Note: The current FY26 PEMP Revision is updated in TO 3.2, Modification P00138. Original PEMP signatures are included with TO 3.2 Modification P00112

APPROVALS

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Date

REVISION LOG

Revision	Section	Page No.	Description	Date
0	ALL		Initial issue of document.	
1	IV A	8	Table 1 Update Subject Fee	04/30/2026
1	IV A	10	Table 3 Update Subjective Fee	04/30/2026
1	IV C.1	11	Remove SmartSheet and replace with RECAP	04/30/2026
1	V	15 & 23	Administrative update to PBI 1.5	04/30/2026
1	V	20	Administrative update to PBI 1.3	04/30/2026
1	V	25-26	Administrative update to PBI 1.6	04/30/2026

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

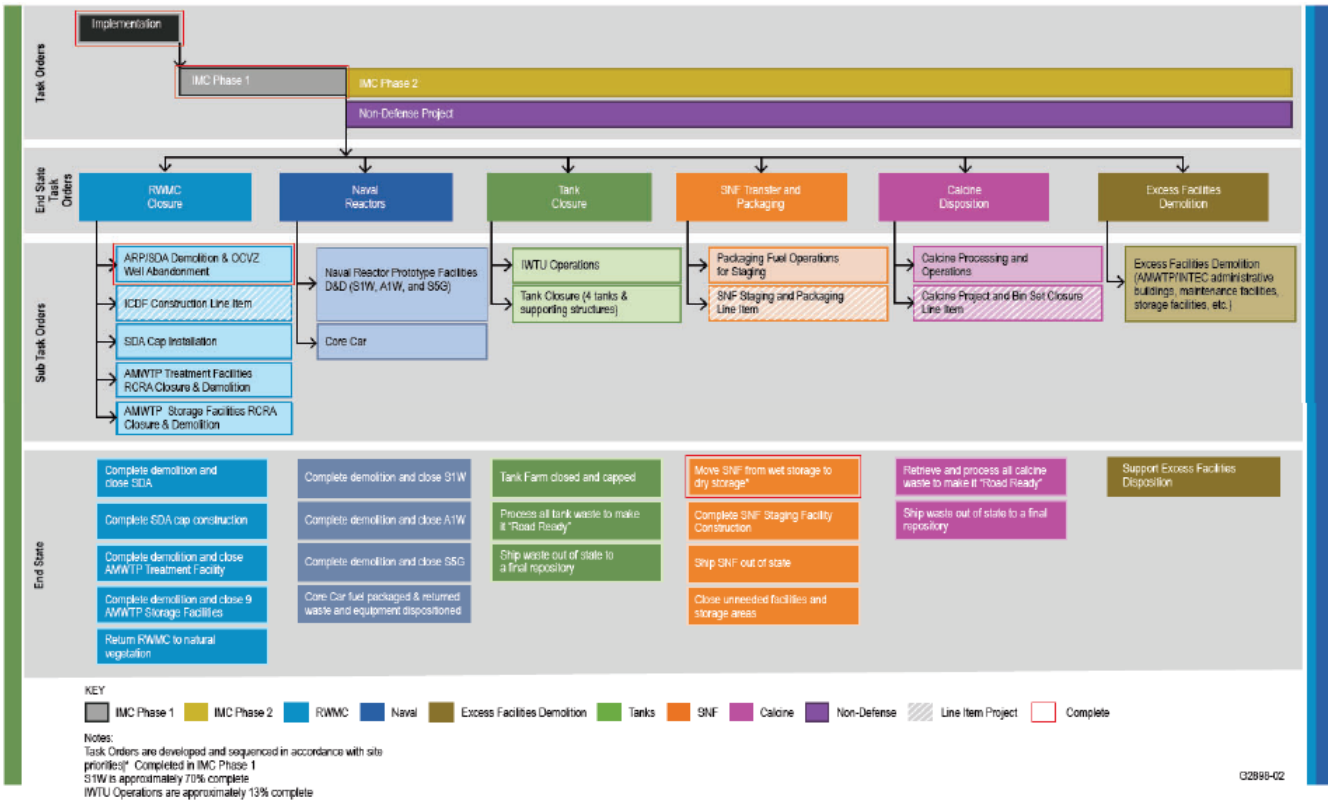
The ICP contract involves the safe environmental cleanup of the Idaho National Laboratory (INL) Site, which contains contaminated legacy wastes generated from World War II-era weapons testing, government-owned research, and defense reactors, spent nuclear fuel reprocessing, laboratory research, and other 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 with 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 support EM's mission, which is to provide U. S. taxpayers with the best value by accomplishing the maximum amount of environmental cleanup in the least amount of time. This also means providing the best optimal solutions while significantly reducing financial liability and environmental risk.

This fiscal year (FY) 2026 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 period of performance is from October 1, 2023, through September 30, 2031, with current authority to perform through September 30, 2025. The authorized work scope for this TO is being negotiated from October 1, 2025, through September 30, 2027. This PEMP covers the first of the two fiscal years being negotiated from October 1, 2025, to September 30, 2026.

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 fee determination. The primary responsibilities of the FDO are to complete the following:

a. Determine/Approve fee amount that may be earned during the evaluation period.

b. Determine/Approve the weighting of objective and subjective award fee.

c. Provide office priorities to ICP staff to assist in developing objective and subjective fee criteria.

d. Provide final approval of all award fee criteria.

e. 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 the 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 the subjective criteria. The primary responsibilities of the TOIM are to:

a. Work with the technical programs to develop and establish the evaluation criteria and incorporate them into the PEMP.

b. Ensure appropriate coordination of performance expectations and the evaluation criteria with DOE ICP federal staff and Headquarters (HQ) program and policy organizations.

c. 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.

d. Coordinate PEMP changes (minor or major) with the HCA/OAM as needed and in coordination with the CO.

3. Contracting Officer

a. 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.

b. The CO will memorialize the approved PEMP, including the evaluation criteria and available fee amounts, through a task order modification to the ICP contract.

c. 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 improvement in the Contractor’s performance.

d. 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)

a. 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).

b. 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.

c. The COR works closely with subject matter experts (SME) to evaluate performance against evaluation criteria and address any proposed modifications to these criteria.

d. The COR performs periodic reviews of the Contractor to evaluate progress toward completion of requirements for PBIs and recommends the final fee to the CO and FDO.

e. 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:

a. Develop the evaluation criteria related to their assigned areas.

b. Assist the CO in the negotiation of the evaluation criteria with the Contractor.

c. Assist the FDO, TOIM, CO, and COR with reasonable fee allocations.

d. Review the Contractor's request for change(s) to the evaluation criteria and recommend approval or disapproval to the CO and COR.

e. Monitor, evaluate, assess, and validate the Contractor's performance against the PBIs and subjective criteria in the PEMP.

f. Collect input from respective staff to be considered as part of the evaluation of the Contractor's performance.

6. All ICP Staff

a. As requested by the FDO, TOIM, CO, COR, AM, or supervisor, evaluate the performance of the Contractor in areas specific to its oversight responsibilities.

b. Evaluate fee supporting documentation submitted by the Contractor and provide documentation of the evaluation to the respective AM.

c. The Project Controls supervisor or delegate will perform a fee analysis of affordability and assist with invoice payment, both of which 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 will partner 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. As outlined in the EM guidance, if a specific change impacts PBI evaluation criteria or fee amount(s), HCA/OAM approval may be 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 substantial budget modifications have been made. 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 of any changes to the evaluation criteria and fee allocation to the Contractor. 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. For fee reallocations, HCA/OAM approval will be obtained in accordance with EM guidance. Reallocation of fee shall not violate FAR 16.401(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	$ 15,939,329
Nuclear Energy Objective Award Fee	$78,673
Naval Reactors Objective Award Fee	$783,255
Total Objective Award Fee Available	**$16,801,257**
Defense Subjective Award Fee	$ 6,939,527
Nuclear Energy Subjective Award Fee	$33,717
Naval Reactors Subjective Award Fee	$335,681
Total Subjective Award Fee Available	**$ 7,308,925**
Total Award Fee Available	**$ 24,110,181**

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, Nuclear Energy, 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. (See C.5.a 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 the 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	$15,939,329
Nuclear Energy	$78,673
Naval Reactors	$783,255
Total Objective Fee Available	**$16,801,257**

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 being 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 Defense, Naval Reactor, Nuclear Energy, and NNSS 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 PBIs 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.

Table 3. Subjective Award Fee Pools

Award Fee	Weight % of Available Subjective Fee	Value
Defense		
Cost	40%	$ 2,775,811
Schedule	30%	$ 2,081,858
Program Management	30%	$ 2,081,858
Total Defense Subjective Fee	**$6,939,527**	
Nuclear Energy		
Cost	40%	$13,487
Schedule	30%	$10,115
Program Management	30%	$10,115
Total Nuclear Energy Subjective Fee	**$33,717**	
Naval Reactors		
Cost	40%	$134,272
Schedule	30%	$100,704
Program Management	30%	$100,704
Total Naval Reactors Subjective Fee	**$335,681**	
Total of All Subjective Fee		**$ 7,308,925**

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 that 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. Approval for reallocation by the HCA/OAM will follow EM guidance.

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 limited to, the following: physical walk-throughs, documentation of accomplishments, review of Contractor invoices, monthly reports, Contractor Assurance System (TrackWise), RECAP 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's 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 CPAR evaluations and fee determinations, the Contractor and DOE ICP will hold a joint, quarterly PSR. The review shall include the progress on all active PBIs, including percentage 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 also will 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:

All PBIs are evaluated on an all-or-nothing basis, except for PBIs 1.3, 1.4, 1.5, and 2.1, which qualify for partial payment. Additionally, if a PBI has multiple subsections, fee can be earned for each completed subsection individually. For example, in PBI 1.1 (which includes subsections a, b, and c), completing subsection 'a' allows fee to be earned for that part, even if 'b' and 'c' are not completed.

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 IDIQ 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	$15,939,329
Nuclear Energy	$78,673
Naval Reactors	$783,255
Total Objective Fee Available	$16,801,257

A. Objective Fee PBIs

DEFENSE FY 2026 PBIs (Objective)

PBI #	PBS #	WBS Description	PBI Description		% of Individual PBI	Completion Date	Available Fee
1.1	12	SNF - Loaded DOE Standard Canister Handling Tool	a. Completed design and analysis b. Fabricated Loaded DOE Standard Canister (DOESC) Handling Tool c. Functional load testing of the Loaded DOESC Handling Tool	a. $159,393 b. $239,090 c. $398,483	a. 20% b. 30% c. 50%	a. 4/30/2026 b. 9/15/2026 c. 9/30/2026	$ 796,966
1.2	12	SNF - DOE Standard Canister Drying System	a. Completed design and drawings b. Fabricated DOESC Drying System	a. $398,483 b. $398,483	a. 50% b. 50%	a. 6/30/2026 b. 9/30/2026	$ 796,966
1.3	13	Waste Management – Transuranic (TRU) Waste Certification	a. Certify 950 m3 of Contact-Handled (CH) TRU waste ($3,422.76 per m3) b. Certify 6m3 of Remote-Handled (RH) TRU waste for shipment to the Waste Isolation Pilot Plant (WIPP) ($95,636 per m3)	a. $3,251,623 b. $573,816	a. 85% b. 15%	a. 9/30/2026 b. 9/30/2026	$ 3,825,439
1.4	13	Waste Management – Remote Handled Waste Processing	a. Completion of loading a mock waste drum and/or actual waste drum into a Shielded Container Assembly (SCA) b. Repackaging and characterizing each of the 8 FY26 Lot 11 RH Mixed Low-level Waste (MLLW) containers (112,372.25 per container) c. Completion of shipping the first RH-TRU shipment to WIPP d. Completion of each additional RH-TRU shipment up to a maximum of 15 shipments ($29,328.33 per container)	a. $286,908 b. $898,978 c. $286,908 d. $439,925	a. 15% b. 47% c. 15% d. 23%	a. 12/31/2025 b. 9/30/2026 c. 4/30/2026 d. 9/30/2026	$ 1,912,719
1.5	13	Waste Management – Contact-Handled Waste Processing	a. Completion of the processing/treatment of the remaining BN-510 Criticality Cleanout 100-gallon containers ($15,593 per container) b. Completion of the Ultrasonic Testing on the remaining BN-510 containers that currently cannot be certified for WIPP disposal ($1,174 per container)	a. $717,270 b. $876,663	a. 45% b. 55%	a. 3/31/2026 b. 3/31/2026	$ 1,593,933
1.6	13	Waste Management – Remaining Waste Certification Plan	a. Completion of Comprehensive Waste Certification Plan b. Completion of Comprehensive Waste Certification Presentation	a. $318,786 b. $318,787	a. 50% b. 50%	a. 4/30/2026 b. 7/31/2026	$ 637,573
1.7	14	Site Management - Installation of HVAC System	Completion of the installation and functional testing of a new HVAC system for the CPP-606 annex area		100%	9/30/2026	$ 956,360
1.8	14	Site Management – Deep Well Pump Replacement	Completion of the installation of a new deep well pump and successful functional testing of the equipment		100%	9/30/2026	$ 956,360
1.9	14	Calcine Retrieval Project – LiDAR Scans	a. Complete LiDAR scan of Calcined Solids Storage Facility (CSSF) 2 b. Complete LiDAR scan of CSSF 3	a. $478,180 b. $478,180	a. 50% b. 50%	a. 8/30/2026 b. 9/30/2026	$ 956,360
1.10	14	Cyber – Elevating Network Security Posture	a. Completion of the Enhanced Security Configuration & Remediation Report b. Completion of the Integrated Security Control Validation Report c. Completion of the Executive Network Security Uplift Report	a. $478,180 b. $478,180 c. $637,573	a. 30% b. 30% c. 40%	a. 9/30/2026 b. 9/30/2026 c. 9/30/2026	$ 1,593,933
1.11		INTEC - Tank Farm	a. Verify the functionality of the Washball directional spray nozzles to support Tank Farm closure of VES-WM-190 b. Attempt to verify the associated equipment by transferring SBW from tank VES-WM-187 to tank VES-WM-189 c. Successfully transfer SBW from tank VES-WM-187 to VES-WM-189	a. $765,087 b. $573,816 c. $573,816	a. 40% b. 30% c. 30%	a. 9/30/2026 b. 9/30/2026 c. 9/30/2026	$ 1,912,719
						TOTAL	$15,939,329

NUCLEAR ENERGY FY 2026 PBI (Objective)

PBI #	PBS #	WBS Description	PBI Description		Completion Date	Available Fee	% of PBI Fee
2.1	NE	TRIGA Canister Fabrication	Completion of the fabrication of four Training, Research, Isotopes, General Atomics (TRIGA) canisters		3/31/2026	$ 78,673	100%
					TOTAL	$ 78,673	100%

NAVAL REACTORS FY 2026 PBI (Objective)

PBI #	PBS #	WBS Description	PBI Description		Completion Date	Available Fee	% of PBI Fee
3.1	Navy	Navy Core Car	a. Completion of the fabrication of the Cutting Station Hard Stops (33%) b. Completion of the fabrication of the Remnant Baskets (33%) c. Completion of the fabrication of the Work Platform (34%)	a. $258,474 b. $258,474 c. 266,307	a. 1/29/2026 b. 3/31/2026 c. 7/30/2026	$ 783,255	100%
					TOTAL	$ 783,255	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 – Loaded DOE Standard Canister Handling Tool **INCENTIVE FEE AMOUNT:** $796,966
FEE STRUCTURE: Activity Completion **DESIRED ENDPOINT/OUTCOME:** Complete the design and analysis, fabrication, and functional load test of the Department of Energy Standard Canister (DOESC) Loaded Handling Tool. **FEE BEARING MILESTONE:** The Contractor shall earn $$796,966 of fee at the completion of the following: a. The Contractor shall earn $159,393 of fee for the completion of the design and analysis of the Loaded DOESC Handling Tool. b. The Contractor shall earn $239,090 for the fabrication of the Loaded DOESC Handling Tool. c. The Contractor shall earn $398,483 of fee for the functional load testing of the Loaded DOESC Handling Tool. **WORK SCOPE/COMPLETION CRITERIA:** a. Completed design and analysis b. Fabricated Loaded DOESC Handling Tool c. Functional load testing of the Loaded DOESC Handling Tool **TARGET COMPLETION DATE:** a. 4/30/2026 b. 9/15/2026 c. 9/30/2026 **COMPLETION DOCUMENT/DOE VERIFICATION:** a. Documents demonstrating completion of the Loaded DOESC Handling Tool's design and analysis b. Documents demonstrating completion of the Loaded DOESC Handling Tool's fabrication c. Documents demonstrating completion of the Loaded DOESC Handling Tool's functional load testing Documentation may include: • Approved drawings • Approved Engineering Design File (EDF) or Structural Lift Analysis • Completed fabrication work packages • Photos of DOESC Handling Tool • Functional load test results

RISK REDUCTION: This tool will be used by the Road Ready Demonstration project to handle loaded DOESCs containing Spent Nuclear Fuel (SNF). The project is being performed to demonstrate progress toward the 1995 Idaho Settlement Agreement to remove SNF from the State of Idaho by January 1, 2035.

1.2

ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.2

TITLE: Spent Nuclear Fuel End State – DOE Standard Canister Drying System
INCENTIVE FEE AMOUNT: $796,966

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Complete the design and fabrication of the Department of Energy Standard Canister (DOESC) Drying System.

FEE BEARING MILESTONE: The Contractor shall earn $796,966 of fee for completion of the following:

a. The Contractor shall earn $398,483 of fee for the completion of design for the DOESC Drying System.
b. The Contractor shall earn $398,483 of fee for the fabrication of the DOESC Drying System.

WORK SCOPE/COMPLETION CRITERIA:

a. Completed design and drawings
b. Fabricated DOESC Drying System

TARGET COMPLETION DATE:

a. 6/30/2026
b. 9/30/2026

COMPLETION DOCUMENT/DOE VERIFICATION:

a. Documentation demonstrating completion of the DOESC Drying System design
b. Documentation demonstrating completion of the DOESC Drying System fabrication

Documentation may include:

- Approved design and drawings
- Completed fabrication work packages
- Photos of DOESC Drying System

RISK REDUCTION: This equipment will be used in the Road Ready Demonstration project to dry Spent Nuclear Fuel (SNF), in the DOESC, to meet storage and disposal requirements. The project demonstrates progress toward a 1995 Idaho Settlement Agreement milestone to remove SNF from the State of Idaho by January 1, 2035.

1.3

ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.3

TITLE: Waste Management - TRU Waste Certification
INCENTIVE FEE AMOUNT: $3,825,439

FEE STRUCTURE: Activity Completion (This PBI is eligible for partial payment of fee)

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

FEE BEARING MILESTONE: The Contractor shall earn $3,825,439 of fee for completion of the following:

a. The Contractor shall earn $3,422.76 of fee per cubic meter (m^3) of Contact-Handled (CH) TRU waste completed and certified for a maximum fee of $3,251,623.
b. The Contractor shall earn $95,636 of fee per m^3 of Remote-Handled (RH) TRU waste completed and certified for shipment to WIPP for a maximum fee of $573,816.

WORK SCOPE/COMPLETION CRITERIA: Certify TRU waste in accordance with WIPP Waste Acceptance Criteria, Revision 11, or most current revision.

a. Certify 950m^3 of CH-TRU waste
b. Certify 6m^3 of RH-TRU waste

TARGET COMPLETION DATE:

a. 09/30/2026
b. 09/30/2026

COMPLETION DOCUMENT/DOE VERIFICATION: Completion documentation for both part a and part b will include 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."

The volume counted for CH-TRU waste includes both the Site Treatment Plan (STP) [i.e., Legacy and NewGen] and Agreement to Implement (ATI) [Exhumed Buried] TRU waste containers. Further, the inner container volume is the volume counted for the milestone (e.g., 85-gallon drum [0.32m^3] is counted as a 55-gallon drum [0.212m^3]). The volume counted for RH-TRU waste includes both STP and other RH TRU waste containers. Each RH-TRU waste container, regardless of overpacking (e.g., a 30-gallon drum in a 55-gallon drum in a Shielded Canister Assembly [SCA]), is counted as the inner 30-gallon drum [0.114m^3]. Also, progress from the previous fiscal year (FY) does not count toward progress in completing the FY 2026 milestones.

Note: RH-TRU certification is dependent upon Central Characterization Project certification progress.

RISK REDUCTION: Certification of the TRU Waste at the levels specified supports the efforts to continue radioactive waste shipments to WIPP. The certified waste is designated for waste packages that are then prepared for shipment. This effort to certify waste at the specified levels ensures compliance and is a required step supporting the removal of waste from the Idaho National Laboratory as a key component in the Department of Energy's efforts to protect the Snake River aquifer and the southeast Idaho ecosystem.

1.4

ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.4

TITLE: Waste Management - Remote-Handled Waste Processing
INCENTIVE FEE AMOUNT: $1,912,719

FEE STRUCTURE: Activity Completion (This PBI is eligible for partial payment of fee)

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

FEE BEARING MILESTONE: The Contractor shall earn $1,912,719 of fee for completion of the following:

a. The Contractor shall earn $286,908 of fee for completion of loading a mock and/or actual waste drum into a Shielded Container Assembly (SCA).
b. The Contractor shall earn $112,372.25 of fee per container for repackaging and characterizing each of the 8 FY 2026 Lot 11 RH Mixed Low-Level Waste (MLLW) containers for a maximum fee of $898,978
c. The Contractor shall earn $286,908 of fee for completion of shipping the first RH-TRU shipment to the Waste Isolation Pilot Plant (WIPP).
d. The Contractor shall earn $29,328.33 of fee for completion of each additional RH-TRU shipment up to a maximum of 15 shipments for a maximum fee of $439,925.

WORK SCOPE/COMPLETION CRITERIA:

a. Successful loading of a mock and/or actual waste drum into SCA
b. Closure package documenting completion, including volumes and waste details
c. Shipment of RH-TRU waste to WIPP released from Radioactive Waste Management Complex (RWMC) to WIPP
d. Shipment of RH-TRU waste to WIPP released from RWMC to WIPP

TARGET COMPLETION DATE:

a. 12/31/2025
b. 09/30/2026
c. 04/30/2026
d. 09/30/2026

COMPLETION DOCUMENT/DOE VERIFICATION:

a. Completion documentation to show successful loading of a mock and/or actual waste drum into SCA
b. Closure package documenting completion, including volumes and waste details
c. Waste shipment shown in WIPP Data System (WDS) as sent to WIPP
d. Waste shipment shown in WIPP Data System (WDS) as sent to WIPP

Note: RH-TRU certification is dependent upon Central Characterization Project certification progress and timely delivery of the SCAs.

RISK REDUCTION: Establishes and demonstrates the Idaho Environmental Coalition (IEC) process for safely and compliantly loading RH-TRU waste into the approved WIPP shipping containers. This demonstration will allow for IEC to commence the safe and compliant shipments of RH-TRU waste to WIPP. RH-TRU waste is exhumed from the Idaho National Laboratory (INL) storage vaults to be repackaged and characterized for future RH-TRU shipment and disposal at WIPP.

The RH-TRU shipments to WIPP are a significant step forward in meeting the department's agreements with the State of Idaho focused on safely and compliantly removing radioactive waste from the INL as a key component in the Department of Energy's efforts to protect the Snake River Aquifer and the southeast Idaho ecosystem.

1.5

ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.5

TITLE: Waste Management – Contact-Handled Waste Processing
INCENTIVE FEE AMOUNT: $1,593,933

FEE STRUCTURE: Activity Completion (This PBI is eligible for partial payment of fee)

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

FEE BEARING MILESTONE: The Contractor shall earn $1,593,933 of fee for completion of the following:

a. The Contractor shall earn $15,593 of fee per container for successful processing/treatment of the remaining BN-510 Criticality Cleanout 100-gallon containers for a maximum fee of $717,270.
b. The Contractor shall earn $1,174 of fee per container for completing Ultrasonic Testing (UT) on the remaining BN-510 containers that currently cannot be certified for WIPP disposal for a maximum fee of $876,663.

WORK SCOPE/COMPLETION CRITERIA:

a. Completion of processing/treatment of the remaining BN-510 Criticality Cleanout 100-gallon containers.
b. Completion of the UT on the remaining BN-510 containers.

TARGET COMPLETION DATE:

a. 03/31/2026
b. 03/31/2026

COMPLETION DOCUMENT/DOE VERIFICATION: Completion documentation for both part a and part b will include the 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 within the Waste Tracking System. The information for the containers must show the status as having completed the necessary processing activities. If the containers are subsequently certified or shipped offsite for disposal, then the status in the WIPP Waste Data System and Integrated Waste Tracking System will also be used for verification.

RISK REDUCTION:

a. Past events have identified that aging containers of supercompacted waste can present an increased risk of failure during transportation, causing the potential for contamination to spread. The UT verifies the current condition of the container, ensuring minimized risk during shipping. This presents reduced risk to Advanced Mixed Waste Treatment Project (AMWTP) personnel loading the containers and to WIPP personnel when unloading and handling the containers for disposal. UT also allows nearly 4,000 more containers to be readily available for shipping, helping to meet our goals with the State of Idaho, and removing the waste from the Idaho National Laboratory as a key component in the Department of Energy’s efforts to protect the

Snake River Aquifer and the entire Southeast Idaho ecosystem.

b. Supercompacted waste containers with crit cleanout pucks in them have been identified to have an increased risk potential for liquids. Liquids are not allowed in this waste stream, and reprocessing these containers ensures compliance with WIPP waste acceptance criteria (WAC) and shipping requirements. This liquid potential presents increased risk of corrosion, leading to potential container failures that can impact the container's ability to remain intact and hold its contents. Processing these containers through the AMWTP Treatment Facility reduces risk to AMWTP and WIPP personnel during container handling and movement and significantly reduces the potential for liquid leakage during over the road shipment to WIPP.

1.6

ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.6

TITLE: Waste Management - Remaining Waste Certification Plan
INCENTIVE FEE AMOUNT: $637,573

FEE STRUCTURE: Activity Completion.

DESIRED ENDPOINT/OUTCOME: Make progress toward certification of the remaining Contact-Handled Transuranic (CH-TRU) waste population at the Radioactive Waste Management Complex (RWMC) to support shipping waste to the Waste Isolation Pilot Plant (WIPP) and avoid significant impact to the WIPP operations by providing continued shipments to WIPP.

FEE BEARING MILESTONE: The Contractor shall earn $637,573 of fee for completion of the following:

a. The Contractor shall earn $87,573 of fee for the completion of the Comprehensive Waste Certification Plan for the BN510 (supercompacted waste) and existing Sludge Repackaging Project (SRP) waste streams. .
b. The contractor shall earn $250,000of fee for theupdate of the Acceptable Knowledge Summary Report (AKSR) for the ship “as is” RF001/741 and RF002/742 SRP waste stream (BNSRPS3.1A) derived from processing SD-176 or other indeterminate IDC input containers.
c. The contractor shall earn $200,000 of fee for submission of the resolutions to comments received from the Carlsbad Field Office (CBFO) and WIPP on the AKSR for the ship “as is” BNSRPS3.1A waste stream
d. The contractor shall earn $50,000 of fee for development the Polychlorinated Biphenyls (PCBs) sampling and decontamination plan for the Advanced Mixed Waste Treatment Facility (AMWTF)
e. The contractor shall earn $50,000 of fee for development of the Ammonium Nitrate white paper.

WORK SCOPE/COMPLETION CRITERIA:

a. Completion of Comprehensive Waste Certification Plan for BN510 and existing SRP waste streams
b. Completion of the development and submittal of the revised AKSR for the ship “as is” SRP BNSRPS3.1A waste stream to CBFO for review.
c. Completion of comment resolutions on the comments received from CBFO and WIPP on the revised AKSR for the BNSRPS3.1A waste stream.
d. Completion of the submittal for the PCBs sampling and decontamination plan for the AMWTF to the Environmental Protection Agency (EPA) Region X for review.
e. Develop the Ammonium Nitrate white paper and provide it to DOE-ID review.

TARGET COMPLETION DATE:

a. 4/30/2026
b. 7/31/2026
c. 9/30/2025
d. 9/30/2026
e. 9/30/2026

COMPLETION DOCUMENT/DOE VERIFICATION:

a. Memorandum will be developed to document the container populations for the waste streams in the Comprehensive Waste Certification Plan. For Fiscal Year (FY) 2026, the Comprehensive Waste Certification Plan will be focused on the supercompacted waste stream (BN510), the approved SRP waste streams and waste stream BNSRPS3.3D destined for disposal at WIPP. The memorandum will include a listing of all containers included in the waste stream(s) population along with relevant WIPP certification information (e.g., Container ID, Waste Stream Profile Form [WSPF], Identification Description Code [IDC], etc.).
b. The . revised AKSR for the ship “as is” RF001/741 and RF002/742 SRP waste stream (BNSRPS3.1A) will address the SRP generated waste containers that were confirmed to be first or second stage sludge waste by AK during processing of SD-176 or other indeterminate IDC input containers. The population of containers for this waste stream is the majority of the remaining SRP waste containers that require certification.
c. Submittal of the resolution of the comments received from CBFO and WIPP will be documented on the document review record (DRR) forms. The comment resolutions must be technically supported. Prior to submitting the comment resolutions to CBFO, the comment resolutions will undergo DOE-ID review and consent.
d. The PCBs sampling and decontamination plan for the AMWTF will address the sampling and decontamination within the AMWTF necessary to confirm that the AMWTF is no longer considered as PCB contaminated. The PCBs sampling and decontamination plan will define the PCB levels and areas (points) that the facility must be cleaned up to (decontaminated) to ensure that the facility is appropriately clean. The plan will be submitted to the EPA for the review and comment resolution. Prior to submittal to the EPA, the PCB plan will undergo DOE-ID review and comment resolution.
e. The Ammonium Nitrate whitepaper will discuss potential testing and analysis to establish a limit (concentration or mass) of Ammonium Nitrate in an individual container that can be safely transported and disposed of at WIPP. The white paper will provide a listing of the Ammonium Nitrate containers. Further, the white paper will provide potential approaches (e.g., sampling, sample testing, simulant testing, separations, etc.) to resolve the other Ammonium Nitrate containers.

RISK REDUCTION: Support continued shipments to WIPP meeting the Idaho Settlement Agreement shipping milestone and to work toward closure of the Advanced Mixed Waste Treatment Project.

1.7

ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.7

TITLE: Site Management – Complete Installation of Heating Venting and Air Conditioning (HVAC) System of Chemical Processing Plant (CPP)-606 Annex Area.
INCENTIVE FEE AMOUNT: $956,360

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Installation of new HVAC and functional testing of the system.

FEE BEARING MILESTONE: The Contractor shall earn $956,360 of fee for the completion of the installation and functional testing of a new HVAC system for the CPP-606 annex area.

WORK SCOPE/COMPLETION CRITERIA: Installation and successful functional testing of the HVAC system

TARGET COMPLETION DATE: 9/30/2026

COMPLETION DOCUMENT/DOE VERIFICATION: Closed work order demonstrating functionality of the HVAC system

RISK REDUCTION: The CPP-606 annex area is the main hub for the operators who supply steam, potable water and raw water to the entirety of Idaho Nuclear Technology and Engineering Center (INTEC) and Integrated Waste Treatment Unit (IWTU). This building also houses four boilers for the complex. During warmer months this area is used for breaks and the cool down of the workers. The current AC unit was installed approximately 25 years ago and is very undersized and does not cool the area adequately. This upgrade is beneficial to provide the workers an area for required work rest regiments when temperatures are high. An upgrade to this space will improve the condition of this important support facility and enable the operators to perform their daily activities more efficiently to ensure continued support for utilities at INTEC and IWTU. To help satisfy continued cleanup needs this enhanced operational condition will make a better and safer area for the workers to be more efficient in their daily activities. The investment in this building system provides substantial benefit to the Department of Energy (DOE) and the Idaho Cleanup Project (ICP) mission programs by keeping the workers safe and in an environment that they can work more efficiently. In addition, this upgrade to this space which supplies utilities to key missions at INTEC and IWTU that protect the Snake River aquifer will help to ensure an enhanced working environment for this important function for the ICP mission.

This Institutional Infrastructure area supports the safe operation of INTEC nuclear facilities and IWTU waste processing. Operation of these nuclear facilities require utility operators who manage distribution systems, auxiliary systems, and support facilities including water (Potable and raw), steam, sewer, plant air, breathing air, nitrogen, and cold chemical systems. Many of

these Institutional Infrastructure systems are aged and at, or beyond, their designed service life and require constant repairs. The utility operators have played an important role in our past successes at INTEC and IWTU, and providing an adequate area will be key to the continued success of the ICP and DOE mission.

1.8

ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.8

TITLE: Site Management – Deep Well Pump Replacement (WEL-UTI-660)
INCENTIVE FEE AMOUNT: $956,360

FEE STRUCTURE: Activity Completion

DESIRED ENDPOINT/OUTCOME: Complete the replacement of the deep well potable water pump (WEL-UTI-660).

FEE BEARING MILESTONE: The Contractor shall earn $956,360 of fee for completing the installation of a new deep well pump and successful functional testing of the equipment.

WORK SCOPE/COMPLETION CRITERIA: Installation and successful functional testing of the well

TARGET COMPLETION DATE: 9/30/2026

COMPLETION DOCUMENT/DOE VERIFICATION: Completed and closed work order demonstrating functionality of the backup generator and potable water pump

RISK REDUCTION: The potable water pump WEL-UTI-660 is approximately 42 years old. Industry professionals recommend that submersible deep well pumps be replaced after 20 to 30 years of operation. This well is one of two deep well pumps that supply the Idaho Nuclear Technology and Engineering Center (INTEC) potable water system including process feed water to the Integrated Waste Treatment Unit (IWTU) facility. Per industry standards this well is far past its expected life. The second potable well is approximately 10 years old, which leaves it with half its recommended life expectancy.

Impacts on the projects if we were to lose potable water would be substantial and all processes that rely on potable water would be limited. If both deep well potable water pumps were to fail the following risks could occur:

- No potable water available to support INTEC and IWTU missions.
- No toilets or bathroom sink use.
- No drinking fountains use.
- No safety showers and eye wash use.
- Chlorinator capabilities would be affected.
- IWTU would lose process support water.

1.9

ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.9

TITLE: Calcine Retrieval Project – LiDAR Scans of CSSF 2 and 3
INCENTIVE FEE AMOUNT: $956,360

FEE STRUCTURE: Activity Completion.

DESIRED ENDPOINT/OUTCOME: Complete Light Detection and Ranging (LiDAR) scans of Calcined Solids Storage Facility (CSSF) two (2) and three (3).

FEE BEARING MILESTONE: The Contractor shall earn $956,360 of fee for completion of the following:

a. The Contractor shall earn $478,180 of fee for completing a LiDAR scan of CSSF two (2).
b. The Contractor shall earn $478,180 of fee for completing a LiDAR scan of CSSF three (3).

WORK SCOPE/COMPLETION CRITERIA:

a. Complete LiDAR scan of CSSF two (2)
b. Complete LiDAR scan of CSSF three (3)

TARGET COMPLETION DATE:

a. 8/30/2026
b. 9/30/2026

COMPLETION DOCUMENT/DOE VERIFICATION:

a. LiDAR scan data of CSSF two (2)
b. LiDAR scan data of CSSF three (3)

RISK REDUCTION: It is possible that as-built conditions of the CSSF bin sets may not match available information (e.g., drawings) or assumed conditions. The LiDAR scans of CSSFs two (2) and three (3) are being performed to validate the as-built conditions to support ongoing and future design work, which will reduce risks to the project.

1.10

ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.10

TITLE: Cyber – Elevating Network Security Posture
INCENTIVE FEE AMOUNT: $1,593,933

FEE STRUCTURE: Activity Completion.

DESIRED ENDPOINT/OUTCOME: To strategically enhance the security of the ICP network infrastructure in direct alignment with the ongoing network refresh project. This PBI aims to integrate specific, advanced security controls and practices into the new infrastructure, ensuring a measurably stronger defensive posture and increased resilience against evolving cyber threats upon its deployment and stabilization.

FEE BEARING MILESTONE: The Contractor shall earn $1,593,933 of fee at the completion of the following:

a. The Contractor shall earn $478,180 of fee for the completion of Proactive Configuration Hardening & Vulnerability Remediation.
    - Implement enhanced security configurations and hardening measures on all refreshed network devices that exceed baseline vendor recommendations and typical deployment standards. Systematically identify and remediate any critical or high-severity vulnerabilities discovered during the integration and stabilization of the new infrastructure, ensuring a minimized attack surface from the outset.
b. The Contractor shall earn $478,180 of fee for Validated Security Control Integration & Efficacy.
    - Ensure the seamless integration and proven effectiveness of key security controls within the new network infrastructure. This involves rigorous testing and validation of capabilities such as enhanced network segmentation enforcement, improved intrusion detection/prevention mechanisms, and robust network access controls for the new environment. The goal is to confirm these controls actively mitigate threats and enforce policy in the live refreshed network.
c. The Contractor shall earn $637,573 of fee for the Measurable Security Posture Improvement Report.
    - Develop an executive-level report that quantifies tangible improvements in the network's security posture directly resulting from the PBI's security enhancements during the refresh. This involves defining and measuring key performance indicators (KPIs) that illustrate the uplift in resilience, compliance, and risk reduction specific to the refreshed infrastructure.

WORK SCOPE/COMPLETION CRITERIA:

a. **Configuration Hardening & Vulnerability Remediation**
    - **Hardening Baseline:** Achieve a minimum of 85% adherence to a pre-defined, elevated security configuration standard (e.g., CIS Benchmarks Level 1 or an agreed-upon custom secure baseline) for *all core network devices deployed or*

upgraded as part of the refresh. This will be verified through automated configuration audits.

- **Critical/High Vulnerability Closure:** Achieve 100% remediation of all critical and high-severity vulnerabilities identified on the *newly refreshed network infrastructure components* prior to their operational cutover. This remediation must be verified by independent vulnerability scans or targeted assessments post-implementation. For any new critical/high vulnerabilities discovered post-cutover within a 30-day stabilization period, 90% must be remediated within 15 business days of identification. Once the 30-day stabilization period is complete, *newly refreshed network infrastructure components* are subject to the current vulnerability management program ongoing.

b. **Validated Security Control Integration & Efficacy**
   - **Network Segmentation Enforcement:** Demonstrate 100% successful enforcement of defined network segmentation policies for at least two critical new network zones or VLANs established within the refreshed infrastructure. This will be verified through active testing of unauthorized cross-segment communication. Develop an executive-level report that quantifies tangible improvements in the network's security posture directly resulting from the PBI's security enhancements during the refresh. This involves defining and measuring key performance indicators (KPIs) that illustrate the uplift in resilience, compliance, and risk reduction specific to the refreshed infrastructure.
   - **Intrusion Detection/Prevention (ID/P) Coverage & Alerting:** Achieve 95% successful detection and appropriate alerting/prevention of a pre-defined set of 10 common network attack patterns (e.g., brute-force attempts, port scans, common exploit signatures) simulated against the *newly refreshed network infrastructure*. This includes verification that all relevant security events from the new devices are successfully ingested into the SIEM.
   - **Network Access Point Security Mandate:** All newly deployed or refreshed network access points (e.g., switches, wireless access points) must be fully hardened and secured. This includes their installation, configuration, and continuous maintenance to rigorously enforce defined Network Access Control (NAC) policies, comply with all current security baselines with documented mission required exceptions, and be promptly patched to eliminate identified vulnerabilities.

c. **Measurable Security Posture Improvement Report Acceptance**
   - **Report Acceptance:** The Executive Network Security Uplift Report must be formally accepted and approved by AO within 10 business days of submission.
   - **Quantified Uplift:** The report must clearly demonstrate and quantify that the following minimum thresholds for security posture uplift have been met or exceeded on the *newly refreshed network infrastructure components*:
     - **Compliance Score Increase:** An increase of at least 10 percentage points in the measured compliance score against an agreed-upon security framework (e.g., NIST CSF, CIS Benchmarks) for the refreshed network infrastructure elements, as verified by an independent assessment.
     - **Security Configuration Baseline Adherence:** As verified in criterion 1, a minimum 85% adherence to the defined hardened configuration baseline across the refreshed core network

TARGET COMPLETION DATE:

a. 9/30/2026
b. 9/30/2026
c. 9/30/2026

COMPLETION DOCUMENT/DOE VERIFICATION:

a. Enhanced Security Configuration & Remediation Report: A verified report detailing the specific hardening applied (e.g., CIS Benchmarks adherence, custom secure baselines) and the successful remediation of all critical and high-severity vulnerabilities identified *on the newly refreshed components*. This includes independent verification through configuration audits or targeted vulnerability scans of the new infrastructure.
b. Integrated Security Control Validation Report: A comprehensive report presenting quantifiable evidence (e.g., test results, simulated attack outcomes, audit logs) demonstrating the successful operation and efficacy of specified security controls *on the refreshed network components*. This report will confirm that controls are properly configured, actively protecting, and integrated with central security monitoring.
c. Executive Network Security Uplift Report: A concise, high-impact report (formally accepted by AO) that provides a clear, data-driven overview of the improvement of security posture *within the newly refreshed network segments*. This report will showcase quantifiable metrics such as improved compliance scores against recognized security frameworks and enhanced threat detection capabilities.

RISK REDUCTION: Significantly reduces overall cyber risk by minimizing the attack surface through proactive hardening and remediation. It enhances resilience via improved segmentation, ID/P, and NAC. It also improves compliance by increasing adherence to security frameworks and boosts threat detection and response through better SIEM integration and ID/P capabilities. Crucially, proactive security integration during the refresh prevents the less effective and costlier approach of retrofitting security measures later.

1.11

ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
1.11

TITLE: INTEC Tank Farm
INCENTIVE FEE AMOUNT: $1,912,719

FEE STRUCTURE: Activity Completion.

DESIRED ENDPOINT/OUTCOME: Ensure the functionality of the Washball directional spray nozzles to support Tank Farm closure of VES-WM-190. Verify the associated equipment for a transfer of tank VES-WM-187 to tank VES-WM-189 is functional by attempting to transfer. Successfully transfer Sodium Bearing Waste (SBW) from tank VES-WM-187 to tank VES-WM-189.

FEE BEARING MILESTONE: The Contractor shall earn $1,912,719 of fee for completion of the following:

a. The Contractor shall earn $765,087 of fee for verifying the functionality of the Washball directional spray nozzles to support Tank Farm closure of VES-WM-190.
b. The Contractor shall earn $573,816 of fee for attempting to verify the associated equipment by transferring SBW from tank VES-WM-187 to tank VES-WM-189.
c. The Contractor shall earn $573,816 of fee for successfully transferring SBW from tank VES-WM-187 to VES-WM-189.

WORK SCOPE/COMPLETION CRITERIA:

a. Verify the Washball directional spray nozzles are operable per TPR-7098.
b. Verify the functionality of the associated equipment by attempting to transfer SBW from tank VES-WM-187 to tank VES-WM-189.
c. Successfully transfer SBW from tank VES-WM-187 to VES-WM-189

TARGET COMPLETION DATE:

a. 9/30/2026
b. 9/30/2026
c. 9/30/2026

COMPLETION DOCUMENT/DOE VERIFICATION:

a. Evidence package documenting the operation of the Washball directional spray nozzles, which may include Operator Logs, Pre-Job Brief forms, completed TPR-7098, or a document identifying what future corrective maintenance/repairs are needed.
b. Attempt/operation of the Tank Farm transfer, which may include Operator Logs, Pre-Job Brief forms, completed TPR-7096, Work Control to connect VES-WM-187 steam jets, or document identifying what future corrective maintenance/repairs are needed.
c. Successfully transfer SBW from tank VES-WM-187 to VES-WM-189 and provide a completed liquid transfer sheet to validate successful transfer.

RISK REDUCTION: Identifies if there are issues with the operation of the Washball directional spray nozzles and repairs or refurbishment are needed ahead of when the project will be ready to perform tank rinsing so additional delays are not encountered. Attempting a Tank Farm transfer from VES-WM-187 will provide insight into the contents of the tank and if there will be any issues using the in-tank jets prior to processing the tank through the Integrated Waste Treatment Unit.

2.0 Nuclear Energy PBI Completion Criteria

2.1

ICP PERFORMANCE MEASURE PBI PWS/ACTIVITY – COMPLETION MILESTONE 2.1 **TITLE:** Nuclear Energy – TRIGA Canister Fabrication **INCENTIVE FEE AMOUNT:** $78,673
FEE STRUCTURE: Activity Completion (This PBI is eligible for partial payment of fee) **DESIRED ENDPOINT/OUTCOME:** Complete the fabrication of four Training, Research, Isotopes, General Atomics (TRIGA) canisters. **FEE BEARING MILESTONE:** The Contractor shall earn $19,668.25 of fee per container for the completion of the fabrication of each of the TRIGA Canisters for a maximum fee of $78,673. **WORK SCOPE/COMPLETION CRITERIA:** Four TRIGA canisters fabricated and green-tagged for use **TARGET COMPLETION DATE:** 3/31/2026 **COMPLETION DOCUMENT/DOE VERIFICATION:** Documentation demonstrating the completed fabrication of four TRIGA canisters **RISK REDUCTION:** The TRIGA receipts, as specified in the 2025 State of Idaho Waiver Section K.1 of the 1995 Idaho Settlement Agreement, allow the receipt of specific Department of Energy owned Spent Nuclear Fuel from Domestic Research Reactors. The TRIGA receipts are necessary to keep university research reactors from exceeding regulatory fuel storage limits.

3.0 Naval Reactors PBI Completion Criteria

3.1

ICP
PERFORMANCE MEASURE
PBI PWS/ACTIVITY – COMPLETION MILESTONE
3.1

TITLE: Navy Core Car
INCENTIVE FEE AMOUNT: $783,255

FEE STRUCTURE: Activity Completion.

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

FEE BEARING MILESTONE: The Contractor shall earn $783,255 of fee for completion of the following:

a. The Contractor shall earn $258,474 of fee for completing fabrication of the Cutting Station Hard Stops.
b. The Contractor shall earn $258,474 of fee for completing fabrication of the Remnant Baskets.
c. The Contractor shall earn $266,307 of fee for completing fabrication of the Work Platform.

WORK SCOPE/COMPLETION CRITERIA:

a. Complete fabrication of the Cutting Station Hard Stops
b. Complete fabrication of the Remnant Baskets
c. Complete fabrication of the Work Platform

TARGET COMPLETION DATE:

a. 01/29/2026
b. 03/31/2026
c. 07/30/2026

COMPLETION DOCUMENT/DOE VERIFICATION:

a. Quality Assurance green tag on the Cutting Station Hard Stops
b. Quality Assurance green tag on the Remnant Baskets
c. Quality Assurance green tag on the Work Platform

RISK REDUCTION: Completion of this scope accelerates crucial training activities earlier in the project to facilitate handling of the Core Car material safely and compliantly.

VI. SUBJECTIVE CRITERIA

Subjective Evaluation Category	Fund Type	Evaluation Criteria
Schedule	Defense, Nuclear Energy, NNSS, Naval Reactors	The primary objective of the Schedule Incentive is to encourage the Contractor to achieve schedules (Site Treatment plan reports, Idaho Department of Environmental Quaility 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: • 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. Examples of submittals include Notifications of Contract Changed Conditions and 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, Nuclear Energy, NNSS, Naval Reactors	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: • 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
		• 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, and 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, Nuclear Energy, NNSS, Naval Reactors	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: • 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 Supply Chain Management Center.

Subjective Evaluation Category	Fund Type	Evaluation Criteria
		• Demonstration of proactive communication with Corporate Official and parent companies to identify project issues early and resolve. • Key Personnel: this includes the contractor's ability in select, retain, support, and replace, 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. • Effectiveness of cybersecurity and contractor assurance systems. • Maintaining an EIA-748 compliant earned value management system per the requirements of the contract.