



**Department of Energy**  
**National Nuclear Security Administration**  
 Washington, DC 20585



OFFICE OF THE ADMINISTRATOR

December 12, 2025

MEMORANDUM FOR DARYL J. HAUCK, PH.D  
 MANAGER, SANDIA FIELD OFFICE  
 (b) (6)

FROM: JAMES J. MCCONNELL  
 FEE DETERMINING OFFICIAL  
 ASSOCIATE PRINCIPAL DEPUTY ADMINISTRATOR  
 FOR OPERATIONS

SUBJECT: National Technology and Engineering Solutions of Sandia, LLC  
 (NTESS), DE-NA0003525, Fiscal Year (FY) 2025 Award Fee  
 Determination

The National Nuclear Security Administration (NNSA) completed its assessment of NTESS' performance of the contract requirements for the period October 1, 2024, through September 30, 2025, as evaluated against the criteria defined in the Performance Evaluation and Measurement Plan (PEMP). NTESS' overall rating is Excellent (92 percent) for FY 2025. Based on assessments provided in the NNSA Performance Evaluation Report, the available and earned award fee amounts are:

<u>NNSA Strategic PEMP Goal</u>	<u>Rating</u>		<u>At-Risk Fee</u>	
	<u>Adjectival</u>	<u>Percent</u>	<u>Available</u>	<u>Earned</u>
Goal-1: Mission Delivery: Nuclear Weapons	Excellent	91%	\$ 4,269,236	\$ 3,885,005
Goal-2: Mission Delivery: Global Nuclear Security	Excellent	97%	\$ 1,067,309	\$ 1,035,290
Goal-3: Mission Innovation: Advancing Science and Technology	Excellent	98%	\$ 1,600,963	\$ 1,568,944
Goal-4: Mission Enablement	Very Good	85%	\$ 1,067,309	\$ 907,213
Goal-5: Construction Projects and Infrastructure	Very Good	85%	\$ 1,067,309	\$ 907,213
Goal-6: Mission Leadership	Excellent	95%	\$ 1,600,964	\$ 1,520,916
<b>Total Award Fee</b>		<b>92%</b>	<b>\$10,673,090</b>	<b>\$ 9,824,581</b>

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

	<u>Available</u>	<u>Earned</u>
Fixed Fee	\$ 26,682,726	\$ 26,682,726
SPP (Fixed Fee)	\$ 13,050,000	\$ 13,050,000
<b>Total Fixed Fee</b>	<b>\$ 39,732,726</b>	<b>\$ 39,732,726</b>
<b>Total Fee (Award Fee and Fixed Fee)</b>	<b>\$ 50,405,816</b>	<b>\$ 49,557,307</b>

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