section	Page No.	Description	Date
0	ALL		Initial issue of document.	October 2024

TO 3.2 – Integration and Mission Continuity

PERFORMANCE EVALUATION AND MEASUREMENT PLAN

I. INTRODUCTION

In accordance with FAR 16.401, “General,” this Performance Evaluation and Measurement Plan (PEMP) has been established for Contract No. 89303321DEM000061/89304223FEM400000, *Idaho Cleanup Project*. This PEMP utilizes a combination of objective Performance Based Incentives (PBI) and subjective award-fee criteria to encourage contractor excellence in performing Idaho Cleanup Project (ICP) operations within established costs and schedules of the ICP.

The PEMP gives the U.S. Department of Energy (DOE) ICP a tool to identify and reward superior performance and incentivize the highest levels of excellence in specific focus areas but not at the expense of safety, cost, schedule, or technical performance in the balance of scope. Furthermore, the PEMP defines DOE ICP’s approach for evaluating, documenting, and providing award fee to the contractor for the execution of contract requirements as defined in the ICP contract and Task Order 3.2, Integration and Mission Continuity.

II. CONTRACT ATTRIBUTES

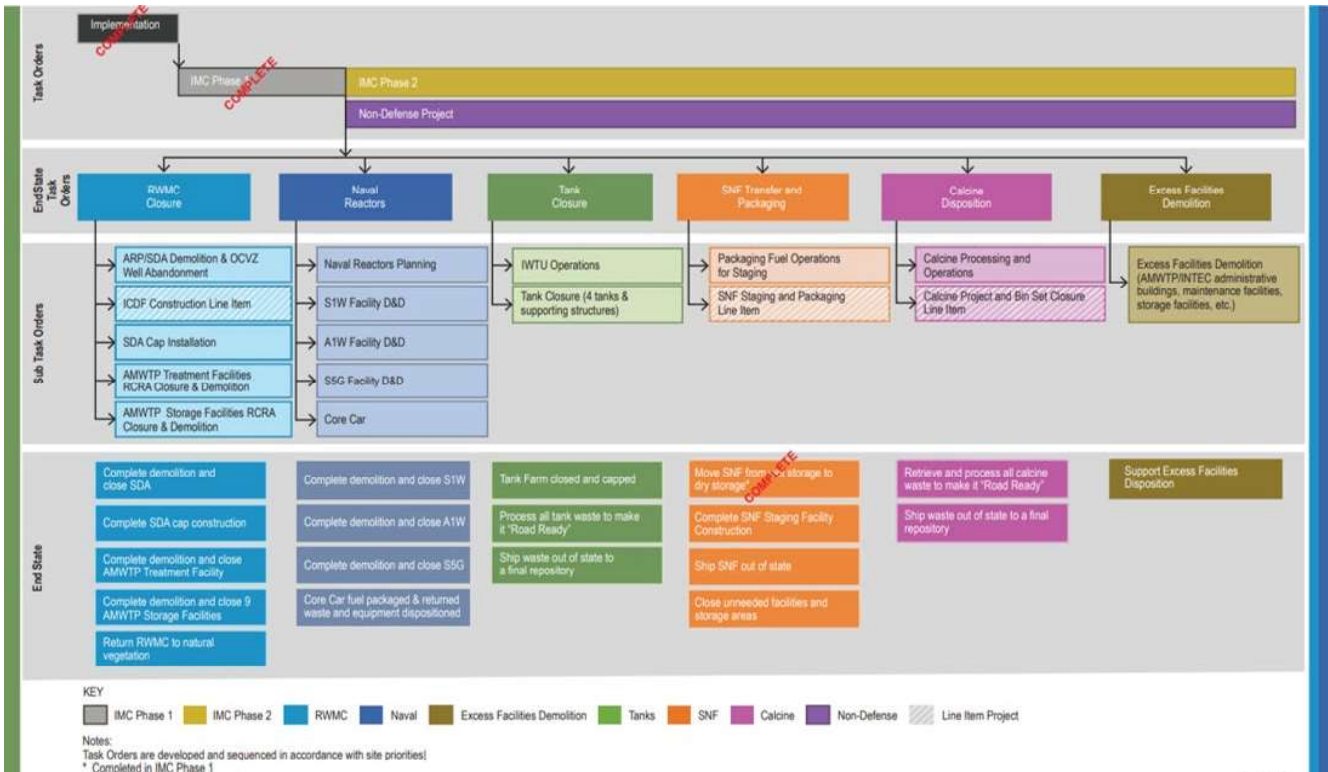
The ICP contract involves the safe environmental cleanup of the Idaho National Laboratory (INL) Site, which contains contaminated legacy wastes generated from World War II era weapons testing, government-owned research, and defense reactors, spent nuclear fuel reprocessing, laboratory research, and other defense missions. The ICP is funded through the DOE Office of Environmental Management (EM), and the project focuses on reducing risks to workers, the public, and the environment while protecting the Snake River Plain Aquifer, a sole source aquifer that sustains Idaho’s agricultural industry.

To complete its mission, ICP is utilizing the End State Contracting Model (ESCM), a single award Indefinite Delivery/Indefinite Quantity (IDIQ) contract with the ability to issue both Cost Reimbursement (CR) and Fixed Price (FP) Task Orders (TO). The ESCM was developed by DOE EM as the preferred contracting approach to provide EM the needed flexibility to partner with industry and its stakeholders at this critical juncture of the EM Program and to openly negotiate the appropriate End States to reach completion. The purpose of the ICP End State contract is to achieve a significant reduction in financial liability and environmental risk that provides the best overall optimal solution towards completion of the EM mission at the INL Site by accomplishing the maximum amount of environmental cleanup in the least amount of time and at the best value to the U.S. taxpayer.

This fiscal year (FY) 2025 PEMP will be executed under TO 3.2. The purpose of TO 3.2 is to provide continuity of operations for all scopes of work. Once work can be appropriately defined, a separate TO will be created for that work, and it will be descoped from TO 3.2.

TO 3.2 includes a base period of two years from October 1, 2023, to September 30, 2025, with the ability to authorize additional periods for the duration of the ICP Ten-Year Plan Hybrid Task Order. This PEMP covers the second year with a period of performance from October 1, 2024, to September 30, 2025.

The TO 3.2 (IMC Phase 2) duration is depicted below in ICP's most current approved Ten-Year End State Strategic Task Order Plan (TYP).



III. ORGANIZATIONAL STRUCTURE AND DUTIES

The following organizational structure for the ICP PEMP Review Board (PRB) is established for administering the fee provisions of the contract.

A. Roles and Responsibilities

1. ICP Manager/Fee Determination Official (FDO)

The DOE ICP Manager is the designated FDO. The FDO determines the final performance fee amount. When determining the final award fee, the FDO may consider all available information including, but not limited to, technical evaluations from federal staff and Contractor self-assessments. Based on this information, the FDO assigns a final performance fee amount for the evaluation period. The FDO will notify the ICP Contracting Officer (CO) in writing of his/her final determination of that performance fee amount. The Primary responsibilities of the FDO are to:

- 1) Determine/Approve fee amount that may be earned during the evaluation period.
- 2) Determine/Approve the weighting of objective and subjective award fee.
- 3) Provide office priorities to ICP staff to assist in developing objective and subjective fee criteria.
- 4) Provide final approval of all award fee criteria.

5) Determine final fee earned during the evaluation period.

2. Task Order Integration Manager (TOIM)

The TOIM will be the point of organizational authority within DOE ICP for: development and coordination of the PEMP, which includes: the Award Fee Plan (AFP); performance monitoring; performance validation; performance reporting; and providing recommendation(s) on provisional payment of fee related to PBIs and subjective criteria. The primary responsibilities of the TOIM are to:

- 1) Work with the technical programs to develop and establish the evaluation criteria and incorporate them into the PEMP.
- 2) Ensure appropriate coordination of performance expectations and the evaluation criteria with DOE ICP federal staff, Headquarters (HQ) program and policy organizations.
- 3) Submit the PEMP and/or the evaluation criteria for necessary Head of Contracting Activity (HCA) and Office of Acquisition Management (OAM) approval and HQ reviews, in coordination with the CO.
- 4) Coordinate PEMP changes (minor or major) with the HCA/OAM as needed, and in coordination with the CO.

3. Contracting Officer (CO)

- 1) In coordination with the TOIM, the CO is an advisor and negotiator in the development and establishment of the PEMP, including the evaluation criteria and establishment of reasonable available fee amounts.
- 2) The CO will memorialize the approved PEMP, including the evaluation criteria and available fee amounts, through a task order modification to the ICP contract.
- 3) The CO will prepare a letter for the FDO's signature notifying the Contractor of the amount of performance fee earned by the Contractor for the evaluation period. This notification will identify specific areas of strengths and areas of improvement in the Contractor's performance.
- 4) In coordination with the TOIM, the CO will coordinate approval of minor changes to the PEMP and obtain the HCA/OAM approval of major changes.

4. Contracting Officer Representative(s) (COR)

- 1) The COR is responsible for providing technical direction to the Contractor in accordance with contract clause I.216 Technical Direction DEAR 952.242.70 (DEC 2000).
- 2) The COR provides performance oversight to ensure the products and services are delivered by the Contractor in accordance with the terms and conditions of the contract, including quality.

- 3) The COR works closely with subject matter experts (SMEs) to evaluate performance against evaluation criteria and address any proposed modifications to these criteria.
- 4) The COR performs periodic reviews of the Contractor to evaluate progress towards completion of requirements for Performance Based Incentives (PBIs) and recommends final fee to the CO and FDO.
- 5) The COR supports the CO, TOIM, and FDO by ensuring that all technical components of the work are closely monitored and that they have the information required to effectively accomplish their duties as defined by this plan.

5. Assistant Manager(s) (AM)

The AMs are responsible for carrying out the following responsibilities as requested:

- 1) Develop the evaluation criteria related to their assigned areas.
- 2) Assist the CO in the negotiation of the evaluation criteria with the Contractor.
- 3) Assist the FDO, TOIM, CO, and COR with reasonable fee allocations.
- 4) Review the Contractor's request for change(s) to the evaluation criteria and recommend approval or disapproval to the CO and COR.
- 5) Monitor, evaluate, assess, and validate the Contractor's performance against the PBIs and subjective criteria in the PEMP.
- 6) Collect input from respective staff to be considered as part of the evaluation of the Contractor's performance.

6. All ICP Staff

- 1) As requested by the FDO, TOIM, CO, COR, AM, or supervisor, evaluate the performance of the Contractor in areas specific to their oversight responsibilities.
- 2) Evaluate fee supporting documentation submitted by the Contractor and provide documentation of the evaluation to the respective AM.
- 3) The Project Controls supervisor, or delegate, will perform a fee analysis of affordability and assist with invoice payment that will be included in the recommendation provided to the CO and FDO.

IV. PEMP DEVELOPMENT PROCESS

While the PEMP incentives may be unilaterally developed by DOE, a teaming approach between DOE ICP and the Contractor provides significant benefits. As envisioned by the ESCM, when incentives are developed jointly, performance expectations are better understood by the parties and tend to focus more on substantive outcomes. A teaming approach enhances communication and partnering between and among the parties, which results in greater trust, openness, alignment, and cooperation for achieving DOE's goals and objectives. This collaboration allows the Contractor to accept greater risk when requirements are developed jointly.

The evaluation criteria are developed by the TOIM in consultation with the FDO, CO, COR, AMs, and ICP staff as applicable. In addition, it is expected that DOE ICP partners with Contractor personnel to discuss the content of the PEMP and develop PBIs and resulting completion criteria.

While the evaluation criteria are developed in partnership with the Contractor, the determination of fee allocation is made unilaterally by DOE ICP.

Approval by the TOIM, CO and the FDO will be required for any changes to the evaluation criteria and fee allocation. If a specific change impacts PBI evaluation criteria or fee amount(s), HCA/OAM approval is required. Minor changes, or changes made to the subjective fee amounts only, will be addressed on a case-by-case basis and will follow EM guidance. Changes to the allocation of fee during the performance period should not be made to benefit or penalize the Contractor, and the fee amounts should not be modified unless there are substantial budget modifications. The Contractor should be appropriately compensated for any performance toward the end state objectives identified in the evaluation criteria and subsequently abandoned or modified by DOE ICP. This includes when actions fall out of the control of the Contractor and DOE ICP cannot provide sufficient alternatives by allocating the fee to another evaluation criterion or criteria. The CO should make every effort to provide at least 30 calendar days' advance notice to the Contractor of any changes to the evaluation criteria and fee allocation. At the discretion of DOE ICP and in consultation with the Contractor, if an evaluation criterion is cancelled or modified, any fee associated with that criterion may be allocated to another evaluation criterion or criteria. This reallocation requires approval by the HCA/OAM. Reallocation of fee may not violate FAR 15.401(e)(4).

The amount of fee earned by the Contractor is within the sole discretion of the FDO. The Contractor may express disagreement with the fee determination; however, the final amount of fee earned is the FDO's unilateral decision. If the Contractor does not agree with the final decision of the FDO, the Contractor may dispute the assessment under the Disputes clause of the master IDIQ contract.

a. FEE CONCEPT

Table 1. Award-Fee Pools

Award Fee	Value
Defense Objective Award Fee	\$17,515,879
Naval Reactors Objective Award Fee	\$2,331,683
Total Objective Award Fee Available	\$19,847,562
Defense Subjective Award Fee	\$7,506,806
Naval Reactors Subjective Award Fee	\$999,292
Subjective Award Fee Available	\$8,506,098
Total Award Fee Available	\$28,353,660

Available fee dollar values are subject to change (downward adjustment) pending final negotiations of work scope currently being added to Task Order 3.2 for FY25. However, fee percentage ratios will not change based on ICP mission priorities.

The total award fee available may be earned through two components: (a) objective award fee, earned through the completion of PBIs; and (b) subjective award fee, earned via the subjective evaluation of the Contractor’s performance, in accordance with the subjective evaluation criteria outlined in this PEMP.

Due to differing funding sources on the ICP contract, each award fee area is broken down into the following categories: Defense and Naval Reactors. The fee for each fund type and the total fee available cannot exceed the ceiling of 8% as described in Section B of the master IDIQ contract. A summary of the available fee (objective and subjective) as shown in Table 1 above is as follows:

1. Objective Award Fee (70%)

Emphasis is placed on end state objective PBIs that support, but are not limited to, work scope aligned with the ICP Strategic Vision, ICP TYP, DOE ICP priorities, DOE EM corporate metrics and priorities, the EM lifecycle estimates, mission milestones, the Idaho Settlement Agreement (ISA), and operational needs. In most cases, PBIs will be evaluated based on quantifiable measurements in the form of a metric (e.g., a unit processing rate) or a milestone (e.g., completion of a task on or before a scheduled date).

Each PBI will be evaluated in accordance with the specified completion criteria and fee structure. PBIs that do not specify a fee scale or other fee mechanism are “all or none.” Should the Contractor fail to meet the completion criteria of the PBI safely, the Contractor will not receive the fee allocated to that PBI. However, the FDO has unilateral discretion to determine whether partial fee is warranted. See 5a below.

During the execution of a PBI, in the event of unsatisfactory performance in any subjective performance areas described in the contract, a reduction in PBI fee may also be considered by the FDO.

The intent of the total fee available for the Objective Criteria is **70%** of the total available fee. However, this percentage may vary if scope is added or removed during the evaluation period based upon approval by the FDO. The objective criteria are divided into funding pools shown in the table below.

Table 2. Objective Award Fee Pools

Award Fee	Value
Defense	\$17,515,879
Naval Reactors	\$2,331,683
Total Objective Fee Available	\$19,847,562

Detailed PBIs can be found in [Section V](#), Performance Based Incentives (PBI), of this document.

2. Subjective Award Fee (30%)

The Contractor is required to accomplish and manage the balance of the Performance Work Statement (PWS) that is not incentivized by objective award fee and progress toward End States outlined in the TYP. Much of this work, including support and/or deliverables, does not lend itself to be objectively measured. Therefore, these efforts are measured subjectively by the criterion defined in this PEMP and are further evaluated by the FDO who may use discretionary factors in determining the amount of subjective award fee earned.

Subjective criteria, under both Defense and Navy funding, for this PEMP have been established in the following areas: Schedule Control, Cost Control, and Program Management in a safe manner. These subjective criteria may be adjusted during the mid-term review of the PEMP. These criteria are intended to cover all additional scopes of work not identified in the PBI's above. DOE ICP may consider other related performance information and data when evaluating the Contractor's performance for the subjective portion of the fee.

Areas within an evaluation criterion are not sub-criteria and will not be individually rated but considered in the overall evaluation. If significant problems are identified in the evaluated performance for any criteria, the fee allocation is at the discretion of the FDO to appropriately reflect the impact of the identified problems.

To be minimally acceptable, all the Contractor's formal products required by the contract, DOE order, regulation, procedure, plan, or DOE-written direction shall be complete, accurate, and on schedule.

The intent of the total fee available for the Subjective Criteria is **30%** of the total available fee. As noted above, this percentage may change as scope is added or removed during the evaluation period. The subjective criteria are broken out by area in the table below.

Award Fee	Weight % of available subjective fee	Value
Defense		
Cost	33%	\$2,477,246
Schedule	33%	\$2,477,246
Program Management	34%	\$2,552,314
Total Defense Subjective Fee		\$7,506,806
Naval Reactors		
Cost	33%	\$329,766
Schedule	33%	\$329,766
Program Management	34%	\$339,759
Total Naval Reactors Subjective Fee		\$999,292
Total Defense and Naval Reactors Subjective Fee		\$8,506,098

In accordance with contract clause B.13 Performance Management Incentive (PMI), traditional subjective criteria must be evaluated separately and exclusively from any PEMP, and any PMI fee earning, or reduction cannot duplicate any other fee action. The PMI clause reflects subjective criteria that allows the CO flexibility among all active task orders, particularly non-cost-plus award fee (CPAF) task orders. A separate evaluation process is in place to monitor performance under B.13 with final evaluations being consistent with any Contractor Performance Assessment Report (CPAR) evaluations. As stated in contract clause B.13, PMI is *“a contract-wide incentive measured individually among all active Task Orders (excluding Transition). The PMI is exclusive of any Performance Evaluation Measurement Plan. For any active Task Order, available PMI fee may be reduced unilaterally by the CO based on the degree of non-achievement.”* The subjective criteria covered by B.13 includes the following: 1) safety and operational performance, 2) meeting regulatory or court-ordered milestones, 3) quality assurance performance, 4) maintenance of facilities and infrastructure, 5) management of Contractor’s team (including teaming subcontractors), 6) administering sound business systems in a complex IDIQ task order environment, and 7) IDIQ management (including timely, good faith and fair dealings in conducting negotiations, including equitable risk sharing for all parties).

Approved subjective criteria can be found in [Section VI](#), ICP Program Support Goals, of this document.

b. ALLOCATION OF FEE

The valuation of PBIs will be determined by DOE ICP, with consideration given to the value of the incentivized work scope, the degree of risk accepted by the Contractor, mission and/or regulatory significance, and other means in which the scope may be incentivized. Upon valuation of the PBIs, the remaining total available fee pool will be allocated as subjective award fee to be earned via the subjective evaluation of the Contractor’s performance in accordance with the subjective evaluation criteria outlined in this PEMP. At no point are the fee pools required to maintain an agreed-upon split represented either by a percentage or a dollar value.

In accordance with FAR 16.401(e)(4), fee which is not earned due to nonperformance of the performance incentive requirements set forth in the PEMP shall not be returned to the fee pool but shall be forfeited. Fee not awarded under the subjective criteria portion of this plan shall not be carried over to additional performance periods and will be forfeited.

At the discretion of DOE ICP, if an evaluation criterion is canceled or modified, any unearned fee may be allocated to another evaluation criterion or criteria. This reallocation requires approval by the HCA/OAM.

c. PERFORMANCE MONITORING, EVALUATION AND FEE DETERMINATION

1. Monitoring Performance

DOE ICP will monitor Contractor performance against the established subjective and objective evaluation criteria throughout the performance period and the terms of the PBIs. Performance will be monitored through the performance of, but not be limited to the following: physical walk-throughs, documentation of accomplishments, review of Contractor invoices, monthly reports, Contractor Assurance System (TrackWise), SmartSheet dashboards (when available), and any other methods that can validate progress towards PBIs and subjective criteria. Performance feedback to the Contractor will be provided periodically throughout the year (e.g., Project Status Review (PSR)).

2. Contractor Self Assessments

The Contractor may elect to perform a quarterly and final self-assessment of subjective criteria during the performance period. The Contractor may submit an electronic copy of its quarterly self-assessment report to the CO by the last day of each quarter during the fiscal year, and a final self-assessment within 10 calendar days after the end of the performance evaluation period.

The Contractor self-assessments shall be self-critical and must address both the strengths and weaknesses, as well as opportunities for improvement, of the Contractor's performance during the evaluation period. Where deficiencies in performance are noted, the Contractor shall describe the actions planned or taken to correct such deficiencies to avoid recurrence.

3. Monthly Reports

As part of its Monthly Status Report (Deliverable 85), the Contractor shall provide the CO with a high-level status of each objective PBI. An in-depth status of each PBI will be reviewed by the Contractor and DOE ICP at least quarterly in the PSR.

4. Project Status Review

In order to minimize potential surprises for CPARs evaluations and fee determinations, the Contractor and DOE ICP will hold a joint, quarterly PSR. This review will be held at least quarterly. The review shall include the progress on all active PBIs, including percent complete, and a summary of PBIs that were completed during the period. Supporting documentation demonstrating completion of the PBI in accordance with the defined completion criteria will be submitted to the CO once compiled to support verification of completion. The PSR will also include a status and evaluation of the subjective criteria. This information shall also be made available in dashboard format.

5. Fee Determination

A consolidated report of DOE ICP evaluations and the Contractor's completed, subjective mid-term and final assessments, if any, will be prepared by the TOIM

in coordination with the CO and with assistance and input from the AMs. The final report will be submitted to the FDO for determination of the final fee for the period. This consolidated report will include both an evaluation of the subjective criteria and an evaluation of the PBIs (including those completed earlier during the performance period).

a. Objective Award Fee Determination:

For any PBI that is not met during the performance period, the FDO, with input from AMs, CO and TOIM, will determine if any partial PBI fee is warranted. This determination is purely discretionary and is based solely on the judgment of the FDO. There is no minimum or partial PBI fee that must be granted based on the FDO's review. The review is qualitative, not quantitative, and the Contractor will not necessarily be granted any fee for its percentage complete of PBI metrics/ milestones if those metrics/milestones are not 100% completed by the metric/milestone dates (completion of any metric/milestone will be determined by the DOE in accordance with the contract). It is within the FDO's discretion to grant zero fee for incomplete metrics/milestones.

b. Subjective Award Fee Determination

At the end of the performance period, the FDO will evaluate the Contractor's performance and assign adjectival ratings to the subjective award-fee areas, based on performance during the entirety of the evaluation period.

Each subjective criterion, Schedule, Cost Control, and Program Management, will be assigned one of the following adjectival ratings:

Table 4: Adjectival Ratings

Award Fee Adjectival Rating	Award Fee Pool Available to be Earned	Description
Excellent	91%-100%	Contractor has exceeded almost all of the performance requirements of the applicable criterion for the award-fee evaluation period. 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 Award Fee Plan for the Award Fee evaluation period.
Very Good	76%-90%	Contractor has exceeded many of the significant Award Fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the Award Fee Plan for the Award Fee evaluation period.
Good	51%-75%	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 Award Fee Plan for the Award Fee evaluation period.
Satisfactory	No Greater Than 50%	Contractor has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the Award Fee Plan for the Award Fee evaluation period.
Unsatisfactory	0%	Contractor has failed to meet overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the Award Fee Plan for the Award Fee evaluation period.

6. Circumstances Outside of the Contractor’s Control in Accordance with Section B.9 of the Master PWS:

The Contractor is responsible for total performance of Task Orders issued under this contract, including its specific technical approach and methods to perform the Task Order PWS, including End States (if applicable). The Contractor is responsible for examining available information such as drawings and designs, photographs, regulatory documents, and other documents in developing its approach and estimated pricing for individual Task Orders. For all work within the control of the Contractor, the consequences of any adverse Contractor work performance, and the consequences of any regulatory actions in response to adverse Contractor work performance, shall not be a basis for equitable adjustment. As applicable, Task Orders issued under this contract shall clearly identify the risk ownership for both the Government and the Contractor such that contract changes are reduced to the maximum extent practicable.

The requirements contained in contract Section B.9 apply to both objective and subjective criteria. However, the Contractor may request partial payment of fee for missed PBIs due to circumstances outside of those described in B.9. DOE ICP will conduct an assessment to confirm or refute the claim by the Contractor and submit the assessment, along with the Contractor’s request, to the FDO for a determination of fee eligible/non-eligible for payment.

7. Minimal Performance Expectations

In accordance with FAR 16.401, award fee shall not be earned if the contractor’s overall cost, schedule, and technical performance in the aggregate is below satisfactory. The basis for all award-fee determinations shall be documented in the contract file to include, at a minimum, a determination that overall cost, schedule and technical performance in the aggregate is or is not at a satisfactory level. This determination and the methodology for determining the award fee are unilateral decisions made solely at the discretion of the Government.

V. (OBJECTIVE) BASED PERFORMANCE BASED INCENTIVES

Objective Award Fee Pools

Award Fee	Value
Defense	\$17,515,879
Naval Reactors	\$2,331,683
Total Objective Fee Available	\$19,847,562

a. Objective Fee PBIs

DEFENSE FY25 PBIs (Objective)							
PBI #	PBS #	WBS Description	PBI Description	Completion Date		Available Fee	% of PBI Fee
1.1	12	CPP-603 - Transfer Car and Large Cask Insert Modification Complete	a. Complete Modifications to Transfer Car Insert b. Complete Installation of Turn Table and Large Cask Insert	a. 4/30/2025 b. 9/30/2025	a. \$1,007,496 b. \$1,007,497	\$ 2,014,993	12%
1.2	12	RRDP - DOESC Handling Tool	a. Complete DOESC Handling Tool Design and Analysis b. Fabrication c. Functional Load Testing	a. 3/30/2025 b. 8/30/2025 c. 9/30/2025	a. \$251,874 b. \$251,874 c. \$503,748	\$ 1,007,496	6%
1.3	12	CPP-749 1st Generation Vaults Remediation	a. Complete 9 Peach Bottom transfers b. Complete the 10th Peach Bottom Transfer (Final Transfer)	a. 8/30/2025 b. 9/30/2025	a. \$1,259,370 b. \$1,259,371	\$ 2,518,741	15%
1.4	13	CH TRU Waste Certification	a. Certify 900 cubic meters CH TRU waste b. Certify additional cubic meters CH TRU waste c. Completion and delivery of alternatives analysis to DOE-ID, CBFO, and Difficult Waste Team for compliant treatment of the Ammonium Nitrate containers to be certified for WIPP disposal or offsite	a. 9/30/2025 b. 9/30/2025 c. 9/30/2025	a. \$1,340,405 b. \$1,600,000 c. \$250,000	\$ 3,190,405	19%
1.5	13	AMWTF Facility Maintenance and Upgrades	a. Complete installation of air compressors and dryer sets AMWTF b. Complete the upgrades to WMF-365 Treatment Tent c. Complete a mock demonstration of shipping waste to WIPP	a. 1/31/2025 b. 9/30/2025 c. 9/30/2025	a. \$500,000 b. \$400,000 c. \$107,496	\$ 1,007,496	6%
1.6	13	AMWTF Waste Processing	a. Developing, testing, and start-up of UT system to validate the integrity of BN-510 containers b. Complete the processing of 150 BN-510 Criticality Cleanout containers with closure dates of 2020 or older c. Complete UT of each BN-510 container that cannot be certified for WIPP disposal	a. 06/30/2025 b. 09/30/2025 c. 09/30/2025	a. \$479,573 b. \$1,300,000 c. \$1,075,000	\$ 2,854,573	17%
1.7	13	RH-TRU Repackaging	a. Repackage and Characterize 10 Lot 11 Containers b. Successful loading of waste drum into SCA	a. 9/30/2025 b. 9/30/2025	a. \$707,496 b. \$300,000	\$ 1,007,496	6%
1.8	14	Infrastructure Management	Complete Integrated ICP Infrastructure Management Plan	9/30/2025		\$ 503,748	3%
1.9	14	CPP-1618 Reboiler Install	a. Receipt and Acceptance of Reboiler b. Complete Installation and Functional Testing of Reboiler	a. 8/29/2025 b. 9/30/2025	a. \$335,832 b. \$503,748	\$ 839,580	5%
1.10	14	Tank Farm Washball	Verify Washball System is Operable	9/30/2025		\$ 503,748	3%
1.11	14	Cyber - Automated Process for Authorization and Reporting	a. Complete the Development of a Continuous Monitoring Process b. Complete Collaboration and Tool Configuration c. Complete Deployment and Testing	a. 9/30/2025 b. 9/30/2025 c. 9/30/2025	a. \$447,776 b. \$447,776 c. \$447,777	\$ 1,343,329	8%
TOTAL						\$ 16,791,605	100%
Capital Line-Item 23-D-402 (Calcine Disposition Project)							
1.12	14-L/I	Calcine Disposition Project	a. Complete the Development and Award of Treatment Study SOW b. Complete Incorporation of Vendor Study Results into the TMP and TRL Assessment	a. 9/30/2025 b. 9/30/2025	a. \$217,800 b. \$112,200	\$ 330,000	84%
1.13	14-L/I	Calcine Disposition Project	CD-1 Documentation	9/30/2025		\$ 64,274	16%
TOTAL						\$ 394,274	100%
Capital Line-Item 22-D-403 (Spent Nuclear Fuel Staging Facility)							
1.14	14-L/I	SNF-SF	Complete the Submittal of CD-1 Package to DOE-ICP	6/30/2025		\$ 330,000	100%
TOTAL						\$ 330,000	100%
FY25 DEFENSE TOTAL						\$ 17,515,879	

NAVY FY25 PBIs (Objective)							
PBI #	PBS #	WBS Description	PBI Description	Proposed PBI Date		Available Fee	% of PBI
2.1	Navy	Navy Core Car	a. Complete Fab and FAT of Cutting Station (50%)	a. 09/30/2025	a. \$724,815	\$ 1,449,629	62%
			b. Complete Fab of Core Lift Plate (25%)	b. 09/30/2025	b. \$362,407		
			c. Complete Fab of 2 Detailed FHU Mockups (25%)	c. 09/30/2025	c. \$362,407		
2.2	Navy	SSG	SSG Action Memorandum	9/30/2025		\$ 882,054	38%
TOTAL						\$ 2,331,683	100%

1.0: Defense PBIs Completion Criteria

1.1

**ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.1**

TITLE: Spent Nuclear Fuel End State – CPP-603 Transfer Car Modification & Large Cask Insert Completion

INCENTIVE FEE AMOUNT: \$2,014,993

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Complete CPP-603 Transfer Car insert modifications and install modified turn table and large cask insert.

FEE BEARING MILESTONE: The Contractor shall earn \$2,014,993 of fee at the completion of the following:

- a. The Contractor shall earn \$1,007,496 of fee for the Transfer Car insert modifications.
- b. The Contractor shall earn \$1,007,497 of fee for installation of turn table and large cask insert in CPP-603.

WORK SCOPE/COMPLETION CRITERIA:

- a. Modifications to Transfer Car insert.
- b. Installation of turn table and large cask insert.

TARGET COMPLETION DATE:

- a. 04/30/2025
- b. 09/30/2025

COMPLETION DOCUMENT/DOE VERIFICATION: Documents exhibiting completion of CPP-603 Transfer Car insert modifications and installation of turn table, power controls, and large cask insert.

Documentation may include:

- a. Completed fabrication Work Package
- b. Completed installation Work Package
- c. Photos
- d. Completed Facility Change Form (FCF) to Operations

1.2

**ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.2**

TITLE: Spent Nuclear Fuel End State – DOE Standard Canister Handling Tool
INCENTIVE FEE AMOUNT: \$1,007,496

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Complete design, fabrication, and functional load testing of the empty DOE Standard Canister Handling Tool.

FEE BEARING MILESTONE: The Contractor shall earn \$1,007,496 of fee at the completion of the following:

- a. The Contractor shall earn \$251,874 of fee for complete design and analysis.
- b. The Contractor shall earn \$251,874 of fee for fabrication of the DOE Standard Canister Handling Tool.
- c. The Contractor shall earn \$503,748 of fee for functional load testing of the DOE Standard Canister Handling Tool.

WORK SCOPE/COMPLETION CRITERIA:

- a. Complete design and analysis.
- b. Fabricate the DOE Standard Canister Handling Tool
- c. Functional load testing of the DOE Standard Canister Handling Tool

TARGET COMPLETION DATE:

- a. 03/30/2025
- b. 08/30/2025
- c. 09/30/2025

COMPLETION DOCUMENT/DOE VERIFICATION: Documents demonstrating completion of empty DOE Standard Canister Handling Tool design, fabrication, and functional load testing.

Documentation may include:

- a. Approved drawings
- b. Approved Engineering Design File (EDF) on Structural Lift Analysis
- c. Completed fabrication Work Package
- d. Photos of tool
- e. Functional load test results

1.3

**ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.3**

TITLE: Spent Nuclear Fuel End State – Peach Bottom Campaign Completion
INCENTIVE FEE AMOUNT: \$2,518,741

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Complete 10 Peach Bottom transfers from the 1st Generation vaults to the 2nd Generation vaults.

FEE BEARING MILESTONE: The Contractor shall earn \$2,518,741 of fee upon completion of the following:

- a. The Contractor shall earn \$1,259,370 of fee for nine (9) Peach Bottom transfers from 1st Generation vaults to the 2nd Generation vaults.
- b. The Contractor shall earn an additional \$1,259,371 of fee upon completion of the 10th Peach Bottom transfer from 1st Generation vaults to 2nd Generation vaults.

WORK SCOPE/COMPLETION CRITERIA:

- a. Complete nine (9) transfers of Peach Bottom baskets from 1st Generation vaults to 2nd Generation vaults located in CPP-749
- b. Complete the 10th transfer from 1st Generation vault to 2nd Generation vault located in CPP-749 to finalize the Peach Bottom scope and campaign

TARGET COMPLETION DATE:

- a. 08/30/2025
- b. 09/30/2025

COMPLETION DOCUMENT/DOE VERIFICATION: Closure package demonstrating the completion of the Peach Bottom campaign.

Documentation may include:

- a. Fuel transfer forms showing completed transfers from 1st Generation vaults to 2nd Generation vaults
- b. CPP-749 plot plan showing no Peach Bottom in 1st Generation vaults

1.4

ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.4

TITLE: CH TRU Waste Certification

INCENTIVE FEE AMOUNT: \$3,190,405

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Certify Contact Handled (CH) transuranic (TRU) waste for disposal at the Waste Isolation Pilot Plant (WIPP).

FEE BEARING MILESTONE: The Contractor shall earn \$3,190,405 of fee for completion of the following:

- a. The Contractor shall earn \$1,340,405 of fee for completing the certification of 900 cubic meters (m³) of CH TRU waste to meet the 2025 Site Treatment Plan (STP) and Agreement to Implement (ATI) milestones.
- b. The Contractor shall earn \$5,334 of fee for completing certification of each additional m³ in excess of the 2025 STP/ATI milestones (for a maximum of \$1,600,000 for the additional waste certified).
- c. The Contractor shall earn \$250,000 of fee for developing and delivering an alternatives analysis to DOE ICP, Carlsbad Field Office (CBFO), and the Difficult Waste Team to treat Ammonium Nitrate containers of Buried (Exhumed) CH TRU waste to meet the WIPP Waste Acceptance Criteria (WAC).

WORK SCOPE/COMPLETION CRITERIA: Certify CH TRU waste (Legacy and Buried (Exhumed)) in accordance with WIPP WAC, Revision 11, or most current revision.

- a. Certify 900m³ of STP/ATI CH TRU waste
- b. Certify up to an additional 300 m³ of CH TRU waste
- c. Completion and delivery of alternatives analysis to DOE ICP, CBFO, and Difficult Waste Team for compliant treatment of the Ammonium Nitrate containers to be certified for WIPP disposal or offsite

TARGET COMPLETION DATE:

- a. 09/30/2025
- b. 09/30/2025
- c. 09/30/2025

COMPLETION DOCUMENT/DOE VERIFICATION:

- a. Closure package documenting completion, including volumes and waste details. The completion will be evaluated by conducting an evaluation of the waste containers certified. The evaluation will consider the information in the WIPP Waste Data System (WDS). The information for the containers in WDS must show the status as being "Approved Cert." If the containers are certified in the overpack condition, the overpack must be shown in WDS as

“Approved Cert”.

- b. Closure package documenting completion, including volumes and waste details. The completion will be evaluated by conducting an evaluation of the waste containers certified. The evaluation will consider the information in the WDS. The information for the containers in WDS must show the status as being “Approved Cert.” If the containers are certified in the overpack condition, the overpack must be shown in WDS as “Approved Cert”.
- c. Closure package documentation includes the transmittal letter of the alternatives analysis to DOE ICP, CBFO, and the Difficult Waste Team.

1.5

**ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.5**

TITLE: Waste Management – AMWTP Facility Maintenance and Upgrades
INCENTIVE FEE AMOUNT: \$1,007,496

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Complete the maintenance and facility upgrades necessary at the Advanced Mixed Waste Treatment Project (AMWTP) to support the ongoing and future processing and shipping operations.

FEE BEARING MILESTONE: The Contractor shall earn \$1,007,496 of fee for completion of the following:

- a. The Contractor shall earn \$500,000 of fee for completing the installation of air compressors and dryer sets in support of the Advanced Mixed Waste Treatment Facility (AMWTF) instrument and breathing air system operations.
- b. The Contractor shall earn \$400,000 of fee for completing the upgrades to the WMF-635 Tent to accommodate processing transuranic (TRU) waste.
- c. The Contractor shall earn \$107,496 of fee for completion of maintenance associated with building entry ramps and roof repairs.

WORK SCOPE/COMPLETION CRITERIA:

- a. Installed and working air compressor and dryer sets in the AMWTF
- b. Installation of the WMF-635 Tent Facility upgrades, completion of procedural and document changes to support TRU waste processing
- c. Facility entry ramp replacements on WMF-634 West Side, WMF-633 East and West Sides, WMF-631 West Side, WMF-630 East Side, WMF-629 East Side, WMF-628 East and West Side, and complete roof repairs on WMF-610, WMF-677, WMF-685, WMF-1613, and WMF-617

TARGET COMPLETION DATE:

- a. 01/31/2025
- b. 09/30/2025
- c. 09/30/2025

COMPLETION DOCUMENT/DOE VERIFICATION:

- a. Closed work packages from installation of air compressors and dryer sets. Visual verification of operating air systems following installation.
- b. Closed work packages, procedure changes, and document revisions in support of processing TRU waste.
- c. Completed work packages and walk-downs or photographic inspections.

1.6

**ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.6**

TITLE: Waste Management – AMWTP Waste Processing
INCENTIVE FEE AMOUNT: \$2,854,573

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Process/Treat Contact Handled (CH) transuranic (TRU) waste for disposal at the Waste Isolation Pilot Plant (WIPP).

FEE BEARING MILESTONE: The Contractor shall earn \$2,854,573 of fee for completion of the following:

- a. The Contractor shall earn \$ 479,573 of fee for developing, testing, and startup of the Ultrasonic Testing (UT) system to validate integrity of BN-510 Containers.
- b. The Contractor shall earn \$1,300,000 of fee for completing the processing of 150 BN-510 Criticality Cleanout containers with closure dates of 2020 or older.
- c. The Contractor shall earn \$538 of fee for completing UT of each BN-510 container that cannot be certified for WIPP disposal (with a maximum available fee of \$1,075,000 on approximately 2,000 drums that supports the project schedule).

WORK SCOPE/COMPLETION CRITERIA:

- a. Completion of the UT system startup
- b. Completion of processing of 150 BN-510 Crit Cleanup containers
- c. Completion of the UT on the remainder of the BN-510 containers according to the proposal schedule

TARGET COMPLETION DATE:

- a. 06/30/2025
- b. 09/30/2025
- c. 09/30/2025

COMPLETION DOCUMENT/DOE VERIFICATION:

- a. Closure package documenting completion, including volumes and waste details. The completion will be evaluated by conducting an evaluation of the waste containers processed/treated. The evaluation will consider the information in the Waste Tracking System (WTS). The information for the containers in WTS must show the status as being treatment complete or awaiting certification. If the containers are subsequently certified, then the status in the WIPP Waste Data System (WDS) will be used for verification.
- b. Closure package documenting completion, including volumes and waste details. The completion will be evaluated by conducting an evaluation of the waste containers processed/treated. The evaluation will consider the information in WTS. The information for the containers in WTS must show the status as being treatment complete or awaiting certification. If the containers are subsequently certified, then the status in WDS will be used for verification.
- c. Closure package documenting completion, including volumes and waste details. The completion will be evaluated by conducting an evaluation of the waste containers

processed/treated. The evaluation will consider the information in WTS. The information for the containers in WTS must show the status as being treatment complete or awaiting certification. If the containers are subsequently certified, then the status in WDS will be used for verification.

1.7

**ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.7**

TITLE: Remote Handled Waste Processing
INCENTIVE FEE AMOUNT: \$1,007,496

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Repackage, characterize, and provide data for certification of Remote Handled (RH) waste.

FEE BEARING MILESTONE: The Contractor shall earn \$1,007,496 of fee for completion of the following:

- a. The Contractor shall earn \$70,750 of fee for repackaging and characterizing each of the 10 FY25 Lot 11 RH Mixed Low-Level Waste (MLLW) containers for a maximum fee of \$707,496.
- b. The Contractor shall earn \$75,000 of fee for completing repackaging and characterizing of each additional Lot 11 RH MLLW container, up to a total of 4 additional, for a maximum fee of \$300,000.

WORK SCOPE/COMPLETION CRITERIA:

- a. Closure package (FRM-880) documenting completion, including volumes and waste details
- b. Closure package (FRM-880) documenting completion, including volumes and waste details

TARGET COMPLETION DATE:

- a. 09/30/2025
- b. 09/30/2025

COMPLETION DOCUMENT/DOE VERIFICATION:

- a. Closure package (FRM-880) documenting completion, including volumes and waste details
- b. Closure package (FRM-880) documenting completion, including volumes and waste details

1.8

**ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.8**

TITLE: Site Management – Integrated ICP Infrastructure Management Plan
INCENTIVE FEE AMOUNT: \$503,748

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Complete the development of an Integrated ICP Infrastructure Management Plan.

FEE BEARING MILESTONE: The Contractor shall earn \$503,748 of fee for completing the Integrated ICP Infrastructure Management Plan.

WORK SCOPE/COMPLETION CRITERIA: Submittal of the Contractor's Integrated ICP Infrastructure Management Plan to DOE ICP. At a minimum, the plan shall include the following:

- Process for performing updates to support budget request deadlines
- Risk-based prioritization of repairs and upgrades
- Plant health committee recommendations
- Review maintenance methodologies to ensure they support the sustainability of infrastructure
- Plan timeframe will be based on Ten-year End State Strategic Task Order Plan

TARGET COMPLETION DATE: 09/30/2025

COMPLETION DOCUMENT/DOE VERIFICATION: Contractor letter will be submitted to DOE ICP with the ICP Infrastructure Facility Management Plan.

1.9

**ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.9**

TITLE: Site Management – Install New Reboiler at CPP-1618 Liquid Effluent Treatment and Disposal (LET&D)
INCENTIVE FEE AMOUNT: \$839,580

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Install new reboiler at CPP-1618.

FEE BEARING MILESTONE: The Contractor shall earn \$839,580 of fee for completing the following:
a. The Contractor shall earn \$335,832 of fee for receipt and acceptance of the new reboiler.
b. The Contractor shall earn \$503,748 of fee for installation of the new reboiler.

WORK SCOPE/COMPLETION CRITERIA:

- a. Receipt and acceptance of new reboiler with acceptance paperwork from receipt inspection
- b. Installation and successful functional testing of the new reboiler

TARGET COMPLETION DATE:

- a. 08/29/2025
- b. 09/30/2025

COMPLETION DOCUMENT/DOE VERIFICATION:

- a. Receipt and acceptance of new reboiler signed off receipt inspection package
- b. Installation and successful functional testing of the new reboiler. Completed and closed work package

1.10

ICP PERFORMANCE MEASURE PBI PWS/ACTIVITY – COMPLETION MILESTONE 1.10
TITLE: INTEC Tank Farm Washball INCENTIVE FEE AMOUNT: \$503,748
FEE STRUCTURE: Activity Completion
DESIRED ENDPOINT/OUTCOME: Ensure the functionality of the Washball system in order to support Tank Farm closure of VES-WM-190.
FEE BEARING MILESTONE: The Contractor shall earn \$503,748 of fee for completing Washball system preparations.
WORK SCOPE/COMPLETION CRITERIA: Verify the Washball system is operable per TPR-7098.
TARGET COMPLETION DATE: 09/30/2025
COMPLETION DOCUMENT/DOE VERIFICATION: Evidence package documenting the operation of the Tank Farm Washball system which may include Operator Logs, Pre-Job Brief forms, completed TPR-7098, and preventative maintenance and corrective maintenance as necessary.

1.11

**ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.11**

TITLE: Cyber - Advancements in Continuous Monitoring, Dynamic Risk Management and Authorization Process.

INCENTIVE FEE AMOUNT: \$1,343,329

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Develop a modernized continuous monitoring program with a platform for program visibility and routine Authorizing Official (AO) authorization. Develop and deliver a process and tools required to standardize and automate reporting of security controls, risks, and vulnerabilities into a mature program. The desired endpoint or outcome for this project is to develop a modernized continuous monitoring program that includes:

- a. Providing a platform with dashboard visibility of the ICP environment detailing control implementation, vulnerabilities, and associated risk.
- b. Automated workflow capabilities for oversight and compliance notification and approval.
- c. Tracking and managing risk through a local risk register maintained through the platform.

This goal is to modernize the legacy process of generating documentation that only represents a snapshot in time, and instead implement a continuous monitoring framework that captures and presents risk for a review and acceptance that is near real-time. The shift is aimed at keeping risk managers and authorization officials well-informed of the current state of the environment, as opposed to relying on outdated information. The new system will enable labor currently spent on generating legacy documentation to be better utilized within the continuous monitoring and authorization environment, thereby fostering a more effective risk-based program that accurately represents the status. The design should leverage the current Continuous Diagnostic and Monitoring (CDM) program tooling to maintain interrogability.

FEE BEARING MILESTONE: The Contractor shall earn \$1,343,329 of fee for completing the following:

- a. The Contractor shall earn \$447,776 of fee for providing a platform with dashboard visibility.
- b. The Contractor shall earn \$447,776 of fee upon completion of automated workflow capabilities
- c. The Contractor shall earn \$447,777 of fee upon completion of tracking and managing risk.

WORK SCOPE/COMPLETION CRITERIA: The work scope for developing a modernized continuous monitoring program with enhanced program visibility and routine authorization for all Federal Information Security Management Act (FISMA) systems includes:

- a. **Provide a Platform (Developing a Continuous Monitoring Process):**
 1. Develop continuously monitoring capabilities for system security controls, vulnerabilities and analyzation of associated risk.
 2. Integrate an automated workflow for AO submission, review, and acceptance.
 3. Obtain DOE approval prior to obtaining any tooling required to meet program goals.
- b. **Automate Workflow (Collaboration and Tool Configuration):**

1. Establish working sessions with the DOE ICP to develop and configure tool(s) for automated reporting and authorization processes.

c. **Utilize as local Risk Register (Deployment and Testing):**

1. Deploy the new continuous monitoring plan and associated tool(s) in a test environment.
2. Validate the effectiveness of the plan and tools through rigorous testing.
3. Obtain DOE approval of new processes and tools prior to production.
4. Develop a plan of action for transition from test to production.

TARGET COMPLETION DATE:

- a. 09/30/2025
- b. 09/30/2025
- c. 09/30/2025

COMPLETION DOCUMENT/DOE VERIFICATION: The completion criteria for this project are as follows:

a. **Process Documentation Revision or Creation:**

- Update the existing MCP-3392 document or write a new document that includes the new process steps for continuous monitoring of security controls, vulnerability remediation analysis of associated risk, and compliance and oversight authorization.
- Produce an executive summary of the proposed new process to include new software tooling detailing the capabilities.
- Obtain DOE approval to move forward with plan of action.

b. **Software Development and Use Plan:**

- Develop an intended ongoing use plan, which details tasks, scheduled working sessions, and milestones necessary to develop, test and implement the tool(s).
- Develop software tool(s) review and selection documentation.
- Develop software tool(s) configuration documentation.
- Obtain DOE approval of the tool(s) and process selection.

c. **Testing and Acceptance with DOE-ID:**

- Generate an executive summary documenting final deployment of the new process and software tool(s).
- Perform a risk assessment and obtain DOE acceptance and approval.
- Include Business Systems Change Requests (BSCR) or similar documentation to evidence the deployment.
- Perform acceptance testing and validation of the tooling with DOE ICP to confirm the functionality and effectiveness of automation and workflows.
- Provide demonstration of functional capability to DOE, AO and Site Manager.
- Document and obtain final DOE approval for transition to production.

The project will be considered complete once these criteria are met, demonstrating a successful transition to a modernized, real-time risk management and authorization environment.

1.12

**ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.12**

TITLE: Calcine Disposition Project Line-Item
INCENTIVE FEE AMOUNT: \$330,000

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Continue work towards the Calcine Disposition Project (CDP) Site Treatment Plan (STP) milestone P-2, *Identify and Develop Treatment Technology* by progressing CDP preconceptual design and treatment studies, which will include executing a Statement of Work (SOW) for follow-on work resulting from the Phase 1 technology validation studies (PBI 1.12a) and incorporating available results into a Technology Maturation Plan (TMP) and Technology Readiness Level (TRL) assessment per DOE O 413.3B (PBI 1.12b).

FEE BEARING MILESTONE: The Contractor shall earn \$330,000 of fee for completing the following:

- a. The Contractor shall earn \$217,800 of fee for completing a SOW to perform follow-on work to the ongoing treatment studies.
- b. The Contractor shall earn \$112,200 of fee for drafting the TMP and TRL assessment.

WORK SCOPE/COMPLETION CRITERIA:

- a. Evaluate Phase I work and develop an SOW for follow-on work resulting from the Phase 1 studies.
- b. Incorporate available vendor study results into the TMP and the TRL assessment.

TARGET COMPLETION DATE:

- a. 09/30/2025
- b. 09/30/2025

COMPLETION DOCUMENT/DOE VERIFICATION:

- a. SOW completed to perform follow-on work to the ongoing treatment studies.
- b. Draft the TMP and the TRL assessment, prepared in accordance with DOE Order 413.3B, that incorporates available vendor results from the executed SOW.

1.13

**ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.13**

TITLE: Calcine Disposition Project Line-Item
INCENTIVE FEE AMOUNT: \$64,274

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Develop DOE Critical Decision (CD)-1 Calcine Disposition Project (CDP) project management documentation to include the Acquisition Strategy, DOE Integrated Project Team (IPT) Charter, DOE Project Execution Plan, and DOE Risk Management Plan.

FEE BEARING MILESTONE: The Contractor shall earn \$64,274 of fee for providing DOE the completed draft CD-1 project management documentation specified in the completion criteria.

WORK SCOPE/COMPLETION CRITERIA: Develop DOE CD-1 CDP project management documentation, which will include:

- Acquisition Strategy
- IPT Charter
- Project Execution Plan
- Risk Management Plan

TARGET COMPLETION DATE: 09/30/2025

COMPLETION DOCUMENT/DOE VERIFICATION: Completed draft DOE CD-1 project management documentation (Acquisition Strategy, IPT Charter, Project Execution Plan, and Risk Management Plan) submitted to DOE ICP for review.

1.14

**ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.14**

TITLE: Idaho Spent Nuclear Fuel Staging Facility (SNF-SF) – Critical Decision (CD)-1 Submittal
INCENTIVE FEE AMOUNT: \$330,000

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Submittal of the Idaho (ID) Spent Nuclear Fuel Staging Facility (SNF-SF) Critical Decision (CD)-1 to DOE ICP.

FEE BEARING MILESTONE: The Contractor shall earn \$330,000 of fee for submitting the ID SNF-SF CD-1 package to DOE ICP.

WORK SCOPE/COMPLETION CRITERIA: Submit the ID SNF-SF CD-1 package to DOE ICP.

TARGET COMPLETION DATE: 06/30/2025

COMPLETION DOCUMENT/DOE VERIFICATION: Contractor letter to DOE ICP declaring submittal of the CD-1 package for the ID SNF-SF.

2.0: Naval Reactors PBIs

2.1

**ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
2.1**

TITLE: Navy Core Car
INCENTIVE FEE AMOUNT: \$1,449,629

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Progress toward the completion of the Navy Core Car scope.

FEE BEARING MILESTONE: The Contractor shall earn \$1,449,629 of fee for completion of the following:

- a. The Contractor shall earn \$724,815 of fee for completing fabrication and Factory Acceptance Testing (FAT) of Cutting Station.
- b. The Contractor shall earn \$362,407 of fee for completing fabrication of Core Lift Plate.
- c. The Contractor shall earn \$362,407 of fee for completing fabrication of two (2) detailed Fuel Handling Unit (FHU) mockups.

WORK SCOPE/COMPLETION CRITERIA:

- a. Complete Fabrication and FAT of Cutting Station.
- b. Complete Fabrication of Core Lift Plate.
- c. Complete Fabrication of two (2) Detailed FHU Mockups.

TARGET COMPLETION DATE:

- a. 09/30/2025
- b. 09/30/2025
- c. 09/30/2025

COMPLETION DOCUMENT/DOE VERIFICATION:

- a. Vendor notification letter documenting completion of Cutting Station FAT
- b. Quality Assurance (QA) Green tag on Core Lift Plate
- c. QA Green tag on two (2) detailed FHU Mockups

2.2

**ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
2.2**

TITLE: S5G Draft Final Action Memorandum
INCENTIVE FEE AMOUNT: \$882,054

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Develop Draft Final Submarine 5th Generation General Electric (S5G) Action Memorandum Document.

FEE BEARING MILESTONE: The Contractor shall earn \$882,054 of fee for completing Draft Final S5G Action Memorandum.

WORK SCOPE/COMPLETION CRITERIA: Submit Draft Final S5G Action Memorandum document to DOE ICP.

TARGET COMPLETION DATE: 09/30/2025

COMPLETION DOCUMENT/DOE VERIFICATION: Submit Draft Final S5G Action Memorandum to DOE ICP.

VI. SUBJECTIVE CRITERIA

Subjective Evaluation Category	Fund Type	Evaluation Criteria
Schedule	Defense and Naval Reactors	<p>The primary objective of the Schedule Incentive is to encourage the Contractor to achieve schedules (Site Treatment plan reports, IDEQ notifications, DOE notifications, building closures, etc.) that meet or exceed timelines. In combination with the Cost Incentive, this is intended to fully achieve all TO 3.2 scope requirements in a safe manner without causing detriment to other areas and avoid mission disruptions or schedule delays. The Contractor will be evaluated on its ability to meet or exceed schedule requirements and the overall timeliness and achievement progress of all facets of its work. The Contractor will be evaluated in all Schedule related areas, including but not limited to the following:</p> <ul style="list-style-type: none"> • The timeliness of completion of deliverables in all TO 3.2 ICP programs including the timeliness of the completion of the contractual milestones. • The timeliness of submittals to DOE ICP. Including Notifications of Contract Changed Conditions; project documents such as Baseline Change Proposals and Program Change Requests, as described in the ICP contract to provide sufficient time for review, comment resolution, and revision in advance of document due dates or impacts to work. Submitted documents shall be of sufficient quality to not require significant re-work by DOE ICP.
Cost	Defense and Naval Reactors	<p>The primary objective of the Cost Incentive is to encourage the Contractor to achieve a final actual cost that is less than or equal to the total price of the Task Order. In combination with the Schedule Incentive above, this is intended to fully achieve all scope requirements in a safe manner without causing detriment to other areas and avoid mission disruptions or schedule delays. The Contractor will be evaluated in all Cost Control related areas, including but not limited to the following:</p> <ul style="list-style-type: none"> • Effective planning to control costs within the availability of funding, including alignment with the baseline and ownership of risk. • Long-range planning to control costs in alignment with the baseline and ownership of risk. • The management of all obligated funds to preclude anti-deficiency and shall include in all subcontracts the appropriate clauses to allow termination with minimal cost impacts to the project. • The effectiveness in forecasting, managing, and controlling contract cost, including identification and notification to DOE ICP of cost estimates exceeding available funding and implementing timely corrective actions.

Subjective Evaluation Category	Fund Type	Evaluation Criteria
		<ul style="list-style-type: none"> • Overall, effective utilization of available appropriated funds. • Developing and implementing initiatives which result in tangible savings to DOE (cost, schedule, or risk). • The management of risks such that the costs expended to eliminate, mitigate, or minimize risks results in a substantial reduction in the rate at which risk costs are realized. • Cost tracking and reporting. This includes the accuracy of Estimate at Completion (EAC), accuracy of cost projections, effectiveness of baseline change management, mitigation of cost overruns through Earned Value measurements. • The overall and specific program and project status performance against the approved baseline, and the effectiveness of program and project reporting tools and systems.
Program Management	Defense and Naval Reactors	<p>The primary objective of the ICP Program Management Incentive is to encourage the Contractor to continue to advance all ICP projects toward End States in a safe manner and includes all other work scope items not identified as an objective PBI. The Contractor's program management support performance will be evaluated in areas including but not limited to the following:</p> <ul style="list-style-type: none"> • Overall effective program and project management. • Demonstration of effective subcontract management, including award of subcontracts as scheduled, inclusion of all requirements, subcontractor audits, and subcontract administration. Contractor will monitor subcontractor performance to ensure compliance with all requirements including small business subcontracting plans and DOE goals, Buy American Act, and applicable labor statutes. Consideration should be given to Socio-Economic Programs and ensuring that the Prime Contractors are proactively and objectively seeking measures to meet stated goals. • Demonstration of effective use of domestic suppliers of personal protective equipment (PPE) and achieving on-time-delivery of PPE. • Ability to proactively manage supply chain issues that arise. Consideration should be given to management of long lead items and critical spares; working with corporate partners to leverage buying power to obtain best pricing and delivery of mission critical needs; and working with Kansas City SCMC. • Demonstration of proactive communication with Corporate Official and parent companies to identify project issues early and resolve.

Subjective Evaluation Category	Fund Type	Evaluation Criteria
		<ul style="list-style-type: none"> • Key Personnel: this includes the contractor's ability in selecting, retaining, supporting, and replacing, when necessary, Key Personnel. • Effectiveness of coordination with the Idaho National Laboratory Managing and Operating Contractor (M&O), the Naval Reactors Facility Contractor, and other Site Contractors to support and implement provided services and the reduction of costs to implement these services. • Performance in interfacing with the community and other stakeholders in the execution of the ICP scope, including but not limited to follow through on stakeholder commitments. • Contractor will be evaluated in cyber-security and contractor assurance systems. • Developing, implementing, and updating all nuclear safety-related documentation such as Documented Safety Analyses, Technical Safety Requirements, Criticality Safety Evaluations, etc.