

AWARD FEE PLAN

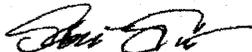
REVISION 1

FOR

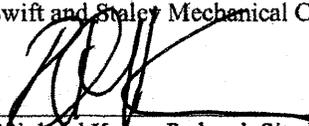
SWIFT & STALEY MECHANICAL CONTRACTORS, INC.

DE-AC30-10CC40021

CONCUR:

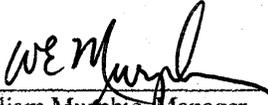


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**AWARD FEE PLAN
FOR
SWIFT & STALEY
MECHANICAL CONTRACTORS, INC.**

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EXHIBITS

1. Performance Evaluation Board (PEB) Members and Advisors (1 page)
2. Award Fee Rating Table, Award Fee Conversion Chart and Award Fee Calculations (2 Pages)
3. Rating Criteria (4 pages)
4. Rating Summary Tables (1 page)
5. Award Fee Process Flowchart (1 page)

1. INTRODUCTION

The purpose of this award fee plan is to define the methodology and responsibilities associated with determining the fee to be awarded to the contractor. The plan outlines the organization, procedures, and evaluation periods for implementing the award fee provisions of the contract. The objective of the award fee is to motivate the contractor to substantially exceed standards and to emphasize key areas of performance and concern.

2. DEFINITION OF TERMS

a. **Contracting Officer (CO)**: The individual authorized to commit and obligate the government through the life of the contract. The CO is an advisor to the Performance Evaluation Board (PEB).

b. **Fee Determining Official (FDO)**: The individual who makes the final determination of the amount of fee to be awarded to the contractor.

c. **Performance Evaluation Board (PEB)**: The group of individuals who review the contractor's performance and recommend an award fee to the FDO. The PEB chairperson is Site Lead, Paducah. Members of and advisors to the PEB are indicated in Exhibit I.

d. **Project Team Evaluators (PTE)**: The individual(s) assigned to monitor and evaluate the contractor's performance on a continuing basis. The PTE's evaluation is the primary point of reference in determining the recommended award fee, especially the technical support area of performance. The PTE is an advisor(s) to the PEB.

e. **Infrastructure Engineer (IE)**: The individual who is most directly responsible for the satisfactory performance of the infrastructure services. The Infrastructure Engineer also serves as the recorder, who is responsible for insuring the PEB is properly convened, which includes meeting place, time, advising all PEB members, preparing the agenda, and taking minutes. The Infrastructure Engineer is an advisor to the PEB.

3. ORGANIZATIONAL STRUCTURE

a. The Manager, Portsmouth Paducah Project Office, will serve as the FDO and will establish a PEB. The PEB will assist the FDO in the award fee determination by recommending an award fee for the contractor's performance. If the FDO is absent, the Deputy Manager, Portsmouth Paducah Project Office, will serve as the FDO. If a PEB member is absent, the FDO will approve substitute(s) with similar qualifications. Technical and functional experts, as required, may serve in an advisory (non-voting) capacity to the PEB. See Exhibit 1 for members and potential advisors.

b. A copy of the Award Fee Plan shall be provided to the contractor 30 days prior to the start of the first evaluation period. Changes which do not impact the award fee criteria or process, such as editorial or personnel changes may be made and implemented without being provided to the contractor 30 days prior to the start of the evaluation period,

4. RESPONSIBILITIES

- a. The PTE(s) will monitor and evaluate the contractor's performance. The PTE(s) will work closely with the CO and Infrastructure Engineer in performing surveillance duties. PTE(s) will use Exhibit 2, Award Fee Rating Table and Exhibit 3, Rating Criteria, in monitoring and evaluating contractor's performance.
- b. The Infrastructure Engineer will use the Award Fee Rating Table in Exhibit 2 to determine the adjective ratings to be reported to the PEB. The Infrastructure Engineer will be thoroughly familiar with current award fee policy, guidance, regulations, and correspondence pertinent to the award fee process. The Infrastructure Engineer will coordinate administrative actions required by the PTE(s), the PEB, and the FDO. Administrative actions include receiving, processing, and distributing performance evaluation inputs, scheduling and assisting with internal milestones, i.e., PEB briefings, and other actions as required for the smooth operation of the award fee process.
- c. The PEB members will review the PTE's evaluation reports and the Infrastructure Engineer's recommended adjectival rating, consider information from other pertinent sources, and develop a fee recommendation. The PEB chairperson will give the fee recommendation to the FDO.
- d. The FDO will review the PEB's recommendations, consider all appropriate data, and notify the CO in writing of the final fee determination. The CO will forward the final fee determination to Director, Environmental Management Consolidated Business Center (EMCBC) for concurrence. The CO will prepare a letter for FDO signature notifying the contractor of the award fee amount. The CO will modify the contract to reflect the earned award fee for the performance evaluation period.

5. AWARD FEE AMOUNTS AND PERIODS

- a. The total award fee available is **\$4,068,333.55 (as of Mod 18)**. An annual amount will be available for each fiscal year subject to contract adjustments through modification of the contract.
- b. Following are the amounts currently available for each annual evaluation period:

<u>Annual</u>	<u>Period</u>	<u>Amount Available</u>
First	03/16/2010-09/30/2010	\$435,613.04
Second	10/01/2010-09/30/2011	\$806,500.85
Third	10/01/2011-09/30/2012	\$816,489.60
Fourth	10/01/2012-09/30/2013	\$816,489.60
Fifth	10/01/2013-09/30/2014	\$816,489.60
Sixth	10/01/2014-03/15/2015	\$376,750.86

- c. The amounts corresponding to each evaluation period is the maximum amount that may be earned during that particular period unless the amount is increased by contract modification. In accordance with the Contract Clause B-2(d), a "provisional payment of a proportional quarterly amount equivalent of an amount up to 75% of the available award fee for the payment period may be permitted if earned."
- d. If the CO reduces fee in accordance with the Contract Clause I.117, the award fee pool for the evaluation period will be decreased by the equivalent amount.

e. The Government may unilaterally revise the distribution of the award fee, as indicated in paragraph 5b above, in any subsequent evaluation periods. The CO will notify the contractor in writing of such changes in distribution before the relevant evaluation period begins and the award fee plan will be modified accordingly. After an evaluation period has begun, changes may only be made by mutual agreement of the parties. While the Government may unilaterally change the award fee amounts for each period or each rated criteria area prior to the start of each award fee period, the total amount of award fee available may not be unilaterally changed once established at the beginning of each contract period.

6. AWARD FEE PROCESS (See Exhibit 5, Award Fee Process Flowchart)

a. PTE Actions

(1) PTE(s) will continually monitor and evaluate the contractor's performance using the four (4) criteria contained in Exhibit 3, Rating Criteria.

(2) For the Category of Performance (CP) items, the PTE will evaluate these items on a quarterly basis. The PTE will use the appropriate CP rating criteria in Exhibit 3 to evaluate the contractor's performance. The PTE will review and evaluate each evaluation criteria for each CP item to determine the performance level of the contractor. If a weakness appears in any way to negatively impact ES&H performance or the safeguarding of restricted data pursuant to Clause I.117 of the contract, the PTE shall notify the Site Lead and the CO. A weakness for any Category of Performance is defined as any failure to meet CP evaluation criteria. The PTE will maintain all documentation for file maintenance. The PTE will use the documentation to ensure contractor has established adequate procedures to prevent recurrence of weaknesses.

(3) At the end of each quarter the PTE will submit to the Infrastructure Engineer the rating criteria, Exhibit 3, for all Category of Performance items. Based on the above evaluation results, the PTE will select the appropriate adjective rating with written notes on the strengths and weaknesses of the contractor to report to the Infrastructure Engineer.

b. Infrastructure Engineer's Actions

(1) The Infrastructure Engineer will select an adjective rating for each of the CP items based on his/her personal observations of performance and on the adjective rating reported by the PTE.

(2) The Infrastructure Engineer will use Exhibit 4, Adjective Rating Summary Table, to record the PTE's adjective rating for the quarter and the Infrastructure Engineer's adjective rating. The Infrastructure Engineer is not permitted to change the PTE's adjective rating. In addition to reporting the PTE's notes on the strengths and weaknesses of the contractor, the Infrastructure Engineer will annotate his/her rationale for selecting a particular adjective rating.

(3) The Infrastructure Engineer will use Exhibit 4, Annual Adjective Rating, to compute the annual adjective rating average for the award fee.

(4) The Infrastructure Engineer will submit a completed Exhibit 4, Annual Adjective Rating, for presentation to the PEB.

(5) The Infrastructure Engineer notifies PEB members and any advisors of the date and time of the PEB meeting in accordance with the schedule established by the PEB chairperson. Additionally, the Infrastructure Engineer notifies the contractor of the date and time of PEB meeting and advises the contractor of when and how (written, oral, or both) he/she will be permitted to address the PEB as determined by the PEB chairperson. Generally, the contractor will be provided the opportunity to provide written materials and make an oral presentation. The presentation should be provided in advance and should be in the form of a self-assessment measured against each award fee criteria section. Prior to the PEB meeting, the Infrastructure Engineer will provide the PEB members with a page-numbered binder to include, at a minimum, the input for the fiscal year from the PTE members, the forms required to be filled out during the evaluation meeting, and the contractor's award fee presentation.

(6) The Infrastructure Engineer prepares functional area evaluation reports in a briefing format as determined by the PEB chairperson. The area report briefing should include a mix of specific and global evaluation comments so the PEB can get a holistic assessment of the contractor's performance.

c. PEB Actions

(1) Site Lead, Paducah will chair the PEB. The FDO may approve the PEB members recommended by the chairperson. The PEB chairperson will establish dates, times, and places for the PEB meeting and notify the Infrastructure Engineer for appropriate notification to members, advisors, and the contractor. The chairperson will schedule the PEB meeting to ensure the PEB's recommended fee is presented to the FDO within 30 days following the close of the evaluation period.

(2) PEB members will consider all information from the following sources in determining its award fee recommendation to the FDO:

(a) Evaluations submitted by the PTE's and Infrastructure Engineer. Chairperson may require oral briefings by the functional area personnel.

(b) Information submitted by other sources as considered appropriate by the PEB.

(c) Contractor's written or oral (or both as determined by chairperson) self-assessment of performance.

(3) Using Exhibit 4, Annual Adjective Rating Table; each member will document their adjective rating from Exhibit 2, Award Fee Rating Table, and provide their rationale by attaching notes to Exhibit 4 for their selection.

(4) The chairperson will collect members' Annual Adjective Rating Table, Exhibit 4, and review them. If any member's adjective rating is "below standards" and this rating is lower than a PTE(s) adjective rating for that same area, appropriate discussions with that member(s) should be conducted to determine the member's rationale. Lowering the adjective rating requires specific reasons, since the contractor will be aware of all weaknesses from the PTE's quarterly evaluation. Once the chairperson is satisfied with the PEB's rating results, the chairperson will pass the individual member's rating sheets to the Infrastructure Engineer.

(5) The Infrastructure Engineer summarizes individual member's adjective ratings for the rating criteria using Exhibit 4, Summary of PEB's Rating and provides a summary of the adjective rating to ensure PEB consensus with the resulting overall rating. The PEB will then strive to gain consensus on a fee/fee range recommendation to the FDO.

(6) The chairperson will prepare or will have the Infrastructure Engineer prepare a cover letter to transmit Exhibits 3 and 4, Summary of PEB's Rating, to the FDO.

(7) The PEB Chair will meet with the contractor's manager to discuss the first through third Quarterly PTE and IE ratings upon request. If issues have not been previously communicated by DOE to the contractor, this gives the contractor an opportunity to make corrective actions prior to the fourth quarter meeting of the PEB.

d. FDO's Actions

(1) The FDO determines the final fee based upon all the information furnished and assigns a final percent of award fee earned for the evaluation period using the Exhibit 2 Award Fee Conversion Chart.

(2) The FDO will notify the CO in writing or via electronic correspondence of his/her final determination of award fee

(3) The CO will submit to the Director, Environmental Management Consolidated Business Center (EMCBC) the final fee determination for concurrence prior to final submittal to the contractor.

e. CO's Actions

(1) The CO will prepare a letter for the FDO's signature notifying the contractor of the amount of award fee earned for the annual period. Additionally, the letter will identify any specific areas of strengths and weaknesses in the contractor's performance.

(2) The CO will unilaterally modify the contract to reflect the FDO's final determination of award fee. The modification will be issued to the contractor within 14 days after the CO receives the FDO's decision.

7. TERMINATION FOR CONVENIENCE

In the event that the contract is terminated for the convenience of the government, the remaining award fee payable for the current period will be a matter of equitable adjustment in accordance with the termination clause of the contract (Clause 1.99). The remaining fee for all periods after the termination shall not be considered earned and therefore shall not be paid.

PERFORMANCE EVALUATION BOARD MEMBERS AND ADVISORS

Following are suggested members and advisors:

Site Lead, Paducah (Chairperson)	Reinhard Knerr
Deputy Manager, PPPO Lexington	Larry Newman
Lead Contracting Officer, PPPO Lexington	Pamela Thompson
*Contracting Officer	William Creech
*Infrastructure Engineer	Jeff Snook
*Project Team Evaluators ¹	Russell McCallister, Quality Assurance Mark Allen, Security James Woods, IT Rob Seifert, D&D Federal Project Director Tom Hines, Nuclear Safety
*Attorney Advisor	Bert Gawthorp

*Advisors Only - Non-Voting Participants

¹The PEB Chair may approve additional PTE's throughout the contract period of performance, as appropriate.

AWARD FEE RATING TABLE

ADJECTIVE RATING	DEFINITION
SUBSTANTIALLY EXCEEDS STANDARDS	Contractor exceeds most standards in performing required tasks and work is highly professional. Contractor solves problems with very little, if any, government involvement. Contractor is proactive and takes an aggressive approach in identifying problems and their resolution with a substantial emphasis on cost control and safely performing the work.
EXCEEDS STANDARDS	Contractor exceeds some standards in performing required tasks. Contractor resolves problems with only minimal government supervision and assistance with increased emphasis on cost control and safely performing the work. Contractor does not wait to be told about problems before resolving.
MEETS STANDARDS	Contractor meets standards in performing required tasks. Contractor is able to solve basic problems with adequate emphasis on cost control and safely performing the work. Contractor only seeks government assistance on complex unusual problems. Contractor shows initiative in problem resolution.
BELOW STANDARDS	Contractor does not meet standards in performing required tasks and does not demonstrate an emphasis on cost control or safely performing the work. Contractor is unable to solve problems and seeks government assistance for problem resolution.

The award fee will be structured into two sections, a base section and a performance based incentive section.

- a. The first is a base section which has been divided into the following general categories of performance: quality and effectiveness of security, quality and effective support to DOE, quality and effective site infrastructure services, and cost savings initiatives. Each category will be evaluated separately and will receive a grade ranging from Below Standards to Substantially Exceeds Standards.
- b. The second section will include specific performance based incentive (PBI) criteria based on work to be performed during the annual evaluation period. PBIs will be determined prior to the annual evaluation period and an award fee amount assigned. Grades will be assigned from Below Standards to Substantially Exceeds Standards for each specific PBI (or pass/fail depending on the nature of the PBI). The percent of fee placed on this section will vary but will not exceed 15% in any fiscal year. These PBIs will be determined during the fourth quarter of the evaluation period for the upcoming evaluation period. This Award Fee Plan will be updated annually to include the new PBIs and approved by the Portsmouth/Paducah Project Office Manager.

Award Fee Type	Weighting
Base Award Fee	85%
PBI Award Fee	15%

BASE AWARD FEE CONVERSION CHART (Non-PBI)		
ADJECTIVE RATING	EVALUATION POINTS (OVERALL WEIGHTED RESULT)	PERCENTAGE OF AWARD FEE EARNED
SUBSTANTIALLY EXCEEDS STANDARDS	23-25	90 to 100%
EXCEEDS STANDARDS	20-22	80 to 89%
MEETS STANDARDS	12-19	50 to 79%
BELOW STANDARDS	0-11	0%

BASE CATEGORY OF PERFORMANCE	Weighting
1. Quality and Effectiveness of Security	35%
2. Quality and Effective Support to DOE	15%
3. Quality and Effective Site Infrastructure Services	40%
4. Cost Savings Initiatives	10%

<u>PBI CATEGORY OF PERFORMANCE (Performance Based Incentive for October 1, 2011 through September 30, 2012)¹</u>	Weighting
1. Legacy Records Processing	75%
2. Electronic Records Storage	25%
3. Stretch	N/A ²

¹DOE will inspect site conditions to determine whether actions have been completed. In the event the contractor has not adequately completed 100% of the PBI, DOE may, at its sole discretion, allow partial fee within the PBI based on the amount and quality of work completed.

²Any Fee not awarded in the Base or in the PBI (non-Stretch) will be available to be earned upon success completion of the Stretch PBI.

The contractor can earn a total of 15% of fee for the two PBIs, with the first PBI weighted 75% (or 11.25% of total available fee) and the second PBI weighted 25% (or 3.75% of total available fee). For the first PBI, if the contractor dispositions or ships (with acceptance) 2900 total records by the end of FY 2012, all available fee (11.25%) will be earned. If the contractor dispositions or ships 2200 total records, 7.5% of fee will be earned. A straight-line, prorated award fee calculation will be performed for any number of records between 2200 and 2900 which are dispositioned or shipped to a records center (with acceptance). If less than 2200 records are dispositioned or shipped, then no fee will be earned on this PBI.

FY12 Performance Based Incentive Summaries:

1. Legacy Records Processing: Complete processing of 2900 boxes of legacy records by dispositioning or shipping them to the appropriate federal records center by September 30, 2012. Completion of 2200 boxes of legacy records by September 30, 2012 will earn 7.5% of fee. Completion of processing of records between these two numbers will result in prorated fee between 7.5% and 11.25% fee. Completion of processing of less than 2200 records will result in zero fee for this PBI. Ensure all appropriate procedures and requirements are met. Ensure all records are accepted by the appropriate records center. Confirmation of acceptance by the records center must be available prior to signature of the award fee letter. New records created after October 1, 2011, will not apply to this PBI and should continue to be accepted, screened, processed, and transmitted to the appropriate records center in a timely manner and not add to the records backlog.
 - a. Disposition or shipment of at least 450 boxes shall be achieved by March 31, 2012.
 - b. Disposition or shipment of at least 2200 boxes shall be achieved by September 30, 2012.

2. Electronic Records Storage: Complete conversion of the DOE Records Center from a hardcopy record storage center to an electronic record storage center by February 28, 2012. Actions required to successfully achieve this PBI include, but are not limited to:
 - a. Installation, testing, and utilization of an electronic records system software that is compliant with DOE Records Management requirements;
 - b. Providing implementation materials such as instructions and training to other contractors that submit documents to the DMC to ensure electronic documents are submitted compliantly;
 - c. Issue or update plans and procedures (including Deliverable 22, *Records Management Plan*) for necessary actions to achieve this goal, along with a schedule for the tactical actions that are required (such as modification of incoming document requirements, providing guidance to other contractors, establishing length of storage requirements for records in satellite DMCs, etc) to achieve this in a cost effective manner;

- d. Begin management of a fully operational electronic storage center following the established plans with continued progression towards eliminating remaining hardcopy storage requirements.
3. Stretch: Eliminate hardcopies in the DOE Records Center. Actions required to successfully achieve this PBI include, but are not limited to:
 - a. Reduce the document backlog by dispositioning or shipping boxes of legacy records (approximately 3500) to the appropriate records center;
 - b. Ensure all appropriate procedures and requirements are met;
 - c. Ensure all records are accepted by the appropriate records center; (Confirmation of acceptance by the records center must be available prior to signature of the award fee letter)
 - d. Records created after October 1, 2011 must be accepted, screened, processed, and transmitted to the appropriate records center;
 - e. Hard copies received into the record center (e.g., letters/documents from regulatory agencies) must be processed into compliant electronic records within an average of 15 days of receipt and associated hard copies dispositioned within an average of 30 days of receipt.

Base Award Fee Calculation Methodology:

1. PTE assigns rating (0-25) for each Category of Performance
2. Multiply weighting percentage to each CP to arrive at weighted result.
3. Add weighted results together to arrive at overall weighted result.

Example:

PTE Ratings: Quality and Effective Support to DOE — 24
Quality and Effective Site Infrastructure Services — 23
Quality and Effectiveness of Security — 22
Cost Savings Initiatives — 20

Weighted Result: $(24 \times 15\%) + (23 \times 40\%) + (22 \times 35\%) + (20 \times 10\%) = 22.5$

Overall Weighted Result: 22.5; round down to 22.

Adjective rating (IAW Award Fee Conversion Chart): Exceeds Standards

FDO Decision

The earned award-fee amount indicated by the use of a conversion table or graph is a guide to the FDO. Use of the Award Fee Conversion Chart does not remove the element of judgment from the award-fee process.

RATING CRITERIA				
<i>(IDENTIFY QUARTER)</i>				
CATEGORY OF PERFORMANCE (EVALUATION WEIGHTING)	RATING (Check Appropriate Box)			
	SUBSTANTIALLY EXCEEDS STANDARDS	EXCEEDS STANDARDS	MEETS STANDARDS	BELOW STANDARDS
QUALITY AND EFFECTIVENESS OF SECURITY (35%)				
EVALUATION POINTS:	23-25	20-22	12-19	0-11
EVALUATION CRITERIA:	NOTES ON STRENGTHS AND WEAKNESSES			
Physical, personnel, classified, information and cyber/IT, security programs in place, effective and compliant with requirements				
Adequacy of Security policies, plans, and procedures governing the projects and programs.				
Quality, timeliness and adequacy of their security documents and submittals to DOE, including all security deliverables.				
Cyber security programs in place, effective and compliant with requirements				
Cyber security program implementation maximizes productivity of site IT servers				
Physical and information security programs are timely, support project schedules and use a graded approach, as allowed by requirements, to maximize productivity of site personnel				
Physical and information security program implementation fully protects/supports DOE policy, but builds effective working relationships with USEC.				

RATING CRITERIA				
<i>(IDENTIFY QUARTER)</i>				
CATEGORY OF PERFORMANCE (EVALUATION WEIGHTING)	RATING (Check Appropriate Box)			
	SUBSTANTIAL LY EXCEEDS STANDARDS	EXCEEDS STANDARDS	MEETS STANDARDS	BELOW STANDARDS
QUALITY AND EFFECTIVE SUPPORT TO DOE (15%)				
EVALUATION POINTS:	23-25	20-22	12-19	0-11
EVALUATION CRITERIA:	NOTES ON STRENGTHS AND WEAKNESSES			
Customer relations given priority consideration				
Provides efficient and effective engineering services, administrative services, project control tasks and information management services				
Provides efficient, effective and proactive information technology (computer) support/backup				
Successfully manages the DOE Environmental Information Center (EIC) and ensures efficient and effective electronic and web-based access to DOE Administrative Records and Public Records				

RATING CRITERIA				
<i>(IDENTIFY QUARTER)</i>				
CATEGORY OF PERFORMANCE (EVALUATION WEIGHTING)	RATING (Check Appropriate Box)			
	SUBSTANTIALLY EXCEEDS STANDARDS	EXCEEDS STANDARDS	MEETS STANDARDS	BELOW STANDARDS
QUALITY AND EFFECTIVE SITE INFRASTRUCTURE SERVICES (40%)				
EVALUATION POINTS:	23-25	20-22	12-19	0-11
EVALUATION CRITERIA:	NOTES ON STRENGTHS AND WEAKNESSES			
Note: Security and Support to DOE are separately valuated Categories of Performance				
Effectively provides labor, subcontractors, facilities, equipment, materials and supplies to accomplish remaining SOW para V requirements				
Timely submits quality contract deliverables. The contractor will maintain an approved property control system based on satisfactory reviews performed by the Department.				
Infrastructure services provided to other site contractors (e.g., rad equipment, calibration, mowing) are coordinated and implemented so as to optimize cost effectiveness, support project schedules, and maximize performance of other site contractor mission/projects.				
Has a fully effective ISMS program, ES&J program, and conducts all work safely.				
Provides efficient and effective coordination and administration of DOE GFSI work authorizations with USEC				
Actively solicits and utilizes worker feedback to improve work process operations and safety as a normal part of the work routine.				

<p>Implements Conduct of Operations to ensure work processes are properly and safely executed. Examples of emphasis are, but not limited to; Workers have proper resources and training, alert to changing conditions and scope creep, workers briefed on hazards, and stop work when warranted.</p>	
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RATING CRITERIA				
<i>(IDENTIFY QUARTER)</i>				
CATEGORY OF PERFORMANCE (EVALUATION WEIGHTING)	RATING (Check Appropriate Box)			
	SUBSTANTIAL LY EXCEEDS STANDARDS	EXCEEDS STANDARDS	MEETS STANDARDS	BELOW STANDARDS
COST SAVINGS INITIATIVES (10%)				
EVALUATION POINTS:	23-25	20-22	12-19	0-11
EVALUATION CRITERIA:	NOTES ON STRENGTHS AND WEAKNESSES			
Presents initiatives which result in tangible savings to DOE (cost, schedule or risk)				
Performs site infrastructure tasks and Security in most cost effective manner consistent with approved baselines				

Adjective Rating Summary Table

<u>CATEGORY OF PERFORMANCE</u>	<u>ADJECTIVE RATING</u>
1. Quality and Effectiveness of Security	
2. Quality and Effective Support to DOE	
3. Quality and Effective Site Infrastructure Services	
4. Cost Savings Initiatives	

Annual Adjective Rating Table

<u>ANNUAL ADJECTIVE RATING</u>					
<i>(IDENTIFY ANNUAL PERIOD)</i>					
<u>CATEGORY OF PERFORMANCE</u>	<u>ADJECTIVE RATING</u>				
	1 ST Quarter	2 ND Quarter	3 RD Quarter	4 TH Quarter	Recommended Rating for the Year
1. Quality and Effectiveness of Security					
2. Quality and Effective Support to DOE					
3. Quality and Effective Site Infrastructure Services					
4. Cost Savings Initiatives					

Summary of PEB's Rating

<u>SUMMARY of PEB'S RATING</u>				
<i>(IDENTIFY ANNUAL PERIOD)</i>				
Member	Security	Technical Support to DOE	Site Infrastructure Services	Cost Savings Initiatives
Insert Name of Voter				
Insert Name of Voter				
Insert Name of Voter				
Insert Name of Voter				
Insert Name of Voter				
TOTALS				

AWARD FEE PROCESS

