

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT	1. CONTRACT ID CODE	PAGE OF PAGES
		1 1

2. AMENDMENT/MODIFICATION NO. M430	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY CODE	7. ADMINISTERED BY (If other than Item 6) CODE
U. S. Department of Energy Pacific Northwest Site Office Post Office Box 350 Richland, Washington 99352	

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)	()	9A. AMENDMENT OF SOLICITATION NO.
Battelle Memorial Institute Pacific Northwest Division Richland, Benton County, Washington 99352 DUNS # 032987476	()	9B. DATED (SEE ITEM 11)
	X	10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC05-76RL01830
		10B. DATED (SEE ITEM 13) 12/30/64
CODE	FACILITY CODE	

11. THIS ITEM APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended, is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. **FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER.** If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT/ORDER NO. IN ITEM 10A.
<input type="checkbox"/>	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
<input type="checkbox"/>	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) Bilateral Modification pursuant to the mutual agreement of both parties.

E. IMPORTANT: Contractor is not, is required to sign this document and return 2 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)
 This modification is being issued to replace Appendix E, FY 2005 Performance Evaluation and Measurement Plan and replace it with the new Appendix E, FY 2006 Performance Evaluation and Measurement Plan.
 This modification results in no other changes.

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

15A. NAME AND TITLE OF SIGNER (Type or print) Karen L. Hoewing, General Counsel	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Ronnie L. Dawson, Contract Specialist
15B. CONTRACT/OFFEROR BY <u>Karen L. Hoewing</u> (Signature of person authorized to sign)	15C. DATE SIGNED 9-29-05
16B. UNITED STATES OF AMERICA BY <u>Ronnie L. Dawson</u> (Signature of Contracting Officer)	16C. DATE SIGNED 9/30/05

APPENDIX E
STANDARDS OF PERFORMANCE-BASED FEE

FY 2006
BATTELLE PERFORMANCE EVALUATION AND MEASUREMENT PLAN
for
Management and Operations of the
Pacific Northwest National Laboratory

APPENDIX E
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FY 2006

BATTELLE PERFORMANCE EVALUATION AND MEASUREMENT PLAN

For

Management and Operations of the
Pacific Northwest National Laboratory



Paul W. Kruger, Manager
Pacific Northwest Site Office

9/30/01
Date

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INTRODUCTION

This document describes the primary measurement basis for DOE's Quality Assurance/Surveillance Plan (QASP) for the evaluation of Battelle (hereafter referred to as "the Contractor") performance regarding the management and operations of the Pacific Northwest National Laboratory (hereafter referred to as "the Laboratory") for the evaluation period from October 1, 2005, through September 30, 2006. The performance evaluation provides a standard by which to determine whether the Contractor is managerially and operationally in control of the Laboratory and is meeting the mission and requirement performance expectations/objectives of the Department as stipulated within this contract.

This document also describes the distribution of the total available performance-based fee and the methodology for determining the amount of fee earned by the Contractor as stipulated within the clauses entitled, "Determining Total Available Performance Fee and Fee Earned," "Conditional Payment of Fee, Profit, or Incentives," and "Total Available Fee: Base Fee Amount and Performance Fee Amount." In partnership with the Contractor and other key customers, the Department of Energy (DOE) Headquarters (HQ) and the Site Office have defined the measurement basis that serves as the Contractor's performance-based evaluation and fee determination.

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

The overall performance against each Objective of this performance plan, to include the evaluation of Performance Measures/Targets identified for each Objective, shall be evaluated jointly by the appropriate HQ office or major customer and the Site Office. This cooperative review methodology will ensure that the overall evaluation of the Contractor results in a consolidated DOE position taking into account specific Performance Measures/Targets as well as all additional information not otherwise identified via specific Performance Measures/Targets. The Site Office shall work closely with each HQ program office or major customer throughout the year in evaluating the Contractor's performance and will provide observations regarding programs and projects as well as other management and operation activities conducted by the Contractor throughout the year.

Section I provides information on how the performance rating (grade) for the Contractor, as well as how the performance-based fee earned (if any) will be determined.

Section II provides the detailed information concerning each Goal, their corresponding Objectives, and Performance Measures/Targets of performance identified, along with the weightings assigned to each Goal and Objective and a table for calculating the final score for each Goal.

In accordance with the Contract Clause entitled "Determining Total Available Performance Fee and Fee Earned", the annual total available performance fees for FY 2006 shall be \$7,800,000.

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

The FY 2006 Contractor performance grades will be determined based on the weighted sum of the individual scores earned for each of the Objectives under each Goal described within this document. The grade for each Goal will be documented and reported separately, no overall rollup grade will be provided.

Performance evaluations shall be measured and graded at the Objective level, which rollup to provide the performance evaluation determination for each Goal. For purposes of determining the amount of performance-based fee earned only the performance evaluations for each Goal will be rolled up for an overall grade for Science and Technology and for Management and Operations (see Table B below). The total overall points derived for Science and Technology will be utilized to determine the amount of available fee that may be earned while the overall points derived for Management and Operations will be utilized to determine the multiplier to be applied (see Table C) to the Science and Technology fee earned to determine the final amount of fee earned for FY 2006. Each Goal is composed of two or more weighted Objectives and each Objective may have a set of Performance Measures/Targets, which if utilized are identified to assist the reviewer in determining the Contractor's overall performance in meeting that Objective. Each of the Performance Measures/Targets identifies significant activities, requirements, and/or milestones important to the success of the corresponding Objective and shall be utilized as a primary means of determining the Contractor's success in meeting the Objective. If no performance measures/targets are utilized a description of the general expectations for the success of an objective shall be documented under the corresponding Objective. Although the Performance Measures/Targets are a primary means for determining performance, other performance information available to the evaluating office from other sources to include, but not limited to, the Contractor's self-evaluation report, operational awareness (daily oversight) activities; "For Cause" reviews (if any); other outside agency reviews (OIG, GAO, DCAA, etc.), and the annual 2-week review (if needed), may be utilized in determining the Contractor's overall success in meeting an Objective. The following describes the methodology for determining the Contractor's grade for each Goal:

The following descriptions define each performance (measurement) level.

Level 1 - Performance Goal: A general overarching statement of the desired outcome for each major performance area that will be scored and reported annually under the appraisal process.

Level 2 - Performance Objective: A statement of desired results for an organization or activity. Note: The set of Performance Measures identified should be the primary means for determining the Contractor's performance in meeting the Performance Objective; however, other performance information available to the evaluator from other sources may be utilized in determining the overall performance rating of a Performance Objective.

Level 3 - Performance Measure: A quantitative or qualitative method for characterizing performance to assist the reviewer in assessing achievement of the corresponding Performance Objective (i.e., what you would measure).

Level 4 - Performance Target: The desired condition, milestone, or target level of achievement for each Performance Measure (objective or subjective as appropriate), established at an appropriately detailed level that can be tracked and used for a judgment or decision on performance assessment.

Performance Evaluation Methodology:

Each Objective within a Goal shall be assigned a numerical score, per Figure I-1 below, by the evaluating office. Each evaluation will measure the degree of effectiveness and performance of the Contractor in meeting the Objective and shall be based on the Contractor's success in meeting the set of Performance Measures/Targets identified for each Objective as well as other performance information available to the evaluating office from other sources as identified above. The set of Performance Measures identified for each Objective represent the set of significant indicators that if fully met, collectively places performance for the Objective in the "B+" grade range.

Letter Grade	Numeric Grade	Definition
A+	4.3 - 4.1	Significantly exceeds expectations of performance as set within performance measures/targets identified for each Objective or within other

Letter Grade	Numeric Grade	Definition
		areas within the purview of the Objective. Areas of notable performance have or have the potential to significantly improve the overall mission of the Laboratory. No specific deficiency noted within the purview of the overall Objective being evaluated.
A	4.0 – 3.8	Notably exceeds expectations of performance as set within performance measures/targets identified for each Objective or within other areas within the purview of the Objective. Areas of notable performance either have or have the potential to improve the overall mission of the Laboratory. Minor deficiencies noted are more than offset by the positive performance within the purview of the overall Objective being evaluated and have no potential to adversely impact the mission of the Laboratory.
A-	3.7 – 3.5	Meets expectations of performance as set within performance measures/targets identified for each Objective with some notable areas of increased performance identified. Deficiencies noted are offset by the positive performance within the purview of the overall Objective being evaluated with little or no potential to adversely impact the mission of the Laboratory.
B+	3.4 – 3.1	Meets expectations of performance as set by the performance measures /targets identified for each Objective with no notable areas of increased or diminished performance identified. Deficiencies identified are offset by positive performance and have little to no potential to adversely impact the mission of the Laboratory.
B	3.0 – 2.8	Most expectations of performance as set by the performance measures/targets identified for each Objective are met and/or other minor deficiencies are identified. Performance measures/targets or other minor deficiencies identified are offset by positive performance within the purview of the Objective and have little to no potential to adversely impact the mission of the Laboratory.
B-	2.7 – 2.5	One or two expectations of performance set by the performance measures/targets are not met and/or other deficiencies are identified and although they may be offset by other positive performance, they may have the potential to negatively impact the Objective or overall Laboratory mission accomplishment.
C+	2.4 – 2.1	Some expectations of performance set by the performance measures /targets are not met and/or other minor deficiencies are identified and although they may be offset by other positive performance, they may have the potential to negatively impact the Objective or overall Laboratory mission accomplishment.
C	2.0 – 1.8	A number of expectations as set by the performance measures/targets are not met and/or a number of other deficiencies are identified and although they may be somewhat offset by other positive performance, they have the potential to negatively impact the Objective or overall Laboratory mission accomplishment.
C-	1.7 – 1.1	Most expectations as set by the performance measures/targets are not met and/or other major deficiencies are identified which have or will negatively impact the Objective or overall Laboratory mission accomplishment if not immediately corrected.
D	1.0 – 0.8	Most or all expectations as set by the performance measures/targets are not met and/or other significant deficiencies are identified which have negatively impacted the Objective and/or overall Laboratory mission accomplishment.

Letter Grade	Numeric Grade	Definition
F	0.7 - 0	All expectations as set by the performance measures/targets are not met and/or other significant deficiencies are identified which have significantly impacted both the Objective and the accomplishment of the Laboratory mission.

Figure I-1. Letter Grade and Numerical Score Definitions

Calculating Individual Goal Scores and Letter Grade:

Each Objective is assigned the earned numerical score and letter grade (see Table A) by the evaluating office as stated above. The Goal score is then computed by multiplying the numerical score by the weight of each Objective within a Goal. These values are then added together to develop an overall score for each Goal. These scores are then compared to Table A to determine the overall grade for each Goal. A set of tables is provided at the end of each Performance Goal section of this document to assist in the calculation of Objective scores to the Goal score.

The raw score (rounded to the nearest hundredth) from each calculation shall be carried through to the next stage of the calculation process. The raw score for Science and Technology and Management and Operations will be rounded to the nearest tenth of a point for purposes of identifying the overall letter grade as indicated in Table B and for utilization in determining fee as indicated in Table C. A standard rounding convention of x.44 and less rounds down to the nearest tenth (here, x.4), while x.45 and greater rounds up to the nearest tenth (here, x.50).

Final Grade	A+	A	A-	B+	B	B-	C+	C	C-	D	F
Total Score	4.3-4.1	4.0-3.8	3.7-3.5	3.4-3.1	3.0-2.8	2.7-2.5	2.4-2.1	2.0-1.8	1.7-1.1	1.0-0.8	0.7-0

Table A. FY 2006 Contractor Letter Grade Scale

Determining the Amount of Performance-Based Fee Earned:

Utilizing Table B, below, the scores for each of the Science and Technology (S&T) Goals and Management and Operations (M&O) Goals are multiplied by the weight assigned and these are summed to provide an overall score for each. The total score for Science and Technology and Management and Operations is compared to the letter grade scale found in Table A, above, to determine the overall S&T and M&O grades for fee determination purposes. The percentage of the available performance-based fee that may be earned by the Contractor shall be determined based on the overall weighted score for the S&T Goals (see Table B.) and then compared to Table C. below. The overall numerical score of the M&O Goals from Table B. shall then be utilized to determine the final fee multiplier (see Table C.), which shall be utilized to determine the overall amount of performance-based fee earned for FY 2006 as calculated within Table D.

S&T Performance Goal	Numerical Score	Letter Grade	Weight	Weighted Score	Total Score
1.0 Mission Accomplishment			53%		
2.0 Design, Fabrication, Construction and Operations of Facilities			12%		
3.0 Science and Technology Research Project/Program Management			35%		
Total Score					
M&O Performance Goal	Numerical Score	Letter Grade	Weight	Weighted Score	Total Score
4.0 Leadership and Stewardship of the Laboratory			20%		
5.0 Integrated Safety, Health, and Environmental Protection			20%		
6.0 Business Systems			20%		
7.0 Operating, Maintaining, and Renewing Facility and Infrastructure Portfolio			20%		
8.0 Integrated Safeguards and Security Management and Emergency Management Systems			20%		
Total Score					

Table B. FY 2006 Contractor Evaluation Score Calculation

Overall Weighted Score from Table A.	Percent S&T Fee Earned	M&O Fee Multiplier
4.3	100%	100%
4.2		
4.1		
4.0	97%	100%
3.9		
3.8		
3.7	94%	100%
3.6		
3.5		
3.4	91%	100%
3.3		
3.2		
3.1	88%	95%
3.0		
2.9		
2.8	85%	90%
2.7		
2.6		
2.5		

Overall Weighted Score from Table A.	Percent S&T Fee Earned	M&O Fee Multiplier
2.4	75%	85%
2.3		
2.2		
2.1		
2.0	50%	75%
1.9		
1.8		
1.7	0%	60%
1.6		
1.5		
1.4		
1.3		
1.2		
1.1	0%	0%
1.0 to 0.8		
0.7 to 0.0	0%	0%

Table C. - Performance-Based Fee Earned Scale

Overall Fee Determination	
Percent S&T Fee Earned from Table C.	
M&O Fee Multiplier from Table C.	X
Overall Earned Performance-Based Fee	

Table D. - Final Percentage of Performance-Based Fee Earned Determination

Adjustment to the Letter Grade and/or Performance-Based Fee Determination:

The lack of performance objectives and measures in this plan do not diminish the need to comply with minimum contractual requirements. Although the performance-based Goals and their corresponding Objectives shall be the primary means utilized in determining the Contractor's performance grade and/or amount of performance-based fee earned, the Contracting Officer may unilaterally adjust the rating and/or reduce the otherwise earned fee based on the Contractor's performance against all contract requirements as set forth in the clauses entitled "Conditional Payment of Fee, Profit, and Other Incentives - Facility Management Contracts." Data to support rating and/or fee adjustments may be derived from other sources to include, but not limited to, operational awareness (daily oversight) activities; "For Cause" reviews (if any); other outside agency reviews (OIG, GAO, DCAA, etc.), and the annual 2-week review (if needed).

The adjustment of a grade and/or reduction of otherwise earned fee will be determined by the severity of the performance failure and mitigating factors as set forth by the policies described in Acquisition Regulation; Conditional Payment of Fee, Profit, and Other Incentives interim final rule published in 68 Fed. Reg. 68771, Dec. 10, 2003. The final Contractor performance-based rating and fee earned determination will be contained within a year-end report, documenting the results from the DOE review. The report will identify areas where performance improvement is necessary and, if required, provide the basis for any performance-based rating and/or fee adjustments made from the otherwise earned rating/fee based on Performance Goal achievements.

II. PERFORMANCE GOALS, OBJECTIVES & PERFORMANCE MEASURES/TARGETS

Background

The current performance-based management approach to oversight within DOE has established a new culture within the Department with emphasis on the customer-supplier partnership between DOE and the laboratory contractors. It has also placed a greater focus on mission performance, best business practices, cost management, and improved contractor accountability. Under the performance-based management system the DOE provides clear direction to the laboratories and develops annual performance plans (such as this one) to assess the contractors performance in meeting that direction in accordance with contract requirements. The DOE policy for implementing performance-based management includes the following guiding principles:

- Performance objectives are established in partnership with affected organizations and are directly aligned to the DOE strategic goals;
- Resource decisions and budget requests are tied to results; and
- Results are used for management information, establishing accountability, and driving long-term improvements.

The performance-based approach focuses the evaluation of the Contractor's performance against these Performance Goals. Progress against these Goals is measured through the use of a set of Objectives. The success of each Objective will be measured based on a set of Performance Measures/Targets, both objective and subjective, that are to focus primarily on end-results or impact and not on processes or activities. Measures provide specific evidence of performance, and collectively, they provide the body of evidence that indicates performance relative to the corresponding Objectives. On occasion however, it may be necessary to include a process/activity-oriented measure when there is a need for the Contractor to develop a system or process that does not currently exist but will be of significant importance to the DOE and the Laboratory when completed or that lead to the desired outcome/result.

Performance Goals, Objectives, and Performance Measures/Targets

The following sections describe the Performance Goals, their supporting Objectives, and associated performance measures/targets for FY 2006.

1.0 Provide for Efficient and Effective Mission Accomplishment (Quality, Productivity, Leadership, & Timeliness of Research and Development)

The Contractor produces high-quality, original, and creative results that advance science and technology; demonstrates sustained scientific progress and impact; receives appropriate external recognition of accomplishments; and contributes to overall research and development goals of the Department and its customers.

The weight of this Goal is 53%.

The Provide for Efficient and Effective Mission Accomplishment Goal measures the overall effectiveness and performance of the Contractor in delivering science and technology results which contribute to and enhance the DOE's mission of protecting our national and economic security by providing world-class scientific research capacity and advancing scientific knowledge by supporting world-class, peer-reviewed scientific results, which are recognized by others.

Each Objective within this Goal is to be assigned the appropriate numerical score by the DOE HQ Office of Science's (SC), other cognizant HQ Program Offices, and other customers as identified below. The overall Goal score from each HQ Program Office and/or customer is computed by multiplying numerical scores earned by the weight of each Objective, and summing them (see Table 1.1). Weightings for each Customer listed below are preliminary, based upon FY 2005 Budget Authority figures, and are provided here for informational purposes only. The final weights to be utilized for determining weighted scores will be determined following the end of the performance period and will be based on actual Budget Authority for FY 2006.

- Office of Science (SC) (28%)
- Office of Defense Nuclear Nonproliferation (DNN) (36%)
- Department of Homeland Security (DHS) (14%)
- Office of Environmental Management (EM) (9%)
- Office of Energy Efficiency and Renewable Energy (EERE) (7%)
- Office of Fossil Energy (FE) (4%)
- Office of Counterintelligence (CN) (2%)

The overall performance score and grade for this Goal will be determined by multiplying the overall score assigned by each of the offices identified above by the weightings identified for each and then summing them (see Table 1.2 below). The overall score earned is then compared to Table 1.3 to determine the overall letter grade for this Goal. The Contractor's success in meeting each Objective shall be determined based on the Contractor's performance as viewed by the Office of Science, other cognizant HQ Program Offices, and other customers for which the Laboratory conducts work. Should one or more of the HQ Program Offices choose not to provide an evaluation for this Goal and its corresponding Objectives the weighting for the remaining HQ Program Offices shall be recalculated based on their percentage of BA for FY 2006 as compared to the total BA for those remaining HQ Program Offices.

1.1 Science and Technology Results Provide Meaningful Impact on the Field

The Contractor's success in meeting this Objective shall be determined based on the Contractor's performance as viewed by DOE HQ Office of Science's (SC), other cognizant HQ Program Offices, and other customers for which the Laboratory conducts work. Individual Program Office weightings for this Objective are provided within Table 1.1.

In determining the performance of the Objective the DOE evaluator(s) shall consider the following as measured through progress reports, peer reviews, Field Work Proposals (FWPs), Program Office reviews/oversight, etc.:

- The impact of publications on the field;

- Publication in journals outside the field indicating broad impact;
- Impact on DOE or other customer mission(s);
- Successful stewardship of mission-relevant research areas;
- Significant awards (R&D 100, FLC, Nobel Prizes, etc.);
- Invited talks, citations, making high-quality data available to the scientific community; and
- Development of tools and techniques that become standards or widely-used in the scientific community.

A to A+	Changes the way the research community thinks about a particular field; resolves critical questions and thus moves research areas forward; results generate huge interest/enthusiasm in the field.
B+	Impacts the community as expected. Strong peer review comments in all relevant areas.
B	Not strong peer review comments in at least one significant research area.
C	One research area just not working out. Peer review reveals that a program isn't going anywhere.
D	Failure of multiple program elements.
F	Gross scientific incompetence and/or scientific fraud.

1.2 Provide Quality Leadership in Science and Technology

The Contractor's success in meeting this Objective shall be determined based on the Contractor's performance as viewed by DOE HQ Office of Science's (SC), other cognizant HQ Program Offices, and other customers for which the Laboratory conducts work. Individual Program Office weightings for this Objective are provided within Table 1.1.

In determining the performance of the Objective the DOE evaluator(s) shall consider the following as measured through progress reports, peer reviews, Program Office reviews/oversight, etc.:

- Willingness to pursue novel approaches and/or demonstration of innovative solutions to problems;
- Willingness to take on high-risk/high payoff/long-term research problems, evidence that the Contractor "guessed right" in that previous risky decisions proved to be correct and are paying off;
- The uniqueness and challenge of science pursued, recognition for doing the best work in the field;
- Extent of collaborative efforts, quality of the scientists attracted and maintained at the Laboratory;
- Staff members visible in leadership positions in the scientific community; and
- Effectiveness in driving the direction and setting the priorities of the community in a research field.

A to A+	Laboratory staff lead Academy or equivalent panels; laboratory's work changes the direction of research fields; world-class scientists are attracted to the laboratory, lab is trend-setter in a field.
B+	Strong research performer in most areas; staff asked to speak to Academy or equivalent panels to discuss further research directions; lab is center for high-quality research and attracts full cadre of researchers; some aspects of programs are world-class.
B	Strong research performer in many areas; staff asked to speak to Academy or equivalent panels to discuss further research directions; few aspects of programs are world-class.
C	Working on problems no longer at the forefront of science; stale research; evolutionary, not revolutionary.
D	Failure of multiple program elements.
F	Gross scientific incompetence and/or scientific fraud.

1.3 Provide and sustain Science and Technology Outputs that Advance Program Objectives and Goals

The Contractor's success in meeting this Objective shall be determined based on the Contractor's performance as viewed by DOE HQ Office of Science's (SC), other cognizant HQ Program Offices, and other customers for which the Laboratory conducts work. Individual Program Office weightings for this Objective are provided within Table 1.1

In determining the performance of the Objective the DOE evaluator(s) shall consider the following as measured through progress reports, peer reviews, Field Work Proposals (FWPs), Program Office reviews/oversight, etc.:

- The quantity of output from experimental and theoretical research;
- The number of publications in peer-reviewed journals; and
- Demonstrated progress against peer reviewed recommendations, headquarters guidance, etc.

Pass	Not failing; see below.
Fail	Peer reviewers not satisfied; output not meeting general scientific standards; minimal progress against FWPs.

Note: The numerical grade for "Pass" is 4.3 and for "Fail" is 0.7

1.4 Provide for Effective Delivery of Science and Technology

The Contractor's success in meeting this Objective shall be determined based on the Contractor's performance as viewed by DOE HQ Office of Science's (SC), other cognizant HQ Program Offices, and other customers for which the Laboratory conducts work. Individual Program Office weightings for this Objective are provided within Table 1.1

In determining the performance of the Objective the DOE evaluator(s) shall consider the following as measured through progress reports, peer reviews, Field Work Proposals (FWPs), Program Office reviews/oversight, etc.:

- Efficiency and effectiveness in meeting goals and milestones;
- Efficiency and effectiveness in delivering on promises, and getting instruments to work as promised; and
- Efficiency and effectiveness in transmitting results to the community and responding to DOE or other customer guidance.

Pass	Not failing; (see numerical grades)
Fail	Peer reviewers not satisfied; significant number of milestones not met, results not delivered to community while it matters..

Note: The numerical grade for "Pass" is 4.3 and for "Fail" is 0.7

HQ Program Office ¹	Letter Grade	Numerical Score	Weight	Weighted Score	Overall Score
Office of Science (SC)²					
1.1 Impact			33%		
1.2 Leadership			20%		
1.3 Output			19%		
1.4 Delivery			27%		
Overall SC Total					
Office of Defense Nuclear Nonproliferation (DNN)					
1.1 Impact			25%		
1.2 Leadership			20%		
1.3 Output			30%		
1.4 Delivery			25%		
Overall DNN Total					
Department of Homeland Security (DHS)					
1.1 Impact			40%		
1.2 Leadership			30%		
1.3 Output			0%		
1.4 Delivery			30%		
Overall DHS Total					
Office of Environmental Management (EM)					
1.1 Impact			30%		
1.2 Leadership			30%		
1.3 Output			20%		
1.4 Delivery			20%		
Overall EM Total					
Office of Energy Efficiency and Renewable Energy (EERE)					
1.1 Impact			30%		
1.2 Leadership			30%		
1.3 Output			20%		
1.4 Delivery			20%		
Overall EERE Total					
Office of Fossil Energy (FE)					
1.1 Impact			30%		
1.2 Leadership			30%		
1.3 Output			20%		
1.4 Delivery			20%		
Overall FE Total					

¹ A complete listing of the S&T Goals and Objectives weightings for the SC Programs and other Lab Customers is provided within Attachment I to this plan. Goal and Objective weightings indicated for DNN, EM, EERE, FE, and CN, have been set by the Site Office and are preliminary. Final Goal and Objective weightings will be incorporated, as appropriate, once they are determined by each HQ Program Office and provided to PNSO. Should a HQ Program Office fail to provide final Goal and Objective weightings before the end of the first quarter FY 2006 the preliminary weightings provided shall become final.

² Overall SC Objective weightings were determined based on the averaged SC Program Office weightings according to the percentage of BA for each. Weightings for each Program Office based upon FY 2005 Budget Authority figures, and are provided here for informational purposes only. Final weights to be utilized for determining weighted scores will be determined following the end of the performance period and will be based on actual Budget Authority for FY 2006

Office of Counterintelligence (CN)				
1.1 Impact			30%	
1.2 Leadership			30%	
1.3 Output			20%	
1.4 Delivery			20%	
Overall CN Total				

Table 1.1 – 1.0 Program Office Performance Goal Score Development

HQ Program Office	Letter Grade	Numerical Score	Weight	Weighted Score	Overall Weighted Score
Office of Science			28%		
Office of Defense Nuclear Nonproliferation			36%		
Department of Homeland Security			14%		
Office of Environmental Management			9%		
Office of Energy Efficiency and Renewable Energy			7%		
Office of Fossil Energy			4%		
Office of Counterintelligence			2%		
Overall Program Office Total					

Table 1.2 – Overall Performance Goal Score Development³

Total Score	4.3-4.1	4.0-3.8	3.7-3.5	3.4-3.1	3.0-2.8	2.7-2.5	2.4-2.1	2.0-1.8	1.7-1.1	1.0-0.8	0.7-0
Final Grade	A+	A	A-	B+	B	B-	C+	C	C-	D	F

Table 1.3 – 1.0 Goal Final Letter Grade

³ Weightings for each Customer listed within Table 1.2 are preliminary, based upon FY 2005 Budget Authority figures, and are provided for informational purposes only. The final weights to be utilized for determining weighted scores will be determined following the end of the performance period and will be based on actual Budget Authority for FY 2006.

2.0 Provide for Efficient and Effective Design, Fabrication, Construction and Operations of Facilities

The Contractor provides effective and efficient strategic planning; fabrication, construction and/or operations of Laboratory facilities; and is responsive to the user community.

The weight of this Goal is 12%.

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

Each Objective within this Goal is to be assigned the appropriate numerical score by the Office of Science, other cognizant HQ Program Offices, and other customers as identified below. The overall Goal score from each SC Program Office is computed by multiplying numerical scores earned by the weight of each Objective, and summing them (see Table 2.1). Final weights to be utilized for determining weighted scores will be determined following the end of the performance period and will be based on actual Budget Authority for FY 2006.

- Office of Science (SC) (100%)

The overall performance score and grade for this Goal will be determined by multiplying the overall score assigned to each of the objectives by the weightings identified for each and then summing them (see Table 2.1 below). The overall score earned is then compared to Table 2.2 to determine the overall letter grade for this Goal. The Contractor's success in meeting each Objective shall be determined based on the Contractor's performance as viewed by SC.

Objectives:

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

The Contractor's success in meeting this Objective shall be determined based on the Contractor's performance as viewed by DOE HQ Office of Science's (SC), other cognizant HQ Program Offices, and other customers for which the Laboratory conducts work. Individual Program Office weightings for this Objective are provided within Table 2.1

In determining the performance of the Objective the DOE evaluator(s) shall consider the following as measured through progress reports, Program/Staff Office reviews/oversight, etc.:

- Effectiveness of planning of preconceptual R&D and design for life-cycle efficiency;
- Leverage of existing facilities at the Laboratory;
- Delivery of accurate and timely information required to carry out the critical decision and budget formulation process.; and
- Ability to meet the intent of DOE Order 413.3, Program and Project Management for the Acquisition of Capital Assets.

A to A+	In addition to meeting all measures under B ⁺ , the laboratory is recognized by the research community as the leader for making the science case for the acquisition; Takes the initiative to demonstrate the potential for revolutionary scientific advancement. Identifies, analyzes and champions novel approaches for acquiring the new capability, including
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	leveraging or extending the capability of existing facilities and financing. Proposed approaches are widely regarded as innovative, novel, comprehensive, and potentially cost-effective. Reviews repeatedly confirm potential for scientific discovery in areas that support the Department's mission, and potential to change a discipline or research area's direction.
B+	Provides the overall vision for the acquisition. Displays leadership and commitment to achieving the vision within preliminary estimates that are defensible and credible in terms of cost, schedule and performance; develops quality analyses, preliminary designs, and related documentation to support the approval of the mission need (CD-0), the alternative selection and cost range (CD-1) and the performance baseline (CD-2). Solves problems and addresses issues. Keeps DOE apprised of the status, near-term plans and the resolution of problems on a regular basis. Anticipates emerging issues that could impact plans and takes the initiative to inform DOE of possible consequences.
B	Fails to meet expectations in one of the areas listed under B+.
C	The laboratory team develops the required analyses and documentation in a timely manner. However, inputs are mundane and lack innovation and commitment to the vision of the acquisition.
D	The potential exists for credible science and business cases to be made for the acquisition, but the laboratory fails to take advantage of the opportunity.
F	Proposed approaches are based on fraudulent assumptions; the science case is weak to non-existent, the business case is seriously flawed.

2.2 Provide for the Effective and Efficient Construction of Facilities and/or Fabrication of Components

The Contractor's success in meeting this Objective shall be determined based on the Contractor's performance as viewed by DOE HQ Office of Science's (SC), other cognizant HQ Program Offices, and other customers for which the Laboratory conducts work. Individual Program Office weightings for this Objective are provided within Table 2.1.

In determining the performance of the Objective the DOE evaluator(s) shall consider the following as measured through progress reports, Lehman reviews, Program/Staff Office reviews/oversight, etc.:

- Adherence to DOE Order 413.3 Project Management for the Acquisition of Capital Assets;
- Successful fabrication of facility components
- Effectiveness in meeting construction schedule and budget; and
- Quality of key staff overseeing projects.

A to A+	Laboratory has identified and implemented practices that would allow the project scope to be increased if such were desirable, without impact on baseline cost or schedule; Laboratory always provides exemplary project status reports on time to DOE and takes the initiative to communicate emerging problems or issues. There is high confidence throughout the execution phase that the project will meet its cost/schedule performance baseline; Reviews identify environment, safety and health practices to be exemplary.
B+	The project meets CD-2 performance measures; the laboratory provides sustained leadership and commitment to environment, safety and health; reviews regularly recognize the laboratory for being proactive in the management of the execution phase of the project; to a large extent, problems are identified and corrected by the laboratory with little, or no impact on scope, cost or schedule; DOE is kept informed of project status on a regular basis; reviews regularly indicate project is expected to meet its cost/schedule performance baseline.
B	The project fails to meet expectations in one of the areas listed under B+.
C	Reviews indicate project remains at risk of breaching its cost/schedule performance baseline; Laboratory commitment to environment, safety and health issues is adequate; Reports to DOE

	can vary in degree of completeness; Laboratory commitment to the project appears to be subsiding.
D	Reviews indicate project is likely to breach its cost/schedule performance baseline; and/or Laboratory commitment to environment, safety and health issues is inadequate; reports to DOE are largely incomplete; laboratory commitment to the project has subsided.
F	Laboratory falsifies data during project execution phase; shows disdain for executing the project within minimal standards for environment, safety or health, fails to keep DOE informed of project status; reviews regularly indicate that the project is expected to breach its cost/schedule performance baseline.

2.3 Provide Efficient and Effective Operation of Facilities

The Contractor's success in meeting this Objective shall be determined based on the Contractor's performance as viewed by DOE HQ Office of Science's (SC), other cognizant HQ Program Offices, and other customers for which the Laboratory conducts work. Individual Program Office weightings for this Objective are provided within Table 2.1.

In determining the performance of the Objective the DOE evaluator(s) shall consider the following as measured through progress reports, peer reviews, Program/Staff Office reviews/oversight, performance against benchmarks, Approved Financial Plan (AFP), etc.:

- Availability, reliability, and efficiency of facilities;
- Degree the facility is optimally arranged to support community;
- Whether R&D is conducted to develop/expand the capabilities of the facility(ies);
- Effectiveness in balancing resources between facility R&D and user support; and
- Quality of the process used to allocate facility time to users.

A to A+	Performance of the facility exceeds expectations as defined before the start of the year in any of these categories: cost of operations, users served, availability, beam delivery, or luminosity, and this performance can be directly attributed to the efforts of the laboratory; and /or: the schedule and the costs associated with the ramp-up to steady state operations are less than planned and are acknowledged to be 'leadership caliber' by reviews; Data on ES&H continues to be exemplary and widely regarded as among the 'best in class'.
B+	Performance of the facility meets expectations as defined before the start of the year in all of these categories: cost of operations, users served, availability, beam delivery, or luminosity, and this performance can be directly attributed to the efforts of the laboratory; and /or: the schedule and the costs associated with the ramp-up to steady state operations occur as planned; Data on ES&H continues to be very good as compared with other projects in the DOE.
B	The project fails to meet expectations in one of the areas listed under B+.
C	Performance of the facility fails to meet expectations in several of the areas listed under B+; for example, the cost of operations is unexpectedly high and availability of the facility is unexpectedly low, the number of users is unexpectedly low, beam delivery or luminosity is well below expectations. Acquisition operates at steady state, on cost and on schedule, but the reliability of performance is somewhat below planned values, <u>or</u> acquisition operates at steady state, but the associated schedule and costs exceed planned values. Commitment to ES&H is satisfactory.
D	Performance of the facility fails to meet expectations in many of the areas listed under B+; for example, the cost of operations is unexpectedly high and availability of the facility is unexpectedly low. Acquisition operates somewhat below steady state, on cost and on schedule, and the reliability performance is somewhat below planned values, <u>or</u> acquisition operates at steady state, but the schedule and costs associated exceed planned values. Commitment to ES&H is satisfactory.

F	The facility fails to operate; acquisition operates well below steady state and/or the reliability of the performance is well below planned values.
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2.4 Effective Utilization of Facility(ies) to Grow and Support the Laboratory's Research Base

The Contractor's success in meeting this Objective shall be determined based on the Contractor's performance as viewed by DOE HQ Office of Science's (SC), other cognizant HQ Program Offices, and other customers for which the Laboratory conducts work. Individual Program Office weightings for this Objective are provided within Table 2.1.

In determining the performance of the Objective the DOE evaluator(s) shall consider the following as measured through peer reviews, participation in international design teams, Program/Staff Office reviews/oversight, etc.:

- Contractor's efforts to take full advantage of the facility to strengthen the Laboratory's research base; and
- The strengthening of the facility by a resident research community that pushes the envelope of what the facility can do and/or are among the scientific leaders using the facility.

A to A+	Reviews document how multiple disciplines are using the facility in new and novel ways and reviews document that full advantage has been taken of the facility to strengthen the laboratory's research base.
B ⁺	Reviews state strong and effective team approach exists toward establishing an internal user community; laboratory is capitalizing on existence of facility to grow internal capabilities.
B	Reviews state that lab is establishing an internal user community, but laboratory is still not capitalizing fully on existence of facility to grow internal capabilities.
C	Reviews state that the laboratory has made satisfactory use of the facility, but has not demonstrated much innovation.
D	Few indigenous staff use the facility, with none using it in novel ways; research base is very thin.
F	Laboratory does not know how to operate/use its own facility adequately.

HQ Program Office	Letter Grade	Numerical Score	Weight	Weighted Score	Overall Score
Office of Science					
2.1 Provide Effective Facility Design(s)			10%		
2.2 Provide for the Effective and Efficient Construction of Facilities and/or Fabrication of Components			10%		
2.3 Provide Efficient and Effective Operation of Facilities			70%		
2.4 Effective Utilization of Facility to Grow and Support the Laboratory's Research Base			10%		
Overall SC Total					

Table 2.1 – 2.0 Program Office Performance Goal Score Development⁴

HQ Program Office	Letter Grade	Numerical Score	Funding Weight (BA)	Weighted Score	Overall Weighted Score
Office of Science			100%		
Overall Program Office Total					

Table 2.2 – Overall Performance Goal Score Development

Total Score	4.3-4.1	4.0-3.8	3.7-3.5	3.4-3.1	3.0-2.8	2.7-2.5	2.4-2.1	2.0-1.8	1.7-1.1	1.0-0.8	0.7-0
Final Grade	A+	A	A-	B+	B	B-	C+	C	C-	D	F

Table 2.3 – 2.0 Goal Final Letter Grade

⁴ A complete listing of the S&T Goals & Objectives weightings for the SC Programs and other Lab Customers is provided within Attachment I to this plan.

3.0 Provide Effective and Efficient Science and Technology Research Project/Program Management

The Contractor provides effective program vision and leadership; strategic planning and development of initiatives; recruits and retains a quality scientific workforce; and provides outstanding research processes, which improve research productivity.

The weight of this Goal is 35%.

The Provide Effective and Efficient Science and Technology Research Project/Program Management Goal shall measure the Contractor's overall leadership in executing S&T programs. Dimensions of program management covered include: 1) providing key competencies to support research programs to include key staffing requirements; 2) providing quality research plans that take into account technical risks and identify actions to mitigate risks; and 3) maintaining effective communications with customers to include providing quality responses to customer needs.

Each Objective within this Goal is to be assigned the appropriate numerical score by the DOE HQ Office of Science's (SC), other cognizant HQ Program Offices, and other customers as identified below. The overall Goal score from each HQ Program Office and/or customer is computed by multiplying numerical scores earned by the weight of each Objective, and summing them (see Table 3.1). Weightings for each Customer listed below are preliminary, based upon FY 2005 Budget Authority figures, and are provided here for informational purposes only. The final weights to be utilized for determining weighted scores will be determined following the end of the performance period and will be based on actual Budget Authority for FY 2006.

- Office of Science (SC) (28%)
- Office of Defense Nuclear Nonproliferation (DNN) (36%)
- Department of Homeland Security (DHS) (14%)
- Office of Environmental Management (EM) (9%)
- Office of Energy Efficiency and Renewable Energy (EERE) (7%)
- Office of Fossil Energy (FE) (4%)
- Office of Counterintelligence (CN) (2%)

The overall performance score and grade for this Goal will be determined by multiplying the overall score assigned by each of the offices identified above by the weightings identified for each and then summing them (see Table 3.2 below). The overall score earned is then compared to Table 3.3 to determine the overall letter grade for this Goal. The Contractor's success in meeting each Objective shall be determined based on the Contractor's performance as viewed by the Office of Science, other cognizant HQ Program Offices, and other customers for which the Laboratory conducts work. Should one or more of the HQ Program Offices choose not to provide an evaluation for this Goal and its corresponding Objectives the weighting for the remaining HQ Program Offices shall be recalculated based on their percentage of BA for FY 2006 as compared to the total BA for those remaining HQ Program Offices.

Objectives:

3.1 Provide Effective and Efficient Stewardship of Scientific Capabilities and Program Vision

The Contractor's success in meeting this Objective shall be determined based on the Contractor's performance as viewed by DOE HQ Office of Science's (SC), other cognizant HQ Program Offices, and other customers for which the Laboratory conducts work. Individual Program Office weightings for this Objective are provided within Table 3.1.

In determining the performance of the Objective the DOE evaluator(s) shall consider the following as

measured through peer reviews, existence and quality of strategic plans as determined by SC and scientific community review, Program Office reviews/oversight, etc.:

- Efficiency and effectiveness of joint planning (e.g., workshops) with outside community;
- Articulation of scientific vision;
- Development of core competencies, ideas for new facilities and research programs; and
- Ability to attract and retain highly qualified staff.

A to A+	Providing strong programmatic vision that extends past the laboratory and for which the lab is a recognized leader within SC and in the broader research communities; development and maintenance of outstanding core competencies, including achieving superior scientific excellence in both exploratory, high-risk research and research that is vital to the DOE/SC missions; attraction and retention of world-leading scientists; recognition within the community as a world leader in the field.
B+	Coherent programmatic vision within the laboratory with input from and output to external research communities; development and maintenance of strong core competencies that are cognizant of the need for both high-risk research and stewardship for mission-critical research; attracting and retaining scientific staff who are very talented in all programs.
B	Programmatic vision that is only partially coherent and not entirely well connected with external communities; development and maintenance of some, but not all core competencies with attention to, but not always the correct balance between, high-risk and mission-critical research; attraction and retention of scientific staff who talented in most programs.
C	Failure to achieve a coherent programmatic vision with little or no connection with external communities; partial development and maintenance of core competencies (i.e., some are neglected) with imbalance between high-risk and mission-critical research; attracting only mediocre scientists while losing the most talented ones.
D	Minimal attempt to achieve programmatic vision; little ability to develop any core competencies with a complete lack of high-risk research and ignorance of mission-critical areas; minimal success in attracting even reasonably talented scientists.
F	No attempt made to achieve programmatic vision; no demonstrated ability to develop any core competencies with a complete lack of high-risk research and ignorance of mission-critical areas; failure to attract even reasonably talented scientists.

3.2 Provide Effective and Efficient Science and Technology Project/Program Planning and Management

The Contractor's success in meeting this Objective shall be determined based on the Contractor's performance as viewed by DOE HQ Office of Science's (SC), other cognizant HQ Program Offices, and other customers for which the Laboratory conducts work. Individual Program Office weightings for this Objective are provided within Table 3.1.

In determining the performance of the Objective the DOE evaluator(s) shall consider the following as measured through peer reviews, existence and quality of strategic plans as determined by SC and scientific community review, Program Office and scientific community review, etc.:

- Quality of R&D and user facility strategic plans
- Adequacy in considering technical risks;
- Success in identifying/avoiding technical problems;
- Effectiveness in leveraging (synergy with) other areas of research; and
- Demonstration of willingness to make tough decisions (i.e., cut programs with sub-critical mass of expertise, divert resources to more promising areas, etc.).

A to A+	Research plans are proactive, not reactive, as evidenced by making hard decisions and taking strong actions; plans are robust against budget fluctuations – multiple contingencies planned
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	for; new initiatives are proposed and funded through reallocation of resources from less effective programs; plans are updated regularly to reflect changing scientific and fiscal conditions; plans include ways to reduce risk, duration of programs.
B ⁺	Plans are reviewed by experts outside of lab management and/or include broadly-based input from within the laboratory; research plans exist for all program areas; plans are consistent with known budgets and well-aligned with DOE interests; work follows the plan.
B	Research plans exist for all program areas; work follows the plan.
C	Research plans exist for most program areas; work does not always follow the plan.
D	Plans do not exist for a significant fraction of the lab's program areas, or significant work is conducted outside those plans.
F	No planning is done.

3.3 Provide Efficient and Effective Communications and Responsiveness to Customer Needs

The Contractor's success in meeting this Objective shall be determined based on the Contractor's performance as viewed by DOE HQ Office of Science's (SC), other cognizant HQ Program Offices, and other customers for which the Laboratory conducts work. Individual Program Office weightings for this Objective are provided within Table 3.1.

In determining the performance of the Objective the DOE evaluator(s) shall consider the following as measured through Program Office reviews/oversight, etc.:

- The quality, accuracy and timeliness of response to customer requests for information;
- The extent to which the Contractor keeps the customer informed of both positive and negative events at the Laboratory and conversely the number of times the customer is surprised – either positively or negatively; and
- The ease of determining the appropriate contact (who is on-point) within the Laboratory for particular issues/incidents.

A to A ⁺	Communication channels are well-defined and information is effectively conveyed; important or critical information is delivered in real-time; responses to HQ requests for information from laboratory representatives are prompt, thorough, correct and succinct; laboratory representatives <i>always</i> initiate a communication with HQ on emerging issues there are no surprises.
B ⁺	Good communication is valued by all staff throughout the contractor organization; responses to requests for information are thorough and are provided in a timely manner; the integrity of the information provided is never in doubt
B	Evidence of good communications is noted throughout the contractor organization and responses to requests for information provide the minimum requirements to meet HQ needs; with the exception of a few minor instances HQ is alerted to emerging issues.
C	Laboratory representatives recognize the value of sound communication with HQ to the mission of the laboratory. However, laboratory management fails to demonstrate that its employees are held accountable for ensuring effective communication and responsiveness; laboratory representatives do not take the initiative to alert HQ to emerging issues.
D	Communications from the laboratory are well-intentioned but generally incompetent; the laboratory management does not understand the importance of effective communication and responsiveness to the mission of the laboratory.
F	Contractor representatives are openly hostile and/or non-responsive – emails and phone calls are consistently ignored; communications typically do not address the request; information provided can be incorrect, inaccurate or fraudulent – information is not organized, is incomplete, or is fabricated.

HQ Program Office ⁵	Letter Grade	Numerical Score	Weight	Weighted Score	Overall Score
Office of Science (SC) ⁶					
3.1 Effective and Efficient Stewardship			23%		
3.2 Project/Program Planning and Management			30%		
3.3 Communications and Responsiveness			47%		
Overall SC Total					
Office of Defense Nuclear Nonproliferation (DNN)					
3.1 Effective and Efficient Stewardship			35%		
3.2 Project/Program Planning and Management			25%		
3.3 Communications and Responsiveness			40%		
Overall DNN Total					
Department of Homeland Security (DHS)					
3.1 Effective and Efficient Stewardship			50%		
3.2 Project/Program Planning and Ongoing Management			25%		
3.3 Communications and Responsiveness			25%		
Overall DHS Total					
Office of Environmental Management (EM)					
3.1 Effective and Efficient Stewardship			40%		
3.2 Project/Program Planning and Management			30%		
3.3 Communications and Responsiveness			30%		
Overall EM Total					
Office of Energy Efficiency and Renewable Energy (EERE)					
3.1 Effective and Efficient Stewardship			25%		
3.2 Project/Program Planning and Management			25%		
3.3 Communications and Responsiveness			50%		
Overall EERE Total					
Office of Fossil Energy (FE)					
3.1 Effective and Efficient Stewardship			40%		
3.2 Project/Program Planning and Management			30%		
3.3 Communications and Responsiveness			30%		
Overall FE Total					
Office of Counterintelligence					
3.1 Effective and Efficient Stewardship			40%		
3.2 Project/Program Planning and Management			30%		
3.3 Communications and Responsiveness			30%		
Overall CN Total					

Table 3.1 – 3.0 Program Office Performance Goal Score Development

⁵ A complete listing of the S&T Goals and Objectives weightings for the SC Programs and other Lab Customers is provided within Attachment I to this plan. Goal and Objective weightings indicated for DNN, EM, EERE, FE, and CN have been set by the Site Office and are preliminary. Final Goal and Objective weightings will be incorporated, as appropriate, once they are determined by each HQ Program Office and provided to PNSO. Should a HQ Program Office fail to provide final Goal and Objective weightings before the end of the first quarter FY 2006 the preliminary weightings provided shall become final.

⁶ Overall SC Objective weightings were determined based on the averaged SC Program Office weightings according to the percentage of BA for each. Weightings for each Program Office based upon FY 2005 Budget Authority figures, and are provided here for informational purposes only. Final weights to be utilized for determining weighted scores will be determined following the end of the performance period and will be based on actual Budget Authority for FY 2006

HQ Program Office	Letter Grade	Numerical Score	Funding Weight (BA)	Weighted Score	Overall Weighted Score
Office of Science			28%		
Office of Defense Nuclear Nonproliferation			36%		
Department of Homeland Security			14%		
Office of Environmental Management			9%		
Office of Energy Efficiency and Renewable Energy			7%		
Office of Fossil Energy			4%		
Office of Counterintelligence			2%		
Overall Program Office Total					

Table 3.2 – Overall Performance Goal Score Development⁷

Total Score	4.3-4.1	4.0-3.8	3.7-3.5	3.4-3.1	3.0-2.8	2.7-2.5	2.4-2.1	2.0-1.8	1.7-1.1	1.0-0.8	0.7-0
Final Grade	A+	A	A-	B+	B	B-	C+	C	C-	D	F

Table 3.3 – 3.0 Goal Final Letter Grade

⁷ Weightings for each Customer listed within Table 3.2 are preliminary, based upon FY 2005 Budget Authority figures, and are provided for informational purposes only. The final weights to be utilized for determining weighted scores will be determined following the end of the performance period and will be based on actual Budget Authority for FY 2006.

4.0 Provide Sound and Competent Leadership and Stewardship of the Laboratory

The Contractor's Leadership provides effective and efficient direction in strategic planning to meet the mission and vision of the overall Laboratory; is accountable and responsive to specific issues and needs when required; and corporate office leadership provides appropriate levels of resources and support for the overall success of the Laboratory.

The weight of this Goal is 20%.

The Provide Sound and Competent Leadership and Stewardship of the Laboratory Goal shall measure the Contractor's Leadership capabilities in leading the direction of the overall Laboratory. It also measures the responsiveness of the Contractor to issues and opportunities for continuous improvement and corporate office involvement/commitment to the overall success of the Laboratory.

Each Objective within this Goal is to be assigned the appropriate numerical score by the evaluating office as described within Section I of this document. Each Objective has one or more performance measures/targets, the outcomes of which collectively assist the evaluating office in determining the Contractor's overall performance in meeting that Objective. Each of the performance measures/targets identifies significant tasks, activities, requirements, accomplishments, and/or milestones for which the outcomes/results of are important to the success of the corresponding Objective. Although other performance information available to the evaluating office from other sources may be used, the outcomes of performance measures/targets identified for each Objective shall be the primary means of determining the Contractor's success in meeting an Objective. The overall Goal score is computed by multiplying numerical scores earned by the weight of each Objective, and summing them (see Table 4.1 at the end of this section). The overall score earned is then compared to Table 4.2 to determine the overall Goal letter grade.

4.1 Provide a Distinctive Vision for the Laboratory and an Effective Plan for Accomplishment of the Vision to Include Strong Partnerships Required to Carry Out those Plans

In measuring the performance of this Objective the DOE evaluator(s) shall consider the following:

- Quality of the Vision developed for the Laboratory and effectiveness in identifying its distinctive characteristics;
- Quality of Strategic/Work Plan for achieving the approved Laboratory vision;
- Quality of required Laboratory Business Plan;
- Ability to establish and maintain long-term partnerships/relationships that advance/expand ongoing Laboratory missions and/or provide new opportunities/capabilities; and
- Effectiveness in developing and implementing commercial research and development opportunities that leverage accomplishment of DOE goals and projects with other federal agencies that advances the utilization of Laboratory technologies and capabilities

The overall performance (outcomes/results) of the following set of performance measures/targets (tasks, activities, requirements, accomplishments, and/or milestones) shall be utilized by evaluators as the primary measure of the Contractor's success in meeting this Objective and for determining the numerical score awarded. The evaluation of this Objective may also consider other tasks, activities, requirements, accomplishments, and/or milestones not otherwise identified below but that provide evidence to the effectiveness/performance of the Contractor in meeting this Objective. The weight of this Objective is 40%.

- 4.1.1 Compelling Laboratory Vision and actionable Work Plan is completed in accordance with DOE guidance
- 4.1.2 The Laboratory Business Plan that addresses critical DOE and broad national needs is completed in accordance with DOE guidance
- 4.1.3 Institutional partnerships (academic, industrial, FFRDC's) that advance the DOE and the Laboratory mission

- 4.1.4 Effective relationship with the local community, through open and honest communications with the ability to obtain feedback and public outreach through science education

4.2 Provide for Responsive and Accountable Leadership throughout the Organization

In measuring the performance of this Objective the DOE evaluator(s) shall consider the following:

- Leadership's, to include Corporate Office Leadership's, ability to instill responsibility and accountability down and through the entire organization; and
- The effectiveness and efficiency of Leadership, to include Corporate Office Leadership, in identifying and/or responding to Laboratory issues or opportunities for continuous improvement.

The overall performance (outcomes/results) of the following set of performance measures/targets (tasks, activities, requirements, accomplishments, and/or milestones) shall be utilized by evaluators as the primary measure of the Contractor's success in meeting this Objective and for determining the numerical score awarded. The evaluation of this Objective may also consider other tasks, activities, requirements, accomplishments, and/or milestones not otherwise identified below but that provide evidence to the effectiveness/performance of the Contractor in meeting this Objective. The weight of this Objective is 30%.

- 4.2.1 Laboratory and/or Corporate Leadership oversees the Laboratory's systems of controls for managing risks to performance outcomes while protecting government assets by 1) defining key success objectives and targets; 2) defining key risks and limits; and 3) approving a compelling laboratory strategy
- 4.2.2 Percent of external audits/review findings that were not previously identified through self-assessment or internal audit/oversight study.

4.3 Provide Efficient and Effective Corporate Office Support as Appropriate

In measuring the performance of this Objective the DOE evaluator(s) shall consider the following:

- Corporate Office involvement in and support of business and other infrastructure process and procedure improvements;
- The willingness to enter into and effectiveness of joint appointments when appropriate; and
- Where appropriate, the willingness to develop and work with the Department in implementing innovative financing agreements and/or provide private investments into the Laboratory.

The overall effectiveness/performance of the following set of performance measures/targets (tasks, activities, requirements, accomplishments, and/or milestones) shall be utilized by evaluators as the primary measure of the Contractor's success in meeting this Objective and for determining the numerical score awarded. The evaluation of this Objective may also consider other tasks, activities, requirements, accomplishments, and/or milestones not otherwise identified below but that provide evidence to the effectiveness/performance of the Contractor in meeting this Objective. The weight of this Objective is 30%.

- 4.3.1 Demonstrated Corporate support in facilitating long term laboratory viability, as evidenced by: 1) joint appointments 2) timely staff support to address specific needs; and 3) provision of appropriate resources as required

ELEMENT	Letter Grade	Numerical Score	Objective Weight	Total Points	Total Points
4.0 Effectiveness and Efficiency of Contractor Leadership and Stewardship					
4.1 Provide a Distinctive Vision for the Laboratory and an Effective Plan for Accomplishment of the Vision to Include Strong Partnerships Required to Carry Out those Plans			40%		
4.2 Provide for Responsive and Accountable Leadership throughout the Organization			30%		
4.3 Provide Efficient and Effective Corporate Office Support as Appropriate			30%		
Performance Goal 4.0 Total					

Table 4.1 – 4.0 Goal Performance Rating Development

Total Score	4.3-4.1	4.0-3.8	3.7-3.5	3.4-3.1	3.0-2.8	2.7-2.5	2.4-2.1	2.0-1.8	1.7-1.1	1.0-0.8	0.7-0
Final Grade	A+	A	A-	B+	B	B-	C+	C	C-	D	F

Table 4.2 – 4.0 Goal Final Letter Grade

5.0 Sustain Excellence and Enhance Effectiveness of Integrated Safety, Health, and Environmental Protection

The Contractor sustains and enhances the effectiveness of integrated safety, health and environmental protection through a strong and well deployed system.

The weight of this Goal is 20%.

The Sustain Excellence and Enhance Effectiveness of Integrated Safety, Health, and Environmental Protection Goal shall measure the Contractor's overall success in preventing worker injury and illness; implementation of ISM down through and across the organization; and providing effective and efficient waste management, minimization, and pollution prevention.

Each Objective within this Goal is to be assigned the appropriate numerical score by the evaluating office as described within Section I of this document. Each Objective has one or more performance measures/targets, the outcomes of which collectively assist the evaluating office in determining the Contractor's overall performance in meeting that Objective. Each of the performance measures/targets identifies significant tasks, activities, requirements, accomplishments, and/or milestones for which the outcomes/results of are important to the success of the corresponding Objective. Although other performance information available to the evaluating office from other sources may be used, the outcomes of performance measures/targets identified for each Objective shall be the primary means of determining the Contractor's success in meeting an Objective. The overall Goal score is computed by multiplying numerical scores earned by the weight of each Objective, and summing them (see Table 5.1 at the end of this section). The overall score earned is then compared to Table 5.2 to determine the overall Goal letter grade.

5.1 Provide a Work Environment that Protects Workers and the Environment

In measuring the performance of this Objective the DOE evaluator(s) shall consider the following:

- The success in meeting performance goals for worker safety and health; radiological control and environmental protection.

The overall performance (outcomes/results) of the following set of performance measures/targets (tasks, activities, requirements, accomplishments, and/or milestones) shall be utilized by evaluators as the primary measure of the Contractor's success in meeting this Objective and for determining the numerical score awarded. The evaluation of this Objective may also consider other tasks, activities, requirements, accomplishments, and/or milestones not otherwise identified below but that provide evidence to the effectiveness/performance of the Contractor in meeting this Objective. The weight of this Objective is 40%.

- 5.1.1 Days away, restricted or transferred (DART) case rate of 0.37 or less
- 5.1.2 Total reportable case rate (TRCR) of 0.87 or less
- 5.1.3 Number of instances of uncontrolled spread of radioactive contamination meeting the criteria of DOE M 232.1-1A is not greater than 2
- 5.1.4 Number of environmental releases that: exceed a reportable quantity listed in 40CFR302; result in a personal exposure requiring medical evaluation; or, result in a release to the environment requiring remedial action beyond immediate cleanup of the spilled material and associated material (e.g. soil, absorbents, and includes releases of oil that exceed reporting thresholds in DOE M 231.1-2) is not greater than 1
- 5.1.5 Achieving ISO 14001 Environmental Management System recertification

5.2 Provide Efficient and Effective Implementation of Integrated Safety, Health and Environment Management

In measuring the performance of this Objective the DOE evaluator(s) shall consider the following:

- The progress in implementation of a systematic performance measurement process for the Integrated Safety Management (ISM) system that demonstrates effectiveness relative to the Core Functions and Guiding Principles of ISM and addresses efficiency with respect to the core Laboratory processes;
- The success in development and implementation of a standardized approach to analyzing and evaluating performance results within and across the Core Functions and Guiding Principles of ISM; and
- The success in identifying and completing effective corrective actions that result in improved ISM system performance

The overall performance (outcomes/results) of the following set of performance measures/targets (tasks, activities, requirements, accomplishments, and/or milestones) shall be utilized by evaluators as the primary measure of the Contractor's success in meeting this Objective and for determining the numerical score awarded. The evaluation of this Objective may also consider other tasks, activities, requirements, accomplishments, and/or milestones not otherwise identified below but that provide evidence to the effectiveness/performance of the Contractor in meeting this Objective. The weight of this Objective is 40%.

- 5.2.1 Continued development, institutionalization, and use of an ISM performance measurement process that measures effectiveness and efficiency relative to the ISM Core Functions and Guiding Principles, and is linked to Lab-level objectives and to management systems that support ISM as evidenced by the development and effective implementation of the additional measures that have been identified under each Core Function and Guiding Principle couplet
- 5.2.2 Effective analysis, evaluation, and validation of ISM performance data streams (e.g. VPP program evaluations, ISO 14001 Program Evaluations, IESH Program Evaluation, performance metrics and trends) and use of results to determine performance within and across the IESH Core Functions and Guiding Principles as evidenced by demonstration of the effective and timely use and analysis of performance data and results in management level decision making and risk management (demonstrated primarily through performance review processes and meetings)
- 5.2.3 Identification and effective implementation of high-value improvement actions and commitments targeted to address key ISM areas of concern and performance improvement as evidenced by the development of improvement actions with a clear value proposition and clear tie to measurable improvements in performance as shown through the metrics developed as part of 5.2.1

5.3 Provide Efficient and Effective Waste Management, Minimization, and Pollution Prevention

In measuring the performance of this Objective the DOE evaluator(s) shall consider the following:

- The success in the development of a robust, rigorous, and credible performance management process for waste management.
- The success in implementing "Start Clean – Stay Clean", to initiate and continually improve facility and waste management practices that implement the "Start Clean – Stay Clean" principles whereby research projects and facility operations are planned so that wastes are minimized at the end of the project or the life of the facility.
- The success in achieving the goals pertaining to Pollution Prevention and waste management.

The overall performance (outcomes/results) of the following set of performance measures/targets (tasks, activities, requirements, accomplishments, and/or milestones) shall be utilized by evaluators as

the primary measure of the Contractor's success in meeting this Objective and for determining the numerical score awarded. The evaluation of this Objective may also consider other tasks, activities, requirements, accomplishments, and/or milestones not otherwise identified below but that provide evidence to the effectiveness/performance of the Contractor in meeting this Objective. The weight of this Objective is 20%.

- 5.3.1 Develop and institutionalize a comprehensive performance measurement process that measures the effectiveness of waste management and pollution prevention and is tied to the Laboratory Core Processes to measure overall efficiency
- 5.3.2 Identify and implement high value improvement actions and commitments targeted to address key waste management and Pollution Prevention Program areas of concern as indicated by performance metrics
- 5.3.3 Determine the path forward for hazardous waste management services during the Laboratory's transition from the 300 Area, and begin implementation of planned actions to meet an October 2007 transfer date (or earlier, as negotiated with the River Corridor Cleanup contractor (RCCC) of the Laboratory's current Hazardous Waste Storage Facility (305-B) to RCCC
- 5.3.4 Implement tools to aid staff in the location, identification, and redistribution of excess chemicals
- 5.3.5 Establish and gain approval of "Start Clean – Stay Clean" principles, identify enhancements to SBMS necessary for implementation of those principles, and perform an assessment of select candidate projects occurring in FY 06 to establish a baseline identifying effectiveness of "Start Clean – Stay Clean" principles associated with project close-out (elimination of legacy wastes)
- 5.3.6 Maintain an effective Environmental Preferred Purchasing Program

ELEMENT	Letter Grade	Numerical Score	Objective Weight	Total Points	Total Points
5.0 Sustain Excellence and Enhance Effectiveness of Integrated Safety, Health, and Environmental Protection					
5.1 Provide a Work Environment that Protects Workers and the Environment			40%		
5.2 Provide Efficient and Effective Implementation of Integrated Safety, Health and Environment Management			40%		
5.3 Provide Efficient and Effective Waste Management, Minimization, and Pollution Prevention			20%		
Performance Goal 5.0 Total					

Table 5.1 – 5.0 Goal Performance Rating Development

Total Score	4.3-4.1	4.0-3.8	3.7-3.5	3.4-3.1	3.0-2.8	2.7-2.5	2.4-2.1	2.0-1.8	1.7-1.1	1.0-0.8	0.7-0
Final Grade	A+	A	A-	B+	B	B-	C+	C	C-	D	F

Table 5.2 – 5.0 Goal Final Letter Grade

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

The Contractor sustains and enhances core business systems that provide efficient and effective support to Laboratory programs and its mission(s).

The weight of this Goal is 20%.

The Provide Business Systems that Efficiently and Effectively Support the Overall Mission of the Laboratory Goal shall measure the Contractor's overall success in deploying, implementing, and improving integrated business system that efficiently and effectively support the mission(s) of the Laboratory.

Each Objective within this Goal is to be assigned the appropriate numerical score by the evaluating office as described within Section I of this document. Each Objective has one or more performance measures/targets, the outcomes of which collectively assist the evaluating office in determining the Contractor's overall performance in meeting that Objective. Each of the performance measures/targets identifies significant tasks, activities, requirements, accomplishments, and/or milestones for which the outcomes/results of are important to the success of the corresponding Objective. Although other performance information available to the evaluating office from other sources may be used, the outcomes of performance measures/targets identified for each Objective shall be the primary means of determining the Contractor's success in meeting an Objective. The overall Goal score is computed by multiplying numerical scores earned by the weight of each Objective, and summing them (see Table 6.1 at the end of this section). The overall score earned is then compared to Table 6.2 to determine the overall Goal letter grade.

6.1 Provide an Efficient, Effective, and Responsive Financial Management System(s)

In measuring the performance of this Objective the DOE evaluator(s) shall consider the following:

- The demonstration of efficient and effective financial management system(s) support;
- The effectiveness of the financial management system(s) as validated by internal and external audits and reviews;
- The continual improvement of financial management system(s) through the use of results of audits, review, and other information; and
- The degree of knowledge and appropriate utilization of established system processes/procedures by Contractor management and staff.

The overall performance (outcomes/results) of the following set of performance measures/targets (tasks, activities, requirements, accomplishments, and/or milestones) shall be utilized by evaluators as the primary measure of the Contractor's success in meeting this Objective and for determining the numerical score awarded. The evaluation of this Objective may also consider other tasks, activities, requirements, accomplishments, and/or milestones not otherwise identified below but that provide evidence to the effectiveness/performance of the Contractor in meeting this Objective. The weight of this Objective is 30%.

- 6.1.1 Systems and processes are in place that ensures that the financial staff is knowledgeable, possess the necessary skills, and is adequately trained to perform assigned financial management functions.
- 6.1.2 Financial staff is involved in the early planning and execution phase of acquisitions and projects to identify funding concerns to ensure timely presentation to DOE.
- 6.1.3 Accurate, timely, and complete financial reports are provided to DOE in accordance with Departmental requirements for key activities/deliverables including accelerated financial statement reporting, STARS submissions, annual budget submissions, and other financial data calls.

- 6.1.4 Input to the management representation letter is timely, accurate, and reflects a fair representation of the contractor's financial data and conforms to generally accepted accounting principles. Other contractor financial attestations accurately reflect the status of internal controls and are provided in a timely manner. In addition, there are no reportable financial management internal control weaknesses identified in the annual financial statement audit.
- 6.1.5 Cost and commitments do not exceed the available funding in the contract at the cost level of the budget and reporting code in the financial plan at any point during the fiscal year. Target= 0 Cost Control Point Violations
- 6.1.6 Internal audit follow up and resolution is completed on a timely basis with sound resolution. In addition there are no repeat audit findings identified in any external reviews where the Contractor received notification of the finding and had a reasonable opportunity to implement corrective actions.
- 6.1.7 Demonstrate responsible cost management performance through the management of the core composite rate and set parameters (baseline) for out year performance tracking/improvement
- 6.1.8 Validate financial management through internal audits and self assessments and external audits.
- 6.1.9 DOE involvement in early planning and execution of acquisitions and projects.
- 6.1.10 Ability to complete corrective actions for reviews in accordance with approved Corrective Action Plans
- 6.1.11 Indirect costs are managed, as measured by 1) Composite multiplier = 1.74, 2) direct FTE's as a percentage of total FTE's (Target = 52.0%), and 3) 1830 Total Cost/Total FTE's

6.2 Provide an Efficient, Effective, and Responsive Acquisition and Property Management System(s)

In measuring the performance of this Objective the DOE evaluator(s) shall consider the following:

- Demonstration of efficient and effective acquisition and property management system(s) support;
- The effectiveness of the acquisition and property management system(s) as validated by internal and external audits and reviews;
- The continual improvement of acquisition and property management system(s) through the use of results of audits, review, and other information; and
- The degree of knowledge and appropriate utilization of established system processes/procedures by Contractor management and staff.

The overall performance (outcomes/results) of the following set of performance measures/targets (tasks, activities, requirements, accomplishments, and/or milestones) shall be utilized by evaluators as the primary measure of the Contractor's success in meeting this Objective and for determining the numerical score awarded. The evaluation of this Objective may also consider other tasks, activities, requirements, accomplishments, and/or milestones not otherwise identified below but that provide evidence to the effectiveness/performance of the Contractor in meeting this Objective. The weight of this Objective is 20%.

- 6.2.1 Demonstrate effective acquisition and property management systems through use of rapid purchasing techniques; use of alternative acquisition mechanisms; use of e-commerce; cycle time; cost to spend ratio; cost per acquisition; receiving accuracy; and data accuracy for property custodian in property database meeting targets for these areas within the Acquisition and Property Management Balanced Scorecards.
- 6.2.2 Nature and severity of audit findings (e.g. DCAA assessments; timely reconciliation of corrective actions, severity of findings and/or control issues; number of internal findings vs. external findings; number of repeat findings; and wall to wall inventory of tracked personal property
- 6.2.3 Improvement in acquisition and property management systems (e.g. Implementation of Business to Business systems, contract tool kit, and self help tools for property management, and timely reporting on property data accuracy meeting targets for these areas within the Acquisition and Property Management Balanced Scorecards

- 6.2.4 Employee and Management awareness of acquisition and property management processes, procedures, and goals through PAAA compliance, achievement of small business goals, p-card compliance, effective competition, adequate price analysis and accountability for property custodianship meeting targets for these areas within the Acquisition and Property Management Balanced Scorecards

6.3 Provide an Efficient, Effective, and Responsive Human Resources Management System

In measuring the performance of this Objective the DOE evaluator(s) shall consider the following:

- Demonstration of efficient and effective human resources management system support;
- The effectiveness of the human resources management system as validated by internal and external audits and reviews;
- The continual improvement of the human resources management system through the use of results of audits, review, and other information; and
- The degree of knowledge and appropriate utilization of established system processes/procedures by Contractor management and staff.

The overall performance (outcomes/results) of the following set of performance measures/targets (tasks, activities, requirements, accomplishments, and/or milestones) shall be utilized by evaluators as the primary measure of the Contractor's success in meeting this Objective and for determining the numerical score awarded. The evaluation of this Objective may also consider other tasks, activities, requirements, accomplishments, and/or milestones not otherwise identified below but that provide evidence to the effectiveness/performance of the Contractor in meeting this Objective. The weight of this Objective is 20%.

- 6.3.1 Demonstrate effective human resource management system through external reviews, surveys and inspections
- 6.3.2 Maintain competitive total compensation. Target = Between 0.95 and 1.05.
- 6.3.3 Monitor voluntary separations rate. Target = Between 50th and 26th percentile of the All Industries comparison as reported by the Saratoga Institute Workforce Diagnostic System Performance Report
- 6.3.4 Employee and Management awareness of human resource management processes and procedures
- 6.3.5 Increase woman representation within the EEO groups that are currently below availability. Target = 50% of the categories in which placement goals exist
- 6.3.6 Increase minority representation within the EEO Groups that are currently below availability. Target = 50% of the categories in which placement goals exist
- 6.3.7 Create a cooperative environment between Battelle and Union to facilitate responsive, proactive and productive resolution of labor/management issues

6.4 Provide Efficient, Effective, and Responsive Management Systems for Internal Audit and Oversight; Quality; Information Management; and Other Administrative Support Services as Appropriate

In measuring the performance of this Objective the DOE evaluator(s) shall consider the following:

- Demonstration of efficient and effective management systems support;
- The effectiveness of the management systems as validated by internal and external audits and reviews;
- The continual improvement of management systems through the use of results of audits, review, and other information;
- The integration of lab-level system performance metrics and trends;
- The degree of knowledge and appropriate utilization of established system processes/procedures by Contractor management and staff; and

- The comparison (benchmark) of Information Technology cost performance with like industry and government entities,

The overall performance (outcomes/results) of the following set of performance measures/targets (tasks, activities, requirements, accomplishments, and/or milestones) shall be utilized by evaluators as the primary measure of the Contractor's success in meeting this Objective and for determining the numerical score awarded. The evaluation of this Objective may also consider other tasks, activities, requirements, accomplishments, and/or milestones not otherwise identified below but that provide evidence to the effectiveness/performance of the Contractor in meeting this Objective. The weight of this Objective is 20%.

- 6.4.1 Demonstrated deployment of management system requirements (e.g. system documentation, requirements management, implementation, processes and tools)
- 6.4.2 Effectiveness of Corrective Action Management (closure performance and trends)
- 6.4.3 Management System use of feedback and improvement, including Information Resources Management System (customer; internal and external audits and assessment; and benchmarks)
- 6.4.4 Demonstrate efficient and effective management systems, including the Information Resources Management System (costs and resource utilization)
- 6.4.5 Development and Institutionalization of comprehensive performance measurement process (effectiveness of management systems and the connection to the Laboratory Core Processes to measure efficiency)

6.5 Demonstrate Effective Transfer of Technology and Commercialization of Intellectual Assets

In measuring the performance of this Objective the DOE evaluator(s) shall consider the following:

- The skillful stewardship of the pipeline of innovations and resulting intellectual assets at the laboratory;
- The effective conversion of patent applications to granted patents; and
- The market impacts and returns to the laboratory created/generated as a result of technology transfer and intellectual asset deployment activities;

The overall performance (outcomes/results) of the following set of performance measures/targets (tasks, activities, requirements, accomplishments, and/or milestones) shall be utilized by evaluators as the primary measure of the Contractor's success in meeting this Objective and for determining the numerical score awarded. The evaluation of this Objective may also consider other tasks, activities, requirements, accomplishments, and/or milestones not otherwise identified below but that provide evidence to the effectiveness/performance of the Contractor in meeting this Objective. The weight of this Objective is 10%.

- 6.5.1 Number of invention disclosures. Target = 220
- 6.5.2 Total consideration (license revenue and non-cash returns from licensing of Laboratory derived IP, as well as new R&D projects where IP is optioned, licensed, or otherwise used) to the Laboratory from the deployment of intellectual assets. Target = \$20M
- 6.5.3 Number of patent applications converted to granted patents. Target = Initial year serves as a baseline for future measurement.

ELEMENT	Letter Grade	Numerical Score	Objective Weight	Total Points	Total Points
6.0 Deliver Efficient, Effective, and Responsive Business Systems and Resources that Enable the Successful Achievement of the Laboratory Mission(s)					
6.1 Provide an Efficient, Effective, and Responsive Financial Management System(s)			30%		
6.2 Provide an Efficient, Effective, and Responsive Acquisition and Property Management System(s)			20%		
6.3 Provide an Efficient, Effective, and Responsive Human Resources Management System			20%		
6.4 Provide Efficient, Effective, and Responsive Management Systems for Internal Audit and Oversight; Quality; Information Management; and Other Administrative Support Services as Appropriate			20%		
6.5 Demonstrate Effective Transfer of Technology and Commercialization of Intellectual Assets			10%		
Performance Goal 6.0 Total					

Table 6.1 – 6.0 Goal Performance Rating Development

Total Score	4.3-4.1	4.0-3.8	3.7-3.5	3.4-3.1	3.0-2.8	2.7-2.5	2.4-2.1	2.0-1.8	1.7-1.1	1.0-0.8	0.7-0
Final Grade	A+	A	A-	B+	B	B-	C+	C	C-	D	F

Table 6.2 – 6.0 Goal Final Letter Grade

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

The Contractor provides appropriate planning for, construction and management of Laboratory facilities and infrastructures required to efficiently and effectively carry out current and future S&T programs.

The weight of this Goal is 20%.

The Sustain Excellence in Operating, Maintaining, and Renewing the Facility and Infrastructure Portfolio to Meet Laboratory Needs Goal shall measure the overall effectiveness and performance of the Contractor in planning for, delivering, and operations of Laboratory facilities and equipment needed to ensure required capabilities are present to meet today's and tomorrow's complex challenges.

Each Objective within this Goal is to be assigned the appropriate numerical score by the evaluating office as described within Section I of this document. Each Objective has one or more performance measures/targets, the outcomes of which collectively assist the evaluating office in determining the Contractor's overall performance in meeting that Objective. Each of the performance measures/targets identifies significant tasks, activities, requirements, accomplishments, and/or milestones for which the outcomes/results of are important to the success of the corresponding Objective. Although other performance information available to the evaluating office from other sources may be used, the outcomes of performance measures/targets identified for each Objective shall be the primary means of determining the Contractor's success in meeting an Objective. The overall Goal score is computed by multiplying numerical scores earned by the weight of each Objective, and summing them (see Table 7.1 at the end of this section). The overall score earned is then compared to Table 7.2 to determine the overall Goal letter grade.

7.1 Manage Facilities and Infrastructure in an Efficient and Effective Manner that Optimizes Usage and Minimizes Life Cycle Costs

In measuring the performance of this Objective the DOE evaluator(s) shall consider the following:

- The management of real property assets to maintain effective operational safety, worker health, environmental protection and compliance, property preservation, and cost effectiveness while meeting program missions, through effective facility utilization, maintenance and budget execution;
- The day-to-day management and utilization of space in the active portfolio;
- The maintenance and renewal of building systems, structures and components associated with the Laboratory's facility and land assets; and
- The management of energy use and conservation practices.

The overall performance (outcomes/results) of the following set of performance measures/targets (tasks, activities, requirements, accomplishments, and/or milestones) shall be utilized by evaluators as the primary measure of the Contractor's success in meeting this Objective and for determining the numerical score awarded. The evaluation of this Objective may also consider other tasks, activities, requirements, accomplishments, and/or milestones not otherwise identified below but that provide evidence to the effectiveness/performance of the Contractor in meeting this Objective. The weight of this Objective is 40%.

7.1.1 Maintenance and Renewal – Maintenance and renewal of Office of Science facilities which maximizes the operational life of systems, structures, and components, as defined by Facilities Asset Condition Index (ACI) and Integrated Facility and Infrastructure (IFI) Crosscut Budget execution (DOE O 430.1B) with an expected ACI of <1 but >0.98

7.1.2 Energy Performance - Execution of the goals within the Energy Performance Management Agreement with an expected cumulative year end score of ≥ 4

- 7.1.3 Asset Utilization – Demonstrated effectiveness and efficiency in utilizing Office of Science space holdings as defined by Facilities Asset Utilization Index (AUI), DOE O 430.1B, and demonstrate effectiveness and efficiency in utilizing total space holdings as defined by the Laboratory Space Management Balanced Scorecard with an AUI of <1 but >0.98 with a PNSO-endorsed Laboratory Space Management Balanced Scorecard
- 7.1.4 Facility Reliability – Enabling the Laboratory mission through high facility reliability as defined by the Laboratory Facility Reliability Index with a total financial impact >\$10K <25K during the fiscal year.
- 7.1.5 Operational Performance – Effective management of facility operating boundaries, protecting staff, public and the environment, enabling mission execution, and preventing creation of unplanned future facility legacies or liabilities (e.g. start clean – stay clean tenants) as measured through the effective implementation of the Laboratory Facility Use Agreements for existing and future facilities with no more than 2 instances (annual cumulative) where operational boundary Lab policies is not followed

7.2 Provide Planning for and Acquire the Facilities and Infrastructure Required to support Future Laboratory Programs

In measuring the performance of this Objective the DOE evaluator(s) shall consider the following:

- Integration and alignment of the Ten Year Site Plan to the Laboratory’s comprehensive strategic plan;
- The facility planning, forecasting, and acquisition for effective translation of business needs into comprehensive and integrated facility site plans;
- The effectiveness in producing quality site and facility planning documents as required;
- The involvement of relevant stakeholders in all appropriate aspects of facility planning and preparation of required documentation;
- Overall responsiveness to customer mission needs; and
- Efficiency in meeting Cost and Schedule Performance Index for construction projects (when appropriate).

The overall performance (outcomes/results) of the following set of performance measures/targets (tasks, activities, requirements, accomplishments, and/or milestones) shall be utilized by evaluators as the primary measure of the Contractor’s success in meeting this Objective and for determining the numerical score awarded. The evaluation of this Objective may also consider other tasks, activities, requirements, accomplishments, and/or milestones not otherwise identified below but that provide evidence to the effectiveness/performance of the Contractor in meeting this Objective. The weight of this Objective is 60%.

- 7.2.1 Integration and alignment of the Ten Year Site Plan (TYSP) to Lab Business Plan and Process Enhancements – The process by which facility planning is achieved shall demonstrate integration and alignment with the Laboratory Business Plan/Strategic Plan and Mission Needs. In particular, the Integrated Planning and Facility Management Systems shall deliver and execute facility plans that are derived from and integrated with the Laboratory Business Plan Enhanced process for integration is described; integration is initiated as demonstrated by planning guidance derived from the Laboratory Business Plan used as input to the TYSP
- 7.2.2 Tactical Space Actions – Effectiveness (as defined by the delivery of the approved scope within budget and schedule requirements) in executing the FY06 tactical space actions as needed to meet mission objectives. 80% of the identified tactical actions are delivered on schedule and within budget
- 7.2.3 Non-CRL Construction Project Delivery (excludes TARF Construction, BSEL, CRL, 3rd Party and 3rd Party Growth) – Meets scope, schedule and cost performance indicators. (A cost/schedule performance index for the various types of projects including GPP/IGPP and significant customer funded projects and customer feedback on the adequacy of scope delivery). A cost/schedule performance index on significant projects is in place and meets performance expectations

- 7.2.4 Award One or More Contracts for Private Facilities – consistent with the approved CD-1 Acquisition Strategy and increased mission requirements. (To meet expectations on 7.2.4 through 7.2.8, the contractor will complete four of the five items listed, assuming federal review and approval cycle is not delayed)
- 7.2.5 Complete Preliminary Design – Receive CD-2 approval for the Capability Replacement Laboratory
- 7.2.6 Commence Final Design – Based upon CD-2 decision, commence final design of Capability Replacement Laboratory
- 7.2.7 Begin construction on Bioproducts Science and Engineering Laboratory at WSU-TC
- 7.2.8 Begin construction on private financed facilities and new Battelle facilities on Battelle land consistent with CD-1 decision for the Capability Replacement Laboratory Project

ELEMENT	Letter Grade	Numerical Score	Objective Weight	Total Points	Total Points
7.0 Sustain Excellence in Operating, Maintaining, and Renewing the Facility and Infrastructure Portfolio to Meet Laboratory Needs					
7.1 Manage Facilities and Infrastructure in an Efficient and Effective Manner that Optimizes Usage and Minimizes Life Cycle Costs			40%		
7.2 Provide Planning for and Acquire the Facilities and Infrastructure Required to support Future Laboratory Programs			60%		
Performance Goal 7.0 Total					

Table 7.1 – 7.0 Goal Performance Rating Development

Total Score	4.3-4.1	4.0-3.8	3.7-3.5	3.4-3.1	3.0-2.8	2.7-2.5	2.4-2.1	2.0-1.8	1.7-1.1	1.0-0.8	0.7-0
Final Grade	A+	A	A-	B+	B	B-	C+	C	C-	D	F

Table 7.2 – 7.0 Goal Final Letter Grade

8.0 Sustain and Enhance the Effectiveness of Integrated Safeguards and Security Management (ISSM) and Emergency Management Systems

The Contractor sustains and enhances the effectiveness of integrated safeguards and security and emergency management through a strong and well deployed system.

The weight of this Goal is 20%.

The Sustain and Enhance the Effectiveness of Integrated Safeguards and Security Management (ISSM) and Emergency Management Systems Goal shall measure the Contractor's overall success in safeguarding and securing Laboratory assets that supports the mission(s) of the Laboratory in an efficient and effective manner and provides an effective emergency management program.

Each Objective within this Goal is to be assigned the appropriate numerical score by the evaluating office as described within Section I of this document. Each Objective has one or more performance measures/targets, the outcomes of which collectively assist the evaluating office in determining the Contractor's overall performance in meeting that Objective. Each of the performance measures/targets identifies significant tasks, activities, requirements, accomplishments, and/or milestones for which the outcomes/results of are important to the success of the corresponding Objective. Although other performance information available to the evaluating office from other sources may be used, the outcomes of performance measures/targets identified for each Objective shall be the primary means of determining the Contractor's success in meeting an Objective. The overall Goal score is computed by multiplying numerical scores earned by the weight of each Objective, and summing them (see Table 8.1 at the end of this section). The overall score earned is then compared to Table 8.2 to determine the overall Goal letter grade.

8.1 Provide an Efficient and Effective Emergency Management System

In measuring the performance of this Objective the DOE evaluator(s) shall consider the following:

- The commitment of leadership to a strong Emergency Management System is demonstrated;
- The maintenance and appropriate utilization of Emergency Management procedures and processes are effectively demonstrated;
- Emergency management events are reported and mitigated as necessary;
- Results of external reviews, surveys and inspections demonstrate Emergency Management systems are effective; and
- Employee and management awareness of Emergency Management responsibilities

The overall performance (outcomes/results) of the following set of performance measures/targets (tasks, activities, requirements, accomplishments, and/or milestones) shall be utilized by evaluators as the primary measure of the Contractor's success in meeting this Objective and for determining the numerical score awarded. The evaluation of this Objective may also consider other tasks, activities, requirements, accomplishments, and/or milestones not otherwise identified below but that provide evidence to the effectiveness/performance of the Contractor in meeting this Objective. The weight of this Objective is 25%.

- 8.1.1 Emergency Management systems are routinely validated as integrated and working appropriately on an ongoing basis. Response organizations and staff are prepared to handle emergencies
- 8.1.2 Employee and management awareness of responsibilities are maintained and validated
- 8.1.3 Results of external and internal reviews/assessments are effective. In addition, a minimum of 90% of corrective actions for reviews are completed in accordance with the assigned due date within approved Corrective Action Plans
- 8.1.4 Demonstrated progress towards developing and implementing a new Emergency Management System that supports the current needs of the Laboratory and meets DOE Orders, the Presidential Decisions, Federal Emergency Management Agency Directives and National

Response Plan(s), as applicable rather than the Hanford Site model

8.2 Provide an Efficient and Effective System for Cyber-Security

In measuring the performance of this Objective the DOE evaluator(s) shall consider the following:

- The commitment of leadership to a strong Cyber-Security performance is appropriately demonstrated;
- Integration of Cyber-Security into the culture of the organization for effective deployment of the system is demonstrated;
- The maintenance and appropriate utilization of Cyber-Security risk identification, prevention, and control processes/activities;
- Cyber-Security events are reported and mitigated as necessary;
- Results of external reviews, surveys and inspections demonstrate Cyber-Security systems are effective; and
- Employee and management awareness of Cyber-Security responsibilities

The overall performance (outcomes/results) of the following set of performance measures/targets (tasks, activities, requirements, accomplishments, and/or milestones) shall be utilized by evaluators as the primary measure of the Contractor's success in meeting this Objective and for determining the numerical score awarded. The evaluation of this Objective may also consider other tasks, activities, requirements, accomplishments, and/or milestones not otherwise identified below but that provide evidence to the effectiveness/performance of the Contractor in meeting this Objective. The weight of this Objective is 25%.

- 8.2.1 Demonstrate an effective [unclassified] Cyber-Security system through successful external reviews, surveys and inspections that result in a rating of not less than Satisfactory and completing a minimum of 90% of corrective actions for reviews in accordance with the assigned due date within approved Corrective Action Plans
- 8.2.2 Limit the potential compromise of electronic information stored or managed in [unclassified] laboratory databases, networked or stand-alone systems

8.3 Provide an Efficient and Effective System for the Protection of Special Nuclear Materials, Classified Matter, and Property

In measuring the performance of this Objective the DOE evaluator(s) shall consider the following:

- The commitment of leadership to strong Safeguards performance is appropriately demonstrated;
- Integration of Safeguards into the culture of the organization for effective deployment of the system is demonstrated;
- The maintenance and appropriate utilization of Safeguards risk identification, prevention, and control processes/activities;
- Safeguards events are reported and mitigated as necessary;
- Demonstrate an effective safeguards system through external reviews, surveys and inspections; and
- Management and employee awareness of Safeguards responsibilities

The overall performance (outcomes/results) of the following set of performance measures/targets (tasks, activities, requirements, accomplishments, and/or milestones) shall be utilized by evaluators as the primary measure of the Contractor's success in meeting this Objective and for determining the numerical score awarded. The evaluation of this Objective may also consider other tasks, activities, requirements, accomplishments, and/or milestones not otherwise identified below but that provide evidence to the effectiveness/performance of the Contractor in meeting this Objective. The weight of this Objective is 25%.

- 8.3.1 Demonstrate an effective Safeguards and physical protection systems through external reviews, surveys and inspections that result in a rating of not less than Satisfactory
- 8.3.2 Corrective actions for Safeguards and Physical Security reviews (internal and external) are completed in accordance with the assigned due date within approved Corrective Action Plans (minimum of 90% success rate)
- 8.3.3 Continue to demonstrate progress for the transfer of ownership for accountable nuclear materials to the applicable DOE Program Office(s) funding the work (inventory reduction efforts aimed at maintaining only the inventory necessary to meet programmatic needs where the Laboratory are users, not owners of the nuclear materials)

8.4 Provide an Efficient and Effective System for the Protection of Classified and Sensitive Information

In measuring the performance of this Objective the DOE evaluator(s) shall consider the following:

- The commitment of leadership to strong protection of classified and sensitive information performance is appropriately demonstrated;
- Integration of protection of classified and sensitive information into the culture of the organization for effective deployment of the system is demonstrated; and
- The maintenance and appropriate utilization of protection of classified and sensitive information risk identification, prevention, and control processes/activities;
- Protection of classified and sensitive information events are reported and mitigated as necessary;
- Demonstrate an effective Security system through external reviews, surveys and inspections; and
- Management and employee awareness of responsibilities for the protection of classified and sensitive information

The overall performance (outcomes/results) of the following set of performance measures/targets (tasks, activities, requirements, accomplishments, and/or milestones) shall be utilized by evaluators as the primary measure of the Contractor's success in meeting this Objective and for determining the numerical score awarded. The evaluation of this Objective may also consider other tasks, activities, requirements, accomplishments, and/or milestones not otherwise identified below but that provide evidence to the effectiveness/performance of the Contractor in meeting this Objective. The weight of this Objective is 25%.

- 8.4.1 Line management and staff demonstrate their commitment to SAS through completion of required reoccurring SAS courses completing a minimum of 90% within the required timeframe (not overdue)
- 8.4.2 Report and mitigate as necessary, security events within required timeframes (e.g. reporting timeframes, trends and normalized numbers of incidents and severity of incidents)
- 8.4.3 Demonstrate effective Information Security systems for the protection of classified and sensitive information through external reviews, surveys and inspections that result in a rating of not less than Satisfactory and completing a minimum of 90% of corrective actions for reviews in accordance with the assigned due date within approved Corrective Action Plans
- 8.4.4 Demonstrate reduced risk exposure to classified cyber systems by supporting the Department Diskless Workstation Task Force (DWTF). The Laboratory has a DWTF approved transition plan to convert classified networks based on diskless workstations which will reduce need for CREM. The Laboratory tasks to implement diskless remain on schedule.

ELEMENT	Letter Grade	Numerical Score	Objective Weight	Total Points	Total Points
8.0 Sustain and Enhance the Effectiveness of Integrated Safeguards and Security Management (ISSM)					
8.1 Provide an Efficient and Effective Emergency Management System			25%		
8.2 Provide an Efficient and Effective System for Cyber-Security			25%		
8.3 Provide an Efficient and Effective System for the Protection of Special Nuclear Materials, Classified Matter, and Property			25%		
8.4 Provide an Efficient and Effective System for the Protection of Classified and Sensitive Information			25%		
Performance Goal 8.0 Total					

Table 8.1 – 8.0 Goal Performance Rating Development

Total Score	4.3-4.1	4.0-3.8	3.7-3.5	3.4-3.1	3.0-2.8	2.7-2.5	2.4-2.1	2.0-1.8	1.7-1.1	1.0-0.8	0.7-0
Final Grade	A+	A	A-	B+	B	B-	C+	C	C-	D	F

Table 8.2 – 8.0 Goal Final Letter Grade

Attachment 1

Program Office Goal & Objective Weightings for FY 2006

Office of Science

	ASCR Weight	BES Weight	BER Weight	FES Weight	WDS Weight
Goal #1 Mission Accomplishment					
Goal's weight	70	65	25	65	65
1a. Impact (significance)	40	50	30	30	25
1b. Leadership (recognition of S&T accomplishments)	30	20	20	20	30
1c. Output (productivity) (pass/fail)	15	15	20	30	30
1d. Delivery (pass/fail)	15	15	30	20	15
Goal #2 Design, Fabrication, Construction and Operation of Facilities					
Goal's weight	0	0	50	0	0
2a. Design of Facility (the initiation phase and the definition phase, i.e. activities leading up to CD-2)			10		
2b. Construction of Facility/Fabrication of Components (execution phase, Post CD-2 to CD-4)			10		
2c. Operation of Facility			70		
2d. Utilization of Facility to Grow and Support Lab's Research Base			10		
Goal #3 Program Management					
Goal's weight	30	35	25	35	35
3a. Stewardship of Scientific Capabilities and Programmatic Vision	35	40	20	40	20
3b. Program Planning and Management	35	30	30	40	40
3.c Program Management-Communication & Responsiveness (to HQ)	30	30	50	20	40

Attachment 1 Program Office Goal & Objective Weightings

All other Customers⁸

	DNN Weight	DHS Weight	EM Weight	EERE Weight	FE Weight	CN Weight
Goal #1 Mission Accomplishment						
Goal's weight	65	60	60	60	60	60
1a. Impact (significance)	25	40	30	30	30	30
1b. Leadership (recognition of S&T accomplishments)	20	30	30	30	30	30
1c. Output (productivity) (pass/fail)	30	0	20	20	20	20
1d. Delivery (pass/fail)	25	30	20	20	20	20
Goal #2 Design, Fabrication, Construction and Operation of Facilities						
Goal's weight	NA	NA	NA	NA	NA	NA
2a. Design of Facility (the initiation phase and the definition phase, i.e. activities leading up to CD-2)	NA	NA	NA	NA	NA	NA
2b. Construction of Facility/Fabrication of Components (execution phase, Post CD-2 to CD-4)	NA	NA	NA	NA	NA	NA
2c. Operation of Facility	NA	NA	NA	NA	NA	NA
2d. Utilization of Facility to Grow and Support Lab's Research Base	NA	NA	NA	NA	NA	NA
Goal #3 Program Management						
Goal's weight	35	40	40	40	40	40
3a. Stewardship of Scientific Capabilities and Programmatic Vision	35	50	40	25	40	40
3b. Program Planning and Management	25	25	30	25	30	30
3c. Program Management-Communication & Responsiveness (to HQ)	40	25	30	50	30	30

⁸ Goal and Objective weightings indicated for DNN, EM, EERE, FE, and CN have been set by the Site Office and are preliminary. Final Goal and Objective weightings will be incorporated, as appropriate, once they are determined by each HQ Program Office and provided to PMSO. Should a HQ Program Office fail to provide final Goal and Objective weightings before the end of the first quarter FY 2006 the preliminary weightings provided shall become final.