

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. 0279	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY Idaho Operations U.S. Department of Energy Idaho Operations 1955 Fremont Avenue Idaho Falls ID 83415	CODE 00701	7. ADMINISTERED BY (If other than Item 6) Idaho Operations U.S. Department of Energy Idaho Operations 1955 Fremont Avenue MS 1221 Idaho Falls ID 83415	CODE 00701
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) BATTELLE ENERGY ALLIANCE, LLC Attn: Dana Storms P.O. BOX 1625 IDAHO FALLS ID 834150001		(x) 9A. AMENDMENT OF SOLICITATION NO.	9B. DATED (SEE ITEM 11)
CODE 152020629	FACILITY CODE	x 10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC07-05ID14517	10B. DATED (SEE ITEM 13) 11/09/2004
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS			
<input type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers <input type="checkbox"/> is extended, <input type="checkbox"/> 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 telegram 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 telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.			
12. ACCOUNTING AND APPROPRIATION DATA (If required)			
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 date, 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: See Block 14		
	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.)
 Tax ID Number: 68-0588324
 DUNS Number: 152020629
 Block 13 C: Modification Authority: DEAR 970.5215-1, Total Available Fee: Base Fee Amount and Performance Fee Amount.

THE PURPOSE OF THIS MODIFICATION IS TO: INCORPORATE THE FY 2014 PERFORMANCE EVALUATION AND MEASUREMENT PLAN (PEMP).

THE FY 2014 PEMP IS INCORPORATED INTO PART III, SECTION J, ATTACHMENT K, EFFECTIVE DATE OCTOBER 1, 2013 (ATTACHED 33 PAGES, 9-26-13).

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

15A. NAME AND TITLE OF SIGNER (Type or print) Dana M. Storms, Manager	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Suzette M. Olson
15B. CONTRACTOR/OFFEROR <i>Danna R. Newley</i> (Signature of person authorized to sign)	15C. DATE SIGNED 9-26-2013
16B. UNITED STATES OF AMERICA <i>Suzette M. Olson</i> (Signature of Contracting Officer)	16C. DATE SIGNED 9/26/13

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
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NAME OF OFFEROR OR CONTRACTOR
BATTELLE ENERGY ALLIANCE, LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	The FY 2013 PEMP remains in effect through September 30, 2013. All other terms and conditions remain unchanged Period of Performance: 11/09/2004 to 09/30/2014				

2. AMENDMENT/MODIFICATION NO. 0279	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY Idaho Operations U.S. Department of Energy Idaho Operations 1955 Fremont Avenue Idaho Falls ID 83415	7. ADMINISTERED BY (If other than Item 6) Idaho Operations U.S. Department of Energy Idaho Operations 1955 Fremont Avenue MS 1221 Idaho Falls ID 83415
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) BATTELLE ENERGY ALLIANCE, LLC Attn: Dana Storms P.O. BOX 1625 IDAHO FALLS ID 834150001	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC07-05ID14517
		10B. DATED (SEE ITEM 13) 11/09/2004

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THE FY 2014 PEMP IS INCORPORATED INTO PART III, SECTION J, ATTACHMENT K, EFFECTIVE DATE OCTOBER 1, 2013 (ATTACHED 33 PAGES, 9-26-13).

Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Suzette M. Olson
15B. CONTRACTOR/OFFEROR <i>(Signature of person authorized to sign)</i>	15C. DATE SIGNED
16B. UNITED STATES OF AMERICA Signature on File <i>(Signature of Contracting Officer)</i>	16C. DATE SIGNED 09/26/2013

CONTINUATION SHEETREFERENCE NO. OF DOCUMENT BEING CONTINUED
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BATTELLE ENERGY ALLIANCE, LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
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FY 2014 INL Performance Evaluation and Measurement Plan

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FY 2014 INL Performance Evaluation and Measurement Plan

Introduction

This document, the Performance Evaluation and Measurement Plan (PEMP), serves as DOE's plan for the evaluation of the Battelle Energy Alliance, LLC (BEA) (hereafter referred to as "the Contractor") performance regarding the management and operations (M&O) of the Idaho National Laboratory (hereafter referred to as "INL" or "the Laboratory") for the evaluation period from October 1, 2013, through September 30, 2014. The performance evaluation provides a standard by which to determine whether the Contractor is acting in a managerially and operationally responsible manner and is meeting the mission requirement and performance expectations/objectives of the Department as stipulated within their contract.

This document also describes the distribution of the total available performance-based fee and the methodology for determining the amount of fee earned by the Contractor as stipulated within Part I Section B – Supplies or Service and Prices/Costs Section B.2 – Fee, and Part II Section I – Contract Clauses, Section I.17 DEAR 970.5215-1, Total Available Fee: Base Fee Amount and Performance Fee Amount, Alternate I (DEC 2000) Alternative II (JAN 2004). In partnership with the Contractor, the Department of Energy (DOE) Office of Nuclear Energy (NE) and DOE-Idaho Operations Office (ID) have defined the measurement basis that serves as the Contractor's performance-based evaluation and fee determination.

The Performance Goals (hereafter referred to as Goals), Performance Objectives (hereafter referred to as Objectives) and set of Notable Outcomes discussed herein were developed in accordance with expectations set forth within the contract. The Notable Outcomes for meeting the Objectives set forth within this plan have been developed in coordination with NE program offices as appropriate. Except as otherwise provided for within the contract, the evaluation and fee determination will rest solely on the Contractor's performance within the Goals and Objectives set forth within this plan.

The FY 2014 INL PEMP includes four Performance Goals, which emphasize achievements in support of the DOE Vision for INL (in Section C of the contract), but do not undervalue the expectation of satisfactory performance levels in other areas of the statement of work. DOE expects INL will continue to implement and integrate environment, safety and health (ES&H), quality, and security into its programs and operations to enhance overall mission success.

The overall performance against each Objective of this performance plan, to include the evaluation of Notable Outcomes, shall be evaluated by DOE-ID and shall include NE program office and major customer input as appropriate. This review methodology will ensure that the overall evaluation of the Contractor results in a consolidated DOE position taking into account specific Notable Outcomes as well as all additional information available to the evaluating office. DOE-ID will work with NE program offices and major customers throughout the year in evaluating the Contractor's performance and will provide observations regarding programs and projects as well as other management and operation activities conducted by the Contractor throughout the year.

FY 2014 INL Performance Evaluation and Measurement Plan

This PEMP identifies Performance Goals where INL can impact results supportive of DOE strategic initiatives and NE mission objectives in particular. These Performance Goals provide evaluation of mission achievement with both subjective and objective measures of performance. The four Performance Goals for the FY 2014 PEMP include: 1) Efficient and Effective Mission Accomplishment; 2) Efficient and Effective Stewardship and Operation of Research Facilities; 3) Sound and Competent Leadership and Stewardship of the Laboratory; and 4) Safety, Operations, Business Management and Stewardship.

Definitions

PEMP Performance Goals: These are the four topical areas that are used to group the PEMP Objectives. They are 1.0) Efficient and Effective Mission Accomplishment; 2.0) Efficient and Effective Stewardship and Operation of Research Facilities; 3.0) Sound and Competent Leadership and Stewardship of the Laboratory; and 4.0) Safety, Operations, Business Management and Stewardship.

PEMP Objectives: Objectives that have been agreed upon by INL and DOE for encouraging contractor performance. PEMP Objectives are part of and make up the PEMP Goals. The grade and numerical score for each Objective will be determined using the definitions in the grading table assigned for each Performance Goal. Performance that meets DOE's expectations is defined as the grade of B+ for each Objective. Grades for objectives range between A+ and F.

Notable Outcome: A Notable Outcome is intended to focus INL on the specific items that DOE identifies as the most important initiative and/or highest risk issues the INL must address in the coming year. To develop Notable Outcomes, DOE should consider critical priorities and commitments and/or other high-priority site documents and plans. Notable Outcomes must be clearly linked one or more Objectives, but are not required for all Objectives. Notable Outcomes should be objective, measurable, and results-oriented to allow for a definitive determination at the end of the year of whether or not the specific Outcome was achieved. Notable Outcomes should not re-state general expectations already described in the Objective and subjective wording should be avoided. Notable Outcomes shall not be weighted. Notable Outcomes are either met, or not met; they are not given a numerical score or a letter grade at the end of the fiscal year.

Section I. provides information on how the performance rating (grade) and performance-based fee for the Contractor will be determined.

Section II. provides the detailed information concerning each Goal, their corresponding Objectives, and Notable Outcomes identified, along with the weightings assigned to each Goal and Objective.

FY 2014 INL Performance Evaluation and Measurement Plan

SECTION I.

DETERMINING THE CONTRACTOR'S PERFORMANCE RATING AND PERFORMANCE-BASED FEE

The FY 2014 Contractor performance grades for each Goal will be determined based on the weighted sum of the individual scores earned for each of the Objectives described within this document. Each Goal is composed of weighted Objectives. Additionally, a set of Notable Outcomes has been identified to highlight key aspects/areas of performance deserving special attention by the Contractor for the upcoming fiscal year.

Each Notable Outcome is linked to one or more Objective(s). Failure to meet expectations against any Notable Outcome could result in a grade less than B+ for that Objective(s). To achieve an Objective grade above B+, the established Notable Outcome(s) must be met. If a Notable Outcome is not met, performance against the Objective will consider the level of progress and contribution towards achievement of the Notable Outcome(s). This may result in a downward adjustment in the final grade for that Objective.

Performance above expectations against a Notable Outcome will be considered in the context of the Contractor's entire performance with respect to the relevant Objective. The following section describes DOE-ID's methodology for determining the Contractor's grades at the Objective level.

Performance Evaluation Methodology:

The purpose of this section is to establish a methodology to develop grades at the Objective level. In accordance with Federal Acquisition Regulation (FAR) 16.4, DOE-ID shall provide a proposed adjectival rating, associated description and award-fee pool available to be earned for each Objective. Use Table A (FAR 16-1 Contractor Adjectival Rating and Award-Fee Available Scale) for the adjectival rating and associated award-fee pool available to be earned. Each evaluation will measure the degree of effectiveness and performance of the Contractor in meeting the corresponding Objectives.

Table A. FAR 16-1 Contractor Adjectival Rating and Award-Fee Available Scale	
Award-Fee Pool Available To Be Earned	Adjectival Rating
91%-100%	Excellent
76%-90%	Very Good
51-75%	Good
No Greater Than 50%	Satisfactory
0%	Unsatisfactory

FY 2014 INL Performance Evaluation and Measurement Plan

The Contractor shall be evaluated against the defined levels of performance provided for each Objective based on a specific grading table in each Performance Goal. The specific grading tables are based on the general grading table in Table B (General Letter Grade, Adjectival Rating, Numeric Range, Definition, and Award-Fee Pool Available To Be Earned) and each specific grading table describes in more detail the grading criteria for these Goals. As per FAR 16.4, the adjectival rating description has been supplemented and is included in Table B. Goals 1.0, 2.0 and 3.0 each have a specific grading table in each Performance Goal section. Goal 4.0 will be graded according to the general table in Table B (General Letter Grade, Adjectival Rating, Numeric Range, Definition, and Award-Fee Pool Available To Be Earned).

It is the DOE's expectation that the Contractor provides for and maintains M&O systems that efficiently and effectively support the current mission(s) of the Laboratory and assure the Laboratory's ability to deliver against DOE's future needs. In evaluating the Contractor's performance DOE shall assess the degree of effectiveness and performance in meeting each of the Objectives provided under each of the Goals. For Performance Goal 4.0, Safety, Operations, Business Management and Stewardship, DOE will rely on a combination of the information through the Contractor's own assurance systems, the ability of the Contractor to demonstrate the validity of this information, and DOE's own independent assessment of the Contractor's performance across the spectrum of its responsibilities. The latter might include, but is not limited to operational awareness (daily oversight) activities; formal assessments conducted; "For Cause" reviews (if any); and other outside agency reviews (OIG, GAO, DCAA, etc.).

The mission of the Laboratory is to deliver the science and technology needed to support Departmental missions and other sponsor's needs. Operational performance at the Laboratory meets DOE's expectations (defined as the grade of B+) for each Objective in Goal 4.0 if the Contractor is performing at a level that fully supports the Laboratory's current and future science and technology mission(s). Performance that has, or has the potential to, 1) adversely impact the delivery of the current and/or future DOE/Laboratory mission(s), 2) adversely impact the DOE and/or the Laboratory's reputation, or 3) does not provide the competent people, necessary facilities and robust systems necessary to ensure sustainable performance, shall be graded below expectations as defined in Table B (General Letter Grade, Adjectival Rating, Numeric Range, Definition, and Award-Fee Pool Available To Be Earned), below.

The Department sets high expectations and expects performance at that level to optimize the efficient and effective operation of the Laboratory. Thus, the Department does not expect routine Contractor performance above expectations against Goal 4.0. Performance that might merit grades above B+ would need to reflect the Contractor's significant contributions to the management and operations at the INL, or recognition by external, independent entities as exemplary performance. Notable Outcomes will be considered against Goal 4.0, as applicable.

FY 2014 INL Performance Evaluation and Measurement Plan

Table B. General Letter Grade, Adjectival Rating, Numeric Range, Definition, and Award-Fee Pool Available To Be Earned				
Letter Grade	Adjectival Rating	Numeric Range	Definition	Award-Fee Pool Available To Be Earned
A+	Excellent	4.3-4.1	<p>Contractor has exceeded almost all of the significant award-fee Goals and Objectives and has met overall cost, schedule and technical performance requirements of the contract in the aggregate as defined and measured in the PEMP for the award-fee evaluation period. Contractor performance significantly exceeds expectations made toward realizing strategic objectives with significant positive impact on INL's or DOE's mission. Contractor performance significantly exceeds expectations of performance as set within performance Objectives identified for each Goal or within the purview of the Goal.</p> <p>Areas of Notable Performance have or have the potential to significantly improve the overall mission of the Laboratory. No specific deficiency noted within the purview of the overall result being evaluated.</p>	100%
A	Excellent	4.0-3.8	<p>Contractor has exceeded almost all of the significant award-fee Goals and Objectives and has met overall cost, schedule and technical performance requirements of the contract in the aggregate as defined and measured in the PEMP for the award-fee evaluation period. Contractor performance exceeds expectations made toward realizing strategic objectives with positive impact on INL's or DOE's mission. Contractor performance notably exceeds expectations of performance as set within Performance Objectives identified for each Goal or within other areas within the purview of the Goal. Areas of Notable Performance either have or have the potential to improve the overall mission of the Laboratory. Minor deficiencies, if any, noted are more than offset by the positive performance within the purview of the desired Goal being evaluated and have no potential to adversely impact the mission of the Laboratory.</p>	97%

FY 2014 INL Performance Evaluation and Measurement Plan

Table B. General Letter Grade, Adjectival Rating, Numeric Range, Definition, and Award-Fee Pool Available To Be Earned				
Letter Grade	Adjectival Rating	Numeric Range	Definition	Award-Fee Pool Available To Be Earned
A-	Excellent	3.7-3.5	Contractor has exceeded almost all of the significant award-fee Goals and Objectives and has met overall cost, schedule and technical requirements of the contract in the aggregate as defined and measured in the PEMP for the award-fee evaluation period. Contractor performance exceeds expectations made toward realizing strategic objectives. Contractor performance exceeds expectations of performance as set within Performance Objectives identified for each Goal or within other areas within the purview of the Goal, with some notable areas of increased performance identified. Minor deficiencies, if any, noted are offset by the positive performance within the purview of the Goal being evaluated with little or no potential to adversely impact the mission of the Laboratory.	94%
B+	Very Good	3.4-3.1	Contractor has exceeded many of the significant award-fee Goals and Objectives and has met overall cost, schedule and technical performance requirements of the contract in the aggregate as defined and measured in the PEMP for the award-fee evaluation period. Contractor performance exceeds many expectations of performance as set within performance Objectives identified for the Goal. Contractor performance that does not meet expectations is identified, but is offset by positive performance within the purview of the Goal and has little to no potential to adversely impact the mission of the Laboratory.	90%
B	Very Good	3.0-2.8	Contractor has exceeded many of the significant award-fee Goals and Objectives and has met overall cost, schedule and technical performance requirements of the contract in the aggregate as defined and measured in the PEMP for the award-fee evaluation period. Contractor performance meets most identified expectations as set within Performance Objectives identified for the Goal. Minor deficiencies, if any, identified are offset by other exceptional performance within the Goal being evaluated and have little to no potential to adversely impact the mission of the Laboratory.	84%

FY 2014 INL Performance Evaluation and Measurement Plan

Table B. General Letter Grade, Adjectival Rating, Numeric Range, Definition, and Award-Fee Pool Available To Be Earned				
Letter Grade	Adjectival Rating	Numeric Range	Definition	Award-Fee Pool Available To Be Earned
B-	Very Good	2.7-2.5	Contractor has exceeded many of the significant award-fee Goals and Objectives and has met overall cost, schedule and technical performance requirements of the contract in the aggregate as defined and measured in the PEMP for the award-fee evaluation period. However, one or two expectations of performance within the Performance Objectives identified for some desired Goals are not met and/or minor deficiencies are identified, and although they may be offset by other positive performance, they have some potential to adversely impact the Goal or the mission of the Laboratory.	76%
C+	Good	2.4-2.1	Contractor has exceeded some of the significant award-fee Goals and Objectives and has met overall cost, schedule and technical performance requirements of the contract in the aggregate as defined and measured in the PEMP for the award-fee evaluation period. However, some expectations of performance set within Performance Objectives identified for Goal are not met and/or other deficiencies are identified, and although they may be offset by other positive performance, they have the potential to adversely impact the desired Goal or the mission of the Laboratory.	51-75%
C	Satisfactory	2.0-1.8	Contractor has met overall cost, schedule and technical performance requirements of the contract in the aggregate as defined and measured in the PEMP for the award-fee evaluation period. Either there are little or no areas of notable contractor performance or the areas of notable performance are offset by the performance that does not meet expectations, and/or several other deficiencies are identified. Deficiencies have the potential to adversely impact the desired Goal or mission of the Laboratory.	No greater than 50%

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Table B. General Letter Grade, Adjectival Rating, Numeric Range, Definition, and Award-Fee Pool Available To Be Earned				
Letter Grade	Adjectival Rating	Numeric Range	Definition	Award-Fee Pool Available To Be Earned
C-	Unsatisfactory	1.7-1.1	Contractor has failed to meet Goals and Objectives and overall cost, schedule and technical performance requirements of the contract in the aggregate as defined and measured in the PEMP for the award-fee evaluation period. Many expectations as set within Performance Objectives identified for Goals are not met and/or other significant deficiencies are identified that have or will have an adverse impact on the Goal or the mission of the Laboratory if not immediately corrected.	0%
D	Unsatisfactory	1.0-0.8	Contractor has failed to meet Goals and Objectives and overall cost, schedule and technical performance requirements of the contract in the aggregate as defined and measured in the PEMP for the award-fee evaluation period. Most or all expectations as set within Performance Objectives identified for Goals are not met and/or other major deficiencies are identified that have adversely impacted the Goal or the mission of the Laboratory.	0%
F	Unsatisfactory	0.7-0	Contractor has failed to meet Goals and Objectives and overall cost, schedule and technical performance requirements of the contract in the aggregate as defined and measured in the PEMP for the award-fee evaluation period. However, most or all expectations as set within Performance Objectives identified for Goals are not met and/or other major deficiencies are identified that have a significant, adverse impact on both the Goal and the mission of the Laboratory.	0%

Calculating Individual Goal Scores and Letter Grades:

The scoring system used to arrive at the fee determination for INL performance has the following steps:

- Each PEMP Performance Goal contains a number of PEMP Objectives and associated Notable Outcomes. PEMP Objectives and Notable Outcomes are graded by evaluating the criteria for each and assigning each of the Objectives a letter grade (in accordance with the “Grading Definitions” for each PEMP Performance Goal, if applicable) and corresponding numeric grade (in accordance with Table B, General Letter Grade, Adjectival Rating, Numeric Range, Definition, and Award-Fee Pool Available To Be Earned). Scores for each Performance Goal are to be recorded in the “Scoring Table” for each respective Performance Goals.

FY 2014 INL Performance Evaluation and Measurement Plan

- Each Objective is assigned the earned numerical score as stated above. The Goal rating is then computed by multiplying the numerical score by the weight of each Objective within a Goal. These values are then added together to develop an overall numerical score for each Performance Goal. For the purpose of determining the final Goal grade, the raw numerical score for each Goal will be rounded to the nearest tenth of a point using the standard rounding convention. A standard rounding convention of x.44 and less rounds down to the nearest tenth (here, x.4), while x.45 and greater rounds up to the nearest tenth (here, x.5).

After a total score is calculated for each PEMP Performance Goal, those scores are transferred to Table C, (Performance Goal Calculations). The total numerical score for each Performance Goal is multiplied by its assigned weight to determine the weighted score for each Performance Goal. The summation of the weighted scores is used to calculate the total weighted score (which is rounded to the nearest hundredth).

Table C. Performance Goal Calculations				
Performance Goals		Total Numeric Score (rounded to nearest hundredth)	Weight	Weighted Score
1	Efficient and Effective Mission Accomplishment		70%	
2	Efficient and Effective Stewardship and Operation of Research Facilities		15%	
3	Sound and Competent Leadership and Stewardship of the Laboratory		15%	
Total Weighted Score (1.0, 2.0, 3.0)				_____
4	Safety, Operations, Business Management and Stewardship			

Determining the Amount of Performance-Based Fee Earned

The percentage of the available performance-based fee that may be earned by the Contractor shall be determined based on the overall weighted score for Performance Goals 1.0, 2.0, and 3.0 (see Table C. Performance Goal Calculations above) and then compared to Table D (Performance-Based Fee Earned and Multiplier Scale) below. Input the **Total Weighted Score** (1.0, 2.0, 3.0) in Table E (Overall Fee Earned and Final Grade Determination).

Based on the total weighted score (1.0, 2.0, 3.0), use Table B (General Letter Grade, Adjectival Rating, Numeric Range, Definition, and Award-Fee Pool Available To Be Earned) to identify the corresponding fee percentage. Input the **Fee Percentage** (1.0, 2.0, and 3.0) in Table E (Overall Fee Earned and Final Grade Determination).

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The overall numerical score of the Performance Goals 1.0, 2.0, and 3.0 shall then be utilized to determine the final fee as adjusted by the earned multiplier from Performance Goal 4.0 (see Table D, Performance-Based Fee Earned and Multiplier Scale). Input the **Fee Multiplier for Goal 4.0** from Table C (Performance Goal Calculations) in Table E (Overall Fee Earned and Final Grade Determination).

The percentage of the available performance-based fee percentage that may be earned by the Contractor shall be determined based on the final score Performance Goals 1.0, 2.0 and 3.0 then applying the multiplier from the final grade for Performance Goal 4.0. Input this calculation in Table E (Overall Fee Earned and Final Grade Determination) below for the **Overall Earned Performance-Based Fee %**.

The overall earned performance-based fee dollars are calculated by multiplying the Overall Earned Performance-Based Fee % by the total available fee pool (\$18,700,000) to arrive at the **Overall Earned Performance-Based Fee Dollars**.

The Final Letter Grade is determined by comparing the Overall Earned Performance-Based Fee % (from Table E, Overall Fee Earned and Final Grade Determination, below) to Table B (General Letter Grade, Adjectival Rating, Numeric Range, Definition, and Award-Fee Pool Available To Be Earned) to identify the **Final Letter Grade**.

The final adjectival rating, in accordance with Table 16-1 in FAR Section 16.401, will be in accordance with Table A (Contractor Letter Grade and FAR 16 Adjectival Rating Scale). The Final FAR 16 Adjectival Rating is determined by comparing the Overall Earned Performance-Based Fee % (from Table E, Overall Fee Earned and Final Grade Determination, below) to Table A (Contractor Letter Grade and FAR 16 Adjectival Rating Scale) to identify the **Final FAR 16 Adjectival Rating**.

Table D. Performance-Based Fee Earned and Multiplier Scale		
Overall Weighted Score from Table C.	Percent Fee Earned (1.0, 2.0 and 3.0)	Fee Multiplier (4.0)
4.3	100%	100%
4.2		
4.1		
4.0	97%	100%
3.9		
3.8		
3.7	94%	100%

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Table D. Performance-Based Fee Earned and Multiplier Scale		
Overall Weighted Score from Table C.	Percent Fee Earned (1.0, 2.0 and 3.0)	Fee Multiplier (4.0)
3.6		
3.5		
3.4	90%	100%
3.3		
3.2		
3.1		
3.0	88%	95%
2.9		
2.8		
2.7	85%	90%
2.6		
2.5		
2.4	75%	85%
2.3		
2.2		
2.1		
2.0	50%	75%
1.9		
1.8		
1.7	0%	60%
1.6		
1.5		
1.4		
1.3		
1.2		
1.1		
1.0 to 0.8	0%	0%
0.7 to 0.0	0%	0%

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Table E. Overall Fee Earned and Final Grade Determination	
Total Weighted Score (Goals 1.0, 2.0, 3.0) from Table C	
Fee Percentage (Goals 1.0, 2.0, 3.0) from Table B	_____ %
Fee Multiplier (Goal 4.0) from Table D	x _____ %
Overall Earned Performance-Based Fee %	_____ %
Overall Earned Performance-Based Fee \$ (overall earned fee % x total available fee pool)	\$ _____
Final Letter Grade (Table B. General Letter Grade, Adjectival Rating, Numeric Range, Definition, and Award-Fee Pool Available To Be Earned)	_____
Final FAR 16 Adjectival Rating (Table A. FAR 61-1 Contractor Adjectival Rating and Award-Fee Available Scale)	_____

Unless otherwise stated, all PEMP Goals and associated Objectives are to be completed by September 30, 2014. Each of the Objectives identifies significant activities, requirements, and Notable Outcomes important to the success of the corresponding PEMP Goal and shall be used as the primary means of determining the contractor's degree of success in meeting the desired Objective.

Although evaluation of Performance Goal completeness is the primary means for determining performance, other performance information from other sources including, but not limited to, BEA's self-evaluation report, customer service evaluations, other performance areas within the purview of an Objective, operational awareness (daily oversight) activities, "For Cause" reviews (if any), peer reviews, and other outside agency reviews (Office of the Inspector General (OIG) and the Government Accountability Office (GAO), etc.) may be used in determining INL's overall success in meeting an Objective. In addition, DOE will adjust performance scores in areas where external factors prevent INL from meeting established Objectives and Notable Outcomes that are beyond the control of INL.

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Performance Status Reporting and Evaluation Process

PEMP administration is a formal process that includes requirements for status reports, change control, and final fee determination.

Status of performance will be provided by both DOE and INL on a monthly, bi-monthly, quarterly and/or semi-annual basis as required. Areas of disagreement will be highlighted and addressed. Performance Status Reviews will be conducted periodically as agreed upon by DOE and INL and may be held in lieu of a monthly report. INL is responsible to define and coordinate the process for conducting the reviews and to ensure the involvement of appropriate DOE and INL counterparts. Reviews will focus on PEMP Objectives and Notable Outcomes as well as other performance expectations.

On an annual basis, INL may conduct a formal self-evaluation of its performance relative to each Performance Goal, PEMP Objective, and associated Notable Outcomes. If INL decides to provide DOE with a written report documenting the self-evaluation, it should be provided to DOE within ten (10) calendar days after the end of the performance period.

In addition to monthly reporting, DOE will perform and document a final evaluation of INL's performance relative to each Performance Goal, PEMP Objective, and Notable Outcome and will provide a final fee determination.

The absence of specific Performance Objectives in this plan does not diminish the need to comply with contractual requirements. The Fee Determination Official (FDO) may unilaterally adjust the fee earned based on the contractor's performance against all contract requirements. It is recognized that at the discretion of the FDO, fee earned may be adjusted upward (not to exceed total eligible fee) based on the contractor delivering strategic value for real and relevant performance not otherwise specified in the PEMP. Data to support downward fee adjustments may be derived from other sources to include, but not limited to, operational awareness (daily oversight) activities; "For Cause" reviews (if any); other outside agency reviews (OIG, GAO, Defense Contract Audit Agency (DCAA), etc.), significant events or incidents within the control of the contractor, or other reviews as appropriate. The FDO may utilize, as appropriate, the Table A definitions to assist in making unilateral adjustment decisions.

Change Control

The FY 2014 PEMP was developed with the understanding that both parties engaged in good faith to define meaningful and challenging outcomes for success. It is also recognized that circumstances may arise in the course of the execution year that warrant a revisit of the agreed upon Performance Objectives. When the need for a change has been identified and validated in accordance with INL change control principles, INL and DOE will engage in INL PEMP change control process to negotiate and process changes in a timely manner.

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SECTION II.

PERFORMANCE GOALS, OBJECTIVES AND NOTABLE OUTCOMES

Background

In determining the performance of PEMP Goals and Objectives and Notable Outcomes, the DOE evaluator(s) shall consider progress reports, Program Office reviews/oversight, deliveries against milestone dates, etc., in accordance with the described Goals. Each of the Objectives identifies significant activities and/or requirements, including but not limited to Notable Outcomes, important to the success of the corresponding PEMP Goal and shall be used as the primary means of determining the contractor's success in meeting the desired Goal.

The Goals for the FY 2014 PEMP support the DOE Vision for INL. The desired Objectives and associated Notable Outcomes are included in the following four Performance Goals:

- GOAL 1.0 Efficient and Effective Mission Accomplishment
- GOAL 2.0 Efficient and Effective Stewardship and Operation of Research Facilities
- GOAL 3.0 Sound and Competent Leadership and Stewardship of the Laboratory
- GOAL 4.0 Safety, Operations, Business Management and Stewardship

Performance Goals, Objectives and Notable Outcomes

The following sections describe the Performance Goals, their supporting Objectives, and associated Notable Outcomes for FY 2014.

GOAL 1.0 Efficient and Effective Mission Accomplishment

The science, engineering, technology and testing programs at the Laboratory produce high-quality, original, and creative results that advance science, engineering, and technology; demonstrate sustained application of scientific progress into deployed solutions having an impact; receive appropriate external recognition of accomplishments; and contribute to overall research, development, and deployment goals of the Department and its customers.

The weight of this Goal is 70%.

The **Efficient and Effective Mission Accomplishment** Goal measures the overall effectiveness and performance of the Laboratory in delivering science and technology results which contribute to and achieve the DOE's mission of protecting our national and economic security by providing world-class scientific research capacity and advancing scientific knowledge and which enhance the DOE's mission for the INL. INL's mission includes major objectives of establishing the INL as the preeminent, internationally-recognized laboratory in nuclear energy technologies (including advanced fuel cycles), establishing the INL as a major national security technology development and demonstration center, enhancing the INL's role as a multi-disciplinary research center contributing to other national goals, obtaining international recognition in the science and

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engineering fields and consistent with its missions, making INL's unique scientific and technical capabilities, resources and services available to DOE, other Federal agencies, state and local governments, academia, and the private sector.

The following is a sampling of factors to be considered in determining the level of performance for the Laboratory against these mission objectives:

- Impact of Research, Development, Demonstration and Deployment (RDD&D) results on the field, as measured primarily by peer review and/or customer/industry/university/national laboratories feedback;
- Impact of publications on the field, as measured primarily by peer review;
- Impact of RDD&D results outside the field indicating broader interest;
- Impact of RDD&D results on DOE or other customer mission(s);
- Successful stewardship of mission-relevant research areas;
- Delivery on RDD&D plans;
- Significant awards (Nobel Prizes, R&D 100, FLC, etc.);
- Technical leadership through organization of national and international symposia;
- Invited talks, citations, making high-quality data available to the scientific community; and
- Development of tools and techniques that become standards or widely-used in the scientific community.

Other factors which also may be considered in determining the level of performance include, but are not limited to:

- Leadership of key national and international organizations and committees;
- Development of new capabilities that enable principal missions;
- Engagement with the Nuclear Industry and Nuclear-Related Companies/Regulators;
- Technology Transfer, Deployment and Commercialization;
- Regional, National and International Partnerships; and
- Impact of national user facilities on research programs at other national institutions.

The above factors to consider for measuring performance are neither inclusive nor are they intended to be a checklist for meeting performance expectations of the Objectives under Goal 1.0. The evaluation of each Objective will use a combination of relevant factors.

Objective 1.1: Nuclear Energy

Lead and implement relevant, high impact RDD&D programs. Establish the INL as the preeminent, internationally-recognized laboratory in nuclear energy technologies (including advanced fuel cycles). The primary focus areas include, but are not limited to the following:

- Engineering driven science-based approach to the development and performance of Nuclear Fuels and Materials applicable to current and future generations of reactors;
- Fuel cycle technologies including advancements in pyro and aqueous processing technologies, nuclear materials management and non-proliferation standards;

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- Reactor Safety, Material Science, and Human Performance for Life Extension of Light Water Reactors; and
- Advanced reactor design and optimization.

Notable Outcome(s) 1.1 Nuclear Energy:

- 1.1.A Complete all INL activities in support of the Advanced Test Reactor (ATR) irradiation testing of the accident tolerant fuels: (a) Complete the design, fabrication and analyses of the test capsule for feasibility testing; and (b) start ATR irradiations provided all fuel rodlets fabricated by the program participants are delivered to INL according to the approved schedule.
- 1.1.B Complete all FY2014 activities associated with the materials recovery task consistent with the approved plan towards a Go/No-Go decision in FY2015.
- 1.1.C Using the Risk-Informed Safety Management Characterization (RISMC) Toolkit, complete an integrated framework to perform probabilistic risk analysis including adaptive sampling techniques to investigate nuclear power plant behavior in proximity of system failure, post-processing capabilities to identify system failure patterns, and mechanistic for complex phenomena. Demonstrate feasibility by a case study to illustrate the RISMC process from beginning to end.
- 1.1.D Complete an implementation plan to support the High Burn-up Dry Storage Cask Research and Development project to include a schedule of the INL activities required to support the project requirements. Complete the activities consistent with the DOE approved plan.

Objective 1.2: National and Homeland Security

Lead and implement relevant, high impact RDD&D programs. Establish the INL as a major center for national security technology development and demonstration. The primary focus areas include, but are not limited to the following:

- Critical infrastructure protection to include industrial cyber security, wireless communications, and grid reliability and security;
- Armor production which meets Department of the Army cost, production schedules, and quality requirements for Specific Manufacturing Capability (SMC) and explosives/blast protection;
- Nuclear nonproliferation and emergency response technology RDD&D and training including work with special nuclear materials; and,
- Applied solutions to satisfy requirements for Defense and Intelligence Community customers.

Notable Outcome(s) 1.2 National and Homeland Security (NHS):

- 1.2.A The NHS Mission Support Center (MSC) will provide strategic technical analysis and specifically requested deliverables to support critical planning and alignment of

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investments for the nation's defense as measured by customer formal recognition of excellent performance.

- 1.2.B Provide outstanding service to the International Atomic Energy Agency, acknowledged through formal recognition, in leading nuclear cyber security instrumentation & control training and education and developing international guidance.

Objective 1.3: Science and Technology Addressing Broad DOE Missions

Lead and implement relevant, high impact RDD&D programs. Establish the INL as a multi-program National Laboratory with world-class nuclear capabilities. The primary focus areas include, but are not limited to the following:

- Science based performance assessment for energy storage and bioenergy systems;
- Clean energy integration design, test, control, and validation; and
- Energy critical materials.

Notable Outcome(s) 1.3 Science and Technology Addressing Broad DOE Missions:

- 1.3.A Ensure the successful implementation of INL Critical Materials Institute/Energy Innovation (CMI) Hub program responsibilities while broadening INL's overall strategic and critical materials program impact. Implementation of key INL activities specific to the CMI Hub will include:

- Projects will be initiated and identified milestones will be met;
- Equipment will be procured and received; and
- Project test plans will be defined and documented.

Objective 1.4: Collaborations

Foster new academic, industry, government, and international collaborations to produce the investment, programs and expertise that assure the DOE Vision for INL is realized. The primary focus areas include, but are not limited to the following:

- Demonstrating innovation in regional workforce advocacy to attract and retain "best and brightest" in areas of relevance to regional industry, including workforce development, university outreach, and K-12;
- Developing human resource pipelines to ensure the Laboratory is connected with universities whose educational programs align with the critical staffing needs of the INL;
- Demonstrating progress, impact, and leadership deploying INL capability and through regional partnerships identify and solve regional and industry challenges associated with national clean energy, environmental sustainability, and security challenges;
- Enrich the national research, development, and deployment of advanced science-base technologies through the sharing of Laboratory facilities through a user facility model;

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- Establish and maintain long-term partnerships/relationships that maintain appropriate relations with the scientific and local communities; and
- Broadly deploy Laboratory capabilities, intellectual property, and technologies to support and impact industry and other key non-DOE customer needs through Cooperative Research and Development Agreements (CRADA), Work For Others (WFO) Agreements, Agreements for Commercializing Technology (ACT), user facility access, technology based economic development and Internet Protocol (IP) management and licensing.

Notable Outcome(s) 1.4 Collaborations:

- None.

Table F. Grading for GOAL 1.0 Provide for Efficient and Effective Mission Accomplishment	
Letter Grade	Definition
A+	In addition to satisfying the conditions for B+ <ul style="list-style-type: none"> • There are <i>significant research areas for which the Laboratory has exceeded the expectations of the research plans in significant ways through creative, new, or unconventional methods that allow greater scientific and/or engineering reach than expected.</i> • RDD&D conducted at the Laboratory <i>has resolved one of the most critical questions in the field, or has changed the way the research community thinks about a particular field through paradigm shifting discoveries.</i> • RDD&D conducted at the Laboratory <i>provided major advances that significantly accelerate DOE or other customer mission(s).</i>
A	In addition to satisfying the conditions for B+ <ul style="list-style-type: none"> • There are <i>important examples</i> where the Laboratory <i>exceeded the expectations of the research plans in significant ways through creative, new, or unconventional methods that allow greater scientific and/or engineering reach than expected.</i> • <i>All areas</i> of RDD&D conducted at the Laboratory are of <i>exceptional or outstanding</i> merit and quality. • RDD&D conducted at the Laboratory has <i>significant positive impact</i> to DOE or other customer missions.
A-	In addition to satisfying the conditions for B+ <ul style="list-style-type: none"> • There are <i>important examples</i> where the Laboratory <i>exceeded the expectations of the research plans.</i> • <i>Significant areas</i> of RDD&D conducted at the Laboratory are of <i>exceptional or outstanding</i> merit and quality. • RDD&D conducted at the Laboratory <i>positively impacts</i> DOE or other customer missions.
B+	The Laboratory has achieved each of the following Objectives: <ul style="list-style-type: none"> • The Laboratory has successfully executed research plans. • RDD&D conducted at the Laboratory are of <i>high</i> scientific merit and quality. • RDD&D conducted at the Laboratory <i>advance</i> DOE or other customer missions.
B	<ul style="list-style-type: none"> • The Laboratory has successfully executed research plans. • RDD&D conducted at the Laboratory <i>advance</i> DOE or other customer missions.

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Table F. Grading for GOAL 1.0 Provide for Efficient and Effective Mission Accomplishment	
Letter Grade	Definition
	<p>BUT the Laboratory fails to meet the conditions for B+ for <i>at least one</i> of the following reasons:</p> <ul style="list-style-type: none"> • RDD&D conducted at the Laboratory are <i>not uniformly of high merit and quality OR some areas of research, previously supported, have become uncompetitive OR the Laboratory does not produce sufficiently competitive proposals to receive program support at a level commensurate with its unique capabilities.</i>
B-	<p>The Laboratory fails to meet the conditions for B+ for <i>at least one</i> of the following reasons:</p> <ul style="list-style-type: none"> • The Laboratory has <i>failed to successfully execute research plans but contingencies were in place such that no funding was or will be terminated.</i> OR RDD&D conducted at the Laboratory <i>does little to advance DOE or other customer missions.</i> • <i>Significant areas of RDD&D conducted at the Laboratory are not of high merit and quality OR some areas of research, previously supported, have become uncompetitive OR the Laboratory did not produce sufficiently competitive proposals to receive program support at a level commensurate with its unique capabilities.</i>
C	<p>The Laboratory fails to meet the conditions for B+ for <i>at least one</i> of the following reasons:</p> <ul style="list-style-type: none"> • <i>In several significant aspects, the Laboratory failed to deliver on research plans using available resources such that some funding was or will be terminated OR RDD&D conducted at the Laboratory failed to contribute to DOE or other customer missions.</i> • <i>Significant areas of RDD&D conducted at the Laboratory are of poor merit and quality OR some areas of research, previously supported, have become uncompetitive AND the Laboratory does not produce sufficiently competitive proposals to receive program support at a level commensurate with its unique capabilities.</i>
D	<p>The Laboratory fails to meet the conditions for B+ for <i>at least one</i> of the following reasons:</p> <ul style="list-style-type: none"> • <i>Multiple program elements at the Laboratory failed to deliver on research plans using available resources such that significant funding was or will be terminated.</i> • <i>Multiple significant areas of RDD&D conducted at the Laboratory are of poor merit and quality OR some areas of research, previously supported, have become uncompetitive AND the Laboratory does not produce sufficiently competitive proposals to receive program support at a level commensurate with its unique capabilities.</i> • <i>RDD&D conducted at the Laboratory failed to contribute to DOE or other customer missions.</i>
F	<p>The Laboratory fails to meet the conditions for B+ for <i>at least one</i> of the following reasons:</p> <ul style="list-style-type: none"> • <i>Multiple program elements at the Laboratory failed to deliver on research plans using available resources resulting in total termination of funding.</i> • <i>Multiple significant areas of RDD&D conducted at the Laboratory are of poor merit and quality OR some areas of research, previously supported, have become uncompetitive AND the Laboratory does not produce sufficiently competitive proposals to receive program support at a level commensurate with its unique capabilities OR the Laboratory has been found to have engaged in gross scientific incompetence and/or scientific fraud.</i> • <i>RDD&D conducted at the Laboratory failed to contribute to DOE or other customer missions.</i>

Note: Based on the DOE Office of Science model as recommended by the National Academy of Public Administration (NAPA report to DOE January 2013), specific grading tables supplying more detail for grading Goals 1.0, 2.0 and 3.0 do not contain grades of C+ and C-.

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Table G. Scoring for GOAL 1.0 Efficient and Effective Mission Accomplishment					
Objectives		Letter Grade Earned	Numeric Score from Table B	Weight	Weighted Score
1.1	Nuclear Energy			55%	
1.2	National and Homeland Security			25%	
1.3	Science and Technology Addressing Broad DOE Missions			10%	
1.4	Collaborations			10%	
Total Score for GOAL 1.0					

GOAL 2.0 Efficient and Effective Stewardship and Operation of Research Facilities:

The Laboratory provides effective and efficient strategic planning; operations, maintenance and construction of Laboratory research facilities; and are responsive to the user community.

The weight of this Goal is 15%.

The Efficient and Effective Stewardship and Operation of Research Facilities Goal shall measure the overall effectiveness and performance of the Contractor in planning for and delivering leading-edge specialty research and/or user facilities to ensure the required capabilities are present to meet today’s and tomorrow’s complex challenges. It also measures the Contractor’s innovative operational and programmatic means for implementation of systems that ensures the availability, reliability, and efficiency of these facilities; and the appropriate balance between R&D and user support if applicable.

This Goal is applicable to the major research facilities at the INL to include those under the ATR National Scientific User Facility (NSUF) (ATR and Materials and Fuels Complex (MFC)), Wireless Test Bed User Facility, Biomass Feedstock National User Facility, Research and Education Laboratory, Idaho Research Center, Energy Systems Laboratory, and Electrical Grid.

In assessing the performance of the Laboratory against this Goal, the following elements should be considered:

- Delivery of accurate and timely information required to carry out the budget formulation process and critical decision processes associated with the operation of major R&D facilities;
- The Laboratory’s ability to meet the intent of DOE Order 413.3, Program and Project Management for the Acquisition of Capital Assets;

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- The extent to which the Laboratory appropriately assesses risks and contingency needs associated with the operation of major R&D facilities;
- The extent to which the Laboratory is effective in its management role and partnership with DOE;
- The availability, reliability, performance, and efficiency of Laboratory major research facility(ies);
- The degree to which relevant facilities are optimally arranged to support the user community;
- The extent to which Laboratory RDD&D is conducted to develop/expand the capabilities of the facility(ies); and
- The quality of the process used to allocate facility time to users.

Additional elements to be considered in determining the level of performance for the Laboratory against this Goal include, but are not limited to:

- The quality of the mission related and scientific justification of any proposed facilities;
- The technical quality of conceptual and preliminary designs and the credibility of the associated cost estimates;
- The leveraging of existing facilities and capabilities of the DOE laboratory complex in plans for proposed facilities and capabilities; and
- The innovation and potential impact of new technologies embodied in INL facilities.

Objective 2.1: Provide Effective Facility Design(s) as Required to Support Laboratory Programs (i.e., activities leading up to CD-2)

- As applicable, provide quality justifications for new R&D facility needs, quality conceptual and pre-conceptual designs, leveraging with existing facilities, and financing options.

Notable Outcome(s) 2.1 Provide Effective Facility Design(s) as Required to Support Laboratory Programs:

- 2.1.A Complete development of the necessary information/documentation to support a DOE National Environmental Policy Act (NEPA) decision regarding the resumption of transient testing.

Objective 2.2: Provide for the Effective and Efficient Construction of Facilities and/or Fabrication of Components (execution phase, post CD-2 to CD-4)

- As applicable, provide successful fabrication of components, meeting of construction schedules and budgets, quality oversight, and transparent communications

Notable Outcome(s) 2.2 Provide for the Effective and Efficient Construction of Facilities and/or Fabrication of Components:

- 2.2.A Take beneficial occupancy of Research Engineering Laboratory (REL) and commence conducting research in the facility.

Objective 2.3: Operation and Maintenance of Facilities

- Resources are balanced between facility R&D and user support; and a quality process is used to allocate facility time to both internal and external users.

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- Ensure efficient use of facilities/capabilities in support of R&D activities, utilizing effective use of tools such as the facility Customer Requirements Form, Integrated Strategic Operational Plan (ISOP) and Annual Mission Plan processes and unfunded gap lists.
- Ensure efficient operation of nuclear facilities while optimizing availability and minimizing performance detractors such as unplanned outages and excessive deferred maintenance.
- Ensure effective planning, consolidation and disposition of nuclear material across the INL.
- Continue to develop research capabilities that have been identified as strategically important by the INL.

Notable Outcome(s) 2.3 Operation and Maintenance of Facilities:

- None.

Objective 2.4: Utilization of Facility(ies) to Provide Impactful S&T Results and Benefits to Internal and External User Communities

- Ensures Laboratory facilities are being used to perform influential science and generating impactful S&T results, pushes the envelope of what the facility can do and/or are among the scientific leaders of the community, while balancing both internal and external user communities.

Notable Outcome(s) 2.4 Utilization of Facility(ies) to Provide Impactful S&T Results and Benefits to Internal and External User Communities:

- 2.4.A Complete the FY14 activities consistent with the most recent revision of the Irradiated Materials Characterization Laboratory (IMCL) equipment installation plan.
- 2.4.B Develop and commence analysis of a set of metrics of success for each of the three National User Facilities at the INL.

Table H. Grading for GOAL 2.0 Efficient and Effective Stewardship and Operation of Research Facilities

Letter Grade	Definition
A+	<p>In addition to satisfying all conditions for B+; the Laboratory <i>exceeds expectations</i> in <i>all</i> of these categories:</p> <ul style="list-style-type: none"> • Approaches proposed by the Laboratory are widely regarded as innovative, novel, comprehensive, and potentially cost-effective; • Reviews repeatedly confirm strong potential for scientific and engineering discovery in areas that support the Department’s mission, and potential to change a discipline or research area’s direction; • The Laboratory identifies, analyzes and champions novel approaches for acquiring the new capability, including leveraging or extending the capability of existing facilities while reducing cost and/or risk while enhancing capability;

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Table H. Grading for GOAL 2.0 Efficient and Effective Stewardship and Operation of Research Facilities

Letter Grade	Definition
	<ul style="list-style-type: none"> • Performance of the facility <i>exceeds</i> expectations for cost of operations, users served, availability, and capability; • The schedule and the costs associated with steady state operations are <i>significantly less</i> than planned and are acknowledged to be ‘leadership caliber’ by reviews; • Data on environment, safety, and health continues to be exemplary and widely regarded as among the ‘best in class’; • The Laboratory took extraordinary means to deliver an extraordinary result for the program and/or users in the performance/ review period.
A	<p>In addition to satisfying all conditions for B+, <i>all</i> of the following conditions are also met:</p> <ul style="list-style-type: none"> • The Laboratory takes the initiative to demonstrate the potential for revolutionary scientific advancement working in partnership with HQ; • The Laboratory identifies, analyzes, and champions, to HQ and Idaho Operations Office, novel approaches for acquiring the new capability, including leveraging or extending the capability of existing facilities; • Performance of the facility exceeds expectations in most of these categories: cost of operations, users served, availability, and capability; • The schedule and the costs associated with the ramp-up and/or steady state operations are less than planned and are acknowledged to be ‘leadership caliber’ by reviews; • Data on environment, safety, and health continues to be exemplary and widely regarded as among the ‘best in class’.
A-	<p>In addition to satisfying all conditions for B+, <i>all</i> of the following conditions are also met:</p> <ul style="list-style-type: none"> • The approaches proposed by the Laboratory are widely regarded as innovative, novel, comprehensive, and potentially cost-effective; • Reviews repeatedly confirm potential for scientific discovery in areas that support the Department’s mission, and potential to change a discipline or research area’s direction; • Performance of the facility exceeds expectations in any of these categories: cost of operations, users served, availability, and capability; • The schedule and the costs associated with the ramp-up and/or steady state operations are less than planned and are acknowledged to be among the best by reviews.
B+	<p>The Laboratory has achieved each of the following objectives:</p> <ul style="list-style-type: none"> • The operation and maintenance meets its management performance measures; • The Laboratory provides sustained leadership and commitment to environment, safety and health; • Reviews regularly recognize the Laboratory for being proactive in the management of the execution phase of the operation and maintenance; • To a large extent, problems are identified and corrected by the Laboratory while minimizing impact on scope, cost or schedule; • DOE is kept informed of operation and maintenance status on a regular basis; reviews regularly indicate operation and maintenance is expected to meet its cost/schedule performance baseline.
B	<p>The Laboratory fails to meet expectations in <i>one</i> of the areas listed under B+.</p>
B-	<p>The Laboratory fails to meet expectations in several of the areas listed under B+.</p>

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Table H. Grading for GOAL 2.0 Efficient and Effective Stewardship and Operation of Research Facilities

Letter Grade	Definition
C	The Laboratory fails to meet the expectations in several of the areas listed under B+ AND the required analyses and documentation developed by the Laboratory are EITHER not innovative, OR reflect a lack of commitment and leadership.
D	The Laboratory fails to meet the expectations in several of the areas listed under B+ AND the Laboratory fails to provide a compelling justification for the acquisition.
F	The Laboratory fails to meet the expectations in several of the areas listed under B+ AND the approaches proposed by the Laboratory are based on fraudulent assumptions; the science case is weak to non-existent, and the business case is seriously flawed.

Note: Based on the DOE Office of Science model as recommended by the National Academy of Public Administration (NAPA report to DOE January 2013), specific grading tables supplying more detail for grading goals 1.0, 2.0 and 3.0 do not contain grades of C+ and C-.

Table I. Scoring for GOAL 2.0 Efficient and Effective Stewardship and Operation of Research Facilities					
Objectives		Letter Grade Earned	Numeric Score from Table B	Weight	Weighted Score
2.1	Provide Effective Facility Design(s) as Required to Support Laboratory Programs			5%	
2.2	Provide for the Effective and Efficient Construction of Facilities and/or Fabrication of Components			5%	
2.3	Operation and Maintenance of Facilities			60%	
2.4	Utilization of Facility(ies) to Provide Impactful S&T Results and Benefits to Internal and External User Communities			30%	
Total Score for GOAL 2.0					

GOAL 3.0 Sound and Competent Leadership and Stewardship of the Laboratory:

This Goal evaluates the Contractor’s Leadership capabilities in leading the direction of the overall Laboratory, the responsiveness of the Contractor to issues and opportunities for continuous improvement, and corporate office involvement/commitment to the overall success of the Laboratory.

The weight of this Goal is 15%.

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In measuring this performance Goal, the DOE evaluator(s) shall consider performance trends and outcomes in overall Contractor Leadership's planning for, integration of, responsiveness to and support for the overall success of the Laboratory. This may include, but is not limited to, the quality of Laboratory Vision/Mission strategic planning documentation and progress in realizing the Laboratory vision/mission; the ability to establish and maintain long-term partnerships/relationships with the scientific and local communities as well as private industry that advance, expand, and benefit the ongoing Laboratory mission(s) and/or provide new opportunities/capabilities; implementation of a robust assurance system; Laboratory and Corporate Office Leadership's ability to instill responsibility and accountability down and through the entire organization; overall effectiveness of communications with DOE; understanding, management and allocation of the costs of doing business at the Laboratory commensurate with associated risks and benefits; utilization of corporate resources to establish joint appointments or other programs/projects/activities to strengthen the Laboratory; and advancing excellence in stakeholder relations to include good corporate citizenship within the local community.

Objective 3.1: Leadership and Stewardship of the Laboratory

The performance of the Laboratory's senior management team as demonstrated by their ability to do such things as:

- Define an exciting yet realistic scientific vision for the future of the Laboratory;
- Make progress in realizing the DOE Vision for the Laboratory; and
- Develop and leverage appropriate relations with stakeholders to the benefit of the Laboratory and the U.S. taxpayer.

Notable Outcome(s) 3.1 Leadership and Stewardship of the Laboratory:

- None.

Objective 3.2: Management and Operation of the Laboratory

The performance of the Laboratory's senior management team as demonstrated by their ability to do such things as:

- Implement a robust contractor assurance system;
- Understand the costs of doing business at the Laboratory and prioritize the management and allocation of these costs commensurate with their associated risks and benefits;
- Instill a culture of accountability and responsibility down and through the entire organization;
- Ensure good and timely communication among the Laboratory and NE Headquarters and Idaho Operations Office so DOE can deal effectively with both internal and external constituencies; and
- Demonstrated accountability for senior leadership toward safety.

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Notable Outcome(s) 3.2 Management and Operation of the Laboratory:

- None.

Objective 3.3: Contractor Value-Added

The additional benefits that accrue to the Laboratory and the Department of Energy by virtue of having this particular M&O contractor in place. Included here, typically, are things over which the Laboratory does not have immediate authority, such as:

- Corporate involvement/contributions to deal with challenges at the Laboratory;
- Using corporate resources to establish joint appointments or other programs/projects/activities that strengthen the Laboratory; and
- Providing other contributions to the Laboratory that enable the Laboratory to do things that are good for the Laboratory and its community and that DOE cannot supply.

Notable Outcome(s) 3.3 Contractor Value-Added:

- None.

Table J. Grading for GOAL 3.0 Sound and Competent Leadership and Stewardship of the Laboratory

Letter Grade	Definition
A+	The Senior Leadership Management Team of the Laboratory has made outstanding progress (on an order of magnitude scale) over the previous year in realizing their vision for the Laboratory, and has had a demonstrable impact on the Department and the Nation. Strategic plans are of outstanding quality, have been externally recognized and referenced for their excellence, and have an impact on the vision/plans of other national laboratories. The Senior Leadership Management Team of the Laboratory may have been faced with very difficult challenges and plotted, successfully, its own course through difficulty. Partners in the scientific and local communities applaud the Laboratory in national forum, and the Department is strengthened by this.
A	The Senior Leadership Management Team of the Laboratory has made significant progress over the previous year in realizing their vision for the Laboratory, and has through this has had a demonstrable positive impact on the Department and the Nation. Strategic plans are of outstanding quality, and recognize and reflect the vision/plans of other national laboratories. Faced with difficult challenges, actions were taken by the Senior Leadership Management Team of the Laboratory to redirect Laboratory activities to enhance the long-term future of the Laboratory. Partners in the scientific and local communities applaud the Laboratory in national forum, and the Department is strengthened by this.
A-	The Laboratory Senior Leadership Management Team performs better than expected (B+ grade) in almost all the areas described for a B+.

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Table J. Grading for GOAL 3.0 Sound and Competent Leadership and Stewardship of the Laboratory	
Letter Grade	Definition
B+	The Senior Leadership Management Team of the Laboratory has made significant progress over the previous year in realizing their vision for the Laboratory. Strategic plans present long range goals that are both exciting and realistic. Decisions and actions taken by the Laboratory leadership align work, facilities, equipment and technical capabilities with the Laboratory vision and plan. The Senior Leadership Management Team of the Laboratory faced difficult challenges and successfully plotted its own course through the difficulty, with help from the Department. Partners in the scientific and local communities are supportive of the Laboratory.
B	The Senior Leadership Management Team of the Laboratory has made little progress over the previous year in realizing their vision for the Laboratory. Strategic plans present long range goals that are exciting and realistic; however DOE is not fully confident that the Laboratory is taking the actions necessary for the goals to be achieved. The Laboratory is not fully engaged with its partners/relationships in the scientific and local communities to maximize the potential benefits these relations have for the Laboratory.
B-	The Senior Leadership Management Team of the Laboratory has made very little progress over the previous year in realizing their vision for the Laboratory. Strategic plans present long range goals that are realistic if routine; however DOE is not fully confident that the Laboratory is taking the actions necessary for the goals to be achieved. The Laboratory is not fully engaged with its partners/relationships in the scientific and local communities to maximize the potential benefits these relations have for the Laboratory.
C	The Senior Leadership Management Team of the Laboratory has made no progress over the previous year in realizing their vision for the Laboratory or aligning work, facilities, equipment and technical capabilities with the Laboratory vision and plan. Strategic plans present long range goals that are either unexciting or unrealistic. Business plans exist, but they are not linked to the strategic plan and do not inspire DOE's confidence that the strategic goals will be achieved. Partnerships with the scientific and local communities with potential to advance the Laboratory exist, but they may not always be consistent with the mission of or vision for the Laboratory. Affected communities and stakeholders are mostly supportive of the Laboratory and aligned with the management's vision for the Laboratory.
D	The Senior Leadership Management Team of the Laboratory has made no progress or has back-slid over the previous year in realizing their vision for the Laboratory or in aligning work, facilities, equipment and technical capabilities with the Laboratory vision and plan. Strategic plans present long range goals that are neither exciting nor realistic. Partnerships that may advance the Laboratory towards strategic goals are inappropriate, unidentified, or unlikely. Affected communities and stakeholders are not adequately engaged with the Laboratory and indicate non-alignment with DOE priorities.

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Table J. Grading for GOAL 3.0 Sound and Competent Leadership and Stewardship of the Laboratory

Letter Grade	Definition
F	The Senior Leadership Management Team of the Laboratory has made no progress or has back-slid over the previous year in realizing their vision for the Laboratory or in aligning work, facilities, equipment and technical capabilities with the Laboratory vision and plan. Strategic plans present long range goals that are not aligned with DOE priorities or the mission of the Laboratory. Partnerships that may advance the Laboratory towards strategic goals are inappropriate, unidentified, and unlikely, and/or the Senior Leadership Management Team does not demonstrate a concerted effort to develop, leverage, and maintain relations with the scientific and local communities to assist the Laboratory in achieving a successful future. Affected communities and stakeholders are openly non-supportive of the Laboratory and DOE priorities.

Note: Based on the DOE Office of Science model as recommended by the National Academy of Public Administration (NAPA report to DOE January 2013), specific grading tables supplying more detail for grading goals 1.0, 2.0 and 3.0 do not contain grades of C+ and C-.

Table K. Scoring for GOAL 3.0 Sound and Competent Leadership and Stewardship of the Laboratory

	Objectives	Letter Grade Earned	Numeric Score from Table B	Weight	Weighted Score
3.1	Leadership and Stewardship of the Laboratory			40%	
3.2	Management and Operation of the Laboratory			40%	
3.3	Contractor Value-added			20%	
Total Score for GOAL 3.0					

GOAL 4.0 Safety, Operations, Business Management and Stewardship

INL will bring about measurable improvements in management systems, controls, and deploy management practices that increase overall effectiveness of the Laboratory. To demonstrate improvement in safety, operations, business management, and stewardship, INL should focus on the following Objectives.

Objective 4.1: Sustain Excellence and Enhance Effectiveness of Integrated Safety, Health and Environmental Protection

This Objective evaluates the Contractor’s overall success in deploying, implementing, and improving integrated Environment Safety & Health (ES&H) systems that efficiently and effectively support the mission(s) of the Laboratory.

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- In measuring the performance of this objective, the performance trends and outcomes in protecting workers, the public, and the environment shall be considered. This may include, but is not limited to, effectiveness of the Integrated Safety Management (ISM) system; effectiveness of work planning, feedback and improvements processes; the strength of the safety culture throughout the Laboratory; the effective development, implementation and maintenance of an efficient and effective Environmental Management system; and, the effectiveness of responses to identified hazards and/or incidents.

Notable Outcome(s) 4.1 Sustain Excellence and Enhance Effectiveness of Integrated Safety, Health and Environmental Protection:

- None.

Objective 4.2: Deliver Efficient, Effective, and Responsive Business Systems and Resources that Enable the Successful Achievement of the Laboratory Mission(s)

This Objective evaluates the Contractor's overall success in deploying, implementing, and improving integrated business systems that efficiently and effectively support the mission(s) of the Laboratory.

- In measuring the performance of this Objective, performance trends and outcomes in the development, deployment and integration of foundational program (e.g., Quality, Financial Management, Information Management, Acquisition Management, Property Management, and Human Resource Management) systems across the Laboratory shall be considered. This may include, but is not limited to, minimizing the occurrence of management systems support issues; quality of work products; continual improvement driven by the results of audits, reviews, and other performance information; the integration of system performance metrics and trends; the degree of knowledge and appropriate utilization of established system processes/procedures by Contractor management and staff; benchmarking and performance trending analysis; decision support information and systems to enable RDD&D mission outcomes.
- Continuously evaluate the effectiveness and appropriate use of the Project Management system to ensure identification and implementation of solutions to improve cost estimates, scope definition of proposed activities, and obtaining buy-in from programs, business, and project organizations before pursuing activities to ensure proper categorization of capital asset projects.

Notable Outcome(s) 4.2 Deliver Efficient, Effective, and Responsive Business Systems and Resources that Enable the Successful Achievement of the Laboratory Mission(s):

- 4.2.A Assess and submit to DOE an evaluation to inform out-year planning of the current cost models for the ATR Complex and the MFC activities. Provide recommendations and options for DOE review and approval that: (1) best support mission objectives; (2) comply with applicable cost accounting standards; (3) include an implementation plan/schedule for the recommended changes (if any) that takes into account program impacts and sufficient time for advance planning; and (4) are coordinated and assessed

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with other planned cost model changes as a result of the “INL Business Systems and Process Evaluation” conducted in FY13.

Objective 4.3: Sustain Excellence in Operating, Maintaining, and Renewing the Facility and Infrastructure Portfolio to Meet Laboratory Needs

This Objective evaluates the overall effectiveness and performance of the Contractor in planning for, delivering, and operating Laboratory facilities and equipment needed to ensure required capabilities are present to meet today’s and tomorrow’s mission(s) and complex challenges.

- In measuring the performance of this Objective, performance trends and outcomes in facility and infrastructure programs shall be considered. This may include, but is not limited to, the management of real property assets to maintain effective operational safety, worker health, environmental protection and compliance, property preservation, and cost effectiveness; effective facility utilization, maintenance and budget execution; day-to-day management and utilization of space in the active portfolio; maintenance and renewal of building systems, structures and components associated with the Laboratory’s facility and land assets; management of energy use, conservation, and sustainability practices; the integration and alignment of the Laboratory’s comprehensive strategic plan with capabilities; facility planning, forecasting, and acquisition; the delivery of accurate and timely information required to carry out the critical decision and budget formulation process; quality of site and facility planning documents; upgrade legacy documented safety analyses (DSAs), and Cost and Schedule Performance Index performance for facility and infrastructure projects.
- Demonstrate stewardship of INL through effective management of INL site, as demonstrated by such things as; achieving environmental stewardship goals; and, identifying opportunities to accelerate Site Treatment Plan (STP) goals and management of D&D strategy to help reduce life-cycle costs.

Notable Outcome(s) 4.3 Sustain Excellence in Operating, Maintaining, and Renewing the Facility and Infrastructure Portfolio to Meet Laboratory Needs:

- None.

Objective 4.4: Sustain and Enhance the Effectiveness of Integrated Safeguards and Security Management (ISSM) and Emergency Management Systems

This Objective evaluates the Contractor’s overall success in safeguarding and securing Laboratory assets that supports the mission(s) of the Laboratory in an efficient and effective manner and provides an effective emergency management program.

- In measuring the performance of this Objective, performance trends and outcomes in the safeguards and security, cyber security and emergency management program systems shall be considered. This may include, but is not limited to, the commitment of leadership to strong safeguards and security, cyber security and emergency management systems; the integration of these systems into the culture of the Laboratory; the degree of knowledge and appropriate

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utilization of established system processes/procedures by Contractor management and staff; maintenance and the appropriate utilization of Safeguards, Security, and Cyber risk identification, prevention, and control processes/activities; and the prevention and management controls and prompt reporting and mitigation of events as necessary.

- Demonstrate effectiveness of Safeguards and Security (S&S) and Emergency Services programs through reducing the backlog of life cycle equipment replacement for security systems, fire fighter personal protective equipment for Immediate Danger to Life and Health environments, and emergency command facility refurbishments in the form of emergency and communications technology upgrades. Ensure adequate resources are available to support training activities for joint emergency services and S&S response to emergency events. Identify S&S program scope for services that could be paid for by user programs.

Notable Outcome(s) 4.4 Sustain and Enhance the Effectiveness of Integrated Safeguards and Security Management (ISSM) and Emergency Management Systems:

- None.

Note: The Objectives and Notable Outcomes for GOAL 4.0 Safety, Operations, Business Management and Stewardship, will be evaluated using the criteria in Table B, General Letter Grade, Adjectival Rating, Numeric Range, Definition, and Award-Fee Pool Available To Be Earned.

Table L. Scoring for GOAL 4.0 Safety, Operations, Business Management and Stewardship					
Objectives		Letter Grade Earned	Numeric Score from Table B	Weight	Weighted Score
4.1	Sustain Excellence and Enhance Effectiveness of Integrated Safety, Health and Environmental Protection			40%	
4.2	Deliver Efficient, Effective, and Responsive Business Systems and Resources that Enable the Successful Achievement of the Laboratory Mission(s)			20%	
4.3	Sustain Excellence in Operating, Maintaining, and Renewing the Facility and Infrastructure Portfolio to Meet Laboratory Needs			20%	
4.4	Sustain and Enhance the Effectiveness of Integrated Safeguards and Security Management (ISSM) and Emergency Management Systems			20%	
Total Score for GOAL 4.0					