

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>		1. CONTRACT ID CODE	PAGE OF PAGES 1   5
2. AMENDMENT/MODIFICATION NO. 0403	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY Richland Operations Office U.S. Department of Energy Richland Operations Office P.O. Box 550, MSIN A7-80 Richland WA 99352	CODE 00601	7. ADMINISTERED BY (If other than Item 6)	CODE
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) CH2M HILL PLATEAU REMEDIATION COMPANY Attn: Kala Dickerson 2420 Stevens Center Place Richland WA 99354-1659		(x) 9A. AMENDMENT OF SOLICITATION NO.	
CODE 805603128		FACILITY CODE	9B. DATED (SEE ITEM 11)
		X 10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC06-08RL14788	
			10B. DATED (SEE ITEM 13) 06/19/2008

**11. THIS ITEM ONLY 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)  
See Schedule

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

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: Clause I.102 FAR 52.243-2 Changes - Cost Reimbursement
	D. OTHER (Specify type of modification and authority)

**E. IMPORTANT:** Contractor  is not.  is required to sign this document and return 1 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

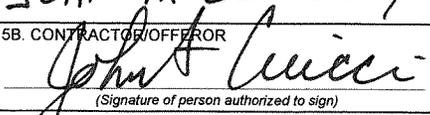
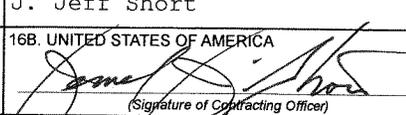
Tax ID Number: 77-0694488

DUNS Number: 805603128

A. The purpose of this modification is to definitize Change Order 240, which was issued under Modification 296 dated September 30, 2013. Change order 240 required the contractor to investigate specified chemical lines and to perform chemical mitigation activities within the Plutonium Finishing Plant (PFP). Contract changes are detailed on pages 3 and 4 of this modification.

Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print) JOHN A. CIUCCI, CEO CHPRC		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) J. Jeff Short	
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	15C. DATE SIGNED 5/6/15	16B. UNITED STATES OF AMERICA  (Signature of Contracting Officer)	16C. DATE SIGNED 5/6/15

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
DE-AC06-08RL14788/0403

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NAME OF OFFEROR OR CONTRACTOR  
CH2M HILL PLATEAU REMEDIATION COMPANY

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Payment: OR for Richland U.S. Department of Energy Oak Ridge Financial Service Center P.O. Box 6017 Oak Ridge TN 37831 Period of Performance: 06/19/2008 to 09/30/2018				

**SF30 BLOCK 14 (CONTINUATION):**

- B. By mutual agreement of the parties, this modification definitizes Change Order 240 which was issued under modification no. 296 dated 30 September 2013, for the purpose of directing CHPRC (contractor) to mitigate chemical lines at PFP, i.e. “change order 240.” CHPRC submitted its response under letter no. 1304255AR1 dated October 28, 2013. This letter included the following two cost proposals: (1) CHPRC 011 240 1387 “Investigation,” and (2) CHPRC 011 240 1388 “Mitigation.” In addition, CHPRC submitted letter no. 1304624 dated October 28, 2013 which included cost proposal CHPRC 011 1389 “Sequestration.” Subsequently, CHPRC submitted letter no. 1401616 dated May 5, 2014 “Plutonium Finishing Plant Delay Consideration.” This letter provided the Government with further consideration to support negotiating a change to the Plutonium Finishing Plant Multi-Year Performance Measure (Fee), and a change to the estimated cost and fee of the Contract (Table B.4-1).
- C. As consideration for change order 240 and based on negotiation of proposals under letters identified above, the parties hereby agree to the following changes: (1) change PM-11-1 by extending the start date by one hundred (100) days, and addition of a new step function defined below; (2) add \$15 million to the estimated contract cost; and (3) add \$1 million to the FY2015 fee. The specific changes are defined below:
1. Change to PM-11-1 (PFP multi-year performance fee measure in Section J, Attachment J.4 “PEMP”). The second paragraph of the section titled “Performance Measure Objective,” is changed as follows:
    - a. Addition of one hundred (100) days to the schedule, which changes the beginning date from 9/30/14 to 1/9/15;
    - b. Insertion of a step function wherein the linear fee reduction curve continues from the date of January 9, 2015, (where fee equals \$51,057,421) to June 30, 2016 (where fee equals \$43,450,000) to May 31, 2018, (where fee equals \$30,000,000), to September 30, 2018, (where fee equals \$12,000,000).

**FROM:**

Complete demolition of PFP facilities to slab-on-grade and stabilize the site for surveillance and maintenance. Fee is reduced in a linear declining method [from \$51,057,421] to \$30,000,000 for each day [from 9/30/14] to 9/30/2017, provided the option period is exercised.

**TO:**

Complete demolition of PFP facilities to slab-on-grade and stabilize the site for surveillance and maintenance. Fee is reduced in a linear declining method from \$51,057,421 to \$43,450,000 for each day from 1/09/15 to 6/30/16; and Fee is then reduced in a linear declining method from \$43,350,000 to \$30,000,000 for each day from 6/30/16 to 5/31/18; and finally Fee is reduced in a linear declining method from \$30,000,000 to \$12,000,000 for each day from 5/31/18 to 9/30/18.

The linearly declining method is defined in the following table:

	<b>Date</b>	<b>Available Fee</b>	<b>Fee Reduction</b>	<b>Days</b>	<b>Reduction/Day</b>
Start of Curve (after 100 day adj)	1/9/2015	\$51,057,421			
			\$(7,607,421)	538	\$(14,140.19)
Step 1 of Curve	6/30/2016	\$43,450,000			
			\$(13,450,000)	700	\$(19,214.29)
Step 2 of Curve	5/31/2018	\$30,000,000			
			\$(18,000,000)	122	\$(147,540.98)
End of Curve	9/30/2018	\$12,000,000			

2. Attachment J.4, Page J.4-5, Clause 3, Performance Measures, second paragraph is updated as follows:

**FROM:**

The FY2015 performance measures are found on pages J.4-65 through J.74. Subsequent Award Fee Plans will be issued for Fiscal Years 16-18.

**TO:**

The FY2015 performance measures are found on pages J.4-8 through J.4-18. Subsequent Award Fee Plans will be issued for Fiscal Years 16-18.

3. Section B, Table B.4-1 is updated as follows:

- a. CLIN 2, Estimated Contract Cost: FY 2015 is increased from \$114,861,658 to \$129,861,658 to reflect the \$15,000,000 and the Total Option Period is increased from \$332,964,126 to \$347,964,126.
- b. Total Option Period, Estimated Contract Cost: FY 2015 is increased from \$456,229,274 to \$471,229,274 and the Total Option Period is increased from \$2,076,767,766 to \$2,091,737,766.
- c. Total Option Period, Available Fee: FY 2015 is increased from \$11,500,000 to \$12,500,000 to reflect the \$1,000,000 increase and the Total Option Period is increased from \$59,979,576 to \$60,979,576. The additional \$1,000,000 fee is authorized for draw down upon execution of this contract modification.
- d. Total: Transition, Base & Option Periods, Total Contract Cost is increased from \$5,468,214,431 to \$5,483,214,431.
- e. Total: Transition, Base & Option Periods, Total Available Fee is increased from \$228,491,376 to \$229,491,376.
- f. Total: Transition, Base & Option Periods, Total Contract Price is increased from \$5,696,705,807 to \$5,712,705,807.

- D. A redline/strikeout and replacement contract page B-7 (Table B.4-1) reflecting the above revisions is attached. Note that the starting values for the revisions to Table B.4-1 are from Modification No. 402. Also, a redline/strikeout and replacement Section J, Attachment J.4 is attached.

- E. Contractor's Statement of Release: In consideration for this Modification No. 403, the Contractor hereby waives and releases the Government from any and all liability and responsibility for all claims, causes of action, Requests for Equitable Adjustments (REAs), and demands of any kind arising under or related to the following list of cost proposals and potential claims, as of the effective date of this modification. The foregoing waiver and release does not affect the Contractor's entitlement to payment of properly-invoiced allowable costs and earned fee as set forth in the contract.

Subject	Reference	Date	Value
PFP Chemical Investigation (CO#240; CP 011 240 1387 Rev 0)	CHPRC-1204604 (NOC)	10/22/2012	\$25,364,391
	CHPRC-1304255A R1 (CP)	10/28/2013	
PFP Chemical Mitigation (CP 011 240 1388)	CHPRC-1204604 (NOC)	10/22/2012	\$16,288,302
	CHPRC-1304255A R1 (CP)	10/28/2013	
PFP Impacts Associated with FY 2013	CHPRC-1303599 (NOC)	8/26/2013	\$10,658,534

Sequestration (CP 011 PRC 1389 Rev 0)	CHPRC-1304624 (CP)	10/31/2013	
FY 2014 Lapse in Appropriations	CHPRC-1401616 (REA)	5/5/2014	\$16,228,256
Other PFP Impacts (Beryllium, weather, equipment failures, collective bargaining agreement coordinated actions, etc)	CHPRC-1401616 (REA)	5/5/2014	\$41,300,000
		Total	\$109,839,483

Other Notices of Change:

Subject	Reference	Date	Value
Impact from Carpeting 2420 Stevens Center Building	CHPRC-0900711	12/14/2009	\$500,000
Non-PFP Impacts from FY 2013 Sequestration	CHPRC-1300900A R1 CHPRC-1300900A R2	3/8/2013 5/6/2013	see note
Federal Building Personnel Training Act	CHPRC-1305548A R1	3/4/2014	see note
Reduction in Support for HFFACO MSA Integration Support	CHPRC-1402683	7/7/2014	see note
Modification 248 Unilateral PEMP Revision (addition of paragraphs 6-9)	CHPRC-1204643 R1	12/19/2012	see note
PEMP Impacts from FY 2013 Sequestration	CHPRC-1301119	4/25/2013	see note
Change in condition for PFP Demister Line	CHPRC-1402290	6/9/2014	see note
Change in condition for Removal Action Work Plan for PFP	CHPRC-1404891	11/25/2014	\$350,000
Change to HFFACO Milestone M-015-00D for River Corridor RI/FS Irrigation PRGS	CHPRC-1203233	8/2/2012	\$500,000
Change to HFFACO Milestone M-015-00D for River Corridor RI/FS Irrigation PRGS	CHPRC-1205003 R1	1/24/2013	\$663,484
100-FR/IU RI/FS Schedule Revisions	CHPRC-1302517 R1	10/2/2013	\$663,484
100-DR/HR RI/FS Schedule Revisions	CHPRC-1302517 R1	10/2/2013	\$663,484
100-NR-1 and 2 RI/FS Schedule Revisions	CHPRC-1304052	10/2/2013	\$500,000
Increased Aquifer Tube Sampling	CHPRC-1303235 R1	10/22/2013	\$1,330,000
Fall Protection Program	CHPRC-1400776A R1	4/1/2014	see note
OSHA Protection Factors	CHPRC-1401050 R1	3/24/2014	see note
Revised ACGIH TLVs	CHPRC-1400694	3/3/2014	see note
400 Area WMUs increased inspection	CHPRC-1202619	2/28/2013	\$1,100,000
F039 Powders	CHPRC-1204490	10/16/2012	\$250,000
RL-13 Funding impacts from FY 2012 and FY 2013	CHPRC-1304205	10/7/2013	see note

NOTE: For those items which do not include cost estimates, it is recognized that the contractor's preparation of the notice of change letters involved research leading the contractor to determine that it is entitled to consideration for the changed condition. However, in order to avoid use of government resources to prepare, review, and submit individual proposals or requests for equitable adjustments, values were not developed.

When notice of change letters did include ROM values, those values are included in the above listing.

There are no other changes to the terms and conditions of the contract.

End of Modification 403.

Table B.4-1, Contract Cost and Contract Fee								
Contract Period	Element	FY 2008						
Transition Period	Estimated Contract Cost	\$3,307,735						
Base Period		FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	Total Base Period	
CLIN 1	Estimated Contract Cost	\$242,344,131	\$167,820,630	\$172,538,760	\$140,743,022	\$146,156,521	\$869,603,064	
CLIN 2	Estimated Contract Cost	\$75,639,289	\$51,935,923	\$31,526,503	\$87,716,985	\$86,752,369	\$333,571,069	
CLIN 3	Estimated Contract Cost	\$90,486,838	\$87,952,596	\$96,959,782	\$82,824,087	\$57,077,388	\$415,300,691	
CLIN 4	Estimated Contract Cost	\$0	\$0	\$0	\$0	\$0	\$0	
CLIN 5	Estimated Contract Cost	\$80,109,775	\$86,402,202	\$115,507,898	\$108,104,103	\$57,254,138	\$447,378,116	
Total Base Period	Estimated Contract Cost	\$488,580,033	\$394,111,351	\$416,532,943	\$419,388,197	\$347,240,416	\$2,065,852,940	
	Available Fee	\$22,875,910	\$19,412,118	\$17,852,099	\$18,134,034	\$17,766,524	\$96,040,685	
	Contract Price	\$511,455,943	\$413,523,469	\$434,385,042	\$437,522,231	\$365,006,940	\$2,161,893,625	
CLIN 6	Estimated Contract Cost	\$161,538,277	\$565,905,959	\$585,571,864	\$9,299,890	\$0	\$1,322,315,990	
Total Recovery Act	Estimated Contract Cost	\$161,538,277	\$565,905,959	\$585,571,864	\$9,299,890	\$0	\$1,322,315,990	
	Available Fee	\$3,771,414	\$15,852,276	\$52,847,425	\$0	\$0	\$72,471,115	
	Contract Price	\$165,309,691	\$581,758,235	\$638,419,289	\$9,299,890	\$0	\$1,394,787,105	
Total Base Period including Recovery Act	Estimated Contract Cost	\$650,118,310	\$960,017,310	\$1,002,104,807	\$428,688,087	\$347,240,416	\$3,388,168,930	
	Available Fee	\$26,647,324	\$35,264,394	\$70,699,524	\$18,134,034	\$17,766,524	\$168,511,800	
	Contract Price	\$676,765,634	\$995,281,704	\$1,072,804,331	\$446,822,121	\$365,006,940	\$3,556,680,730	
Option Period		FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	Total Option Period	
CLIN 1	Estimated Contract Cost	\$146,226,256	\$157,979,712	\$163,718,752	\$170,469,223	\$157,259,890	\$795,653,833	
CLIN 2	Estimated Contract Cost	\$109,512,178	\$144,298,861.658	\$99,006,257	\$9,584,033	\$0	\$332,347,964,126	
CLIN 3	Estimated Contract Cost	\$73,857,241	\$90,587,006	\$90,025,361	\$99,961,724	\$88,466,966	\$442,898,298	
CLIN 4	Estimated Contract Cost	\$0	\$1,731,613	\$15,171,071	\$35,312,341	\$36,216,690	\$88,431,715	
CLIN 5	Estimated Contract Cost	\$60,503,428	\$91,069,285	\$90,781,221	\$80,414,237	\$94,021,623	\$416,789,794	
Total Option Period	Estimated Contract Cost	\$390,099,103	\$456,471,229,274	\$458,702,662	\$395,741,558	\$375,965,169	\$2,076,091,737,766	
	Available Fee	\$13,315,000	\$142,500,000	\$12,025,000	\$11,500,000	\$11,639,576	\$5960,979,576	
	Contract Price	\$403,414,103	\$467,483,729,274	\$470,727,662	\$407,241,558	\$387,604,745	\$2,436,152,717,342	
Total: Transition, Base & Option Periods	Total Contract Cost	\$5,468,483,214,431						
	Total Available Fee	\$228,229,491,376						
	Total Contract Price	\$5,696,712,705,807						

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Total Base Period	Estimated Contract Cost	\$488,580,033	\$394,111,351	\$416,532,943	\$419,388,197	\$347,240,416	\$2,065,852,940
	Available Fee	\$22,875,910	\$19,412,118	\$17,852,099	\$18,134,034	\$17,766,524	\$96,040,685
	Contract Price	\$511,455,943	\$413,523,469	\$434,385,042	\$437,522,231	\$365,006,940	\$2,161,893,625
CLIN 6	Estimated Contract Cost	\$161,538,277	\$565,905,959	\$585,571,864	\$9,299,890	\$0	\$1,322,315,990
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	Contract Price	\$165,309,691	\$581,758,235	\$638,419,289	\$9,299,890	\$0	\$1,394,787,105
Total Base Period including Recovery Act	Estimated Contract Cost	\$650,118,310	\$960,017,310	\$1,002,104,807	\$428,688,087	\$347,240,416	\$3,388,168,930
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	Contract Price	\$403,414,103	\$483,729,274	\$470,727,662	\$407,241,558	\$387,604,745	\$2,152,717,342
Total: Transition, Base & Option Periods	Total Contract Cost	\$5,483,214,431					
	Total Available Fee	\$229,491,376					
	Total Contract Price	\$5,712,705,807					

## ATTACHMENT J.4

# PERFORMANCE EVALUATION AND MEASUREMENT PLAN (PEMP)

## Fiscal Year 2015

# Performance Evaluation and Measurement Plan For CH2MHill Plateau Remediation Company

Performance Period:  
October 1, 2014 through September 30, 2015

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## PLATEAU REMEDIATION CONTRACT

### PERFORMANCE EVALUATION AND MEASUREMENT PLAN DESCRIPTION

The Performance Evaluation and Measurement Plan (PEMP) details the administration of performance incentives and allocation of Total Available Fee as defined in Section B, Supplies or Services and Prices/Costs. Performance incentives may be either objective or subjective. The PEMP is the basis for the evaluation of the contractor's performance and for presenting an assessment of that performance to the Fee Determining Official (FDO). It describes specific criteria and procedures used to assess the contractor's performance and to determine the amount of fee earned. Actual award fee determinations and the methodology for determining fee are unilateral decisions made solely at the discretion of the Government.

#### 1. ORGANIZATION

The award fee organization consists of: the Fee Determining Official (FDO); a Performance Evaluation Board (PEB) which consists of a chairperson, the contracting officer, a recorder, other functional area participants, and advisor members; and the COR.

#### 2. RESPONSIBILITIES

- a. Fee Determining Official. The FDO approves the PEMP and any significant changes. The FDO reviews the recommendation(s) of the PEB, considers all pertinent data, and determines the earned award fee amount for the evaluation period.
- b. Performance Evaluation Board. For the purpose of this PEMP, designated RL senior managers and Contracting Officer are chartered with recommending CHPRC earned fee to the Fee Determination Official (FDO). PEB members review COR evaluations of the contractor's performance, consider information from pertinent sources, prepare performance reports, and arrive at an earned fee recommendation. The PEB has the following roles and responsibilities:
  - Accountable for final selection and approval of performance incentives;
  - Responsible to assign performance monitors to evaluate completion of performance measures;
  - Provides input, reviews, and concurs on the PEMP;
  - Responsible for addressing any HQ comments concerning PEMP or Award Fee Determination;
  - Reviews CHPRC performance at the end of the evaluation period and upon completion of key milestones;
  - Evaluates CHPRC performance and recommends earned fee to the FDO.

- c. CO is the liaison between contractor and Government personnel and shall ensure the incentive process is properly administered in accordance with agency regulations. The CO shall also modify the contract in regards to any contractual issues that may arise during the term of the contract.
- d. COR. COR maintain written records of the contractor's performance in their assigned evaluation area(s) so that a fair and accurate evaluation is obtained. Prepare interim and end-of-period evaluation reports as directed by the FRB.

### 3. PERFORMANCE MEASURES

Each performance measure will set forth the specific requirements, criteria and/or specifications for acceptable performance of an outcome and the amount of fee assigned to the individual performance measure. A performance measure may be either subjective or objective.

The FY2015 performance measures are found on pages J.4-~~865~~ through J.4-~~1874~~. Subsequent Award Fee Plans will be issued for Fiscal Years 16-18.

### 4. ALLOCATION OF AVAILABLE FEE

DOE may or may not heavily weight the assignment of fee toward meeting production goals such as treatment of waste and end-product goals, such as completion of remediation projects.

### 5. PERFORMANCE MEASURE FEE STRUCTURE METHODS

Each performance measure may have a distinct fee structure to incentivize maximum performance and resource utilization by the Contractor. Individual performance measures may require the contractor to exceed approved baseline performance to earn 100 percent (%) of the fee allocated to that performance measure. DOE is not limited to the following list of Fee Structure Methods and may combine elements of multiple fee structures. Regardless of the Fee Structure Method used, payment of fee is subject to the fee reduction terms of this Contract, and Fee Determining Official (FDO) approval that the Contractor has achieved the stated outcome for the specific performance measure.

- a. Straight-line Method: This method provides a 100% incremental fee for completion of the performance measure prior to the expiration of the performance evaluation period.
- b. Declining Method: This method provides 100% incremental fee for completion of the performance measure by a specific date and/or milestone, but the percentage is reduced incrementally beyond that event. The specific percentage of reduction and corresponding time or specific milestones triggering the reductions are defined within the performance measure.

- c. Terminal Method: This method provides 100% incremental fee for completion of the performance measure prior to a specific date and/or milestone; however, the Contractor will forfeit 100% of the fee allocated to the performance measure for completion of the performance measure after the passing of the specific date and/or milestone as defined within the performance measure.
  - d. Performance Measure Provisional Dependent Method: This method will no longer be used. Provisional Fee, if specifically allowed by the contracting officer, is discussed in Section B, Clause B.8, Fee Determination and Payment.
  - e. Subjective Method: This method provides the Contractor the opportunity to earn up to 100% fee for performance of Contract requirements based on subjective criteria as determined by DOE.
6. Contract work requirements by Contract Line Item Number (CLIN) are discussed in Section B, Clause B.2 “Items Being Acquired.” Contract work requirements by CLIN may become fee-bearing via Performance Measures, consistent with Section B, Clause B.7, Fee Structure. Any features of the Offeror’s proposed strategy and approach may be implemented as first- and subsequent-year performance measures.
  7. In accordance with the Section B, Clause B.5, Changes to Contract Cost and Contract Fee, if for any reason the Contracting Officer does not authorize work in accordance with the Section B, Clause B.14, DOE Authorization of Work, the Total Available Fee as a percentage of Total Contract Cost by Contract period, excluding non-fee bearing costs identified in the Section B, Clause B.6, Basis for Total Available Fee, may be adjusted.
  8. Cost control in work performance is of the utmost importance to the Government. The Contractor's performance within the Contract Cost, as stipulated in Section B, Table B.4-1, Contract Cost and Contract Fee, for the performance evaluation period shall be determined by the Government. To the extent the Contractor fails to complete work within the stipulated Contract Price, the Fee Determining Official may reduce in whole or in part any otherwise earned fee, subject to the limitations of Section B, Clause B.12, DEAR 970.5215-3, Conditional Payment of Fee, Profit, and Other Incentives – Facility Management Contracts.
  9. Payments of Incremental Fee shall be requested in accordance with Section B, Clause B.8, Fee Determination and Payment, paragraph (c).
  10. If a Performance Objective is not completed as specified, allocated Available Fee is unavailable in accordance with Section B, Clause B.7, Fee Structure, paragraph (b)(1).
  11. Any Government Furnished Services and Information (GFS/I) for Performance Objectives are included in Section J, Attachment J.12, Government Furnished Services and Information (GFS/I).

## PERFORMANCE EVALUATION BOARD ORGANIZATION

Fee Determining Official: RL Manager

Performance Evaluation Board Chairperson: Assistant Manager for River and Plateau

### Staff:

Deputy Assistant Manager for River and Plateau (Designated as the primary COR)

Federal Project Directors (Designated as CORs)

Procurement Director

Contracting Officer

Contract Specialist

Attorney

## FISCAL YEAR 2015 PERFORMANCE BASED INCENTIVES

### Introduction:

The purpose of this award fee plan is to specifically account for the available award fee for FY2015 and to identify the associated performance measures. This plan replaces the previously issued Option Period Performance Measures Table which is no longer applicable for fiscal years 2015 through 2018. Additional Award Fee Plans shall be issued for fiscal years 2016 through 2018. The award fee plan contains three categories of performance measures:

1. Subjective / Cost Performance Measure
2. Objective Performance Measures
3. The PFP Multi-Year Performance Measure (See page J.4-18)

### Summary of Available FY 2015 Award Fee:

Performance Measure Identifier	Performance Measure Description	FY15 Totals
PM-00-1	Subjective/Cost Performance Measure	\$ 3,075,000
PM-12-1	Procurement of First STSC	\$ 250,000
PM-12-2	ECRTS Buy-Back Procurement Set 1	\$ 250,000
PM-12-3	ECRTS Buy-Back Procurement Set 2	\$ 250,000
PM-12-4	ECRTS Buy-Back Procurement Set 3	\$ 250,000
PM-12-5	Annex Construction Part A	\$ 500,000
PM-12-6	Annex Construction Part B	\$ 500,000
PBS 12 Subtotal		\$ 2,000,000
PM-13-1	Solid and Liquid Waste Treatment and Disposal: Maintain efficient, and compliant operations and management activities as required to support plateau remediation	\$ 1,600,000
PM-30-1	Sampling and Analysis Plan (SAP) Revision.	\$ 1,625,000
PM-30-2	Maximize plume containment and remediation utilization.	\$ 2,375,000
PM-30-3	Maximize plume containment and remediation utilization.	\$ -
PBS 30 Subtotal		\$ 4,000,000
PM-40-1	Soil and Facility Remediation/Disposition: Maintain compliant, efficient, minimum safe surveillance and maintenance services for the Central Plateau.	\$ 300,000
PM-41-1	100 K Area: Maintain efficient, and compliant operations and management activities as required to support river corridor remediation	\$ 100,000
PM-41-2	Complete Characterization of UPR-100-K-1 and 116-KE-3 waste Sites	\$ 425,000
PBS 41 Subtotal		\$ 525,000
PM-11-1	PFP Incentive	N/A
<b>Total Allocated Fee</b>		<b>\$ 11,500,000</b>

## SUBJECTIVE PERFORMANCE MEASURE

### PM-00-1

**Allocated Available Fee: \$3,075,000**

**Objective:**

This Performance Measure provides management focus on cost performance. DOE will evaluate the Contractor's cost performance based upon subjective cost performance elements; objective cost performance elements, or both, to evaluate the Contractor's performance, which includes, but is not limited to:

- An analysis of variances between the Contractor's actual incurred costs and the estimated costs of authorized work (e.g., changed programmatic requirements, changed statutory requirements, and/or changes beyond the Contractor's control);
- An assessment of alignment between the Contractor's performance measurement baseline and the contract;
- Verification of EVMS data;
- Management of risks as demonstrated by how well the Contractor projects, reports and mitigates cost and schedule impacts to authorized work activities;
- Quality and timeliness of key documents submitted (e.g., contract change proposals, regulatory documents);
- Effectiveness of Contractor's Business Systems (e.g., Purchasing, Accounting, Internal Audit, Estimating, Property);
- Balanced Score Card Metrics;
- Corrective Action Management; and
- Integration With Other Hanford Contractors – initiate and provide effective participation in business case analyses and other cross-contractor activities leading to optimal utilization of RL resources (facilities, equipment, material and services) across all Hanford Contractors Performance Measures for subsequent fiscal years will be developed as part of the annual PEMP update to identify specific management/business system performance objectives needed during the remainder of contract period of performance.

**Completion Rating Criteria:**

The following will be used to rate CHPRC performance against this performance measure: Adjectival Ratings, and the associated Percentage of Allocated Fee Available to be Earned and Performance Level Description are:

- Excellent (91%-100% ) Contractor has exceeded almost all of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.

- Very Good (76%-90%) Contractor has exceeded many of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
- Good (51%-75%) Contractor has exceeded some of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
- Satisfactory (No Greater Than 50%) . Contractor has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
- Unsatisfactory (0%) . Contractor has failed to meet overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.

By the 30th calendar day following the end of the fiscal year, as its input to this Performance Measure, CHPRC shall provide a critical assessment of its progress in performing contract scope of work and meeting contract deliverables within cost and on schedule as described. CHPRC shall identify issues potentially affecting the completion of contract scope of work and associated objectives within cost and on schedule. CHPRC shall identify actions taken or planned to be taken to resolve those issues. CHPRC's critical self-assessment shall propose and justify the amount of fee earned against this Performance Measure and include a discussion of fee reductions warranted by any achievement or failure to meet performance objectives. In the event the contractor self-discloses an issue potentially affecting the completion of contract scope of work and appropriately self-corrects the situation in a timely manner, fee reduction may be waived by the Fee Determining Official.

## **PERFORMANCE MEASURE**

### **PM-12-1**

**Allocated Available Fee: \$250,000**

**Objective:**

Procurement of First Sludge Transport and Storage Container (STSC)

**Completion Criteria:**

Submit receipt and QA acceptance documentation for the first STSC vessel. The activity shall be complete no later than 9/30/2015.

## PERFORMANCE MEASURE

### PM-12-2

**Allocated Available Fee: \$250,000**

**Objective:**

Engineered Container Retrieval and Transfer System (ECRTS Buy-Back Procurement Set 1)

**Completion Criteria:**

Submit receipt and QA acceptance documentation for process control panels (Transfer Line Service Box, Xago, Decant Pump, Annex, Sand Filter, Overfill Recovery Pump). The activity shall be complete no later than 9/30/2015.

## PERFORMANCE MEASURE

### PM-12-3

**Allocated Available Fee: \$250,000**

**Objective:**

Engineered Container Retrieval and Transfer System (ECRTS Buy-Back Procurement Set 2)

**Completion Criteria:**

Submit receipt and QA acceptance documentation for Seismic Shutdown Switch, Transfer Line Service Box long lead items and Divider Plate. The activity shall be complete no later than 9/30/2015.

## PERFORMANCE MEASURE

### PM-12-4

**Allocated Available Fee: \$250,000**

**Objective:**

Engineered Container Retrieval and Transfer System (ECRTS Buy-Back Procurement Set 3)

**Completion Criteria:**

Submit receipt and QA acceptance documentation for process equipment (Booster Pumps, Decant Pump Box, Sand Filter Skid, Overfill Recovery Pump Skid, Engineered Container Lids). The activity shall be complete no later than 9/30/2015.

## PERFORMANCE MEASURE

### PM-12-5

**Allocated Available Fee: \$500,000**

**Objective:**

Sludge Treatment Project Annex Construction – building shell (Part A)

**Completion Criteria:**

Complete Building Shell no later than 3/31/2015 with RL approved punch-list items remaining.

## PERFORMANCE MEASURE

### PM-12-6

**Allocated Available Fee: \$500,000**

**Objective:**

Sludge Treatment Project Annex Construction (Part B)

**Completion Criteria:**

Complete Annex Construction no later than 9/30/2015 with RL approved punch-list items remaining. The completion of acceptance test procedure and construction acceptance test are planned in FY2016 and are not part of this FY2015 performance measure.

## PERFORMANCE MEASURE

### PM-13-1

**Allocated Available Fee: \$1,600,000**

**Objective:**

Solid and Liquid Waste Treatment and Disposal: Maintain efficient, and compliant operations and management activities as required to support plateau remediation.

**Completion Criteria:**

The Contractor shall complete Performance Goals and Milestones established in the Operations Activity Fiscal Year Work Plan for this Project Baseline Summary Operations Activity.

## PERFORMANCE MEASURE

### PM-30-1 (Multi-Year)

**Allocated Available Fee for FY 15: \$1,625,000**

**Introduction:**

This multi-year performance incentive (PI) was effective in FY2014 (identified as no. PM-30-18.1), with fee allocated as “available” across FY2014 to FY2016 for convenience. Since this is a multi-year incentive, final fee determination will be made in the fiscal year in which the PI is completed successfully, which could be as early as FY2015 or as late as FY2018. Accordingly, provisional fee payments for this PI are not contemplated in order to conform to the requirement of Section B, clause B.8(b) “Fee Determination and Payment.”

**Objective:**

Sampling and Analysis Plan (SAP) Revision. The objective of this Performance Measure is to consolidate and optimize SAPs by the end of the contract option period. There are also milestone requirements for the current fiscal year (see notes in Completion Criteria section below).

The Contractor will be awarded 100% of the fee amount (\$6,750,000) for successful completion by the end of FY2016. Fee is reduced by 10% for each year this Performance Measure is completed after Fiscal Year 2016, and reduces to zero fee if it is not completed by the end of FY2018.

This multi-year performance incentive began in FY2014. As demonstrated by the following table, maximum fee (\$6.750M) is earned for completion by 09/30/2016; Fee is reduced to \$6.075M for completion by 9/30/2017, Fee is reduced to \$5.4M for completion by 9/30/2018, and fee is reduced to zero if the incentive is not completed by 9/30/2018.

	FY2014	FY2015	FY2016	FY2017	FY2018	Failure to Complete
Available	\$3,500,000	\$1,625,000	\$1,625,000			
Cumulative	\$3,500,000	\$5,125,000	\$6,750,000	\$6,075,000	\$5,400,000	\$0

**Note:** RL will assess the effectiveness of the measure in reducing cost of groundwater monitoring and consider including specific metrics for follow-on years to better quantify cost savings expectations. After approval of the 100 Area and 300 Area SAPs, an assessment will be performed to estimate the cost savings associated with executing the revised SAP’s.

**Completion Criteria (PM-30-1)**

Obtain DOE approval of the SAP.

The draft SAP is approved by DOE for submittal to the regulators or DOE concurs no changes are necessary.

Issue the plan and revise the SAPs per the approved plan.

Complete revisions of all Groundwater SAPs per the approved SAP Revision Plan by the end of FY 2016.

SAP Revision Plan Requirements:

Specific Requirements for FY2015: Complete revision of CERCLA/AEA SAPs and RCRA SAPs per the approved SAP revision plan, including incorporating DOE comments, by 9/30/15.

## **PERFORMANCE MEASURE**

### **PM-30-2**

**Allocated Available: \$2,375,000**

**Objective:**

Maximize plume containment and remediation utilization.

Objectives:

- Fiscal Year Contamination removal
- Full treatment capacity utilization
- Remediation optimization

**Completion Criteria**

Performance will be evaluated based upon the DOE approved FY2015 plume containment and remediation utilization plan. Provide documentation substantiating completion of FY2015 plume containment and remediation utilization plan by 9/30/15.

Submit a draft FY2016 plan by June 10, 2015 that provides similar technical basis as above to maximize plume containment and remediation utilization.

## PERFORMANCE MEASURE

### PM-30-3 (Multi-Year)

**Allocated Available Fee:** \$625,000 is allocated to the FY2018 fee pool. This amount may be earned in an earlier period if the Contractor meets the completion criteria.

**Objective:** Legacy Equipment Disposition

**Completion Criteria:**

Submit a draft plan and schedule by 3/3/2014 to disposition all Groundwater legacy buildings and equipment per the approved plan by the end of FY 2018. (Completed in FY2014).

Complete disposition of all Groundwater legacy buildings and equipment per the approved plan by the end of FY2018.

## PERFORMANCE MEASURE

### PM-40-1

**Allocated Available Fee:** \$300,000

**Objective:**

Soil and Facility Remediation/Disposition: Maintain compliant, efficient, minimum safe surveillance and maintenance services for the Central Plateau.

**Completion Criteria:**

The Contractor shall complete Performance Goals and Milestones established in the Operations Activity Fiscal Year Work Plan for this Project Baseline Summary Operations Activity.

## PERFORMANCE MEASURE

### PM-41-1

**Allocated Available Fee:** \$100,000

**Objective:**

100 K Area: Maintain efficient and compliant operations and management activities as required to support river corridor remediation.

**Completion Criteria:** (PM-41-1)

The Contractor shall conduct at least 271 Waste Information Data System site surveillances and Radcon surveys of assigned facilities during FY 2015.

## PERFORMANCE MEASURE

### PM-41-2

**Allocated Available Fee: \$425,000**

**Objective:**

Complete characterization of UPR-100-K-1 and 116-KE-3 waste sites

**Completion Criteria:**

Complete characterization activities as described in *Sampling Instruction for Supplemental Characterization of UPR-100-K-1 and 116-KE-3 Waste Sites* (SGW-54226) Rev. 1 by 09/30/2015 as follows:

- Complete sample collection activities as defined in Table 2 for the 116-KE-Borehole and Table 3 for the UPR-100-K-1 Borehole during well drilling activities.
- Complete geophysical logging of the boreholes as specified in Section 3.1.5
- Complete well construction and collect a groundwater sample following final well development as specified in Section 3.1.4.

Any adjustments to the characterization requirements specified in these tables will be documented and approved through the process described in Section 3.10.2 of SGW-54226.

(continued)

## PERFORMANCE MEASURE PM-11-1

### PLUTONIUM FINISHING PLANT (PFP) MULTI-YEAR PERFORMANCE MEASURE (Identified as PM-11-02.1A in the Base Period PEMP)

**Introduction:**

The base period Performance Evaluation Measurement Plans were published in multiple year formats, while this FY2015 PEMP is written for one year only. Accordingly, since the PFP incentive is effective during both the base and option periods of performance, it will be included in the PEMP for each fiscal year of the option period. This FY2015 PEMP does not change incentive no. PM-11-02.1A that was published in Mod 249 dated November 30, 2012, nor does it change the modification of provisional fee that was addressed in letter no. 13-AMRP-0227 dated June 24, 2013.

Note that RL allocated the available fee (\$51,057,421) across the first five years of the contract for convenience (see Section B, Table B.4-1). The fee is available until the incentive ends. Note that Mod 249 changed the maximum earning date to September 30, 2014.

**Allocated Available Fee: \$51,057,421**

**Performance Measure Objective:**

Demolish Plutonium Finishing Plant (PFP) Complex Facilities to Slab-On-Grade and Stabilize the Site for Surveillance and Maintenance.

~~Complete demolition of PFP facilities to slab-on-grade and stabilize the site for surveillance and maintenance. Fee is reduced in a linear declining method from \$51,057,421 to \$43,450,000 for each day from 1/09/15 to 6/30/16; and Fee is then reduced in a linear declining method from \$43,350,000 to \$30,000,000 for each day from 6/30/16 to 5/31/18; and finally Fee is reduced in a linear declining method from \$30,000,000 to \$12,000,000 for each day from 5/31/18 to 9/30/18.~~

~~Complete demolition of PFP facilities to slab-on-grade and stabilize the site for surveillance and maintenance. Fee is reduced in a linear declining method [from \$51,057,421] to \$30,000,000 for each day [from 9/30/14] to 9/30/2017, provided the option period is exercised.~~

~~The linearly declining method is defined in the following table:~~

	<u>Date</u>	<u>Available Fee</u>	<u>Fee Reduction</u>	<u>Days</u>	<u>Reduction/Day</u>
<u>Start of Curve (after 100 day adj)</u>	<u>1/9/2015</u>	<u>\$51,057,421</u>			
			<u>\$(7,607,421)</u>	<u>538</u>	<u>\$(14,140.19)</u>
<u>Step 1 of Curve</u>	<u>6/30/2016</u>	<u>\$43,450,000</u>			
			<u>\$(13,450,000)</u>	<u>700</u>	<u>\$(19,214.29)</u>
<u>Step 2 of Curve</u>	<u>5/31/2018</u>	<u>\$30,000,000</u>			
			<u>\$(18,000,000)</u>	<u>122</u>	<u>\$(147,540.98)</u>
<u>End of Curve</u>	<u>9/30/2018</u>	<u>\$12,000,000</u>			

Any portion of Provisional Fee, as defined by Clause B.7, Fee Structure, paragraph (b)(3), may become earned through a final fee determination as defined by Clause B.8, Fee Determination and Payment, paragraph (d). Conversion of fee from Provisional to earned is at the unilateral discretion of the Fee Determining Official. On an annual basis no more than \$3,000,000 in Provisional Fee may be converted to earned fee at the final fee determination., as defined by Clause B.8, Fee Determination and Payment, paragraph (d). Allocated Available Fee not earned at the end of the multi-year performance period is unavailable in accordance with Clause B.7, Fee Structure, paragraph (b)(2).

**Completion Criteria:** (PM-11-1)

- Complete execution of Alternative 4 in approved EECA DOE/RL/2005-13.
- Achieve the PFP Complex slab-on-grade end point criteria in HNF-22401.
- Handle, package, label, store, and ship waste (e.g., low-level, low-level mixed, TRU/TRU mixed wastes) out of the PFP facilities for treatment or disposal. Waste shipments completed in accordance with the Hanford waste shipping criteria, other waste site criteria, and in compliance with applicable state and federal regulations for treatment and disposal at an approved facility.
- Complete turnover of the PFP site for surveillance and maintenance.

## **PERFORMANCE MEASURE**

### **PM-11-2**

#### **PLUTONIUM FINISHING PLANT (PFP) SCHEDULE INCENTIVE FEE ASSOCIATED WITH MEETING TRI-PARTY AGREEMENT MILESTONE**

This fee incentive is intended to motivate the contractor and increase the probability of meeting the September 30, 2016 Tri Party Agreement Milestone “PFP to Slab on Grade.” The funding for this incentive will come from the savings associated with each month of project acceleration prior to October 2016. .

**Variable Available Fee: From \$2,338,911 to \$1,461,519, then dropping to \$0;**

**Performance Measure Objective:**

Completion of demolition of PFP facilities to slab-on-grade, combined with stabilizing the site for surveillance and maintenance by June 30, 2016 (i.e. “Project completion”): Earn \$2,338,911.

If project completion occurs before July 1, 2016, the contractor will earn \$2,338,911 under this performance measure. Fee is reduced in a linear declining method from \$2,338,911 to 1,461,519

for each day from June 30, 2016 to September 30, 2016. If project completion occurs after September 30, 2016, this incentive is no longer operative and no fee will be paid hereunder.

**Completion Criteria:** (Same criteria as shown in PM-11-1)

- Complete execution of Alternative 4 in approved EECA DOE/RL/2005-13.
- Achieve the PFP Complex slab-on-grade end point criteria in HNF-22401.
- Handle, package, label, store, and ship waste (e.g., low-level, low-level mixed, TRU/TRU mixed wastes) out of the PFP facilities for treatment or disposal. Waste shipments completed in accordance with the Hanford waste shipping criteria, other waste site criteria, and in compliance with applicable state and federal regulations for treatment and disposal at an approved facility.
- Complete turnover of the PFP site for surveillance and maintenance.

## ATTACHMENT J.4

# PERFORMANCE EVALUATION AND MEASUREMENT PLAN (PEMP)

## Fiscal Year 2015

# Performance Evaluation and Measurement Plan For CH2MHill Plateau Remediation Company

Performance Period:  
October 1, 2014 through September 30, 2015

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## **PLATEAU REMEDIATION CONTRACT**

### **PERFORMANCE EVALUATION AND MEASUREMENT PLAN DESCRIPTION**

The Performance Evaluation and Measurement Plan (PEMP) details the administration of performance incentives and allocation of Total Available Fee as defined in Section B, Supplies or Services and Prices/Costs. Performance incentives may be either objective or subjective. The PEMP is the basis for the evaluation of the contractor's performance and for presenting an assessment of that performance to the Fee Determining Official (FDO). It describes specific criteria and procedures used to assess the contractor's performance and to determine the amount of fee earned. Actual award fee determinations and the methodology for determining fee are unilateral decisions made solely at the discretion of the Government.

#### **1. ORGANIZATION**

The award fee organization consists of: the Fee Determining Official (FDO); a Performance Evaluation Board (PEB) which consists of a chairperson, the contracting officer, a recorder, other functional area participants, and advisor members; and the COR.

#### **2. RESPONSIBILITIES**

- a. Fee Determining Official. The FDO approves the PEMP and any significant changes. The FDO reviews the recommendation(s) of the PEB, considers all pertinent data, and determines the earned award fee amount for the evaluation period.
- b. Performance Evaluation Board. For the purpose of this PEMP, designated RL senior managers and Contracting Officer are chartered with recommending CHPRC earned fee to the Fee Determination Official (FDO). PEB members review COR evaluations of the contractor's performance, consider information from pertinent sources, prepare performance reports, and arrive at an earned fee recommendation. The PEB has the following roles and responsibilities:
  - Accountable for final selection and approval of performance incentives;
  - Responsible to assign performance monitors to evaluate completion of performance measures;
  - Provides input, reviews, and concurs on the PEMP;
  - Responsible for addressing any HQ comments concerning PEMP or Award Fee Determination;
  - Reviews CHPRC performance at the end of the evaluation period and upon completion of key milestones;
  - Evaluates CHPRC performance and recommends earned fee to the FDO.

- c. CO is the liaison between contractor and Government personnel and shall ensure the incentive process is properly administered in accordance with agency regulations. The CO shall also modify the contract in regards to any contractual issues that may arise during the term of the contract.
- d. COR. COR maintain written records of the contractor's performance in their assigned evaluation area(s) so that a fair and accurate evaluation is obtained. Prepare interim and end-of-period evaluation reports as directed by the FRB.

### 3. PERFORMANCE MEASURES

Each performance measure will set forth the specific requirements, criteria and/or specifications for acceptable performance of an outcome and the amount of fee assigned to the individual performance measure. A performance measure may be either subjective or objective.

The FY2015 performance measures are found on pages J.4-8 through J.4-18. Subsequent Award Fee Plans will be issued for Fiscal Years 16-18.

### 4. ALLOCATION OF AVAILABLE FEE

DOE may or may not heavily weight the assignment of fee toward meeting production goals such as treatment of waste and end-product goals, such as completion of remediation projects.

### 5. PERFORMANCE MEASURE FEE STRUCTURE METHODS

Each performance measure may have a distinct fee structure to incentivize maximum performance and resource utilization by the Contractor. Individual performance measures may require the contractor to exceed approved baseline performance to earn 100 percent (%) of the fee allocated to that performance measure. DOE is not limited to the following list of Fee Structure Methods and may combine elements of multiple fee structures. Regardless of the Fee Structure Method used, payment of fee is subject to the fee reduction terms of this Contract, and Fee Determining Official (FDO) approval that the Contractor has achieved the stated outcome for the specific performance measure.

- a. Straight-line Method: This method provides a 100% incremental fee for completion of the performance measure prior to the expiration of the performance evaluation period.
- b. Declining Method: This method provides 100% incremental fee for completion of the performance measure by a specific date and/or milestone, but the percentage is reduced incrementally beyond that event. The specific percentage of reduction and corresponding time or specific milestones triggering the reductions are defined within the performance measure.

- c. Terminal Method: This method provides 100% incremental fee for completion of the performance measure prior to a specific date and/or milestone; however, the Contractor will forfeit 100% of the fee allocated to the performance measure for completion of the performance measure after the passing of the specific date and/or milestone as defined within the performance measure.
  - d. Performance Measure Provisional Dependent Method: This method will no longer be used. Provisional Fee, if specifically allowed by the contracting officer, is discussed in Section B, Clause B.8, Fee Determination and Payment.
  - e. Subjective Method: This method provides the Contractor the opportunity to earn up to 100% fee for performance of Contract requirements based on subjective criteria as determined by DOE.
6. Contract work requirements by Contract Line Item Number (CLIN) are discussed in Section B, Clause B.2 “Items Being Acquired.” Contract work requirements by CLIN may become fee-bearing via Performance Measures, consistent with Section B, Clause B.7, Fee Structure. Any features of the Offeror’s proposed strategy and approach may be implemented as first- and subsequent-year performance measures.
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## PERFORMANCE EVALUATION BOARD ORGANIZATION

Fee Determining Official: RL Manager

Performance Evaluation Board Chairperson: Assistant Manager for River and Plateau

Staff:

Deputy Assistant Manager for River and Plateau (Designated as the primary COR)

Federal Project Directors (Designated as CORs)

Procurement Director

Contracting Officer

Contract Specialist

Attorney

## FISCAL YEAR 2015 PERFORMANCE BASED INCENTIVES

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The purpose of this award fee plan is to specifically account for the available award fee for FY2015 and to identify the associated performance measures. This plan replaces the previously issued Option Period Performance Measures Table which is no longer applicable for fiscal years 2015 through 2018. Additional Award Fee Plans shall be issued for fiscal years 2016 through 2018. The award fee plan contains three categories of performance measures:

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PM-12-3	ECRTS Buy-Back Procurement Set 2	\$ 250,000
PM-12-4	ECRTS Buy-Back Procurement Set 3	\$ 250,000
PM-12-5	Annex Construction Part A	\$ 500,000
PM-12-6	Annex Construction Part B	\$ 500,000
PBS 12 Subtotal		\$ 2,000,000
PM-13-1	Solid and Liquid Waste Treatment and Disposal: Maintain efficient, and compliant operations and management activities as required to support plateau remediation	\$ 1,600,000
PM-30-1	Sampling and Analysis Plan (SAP) Revision.	\$ 1,625,000
PM-30-2	Maximize plume containment and remediation utilization.	\$ 2,375,000
PM-30-3	Maximize plume containment and remediation utilization.	\$ -
PBS 30 Subtotal		\$ 4,000,000
PM-40-1	Soil and Facility Remediation/Disposition: Maintain compliant, efficient, minimum safe surveillance and maintenance services for the Central Plateau.	\$ 300,000
PM-41-1	100 K Area: Maintain efficient, and compliant operations and management activities as required to support river corridor remediation	\$ 100,000
PM-41-2	Complete Characterization of UPR-100-K-1 and 116-KE-3 waste Sites	\$ 425,000
PBS 41 Subtotal		\$ 525,000
PM-11-1	PFP Incentive	N/A
<b>Total Allocated Fee</b>		<b>\$ 11,500,000</b>

## SUBJECTIVE PERFORMANCE MEASURE

### PM-00-1

**Allocated Available Fee: \$3,075,000**

**Objective:**

This Performance Measure provides management focus on cost performance. DOE will evaluate the Contractor's cost performance based upon subjective cost performance elements; objective cost performance elements, or both, to evaluate the Contractor's performance, which includes, but is not limited to:

- An analysis of variances between the Contractor's actual incurred costs and the estimated costs of authorized work (e.g., changed programmatic requirements, changed statutory requirements, and/or changes beyond the Contractor's control);
- An assessment of alignment between the Contractor's performance measurement baseline and the contract;
- Verification of EVMS data;
- Management of risks as demonstrated by how well the Contractor projects, reports and mitigates cost and schedule impacts to authorized work activities;
- Quality and timeliness of key documents submitted (e.g., contract change proposals, regulatory documents);
- Effectiveness of Contractor's Business Systems (e.g., Purchasing, Accounting, Internal Audit, Estimating, Property);
- Balanced Score Card Metrics;
- Corrective Action Management; and
- Integration With Other Hanford Contractors – initiate and provide effective participation in business case analyses and other cross-contractor activities leading to optimal utilization of RL resources (facilities, equipment, material and services) across all Hanford Contractors Performance Measures for subsequent fiscal years will be developed as part of the annual PEMP update to identify specific management/business system performance objectives needed during the remainder of contract period of performance.

**Completion Rating Criteria:**

The following will be used to rate CHPRC performance against this performance measure: Adjectival Ratings, and the associated Percentage of Allocated Fee Available to be Earned and Performance Level Description are:

- Excellent (91%-100% ) Contractor has exceeded almost all of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.

- Very Good (76%-90%) Contractor has exceeded many of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
- Good (51%-75%) Contractor has exceeded some of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
- Satisfactory (No Greater Than 50%) . Contractor has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
- Unsatisfactory (0%) . Contractor has failed to meet overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.

By the 30th calendar day following the end of the fiscal year, as its input to this Performance Measure, CHPRC shall provide a critical assessment of its progress in performing contract scope of work and meeting contract deliverables within cost and on schedule as described. CHPRC shall identify issues potentially affecting the completion of contract scope of work and associated objectives within cost and on schedule. CHPRC shall identify actions taken or planned to be taken to resolve those issues. CHPRC's critical self-assessment shall propose and justify the amount of fee earned against this Performance Measure and include a discussion of fee reductions warranted by any achievement or failure to meet performance objectives. In the event the contractor self-discloses an issue potentially affecting the completion of contract scope of work and appropriately self-corrects the situation in a timely manner, fee reduction may be waived by the Fee Determining Official.

## **PERFORMANCE MEASURE**

### **PM-12-1**

**Allocated Available Fee: \$250,000**

**Objective:**

Procurement of First Sludge Transport and Storage Container (STSC)

**Completion Criteria:**

Submit receipt and QA acceptance documentation for the first STSC vessel. The activity shall be complete no later than 9/30/2015.

## **PERFORMANCE MEASURE**

### **PM-12-2**

**Allocated Available Fee: \$250,000**

**Objective:**

Engineered Container Retrieval and Transfer System (ECRTS Buy-Back Procurement Set 1)

**Completion Criteria:**

Submit receipt and QA acceptance documentation for process control panels (Transfer Line Service Box, Xago, Decant Pump, Annex, Sand Filter, Overfill Recovery Pump). The activity shall be complete no later than 9/30/2015.

## **PERFORMANCE MEASURE**

### **PM-12-3**

**Allocated Available Fee: \$250,000**

**Objective:**

Engineered Container Retrieval and Transfer System (ECRTS Buy-Back Procurement Set 2)

**Completion Criteria:**

Submit receipt and QA acceptance documentation for Seismic Shutdown Switch, Transfer Line Service Box long lead items and Divider Plate. The activity shall be complete no later than 9/30/2015.

## **PERFORMANCE MEASURE**

### **PM-12-4**

**Allocated Available Fee: \$250,000**

**Objective:**

Engineered Container Retrieval and Transfer System (ECRTS Buy-Back Procurement Set 3)

**Completion Criteria:**

Submit receipt and QA acceptance documentation for process equipment (Booster Pumps, Decant Pump Box, Sand Filter Skid, Overfill Recovery Pump Skid, Engineered Container Lids). The activity shall be complete no later than 9/30/2015.

## **PERFORMANCE MEASURE**

### **PM-12-5**

**Allocated Available Fee: \$500,000**

**Objective:**

Sludge Treatment Project Annex Construction – building shell (Part A)

**Completion Criteria:**

Complete Building Shell no later than 3/31/2015 with RL approved punch-list items remaining.

## **PERFORMANCE MEASURE**

### **PM-12-6**

**Allocated Available Fee: \$500,000**

**Objective:**

Sludge Treatment Project Annex Construction (Part B)

**Completion Criteria:**

Complete Annex Construction no later than 9/30/2015 with RL approved punch-list items remaining. The completion of acceptance test procedure and construction acceptance test are planned in FY2016 and are not part of this FY2015 performance measure.

## **PERFORMANCE MEASURE**

### **PM-13-1**

**Allocated Available Fee: \$1,600,000**

**Objective:**

Solid and Liquid Waste Treatment and Disposal: Maintain efficient, and compliant operations and management activities as required to support plateau remediation.

**Completion Criteria:**

The Contractor shall complete Performance Goals and Milestones established in the Operations Activity Fiscal Year Work Plan for this Project Baseline Summary Operations Activity.

## PERFORMANCE MEASURE

### PM-30-1 (Multi-Year)

**Allocated Available Fee for FY 15: \$1,625,000**

**Introduction:**

This multi-year performance incentive (PI) was effective in FY2014 (identified as no. PM-30-18.1), with fee allocated as “available” across FY2014 to FY2016 for convenience. Since this is a multi-year incentive, final fee determination will be made in the fiscal year in which the PI is completed successfully, which could be as early as FY2015 or as late as FY2018. Accordingly, provisional fee payments for this PI are not contemplated in order to conform to the requirement of Section B, clause B.8(b) “Fee Determination and Payment.”

**Objective:**

Sampling and Analysis Plan (SAP) Revision. The objective of this Performance Measure is to consolidate and optimize SAPs by the end of the contract option period. There are also milestone requirements for the current fiscal year (see notes in Completion Criteria section below).

The Contractor will be awarded 100% of the fee amount (\$6,750,000) for successful completion by the end of FY2016. Fee is reduced by 10% for each year this Performance Measure is completed after Fiscal Year 2016, and reduces to zero fee if it is not completed by the end of FY2018.

This multi-year performance incentive began in FY2014. As demonstrated by the following table, maximum fee (\$6.750M) is earned for completion by 09/30/2016; Fee is reduced to \$6.075M for completion by 9/30/2017, Fee is reduced to \$5.4M for completion by 9/30/2018, and fee is reduced to zero if the incentive is not completed by 9/30/2018.

	FY2014	FY2015	FY2016	FY2017	FY2018	Failure to Complete
Available	\$3,500,000	\$1,625,000	\$1,625,000			
Cumulative	\$3,500,000	\$5,125,000	\$6,750,000	\$6,075,000	\$5,400,000	\$0

**Note:** RL will assess the effectiveness of the measure in reducing cost of groundwater monitoring and consider including specific metrics for follow-on years to better quantify cost savings expectations. After approval of the 100 Area and 300 Area SAPs, an assessment will be performed to estimate the cost savings associated with executing the revised SAP’s.

**Completion Criteria (PM-30-1)**

Obtain DOE approval of the SAP.

The draft SAP is approved by DOE for submittal to the regulators or DOE concurs no changes are necessary.

Issue the plan and revise the SAPs per the approved plan.

Complete revisions of all Groundwater SAPs per the approved SAP Revision Plan by the end of FY 2016.

SAP Revision Plan Requirements:

Specific Requirements for FY2015: Complete revision of CERCLA/AEA SAPs and RCRA SAPs per the approved SAP revision plan, including incorporating DOE comments, by 9/30/15.

## **PERFORMANCE MEASURE**

### **PM-30-2**

**Allocated Available: \$2,375,000**

**Objective:**

Maximize plume containment and remediation utilization.

Objectives:

- Fiscal Year Contamination removal
- Full treatment capacity utilization
- Remediation optimization

**Completion Criteria**

Performance will be evaluated based upon the DOE approved FY2015 plume containment and remediation utilization plan. Provide documentation substantiating completion of FY2015 plume containment and remediation utilization plan by 9/30/15.

Submit a draft FY2016 plan by June 10, 2015 that provides similar technical basis as above to maximize plume containment and remediation utilization.

## **PERFORMANCE MEASURE**

### **PM-30-3 (Multi-Year)**

**Allocated Available Fee:** \$625,000 is allocated to the FY2018 fee pool. This amount may be earned in an earlier period if the Contractor meets the completion criteria.

**Objective:** Legacy Equipment Disposition

**Completion Criteria:**

Submit a draft plan and schedule by 3/3/2014 to disposition all Groundwater legacy buildings and equipment per the approved plan by the end of FY 2018. (Completed in FY2014).

Complete disposition of all Groundwater legacy buildings and equipment per the approved plan by the end of FY2018.

## **PERFORMANCE MEASURE**

### **PM-40-1**

**Allocated Available Fee:** \$300,000

**Objective:**

Soil and Facility Remediation/Disposition: Maintain compliant, efficient, minimum safe surveillance and maintenance services for the Central Plateau.

**Completion Criteria:**

The Contractor shall complete Performance Goals and Milestones established in the Operations Activity Fiscal Year Work Plan for this Project Baseline Summary Operations Activity.

## **PERFORMANCE MEASURE**

### **PM-41-1**

**Allocated Available Fee:** \$100,000

**Objective:**

100 K Area: Maintain efficient and compliant operations and management activities as required to support river corridor remediation.

**Completion Criteria:** (PM-41-1)

The Contractor shall conduct at least 271 Waste Information Data System site surveillances and Radcon surveys of assigned facilities during FY 2015.

## **PERFORMANCE MEASURE**

### **PM-41-2**

**Allocated Available Fee: \$425,000**

**Objective:**

Complete characterization of UPR-100-K-1 and 116-KE-3 waste sites

**Completion Criteria:**

Complete characterization activities as described in *Sampling Instruction for Supplemental Characterization of UPR-100-K-1 and 116-KE-3 Waste Sites* (SGW-54226) Rev. 1 by 09/30/2015 as follows:

- Complete sample collection activities as defined in Table 2 for the 116-KE-Borehole and Table 3 for the UPR-100-K-1 Borehole during well drilling activities.
- Complete geophysical logging of the boreholes as specified in Section 3.1.5
- Complete well construction and collect a groundwater sample following final well development as specified in Section 3.1.4.

Any adjustments to the characterization requirements specified in these tables will be documented and approved through the process described in Section 3.10.2 of SGW-54226.

(continued)

## PERFORMANCE MEASURE PM-11-1

### PLUTONIUM FINISHING PLANT (PFP) MULTI-YEAR PERFORMANCE MEASURE (Identified as PM-11-02.1A in the Base Period PEMP)

**Introduction:**

The base period Performance Evaluation Measurement Plans were published in multiple year formats, while this FY2015 PEMP is written for one year only. Accordingly, since the PFP incentive is effective during both the base and option periods of performance, it will be included in the PEMP for each fiscal year of the option period. This FY2015 PEMP does not change incentive no. PM-11-02.1A that was published in Mod 249 dated November 30, 2012, nor does it change the modification of provisional fee that was addressed in letter no. 13-AMRP-0227 dated June 24, 2013.

Note that RL allocated the available fee (\$51,057,421) across the first five years of the contract for convenience (see Section B, Table B.4-1). The fee is available until the incentive ends. Note that Mod 249 changed the maximum earning date to September 30, 2014.

**Allocated Available Fee: \$51,057,421**

**Performance Measure Objective:**

Demolish Plutonium Finishing Plant (PFP) Complex Facilities to Slab-On-Grade and Stabilize the Site for Surveillance and Maintenance.

Complete demolition of PFP facilities to slab-on-grade and stabilize the site for surveillance and maintenance. Fee is reduced in a linear declining method from \$51,057,421 to \$43,450,000 for each day from 1/09/15 to 6/30/16; and Fee is then reduced in a linear declining method from \$43,350,000 to \$30,000,000 for each day from 6/30/16 to 5/31/18; and finally Fee is reduced in a linear declining method from \$30,000,000 to \$12,000,000 for each day from 5/31/18 to 9/30/18.

The linearly declining method is defined in the following table:

	<b>Date</b>	<b>Available Fee</b>	<b>Fee Reduction</b>	<b>Days</b>	<b>Reduction/Day</b>
Start of Curve (after 100 day adj)	1/9/2015	\$51,057,421			
			\$(7,607,421)	538	\$(14,140.19)
Step 1 of Curve	6/30/2016	\$43,450,000			
			\$(13,450,000)	700	\$(19,214.29)
Step 2 of Curve	5/31/2018	\$30,000,000			
			\$(18,000,000)	122	\$(147,540.98)
End of Curve	9/30/2018	\$12,000,000			

Any portion of Provisional Fee, as defined by Clause B.7, Fee Structure, paragraph (b)(3), may become earned through a final fee determination as defined by Clause B.8, Fee Determination and Payment, paragraph (d). Conversion of fee from Provisional to earned is at the unilateral discretion of the Fee Determining Official. On an annual basis no more than \$3,000,000 in Provisional Fee may be converted to earned fee at the final fee determination., as defined by Clause B.8, Fee Determination and Payment, paragraph (d). Allocated Available Fee not earned at the end of the multi-year performance period is unavailable in accordance with Clause B.7, Fee Structure, paragraph (b)(2).

**Completion Criteria:** (PM-11-1)

- Complete execution of Alternative 4 in approved EECA DOE/RL/2005-13.
- Achieve the PFP Complex slab-on-grade end point criteria in HNF-22401.
- Handle, package, label, store, and ship waste (e.g., low-level, low-level mixed, TRU/TRU mixed wastes) out of the PFP facilities for treatment or disposal. Waste shipments completed in accordance with the Hanford waste shipping criteria, other waste site criteria, and in compliance with applicable state and federal regulations for treatment and disposal at an approved facility.
- Complete turnover of the PFP site for surveillance and maintenance.

## **PERFORMANCE MEASURE**

### **PM-11-2**

#### **PLUTONIUM FINISHING PLANT (PFP) SCHEDULE INCENTIVE FEE ASSOCIATED WITH MEETING TRI-PARTY AGREEMENT MILESTONE**

This fee incentive is intended to motivate the contractor and increase the probability of meeting the September 30, 2016 Tri Party Agreement Milestone “PFP to Slab on Grade.” The funding for this incentive will come from the savings associated with each month of project acceleration prior to October 2016. .

**Variable Available Fee: From \$2,338,911 to \$1,461,519, then dropping to \$0;**

**Performance Measure Objective:**

Completion of demolition of PFP facilities to slab-on-grade, combined with stabilizing the site for surveillance and maintenance by June 30, 2016 (i.e. “Project completion”): Earn \$2,338,911.

If project completion occurs before July 1, 2016, the contractor will earn \$2,338,911 under this performance measure. Fee is reduced in a linear declining method from \$2,338,911 to 1,461,519 for each day from June 30, 2016 to September 30, 2016. If project completion occurs after September 30, 2016, this incentive is no longer operative and no fee will be paid hereunder.

**Completion Criteria:** (Same criteria as shown in PM-11-1)

- Complete execution of Alternative 4 in approved EECA DOE/RL/2005-13.
- Achieve the PFP Complex slab-on-grade end point criteria in HNF-22401.
- Handle, package, label, store, and ship waste (e.g., low-level, low-level mixed, TRU/TRU mixed wastes) out of the PFP facilities for treatment or disposal. Waste shipments completed in accordance with the Hanford waste shipping criteria, other waste site criteria, and in compliance with applicable state and federal regulations for treatment and disposal at an approved facility.
- Complete turnover of the PFP site for surveillance and maintenance.