



FY2020 Performance Evaluation Summary

Contractor: Triad National Security, LLC

Contract: 8923318CNA000001

Evaluation Period: October 1, 2019 through September 30, 2020

Basis of Evaluation: Fiscal Year (FY) 2020 Performance Evaluation and Measurement Plan (PEMP)

The FY 2020 PEMP for this contract is available at:

https://www.energy.gov/sites/prod/files/2020/11/f80/FY20%20Triad%20PEMP_Redacted.pdf

The Contract is available at: <https://www.energy.gov/nnsa/los-alamos-national-laboratory-contract>

Award Fee Scorecard

Goal	Rating		At Risk Available	Final
	Adjectival	Percent		
Goal-1: Mission Execution: Nuclear Weapons	Very Good	90%	\$8,933,536	\$8,040,182
Goal-2: Mission Execution: Global Nuclear Security	Excellent	95%	\$3,828,658	\$3,637,225
Goal-3: DOE & Strategic Partnership Projects Mission Objectives	Excellent	91%	\$ -0-	\$ -0-
Goal-4: Science, Technology & Engineering (ST&E)	Excellent	95%	\$ -0-	\$ -0-
Goal-5: Mission Enablement	Very Good	80%	\$7,657,317	\$6,125,854
Goal-6: Mission Leadership	Excellent	91%	\$5,104,878	\$4,645,439
Total Award Fee	Very Good	88%	\$25,524,389	\$22,448,700

In addition, the fixed fee and total fee summaries are provided below:

	Available	Final
Fixed Fee	\$20,019,128	\$20,019,128
SPP (Fixed Fee)	\$3,278,931	\$3,278,931
Total Fixed Fee	\$23,298,059	\$23,298,059
Total Fee (Award Fee and Fixed Fee)	\$48,822,448	\$45,746,759

The COVID-19 pandemic necessitated Triad transitioning approximately 85% of its workforce to telework who successfully conducted mission critical work demonstrating strong resilient management in crisis. Overall, Triad earned a Very Good rating for FY2020, and an overall percentage rating of 88.0%, exceeding many of the objectives and key outcomes under the PEMP goals, meeting overall cost, schedule and technical performance requirements with accomplishments that greatly outweigh issues.

Accomplishments:

Goal 1

- The Laboratory is meeting objectives for executing mission-critical work and supporting stockpile activities.
- Triad supported completion of the last production unit for the W76-2 and provided excellent support for the B61-12, the W88 Alteration 370, the W88 ALT 940 program and numerous other ALTs but COVID-19 related impacts slowed the pace of work.
- The Laboratory made progress on preparation and execution of experiments at local firing sites and partner facilities.

- The Laboratory provided support to the Savannah River Site planning and design of its Plutonium Processing Facility.
- Triad exceeded planned deliverables for activities associated with the Material Recycle and Recovery program, including completing cleanout of Confinement Vessel Disposition 9 and relocation of CVD 10.

Goal 2

- Provided critical support to high profile missions to remove disused radioactive sources.
- Provided excellent support for remediation efforts in FY20 for the May 2019 release of cesium-137 in Seattle including drafting an exemplary safety plan to allow remediation to continue.
- Triad, in space-based nuclear detonation detection, is performing at a high level as the lab lead to integrate one operational and one experimental payload onto a DoD satellite.
- Triad adapted well to the pandemic; sustaining readiness and developing novel and creative alternatives for retaining proficiency and support for Nuclear Emergency Search Team (NEST) programs.
- Triad continued to provide strong technical support to the U.S. High Performance Research Reactor Project for domestic development of Mo99.
- Los Alamos was successful in converting, processing, packaging and analyzing 8 blend-lots of Pu as oxide from a nuclear device.
- Triad provided excellent technical and programmatic leadership of a diverse nuclear forensics venture team developing improved ways to gain information about a nuclear device.

Goal 3

- The Laboratory successfully performed high impact work of DOE and Strategic Partnership Projects, taking extraordinary actions to execute COVID-19 related projects and other mission-essential projects.
- The Laboratory exhibited noteworthy performance in their continued delivery of isotope products.
- The Laboratory successfully manufactured Two Pu Pucks in support of the Department of Homeland Security.
- Triad awarded and executed new high-impact projects in strategically significant areas.
- Triad successfully initiated and executed a formal risk review process for DOE/FCI programs, that provides the opportunity to self-critically and transparently identify and address programmatic risk and challenges.

Goal 4

- Triad exceeded expectations by enhancing technical workforce competencies, ensuring that research is transformative and relevant to national security missions.
- Laboratory scientists received a number of prestigious awards.
- Triad used historical data to discover parameters that better predict whether underground nuclear explosions will lead to late-time radioactive gas seepage and verification of nuclear test ban treaties.
- Triad leveraged innovative solutions to maintain a viable summer school program.
- Triad executed thirteen new Cooperative Research and Development Agreements or amendments.
- Triad added an additional Laboratory Directed Research and Development investment type that aligned with Laboratory priorities including COVID-19.

Goal 5

- Triad worked to de-inventory Transuranic waste containers from the site and increased shipping rates.
- Triad implemented a COVID-19 task force which ensured effective management of the pandemic.
- Triad made improvements in safety culture, conduct of operations systems, and safety basis.
- Triad performed significant work to re-establish the Wildland Fire Program.
- The Laboratory provided exemplary emergency response for legacy waste on DP Road, excellent removal and shipments of Type A quantity nuclear materials from Lovelace Biomedical Research Institute, and performed well on the Chemistry and Metallurgy Research Replacement project.
- Triad provided strong leadership and support for environmental compliance, with only minor issues.
- Triad delivered efficient and effective business operations and budget and financial performance.
- Triad provided exceptional support to the NSE Workforce Strategy Group with impactful initiatives.

- Triad met expectations on line item projects, with six meeting, one below, and three above expectations.

Goal 6

- Triad demonstrated excellence during the COVID-19 pandemic highlighted by effective personnel accounting and reporting processes, an online onboarding process, continued hiring, PPE and cleaning supply procurement, testing and analysis facilities, increased productivity, and effective telework policies.
- Triad launched a new mission, vision, and values statement to support long-term systematic changes.
- Triad employs an assurance practice that evaluates risks and issues Weapons and Global Security Program.
- Triad initiated several process improvements in MC&A efforts of improved collaboration.
- Triad demonstrated considerable leadership in its involvement with DP Science execution collaborations.
- Triad's investment in critical skills development is beginning to demonstrate operational improvements.
- Triad's Safety Culture initiatives demonstrate workforce/operational improvement and risk reduction.
- Improvement trends in alarm response and reporting demonstrate effective corrective action implementation and management's commitment to safety.

Issues:

Goal 1

- The Laboratory did not meet all scheduled Pit development builds but has improved process reliability
- The Laboratory needs to demonstrate advancements in efforts on the ASD and ECSE projects in order for NNSA to have confidence these projects will be achieved.

Goal 3

- Triad experienced a glovebox breach which prevented them from making progress on the 6 FY 19 Fueled Clads (FC) and the 9 FY 20 FC as well as completion of Hotpress (HP-4) installation.

Goal 5

- Triad did not always identify legacy issues before they manifested into security and maintenance issues.
- Triad was challenged in engineering quality management at facilities and encountered challenges in cyber security, IT Programs, and had improper access controls.
- Triad inconsistently delivered quality and signature ready documentation across the organization.
- Triad did not meet four of the six small business goals and struggled with some small business relationships.

Goal 6

- Triad's methods for validating effectiveness of assurance system processes are not completely effective but the lab has made improvements in quality, issues management and overall contractor assurance.
- Triad did not always bring all resources to bear to develop well defined technical solutions that stand-up to scrutiny, acting as a strong accountable leader defining and defending critical activity and project needs.