



**DEPARTMENT OF ENERGY  
NATIONAL NUCLEAR SECURITY ADMINISTRATION  
LOS ALAMOS SITE OFFICE**

**FY 2010 PERFORMANCE EVALUATION REPORT  
FOR THE  
LOS ALAMOS NATIONAL SECURITY, LLC'S  
MANAGEMENT AND OPERATION  
OF THE  
LOS ALAMOS NATIONAL LABORATORY  
CONTRACT No. DE-AC52-06NA25396  
  
PERFORMANCE PERIOD  
OCTOBER 1, 2009 THROUGH SEPTEMBER 30, 2010  
  
~ DECEMBER 06, 2010 ~**

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## I. BACKGROUND

This report assesses the performance of Los Alamos National Security LLC (LANS) for management and operation of Los Alamos National Laboratory (LANL) from October 1, 2009 through September 30, 2010, under Contract Number DE-AC52-06NA-25396.

The contract with LANS, awarded in December 2005, reflects a change in the National Nuclear Security Administration's (NNSA) philosophy for performance based contracting. Some of the major philosophy changes reflected are:

1. NNSA specifies "what" it wants rather than dictating to the contractor "how" to get it done.
2. There is an increased reliance on contractor assurance of its systems and operations, which includes a rigorous self-assessment process and significant involvement and oversight from LANS parent companies.
3. The liability for performance is shifted from the government to the contractor.

Assessment of contractor performance under this contract is different from the performance evaluation process used with the prior contractor, University of California (UC). UC's performance was evaluated using subjective adjectival ratings, which suited its nonprofit status and academia-based environment.

LANS' performance evaluation relies predominantly on objective performance criteria denoting the "what" that NNSA desired accomplished. In order to focus the contractor on government priorities, NNSA's goal was to identify the critical performance areas and metrics. For 2010, 18 sets of performance-based objectives were developed, representing over a hundred milestones and deliverables each with specific performance measures and associated fee, as well as areas of subjective evaluation. Most of the objective metrics/milestones/deliverables are "pass/fail"; that is, if the contractor achieves the performance measures, it earns specific incentive fee tied to the specific measure. If it does not, then it may earn partial fee in some cases or no fee depending on how the task was defined up front and the final performance.

The subjective measures are qualitatively assessed. Based on the performance record, achievements, disappointments, implementation, concerns etc, over the year, an overall rating is assessed. Then adjustments are made (both positive and negative implications) to arrive at a final rating and fee.

In this fourth full year of performance, it was essential for LANS to maintain momentum, improve upon prior year successes, and address deficiencies as well as new challenges. FY 2010 marks the third year that LANS could earn an additional year of contract term, i.e., extending the expiration date of the contract. Award Term is considered a higher-order incentive in the interests of both the contractor and the government if performance meets NNSA expectations.

Lack of integration and cooperation across the NNSA complex had been problematic. To remedy this, NNSA Headquarters developed one common objective set (a Multi-Site Incentive) that was used as a standard across the NNSA sites measuring complex-wide goals.

During FY 2007, a reallocation of fee occurred to address contractor success in responding to anomalies and events that occurred during the evaluation period and integration of different LANS activities and organizations to facilitate site performance. Subsequent to FY 2007, this concept was instituted upfront and tracked throughout the year through separate subjective measures.

In producing this report, LASO considered LANS' own assessments and closure guidance, materials from monthly performance reviews held with the contractor, field assessments and audits, inspections, document reviews, facility walk downs, visual surveys, as well as DOE/NNSA Headquarters and other customers' input. Section III contains a summary of the fee awarded and award term decision. Section IV reflects LANS' achievement against the objectives and measures.

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Under this contract, LANS also receives a fixed fee of 2.5% of the estimated cost of NNSA's total estimated budget for reimbursable projects. For FY 2010 the fixed fee amount for WFO is \$6,592,064. No incentive fee is paid for Work for Others (WFO) projects; however, LANS management of WFO as a portfolio and its facility and operations implications are addressed subjectively.

## II. SUMMARY

NNSA's expectation levels for LANS' performance continue to be very high. LASO anticipated that mission and some areas of business performance would, with diligent management, produce substantive results with steady improvement throughout the year in most operational areas. These expectations were generally met. LANS has earned the fixed fee pool of \$23,329,285 as specified in Section B-2 (C) (4). The Fee Determining Official (FDO) has awarded \$44,262,497 of performance fee, which is 81% of the LANS FY 2010 incentive fee pool of \$54,435,000. Furthermore, in recognition of LANS overall performance and satisfaction of the Award Term objectives and gateways, the FDO has awarded a one-year term extension to LANS for the LANL contract.

LANS' performance reflects another step along the journey of the multi-year effort that is needed. LASO acknowledges that LANS has made inroads to improve contractor operations, modernize practices and address cultural paradigms during FY 2010, while maintaining performance in NNSA's core mission areas.

Highlights for general areas of performance include:

- Multi-Site: LANS demonstrated solid leadership and commitment to the complex in assisting the resolution of multiple potential roadblocks for success. LANS completed all onsite deliverables required in support of the Multi-Site commitments. In whole, the complex was very successful with only one initiative incomplete at year-end.
- Mission/Science: LANS has successfully continued the LANL history of high mission success and achievement. Customer feedback continues to improve. MRT performance was 96%. Work planning and integration concerns continue. Environmental program performance exhibited improvement with achievement of all Consent Order submissions and exceeding goals for shipments to WIPP.
- Operations: Although site operation is still considered a work in progress, substantial improvement was observed which aided mission capability. Radioactive liquid waste operation and project management remained areas of concern. Substantial LASO involvement and intervention was required throughout the year. LANS expertise is clearly changing the culture and condition of operations and facilities at LANL. LANS is continuing to pursue improvement goals and objectives. Notable successes include VPP merit status recognition, vault clean-out, Pu facility risk reduction efforts, etc.
- Business/Institutional Management: Business processes, systems, and performance are intertwined with, and to some degree, underlie mission and operational performance. Integration and effectiveness remain a concern. Clearly, opportunities remain to be mined for benefit to the institution.
- American Recovery and Reinvestment Act (EM-funded): While putting forth a good effort, many areas of heightened expectations were not fully met.
- Chemical Metallurgy Research Replacement Project Cost Management Concerns: The CMRR project is a highly visible major system acquisition with political and strategic importance on the national and international level. In light of this and economic conditions, NNSA expected more aggressive efforts to manage certain costs.
- Award Term: Completion of 4 of 5 of the discrete Award Term objective measures denotes both strategic and tactical success. Overall success in Mission, Operations, Business and Management satisfied Award Term eligibility gateways.

**FY 2010 Rating Scale**

**Attachment 2**

In order to provide for consistency across the Complex, it is recommended that each site be required to utilize the four tier adjectival ratings and general definitions set forth below. The general definitions can be expanded upon as deemed appropriate by each site based on specific requirements.

<b>Subjective Fee Evaluation</b>		
<b>Adjectival Rating for Subjective Evaluation</b>	<b>Adjectivally Rated At-Risk Award Fee Pool Available Range to be Earned</b>	<b>Adjectival Rating Common Definition</b>
Outstanding	91-100%	Contractor has exceeded almost all of the significant award fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the 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.



**III. FEE SUMMARY**

<b>FY 2010 FEE SUMMARY</b>			
	<b>Available</b>	<b>Awarded</b>	<b>% Awarded</b>
Fixed Fee	\$ 23,329,285	\$ 23,329,285	100%
At-Risk Fee			81%
Objective	\$ 27,600,000	\$ 22,754,749	82%
Subjective	\$ 26,835,000	\$ 21,507,748	80%
Total Fee	\$ 77,764,285	\$ 67,591,782	87%

<b>AT RISK FEE</b>	Available	Fee Awarded	%
<b>Multi-Site</b>	\$5,304,000	\$4,704,000	89%
<b>Mission</b>	\$19,821,000	\$17,785,973	90%
<b>Operations</b>	\$18,435,000	\$15,685,766	85%
<b>Business</b>	\$10,875,000	\$6,086,758	56%
Total	\$54,435,000	\$44,262,497	81%

<b>FY 2010 SUBJECTIVE ESSENTIAL FEE SUMMARY</b>				
Subjective At-Risk Fee	Mission	Operations	Business/IM	OVERALL
Available	\$7,060,000	\$4,000,000	\$8,500,000	\$19,560,000
Earned	\$6,263,545	\$3,216,967	\$5,205,508	\$14,686,020
Uneamed	\$796,455	\$783,033	\$3,294,492	\$4,873,980
% Earned	88.7%	80.4%	* 73.0% / 61.2%	* 80.2% / 75.1%
Final Adjectival Rating (Gateway)	VERY GOOD	VERY GOOD	GOOD	VERY GOOD

\*75.1% reflects management adjustment of \$1,000,000 which is not included in the Award Term gateway analysis.

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Fee Breakdown per PBI

	Essential Fee			Stretch Fee			Total Fee		
	Possible Fee	Fee Awarded	% Achieved	Possible Fee	Fee Awarded	% Achieved	Possible Fee	Fee Awarded	% Achieved
PBI 1	\$5,304,000	\$4,704,000	89%	\$0		0%	\$5,304,000	\$4,704,000	89%
PBI 2	\$965,000	\$815,000	84%	\$1,500,000	\$1,355,000	90%	\$2,465,000	\$2,170,000	88%
PBI 3	\$1,740,000	\$1,600,950	92%	\$300,000	\$300,000	100%	\$2,040,000	\$1,900,950	93%
PBI 3 Subjective	\$560,000	\$344,000	61%	\$0		0%	\$560,000	\$344,000	61%
PBI 4	\$350,000	\$175,000	50%	\$200,000		0%	\$550,000	\$175,000	32%
PBI 5	\$670,000	\$590,000	88%	\$340,000	\$340,000	100%	\$1,010,000	\$930,000	92%
PBI 6	\$1,550,000	\$1,193,889	77%	\$150,000	\$150,000	100%	\$1,700,000	\$1,343,889	79%
PBI 7	\$2,590,000	\$2,448,560	95%	\$1,610,000	\$1,513,850	94%	\$4,200,000	\$3,962,410	94%
PBI 8	\$2,425,000	\$2,245,000	93%	\$100,000		0%	\$2,525,000	\$2,245,000	89%
PBI 9	\$1,350,000	\$1,350,000	100%	\$600,000	\$300,000	50%	\$1,950,000	\$1,650,000	85%
PBI 10	\$0		0%	\$1,275,000	\$0	0%	\$1,275,000	\$0	0%
PBI 11	\$6,000,000	\$5,669,545	94%	\$500,000	\$480,000	96%	\$6,500,000	\$6,149,545	95%
PBI 12	\$0		0%	\$5,500,000	\$5,365,478	98%	\$5,500,000	\$5,365,478	98%
PBI 13	\$4,000,000	\$3,216,967	80%	\$0		0%	\$4,000,000	\$3,216,967	80%
PBI 14	\$8,500,000	\$5,205,508	61%	\$500,000	\$375,000	75%	\$9,000,000	\$5,580,508	62% / 73%
PBI 15	\$200,000	\$200,000	100%	\$0		0%	\$200,000	\$200,000	100%
PBI 16 Mission	\$0		0%	\$600,000	\$400,000	67%	\$600,000	\$400,000	67%
PBI 16 Operations	\$0		0%	\$700,000	\$700,000	100%	\$700,000	\$700,000	100%
PBI 16 B/IM	\$225,000	\$225,000	100%	\$0		0%	\$225,000	\$225,000	100%
PBI 16 Subjective	\$0		0%	\$375,000	\$281,250	75%	\$375,000	\$281,250	75%
PBI 17	\$850,000	\$667,500	79%	\$350,000	\$275,000	79%	\$1,200,000	\$942,500	79%
PBI 17 Subjective	\$0		0%	\$400,000	\$320,000	80%	\$400,000	\$320,000	80%
PBI 18	\$0		0%	\$0		0%	\$0	\$0	0%
PBI 19	\$1,656,000	\$1,206,000	73%	\$0	\$0	0%	\$1,656,000	\$1,206,000	73%
PBI 19 Subjective	\$500,000	\$250,000	50%	\$0		0%	\$500,000	\$250,000	50%

OBJECTIVE	\$ 14,571,000	\$ 12,716,899	87%	\$ 7,725,000	\$ 5,333,850	69%	\$ 22,296,000	\$ 18,050,749	81%
SUBJECTIVE	\$ 19,560,000	\$ 14,686,020	75%	\$ 7,275,000	\$ 6,821,728	94%	\$ 26,835,000	\$ 21,507,748	80%
TOTAL	\$ 34,131,000	\$ 27,402,919	80%	\$ 15,000,000	\$ 12,155,578	81%	\$ 49,131,000	\$ 39,558,497	81%

\*Without \$1,000,000 management adjustment.

**Stretch Fee Eligibility**

<b>Stretch Fee Eligibility</b>						
Focus Areas	<b>STRETCH GATEWAY</b>					
Mission Essential Measures	→	Achieve ≥ 80% * Aggregate Mission Essential	PLUS	Mission Adjectival "Very Good" (Subjective Measures)	→	Mission Stretch Eligible
Gateway Analysis		YES		YES		YES
Operations Essential Measures	→	Achieve ≥ 80% * Aggregate Operations Essential	PLUS	Operations Adjectival "Very Good" (Subjective Measures)	→	Operations Stretch Eligible
Gateway Analysis		YES		YES		YES
Business Essential Measures	→	Achieve ≥ 80% * Aggregate Business Essential	PLUS	Business Adjectival "Very Good" (Subjective Measures)	→	Business Stretch Eligible
Gateway Analysis		YES		NO		NO

\* Measured in Dollars

**Eligibility for Fee and Award Term Consideration**

**Performance in Specific Award Term Objectives**  
**GATEWAY to Award Term**

PBI 18	Award Term Measures	Achieved
18.1	Mission and Operational Positioning	Met
18.2	Demonstrate Commitment to Infrastructure Revitalization	Met
18.3	Demonstrate Leadership in Pu Science	Met
18.4	Waste and Disposition Operations Improvement	Met*
18.5	Business Management and Advisory Council	Met

\*With acknowledgement of a minor technicality

**Determination of Award Term (AT) Eligibility**

Summary of Gateways	Gateway	Achieved
Aggregate Essential Objective Measures (Gateway #1)	Total % Achieved ≥ 80%	Met
Aggregate Essential Subjective Measures (Gateway #2)	Total % Achieved ≥ "Very Good"	Met
Award Term Objective Performance (Gateway #3)	Achieve 4 of 5	Met

Met All Criteria
<b>Yes</b>



**Award Term Eligible**

Based on LASO's determination of LANS' Award Term eligibility in accordance with the FY 2010 Performance Evaluation Plan as well as LANS' overall performance, the FDO has opted to award LANS a one-year contract extension.

**IV. ASSESSMENT OF FY 2010 PERFORMANCE**

**PBI No. 1 MULTI-SITE INITIATIVES**

**PBI 1: Multi-Site Initiatives**

Maximum Available Fee: **\$5,304,000**  
 Fee Earned: **\$4,704,000**

<b>PBI 1: Multi-Site Initiatives</b>		AVAILABLE FEE \$5,304,000		AWARDED FEE \$4,704,000 89%	
		ESSENTIAL	STRETCH	ESSENTIAL	STRETCH
1.1.1	Achieve the W76-1 LEP Scheduled Deliveries	\$850,000		\$850,000	
1.1.2	Execute B61 LEP Phase 6.2 Study	\$404,000		\$404,000	
1.1.3	Deliver Limited Life Components and Alteration Kits	\$850,000		\$850,000	
1.1.4	Execute Surveillance Program Defined by the SESC	\$400,000		\$400,000	
1.1.5	Perform Dismantlements	\$500,000		\$500,000	
1.1.6	Authorize the B53 and W84 Programs	\$200,000		\$200,000	
1.2.1	Successfully Complete NNSA-Approved Priority Activities	\$400,000		\$400,000	
1.2.2	Implement Elements from the Approved FY 2010 - 2015 Multi-Site	\$500,000		\$500,000	
1.2.3	Support Business Process Transformation and Relocation of the Kansas City Plant	\$100,000		\$100,000	
1.3.1	NIF	\$300,000		\$0	
1.3.2	Build a Framework to Assess Changes in Simulation Predictions	\$300,000		\$300,000	
1.3.3	Perform High-Priority DP Mission-Related Science Experiments	\$300,000		\$0	
1.3.4	Advanced Simulation and Computing	\$200,000		\$200,000	
		\$5,304,000	\$0	\$4,704,000	\$0

**Completion/Validation Statements:**

**Measure 1.1 Stockpile**

**Measure 1.1.1 Achieve the W76-1 LEP Scheduled Deliveries**

**Expectation Statement:**

Achieve the W76-1 LEP scheduled deliveries to the U.S. Navy.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 1.1.2 Execute B61 LEP Phase 6.2 Study**

**Expectation Statement:**

Execute B61 Phase 6.2 Study in FY2010.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 1.1.3 Deliver Limited Life Components and Alteration Kits**

**Expectation Statement:**

Deliver limited life components and Alteration Kits to the Department of Defense in accordance with the MNS Volume III: 100% of scheduled LLCs delivered.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 1.1.4 Execute Surveillance Program Defined by the SESC**

**Expectation Statement:**

Execute Surveillance Program defined by the SESC. Each Site will execute surveillance work scope according to the PCD.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 1.1.5 Perform Dismantlements**

**Expectation Statement:**

Perform dismantlements. Exceed the PCD scheduled weapon dismantlement quantities at Pantex and secondaries at Y-12.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 1.1.6 Authorize the B53 and W84 Programs**

**Expectation Statement:**

This measure has been achieved when the Contractor has satisfied the following HQ defined criteria: Authorize the B53 and W84 programs in accordance with the NNSA approved project plan.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 1.2 Enterprise Integration**

**Measure 1.2.1 Successfully Complete NNSA-Approved Priority Activities**

**Expectation Statement:**

Successfully complete NNSA-approved priority activities in support of Enterprise Reengineering.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### Measure 1.2.2 Implement Elements from the Approved FY 2010 - 2015 Multi-Site

**Expectation Statement:**

Implement elements from the approved FY 2010 – 2015 Mutli-Site IT Strategic Plan Targets.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### Measure 1.2.3 Support Business Process Transformation and Relocation of the Kansas City Plant

**Expectation Statement:**

Support business process transformation and relocation of the Kansas City Plant.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### Measure 1.3 Science

#### Measure 1.3.1 NIF

**Expectation Statement:**

NIF: begin first integrated ignition experiments.

**Completion Assessment:**

LANS has submitted completion evidence. NNSA survey and assessment of NNSA and DOE stakeholder review has resulted in a differing position.

#### Measure 1.3.2 Build a Framework to Assess Changes in Simulation Predictions

**Expectation Statement:**

Build a framework to assess changes in agreement of simulation predictions with experimental data from representative UGTs as new science-based modeling capabilities are incorporated into modern ASC codes.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

#### Measure 1.3.3 Perform High-Priority DP Mission-Related Science Experiments

**Expectation Statement:**

Successfully perform high-priority DP mission-related science experiments.

**Completion Assessment:**

LANS has submitted completion evidence for award of no fee. NNSA has validated that this is appropriate.

### Measure 1.3.4 Advanced Simulation and Computing

**Expectation Statement:**

Advanced Simulation and Computing. Provide reliable, quality service and access to any NNSA laboratory from any NNSA-designated computing user facility, independent of the location of the computing resource being utilized.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.



**PBI No. 2 PROGRAM CAPABILITY RISK MANAGEMENT**

**PBI 2: Program Capability Risk Management**

Maximum Available Fee: **\$2,465,000**  
 Fee Earned: **\$2,170,000**

<b>PBI 2: Program Capability Risk Management</b>		AVAILABLE FEE \$2,465,000		AWARDED FEE \$2,170,000 88%	
		ESSENTIAL	STRETCH	ESSENTIAL	STRETCH
2.1	Weapons Infrastructure Portfolio Risks	\$240,000		\$240,000	
2.2.1	ORP Interim Measures	\$200,000		\$150,000	
2.2.2	ORP Long-Term Measures		\$260,000		\$260,000
2.3	Integrated Nuclear Planning (INP) Implementation	\$135,000	\$150,000	\$135,000	\$150,000
2.4	CMR Facility Consolidation/Risk Mitigation	\$250,000		\$150,000	\$0
2.5	Consolidated Solid Waste Capability Development		\$290,000		\$145,000
2.6.1	Improve Mission Generated TRU Waste Practices	\$140,000		\$140,000	\$0
2.6.2	Newly Generated TRU Waste Disposition	\$0	\$600,000		\$600,000
2.6.3	Stored Waste Reduction	\$0	\$200,000	\$0	\$200,000
		\$965,000	\$1,500,000	\$815,000	\$1,355,000

**Completion/Validation Statements:**

**Measure 2.1 Weapons Infrastructure Portfolio Risks**

**Expectation Statement:**

Ensure mission continuity, reduce programmatic risk due waste operations and ensure effective management of solid and liquid waste functions.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 2.1.1 Existing Radioactive Liquid Waste Treatment (RLWT) Facilities**

**Expectation Statement:**

Demonstrate improved integration and management of the existing RLWT facilities through application of consistent and integrated management systems across TA-50 and TA-55.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 2.1.2 Existing Solid Waste Management Facilities**

**Expectation Statement:**

Demonstrate improved integration and management of the Existing Solid Waste Management facilities through application of consistent and integrated management systems in support of enduring and legacy waste programs requirements across TA-54.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 2.1.3 RLWT Facilities – Capability Life Extension**

**Expectation Statement:**

Demonstrate improved planning, investment, condition and maintenance of the TA-50 facilities.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 2.1.4 Solid Waste Management Facilities – Capability Life Extension**

**Expectation Statement:**

Demonstrate improved planning, investment, condition and maintenance of the Solid Waste Management facilities.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 2.2 Outfall Reduction Program (ORP) Implementation**

**Measure 2.2.1 ORP Interim Measures**

**Expectation Statement:**

The ORP interim measures will be completed in support of the new 2010 NPDES compliance requirements to enable continued operations

**Completion Assessment:**

LANS has submitted completion evidence. NNSA survey and assessment of NNSA and DOE stakeholder review has resulted in a differing position.

**Measure 2.2.2 ORP Long-Term Measures**

**Expectation Statement:**

Demonstrate progress towards the new 2012 NPDES compliance requirements and a reduction in permitted outfalls at the Laboratory to enable sustainable operations.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 2.3 Nuclear Planning (INP) Implementation**

**Measure 2.3.1 Implementation of INP processes - TA-55/RLWF activities**

**Expectation Statement:**

Use INP Program Management processes to support management and integration of TA-55 program and infrastructure activities.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 2.3.2 Implementation of INP Processes - Enduring Waste Management (EWM) Activities**

**Expectation Statement:**

Utilize INP program management processes to establish/validate the strategic direction for the enduring waste management mission and establish and conduct implementations plans.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 2.3.3 Implementation of INP Processes - WETF Activities**

**Expectation Statement:**

Utilize INP program processes to document enduring programmatic requirements and validate/prioritize the risk reduction activities with WETF.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 2.3.4 Implementation of INP Processes - Pajarito Corridor Construction**

**Expectation Statement:**

Utilize INP processes to provide strategic weapons program and programming process inputs to the Pajarito Corridor Integration activities established under PBI 16 and utilize INP Workshops as a forum to communicate Integration conclusions and recommendations to LANL, LASO, and NNSA stakeholders.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 2.4 CMR Facility Consolidation/Risk Mitigation**

**Expectation Statement:**

Demonstrate effective utilization of resources in balancing operational and program risks while maintaining minimum essential, mission critical, CMR facility capabilities needed in support of the core NNSA mission and other DOE nuclear programs.

**Completion Assessment:**

LANS has submitted completion evidence for award of partial fee. NNSA has validated appropriate and timely completion.

**Measure 2.5 Consolidated Solid Waste Capability Development**

**Expectation Statement:**

Demonstrate progress toward the development and execution of a consolidated solid waste capability that supports the enduring waste missions and Area G closure requirements.

**Completion Assessment:**

LANS has submitted completion evidence denoting a fee award, however NNSA review has resulted in a differing position.

**Measure 2.6 Weapons Infrastructure (WI) - Solid Waste Processing Initiatives**

**Measure 2.6.1 Improve Mission Generated TRU Waste Practices**

**Expectation Statement:**

Improve mission-generated TRU waste practices in accordance with DOE requirements and Waste Acceptance Criteria (WAC) so as to reduce costs to the missions and facilitate timely removal from the site. Newly generated TRU waste requires no repackaging (e.g., no non-compliant/prohibited items). This will reduce mission dependence on repacking facilities, reduce exposure potential, and reduce mission costs.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 2.6.2 Newly Generated TRU Waste Disposition**

**Expectation Statement:**

Demonstrate progress in the reduction of stored newly generated drums at Area G. Prepare stored and newly generated transuranic waste for certification. Ship MLLW previously classified as TRU waste.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 2.6.3 Stored Waste Reduction**

**Expectation Statement:**

Demonstrate progress in the reduction of stored waste. Prepare stored waste and excess equipment for disposition.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**PBI No. 3 ENVIRONMENTAL INITIATIVES**

**PBI 3: Environmental Initiatives**

Maximum Available Fee: **\$2,600,000**  
 Fee Earned: **\$2,244,950**

<b>PBI 3: Environmental Initiatives</b>		AVAILABLE FEE		AWARDED FEE	
		ESSENTIAL	STRETCH	ESSENTIAL	STRETCH
		\$2,600,000		\$2,244,950 86%	
3.1.1	Stipulated Penalty Deliverables	\$700,000		\$700,000	
3.1.2	Other Key Consent Order Deliverables	\$500,000		\$500,000	
3.1.3	At-Risk Consent Order Deliverables		\$300,000		\$300,000
3.2.1	Preparation of Transuranic Waste for Disposition	\$540,000		\$400,950	
3.2.2	Expansion of Transuranic Waste for Disposition	\$400,000		\$250,000	
3.2.3	Characterization Capability for Standard Waste Boxes	\$160,000		\$94,000	
		\$2,300,000	\$300,000	\$1,944,950	\$300,000

**Completion/Validation Statements:**

**Measure 3.1 Consent Order Compliance**

**Measure 3.1.1 Stipulated Penalty Deliverables**

**Expectation Statement:**

Complete FY 2010 Consent Order Stipulated Penalty deliverables on schedule.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 3.1.2 Other Key Consent Order Deliverables**

**Expectation Statement:**

Complete other major deliverables supporting cleanup under the Consent Order.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 3.1.3 At-Risk Consent Order Deliverables**

**Expectation Statement:**

Complete FY 2010 at-risk Consent Order deliverables on schedule

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

## **Measure 3.2 Legacy Transuranic Waste Disposition**

### **Measure 3.2.1 Preparation of Transuranic Waste for Disposition**

**Expectation Statement:**

Prepare legacy transuranic waste for disposition

**Completion Assessment:**

LANS has submitted completion evidence denoting a fee award, however NNSA review has resulted in a differing position.

### **Measure 3.2.2 Expansion of Transuranic Waste for Disposition**

**Expectation Statement:**

Increase transuranic waste repackaging capabilities

**Completion Assessment:**

Subjective rating is "good". Refer to V for detailed information.

### **Measure 3.2.3 Characterization Capability for Standard Waste Boxes**

**Expectation Statement:**

Expand the capabilities of characterization equipment supplied to LANL by WIPP Central Characterization Project to handle boxes

**Completion Assessment:**

Subjective rating is "good". Refer to Section V for detailed information.

**PBI No. 4 QUALITY ASSURANCE**

**PBI 4: Quality Assurance**

Maximum Available Fee: **\$550,000**  
 Fee Earned: **\$175,000**

<b>PBI 4: Quality Assurance</b>		AVAILABLE FEE \$550,000		AWARDED FEE \$175,000 32%	
		ESSENTIAL	STRETCH	ESSENTIAL	STRETCH
4.1	Demonstrate Consistent Performance Based Implementation of LANL Quality Assurance Program	\$175,000		\$175,000	
4.2	Execute Continuous Improvement in Product Quality and Support Functions	\$175,000		\$0	
4.3	Accelerate Enhancement of Continuous Improvement Initiatives	\$200,000			\$0
		\$550,000	\$0	\$175,000	\$0

**Completion/Validation Statements:**

**Measure 4.1 Demonstrate Consistent Performance Based Implementation of LANL Quality Assurance Program**

**Expectation Statement:**

LANL will demonstrate performance based implementation of the LANL Software Quality Assurance Program.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 4.2 Execute Continuous Improvement in Product Quality and Support Functions**

**Expectation Statement:**

1. LANL will demonstrate proficiency in delivering error-free weapon and weapon-related product and DOE STD-3013 containers, including preparation for resumption and assumption of basic product stamping activities.
2. LANL will demonstrate implementation of a site-wide calibration program that is sufficiently resourced to meet LANL needs

**Completion Assessment:**

LANS has submitted completion evidence for award of no fee. NNSA has validated that this is appropriate.

**Measure 4.3 Accelerate Enhancement of Continuous Improvement Initiatives**

**Expectation Statement:**

1. LANL will demonstrate implementation of the LANL Nonconformance Reporting processes using P 330-6 for all organizations except for the weapon programs using the CAMS
2. LANL will ensure that quality assurance corrective actions are completed per LASO approved corrective action plans and corrective action plans schedules approved by LANL QAD with performance at a year-end average of 90%.

LANL will demonstrate implementation of weapon-related engineering controls sufficient to assure that Advance Change Orders are incorporated into design drawings in accordance with established procedures

**Completion Assessment:**

LANS has submitted completion evidence for award of no fee. NNSA has validated that this is appropriate.



**PBI No. 5 ENVIRONMENT, SAFETY AND HEALTH**

**PBI 5: Environment, Safety and Health**

Maximum Available Fee: **\$1,010,000**  
 Fee Earned: **\$930,000**

<b>PBI 5: Environment, Safety and Health</b>		AVAILABLE FEE		AWARDED FEE	
		\$1,010,000		\$930,000	92%
		ESSENTIAL	STRETCH	ESSENTIAL	STRETCH
5.1.1	Accelerate Completion of Baseline Exposure Assessments		\$140,000	\$0	\$140,000
5.1.2	Demonstrate Subcontractor Exposure Assessment Compliance		\$200,000	\$0	\$200,000
5.1.3	Complete Pressure Safety Project Plan Implementation	\$250,000		\$200,000	
5.2	Improve Radiation Protection Program Implementation	\$200,000		\$200,000	
5.3	Work Control – Human Performance Improvement (HPI)	\$220,000		\$190,000	
		\$670,000	\$340,000	\$590,000	\$340,000

**Completion/Validation Statements:**

**Measure 5.1 Completion of 10 CFR 851 Implementation**

**Measure 5.1.1 Accelerate Completion of Baseline Exposure Assessments**

**Expectation Statement:**

Accelerate completion of Phase 2 milestone in the Baseline Exposure Assessment Project Execution Plan as agreed to by LANS and LASO.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 5.1.2 Demonstrate Subcontractor Exposure Assessment Compliance**

**Expectation Statement:**

Implementation of exposure assessments by LANL subcontractors will be compliant with Exhibit F 52.0 Section 51.0 or 52.0 "Industrial Hygiene".

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 5.1.3 Complete Pressure Safety Project Plan Implementation**

**Expectation Statement:**

Implement a pressure safety program in compliance with 10CFR851, Worker Safety and Health Program.

**Completion Assessment:**

LANS has submitted completion evidence for award of partial fee. NNSA has validated appropriate and timely completion.

**Measure 5.2 Improve Radiation Protection Program Implementation**

**Expectation Statement:**

Complete and verify FY 2010 milestones for LANL (10CFR835) RPP Implementation Plan and validate field implementation of that plan.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 5.3 Work Control – Human Performance Improvement (HPI)**

**Expectation Statement:**

Identification of error-likely situations or organizational weaknesses and address corresponding defenses. A minimum of three pilots will be implemented where First Line Managers (FLMs) and Group Leaders will identify error-likely situations or organizational weaknesses in the operations for which they are responsible as part of their MOV or other identified walkdown/observations processes. Corrective actions designed to manage defenses which eliminate or mitigate the error-likely situation or organizational weakness will be initiated.

**Completion Assessment:**

LANS has submitted completion evidence. NNSA survey and assessment of NNSA and DOE stakeholder review has resulted in a differing position.

**PBI No. 6 PROJECT MANAGEMENT**

**PBI 6: Project Management**

Maximum Available Fee: **\$1,700,000**  
 Fee Earned: **\$1,343,889**

<b>PBI 6: Project Management</b>		AVAILABLE FEE \$1,700,000		AWARDED FEE \$1,343,889 79%	
		ESSENTIAL	STRETCH	ESSENTIAL	STRETCH
6.1.1	Meet Project Commitments	\$300,000		\$255,000	
6.1.2	SM-43 D&D Execution		\$150,000		\$150,000
6.2.1	CMRR RLUOB/REI Performance	\$550,000		\$550,000	
6.2.2	CMRR NF/SFE Performance	\$200,000		\$0	
6.2.3	Mission Critical Projects	\$500,000		\$388,889	
		\$1,550,000	\$150,000	\$1,193,889	\$150,000

**Completion/Validation Statements:**

**Measure 6.1 Execute Projects as Identified and Agreed Between NNSA and LANS**

**Measure 6.1.1 Meet Project Commitments**

**Expectation Statement:**

Meet annual schedule and performance commitments based on agreed-to set of projects.

**Completion Assessment:**

LANS has submitted completion evidence denoting a fee award, however NNSA review has resulted in a differing position.

**Measure 6.1.2 SM-43 D&D Execution**

**Expectation Statement:**

Meet annual schedule for SM-43 D&D.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 6.2 Proactively Manage Large Mission Critical Projects**

**Measure 6.2.1 CMRR RLUOB/REI Performance**

**Expectation Statement:**

Complete the RLUOB facility punch-list in accordance with the approved baseline. RLUOB Equipment Installation (REI) is executed in accordance with the performance baseline established.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### Measure 6.2.2 CMRR NF/SFE Performance

**Expectation Statement:**

Laboratory effectively manages CMRR NF/SFE progress in support of NNSA strategic objectives. Project will advance design.

**Completion Assessment:**

LANS has submitted completion evidence denoting a fee award, however NNSA review has resulted in a differing position.

### Measure 6.2.3 Mission Critical Projects

**Expectation Statement:**

The Laboratory will effectively manage the selected projects in support of NNSA/LASO strategic objectives.

**Completion Assessment:**

LANS has submitted completion evidence denoting a fee award, however NNSA review has resulted in a differing position.

**PBI No. 7 HIGH HAZARD OPERATIONS AND EMERGENCY MANAGEMENT**

**PBI 7: High Hazard Operations and Emergency Management**

Maximum Available Fee: **\$4,200,000**  
 Fee Earned: **\$3,962,410**

PBI 7: High Hazard Operations & Emergency Management		AVAILABLE FEE \$4,200,000		AWARDED FEE \$3,962,410 94%	
		ESSENTIAL	STRETCH	ESSENTIAL	STRETCH
7.1.1	Implement Conduct of Maintenance and Conduct of Engineering	\$150,000		\$150,000	
7.1.2	Implement Conduct of Engineering at TA-55	\$140,000		\$140,000	
7.1.3	Accelerate Implementation of Conduct of Engineering at TA-55		\$200,000		\$200,000
7.1.4	Implement Formality of Operations at Non-Nuclear Facilities	\$250,000		\$250,000	
7.1.5	Implement Conduct of Training	\$250,000		\$227,500	
7.1.6	Accelerate Implementation of Conduct of Training		\$200,000		\$146,000
7.1.7	Formality of Operations Maturity Metrics	\$150,000		\$150,000	
7.2	Work Control Improvement	\$200,000		\$200,000	
7.3	Engineered Safety Systems/ System Health Reports	\$200,000		\$168,560	
7.4.1	TA-55 Nuclear Safety Improvements	\$450,000		\$450,000	
7.4.2	Deleted				
7.4.3	Other Nuclear Facility Safety Improvements		\$360,000		\$325,350
7.5.1	Nuclear Facility Risk Reduction at TA-55	\$400,000		\$400,000	
7.5.2	Accelerate Nuclear Facility Risk Reduction at TA-55		\$350,000		\$350,000
7.5.3	Nuclear Facility Risk Reduction at Other Nuclear Facilities		\$200,000		\$200,000
7.6.1	Fire Protection Deficiencies within Legacy Facilities at LANL	\$200,000		\$112,500	
7.6.2	LANL Enhanced Training of Fire Department Personnel		\$150,000		\$142,500
7.7.1	LANL Initial Response Action Automation		\$150,000		\$150,000
7.7.2	LANL Emergency Planning Outreach	\$100,000		\$100,000	
7.7.3	Execute the Wildland Fire Management Plan	\$100,000		\$100,000	
		\$2,590,000	\$1,610,000	\$2,448,560	\$1,513,850

**Completion/Validation Statements:**

**Measure 7.1 Implement Formality of Operations**

**Measure 7.1.1 Implement Conduct of Maintenance and Conduct of Engineering Level 2 Milestones at WETF**

**Expectation Statement:**

Implement Formality of Operations FY2010 Level 2 milestones for Conduct of Maintenance (CoM) and Conduct of Engineering (CoE) at WETF

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 7.1.2 Implement Conduct of Engineering at TA-55**

**Expectation Statement:**

Make progress toward completion of implementation of Conduct of Engineering (CoE) at TA-55 in FY2010.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 7.1.3 Accelerate Implementation of Conduct of Engineering at TA-55**

**Expectation Statement:**

Accelerate implementation of Conduct of Engineering (CoE) at TA-55 in FY2010.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 7.1.4 Implement Formality of Operations at Non-Nuclear Facilities**

**Expectation Statement:**

Implement Formality of Operations through completion of the FY 2010 Level 1 milestones for Conduct of Operations (CoO) and Conduct of Maintenance (CoM) at the STO FOD and completion of priority drawings for Conduct of Engineering (CoE) at the UI FOD.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 7.1.5 Implement Conduct of Training**

**Expectation Statement:**

Positions identified in approved Training Implementation Matrices for each cat 2/3 nuclear facility, listed below, will complete training and qualification in a timely manner.

**Completion Assessment:**

LANS has submitted completion evidence for award of partial fee. NNSA has validated appropriate and timely completion.

**Measure 7.1.6 Accelerate Implementation of Conduct of Training**

**Expectation Statement:**

Positions identified in approved Training Implementation Matrices for additional cat 2/3 nuclear facilities, listed below, will complete training and qualification in a timely manner.

**Completion Assessment:**

LANS has submitted completion evidence for award of partial fee. NNSA has validated appropriate and timely completion.

**Measure 7.1.7 Formality of Operations Maturity Metrics**

**Expectation Statement:**

Develop metrics and implement a mechanism for ensuring sustainability and continued development of Formality of Operations for the nuclear and high-hazard facilities.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 7.2 Work Control Improvement**

**Expectation Statement:**

Improvements in implementation of Integrated Work Management (IWM), of both facility and programmatic activities, will be demonstrated by identifying Integrated Work Document (IWD) or Work Control Document deficiencies before work takes place.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 7.3 Engineered Safety Systems/ System Health Reports**

**Expectation Statement:**

Implement a mature Vital Safety System Health Monitoring process through implementation of AP-341-802, Rev.1, *System Health Reporting*, or subsequent. Implement a System Health Reporting Process that accurately evaluates system operability and functionality, uses trended information to plan preventive and corrective maintenance, identifies required system modifications such that maintainability, reliability, availability, and operability are documented, and the information is utilized to make informed system management decisions.

**Completion Assessment:**

LANS has submitted completion evidence denoting a fee award, however NNSA review has resulted in a differing position.

**Measure 7.4 Nuclear Safety Improvements**

**Measure 7.4.1 TA-55 Nuclear Safety Improvements**

**Expectation Statement:**

Based on the TA-55 DSA list of planned improvements, LANL will begin early implementation of activities to improve engineered safety systems and the safety posture at TA-55, including early actions toward achieving a reliable active confinement ventilation system at TA-55 (reference: TA-55 documented safety analysis, Section 3.3.2.3.1, *Planned Design and Operational Improvements*).

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 7.4.2 Deleted per CC-10-022**

**Measure 7.4.3 Other Nuclear Facility Safety Improvements**

**Expectation Statement:**

Nuclear facilities will complete projects to improve engineered safety systems and the safety posture of the facility. Bases will include respective DSA list of planned improvements.

**Completion Assessment:**

LANS has submitted completion evidence. NNSA survey and assessment of NNSA and DOE stakeholder review has resulted in a differing position.

**Measure 7.5 Nuclear Facility Risk Reduction**

**Measure 7.5.1 Nuclear Facility Risk Reduction at TA-55**

**Expectation Statement:**

Risk reduction is achieved at TA-55 through the removal of legacy Material at Risk (MAR) or repackaging of MAR into robust containers that improve mission capabilities and the nuclear safety posture.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 7.5.2 Accelerate Nuclear Facility Risk Reduction at TA-55**

**Expectation Statement:**

Accelerated risk reduction is achieved at TA-55 through the removal of legacy Material at Risk (MAR) or repackaging of MAR into robust containers that improve mission capabilities and the nuclear safety posture.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 7.5.3 Nuclear Facility Risk Reduction at Other Nuclear Facilities**

**Expectation Statement:**

Accelerated risk reduction is achieved at nuclear facilities other than TA-55 through the removal of legacy Material at Risk (MAR) or repackaging of MAR into robust containers that improve mission capabilities and the nuclear safety posture.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 7.6 Fire Protection**

**Measure 7.6.1 Fire Protection Deficiencies within Legacy Facilities at LANL**

**Expectation Statement:**

Continuation of the on-going program established in FY 2008 that identifies, prioritizes, coordinates funding, and oversees the successful resolution of long-standing fire protection deficiencies within legacy facilities at LANL. The list of legacy facility deficiencies is maintained up-to-date, reflects accurate information and is reviewed semi-annually.



**Completion Assessment:**

LANS has submitted completion evidence denoting a fee award, however NNSA review has resulted in a differing position.

**Measure 7.6.2 LANL Enhanced Training of Fire Department Personnel**

**Expectation Statement:**

In support of the NNSA - Los Alamos County Cooperative Agreement (CA) for fire department emergency services, LANL shall collaboratively define, establish, develop and deliver training to the Los Alamos Fire Department (LAFD) for the delivery of enhanced fire department services at LANL in FY 2010. Reference LASO Memo #SO: 14BG-011, Los Alamos National Laboratory's Role and Responsibility with Respect to the Los Alamos County Cooperative Agreement Regarding Fire Department Services, dated December 10, 2008.

**Completion Assessment:**

LANS has submitted completion evidence. NNSA survey and assessment of NNSA and DOE stakeholder review has resulted in a differing position.

**Measure 7.7 Emergency Management**

**Measure 7.7.1 LANL Initial Response Action Automation**

**Expectation Statement:**

Establish a computer-based system to improve the timeliness of Emergency Action Level (EAL) and associated protective action selection, notification activities, and associated graphic representation of hazardous material releases.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 7.7.2 LANL Emergency Planning Outreach**

**Expectation Statement:**

Complete public outreach activities to increase awareness of LANL facility and operations hazards and potential protective actions.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 7.7.3 Execute the Wildland Fire Management Plan**

**Expectation Statement:**

Continue to further implement the LANL wildland fire management plan consistent to DOE Guide 450-1.4 and risk-based principals.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**PBI No. 8 SECURITY PROGRAMS**

**PBI 8: Security Programs**

Maximum Available Fee: **\$2,525,000**  
 Fee Earned: **\$2,245,000**

<b>PBI 8: Security Programs</b>		AVAILABLE FEE \$2,525,000		AWARDED FEE \$2,245,000 89%	
		ESSENTIAL	STRETCH	ESSENTIAL	STRETCH
8.1.1	FY 2010 FS20 Annual Operating Plan	\$250,000		\$250,000	
8.1.2	Material, Control and Accountability	\$200,000		\$200,000	
8.1.3	Security and Safeguards Self-Assessments	\$150,000		\$150,000	
8.1.4	Graded Security Protection Policy	\$150,000	\$100,000	\$150,000	\$0
8.1.5	Deleted				
8.1.6	Executive an Effective Security Program	\$400,000		\$380,000	
8.2.1	IT Roadmap	\$175,000		\$175,000	
8.2.2	IT Project Management	\$200,000		\$200,000	
8.2.3	IT Infrastructure Management	\$200,000		\$200,000	
8.2.4	Information Security	\$300,000		\$300,000	
8.2.5	Execute an Effective Cyber Security Program	\$400,000		\$240,000	
		<b>\$2,425,000</b>	<b>\$100,000</b>	<b>\$2,245,000</b>	<b>\$0</b>

**Completion/Validation Statements:**

**Measure 8.1 Security and Safeguards**

**Measure 8.1.1 FY 2010 FS20 Annual Operating Plan**

**Expectation Statement:**

Execute the 2010 Security & Safeguards Annual Operating Plan within cost, scope and schedule while ensuring LASO/SM has transparency into ADSS budget processes (planning, programming, budgeting and evaluation).

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 8.1.2 Material, Control and Accountability**

**Expectation Statement:**

Provide MC&A program deliverables on schedule, and demonstrate effective MC&A Program performance during the FY 2010 LASO S&S Survey.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 8.1.3 Security and Safeguards Self-Assessments**

**Expectation Statement:**

Using a graded approach, conduct security and safeguards self-assessments in accordance with the LASO- approved annual schedule. Coordinate periodic meetings with LASO to status and reconcile corrective action plans (CAPs).

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 8.1.4 Graded Security Protection Policy (Essential)**

**Expectation Statement:**

Execute the ADSS 2008 GSP Implementation Plan.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 8.1.4 Graded Security Protection Policy (Stretch)**

**Expectation Statement:**

Execute the ADSS 2008 GSP Implementation Plan.

**Completion Assessment:**

LANS has submitted completion evidence. NNSA survey and assessment of NNSA and DOE stakeholder review has resulted in a differing position.

**Measure 8.1.5 Deleted per CC-10-045**

**Measure 8.1.6 Executive an Effective Security Program**

**Expectation Statement:**

Execute an effective security and safeguards program as demonstrated by the achievement of a "satisfactory" rating in the following topical and associated sub topical areas of the Safeguards and Security program:

- Program Management and Support
- Protective Force
- Physical Security
- Information Protection
- Personnel Security
- Nuclear Materials Control and Accountability

Ratings of satisfactory, marginal or unsatisfactory in each topical and sub-topical area will be assigned by LASO as a result of formal surveys, conducted throughout the fiscal year, of LANS effectiveness related to performance and compliance requirements.

**Completion Assessment:**

LANS has submitted completion evidence for award of partial fee. NNSA has validated appropriate and timely completion.

**Measure 8.2 Information Systems and Security**

### Measure 8.2.1 IT Roadmap

**Expectation Statement:**

Demonstrate progress on multi-year IT investment management strategy to enable and accelerate Mission, drive IT to be dynamic and agile, and improve LANL's compliance posture.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### Measure 8.2.2 IT Project Management

**Expectation Statement:**

The Laboratory shall demonstrate efficient and effective management of the Core IT investments.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### Measure 8.2.3 IT Infrastructure Management

**Expectation Statement:**

The Laboratory shall demonstrate progress in its multi-year effort to centralize and, where feasible, automate management of IT infrastructure and systems in the unclassified environments for effective and efficient computer equipment accountability, including the development and use of tools to track location, mobility, protection of SUI, security health, and information security incident management for computer equipment that have the capability to store information.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### Measure 8.2.4 Information Security

**Expectation Statement:**

Develop a management process and metrics to measure the effectiveness of information security operations.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### Measure 8.2.5 Execute an Effective Cyber Security Program

**Expectation Statement:**

Execute an effective information systems security program as demonstrated by the achievement of a "satisfactory" rating in the following topical and associated sub topical areas of the Safeguards and Security program as identified in DOE Order 470.1-A, change 1:

- Classified Cyber Security
- Telecommunications Security
- Unclassified Cyber Security

Ratings of satisfactory, marginal or unsatisfactory in each topical and sub-topical area will be assigned by LASO as a result of formal surveys, conducted throughout the fiscal year, of LANS effectiveness related to performance and compliance requirements.

**Completion Assessment:**

LANS has submitted completion evidence denoting a fee award, however NNSA review has resulted in a differing position.

**PBI No. 9 FACILITY, INFRASTRUCTURE, AND UTILITIES**

**PBI 9: Facility, Infrastructure, and Utilities**

Maximum Available Fee: **\$1,950,000**  
 Fee Earned: **\$1,650,000**

<b>PBI 9: Facilities, Infrastructure, and Utilities</b>		AVAILABLE FEE \$1,950,000		AWARDED FEE \$1,650,000 85%	
		ESSENTIAL	STRETCH	ESSENTIAL	STRETCH
9.1	Maintenance Program Maturity and Capability Enhancements	400,000		\$400,000	
9.2	Footprint Reduction Targets	200,000		\$200,000	
9.3	Improved Office Space Utilization	200,000		\$200,000	
9.4	Improved Safety and Security Performance for Leased Property	100,000		\$100,000	
9.5	Infrastructure Revitalization	200,000		\$200,000	
9.6	Improved Resource Allocations	150,000		\$150,000	
9.7.1	Energy Management Execution		\$600,000		\$300,000
9.7.2	WECC Self-Certification and Implementation	100,000		\$100,000	
		<b>\$1,350,000</b>	<b>\$600,000</b>	<b>\$1,350,000</b>	<b>\$300,000</b>

**Completion/Validation Statements:**

**Measure 9.1 Maintenance Program Maturity and Capability Enhancements**

**Expectation Statement:**

- PMIs and model work orders will be developed/reviewed and revised to reflect requirements identified for credited VSS systems in the AP-MNT-006 Appendix A as submitted in FY 2009. All requirements will be entered into CMMS for execution upon development completion.
- Progress on the revision of all O&M manuals will be documented against the schedule provided in LIMTS for completion.
- Work package cycle times will be assessed based on the results of the FY 2009 Process Improvement Plan and metrics developed to measure progress toward more efficient processing.
- Host a tri-lab maintenance summit to benchmark critical activities and share lessons learned.
- Maintenance metrics reflecting continuous improvement will be provided at monthly maintenance program reviews.

Continue efforts to improve RPV data by updating Roads and Grounds and Utilities OSFs in FIMS.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 9.2 Footprint Reduction Targets**

**Expectation Statement:**

Provide efficient and responsive Facilities and Infrastructure that effectively support the Laboratory's mission.

1. Trailers and Transportables:

- Expedite the excess and removal of unfavorable temporary trailer and transportable facilities.
- Utilize assessment recently completed for LANL temporary trailer and transportable properties to expedite the removal of the most unfavorable of these facilities beginning in FY 2010.

2. Long Range Strategic Facility and Infrastructure Planning:  
Utilize long-range planning efforts associated with Technical Area 3 to develop strategies intended to replace aging facilities for infrastructure and services with enduring need. Provide an exit strategy including offsite options for the TA3 Main Warehouse. Provide a replacement strategy for a permanent Wellness Center facility.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### Measure 9.3 Improved Office Space Utilization

**Expectation Statement:**

Improve utilization of office space at the Laboratory. Utilize established space standards and baseline data on organizational space holdings to implement space consolidation. Utilize consolidation efforts to bring organizations into alignment with institutional standards for office space. Utilize this strategy to identify targets for footprint reduction, or to free up facilities for reinvestment and repurposing.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### Measure 9.4 Improved Safety and Security Performance for Leased Property

**Expectation Statement:**

Drive continued improvement in leased space management. Ensure that facilities leased by the Laboratory meet applicable codes and requirements for safety, security, and suitability for purpose.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### Measure 9.5 Infrastructure Revitalization

**Expectation Statement:**

To meet current and future programmatic missions, the laboratory is developing strategies that the required right-sized responsive infrastructure is available.

**Completion Target:**

This measure has been achieved when the Contractor has:

1. IP organization has developed an in-depth site management plan / presentation with recommendations on necessary infrastructure investments to be made over the next 10-20 years. Plan will include all items affecting Laboratory site including 1) new construction, 2) Footprint Reduction, 3) D&D, 4) Leases, 5) Science Complex, 6) Utility Systems, 7) Space Utilization, 8) Energy, etc.
2. Implement IVT subcommittee to serve as ADPMSS steering committee to assist in prioritizing investments.
3. Secure FY 2010 funding for Infrastructure Investments and meet FY 2010 milestones.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

## Measure 9.6 Improved Resource Allocations

### Expectation Statement:

The allocation of all laboratory maintenance dollars is based on prioritization by the IVT.

### Completion Assessment:

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

## Measure 9.7 Energy and Utilities Management

### Measure 9.7.1 Energy Management Execution

### Expectation Statement:

LANL will demonstrate implementation of the LANL Energy Management program through the executable plan. LANL will revise the executable plan for FY 2010 to ensure continued progress toward meeting the DOE O 430.2B goals. LANL will strive to execute all elements defined in the executable plan in addition to those specifically identified as completion targets. Due to changes in management of the energy management program and within the PBI structure, a quarterly management review of the status will be conducted to ensure that expectations are understood and issues resolved in a timely manner.

### Completion Assessment:

LANS has submitted completion evidence for award of partial fee. NNSA has validated appropriate and timely completion.

### Measure 9.7.2 WECC Self-Certification and Implementation

### Expectation Statement:

Operate and maintain the LANL transmission, distribution, and generation assets in accordance with the applicable Western Electric Coordinating Council (WECC)/North American Reliability Corporation (NERC) requirements per the Energy Act of 2005. Due to changes in management of the utility program and within the PBI structure, a quarterly management review of the status of WECC compliance will be conducted to ensure that expectations are understood and issues resolved in a timely manner.

### Completion Assessment:

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.



**PBI No. 10 BUSINESS OBJECTIVES**

**PBI 10: Business Objectives**

Maximum Available Fee: **\$1,275,000**  
 Fee Earned: **\$0**

PBI 10: Business Objectives		AVAILABLE FEE \$1,275,000		AWARDED FEE \$0* 0%	
		ESSENTIAL	STRETCH	ESSENTIAL	STRETCH
10.1.1	Implement Plateau Learning Management System (LMS)		\$60,000		\$0
10.1.2	Phased Implementation of Site-Wide EDMS to Support		\$60,000		\$0
10.1.3	Conduct Electronic Records Management System		\$60,000		\$0
10.1.4	Implementation of Oracle e-Business Suite Procurement		\$60,000		\$0
10.1.5	Implement Oracle e-Business Suite Inventory		\$60,000		\$0
10.2	Subcontract Administration		\$150,000		\$0
10.3	Acquisition Practices		\$300,000		\$0
10.4.1	Establish Formal Conduct of Operations for MSS-Support Warehousing Operation		\$125,000		\$0
10.4.2	Complete Personal Property Reuse Evaluation and Develop Reuse - Management-Level Reporting Tool		\$75,000		\$0
10.4.3	Maturation of Property Management		75,000		\$0
10.5	Manhattan Project Records Transfer		50,000		\$0
10.6	Deleted				\$0
10.7	Organizational Cost Performance		\$200,000		\$0
		\$0	\$1,275,000	\$0	\$0*

\*Fee not earned due to gateway ineligibility

**Completion/Validation Statements:**

**Measure 10.1 Business System Improvements**

**Measure 10.1.1 Implement Plateau Learning Management System (LMS)**

**Expectation Statement:**

Continue Implementation of Plateau Learning Management System (LMS) in accordance with the Project Management Plan (PMP) and resource-loaded schedule as funded.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 10.1.2 Phased Implementation of Site-Wide EDMS to Support Document Control Centers**

**Expectation Statement:**

Continuation of site-wide implementation strategy for implementing the institutional EDMS solution supporting Document Control Service Centers with processes and procedures that will focus on the phased roll out at the TA-55 Complex, PMSS Directorate and Environmental Programs Directorate.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### **Measure 10.1.3 Conduct Electronic Records Management System (ERMS) Pilot Project**

**Expectation Statement:**

Develop and execute a pilot project to demonstrate the integration of an electronic records management capability with an existing electronic document management system at the CMRR, or an equivalent project, as agreed to by LASO by January 15, 2010, to include inventorying, scheduling and dispositioning of records in accordance with DOE Order 243.1.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### **Measure 10.1.4 Implementation of Oracle e-Business Suite Procurement Modules**

**Expectation Statement:**

Continue Implementation of Oracle e-Business Suite (EBS) procurement modules in accordance with the project management plan and resource-loaded schedule as funded.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### **Measure 10.1.5 KSL Integration –Implement Oracle e-Business Suite Inventory Management Module**

**Expectation Statement:**

Continue Implementation of Oracle e-Business Suite (EBS) Inventory Management module in accordance with the project management plan and resource-loaded schedule as funded.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### **Measure 10.2 Subcontract Administration**

**Expectation Statement:**

LANS will improve its administration of subcontracts and files.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### **Measure 10.3 Acquisition Practices**

**Expectation Statement:**

LANS will continue to mature its acquisition practices to aid both execution and oversight.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### **Measure 10.3.1 Convert Remaining ASM Subcontract Templates into Current Proforma Format and Update All ASM Contractual Documents to Include NNSA Approved Clauses**

**Expectation Statement:**

ASM contractual document shall be converted to the current proforma format. All ASM contractual documents will be updated to include NNSA approved terms and conditions.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### **Measure 10.3.2 Conversion of ASM Acquisition Practices into New Format (i.e., Requirements and Processes Documents)**

**Expectation Statement:**

This measure has been achieved when LANS has converted its current Acquisition Practices into the new format, they have been published for use in SharePoint, and LANS procurement specialists have been trained in usage, in accordance with a schedule to be maintained by ASM.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### **Measure 10.3.3 Implement Oracle Business Intelligence (OBI) Cycle Time Metrics**

**Expectation Statement:**

ASM can track "On Time Delivery", "Need Date Adequacy", "Lead Time Given" and "Procurement Cycle" metrics using OBI dashboards. ASM converts legacy procurement systems into Oracle.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### **Measure 10.3.4 Implement Standardized Consent Package**

**Expectation Statement:**

All proposed LANS' subcontracting actions that require review and approval by NNSA (Consent Packages) will be submitted for NNSA review using a standard format.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### **Measure 10.3.5 Streamline Compliance Assessment Process**

**Expectation Statement:**

Implement agreed upon recommendations from the *Procurement File Compliance / Quality Lean Six Sigma Yellow Belt Process Improvement Project*.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 10.3.6 Streamline Best Value Source Selection Process**

**Expectation Statement:**

Implement agreed upon recommendations from the *Best Value Source Selection Lean Six Sigma* (LSS) Yellow Belt Process Improvement Project (PIP).

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 10.3.7 Implement a CAS Procurement Institutional Dashboard**

**Expectation Statement:**

Deploy a full suite of CAS centric institutional metrics covering the entire procurement lifecycle that distinguishes internal customer performance, evaluates accuracy, differentiates vehicles types, tracks cycle-times, reports on acquisition plan performance by internal customer, as well other established acquisition trends and statistics.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 10.4 Property Management**

**Measure 10.4.1 Establish Formal Conduct of Operations for MSS-Support Warehousing Operation**

**Expectation Statement:**

LANS will establish formal controls for its MSS-Support warehouse operation to include systems and physical space evaluations, and desktop procedures and training. In addition, LANS will work to reduce both its MSS-Support warehouse operations inventory holdings and physical foot-print through the use of Blanket Order Agreements and general housekeeping.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 10.4.2 Complete Personal Property Reuse Evaluation and Develop Reuse Management-Level Reporting Tool**

**Expectation Statement:**

LANS will develop a process for evaluating and tracking the internal and external reuse of its excess personal property.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### Measure 10.4.3 Maturation of Property Management

**Expectation Statement:**

LANS will address the items identified in the NNSA FY2009 CAS Baseline review and make progress toward a CAS centric System.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### Measure 10.5 Manhattan Project Records Transfer

**Expectation Statement:**

Satisfy requirement to transfer historical records of enduring value to the National Archives.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

### Measure 10.6 Parent Systems Evaluation

### Measure 10.7 Organizational Cost Performance

**Expectation Statement:**

Establish a transparent formal process for management of organizational cost performance including indirect costs.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**PBI No. 11 EXCELLENCE IN NATIONAL SECURITY OBJECTIVES**

**PBI 11: Excellence in National Security Objectives**

**PBI 11 Set A**

**Maximum Available Fee: \$6,000,000**  
**Fee Earned: \$5,669,545**

**PBI 11: Maximum Potential Mission Subjective Fee \$ 6,000,000**

Mission Subjective Fee Assessment

Specific Subjective Fee Adjustments

Items of Significant Note

Positive	Resolved longstanding fission basis controversy, contributing to closure of Level 1 Energy Balance milestone
	Exceeded (for the second consecutive year) the fiscal-year record for transuranic shipments to WIPP with 158 shipments vs workplan of 153 achieving the highest shipment rate to date and increased efficiency under a severely constrained budget.
	Overall MRT performance (95% completion rate)
	Leadership in coordinating input into the Nuclear Suppliers Group Fundamental List review
Negative	

Items of Moderate Note

Positive	Recovery of 2,400 domestic radioactive sources and 500 US-origin radioactive sources from outside the United States
	Completed all 15 stipulated penalty Consent Order deliverables on time submitting over 200 individual deliverables on schedule with no Notices of Violation.
	Completed Lincoln Blue Program deliverables ahead of schedule
	Responded to over 100 requests for Gamma Spectroscopy analysis of radiation detection incidents (e.g portal alarms, detections by search teams, or Law Enforcement/IC actions regarding possible nuclear smuggling) with timely and accurate analysis
	Exceptional and unique contributions critical to foreign policy.
	LANL exceeded DOE Isotope Program performance goals (maintain average on-time delivery rate of 95% for radioisotopes) by completing over 100 on-time shipments of Sr-82 and delivering 13 IPF and 4 INR batches during the fiscal year to meet customer orders. LANL successfully produced and shipped over 67 curies of this commercial medical isotope - a 176% increase over FY 2006.
	Successful organization, development, and co-chairing of a Special Session on Nonproliferation and Arms Control related to the Russian AVNG Attribute Measurement System at Institute for Nuclear Materials Management Conference
	Development of the first of a new generation Space and Atmospheric Burst Reporting System (SABRS) under extraordinary delivery timelines and delivery of components for two nuclear detonation detection satellite payloads
	Support for the Nuclear Security training Center of Excellence project with China
	DARHT success in four full-scale dual axis hydrotest experiments, all with excellent data quality
LANL successfully executed two small scale experiments at U1a at the NNS	
Negative	Inability to resolve Pu238 Program QA issues
	Unplanned shutdown of Plutonium Facility during first quarter led to significant recovery efforts to meet planned deliverables, increasing costs to programmatic customers, and delaying lower priority deliverables, impacting programmatic milestones at other NNSA Sites.
	Inadequate project controls contributed to the Lab's inability to meet the milestone to produce 50 kilograms of certified oxide for NA-26 Materials Disposition Program and to complete TA-48 Hot Cell facility work for the NE Nuclear Infrastructure Project as scheduled.
	Degree of federal involvement required to meet mission objectives
	Oversight of Phermex facility
	Project Management discipline/maturity in Environmental Programs
	Less than adequate integration within LANS resulted in significant delay in restart of Function Tester Operations at WETF
Significant intervention from LASO was essential to completion of 3013 container certifications.	

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Items of Note

Positive	LANS specific performance on Multi-Sites missed corporately.
	Achieved commercial certification as an Approved Supplier to MOX Services in March 2010
	LANL completed 5 War-Reserve Quality Type 126 Pits in the Plutonium Facility
	Leadership and Technical Support in developing and coordinating NNSA portions of the Nuclear Policy Review.
	Support to NNSA in planning and shipping of high-priority Am241 from NNSA SC enabling completion of ITL closure and land conveyance transfer processes
	EM EVMS cumulative indices have consistently rated "green," for base program funded work.
Negative	Laboratory response and technical support to address the BP oil spill
	Isotope Fuel Impact Tester (IFIT) restoration work planning less than adequate resulting in significant cost overrun and deferral of some FY 2010 work until FY 2011
	Counterintelligence posture
	The length of time required closing the Barolo pre-start and post start findings was not accurately reflected in the schedule and complicated the ability to maintain the ORR scheduled start date.
	Recovery of Gadolinium-148 from Spent Tungsten Spallation Neutron Sources proposal vs execution capability concerns
	High voltage tests needed to demonstrate technical feasibility of the neutron Electric Dipole Moment MIE project are running more than one year behind schedule
	LANL-lead Data Acquisition board development for the PHENIX Forward Vertex Detector MIE project delayed by several quarters and now determining project's critical path; many other milestones delayed under LANL Contractor Project Manager, putting project completion date in jeopardy
	TRU Waste-Disposition Capability Enhancement - completed/submitted the Area G Nuclear Facility Documented Safety Analysis later than committed
	LANS failed to maintain and update the CMR Wing Closure/Hazard Reduction PEP in a timely manner,
	B61 JTA delivery not achieved on schedule
Bacchus planning and execution deficiencies	

**Final Mission Subjective Fee Award & Adjectival Rating: OUTSTANDING**

**\$ 5,669,545**  
**94.5%**

**PBI 11: Excellence in National Security Objectives**

**PBI 11 Set B**

**Maximum Available Fee: \$500,000**  
**Fee Earned: \$480,000**

**PBI 11 Set B  
 Excellence in National Security Objectives**

Adjectival Rating for Subjective Evaluation	Adjectivally Rated At-Risk Award Fee Pool Available Range to be Earned	Adjectival Rating Common Definition
Outstanding	91-100%	Contractor has exceeded almost all of the significant award fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the 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.

**PBI 11 Set B Evaluation Criteria**

Total Available Fee: \$500,000

		Weighting	Fee Earned	
Outstanding	Performance Evaluation Plan Measure 11.8 Nuclear Posture Review	100%	\$480,000	<ul style="list-style-type: none"> <li>NPR impact assessment and action plan.</li> <li>Briefing on LANL NPR actions, complex changes, recommendations, etc.</li> <li>Activities in support of LANL and Complex Post NPR Transformation.</li> <li>Revised Stockpile Modernization strategy</li> <li>FY 2010 milestones and deliverables, proposed plans and milestones consistent with out-year programming guidance.</li> <li>Other related items, concerns, and mission efforts.</li> </ul>
	Performance Evaluation Plan PBI 11.9 Efficient and Effective use of NNSA Transportation Resources			<ul style="list-style-type: none"> <li>LANS will promote the efficient and effective use of NNSA transportation resources (Secure Transportation Asset) by:               <ul style="list-style-type: none"> <li>Updating, on a quarterly basis, the shipping requirements forecasted in the Transportation Resource Integrated Planning System (TRIPS), so that 90% are accurate 180 days prior to shipment, 80% are accurate 1 year prior to shipment, and 70% are accurate beyond 1 year,</li> <li>Submitting Transportation Shipping Requests to the Office of Secure Transportation (OST), NA-15, in accordance with time and data requirements of DOE Order 461.1a, unless an exemption to the requirements has been authorized by the Assistant Deputy Administrator for OST in agreement with the cognizant Site Office Manager, and</li> <li>Providing loading/off-loading support to OST according to scheduled workload.</li> </ul> </li> </ul>
96%	COR Analysis			<p>After the issuance of the Nuclear Posture Review by the Secretary of Defense, the Laboratory convened a multi-disciplinary team to review the NPR for implications for future programmatic thrusts at the Laboratory. This activity stemmed from a recommendation from the 2010 Weapons Science Capability Review Panel. The team's report was reviewed by LASO in early September and signed by the Laboratory Director at the end of September.</p> <p>The Laboratory compiled with Office of Secure Transportation requirements during the fiscal year. LASO received no complaints about Laboratory activities from OST.</p>
		<b>Total Fee:</b>	<b>\$480,000</b>	

**Overall Rating of PBI 11 Set B: OUTSTANDING**



**PBI No. 12 EXCELLENCE IN SCIENCE, TECHNOLOGY, AND ENGINEERING**

**PBI 12: Excellence in Science, Technology, and Engineering**

Maximum Available Fee: **\$5,500,000**  
 Fee Earned: **\$5,365,478**

<b>PBI 12: Maximum Potential Science Subjective Fee</b>		<b>\$ 5,500,000</b>
<u>Science Subjective Fee Assessment</u>		
<u>Specific Subjective Fee Adjustments</u>		
Items of Significant Note		
Positive	Key scientific discoveries (including those with energy security and greenhouse gas implications)	
Negative	R&D worker safety trend required Site Manager letter	
Items of Moderate Note		
Positive	Continued demonstration of national and international leadership in the advancement of science and technology	
	Awarded 5 R&D 100 awards bringing LANL total to 177	
	Excellent technical support for NA-20 Programs (GTRI, Nuclear Suppliers Group, International Safeguards, SLD, NISS, Zangner Committee, Russian Blend-Down Monitoring Systems)	
Negative		
Items of Note		
Positive	Steady progress has been made in theoretical high energy physics that includes quantum field theory, lattice gauge theory, and neutrino physics and astrophysics, beyond-the-standard-model physics, and cosmology.	
	High level of scientific achievement at the CINT Gateway with over 300 scientific users	
	Satisfaction of the user community and the morale level of Manual Lujan Jr. Neutron Scattering Center scientific and technical staff are high.	
	LANS took positive/sustainable steps to strengthen work control for moderate hazard activities	
Negative	Delays in completion of LANSCE Maintenance Plan had negative impacts in completing reprogramming of LANSCE-R PED funding to support klystron replacements	
<b>Final Mission Subjective Fee Award &amp; Adjectival Rating: OUTSTANDING</b>		<b>\$ 5,365,478</b> 97.6%

**PBI No. 13 EXCELLENCE IN OPERATIONS & FACILITIES**

**PBI 13: Excellence in Operations & Facilities**

Maximum Available Fee: \$4,000,000  
 Fee Earned: \$3,216,967

**PBI 13: Maximum Potential Operations Subjective Fee \$ 4,000,000**

Operations Subjective Fee Assessment

Specific Subjective Fee Adjustments

Items of Significant Note

Positive	VPP Status - Merit Level recognition.
	PF-4 nuclear safety improvements: Pu-238 repackaging; PF-4 seismic issue responsiveness
	Exceeded goal by completing 158 TRU Waste shipments to WIPP, reducing Area G Risk.
	Success in D&D program
	Effective management of the costs of nonconforming product associated with weapon related activities
	Graded Security Program Implementation
Negative	MC&A program improvements led to a significant improvement in program effectiveness.
	Project Management maturity and discipline. Lack of project management planning/integration.
	MDA-B planning, execution, and communications
	Program and Project Preparation and execution for readiness reviews, with associated delays

Items of Moderate Note

Positive	CMR risk reduction and DSA development and implementation to date.
	Review of +9,000 MSS work packages to assure work planning and control was effectively performed.
	Completed ~2800 baseline exposure assessments to include construction and remediation Contractor activities.
	Readiness review process improvements and 5 thorough and successful readiness reviews: Rm 60; IFIT; WETF ORR; WETF FT; Area G debris sorting
	TRP I CD-4 completion ahead of schedule and under budget
	Successfully completed and issued the PA/CA for TA-54 including conducting a public meeting
	Maturation of maintenance program continues with other NNSA sites now benchmarking against LANS maintenance program.
	IT Portfolio Management Process made significant progress in the management of IT investments
	LANS initiation of a Quality Council organization
	The LANS Suspect and Counterfeit item program is a leader in the complex regarding implementation of the S/CI program as demonstrated by early and comprehensive responses to complex wide initiatives.
Negative	Gap between the required maintenance and the actual has been reduced - Preventive Maintenance (PM) implementation has improved significantly.
	Completion of prerequisite actions and formal requests for NVLAP 17025 certification for the LANS Metrology Laboratory in five areas.
	NMSSUP II lack of overall project integration and effective planning between operations and security functions
	LANL was unable to achieve a Satisfactory rating in the Cyber Security Program Annual Survey
	Delay in implementation of BOLAS Grande
	NNSA OCIO Sustainability Audit concluded that the program, although on the right path, was not sustainable in its present form
	LANS continues to over-engineer projects beyond standards above consensus standards and requirements, thus increasing the cost of projects (e.g. seismic design for temporary facilities) and without consideration of waivers and exemptions
	WETF & Area G DSA progress and overall DSA submittal quality
	Lack of rigor in addressing safety in design requirements for siting of the TRU Waste Facility, resulting in a relocation of the project late in the development process.
	Significant delay in submitting the revised Safety Basis for Area G
No Institutional IT CM policy nor is there a comprehensive IT System Development Life Cycle Policy that incorporates the essential IT elements such a portfolio management, cost-benefit, full scope of CySec (CIA), SQA, EA/TRM/SP	

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Items of Note	
Positive	Significant progress in improving the fidelity of facilities data reported in the DOE corporate Facilities Information Management System (FIMS).
	Successful public outreach for ARRA projects
	Reduction of ACREM holding by more than 50% and Significant Elimination Legacy Classified and Sensitive Information
	Site facility strategy planning efforts
	Support of the Lovelace Am-241 and CMR Curium transfers
	Execution of DOE Tender for shipment of LLW to NTS saved 40% of planned costs
Negative	CORR CAPS developed for Barolo lacked details and thoroughness to adequately Nuclear Energy Facilities Infrastructure (NE-32) execution concerns
	LANL has had difficulty maintaining the documentation on some systems resulting in one system accreditation lapsing and security significant changes to another system not being documented.
	The estimated cost of the RLWTF project experienced a significant increase without informing the HQ AE. This proposed cost increase contributed to the project losing priority status with the Program Office.
	Waste management at TA-21 caused significant delays and resulted in red/yellow projects
	Pajarito Corridor strategy development and impacts analysis required significant Federal direction to initiate
	Significant weaknesses exist in CIO-Cyber Security Contractor Assurance System
	Difficulty developing quality security plans and submitting them in a time manor
	Integration between engineering, project management, construction, safety basis, QA, operations, fire safety, and programs continues to have room for improvement.
	Ran out of EM funding prior to the year end and had to borrow funding to avoid unplanned lay-offs
	Delays in startup of Building 412 TRU processing lines
	Belated review of programmatic requirements to reduce project costs (RLWTF, TRU Waste, CMRR-NF). Lack of proactive project execution planning
	Poor integration with CCP on the installation of the HE-RTR and Super HENC
	<b>Final Operations Subjective Fee Award &amp; Adjectival Rating:   VERY GOOD</b>
<b>\$ 3,216,967</b> 80.4%	

**PBI No. 14 EXCELLENCE IN INSTITUTIONAL MANAGEMENT AND BUSINESS**

**PBI 14: Excellence in Institutional Management and Business**

Maximum Available Fee: **\$8,500,000**  
 Fee Earned: **\$5,205,508**

**PBI 14: Maximum Potential Business/Institutional Management Subjective Fee \$ 8,500,000**

Business and Supporting Areas Subjective Fee Assessment

Specific Business Specific Subjective Fee Adjustments (25% weighted)

Items of Significant Note

Positive	Exceeded all categories of the FY 10 small business subcontracting goals, with overall small business at 62% vs. a goal of 46%.
Negative	

Items of Moderate Note

Positive	Supply chain management utilization and increased use of eProcurement tools Prime Contract Management Office correspondence, coordination and support of contract administration
Negative	OCIO is exerting little governance outside the central IT organizations

Items of Note

Positive	"Outstanding" performance rating on FY2010 Personal Property Measures
	OFFM Performance Measure performance
	Quality and integration of ARRA reporting
	LANS/LLNS integration and cost reduction in parent governance
	Internal audit program
	Improvements in financial system integrity
	Lease Management
Negative	Fire Department Interface and Support
	LANS failed to implement CO direction in a timely way affecting procurement
	Litigation management concerns
	Coordination concerns on controversial public affairs issues
	Failure to implement and resource an acquisition workforce training and certification program that provides incentives to grow with the organization, promotes opportunity, and helps to retain the workforce.
CMRR hiring concerns	
Subcontract close-out actions	

DEPARTMENT OF ENERGY NATIONAL NUCLEAR SECURITY ADMINISTRATION  
FY 2010 PERFORMANCE EVALUATION REPORT

**Specific Crosscutting Institutional Management Subjective Fee Adjustments (75% weighted)**

Items of Significant Note

Positive	Strong Mission Performance
	Overall awards and publications
	Leadership in pension issues for complex
	NPR and Mission Leadership
	Consent Order compliance and WIPP shipping success
Negative	Procurement Concerns (MDA-B, Security, projects, etc)
	CMRR-NMSSUP II interface issues required significant Federal involvement and direction and resulted in delays to NMSSUP project execution.

Items of Moderate Note

Positive	Site Risk Reduction Efforts
	Directors personal involvement in key issues
	Maintenance Program Improvements
	Improvements in Facility and site Investment Planning
	BP Response
	Emergent issue focus and process
Negative	Excessive federal engagement required in numerous areas
	Sufficiency of Project Management Progress & Implementation
	LANS continues to over-engineer projects beyond standards above consensus standards and requirements, thus increasing the cost of projects, (e.g. seismic design for temporary facilities) and without consideration of waivers and exemptions

Items of Note

Positive	Improvements in financial system integrity/ARRA Assurance
	Exceeded all categories of the FY 10 small business subcontracting goals, with overall small business at 62% vs. a goal of 46%.
Negative	Degree of use of performance-based data, tools, and processes to make decisions, improve performance and reduce risk; CAS Toolset Usage Inconsistencies Across Organization and LANS corrective action tracking system, PFITS, continues to need improvement
	Lack of institutional approach to waste management tracking and consistent approach
	Reactive vs. proactive organizationally; similarly, Parent organization involvement remains largely reactive and only loosely aligns to performance issues
	Contract Communication and inconsistencies at LANS on WFO OFA and WFO NFE on institutional processes
	Key Personnel gaps
	Records Management implementation stalled requiring CO letter

<b>Business/IM Subjective Fee Award &amp; Adjectival Rating: GOOD</b>	<b>\$6,205,508 73.0%</b>
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Management Adjustment

CMRR project cost management concerns	(\$1,000,000)
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<b>Final Business/IM Subjective Fee Award &amp; Adjectival Rating: GOOD *</b>	<b>\$5,205,508</b>
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\*Management adjustment of \$1,000,000 is not included in the Award Term gateway analysis.

**PBI 14: Excellence in Institutional Management and Business**

**PBI 14 Set B**

**Maximum Available Fee: \$500,000**  
**Fee Earned: \$375,000**

**PBI 14 Set B**  
**Excellence in Institutional Management and Business**

Adjectival Rating for Subjective Evaluation	Adjectivally Rated At-Risk Award Fee Pool Available Range to be Earned	Adjectival Rating Common Definition
Outstanding	91-100%	Contractor has exceeded almost all of the significant award fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the 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.

**PBI 14 Set B Evaluation Criteria**

Total Available Fee: \$500,000

		Weighting	Fee Earned	
Good	Performance Evaluation Plan Measure 14.14 Integration with LLNL	100%	\$375,000	<ul style="list-style-type: none"> <li>• Efforts to drive greater commonality where beneficial.</li> <li>• Utilization of common approaches where practical.</li> <li>• Application of joint, common or compatible systems where appropriate.</li> <li>• Efforts to drive greater commonality where beneficial.</li> <li>• Utilization of common approaches where practical.</li> <li>• Application of joint, common or compatible systems where appropriate.</li> </ul>
	Performance Evaluation Plan PBI 14.15 Governance and Reform Initiatives			<ul style="list-style-type: none"> <li>• Pursuit of development and implementation of supportive systems, processes, practices, and protocols.</li> <li>• Laboratory efforts requested to support oversight model changes.</li> </ul>
75%	COR Analysis			Good coordination with LLNL albeit on a narrow set of activities/efforts. Greater potential believed to exist in common approaches especially as governance reforms accelerates. Unfortunately, reform effort remains largely locally controlled. Good effort overall.
		<b>Total Fee:</b>	<b>\$375,000</b>	

**Overall Rating of PBI 14 Set B: GOOD**

**PBI No. 15 SECURITY TRAINING CAPABILITIES**

**PBI 15: Security Training Capabilities**

Maximum Available Fee: **\$200,000**  
 Fee Earned: **\$200,000**

<b>PBI 15: Security Training Capabilities</b>		AVAILABLE FEE \$200,000		AWARDED FEE \$200,000 100%	
		ESSENTIAL	STRETCH	ESSENTIAL	STRETCH
15.1	Initiate Tactical Training Facility Demonstration	\$50,000		\$50,000	
15.2	Award & Mobilize Design-Build contract	\$150,000		\$150,000	
		\$200,000	\$0	\$200,000	\$0

**Completion/Validation Statements:**

**Measure 15.1 Initiate Tactical Training Facility Demonstration Pilot**

**Expectation Statement:**

LANS and LASO have agreed that a commercial standard demonstration pilot shall be utilized for the development of the TTF. Accordingly, LANS shall utilize the basic design built at Y-12 to develop the commercial quality Functional and Operational Requirement (F&OR) and Design Criteria needed to initiate the Tactical Training Facility design-build project. The F&OR and Design Criteria shall be developed to the Los Alamos County Building Code (not the LANL Engineering Standards Manual) as part of the demonstration pilot. LANS will continue the pilot by utilization of an external Architect Engineering firm to conduct a commercial design review of the design-build submittals. Upon completion of the project, a lessons learned and analysis of the pilot will be compiled and issued (see measure 15.3)

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 15.2 Award & Mobilize Design-Build Contract (FY 2010)**

**Expectation Statement:**

Utilizing the basic design built at Y-12, award a design-build contract for the NA-70 funded Tactical Training Facility and mobilize the contractor. Complete designated site preparation activities in preparation for the construction of the Tactical Training Facility Structure.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**PBI No. 16 NEW INITIATIVES**

**PBI 16: New Initiatives**

Maximum Available Fee: **\$1,900,000**  
 Fee Earned: **\$1,606,250**

PBI 16: New Initiatives		AVAILABLE FEE \$1,900,000		AWARDED FEE \$1,606,250 85%	
		ESSENTIAL	STRETCH	ESSENTIAL	STRETCH
16.1.1	Exceeding FY 2010 Pu Disposition Program Objectives		\$200,000		\$0
16.1.2	Weapon Production Performance Dashboard		\$100,000		\$100,000
16.1.3	Global Security Performance Dashboard		\$100,000		\$100,000
16.1.4	Nuclear Material Shipments to the WIPP NDA Program		\$200,000		\$200,000
16.2.1	Sourcing Strategies		\$100,000		\$100,000
16.2.2	Pajarito Corridor Construction Activities		\$300,000		\$300,000
16.2.3	Protected Outlet Boxes on the Red Network		\$200,000		\$200,000
16.2.4	Institutional Engineering Design Review Process		\$100,000		\$100,000
16.3.1	Destruction/Recycling of Computer Equipment	75,000		\$75,000	
16.3.2	Electronic Records Management Compliance	75,000		\$75,000	
16.3.3	HR Business Area Development	75,000		\$75,000	
16.4	Elimination of Non-Value Added Efforts & Increased Productivity		\$375,000		\$281,250
		\$225,000	\$1,675,000	\$225,000	\$1,381,250

**Completion/Validation Statements:**

**Measure 16.1 Mission**

**Measure 16.1.1 Exceeding FY 2010 Pu Disposition Program Objectives**

**Expectation Statement:**

Significantly increase the amount of Pu Oxide that is prepared and packaged for shipment to SRS

**Completion Assessment:**

LANS has submitted completion evidence. NNSA survey and assessment of NNSA and DOE stakeholder review has resulted in a differing position.

**Measure 16.1.2 Weapon Production Performance Dashboard**

**Expectation Statement:**

Establish a formalized on-line process for tracking programmatic cost and schedule performance for Weapon Production Programs.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 16.1.3 Global Security Performance Dashboard**



**Expectation Statement:**

Establish a formalized process for effective monitoring and communication of organizational performance in the areas of program execution, program development, internal processes, and finance in Global Security.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 16.1.4 Nuclear Material Shipments to the WIPP NDA Program**

**Expectation Statement:**

Increase the number of nuclear material drums bound for WIPP NDA evaluation.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 16.2 Operations**

**Measure 16.2.1 Sourcing Strategies**

**Expectation Statement:**

Improve sourcing strategies across the Laboratory.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 16.2.2 Pajarito Corridor Construction Activities**

**Expectation Statement:**

Develop integrated planning to support the Pajarito corridor construction activities.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 16.2.3 Protected Outlet Boxes on the Red Network**

**Expectation Statement:**

Eliminate the LANL requirement for POB (protected outlet boxes) on the Red Classified Network

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 16.2.4 Institutional Engineering Design Review Process**

**Expectation Statement:**

Development and institutionalization of a process to ensure that institutional engineering design reviews will result in the application of minimum requirements consistent with LANS contract. (CFRs, Executive Orders, DOE Orders, State Laws as applicable)

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 16.3 Institutional Management & Business**

**Measure 16.3.1 Destruction/Recycling of Computer Equipment**

**Expectation Statement:**

LANL will analyze its current computer and computer-related equipment with memory disposition programs to determine the annual economic impact of processing 3,000+ pieces of the noted equipment for electronics destruction/recycling versus the risk of releasing it for public sale. LANL will also review its current reuse program for computers newer than 4 years to determine how its internal reuse or exchange/trade-in programs can be improved, while meeting the applicable cyber security requirements. Based on the results of the study, LANL will renegotiate its disposition subcontracts and expand the scope of LANL's *IT Destruction/Recycle Plan* and resubmit it for NNSA's approval. Lastly, LANL will develop an institutional computer internal reuse and external release program that is in accordance with the NAP 14.1-B to further reduce the risk of data being released to the general public, while minimizing the economic impact to the government. Once the new program is implemented in FY11, LANL will update P821 *Government Property* and resubmit its Property Management Manual (PMM) to NNSA for approval.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 16.3.2 Electronic Records Management Compliance**

**Expectation Statement:**

Establish a three year electronic records management compliance plan.

**Completion Target:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 16.3.3 HR Business Area Development**

**Expectation Statement:**

Simplify, standardize, and streamline processes by optimizing automation and self service through improved technology.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 16.4 Elimination of Non-Value Cost Efforts**

**Expectation Statement:**

Drive improvements in mission capability and efficiency through cost reduction/avoidance (non-labor) and productivity improvements (labor), i.e. address areas/actions/functions that do not materially contribute to LANL success, add value or that could be improved.

**Completion Target:**

Subjective rating is "very good". Refer to V for detailed information.

**PBI No. 17 IMPROVE NUCLEAR FACILITY SAFETY POSTURE**

**PBI 17: Improve Nuclear Facility Safety Posture**

Maximum Available Fee: **\$1,600,000**  
 Fee Earned: **\$1,262,500**

PBI 17: Improve Nuclear Facility Safety Posture		AVAILABLE FEE \$1,600,000		AWARDED FEE \$1,262,500 79%	
		ESSENTIAL	STRETCH	ESSENTIAL	STRETCH
17.1	Initial Actions to Address DNFSB Recommendation 2009-2	\$500,000		\$437,500	
17.2	Further Actions to Address DNFSB Recommendation 2009-2		\$150,000		\$75,000
17.3	Plutonium-238 Risk Reduction	\$150,000		\$150,000	
17.4	De-inventory RLW Tank TK-7		\$100,000		\$100,000
17.5	De-inventory RLW 100,000 Gallon Tank		\$100,000		\$100,000
17.6	Qualify LAMCAS as Safety Software	\$200,000		\$80,000	
17.7	Execution of Nuclear Facility Safety Posture Improvements		\$400,000		\$320,000
		\$850,000	\$750,000	\$667,500	\$595,000

**Completion/Validation Statements:**

**Measure 17.1 Initial Actions to Address DNFSB Recommendation 2009-2**

**Expectation Statement:**

LANS will complete near-term actions and implement the long-term strategy to address DNFSB Recommendation 2009-2 and improve TA-55 seismic safety. These actions are described in the Secretary of Energy response to the DNFSB, dated February 2, 2010.

**Completion Assessment:**

LANS has submitted completion evidence. NNSA survey and assessment of NNSA and DOE stakeholder review has resulted in a differing position.

**Measure 17.2 Further Actions to Address DNFSB Recommendation 2009-2**

**Expectation Statement:**

LANS will complete near-term actions and implement the long-term strategy to address DNFSB Recommendation 2009-2 and improve TA-55 seismic safety. These actions are described in the Secretary of Energy response to the DNFSB, dated February 2, 2010.

**Completion Assessment:**

LANS has submitted completion evidence for award of partial fee. NNSA has validated appropriate and timely completion.

**Measure 17.3 Plutonium-238 Risk Reduction**

**Expectation Statement:**

LANS will achieve safety-class encapsulation of the existing inventory of heat-source plutonium in Russian Product Containers. This action is described in the Secretary of Energy response to the DNFSB on Recommendation 09-2, dated February 2, 2010.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 17.4 De-inventory RLW Tank TK-7**

**Expectation Statement:**

Reduce risk associated with Room 60 operations at RLW by removing from the facility the legacy bulk hazardous TRU material in degraded tank TK-7, estimated at ~7 Curies of TRU sludge. Due to degradation of TK-7 (corrosion pitting through the wall has occurred in one location) removal of the bulk legacy TRU material reduces the potential for release of TRU materials within Room 60.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 17.5 De-inventory RLW 100,000 Gallon Tank**

**Expectation Statement:**

Reduce risk and increase capacity of RLW processing by reducing the stored sludge material, contained within the 100,000 gal tank, through off-site disposal.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 17.6 Qualify LAMCAS as Safety Software**

**Expectation Statement:**

Qualify LAMCAS as Safety Software in accordance with LANL P1040 and P1041

**Completion Assessment:**

LANS has submitted completion evidence. NNSA survey and assessment of NNSA and DOE stakeholder review has resulted in a differing position.

**Measure 17.7 Execution of Nuclear Facility Safety Posture Improvements**

**Expectation Statement:**

On February 1, 2010 the Secretary of the Department of Energy (DOE) responded to the Defense Nuclear Facilities Safety Board Recommendation: 2009-2, Los Alamos National Laboratory Plutonium Facility Seismic Safety, issued on October 26, 2009. In his response, Secretary Chu listed actions completed and planned to improve the nuclear safety posture at TA-55. LANS will manage a strategy to improve the nuclear safety posture at the TA-55 nuclear facility through an integrated plan including seismic analyses and upgrades, material-at-risk (MAR) reduction and other risk reduction activities including removal of legacy MAR at RLWTF.

LANS will execute this work and demonstrate the following:

- Integrated project planning and management
- Integration, alignment, and balancing of resources to deliver on project deliverables
- Performance in project execution, leadership, and management execution
- Management and mitigation of project risks
- Effectiveness in driving project direction and setting priorities
- Proactive management of developing issues

**Completion Assessment:**

Subjective rating is “very good”. Refer to V for detailed information.

## PBI No. 18 AWARD TERM INCENTIVES

### PBI 18: Award Term Incentives

#### Completion /Validation Statements:

##### Measure 18.1 Mission and Operational Positioning

###### **Expectation Statement:**

Define the mission capability and capacity for non-Nuclear Weapons activities at LANL that leverages a changing Defense Programs mission set, addresses core competencies, and promotes sustainability while serving the National security and science needs. Institutionalize processes to assure alignment of future work to this end-state. Develop, review, and publish the strategic vision for LANL national security activities (herein referred to as “the enterprise”) that are not part of the U.S. Nuclear Weapons Program. The strategic vision for the enterprise will seek to create a future state that aligns with the U.S. Nuclear Weapons Program, utilize and define the mission, science, technology, and engineering capabilities of the Laboratory, and integrate with existing and planned Laboratory operations. Begin to develop implementation plans for the enterprise to facilitate its evolution to a level of effectiveness and impact that reflects (internally and externally) it as a core mission of the Laboratory.

###### **Completion Assessment:**

LANS has submitted completion evidence demonstrating objective met. NNSA has validated appropriate and timely completion.

##### Measure 18.2 Demonstrate Commitment to Infrastructure Revitalization

###### **Expectation Statement:**

Demonstrate LANS commitment to institutionally address infrastructure and common use facility revitalization. Implement an agreed to set of G&A funded initiatives that directly affect a change in the site infrastructure.

###### **Completion Target:**

This measure has been achieved when the Contractor has:

Developed and implemented a mutually agreed-to list of IGPP activities that demonstrate quantifiable change in the common infrastructure and general use facilities of LANL. The efforts will address elements such as the following:

- Acceleration of already planned commitments (such as SM-43 demolition)
- Correction of safety deficiencies (such as traffic concerns or fire stations)
- Demolition (not otherwise funded)
- Utility capacity improvements supporting regional needs (such as TA-3)
- Renovation of aging facilities (such as Otowi)
- Ten Year Site Plan needs (such as the Wellness Center)

###### **Completion Assessment:**

LANS has submitted completion evidence demonstrating objective met. NNSA has validated appropriate and timely completion.

##### Measure 18.3 Demonstrate Leadership in Pu Science

**Expectation Statement:**

Develop a peer reviewed Pu Science and Research strategy to ensure integration with LLNL, leverage international Pu scientific efforts, and form the basis for scientific pursuits at LANL.

Develop a living Pu Science and Research Strategy that:

- Ensures a path forward for plutonium science to support the nuclear weapons program and the key issues of pit reuse, refurbishment and remanufacturing
- Builds upon and links to LLNL and Seaborg Institute pursuits while leveraging worldwide efforts
- Assures chemistry, physics and metallurgical aspects are addressed
- Explicitly establishes Pu Science as a sustainable and desirable field of study at LANL
- Encourages visible excellence through publications and conference participation
- Rewards publication in peer-reviewed journals to demonstrate the capacity of the staff to do world-class research
- Assures historical data is mined and knowledge captured for experiential calibration and correlation
- Addresses Pu isotopes, alloys, interactions, and experiences relative to the stockpile
- Integrates LDRD, programmatic and other funding sources to define a timetable
- Clearly defines the linkages to current and planned efforts in the Pu community
- Attracts and retains world-class scientists and engineers to plutonium research and applications.
- Broadens the applications portfolio to include nuclear nonproliferation, nuclear forensics, and nuclear energy to provide a more attractive research environment for recent graduates.
- Rejuvenates plutonium metallurgical research and surface science
- Develops new predictive theoretical tools for the highly correlated actinide systems
- Seeks improvement in the operational environment for plutonium experimental science
- Defines activities to be conducted at NTS and aligns to the FYNSP
- Reflects the planned de-inventory of LLNL and resulting LLNL, LANL, and NTS capabilities
- Integrates with and supports certification and stockpile stewardship goals
- Integrates with and supports the Predictive Capability Framework, the Boost Initiative, campaign implementation plans, and DSW requirements

Informed by planning for Advanced Certification and Dynamic Plutonium Experiments Campaigns

**Completion Assessment:**

LANS has submitted completion evidence demonstrating objective met. NNSA has validated appropriate and timely completion.

**Measure 18.4 Waste and Disposition Operations Improvement**

**Expectation Statement:**

Address historical operational performance concerns essential to mission achievement by improving the safety, formality of operations, and efficiency of legacy and newly generated waste operations at WCCR, RANT and Area G operations. Demonstrate improvement through direct achievement and Contractor Assurance System metrics.

**Completion Assessment:**

LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 18.5 Business Management Advisory Council**

**Expectation Statement:**

Assist NNSA and DOE in addressing a significant issue confronting the Nuclear Weapons Complex and/or NNSA or DOE. Failure for the complex to mitigate this issue will have a detrimental impact on the sites/programs. The Contractor shall fully support and participate in the NNSA Business Management Advisory Council during FY 2010. Further, the Contractor shall build a plan and execute the steps necessary to achieve the business management improvement goals established by the



BMAC and measure its performance against NNSA federally concurred metrics within the Supply Chain, Financial, Personal Property and Contractor Human Resources functional teams.

**Completion Assessment:**

LANS has submitted completion evidence demonstrating objective met. NNSA has validated appropriate and timely completion.

**PBI No. 19 ARRA - ENVIRONMENTAL MANAGEMENT**

**PBI 19: ARRA - Environmental Management**

Maximum Available Fee: **\$2,156,000**  
 Fee Earned: **\$1,456,000**

<b>PBI 19: ARRA - Environmental Management</b>		AVAILABLE FEE		AWARDED FEE	
		ESSENTIAL	STRETCH	ESSENTIAL	STRETCH
		\$2,156,000		\$1,456,000	68%
19.1	MDA-B Remediation	\$450,000		\$0	
19.2	Building Removal	\$531,000		\$531,000	
19.3	Well Drilling Program	\$675,000		\$675,000	
19.4	Environmental ARRA Planning, Preparation and Execution	\$500,000		\$250,000	
		\$2,156,000	\$0	\$1,456,000	\$0

**Completion /Validation Statements:**

**Measure 19.1 MDA-B Remediation**

**Expectation Statement:**  
 Remediate MDA-B

**Completion Assessment:**  
 LANS has submitted completion evidence for award of no fee. NNSA has validated that this is appropriate.

**Measure 19.2 Building Removal**

**Expectation Statement:**  
 Execute TA-21 Building Decontamination and Demolition

**Completion Assessment:**  
 LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 19.3 Well Drilling Program**

**Expectation Statement:**  
 Execute a compliant and cost-effective well drilling program. Execute the program approved under ARRA.

**Completion Assessment:**  
 LANS has submitted completion evidence for award of full fee. NNSA has validated appropriate and timely completion.

**Measure 19.4 Environmental ARRA Planning, Preparation and Execution**

**Expectation Statement:**

The NNSA will subjectively evaluate the contractor's performance in areas that enable it to meet EM ARRA work objectives.

**Completion Assessment:**

Subjective rating is "satisfactory". Refer to V for detailed information.

**MANAGEMENT ADJUSTMENT: CMRR COST MANAGEMENT CONCERNS**

**Management Adjustment: CMRR Cost Management Concerns**

Given the nature of subjective fee evaluation and the linked nature of PBI's 11, 12, 13, and 14, NNSA has the ability to address crosscutting issues and concerns in a number of ways. In some instances, common factors that affect multiple PBI's are accounted for in multiple PBI's or addressed in aggregate as part of PBI 14 (ie Business/Institutional Management). Fee in a subjective fee area may be adjusted by the FDO in accordance with review of cumulative contractor performance or in the context of the magnitude and impact of performance in areas of significant importance to the Government.

The FDO has elected to make such an adjustment in the FY 2010 fee in light of CMRR project cost growth and project management concerns. The project has experienced significant cost, scope, and schedule changes that upon NNSA evaluation are to some degree reflective of an inadequate cost projection and associated cost containment. Particularly disappointing are scope additions and high-end design solutions. Similarly, NNSA had to engage for a second time in the interface between the NNMSUP2 and CMRR projects to derive a best value solution. Failure to evaluate incremental design and requirement changes in near real time manner has resulted in cascading impacts and cost estimate surprises and reduced HQ and DOE confidence.

Cumulatively this conveys a lack of concern for taxpayer funds and does not adequately reflect the level of importance and proactive management befitting this project.

NNSA does note that LANS has communicated cost growth transparently and commends its efforts to resolve these concerns, however this too required initiation by the Government.

Recent cost reduction scenarios show promise and more appropriate engagement.

**V. DETAILED SUBJECTIVE ANALYSIS**

**PBI 3: 3.2.2 Expansion of Transuranic Waste for Disposition**

Maximum Available Fee: \$400,000  
 Fee Earned: \$250,000

**PBI 3.2.2 Expansion of Transuranic Waste for Disposition**

Adjectival Rating for Subjective Evaluation	Adjectivally Rated At-Risk Award Fee Pool Available Range to be Earned	Adjectival Rating Common Definition
Outstanding	91-100%	Contractor has exceeded almost all of the significant award fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the 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.

**Measure 3.2.2 Evaluation Criteria**

Total Available Fee: \$400,000

		Weighting	Fee Earned	
Outstanding	Performance Evaluation Plan Measure 3.2.2	25%	\$100,000	Fee is earned the Contractor commences or makes progress toward hot operations of a temporary debris repackaging line with parent drums containing greater than 0.52 PE- Ci
100%	COR Analysis	The completion package documents repackaging a minimum of 2 drums with a PE-Ci content above 0.52 was processed in TA-54-412.		
Satisfactory	Performance Evaluation Plan Measure 3.2.2	75%	\$150,000	Fee is earned the Contractor commences or makes progress toward hot operations of a subcontractor supplied mobile drum venting system.
50%	COR Analysis	LANS did not start up the DVS and process drums as planned. LANS awarded the contract in January; received the system at TA-54 in February; resolved a potential internal radioactive contamination issue post receipt (should have been identified at time of receipt); had subcontractor resolve NEC Code Violations post receipt (followed standards based requirements); submitted Page Change to incorporate the DVS in to the Safety Basis in late April; LANS did not complete ventilation system modification until September 29, 2010 (not an impact as Page Change was not approved). However, LANS and LASO were not able to come to agreement on the Page Change until late September due to issues with the LANS submittals and the LASO SBRT comment resolution process.		
		<b>Total Fee:</b>	<b>\$250,000</b>	

**Overall Rating of PBI 3.2.2: GOOD**

**PBI 3: 3.2.3 Characterization Capability for Standard Waste Boxes**

Maximum Available Fee: **\$160,000**  
 Fee Earned: **\$94,000**

**PBI 3.2.3 Characterization Capability for Standard Waste Boxes**

Adjectival Rating for Subjective Evaluation	Adjectivally Rated At-Risk Award Fee Pool Available Range to be Earned	Adjectival Rating Common Definition
Outstanding	91-100%	Contractor has exceeded almost all of the significant award fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the 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.
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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.

**Measure 3.2.3 Evaluation Criteria**

Total Available Fee: \$160,000

		Weighting	Fee Earned	
Outstanding	Performance Evaluation Plan Measure 3.2.3	25%	\$40,000	Fee is earned when the Contractor completes or makes progress toward the installation of the Super HENC on Pad 10.
100%	COR Analysis			LANS completed their installation activities and the CCP accepted the installation in July.
Satisfactory	Performance Evaluation Plan Measure 3.2.3	75%	\$54,000	Fee is earned when the Contractor completes or makes progress toward construction of the infrastructure for installation of a High Energy RTR unit.
45%	COR Analysis			LANS did not meet expectations for the infrastructure installation for the High Energy RTR unit. LANS did follow the site Engineering Standards for the government furnished item from CBFO. LANS did not involve LASO early in the process to assist LANS in resolving issues with CBFO and their contractors. LANS is reviewing the engineering calculations to support the seismic issue for the unit to recover schedule. This is not really LANS' responsibility and they are taking an active role to assist CBFO.
		<b>Total Fee:</b>	<b>\$94,000</b>	

**Overall Rating of PBI 3.2.3: GOOD**

**PBI 16.4: Elimination of Non-Value Added Efforts & Increased Productivity**

Maximum Available Fee: **\$375,000**  
 Fee Earned: **\$281,250**

**PBI 16.4 New Initiatives:  
 Elimination of Non-Value Added Efforts & Increased Productivity**

Adjectival Rating for Subjective Evaluation	Adjectivally Rated At-Risk Award Fee Pool Available Range to be Earned	Adjectival Rating Common Definition
Outstanding	91-100%	Contractor has exceeded almost all of the significant award fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the 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.

**Measure 16.4 Evaluation Criteria**

Total Available Fee: \$375,000

		Weighting	Fee Earned	
Very Good	Performance Evaluation Plan Measure 16.4.1	100%	\$281,250	<ul style="list-style-type: none"> <li>• Review the relevance any or all of the following toward improving mission aligned productivity and efficiency:               <ul style="list-style-type: none"> <li>– Hackett Benchmarking</li> <li>– NWIC recommendations</li> <li>– Macro-baselining studies</li> <li>– Parent Company assessments</li> </ul> </li> <li>• Establish a set of actionable recommendations</li> <li>• Implement appropriate metrics to track outcomes.</li> <li>• Undertake meaningful efforts to reduce current and future costs, both as cost savings and cost avoidance across the Laboratory in:               <ul style="list-style-type: none"> <li>– PADST&amp;E</li> <li>– PADWP</li> <li>– PADGS</li> <li>– PADOPS</li> <li>– Environmental Programs</li> </ul> </li> </ul>
	Performance Evaluation Plan PBI 16.4.2			
75%	COR Analysis			LANS made a good faith effort to collect examples of activities undertaken that could impact current and future costs. Most were started before this effort was instituted to evaluate this area, several rely upon future fundings/efforts else increased costs could result. A few are robust efforts undertaken with the express intent to improve operations and reduce outyear costs. The completion evidence varies in detail and sufficiency as such not all efforts were credited.
		<b>Total Fee:</b>	<b>\$281,250</b>	

**Overall Rating of PBI 16.4: VERY GOOD**

**PBI 17.7 Execution of Nuclear Facility Safety Posture Improvements**

Maximum Available Fee: \$400,000  
 Fee Earned: \$320,000

**PBI 17.7 Execution of Nuclear Facility Safety Posture Improvements**

Adjectival Rating for Subjective Evaluation	Adjectivally Rated At-Risk Award Fee Pool Available Range to be Earned	Adjectival Rating Common Definition
Outstanding	91-100%	Contractor has exceeded almost all of the significant award fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the 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.

**Measure 17.7 Evaluation Criteria**

Total Available Fee: \$400,000

		Weighting	Fee Earned	
Very Good	Performance Evaluation Plan Measure 17.7	100%	\$320,000	<ul style="list-style-type: none"> <li>• Overall performance on near term actions to address DNFSB Recommendation 2009-2 and improve TA-55 seismic safety.</li> <li>• Plutonium-238 Risk Reduction</li> <li>• Room 60 operations and RLW Tank TK-7</li> <li>• De-Inventary RLW 100,000 Gallon Tank</li> <li>• Performance on qualification of LAMCAS as Safety Software</li> <li>• Risk reduction associated with PBI 17 measures.</li> </ul>
80%	COR Analysis			<p>The Measure 17.7 expectation involved improving TA-55 nuclear safety, RLWTF nuclear safety, and material-at-risk software quality assurance. The expectation statement explicitly lists expected attributes including: integrated project planning and management; integration, alignment, and balancing of resources to deliver on project deliverables; performance in project execution, leadership, and management execution; management and mitigation of project risks; effectiveness in driving project direction and setting priorities; proactive management of developing issues.</p> <p>Overall, under this PBI, LANS made significant improvements in TA-55 and RLWTF nuclear safety, most notably in over-packing Pu-238 Russian Product Containers, deinventory of RLWTF legacy transuranic waste, removing sludge from the degraded TK-7 tank, and completing conceptual design efforts that should lead to future TA-55 improvements. LANS maintained a milestone status that was reviewed with LASO monthly.</p> <p>LANS achieved 80 % completion on PBI 17 milestones and earned 78.5 % of the available fee. LANS demonstrated several but not all of attributes listed in the expectation statement. Most milestone deliverables were made on the final day of the fiscal year; for example 18 of 21 LANS references cited by LASO under PBI 17.1 were made on 9/30/10. Several milestones with inadequate deliverables under PBI 17.1 and 17.6 could have been recovered before the end of the fiscal year by LANS more aggressively implementing these attributes throughout the term of this PBI and pursuing earlier submittal of deliverables and engagement with LASO on the deliverables.</p>
		<b>Total Fee:</b>	<b>\$320,000</b>	

**Overall Rating of PBI 17.7: VERY GOOD**



**PBI 19.4 Environmental ARRA Planning, Preparation and Execution**

Maximum Available Fee: \$500,000  
 Fee Earned: \$250,000

**PBI 19.4 Environmental ARRA Planning, Preparation and Execution**

Adjectival Rating for Subjective Evaluation	Adjectivally Rated At-Risk Award Fee Pool Available Range to be Earned	Adjectival Rating Common Definition
Outstanding	91-100%	Contractor has exceeded almost all of the significant award fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the 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.

**Measure 19.4 Evaluation Criteria**

Total Available Fee: \$500,000

		Weighting	Fee Earned	
Satisfactory	Performance Evaluation Plan Measure 19.4	100%	\$250,000	<ul style="list-style-type: none"> <li>• Demonstrate excellence and professionalism in the planning, preparation, and execution of EM ARRA programs, projects and activities, with emphasis on relationship with Customer and Regulator.</li> <li>• Receipt of Notice of Violations (NOVs) from NMED for work under the scope of ARRA.</li> <li>• Cost and schedule indices relative to "green" thresholds in accordance with PARs variance thresholds.</li> <li>• Formal communication with NMED on ARRA scope is documented and made a matter of record.</li> <li>• Proactive management of external and internal interfaces.</li> <li>• Management of emergent issues</li> </ul>
50%	COR Analysis			LANS struggled with D&D and MDA B. Initial risk was deemed low with an 80% confidence and clear execution path except for MDA B. MDA-B was complicated by LANS actions. Two projects ended the year denoting "yellow" in EVMS performance at the end of the year. Data sharing, openness, future of MDA B (recovery plans) have been very weak. Many opportunities for improvement.
		<b>Total Fee:</b>	<b>\$250,000</b>	

**Overall Rating of PBI 19.4: SATISFACTORY**

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