

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>		1. CONTRACT ID CODE	PAGE OF PAGES 1 1
2. AMENDMENT/MODIFICATION NO. 109	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. N/A	5. PROJECT NO. (If applicable)
6. ISSUED BY Fermi Site Office U.S. Department of Energy Fermi Site Office P.O. Box 2000 Batavia IL 60510	CODE 06006	7. ADMINISTERED BY (If other than Item 6) Fermi Site Office U.S. Department of Energy Fermi Site Office P.O. Box 2000 Batavia IL 60510	CODE 06006
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)  FERMI RESEARCH ALLIANCE, LLC Attn: GARY LEONARD FERMI RESEARCH ALLIANCE, LLC PINE ST. AND KIRK RD, MS-213 BATAVIA IL 605105011		(x) 9A. AMENDMENT OF SOLICITATION NO.	
CODE 626399831 FACILITY CODE		9B. DATED (SEE ITEM 11)	
		x 10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC02-07CH11359	
		10B. DATED (SEE ITEM 13) 11/01/2006	

**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)  
N/A



**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).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) Mutual Agreement of the Parties

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.)  
The purpose of this Modification No. 109 is to update Attachment J.2, Appendix B, Contractor Performance Evaluation and Measurement Plan for the period 10/01/2012 through 9/30/2013; and Attachment J.3, Appendix C, Special Demand Deposit Account Agreement for the period 09/01/2011 through 08/31/2014.  
Period of Performance: 01/01/2007 to 12/31/2015

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

15A. NAME AND TITLE OF SIGNER (Type or print) Piermaria Oddone, President	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Rory S. Simpson
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	15C. DATE SIGNED 10/25/12
16B. UNITED STATES OF AMERICA  (Signature of Contracting Officer)	16C. DATE SIGNED 10/25/2012

**ATTACHMENT J.2**

**APPENDIX B**

**PERFORMANCE EVALUATION MEASUREMENT PLAN**

**Applicable to the Operation of  
Fermi National Accelerator Laboratory**

**Contract No. DE-AC02-07CH11359**



U.S. DEPARTMENT OF  
**ENERGY**

Office of  
Science

Contractor Performance Evaluation and Measurement Plan  
of

Fermi Research Alliance, LLC.

for the

Management and Operation of the  
Fermi National Accelerator Laboratory

**FY 2013**



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## INTRODUCTION

This document, the Performance Evaluation and Measurement Plan (PEMP), primarily serves as DOE's Quality Assurance/Surveillance Plan (QASP) for the evaluation of Fermi Research Alliance, LLC, (hereafter referred to as "the Contractor") performance regarding the management and operations of the Fermi National Accelerator Laboratory (hereafter referred to as "the Laboratory") for the evaluation period from October 1, 2012 through September 30, 2013. The performance evaluation provides a standard by which to determine whether the Contractor is managerially and operationally in control of the Laboratory and is meeting the mission requirement and performance expectations/objectives of the Department as stipulated within its contract.

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

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

The overall performance against each Objective of this performance plan, to include the evaluation of Notable Outcomes, shall be evaluated jointly by the appropriate HQ office, major customer and/or the Site Office as appropriate. This cooperative review methodology will ensure that the overall evaluation of the Contractor results in a consolidated DOE position taking into account specific Notable Outcomes as well as all additional information available to the evaluating office. The Site Office shall work closely with each HQ program office or major customer throughout the year in evaluating the Contractor's performance and will provide observations regarding programs and projects as well as other management and operation activities conducted by the Contractor throughout the year.

Section I provides information on how the performance rating (grade) for the Contractor, as well as how the performance-based incentives fee earned (if any) will be determined. As applicable, it also provides information on the award term eligibility requirements.

Section II provides the detailed information concerning each Goal, their corresponding Objectives, and Notable Outcomes identified, along with the weightings assigned to each Goal and Objective and a table for calculating the final grade for each Goal.



**I. DETERMINING THE CONTRACTOR'S PERFORMANCE RATING, PERFORMANCE-BASED FEE AND AWARD TERM ELIGIBILITY (as applicable)**

The FY 2013 Contractor performance grades for each Goal will be determined based on the weighted sum of the individual scores earned for each of the Objectives described within this document for Science and Technology (S&T) and for Management and Operations (M&O). Each Goal is composed of two or more weighted Objectives. Additionally, a set of Notable Outcomes has been identified to highlight key aspects/areas of performance deserving special attention by the Contractor for the upcoming fiscal year. Each Notable Outcome is linked to one or more Objectives, and failure to meet expectations against any Notable Outcome will result in a grade less than B+ for that Objective(s) (i.e., if the contractor fails to meet expectations against a Notable Outcome tied to an Objective under Goal 1.0, 2.0, or 3.0, the SC program office that assigned the Notable Outcome shall award a grade less than “B+” for the Objective(s) to which the notable outcome is linked; and if the contractor fails to meet expectations against a notable outcome tied to an Objective under Goal 4.0, 5.0, 6.0, 7.0 or 8.0, SC shall award a grade less than “B+” for the Objective(s) to which the notable outcome is linked). Performance above expectations against a notable outcome will be considered in the context of the Contractor’s entire performance with respect to the relevant Objective. The following section describes SC’s methodology for determining the Contractor’s grades at the Objective level.

Performance Evaluation Methodology:

The purpose of this section is to establish a methodology to develop grades at the Objective level. Each evaluating office shall provide a proposed grade and corresponding numerical score for each Objective (see Figure 1 for SC’s scale). Each evaluation will measure the degree of effectiveness and performance of the Contractor in meeting the corresponding Objectives.

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

**Figure 1. FY 2013 Contractor Letter Grade Scale**

For the three S&T Goals (1.0 – 3.0) the Contractor shall be evaluated against the defined levels of performance provided for each Objective under the S&T Goals. The Contractor performance under Goal 4.0 will also be evaluated using the defined levels of performance described for the three Objectives under Goal 4.0. The descriptions for these defined levels of performance are included in Section II.

It is the DOE’s expectation that the Contractor provides for and maintains management and operational (M&O) systems that efficiently and effectively support the current mission(s) of the Laboratory and assure the Laboratory’s ability to deliver against DOE’s future needs. In evaluating the Contractor’s performance DOE shall assess the degree of effectiveness and performance in meeting each of the Objectives provided under each of the Goals. For the four M&O Goals (5.0 – 8.0) DOE will rely on a combination of the information through the Contractor’s own assurance systems, the ability of the Contractor to demonstrate the validity of this information, and DOE’s own independent assessment of the Contractor’s performance across the spectrum of its responsibilities. The latter might include, but is not limited to operational awareness (daily oversight) activities; formal assessments conducted; “For Cause” reviews (if any); and other outside agency reviews (OIG, GAO, DCAA, etc.).

The mission of the Laboratory is to deliver the science and technology needed to support Departmental missions and other sponsor’s needs. Operational performance at the Laboratory meets DOE’s expectations (defined as the grade of B+) for each Objective if the Contractor is performing at a level that



fully supports the Laboratory’s current and future science and technology mission(s). Performance that has, or has the potential to, 1) adversely impact the delivery of the current and/or future DOE/Laboratory mission(s), 2) adversely impact the DOE and/or the Laboratory’s reputation, or 3) does not provide the competent people, necessary facilities and robust systems necessary to ensure sustainable performance, shall be graded below expectations as defined in Figure 3, below.

The Department sets our expectations high, and expects performance at that level to optimize the efficient and effective operation of the Laboratory. Thus, the Department does not expect routine Contractor performance above expectations against the M&O Goals (5.0 – 8.0). Performance that might merit grades above B+ would need to reflect a Contractor’s significant contributions to the management and operations at the system of Laboratories, or recognition by external, independent entities as exemplary performance.

Definitions for the grading scale for the Goal 5.0 – 8.0 Objectives are provided in Figure I-1, below:

Letter Grade	Numerical Grade	Definition
A+	4.3-4.1	Significantly exceeds expectations of performance against all aspects of the Objective in question. The Contractor’s systems function at a level that fully supports the Laboratory’s current and future science and technology mission(s). Performance is notable for its significant contributions to the management and operations across the SC system of laboratories, and/or has been recognized by external, independent entities as exemplary.
A	4.0-3.8	Notably exceeds expectations of performance against all aspects of the Objective in question. The Contractor’s systems function at a level that fully supports the Laboratory’s current and future science and technology mission(s). Performance is notable for its contributions to the management and operations across the SC system of laboratories, and/or as been recognized by external, independent entities as exemplary.
A-	3.7-3.5	Exceeds expectations of performance against all aspects of the Objective in question. The Contractor’s systems function at a level that fully supports the Laboratory’s current and future science and technology mission(s).
B+	3.4-3.1	Meets expectations of performance against all aspects of the Objective in question. The Contractor’s systems function at a level that fully supports the Laboratory’s current and future science and technology mission(s). No performance has, or has the potential to, adversely impact 1) the delivery of the current and/or future DOE/Laboratory mission(s), 2) the DOE and/or the Laboratory’s reputation, or does not 3) provide a sustainable performance platform.
B	3.0 -2.8	Just misses meeting expectations of performance against a few aspects of the Objective in question. In a few minor instances, the Contractor’s systems function at a level that does not fully support the Laboratory’s current and future science and technology mission, or provide a sustainable performance platform.
B-	2.7-2.5	Misses meeting expectations of performance against several aspects of the Objective in question. In several areas, the Contractor’s systems function at a level that does not fully support the Laboratory’s current and future science and technology mission, or provide a sustainable performance platform.
C+	2.4-2.1	Misses meeting expectations of performance against many aspects of the Objective in question. In several notable areas, the Contractor’s systems function at a level that does not fully support the Laboratory’s current and future science and technology mission or provide a sustainable performance platform, and/or have affected the reputation of the Laboratory or DOE.
C	2.0-1.8	Significantly misses meeting expectations of performance against many aspects of the Objective in question. In many notable areas, the Contractor’s systems do not support the Laboratory’s current and future science and technology mission, nor provide a sustainable performance platform and may affect the reputation of the



Letter Grade	Numerical Grade	Definition
		Laboratory or DOE.
C-	1.7- 1.1	Significantly misses meeting expectations of performance against most aspects of the Objective in question. In many notable areas, the Contractor's systems demonstrably hinder the Laboratory's ability to deliver on current and future science and technology mission, and have harmed the reputation of the Laboratory or DOE.
D	1.0-0.8	Most or all expectations of performance against the Objective in question are missed. Performance failures in this area have affected all parts of the Laboratory; DOE leadership engagement is required to deal with the situation and help the Contractor.
F	0.7-0	All expectations of performance against the Objective in question are missed. Performance failures in this area are not recoverable by the Contractor or DOE.

**Figure I-1. Letter Grade and Numerical Grade Definitions**

Calculating Individual Goal Scores and Letter Grades:

Each Objective is assigned the earned numerical score by the evaluating office as stated above. The Goal rating is then computed by multiplying the numerical score by the weight of each Objective within a Goal. These values are then added together to develop an overall numerical score for each Goal. For the purpose of determining the final Goal grade, the raw numerical score for each Goal will be rounded to the nearest tenth of a point using the standard rounding convention discussed below and then compared to Figure 2. A set of tables is provided at the end of each Performance Goal section of this document to assist in the calculation of Objective numerical scores to the Goal grade. No overall rollup grade shall be provided.

As stated above, the raw numerical score from each calculation shall be carried through to the next stage of the calculation process. The raw numerical score for S&T and M&O will be rounded to the nearest tenth of a point for purposes of determining fee. A standard rounding convention of x.44 and less rounds down to the nearest tenth (here, x.4), while x.45 and greater rounds up to the nearest tenth (here, x.5).

The eight Performance Goal grades shall be used to create a report card for the laboratory (see Figure 2, below).

Performance Goal	Grade
1.0 Mission Accomplishment	
2.0 Design, Fabrication, Construction and Operations of Research Facilities	
3.0 Science and Technology Program Management	
4.0 Sound and Competent Leadership and Stewardship of the Laboratory	
5.0 Integrated Safety, Health, and Environmental Protection	
6.0 Business Systems	
7.0 Operating, Maintaining, and Renewing Facility and Infrastructure Portfolio	
8.0 Integrated Safeguards and Security Management and Emergency Management Systems	

**Figure 2. Laboratory Report Card**

Determining the Amount of Performance-Based Fee Earned:

SC uses the following process to determine the amount of performance-based fee earned by the contractor. The S&T score from each evaluator shall be used to determine an initial numerical score for S&T (see Table A, below), and the rollup of the scores for each M&O Performance Goal shall be used to determine an initial numerical M&O score (see Table B, below).





Program	Numerical Score	Weight <sup>1</sup>	Weighted Score	Total Score
HEP		100%		
<b>Initial S&amp;T Score</b>				

**Table A. Fiscal Year Contractor Evaluation Initial S&T Score Calculation**

<sup>1</sup> Weight = Program cost divided by total cost

M&O Performance Goal	Numerical Score	Weight	Weighted Score	
5.0 Integrated Safety, Health, and Environmental Protection		30%		
6.0 Business Systems		25%		
7.0 Operating, Maintaining, and Renewing Facility and Infrastructure Portfolio		30%		
8.0 Integrated Safeguards and Security Management and Emergency Management Systems		15%		
<b>Initial M&amp;O Score</b>				

**Table B. Fiscal Year Contractor Evaluation Initial M&O Score Calculation**

These initial scores will then be adjusted based on the numerical score for Goal 4.0 (see Table C, below).

	Numerical Score	Weight		
Initial S&T Score		0.75		
Goal 4.0		0.25		
<b>Final S&amp;T Score</b>				
Initial M&O Score		0.75		
Goal 4.0		0.25		
<b>Final M&amp;O Score</b>				

**Table C. FY Fiscal Year Final S&T and M&O Score Calculation**

The percentage of the available performance-based fee that may be earned by the Contractor shall be determined based on the final score for S&T (see Table C) and then compared to Figure 3, below. The final score for M&O from Table C shall then be utilized to determine the final fee multiplier (see Figure 3), which shall be utilized to determine the overall amount of performance-based fee earned for FY 2013 as calculated within Table D.

Overall Final Score for either S&T or M&O from Table B.	Percent S&T Fee Earned	M&O Fee Multiplier
4.3	100%	100%
4.2		
4.1		
4.0	97%	100%
3.9		
3.8		
3.7	94%	100%
3.6		
3.5		
3.4	91%	100%



Overall Final Score for either S&T or M&O from Table B.	Percent S&T Fee Earned	M&O Fee Multiplier
3.3		
3.2		
3.1		
3.0		
2.9	88%	95%
2.8		
2.7		
2.6	85%	90%
2.5		
2.4		
2.3	75%	85%
2.2		
2.1		
2.0		
1.9	50%	75%
1.8		
1.7		
1.6		
1.5		
1.4	0%	60%
1.3		
1.2		
1.1		
1.0 to 0.8	0%	0%
0.7 to 0.0	0%	0%

**Figure 3. Performance-Based Fee Earned Scale**

Overall Fee Determination	
Percent S&T Fee Earned	
M&O Fee Multiplier	x
Overall Earned Performance-Based Fee	

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

The Federal Acquisition Regulations (FAR) requirements for using and administering cost-plus-award-fee contracts were recently modified to provide for a five-level adjectival grading system with associated levels of available fee.<sup>1</sup> SC has addressed the new FAR 16 language by mapping its standard numerical scores and associated fee determinations to the FAR Adjectival Rating System, as noted in Table 4 on the next page.

<sup>1</sup> See Policy Flash 2010-05, *Federal Acquisition Circular 2005-37*.



<b>Range of Overall Final Score for S&amp;T from Table B.</b>	<b>FAR Adjectival Rating</b>	<b>Maximum Performance-Fee Pool Available to be Earned</b>
<b>3.1 to 4.3</b>	<b>Excellent</b>	<b>100%</b>
<b>2.5 to 3.0</b>	<b>Very Good</b>	<b>88%</b>
<b>2.1 to 2.4</b>	<b>Good</b>	<b>75%</b>
<b>1.8 to 2.0</b>	<b>Satisfactory</b>	<b>50%</b>
<b>0.0 to 1.7</b>	<b>Unsatisfactory</b>	<b>0%</b>

**Figure 1. Crosswalk of SC Numerical Scores and the FAR 16 Adjectival Rating System**

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

The lack of performance objectives and notable outcomes in this plan do not diminish the need to comply with minimum contractual requirements. Although the performance-based Goals and their corresponding Objectives shall be the primary means utilized in determining the Contractor’s performance grade and/or amount of performance-based fee earned, the Contracting Officer may unilaterally adjust the rating and/or reduce the otherwise earned fee based on the Contractor’s performance against all contract requirements as set forth in the Prime Contract. While reductions may be based on performance against any contract requirement, specific note should be made to contract clauses which address reduction of fee including, Standards of Contractor Performance Evaluation, DEAR 970.5215-1 – Total Available Fee: Base Fee Amount and Performance Fee Amount, and Conditional Payment of Fee, Profit, and Other Incentives – Facility Management Contracts. Data to support rating and/or fee adjustments may be derived from other sources to include, but not limited to, operational awareness (daily oversight) activities; “For Cause” reviews (if any); and other outside agency reviews (OIG, GAO, DCAA, etc.), as needed.

The adjustment of a grade and/or reduction of otherwise earned fee will be determined by the severity of the performance failure and consideration of mitigating factors. DEAR 970.5215-3 Conditional Payment of Fee, Profit, and Other Incentives – Facility Management Contracts is the mechanism used for reduction of fee as it relates to performance failures related to safeguarding of classified information and to adequate protection of environment, health and safety. Its guidance can also serve as an example for reduction of fee in other areas.

The final Contractor performance-based grades for each Goal and fee earned determination will be contained within a year-end report, documenting the results from the DOE review. The report will identify areas where performance improvement is necessary and, if required, provide the basis for any performance-based rating and/or fee adjustments made from the otherwise earned rating/fee based on Performance Goal achievements.



Determining Award Term Eligibility:

The prime contract contains a non-monetary performance incentive, in Section F “Deliveries or Performance” at Clause F.2. The base term of the prime contract was five years, expiring December 31, 2011. The contract has been extended up to and including December 31, 2015. Contingent upon approval of contract extension, the prime contract may be extended an additional eleven years utilizing the “Award Term Incentive (Special)” Clause.

## II. PERFORMANCE GOALS, OBJECTIVES & NOTABLE OUTCOMES

### Background

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

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

The performance-based approach focuses the evaluation of the Contractor’s performance against these Performance Goals. Progress against these Goals is measured through the use of a set of Objectives. The success of each Objective will be measured based on demonstrated performance by the laboratory, and on a set of notable outcomes that focus laboratory leadership on the specific items that are the most important initiatives and highest risk issues the laboratory must address during the year. These notable outcomes should be objective, measurable, and results-oriented to allow for a definitive determination of whether or not the specific outcome was achieved at the end of the year.

### GOAL 1.0 Provide for Efficient and Effective Mission Accomplishment

**The science and technology programs at the Laboratory produce high-quality, original, and creative results that advance science and technology; demonstrate sustained scientific progress and impact; receive appropriate external recognition of accomplishments; and contribute to overall research and development goals of the Department and its customers.**

The weight of this Goal is 20%.

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



Each Objective within this Goal is to be assigned the appropriate numerical score by the Office of Science Program Office as identified below. The overall Goal score from each Program Office is computed by multiplying numerical scores earned by the weight of each Objective, and summing them (see Table 1.1). Weightings for each office listed below are preliminary, based upon FY 2012 cost figures, and are provided here for informational purposes only. The final weights to be utilized for determining weighted scores will be determined following the end of the performance period and will be based on actual cost for FY 2013:

- Office of High Energy Physics (HEP) (100%)

The overall performance score and grade for this Goal will be determined by multiplying the overall score assigned by each of the offices identified above by the weightings identified for each and then summing them (see Table 1.2 below). The overall score earned is then compared to Table 1.3 to determine the overall letter grade for this Goal. Individual Program Office weightings for each of the Objectives identified below are provided within Table 1.1. The Contractor's success in meeting each Objective shall be determined based on the Contractor's performance as viewed by the Office of Science Program, with input provided by each of the Program Offices. Should one or more of the HQ Program Offices choose not to provide an evaluation for this Goal and its corresponding Objectives the weighting for the remaining HQ Program Offices shall be recalculated based on their percentage of cost for FY 2013 as compared to the total cost for those remaining HQ Program Offices.

## **Objectives**

### **1.1 Provide Science and Technology Results with Meaningful Impact on the Field**

In assessing the performance of the Laboratory against this Objective, the following assessment elements should be considered:

- Performance of the Laboratory with respect to proposed research plans;
- Performance of the Laboratory with respect to community impact and peer review; and
- Performance of the Laboratory with respect to impact to DOE mission needs.

The following is a sampling of factors to be considered in determining the level of performance for the Laboratory against this Objective. The evaluator(s) may consider the following as measured through progress reports, peer reviews, Field Work Proposals (FWPs), Program Office reviews/oversight, etc.

- Impact of publications on the field, as measured primarily by peer review;
- Impact of S&T results on the field, as measured primarily by peer review;
- Impact of S&T results outside the field indicating broader interest;
- Impact of S&T results on DOE or other customer mission(s);
- Successful stewardship of mission-relevant research areas;
- Delivery on proposed S&T plans;
- Significant awards (Nobel Prizes, R&D 100, FLC, etc.);
- Invited talks, citations, making high-quality data available to the scientific community; and
- Development of tools and techniques that become standards or widely-used in the scientific community.



Letter Grade	Definition
A+	In addition to satisfying the conditions for B+ <ul style="list-style-type: none"> <li>• There are <i>significant research areas</i> for which the Laboratory has exceeded the expectations of the proposed research plans in significant ways through creative, new, or unconventional methods that allow greater scientific reach than expected.</li> <li>• S&amp;T conducted at the Laboratory has resolved one of the most critical questions in the field, or has changed the way the research community thinks about a particular field through paradigm shifting discoveries that would be considered the most influential discovery of the decade for that field.</li> <li>• S&amp;T conducted at the Laboratory provided major advances that significantly accelerate DOE or other customer mission(s).</li> </ul>
A	In addition to satisfying the conditions for B+ <ul style="list-style-type: none"> <li>• There are <i>important examples</i> where the Laboratory exceeded the expectations of the proposed research plans in significant ways through creative, new, or unconventional methods that allow greater scientific reach than expected.</li> <li>• All areas of S&amp;T conducted at the Laboratory are of exceptional or outstanding merit and quality.</li> <li>• S&amp;T conducted at the Laboratory has significant positive impact to DOE or other customer missions.</li> </ul>
A-	In addition to satisfying the conditions for B+ <ul style="list-style-type: none"> <li>• There are <i>important examples</i> where the Laboratory exceeded the expectations of the proposed research plans.</li> <li>• Significant areas of S&amp;T conducted at the Laboratory are of exceptional or outstanding merit and quality.</li> <li>• S&amp;T conducted at the Laboratory significantly impact DOE or other customer missions.</li> </ul>
B+	The Laboratory has achieved each of the following objectives: <ul style="list-style-type: none"> <li>• The Laboratory has successfully executed proposed research plans.</li> <li>• S&amp;T conducted at the Laboratory are of high scientific merit and quality</li> <li>• S&amp;T conducted at the Laboratory advance DOE or other customer missions.</li> </ul>
B	<ul style="list-style-type: none"> <li>• The Laboratory has successfully executed proposed research plans.</li> <li>• S&amp;T conducted at the Laboratory advance DOE or other customer missions.</li> </ul> BUT the Laboratory fails to meet the conditions for B+ for at least one of the following reasons: <ul style="list-style-type: none"> <li>• S&amp;T conducted at the Laboratory are not uniformly of high merit and quality OR some areas of research, previously supported, have become uncompetitive OR the Laboratory does not produce sufficiently competitive proposals to receive program support at a level commensurate with its unique capabilities.</li> </ul>
B-	The Laboratory fails to meet the conditions for B+ for at least one of the following reasons: <ul style="list-style-type: none"> <li>• The Laboratory has failed to successfully execute proposed research plans but contingencies were in place such that no funding was or will be terminated. OR S&amp;T conducted at the Laboratory does little to advance DOE or other customer missions.</li> <li>• Significant areas of S&amp;T conducted at the Laboratory are not of high merit and quality OR some areas of research, previously supported, have become uncompetitive OR the Laboratory do not produce sufficiently competitive proposals to receive program support at a level commensurate with its unique capabilities.</li> </ul>
C	The Laboratory fails to meet the conditions for B+ for at least one of the following reasons: <ul style="list-style-type: none"> <li>• In several significant aspects, the Laboratory failed to deliver on proposed research plans using available resources such that some funding was or will be terminated OR S&amp;T conducted at the Laboratory failed to contribute to DOE or other customer missions</li> <li>• Significant areas of S&amp;T conducted at the Laboratory are of poor merit and quality OR some areas of research, previously supported, have become uncompetitive AND the Laboratory does not produce sufficiently competitive proposals to receive program support at a level commensurate with its unique capabilities.</li> </ul>



Letter Grade	Definition
D	The Laboratory fails to meet the conditions for B+ for <i>at least one</i> of the following reasons: <ul style="list-style-type: none"> <li>• <i>Multiple program elements at the Laboratory failed to deliver on proposed research plans using available resources such that significant funding was or will be terminated.</i></li> <li>• <i>Multiple significant areas of S&amp;T conducted at the Laboratory are of poor merit and quality OR some areas of research, previously supported, have become uncompetitive AND the Laboratory does not produce sufficiently competitive proposals to receive program support at a level commensurate with its unique capabilities.</i></li> <li>• <i>S&amp;T conducted at the Laboratory failed to contribute to DOE or other customer missions.</i></li> </ul>
F	The Laboratory fails to meet the conditions for B+ for <i>at least one</i> of the following reasons: <ul style="list-style-type: none"> <li>• <i>Multiple program elements at the Laboratory failed to deliver on proposed research plans using available resources resulting in total termination of funding.</i></li> <li>• <i>Multiple significant areas of S&amp;T conducted at the Laboratory are of poor merit and quality OR some areas of research, previously supported, have become uncompetitive AND the Laboratory does not produce sufficiently competitive proposals to receive program support at a level commensurate with its unique capabilities OR the Laboratory has been found to have engaged in gross scientific incompetence and/or scientific fraud.</i></li> <li>• <i>S&amp;T conducted at the Laboratory failed to contribute to DOE or other customer missions.</i></li> </ul>

## 1.2 Provide Quality Leadership in Science and Technology that Advances Community Goals and DOE Mission Goals.

In assessing the performance of the Laboratory against this Objective, the following assessment elements should be considered:

- Innovativeness / Novelty of research ideas put forward by the Laboratory;
- Extent to which Laboratory staff members take on substantive or formal leadership roles in their community;
- Extent to which Laboratory staff members take on formal leadership roles in DOE and SC activities; and
- Extent to which Laboratory staff members contribute thoughtful and thorough peer reviews and other research assessments as requested by DOE and SC.

The following is a sampling of factors to be considered in determining the level of performance for the Laboratory against this Objective. The evaluator(s) may consider the following as measured through progress reports, peer reviews, Field Work Proposals (FWPs), Program Office reviews/oversight, etc.:

- Willingness to pursue novel approaches and/or demonstration of innovative solutions to problems;
- Willingness to take on high-risk/high payoff/long-term research problems, evidence that previous risky decisions by the PI/research staff have proved to be correct and are paying off;
- The uniqueness and challenge of science pursued, recognition for doing the best work in the field;
- Extent and quality of collaborative efforts;
- Staff members visible in leadership positions in the scientific community;
- Involvement in professional organizations, National Academies panels and workshops,
- Effectiveness in driving the direction and setting the priorities of the community in a research field; and
- Success in competition for resources.



Letter Grade	Definition
A+	<p>In addition to satisfying the conditions for B+, the following conditions hold for ALL Laboratory staff:</p> <ul style="list-style-type: none"> <li>• Laboratory staff members have <i>leadership positions</i> in professional organizations AND <i>in National Academy or equivalent panels to discuss and determine further research directions</i>;</li> <li>• Laboratory staff members have <i>leadership positions</i> in DOE sponsored workshops and strategic planning activities, for example, Laboratory staff members chair or co-chair DOE-sponsored workshops and strategic planning activities.</li> <li>• The Laboratory program consistently produces and submits competitive proposals that challenge convention and open <i>significant new fields</i> for research that are well aligned with DOE mission needs and <i>the Laboratory has a strong recognized role in setting priorities and driving the direction in key research areas and are internationally recognized leaders in the field.</i></li> <li>• Laboratory staff hold <i>leadership positions</i> in multi-institutional research collaborations.</li> </ul>
A	<p>In addition to satisfying the conditions for B+</p> <ul style="list-style-type: none"> <li>• Laboratory staff members have <i>leadership positions</i> in professional organizations AND <i>staff has contributing role in National Academy or equivalent panels to discuss further research directions</i>;</li> <li>• Laboratory staff members have <i>leadership positions</i> in DOE sponsored workshops and strategic planning activities.</li> <li>• The Laboratory program consistently produces and submits competitive proposals that challenge convention and open <i>significant new fields</i> for research that are well aligned with DOE mission needs and <i>the Laboratory has a strong recognized role in setting priorities and driving the direction in key research areas.</i></li> <li>• Laboratory staff hold <i>leadership positions</i> in multi-institutional research collaborations.</li> </ul>
A-	<p>In addition to satisfying the conditions for B+</p> <ul style="list-style-type: none"> <li>• Laboratory staff members have <i>leadership positions</i> in professional organizations OR <i>staff has contributing role in National Academy or equivalent panels to discuss further research directions</i>;</li> <li>• Laboratory staff members have <i>leadership positions</i> in DOE sponsored workshops and strategic planning activities.</li> <li>• The Laboratory program consistently submits competitive proposals that challenge convention and open <i>significant new avenues</i> for research that are well aligned with DOE mission needs.</li> <li>• Laboratory staff hold <i>leadership positions</i> in multi-institutional research collaborations.</li> </ul>
B+	<p>The Laboratory has achieved each of the following objectives:</p> <ul style="list-style-type: none"> <li>• Laboratory staff members are <i>active participants</i> in professional organizations, committees, and activities, and take on leadership responsibilities commensurate with experience and expertise.</li> <li>• Laboratory staff members are <i>active participants</i> in DOE sponsored workshops and strategic planning activities.</li> <li>• Laboratory staff members contribute thoughtful and thorough peer review in a timely manner, when requested by DOE.</li> <li>• The Laboratory program consistently provides competitive proposals that challenge convention and open new avenues for research that are well aligned with DOE mission needs.</li> <li>• Laboratory staff are <i>active participants</i> in multi-institutional research collaborations</li> </ul>





Letter Grade	Definition
B	<ul style="list-style-type: none"> <li>Laboratory staff members contribute thoughtful and thorough peer review in a timely manner, when requested by DOE.</li> <li>The Laboratory program consistently provides competitive proposals that challenge convention and open new avenues for research that are well aligned with DOE mission needs.</li> </ul> <p>BUT the Laboratory fails to meet the conditions for B+ for <i>at least one</i> of the following reasons:</p> <ul style="list-style-type: none"> <li>Although <i>regular participants</i> in professional organizations, committees, and activities, <i>the extent to which staff take on leadership roles falls short of what would be expected, given the level of experience and expertise of the staff.</i></li> <li>Although <i>regular participants</i> in DOE sponsored workshops and strategic planning activities, <i>the extent to which staff take on leadership roles falls short of what would be expected, given the level of experience and expertise of the staff.</i></li> <li>Although <i>active members of multi-institutional research collaborations, the extent to which staff take on leadership roles falls short of what would be expected, given the level of experience and expertise of the staff.</i></li> </ul>
B-	<ul style="list-style-type: none"> <li>Laboratory staff members contribute thoughtful and thorough peer review in a timely manner, when requested by DOE.</li> </ul> <p>BUT the Laboratory fails to meet the conditions for B+ for <i>at least one</i> of the following reasons:</p> <ul style="list-style-type: none"> <li>The Laboratory program submits competitive proposals <i>but these either lack innovation or are not well aligned with DOE mission needs.</i></li> <li>Laboratory staff are <i>infrequent participants</i> in professional organizations, committees, and activities, and <i>the extent to which staff take on leadership roles falls short of what would be expected, given the level of experience and expertise of the staff.</i></li> <li>Laboratory staff are <i>infrequent participants</i> in DOE sponsored workshops and strategic planning activities, and <i>the extent to which staff take on leadership roles falls short of what would be expected, given the level of experience and expertise of the staff.</i></li> <li>Although <i>active members of multi-institutional research collaborations, the extent to which staff take on leadership roles falls short of what would be expected, given the level of experience and expertise of the staff.</i></li> </ul>
C	<p>The Laboratory fails to meet the conditions for B+ for <i>at least one</i> of the following reasons:</p> <ul style="list-style-type: none"> <li>Laboratory staff members <i>do not reliably</i> contribute thoughtful and thorough peer review in a timely manner, when requested by DOE.</li> <li><i>Some areas of research, previously supported, are no longer competitive.</i></li> <li>Laboratory staff members are <i>infrequent participants</i> in professional organizations, committees, and activities, AND <i>the extent to which staff take on leadership roles falls short of what would be expected, given the level of experience and expertise of the staff.</i></li> <li>Laboratory staff members are <i>infrequent participants</i> in DOE sponsored workshops and strategic planning activities, and <i>the extent to which staff take on leadership roles falls short of what would be expected, given the level of experience and expertise of the staff.</i></li> <li>Although Laboratory staff members are <i>active members of multi-institutional research collaborations, the extent to which staff take on leadership roles falls short of what would be expected, given the level of experience and expertise of the staff.</i></li> </ul>
D	<p>The Laboratory fails to meet the conditions for B+ because <i>the Laboratory staff are working on problems that are no longer at the forefront of science and are considered mundane.</i></p>
F	<p>Review has found the Laboratory staff to be <i>guilty of gross scientific incompetence and/or scientific fraud.</i></p>

**Notable Outcomes**

- Exploit the large dataset from the CMS detector to search for beyond the Standard Model physics and begin the understanding of TeV scale physics through the research of the Fermilab staff and by supporting the research of the entire U.S. CMS community. (Objective 1.1)*



Science Program Office <sup>2</sup>	Letter Grade	Numerical Score	Weight	Overall Score
<b>Office of High Energy Physics</b>				
1.1 Impact			50%	
1.2 Leadership			50%	
Overall HEP Total				

**Table 1.1 – SC Program Office Performance Goal 1.0 Score Development**

Science Program Office	Letter Grade	Numerical Score	Funding Weight (cost)	Overall Weighted Score
<b>Office of High Energy Physics</b>			100%	
Performance Goal 1.0 Total				

**Table 1.2 – Overall Performance Goal 1.0 Score Development<sup>3</sup>**

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

**Table 1.3 –Goal 1.0 Final Letter Grade**

<sup>2</sup> A complete listing of the S&T Goals & Objectives weightings for the SC Programs is provided within Attachment I to this plan.

<sup>3</sup> Weightings for each Customer listed within Table 1.2 are preliminary, based upon FY 2012 cost figures, and are provided for informational purposes only. The final weights to be utilized for determining weighted scores will be determined following the end of the performance period and will be based on actual cost for FY 2013.



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

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

The weight of this Goal is 60%.

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

Each Objective within this Goal is to be assigned the appropriate numerical score by the Office of Science Program Office as identified below. The overall Goal score from each Program Office is computed by multiplying numerical scores earned by the weight of each Objective, and summing them (see Table 2.1). Weightings for each office listed below are preliminary, based upon FY 2012 cost figures, and are provided here for informational purposes only. Final weights to be utilized for determining weighted scores will be determined following the end of the performance period and will be based on actual cost for FY 2013.

- Office of High Energy Physics (HEP) (100%)

The overall performance score and grade for this Goal will be determined by multiplying the overall score assigned by each of the offices identified above by the weightings identified for each and then summing them (see Table 2.2 below). The overall score earned is then compared to Table 2.3 to determine the overall letter grade for this Goal. Individual Program Office weightings for each of the Objectives identified below are provided within Table 2.1. The Contractor's success in meeting each Objective shall be determined based on the Contractor's performance as viewed by DOE HQ Office of Science's (SC) Program Offices for which the Laboratory conducts work. Should one or more of the HQ Program Offices choose not to provide an evaluation for this Goal and its corresponding Objectives the weighting for the remaining HQ Program Offices shall be recalculated based on their percentage of cost for FY 2013 as compared to the total cost for those remaining HQ Program Offices.

**Objectives**

**2.1 Provide Effective Facility Design(s) as Required to Support Laboratory Programs (i.e., activities leading up to CD-2)**

In assessing the performance of the Laboratory against this Objective, the following assessment elements should be considered:

- The Laboratory's delivery of accurate and timely information required to carry out the critical decision and budget formulation process;
- The Laboratory's ability to meet the intent of DOE Order 413.3, Program and Project Management for the Acquisition of Capital Assets;
- The extent to which the Laboratory appropriately assesses risks and contingency needs; and



- The extent to which the Laboratory is effective in its unique management role and partnership with HQ.

The following is a sampling of factors to be considered in determining the level of performance for the Laboratory against this Objective. The evaluator(s) may consider the following as measured through progress reports, peer reviews, Field Work Proposals (FWPs), Program Office reviews/oversight, etc.

- The quality of the scientific justification for proposed facilities resulting from preconceptual R&D;
- The technical quality of conceptual and preliminary designs and the credibility of the associated cost estimates
- The credibility of plans for the full life cycle of proposed facilities including financing options;
- The leveraging of existing facilities and capabilities of the DOE Laboratory complex in plans for proposed facilities; and
- The novelty and potential impact of new technologies embodied in proposed facilities.

Letter Grade	Definition
A+	In addition to satisfying all conditions for B+; the Laboratory <i>exceeds expectations</i> in <i>all</i> of these categories: <ul style="list-style-type: none"> <li>• The Laboratory is recognized by the research community as the leader for making the science case for the acquisition;</li> <li>• The Laboratory takes the initiative to demonstrate and thoroughly document the potential for transformational scientific advancement.</li> <li>• Approaches proposed by the Laboratory are widely regarded as innovative, novel, comprehensive, and potentially cost-effective.</li> <li>• Reviews repeatedly confirm strong potential for scientific discovery in areas that support the Department’s mission, and potential to change a discipline or research area’s direction.</li> <li>• The Laboratory identifies, analyzes and champions novel approaches for acquiring the new capability, including leveraging or extending the capability of existing facilities and financing and these efforts result in significant cost estimate and/or risk reductions without loss or, or while enhancing capability.</li> </ul>
A	In addition to satisfying all conditions for B+, <i>all</i> of the following conditions are also met: <ul style="list-style-type: none"> <li>• The Laboratory is recognized by the research community as a leader for making the science case for the acquisition;</li> <li>• The Laboratory takes the initiative to demonstrate the potential for revolutionary scientific advancement working in partnership with HQ</li> <li>• The Laboratory identifies, analyzes, and champions, to HQ and Site office, novel approaches for acquiring the new capability, including leveraging or extending the capability of existing facilities and financing.</li> </ul>
A-	In addition to satisfying all conditions for B+, <i>all</i> of the following conditions are also met: <ul style="list-style-type: none"> <li>• The approaches proposed by the Laboratory are widely regarded as innovative, novel, comprehensive, and potentially cost-effective</li> <li>• Reviews repeatedly confirm potential for scientific discovery in areas that support the Department’s mission, and potential to change a discipline or research area’s direction.</li> </ul>



Letter Grade	Definition
B+	The Laboratory has achieved each of the following objectives: <ul style="list-style-type: none"> <li>• The Laboratory displays leadership and commitment in the development of quality analyses, preliminary designs, and related documentation to support the approval of the mission need (CD-0), the alternative selection and cost range (CD-1) and the performance baseline (CD-2).</li> <li>• Documentation requested by the programs is provided in a timely and thorough manner.</li> <li>• The Laboratory keeps DOE apprised of the status, near-term plans and the resolution of problems on a regular basis; anticipates emerging issues that could impact plans and takes the initiative to inform DOE of possible consequences.</li> <li>• The Laboratory solves problems and addresses issues to avoid adverse impacts to the project.</li> </ul>
B	The Laboratory fails to meet expectations in one of the areas listed under B+.
B-	The Laboratory fails to meet expectations in several of the areas listed under B+
C	The Laboratory fails to meet the expectations in several of the areas listed under B+ AND the required analyses and documentation developed by the Laboratory are EITHER not innovative, OR reflect a lack of commitment and leadership.
D	The Laboratory fails to meet the expectations in several of the areas listed under B+ AND the Laboratory fails to provide a compelling justification for the acquisition.
F	The Laboratory fails to meet the expectations in several of the areas listed under B+ AND the approaches proposed by the Laboratory are based on fraudulent assumptions; the science case is weak to non-existent, and the business case is seriously flawed.

## 2.2 Provide for the Effective and Efficient Construction of Facilities and/or Fabrication of Components (execution phase, post CD-2 to CD-4)

In assessing the performance of the Laboratory against this Objective, the following assessment elements should be considered:

- The Laboratory’s adherence to DOE Order 413.3 Project Management for the Acquisition of Capital Assets;
- Successful fabrication of facility components by the Laboratory;
- The Laboratory’s effectiveness in meeting construction schedule and budget;
- The quality of key Laboratory staff overseeing the project(s); and
- The extent to which the Laboratory maintains open, effective, and timely communication with HQ regarding issues and risks.

Letter Grade	Definition
A+	In addition to satisfying all conditions for A, <ul style="list-style-type: none"> <li>• There is high confidence throughout the execution phase that the project will be completed <i>significantly</i> under budget and/or ahead of schedule while meeting or exceeding all performance baselines;</li> </ul>
A	In addition to satisfying all conditions for B+, <ul style="list-style-type: none"> <li>• The Laboratory has identified and implemented practices that would allow the project scope to be <i>significantly expanded</i> if such were desirable, without impact on baseline cost or schedule;</li> <li>• The Laboratory <i>always</i> provides <i>exemplary</i> project status reports on time to DOE and takes the initiative to communicate emerging problems or issues.</li> <li>• Reviews identify environment, safety and health practices to be <i>exemplary</i>.</li> <li>• There is high confidence throughout the execution phase that the project will meet its cost/schedule performance baseline;</li> </ul>



Letter Grade	Definition
A-	In addition to satisfying all conditions for B+, <ul style="list-style-type: none"> <li>• The Laboratory has identified practices that would allow for the project scope to be expanded if such were desirable, without impact on baseline cost or schedule;</li> <li>• Problems are identified and corrected by the Laboratory promptly, with no impact on scope, cost or schedule</li> <li>• The Laboratory provides <i>particularly useful</i> project status reports on time to DOE and regularly takes the initiative to communicate emerging problems or issues.</li> <li>• Reviews identify environment, safety and health practices to <i>exceed expectations</i>.</li> <li>• There is high confidence throughout the execution phase that the project will meet its cost/schedule performance baseline;</li> </ul>
B+	The Laboratory has achieved each of the following objectives <ul style="list-style-type: none"> <li>• The project meets CD-2 performance measures;</li> <li>• The Laboratory provides sustained leadership and commitment to environment, safety and health;</li> <li>• Reviews regularly recognize the Laboratory for being proactive in the management of the execution phase of the project;</li> <li>• To a large extent, problems are identified and corrected by the Laboratory with little, or no impact on scope, cost or schedule;</li> <li>• DOE is kept informed of project status on a regular basis; reviews regularly indicate project is expected to meet its cost/schedule performance baseline.</li> </ul>
B	The Laboratory provides sustained leadership and commitment to environment, safety and health BUT <ul style="list-style-type: none"> <li>• The project fails to meet expectations in <i>one</i> of the remaining areas listed under B+.</li> </ul>
B-	The Laboratory provides sustained leadership and commitment to environment, safety and health BUT <ul style="list-style-type: none"> <li>• The project fails to meet expectations in <i>several</i> of the areas listed under B+</li> </ul>
C	The Laboratory provides sustained leadership and commitment to environment, safety and health BUT The project fails to meet expectations in <i>several</i> of the areas listed under B+ AND <ul style="list-style-type: none"> <li>• Reviews indicate project remains at risk of breaching its cost/schedule performance baseline;</li> <li>• Reports to DOE can vary in degree of completeness</li> </ul>
D	The project fails to meet conditions for B+ in at least one of the following areas: <ul style="list-style-type: none"> <li>• Reviews indicate project is likely to breach its cost/schedule performance baseline;</li> <li>• Laboratory commitment to environment, safety and health issues is inadequate;</li> <li>• Reports to DOE are largely incomplete; Laboratory commitment to the project has subsided.</li> </ul>
F	The project fails to meet conditions for B+ in at least one of the following areas: <ul style="list-style-type: none"> <li>• Laboratory falsifies data during project execution phase;</li> <li>• Shows disdain for executing the project within minimal standards for environment, safety or health,</li> <li>• Fails to keep DOE informed of project status;</li> <li>• Recent reviews indicate that the project is expected to breach its cost/schedule performance baseline.</li> </ul>

### 2.3 Provide Efficient and Effective Operation of Facilities

In assessing the performance of the Laboratory against this Objective, the following assessment elements should be considered:

- The availability, reliability, performance, and efficiency of Laboratory facility(ies);
- The degree to which the facility is optimally arranged to support the user community;
- The extent to which Laboratory R&D is conducted to develop/expand the capabilities of the facility(ies);
- The Laboratory’s effectiveness in balancing resources between facility R&D and user support; and



- The quality of the process used to allocate facility time to users.

Letter Grade	Definition
A+	In addition to satisfying all conditions for B+; <i>all</i> of the following conditions are also met <ul style="list-style-type: none"> <li>• Performance of the facility <i>exceeds</i> expectations as defined before the start of the year in all of these categories: cost of operations, users served, availability, and capability;</li> <li>• The schedule and the costs associated with the ramp-up to steady state operations are <i>significantly less</i> than planned and are acknowledged to be ‘leadership caliber’ by reviews;</li> <li>• Data on environment, safety, and health continues to be exemplary and widely regarded as among the ‘best in class’</li> <li>• The Laboratory took extraordinary means to deliver an extraordinary result for the users and the program in the performance/ review period.</li> </ul>
A	In addition to satisfying all conditions for B+; <i>all</i> of the following conditions are also met <ul style="list-style-type: none"> <li>• Performance of the facility <i>exceeds</i> expectations as defined before the start of the year in most of these categories: cost of operations, users served, availability, and capability;</li> <li>• The schedule and the costs associated with the ramp-up to steady state operations are <i>less</i> than planned and are acknowledged to be ‘leadership caliber’ by reviews;</li> <li>• Data on environment, safety, and health continues to be <i>exemplary</i> and widely regarded as among the ‘best in class.’</li> </ul>
A-	In addition to satisfying all conditions for B+, <i>one</i> of the following conditions is met: <ul style="list-style-type: none"> <li>• Performance of the facility <i>exceeds</i> expectations as defined before the start of the year in any of these categories: cost of operations, users served, availability, and capability;</li> <li>• The schedule and the costs associated with the ramp-up to steady state operations are <i>less</i> than planned and are acknowledged to be among the best by reviews;</li> </ul>
B+	The Laboratory has achieved each of the following objectives: <ul style="list-style-type: none"> <li>• Performance of the facility <i>meets</i> expectations as defined before the start of the year in all of these categories: cost of operations, users served, availability, capability (for example, beam delivery, luminosity, peak performance, etc),</li> <li>• The schedule and the costs associated with the ramp-up to steady state operations occur as planned;</li> <li>• Data on environment, safety, and health continues to be very good as compared with other projects in the DOE.</li> <li>• User surveys meet program expectations and reflect that the Laboratory is responsive to user needs.</li> </ul>
B	The project fails to meet expectations in <i>one</i> of the areas listed under B+.
B-	The project fails to meet expectations in <i>more than one</i> of the areas listed under B+.
C	Performance of the facility fails to meet expectations in <i>many</i> of the areas listed under B+; for example, <ul style="list-style-type: none"> <li>• The cost of operations is unexpectedly high and availability of the facility is unexpectedly low, the number of users is unexpectedly low, capability is well below expectations.</li> <li>• The facility operates at steady state, on cost and on schedule, but the reliability of performance is somewhat below planned values, <b>or</b> the facility operates at steady state, but the associated schedule and costs exceed planned values.</li> <li>• Commitment to environment, safety, and health is satisfactory.</li> </ul>
D	Performance of the facility fails to meet expectations in <i>many</i> of the areas listed under B+; for example, <ul style="list-style-type: none"> <li>• The cost of operations is unexpectedly high and availability of the facility is unexpectedly low; capability is well below expectations.</li> <li>• The facility operates somewhat below steady state, on cost and on schedule, and the reliability of performance is somewhat below planned values, <b>or</b> the facility operates at steady state, but the associated schedule and costs exceed planned values.</li> <li>• Commitment to environment, safety, and health is inadequate.</li> </ul>
F	<ul style="list-style-type: none"> <li>• The facility fails to operate; the facility operates well below steady state <b>and/or</b> the reliability of the performance is well below planned values.</li> <li>• Laboratory commitment to environment, safety, and health issues is inadequate.</li> </ul>



## 2.4 Utilization of Facility(ies) to Provide Impactful S&T Results and Benefits to External User Communities

In assessing the performance of the Laboratory against this Objective, the following assessment elements should be considered:

- The extent to which the facility is being used to perform influential science;
- The Laboratory's efforts to take full advantage of the facility to generate impactful S&T results;
- The extent to which the facility is strengthened by a resident Laboratory research community that pushes the envelope of what the facility can do and/or are among the scientific leaders of the community;
- The Laboratory's ability to appropriately balance access by internal and external user communities; and
- The extent to which there is a healthy program of outreach to the scientific community.

Letter Grade	Definition
A+	In addition to meeting all measures under A, <ul style="list-style-type: none"> <li>• The Laboratory took extraordinary means to deliver an extraordinary result for a new user community.</li> </ul>
A	In addition to satisfying all conditions for B+; <i>all</i> of the following conditions are met <ul style="list-style-type: none"> <li>• An <i>aggressive</i> outreach programs is in place and has been documented as attracting new communities to the facility;</li> <li>• Reviews consistently find that the facility capability or scope of research potential <i>significantly</i> exceeds expectations for example, due to newly discovered capabilities or exposure to new research communities; OR Reviews find that multiple disciplines are using the facility in new and novel ways that the facility is being used to pursue influential science.</li> </ul>
A-	In addition to satisfying all conditions for B+, all of the following conditions are met <ul style="list-style-type: none"> <li>• A <i>strong</i> outreach program is in place;</li> <li>• Reviews find that the facility capability or scope of research potential exceeds expectations for example, due to newly discovered capabilities or exposure to new research communities; OR Reviews document how multiple disciplines are using the facility in new and novel ways and/or that the facility is being used to pursue important science.</li> </ul>
B+	The Laboratory has achieved each of the following objectives: <ul style="list-style-type: none"> <li>• Reviews find / validate that the facility is being used for influential science;</li> <li>• The scope of facility capabilities is challenged and broadened by resident users;</li> <li>• The Laboratory effectively manages user allocations;</li> <li>• The Laboratory effectively maintains the facility to required performance standards (for example, runtime, luminosity, etc)</li> <li>• A healthy outreach program is in place.</li> </ul>
B	The Laboratory fails to meet expectations in <i>one</i> of the areas listed under B+
B-	The Laboratory fails to meet expectations in <i>several</i> of the areas listed under B+
C	The Laboratory fails to meet expectations in <i>many</i> of the areas listed under B+
D	Reviews find that there are few facility users, few of whom are using the facility in novel ways to produce impactful science; research base is very thin.
F	Laboratory staff does not possess capabilities to operate and/or use the facility adequately.





**Notable Outcomes**

- *Demonstrate requirements to support CD-1 approval for LBNE are met, including a plan for the activities and resources needed to meet CD-2. (Objective 2.1)*
- *Complete the Muon Campus Program plan including the GPP's, AIP's and associated project interdependencies required for proper coordination and control of all necessary interfaces to ensure successful completion to support the identified experiments. This should include the newest AIP identified during the Mu2e DOE CD-1 review. Additionally, complete design, award construction contract, and start construction of the MC-1 building as is proposed to house the g-2 experiment should DOE approval be obtained. (Objective 2.2)*

Science Program Office <sup>4</sup>	Letter Grade	Numerical Score	Weight	Overall Score
<b>Office of High Energy Physics</b>				
2.1 Provide Effective Facility Design(s)			60%	
2.2 Provide for the Effective and Efficient Construction of Facilities and/or Fabrication of Components			30%	
2.3 Provide Efficient and Effective Operation of Facilities			10%	
2.4 Utilization of Facility(ies) to Provide Impactful S&T Results and Benefits to External User Communities			0%	
Overall HEP Total				

**Table 2.1 – SC Program Office Performance Goal 2.0 Score Development**

Science Program Office	Letter Grade	Numerical Score	Funding Weight (cost)	Overall Weighted Score
<b>Office of High Energy Physics</b>			100%	
Performance Goal 2.0 Total				

**Table 2.2 – Overall Performance Goal 2.0 Score Development<sup>5</sup>**

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

**Table 2.3 –Goal 2.0 Final Letter Grade**

<sup>4</sup> A complete listing of the S&T Goals & Objectives weightings for the SC Programs is provided within Attachment I to this plan.

<sup>5</sup> Weightings for each Customer listed within Table 2.2 are preliminary, based upon FY 2012 cost figures, and are provided for informational purposes only. The final weights to be utilized for determining weighted scores will be determined following the end of the performance period and will be based on actual cost for FY 2013.



### **GOAL 3.0 Provide Effective and Efficient Science and Technology Program Management**

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

The weight of this Goal is 20%.

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

Each Objective within this Goal is to be assigned the appropriate numerical score by the Office of Science Program Office as identified below. The overall Goal score from each Program Office is computed by multiplying numerical scores earned by the weight of each Objective, and summing them (see Table 3.1). Weightings for each office listed below are preliminary, based upon FY 2012 cost figures, and are provided here for informational purposes only. The final weights to be utilized for determining weighted scores will be determined following the end of the performance period and will be based on actual cost for FY 2013.

- Office of High Energy Physics (HEP) (100%)

The overall performance score and grade for this Goal will be determined by multiplying the overall score assigned by each of the offices identified above by the weightings identified for each and then summing them (see Table 3.2 below). The overall score earned is then compared to Table 3.3 to determine the overall letter grade for this Goal. Individual Program Office weightings for each of the Objectives identified below are provided within Table 3.1. The Contractor's success in meeting each Objective shall be determined based on the Contractor's performance as viewed by the Office of Science Program Offices for which the Laboratory conducts work. Should one or more of the HQ Program Offices choose not to provide an evaluation for this Goal and its corresponding Objectives the weighting for the remaining HQ Program Offices shall be recalculated based on their percentage of cost for FY 2013 as compared to the total cost for those remaining HQ Program Offices.

#### **Objectives**

##### **3.1 Provide Effective and Efficient Strategic Planning and Stewardship of Scientific Capabilities and Program Vision**

In assessing the performance of the Laboratory against this Objective, the following assessment elements should be considered:

- The quality of the Laboratory's strategic plan;
- The extent to which the Laboratory shows strategic vision for research
- The extent to which programs of research take advantage of Laboratory capabilities—research programs are more than the sum of their individual project parts;
- The extent to which the Laboratory undertakes research for which it is uniquely qualified;
- The extent to which lab plans are aligned with DOE mission goals;



- The extent to which the Laboratory programs are balanced between high-/low- risk research for a sustainable program; and
- The extent to which the Laboratory is able to retain and recruit staff for a sustainable program

The following is a sampling of factors to be considered in determining the level of performance for the Laboratory against this Objective. The evaluator(s) may consider the following as measured through progress reports, peer reviews, Field Work Proposals (FWPs), Program Office reviews/oversight, etc.

- Articulation of scientific vision;
- Development and maintenance of core competencies,
- Ability to attract and retain highly qualified staff;
- Efficiency and effectiveness of joint planning (e.g., workshops) with outside community;
- Creativity and robustness of ideas for new facilities and research programs; and
- Willingness to take on high-risk/high payoff/long-term research problems, evidence that the Laboratory “guessed right” in that previous risky decisions proved to be correct and are paying off.
- The depth and breadth of Laboratory research portfolio and its potential for growth.

Letter Grade	Definition
A+	In addition to satisfying the conditions for B+, the execution of the Laboratory’s strategic plan has enabled the Laboratory to achieve each of the following: <ul style="list-style-type: none"> <li>• <i>Most</i> of the Laboratory’s core competencies are recognized as world leading;</li> <li>• The Laboratory has attracted and retained world-leading scientists in <i>most</i> programs;</li> <li>• There is evidence that previous decisions to pursue high-risk/high-payoff research proved to be correct and are paying off;</li> <li>• The Laboratory has succeeded in developing new core competencies of <i>outstanding</i> quality in areas both <i>exploratory, high-risk research and research that is vital to the DOE/SC missions</i>;</li> </ul>
A	In addition to satisfying the conditions for B+, the execution of the Laboratory’s strategic plan has enabled the Laboratory to achieve the following: <ul style="list-style-type: none"> <li>• <i>Several</i> of the Laboratory’s core competencies are recognized as world leading;</li> <li>• The Laboratory has attracted and retained world-leading scientists in <i>several</i> programs;</li> <li>• There is evidence that previous decisions to pursue high-risk/high-payoff research proved to be correct and are paying off</li> <li>• The Laboratory has succeeded in developing <i>new</i> core competencies of <i>high</i> quality in areas both <i>exploratory, high-risk research and research that is vital to the DOE/SC missions</i></li> </ul>
A-	In addition to satisfying the conditions for B+, the execution of the Laboratory’s strategic plan has enabled the Laboratory to achieve at least one of the following: <ul style="list-style-type: none"> <li>• At least one of the Laboratory’s core competencies is recognized as <i>world-leading</i>;</li> <li>• The Laboratory has attracted and retained <i>world-leading</i> scientists in one or more programs;</li> <li>• The Laboratory has a coherent plan for addressing future workforce challenges.</li> </ul>



Letter Grade	Definition
B+	The execution of the Laboratory’s strategic plan has enabled the Laboratory to achieve each of the following objectives: <ul style="list-style-type: none"> <li>• The Laboratory has articulated a coherent and compelling strategic plan that has been developed with input from external research communities and headquarters guidance, which, where appropriate, includes a coherent plan for building smaller research programs into new core competencies; and reallocates resources away from less effective programs.</li> <li>• The Laboratory has demonstrated the ability to attract and retain professional scientific staff in support of its strategic vision.</li> <li>• The portfolio of Laboratory research balances the needs for both high-risk/ high-payoff research and stewardship of mission-critical research.</li> <li>• The Laboratory’s research portfolio takes advantage of unique capabilities at the Laboratory.</li> <li>• The Laboratory’s research portfolio includes activities for which the Laboratory is uniquely capable.</li> </ul>
B	The Laboratory fails to satisfy one of the conditions for B+; for example <ul style="list-style-type: none"> <li>• The Laboratory’s strategic plan is only <i>partially</i> coherent and is not entirely well-connected with external communities;</li> <li>• The portfolio of Laboratory research does <i>not</i> appropriately balance high-risk/ high-payoff research and stewardship of mission-critical research;</li> <li>• The Laboratory has developed and maintained <i>some, but not all</i>, of its core competencies.</li> <li>• The plan to attract and retain professional scientific staff is <i>lacking</i> strategic vision.</li> </ul>
B-	The Laboratory fails to satisfy <i>several</i> of the conditions for B+, including at least one of the following: <ul style="list-style-type: none"> <li>• Weak programmatic vision insufficiently connected with external communities;</li> <li>• Development and maintenance of only a few core competencies</li> <li>• little attention to maintaining the correct balance between high-risk and mission-critical research;</li> <li>• inability to attract and retain talented scientists in some programs.</li> </ul>
C	The Laboratory fails to satisfy <i>several</i> of the conditions for B+, including at least one of the following reasons: <ul style="list-style-type: none"> <li>• The Laboratory’s strategic plan lacks strategic vision and lacks appropriate coordination with appropriate stakeholders including external research groups.</li> <li>• The Laboratory’s strategic plan does not provide for sufficient maintenance of core competencies</li> <li>• Plan to attract and retain professional scientific staff is unlikely to be successful or does not focus on strategic capabilities.</li> </ul>
D	The Laboratory fails to satisfy <i>several</i> of the conditions for B+, and specifically <ul style="list-style-type: none"> <li>• The Laboratory has demonstrated little effort in developing a strategic plan.</li> <li>• The Laboratory has done little to develop and maintain core competencies</li> <li>• The Laboratory has had minimal success in attracting and retaining professional scientific staff.</li> </ul>
F	The Laboratory has: <ul style="list-style-type: none"> <li>• Made limited or ineffective attempts to develop a strategic plan;</li> <li>• Not demonstrated the ability to develop and maintain core competencies, has failed to propose high-risk/high-reward research and has failed to steward mission-critical areas;</li> <li>• Failed to attract even reasonably competent scientists and technical staff.</li> </ul>

### 3.2 Provide Effective and Efficient Science and Technology Project/Program/Facilities Management

In assessing the performance of the Laboratory against this Objective, the following assessment elements should be considered:

- The Laboratory’s management of R&D programs and facilities according to proposed plans;



- The extent to which the Laboratory’s management of projects/programs/facilities supports the Laboratory strategic plan
- Adequacy of the Laboratory’s consideration of technical risks;
- The extent to which the Laboratory is successful in identifying/avoiding technical problems;
- Effectiveness in leveraging across multiple areas of research and between research and facility capabilities;
- The extent to which the Laboratory demonstrates a willingness to make tough decisions (i.e., cut programs with sub-critical mass of expertise, divert resources to more promising areas, etc.); and
- The use of LDRD and other Laboratory investments and overhead funds to improve the competitiveness of the Laboratory.

The following is a sampling of factors to be considered in determining the level of performance for the Laboratory against this Objective. The evaluator(s) may consider the following as measured through progress reports, peer reviews, Field Work Proposals (FWPs), Program Office reviews/oversight, etc.

- Laboratory plans that are reviewed by experts outside of lab management and/or include broadly-based input from within the Laboratory.

Letter Grade	Definition
A+	In addition to meeting the all expectations under A, <ul style="list-style-type: none"> <li>• The Laboratory has taken extraordinary measures to deliver an extraordinary result of critical importance to DOE missions, which could include the delivery of a critical technology or insight in response to a National emergency</li> </ul>
A	In addition to satisfying the conditions for B+, <ul style="list-style-type: none"> <li>• The Laboratory’s implementation of project/program/facility plans has led directly to effective R&amp;D programs/facility operations that exceed program expectations in <i>several</i> programmatic areas. Examples are listed under A-.</li> </ul>
A-	In addition to satisfying the conditions for B+, <ul style="list-style-type: none"> <li>• The Laboratory’s implementation of project/program/facility plans has led directly to effective R&amp;D programs/facility operations that exceed program expectations in <i>more than one</i> programmatic area. Examples of performance that exceeds expectations include:</li> <li>• The Laboratory’s implementation of project/program/facility plans has led directly to significant cost savings and/or significantly higher productivity than expected;</li> <li>• Project/program/facility plans prove to be robust against changing scientific and fiscal conditions through contingency planning;</li> <li>• The Laboratory has demonstrated creativity and forceful leadership in development and/or proactive management of its project/program/facility plans to reduce or eliminate risk;</li> <li>• The Laboratory’s proposals for new initiatives are funded through reallocation of resources from less effective programs.</li> <li>• Research plans and management actions are proactive, not reactive, as evidenced by making hard decisions and taking strong actions; and</li> <li>• Management is prepared for budget fluctuations and changes in DOE program priorities – multiple contingencies are planned for; and</li> <li>• LDRD investments, overhead funds, and other Laboratory funds are used to strengthen lab plans and fill critical gaps in the Laboratory portfolio enabling it to respond to future DOE initiatives and/or national emergencies;</li> </ul>



Letter Grade	Definition
B+	The Laboratory has achieved each of the following objectives: <ul style="list-style-type: none"> <li>• Project/program/facility plans exist for all major projects/programs/facilities.</li> <li>• Project/program/facility plans are consistent with known budgets, are based on reasonable assessments of technical risk, are well-aligned with DOE interests, provide sufficient flexibility to respond to unforeseen directives and opportunities, and effectively leverage other Laboratory resources and expertise.</li> <li>• The Laboratory has implemented the project/program/facility plans and has effective methods of tracking progress.</li> <li>• The Laboratory demonstrates willingness to make tough decisions (i.e., cut programs with sub-critical mass of expertise, divert resources to more promising areas, etc.).</li> <li>• The Laboratory's implementation of project/program/facility plans has led directly to effective R&amp;D programs/facility operations.</li> <li>• LDRD investments and other overhead funds are managed appropriately.</li> </ul>
B	<ul style="list-style-type: none"> <li>• Project/program/facility plans exist for all major projects/programs/facilities.</li> <li>• The Laboratory has implemented the project/program/facility plans.</li> </ul> BUT the Laboratory fails to meet <i>at least one of</i> the conditions for B+.
B-	<ul style="list-style-type: none"> <li>• Project/program/facility plans exist for all major projects/programs/facilities.</li> <li>• The Laboratory has implemented the project/program/facility plans.</li> </ul> BUT the Laboratory fails to meet <i>several of</i> the conditions for B+.
C	<ul style="list-style-type: none"> <li>• Project/program/facility plans exist for most major projects/programs/facilities.</li> </ul> BUT the Laboratory has failed to implement the project/program/facility plans AND the Laboratory fails to meet <i>several of</i> the conditions for B+.
D	<ul style="list-style-type: none"> <li>• Project/program/facility plans do not exist for a significant fraction of the Laboratory's major projects/programs/facilities;</li> </ul> OR <ul style="list-style-type: none"> <li>• Significant work at the Laboratory is not in alignment with the project/program/facility plans</li> </ul>
F	The Laboratory has failed to conduct project/program/facility planning activities.

### 3.3 Provide Efficient and Effective Communications and Responsiveness to Headquarters Needs

In assessing the performance of the Laboratory against this Objective, the following assessment elements should be considered:

- The quality, accuracy and timeliness of the Laboratory's response to customer requests for information;
- The extent to which the Laboratory provides point-of-contact resources and maintains effective internal communications hierarchies to facilitate efficient determination of the appropriate point-of-contact for a given issue or program element;
- The effectiveness of the Laboratory's communications and depth of responsiveness under extraordinary or critical circumstances; and
- The effectiveness of Laboratory management in accentuating the importance of communication and responsiveness.

Letter Grade	Definition
A+	In addition to meeting the all expectations under A, <ul style="list-style-type: none"> <li>• The Laboratory's effective communication and extraordinary responsiveness in the face of extreme situations or a national emergency had a materially positive impact on the outcome of the event and/or DOE mission objectives</li> </ul>



Letter Grade	Definition
A	In addition to satisfying the conditions for B+, the Laboratory also meets all of the following: <ul style="list-style-type: none"> <li>• Laboratory management has instilled a culture throughout the lab that emphasizes good communication practices;</li> <li>• Communication channels are well-defined and information is effectively conveyed;</li> <li>• Responses to HQ requests for information from all Laboratory representatives are prompt, thorough, correct and succinct; important or critical information is delivered in real-time;</li> <li>• Laboratory representatives <i>always</i> initiate a communication with HQ on emerging Laboratory issues; headquarters is never surprised to learn of emerging Laboratory issues through outside channels.</li> </ul>
A-	In addition to satisfying the conditions for B+, <ul style="list-style-type: none"> <li>• Laboratory management has instilled a culture throughout the lab that emphasizes good communication practices; and</li> <li>• Responses to requests for information are prompt, thorough, and economical/succinct at all levels of interaction;</li> <li>• Laboratory representatives <i>often</i> initiate communication with HQ on emerging Laboratory issues;</li> <li>• <u>under critical circumstances, essential information is delivered in real-time</u></li> </ul>
B+	The Laboratory has achieved each of the following objectives: <ul style="list-style-type: none"> <li>• Staff throughout the Laboratory organization engage in good communication practices;</li> <li>• Responses to requests for information are prompt and thorough;</li> <li>• The accuracy and integrity of the information provided is never in doubt;</li> <li>• Up-to-date point-of-contact information is widely available for all programmatic areas;</li> <li>• Headquarters is always and promptly informed of both positive and negative events at the Laboratory</li> </ul>
B	The Laboratory failed to meet the conditions for B+ <i>in a few instances</i>
B-	The Laboratory fails to meet the conditions for B+ for <i>one</i> of the following reasons: <ul style="list-style-type: none"> <li>• Responses to requests for information do not provide the minimum requirements to meet HQ needs;                              While the integrity of the information provided is never in doubt, its accuracy sometimes is;</li> <li>• <u>Laboratory representatives do not take the initiative to alert HQ to emerging Laboratory issues.</u></li> </ul>
C	The Laboratory fails to meet the conditions for B+ for <i>one or more</i> of the following reasons: <ul style="list-style-type: none"> <li>• Responses to requests for information frequently fail to provide the minimum requirements to meet HQ needs</li> <li>• The Laboratory used outside channels or circumvented HQ in conveying critical information;</li> <li>• The integrity and/or accuracy of information provided is sometimes in doubt;</li> <li>• Laboratory management fails to demonstrate that its employees are held accountable for ensuring effective communication and responsiveness;</li> <li>• <u>Laboratory representatives failed to alert HQ to emerging Laboratory issues.</u></li> </ul>
D	The Laboratory fails to meet the conditions for B+ for one of the following reasons: <ul style="list-style-type: none"> <li>• Laboratory staff are generally well-intentioned in communication but consistently ineffective and/or incompetent;</li> <li>• The Laboratory management fails to emphasize the importance of effective communication and responsiveness</li> </ul>
F	The Laboratory fails to meet the conditions for B+ for one of the following reasons <ul style="list-style-type: none"> <li>• Laboratory staff are openly hostile and/or non-responsive to requests for information – emails and phone calls are consistently ignored;</li> <li>• Responses to requests for information are consistently incorrect, inaccurate or fraudulent – information is not organized, is incomplete, or is fabricated.</li> </ul>



**Notable Outcomes**

- *Develop a plan to optimize the lab’s HEP research program that is consistent with HEP’s funding plan for research in FY 14 & 15 and present it at the HEP annual budget briefings in early 2013. The primary considerations should be preserving the strength of the program and supporting HEP’s new initiatives. (Objective 3.2)*
- *Develop an improved project management culture by having clear lines of authority and accountability all the way up to the director, filling project management positions with qualified staff that have relevant experience, and ensuring that project and support function staffing are established and maintained at levels adequate to successfully complete project activities especially in critical risk areas, including project controls, procurement, and engineering. (Objective 3.2)*

Science Program Office <sup>6</sup>	Letter Grade	Numerical Score	Weight	Overall Score
<b>Office of High Energy Physics</b>				
3.1 Effective and Efficient Strategic Planning and Stewardship			40%	
3.2 Project/Program /Facilities Management			40%	
3.3 Communications and Responsiveness			20%	
Overall HEP Total				

**Table 3.1 – SC Program Office Performance Goal 3.0 Score Development**

Science Program Office	Letter Grade	Numerical Score	Funding Weight (cost)	Overall Weighted Score
<b>Office of High Energy Physics</b>			100%	
<b>Performance Goal 3.0 Total</b>				

**Table 3.2 –Office Overall Performance Goal 3.0 Score Development<sup>7</sup>**

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

**Table 3.3 –Goal 3.0 Final Letter Grade**

<sup>6</sup> A complete listing of the S&T Goals & Objectives weightings for the SC Programs is provided within Attachment I to this plan.

<sup>7</sup> Weightings for each Customer listed within Table 1.2 are preliminary, based upon FY 2012 cost figures, and are provided for informational purposes only. The final weights to be utilized for determining weighted scores will be determined following the end of the performance period and will be based on actual cost for FY 2013.





**Attachment I.**

**Program Office Goal and Objective Weightings  
 Office of Science**

		<b>HEP Weight</b>
<b>Goal 1.0 Mission Accomplishment</b>		
	<i>Goal Weight</i>	<b>20</b>
1.1 Impact		50
1.2 Leadership		50
<b>Goal 2.0 Design, Fabrication, Construction and Operation of Facilities</b>		
	<i>Goal Weight</i>	<b>60</b>
2.1 Design of Facility (the initiation phase and the definition phase, i.e. activities leading up to CD-2)		60
2.2 Construction of Facility / Fabrication of Components (execution phase, Post CD-2 to CD-4)		30
2.3 Operation of Facility		10
2.4 Utilization of Facility to Grow and Support Lab's Research Base and External User Community		0
<b>Goal 3.0 Program Management</b>		
	<i>Goal Weight</i>	<b>20</b>
3.1 Effective and Efficient Strategic Planning and Stewardship		40
3.2 Project/Program/Facilities Management		40
3.3 Communications and Responsiveness		20



**GOAL 4.0 Provide Sound and Competent Leadership and Stewardship of the Laboratory**

**This Goal evaluates the Contractor’s Leadership capabilities in leading the direction of the overall Laboratory, the responsiveness of the Contractor to issues and opportunities for continuous improvement, and corporate office involvement/commitment to the overall success of the Laboratory.**

In measuring the performance of the above Objectives, the DOE evaluator(s) shall consider performance trends and outcomes in overall Contractor Leadership’s planning for, integration of, responsiveness to and support for the overall success of the Laboratory. This may include, but is not limited to, the quality of Laboratory Vision/Mission strategic planning documentation and progress in realizing the Laboratory vision/mission; the ability to establish and maintain long-term partnerships/relationships with the scientific and local communities as well as private industry that advance, expand, and benefit the ongoing Laboratory mission(s) and/or provide new opportunities/capabilities; implementation of a robust assurance system; Laboratory and Corporate Office Leadership’s ability to instill responsibility and accountability down and through the entire organization; overall effectiveness of communications with DOE; understanding, management and allocation of the costs of doing business at the Laboratory commensurate with associated risks and benefits; utilization of corporate resources to establish joint appointments or other programs/projects/activities to strengthen the Laboratory; and advancing excellence in stakeholder relations to include good corporate citizenship within the local community.

**Objectives:**

**4.1 Leadership and Stewardship of the Laboratory**

*By which we mean:* The performance of the laboratory’s senior management team as demonstrated by their ability to do such things as:

- Define an exciting yet realistic scientific vision for the future of the laboratory,
- Make progress in realizing the vision for the laboratory,
- Establish and maintain long-term partnerships/relationships that maintain appropriate relations with the scientific and local communities, and
- Develop and leverage appropriate relations with private industry to the benefit of the laboratory and the U.S. taxpayer.

Letter Grade	Definition
A+	The Senior Leadership of the laboratory has made outstanding progress (on an order of magnitude scale) over the previous year in realizing their vision for the laboratory, and has had a demonstrable impact on the Department and the Nation. Strategic plans are of outstanding quality, have been externally recognized and referenced for their excellence, and have an impact on the vision/plans of other national laboratories. The Senior leadership of the laboratory may have been faced very difficult challenges and plotted, successfully, its own course through the difficulty, with minimal hand-holding by the Department. Partners in the scientific and local communities applaud the laboratory in national fora, and the Department is strengthened by this.



Letter Grade	Definition
A	The Senior Leadership of the laboratory has made significant progress over the previous year in realizing their vision for the laboratory, and has through this has had a demonstrable positive impact on the Office of Science and the Department. Strategic plans are of outstanding quality, and recognize and reflect the vision/plans of other national laboratories. Faced with difficult challenges, actions were taken by the Senior leadership of the laboratory to redirect laboratory activities to enhance the long-term future of the laboratory. Partners in the scientific and local communities applaud the laboratory in national fora, and the Department is strengthened by this.
A-	The laboratory senior management performs better than expected (B+ grade) in these areas.
B+	The Senior Leadership of the laboratory has made significant progress over the previous year in realizing their vision for the laboratory. Strategic plans present long range goals that are both exciting and realistic. Decisions and actions taken by the lab leadership align work, facilities, equipment and technical capabilities with the laboratory vision and plan. The Senior leadership of the laboratory faced difficult challenges and successfully plotted its own course through the difficulty, with help from the Department. Partners in the scientific and local communities are supportive of the laboratory.
B	The Senior Leadership of the laboratory has made little progress over the previous year in realizing their vision for the laboratory. Strategic plans present long range goals that are exciting and realistic; however DOE is not fully confident that the laboratory is taking the actions necessary for the goals to be achieved. The Laboratory is not fully engaged with its partners/relationships in the scientific and local communities to maximize the potential benefits these relations have for the laboratory.
C	The Senior Leadership of the laboratory has made no progress over the previous year in realizing their vision for the laboratory or aligning work, facilities, equipment and technical capabilities with the laboratory vision and plan. Strategic plans present long range goals that are either unexciting or unrealistic. Business plans exist, but they are not linked to the strategic plan and do not inspire DOE's confidence that the strategic goals will be achieved. Partnerships with the scientific and local communities with potential to advance the laboratory exist, but they may not always be consistent with the mission of or vision for the laboratory. Affected communities and stakeholders are mostly supportive of the laboratory and aligned with the management's vision for the laboratory.
D	The Senior Leadership of the laboratory has made no progress or has back-slid over the previous year in realizing their vision for the laboratory or in aligning work, facilities, equipment and technical capabilities with the laboratory vision and plan. Strategic plans present long range goals that are neither exciting nor realistic. Partnerships that may advance the Laboratory towards strategic goals are inappropriate, unidentified, or unlikely. Affected communities and stakeholders are not adequately engaged with the laboratory and indicate non-alignment with DOE priorities.
F	The Senior Leadership of the laboratory has made no progress or has back-slid over the previous year in realizing their vision for the laboratory or in or aligning work, facilities, equipment and technical capabilities with the laboratory vision and plan. Strategic plans present long range goals that are not aligned with DOE priorities or the mission of the laboratory. Partnerships that may advance the Laboratory towards strategic goals are inappropriate, unidentified, and unlikely, and/or the senior management team does not demonstrate a concerted effort to develop, leverage, and maintain relations with the scientific and local communities to assist the laboratory in achieving a successful future. Affected communities and stakeholders are openly non-supportive of the laboratory and DOE priorities.

#### 4.2 Management and Operation of the Laboratory

*By which we mean:* The performance of the laboratory's senior management team as demonstrated by their ability to do such things as:

- Implement a robust contractor assurance system,
- Understand the costs of doing business at the laboratory and prioritize the management and allocation of these costs commensurate with their associated risks and benefits,



- Instill a culture of accountability and responsibility down and through the entire organization;
- Ensure good and timely communication between the laboratory and SC headquarters and the Site Office so that DOE can deal effectively with both internal and external constituencies.

Letter Grade	Definition
A+	<p>The laboratory has a nationally or internationally recognized contractor assurance system in place that integrates internal and external (corporate) evaluation processes to evaluate risk, and is working to help others internal and external to the Department establish similarly outstanding practices. The laboratory understands the drivers of cost at their lab, and are prioritizing and managing these costs commensurate with the associated risks and benefits to the laboratory and the SC laboratory system.</p> <p>Laboratory management and processes reflect a sense of accountability and responsibility with is evident down and through the entire organization. Communication between the laboratory and SC headquarters and the Site Office is such that all the national laboratories and the Department as a whole benefits.</p>
A	<p>The laboratory has improved dramatically in the last year in all of the following: building a robust and transparent contractor assurance system that integrates internal and external (corporate) evaluation processes to evaluate risk; demonstrating the use of this system in making decisions that are aligned with the laboratory’s vision and strategic plan; understanding the drivers of cost at their lab, and prioritizing and managing these costs consistent with their associated risks and benefits to the laboratory and the SC laboratory system; demonstrating laboratory management and processes reflect a sense of accountability and responsibility with is evident down and through the entire organization; assuring communication between the laboratory and SC headquarters that is beneficial to both the lab and SC.</p>
A-	<p>The laboratory senior management performs better than expected (B+ grade) in these areas.</p>
B+	<p>The laboratory has a robust and transparent contractor assurance system in place that integrates internal and external (corporate) evaluation processes to evaluate risk. The laboratory can demonstrate use of this system in making decisions that are aligned with the laboratory’s vision and strategic plan. The laboratory understands the drivers of cost at their lab, and are prioritizing and managing these costs commensurate with the associated risks and benefits to the laboratory and the SC laboratory system.</p> <p>Laboratory management and processes reflect a sense of accountability and responsibility with is evident down and through the entire organization. Communication between the laboratory and SC headquarters and the Site Office is such that there are no surprises or embarrassments.</p>
B	<p>The laboratory has a contractor assurance system in place but further improvements are necessary, or the link between the CAS and the laboratory’s decision-making processes are not evident. The laboratory understands the drivers of cost at their lab, but they are not prioritizing and managing these costs as well as they should to be commensurate with the associated risks and benefits to the laboratory and the SC laboratory system. Laboratory management and processes reflect a sense of accountability and responsibility with is mostly evident down and through the entire organization. Communication between the laboratory and SC headquarters and the Site Office is such that there are no significant surprises or embarrassments.</p>
C	<p>The laboratory lacks a robust and transparent contractor assurance system in place that integrates internal and external (corporate) evaluation processes to evaluate risk. The laboratory cannot demonstrate use of this system in making decisions that are aligned with the laboratory’s vision and strategic plan. The laboratory does not fully understand the drivers of cost at their lab, and thus are not prioritizing and managing these costs as well as they should to be commensurate with the associated risks and benefits to the laboratory and the SC laboratory system. Communication between the laboratory and SC headquarters and the Site Office is such that there has been at least one significant surprise or embarrassment.</p>
D	<p>The laboratory lacks a contractor assurance system, doesn’t understand the drivers of cost at their lab, and is not prioritizing and managing costs. SC HQ must intercede in management decisions. Poor communication between the laboratory and SC headquarters and the Site Office has resulted in more than one significant surprise or embarrassment.</p>



F	Lack of management by the laboratory’s senior management has put the future of the laboratory at risk, or has significantly hurt the reputation of the Office of Science.
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### 4.3 Contractor Value-added

**By which we mean:** the additional benefits that accrue to the laboratory and the Department of Energy by virtue of having this particular M&O contractor in place. Included here, typically, are things over which the laboratory leadership does not have immediate authority, such as:

- Corporate involvement/contributions to deal with challenges at the laboratory;
- Using corporate resources to establish joint appointments or other programs/projects/activities that strengthen the lab, and
- Providing other contributions to the laboratory that that enable the lab to do things that are good for the laboratory and its community and that DOE cannot supply.

Letter Grade	Definition
A+	The laboratory has been transformed as a result of the many, substantial, additional benefits that accrue to the lab as a result of this contractor’s operation of the laboratory.
A	Over the past year, the laboratory has become demonstrably stronger, better and more attractive as a place of employment as a result of the many, substantial, additional benefits that accrue to the lab as a result of this contractor’s operation of the laboratory.
A-	The laboratory senior management performs better than expected (B+ grade) in these areas.
B+	The laboratory enjoys additional benefits above and beyond those associated with managing the laboratory’s activities that accrue as a result of this contractor’s operation of the laboratory.
B	The laboratory enjoys few additional benefits that accrue as a result of this contractor’s operation of the laboratory; help by the contractor is needed to strengthen the laboratory.
C	The laboratory enjoys few additional benefits that accrue as a result of this contractor’s operation of the laboratory; the contractor seems unable to help the laboratory.
D	The laboratory enjoys few additional benefits that accrue as a result of this contractor’s operation of the laboratory; the contractor’s efforts are inconsistent with the interests of the laboratory and the Department.
F	The laboratory enjoys no additional benefits that accrue as a result of this contractor’s operation of the laboratory; the contractor’s efforts are counter-productive to the interests of the Department.

### Notable Outcomes

- *Develop a plan to optimize the Laboratory’s research program for the future that is consistent with the Office of Science vision. (Objective 4.1)*
- *Develop a vision and business plan that is centered around the Illinois Accelerator Research Center. (Objective 4.2)*
- *FRA, LLC will select and place a Laboratory director. (Objective 4.3)*



ELEMENT	Letter Grade	Numerical Score	Objective Weight	Overall Score
<b>Goal 4.0 – Provide Sound and Competent Leadership and Stewardship of the Laboratory</b>				
4.1 Leadership and Stewardship of the Laboratory			33%	
4.2 Management and Operation of the Laboratory			33%	
4.3 Contractor Value-Added			34%	
<b>Performance Goal 4.0 Total</b>				

**Table 4.1 – Performance Goal 4.0 Score Development**

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

**Table 4.2 – Goal 4.0 Final Letter Grade**



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

The weight of this Goal is 30%.

**This Goal evaluates the Contractor’s overall success in deploying, implementing, and improving integrated ES&H systems that efficiently and effectively support the mission(s) of the Laboratory.**

- 5.1 Provide an Efficient and Effective Worker Health and Safety Program
- 5.2 Provide Efficient and Effective Environmental Management System

In measuring the performance of the above Objectives, the DOE evaluator(s) shall consider performance trends and outcomes in protecting workers, the public, and the environment. This may include, but is not limited to, minimizing the occurrence of environment, safety and health (ESH) incidents; effectiveness of the Integrated Safety Management (ISM) system; effectiveness of work planning, feedback, and improvement processes; the strength of the safety culture throughout the Laboratory; the effective development, implementation and maintenance of an efficient and effective Environmental Management system; and the effectiveness of responses to identified hazards and/or incidents.

**Notable Outcomes**

- *Refine the understanding of the sources of tritium to enhance the ongoing evaluation of release pathways and receptors, to support development of options to manage tritium according to the ALARA principles, develop and implement mitigation options, and communicate the progress of mitigation actions to affected stakeholders. (Objective 5.2)*

ELEMENT	Letter Grade	Numerical Score	Objective Weight	Overall Score
<b>Goal 5.0 - Sustain Excellence and Enhance Effectiveness of Integrated Safety, Health, and Environmental Protection.</b>				
5.1 Provide an Efficient and Effective Worker Health and Safety Program			50%	
5.2 Provide an Efficient and Effective Environmental Management System			50%	
<b>Performance Goal 5.0 Total</b>				

**Table 5.1 – Performance Goal 5.0 Score Development**

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

**Table 5.2 – Goal 5.0 Final Letter Grade**



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

The weight of this Goal is 25%.

**This Goal evaluates the Contractor's overall success in deploying, implementing, and improving integrated business systems that efficiently and effectively support the mission(s) of the Laboratory.**

- 6.1 Provide an Efficient, Effective, and Responsive Financial Management System
- 6.2 Provide an Efficient, Effective, and Responsive Acquisition Management System and Property Management System
- 6.3 Provide an Efficient, Effective, and Responsive Human Resources Management System and Diversity Program
- 6.4 Provide Efficient, Effective, and Responsive Contractor Assurance Systems, including Internal Audit and Quality
- 6.5 Demonstrate Effective Transfer of Technology and Commercialization of Intellectual Assets

In measuring the performance of the above Objectives, the DOE evaluator(s) shall consider performance trends and outcomes in the development, deployment and integration of foundational program (e.g., Contractor Assurance, Quality, Financial Management, Acquisition Management, Property Management, and Human Resource Management) systems across the Laboratory. This may include, but is not limited to, minimizing the occurrence of management systems support issues; quality of work products; continual improvement driven by the results of audits, reviews, and other performance information; the integration of system performance metrics and trends; the degree of knowledge and appropriate utilization of established system processes/procedures by Contractor management and staff; benchmarking and performance trending analysis. The DOE evaluator(s) shall also consider the stewardship of the pipeline of innovations and resulting intellectual assets at the Laboratory along with impacts and returns created/generated as a result of technology transfer, work for others and intellectual asset deployment activities.

**Notable Outcomes**

- ***Strengthen internal acquisition management processes to provide the appropriate rigor and documentation necessary to support mission program execution, by completing actions to address the most recent Procurement Engineering Re-Evaluation Team (PERT) report and the Director's Review of Procurement Support. (Objective 6.2)***





ELEMENT	Letter Grade	Numerical Score	Objective Weight	Overall Score
<b>Goal 6.0 - Deliver Efficient, Effective, and Responsive Business Systems and Resources that Enable the Successful Achievement of the Laboratory Mission(s)</b>				
6.1 Provide an Efficient, Effective, and Responsive Financial Management System(s)			20%	
6.2 Provide an Efficient, Effective, and Responsive Acquisition Management System and Property Management System			25%	
6.3 Provide an Efficient, Effective, and Responsive Human Resources Management System and Diversity Program			20%	
6.4 Provide Efficient, Effective, and Responsive Contractor Assurance Systems, including Internal Audit and Quality			20%	
6.5 Demonstrate Effective Transfer of Technology and Commercialization of Intellectual Assets			15%	
<b>Performance Goal 6.0 Total</b>				

**Table 6.1 – Performance Goal 6.0 Score Development**

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

**Table 6.2 – Goal 6.0 Final Letter Grade**



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

The weight of this Goal is 30%.

**This Goal evaluates the overall effectiveness and performance of the Contractor in planning for, delivering, and operations of Laboratory facilities and equipment needed to ensure required capabilities are present to meet today’s and tomorrow’s mission(s) and complex challenges.**

- 7.1 Manage Facilities and Infrastructure in an Efficient and Effective Manner that Optimizes Usage, Minimizes Life Cycle Costs, and Ensures Site Capability to Meet Mission Needs
- 7.2 Provide Planning for and Acquire the Facilities and Infrastructure Required to Support the Continuation and Growth of Laboratory Missions and Programs

In measuring the performance of the above Objectives, the DOE evaluator(s) shall consider performance trends and outcomes in facility and infrastructure programs. This may include, but is not limited to, the management of real property assets to maintain effective operational safety, worker health, environmental protection and compliance, property preservation, and cost effectiveness; effective facility utilization, maintenance and budget execution; day-to-day management and utilization of space in the active portfolio; maintenance and renewal of building systems, structures and components associated with the Laboratory’s facility and land assets; management of energy use, conservation, and sustainability practices; the integration and alignment of the Laboratory’s comprehensive strategic plan with capabilities; facility planning, forecasting, and acquisition; the delivery of accurate and timely information required to carry out the critical decision and budget formulation process; quality of site and facility planning documents; and Cost and Schedule Performance Index performance for facility and infrastructure projects.

**Notable Outcomes**

- *Create a master Plan that integrates the new vision for Intensity Frontier research facilities with a sound strategy for infrastructure and support facility investment, and facility stabilization and reutilization efforts. (Objective 7.1)*

ELEMENT	Letter Grade	Numerical Score	Objective Weight	Overall Score
<b>Goal 7.0 - Sustain Excellence in Operating, Maintaining, and Renewing the Facility and Infrastructure Portfolio to Meet Laboratory Needs.</b>				
7.1 Manage Facilities and Infrastructure in an Efficient and Effective Manner that Optimizes Usage, Minimizes Life Cycle Costs, and Ensures Site Capability to Meet Mission Needs			50%	
7.2 Provide Planning for and Acquire the Facilities and Infrastructure Required to support the Continuation and Growth of Laboratory Missions and Programs			50%	
<b>Performance Goal 7.0 Total</b>				

**Table 7.1 – Performance Goal 7.0 Score Development**



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

**Table 7.2 – Goal 7.0 Final Letter Grade**



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

The weight of this Goal is 15 %.

**This Goal evaluates the Contractor’s overall success in safeguarding and securing Laboratory assets that supports the mission(s) of the Laboratory in an efficient and effective manner and provides an effective emergency management program.**

- 8.1 Provide an Efficient and Effective Emergency Management System
- 8.2 Provide an Efficient and Effective Cyber Security System for the Protection of Classified and Unclassified Information
- 8.3 Provide an Efficient and Effective Physical Security Program for the Protection of Special Nuclear Materials, Classified Matter, Classified Information, Sensitive Information, and Property

In measuring the performance of the above Objectives, the DOE evaluator(s) shall consider performance trends and outcomes in the safeguards and security, cyber security and emergency management program systems. This may include, but is not limited to, the commitment of leadership to strong safeguards and security, cyber security and emergency management systems; the integration of these systems into the culture of the Laboratory; the degree of knowledge and appropriate utilization of established system processes/procedures by Contractor management and staff; maintenance and the appropriate utilization of Safeguards, Security, and Cyber risk identification, prevention, and control processes/activities; and the prevention and management controls and prompt reporting and mitigation of events as necessary.

ELEMENT	Letter Grade	Numerical Score	Objective Weight	Overall Score
<b>Goal 8.0 - Sustain and Enhance the Effectiveness of Integrated Safeguards and Security management (ISSM) and Emergency Management Systems.</b>				
8.1 Provide an Efficient and Effective Emergency Management System			40%	
8.2 Provide an Efficient and Effective Cyber Security System for the Protection of Classified and Unclassified Information			45%	
8.3 Provide an Efficient and Effective Physical Security Program for the Protection of Special Nuclear Materials, Classified Matter, Classified Information, Sensitive Information, and Property			15%	
<b>Performance Goal 8.0 Total</b>				

**Table 8.1 – Performance Goal 8.0 Score Development**

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

**Table 8.2 – Goal 8.0 Final Letter Grade**

**ATTACHMENT J.3**

**APPENDIX C**

**SPECIAL DEMAND DEPOSIT ACCOUNT AGREEMENT  
FOR USE WITH THE PAYMENTS  
CLEARED FINANCING ARRANGEMENT**

**Applicable to the Operation of  
Fermi National Accelerator Laboratory**

**Contract No. DE-AC02-07CH11359**



**Fermi National Accelerator Laboratory**

**SUBCONTRACT NO. 601503**

**with**

**MB FINANCIAL BANK, N.A.**

**for**

**BANKING SERVICES**

**FOR THE PERIOD OF**

**SEPTEMBER 01, 2011 THROUGH AUGUST 31, 2014**

**with**

**TWO (2) 1-YEAR OPTIONS FOR PERIOD THROUGH AUGUST 31, 2016**

**Operated by Fermi Research Alliance, LLC  
Under Contract with the  
United States Department of Energy (DOE)**

**SPECIAL FINANCIAL INSTITUTION ACCOUNT  
AGREEMENT FOR USE WITH THE PAYMENTS CLEARED  
FINANCING ARRANGEMENT**

Agreement entered into this, 1<sup>st</sup> day of September, 2011, between the UNITED STATES OF AMERICA, represented by the Department of Energy (hereinafter referred to as "DOE"), and Fermi Research Alliance (FRA), LLC, a corporation/legal entity existing under the Laws of the State of Illinois (hereinafter referred to as the Contractor or FRA) and MB Financial Bank, N.A, existing under the laws of the United States, located at 2607 Lincoln Hwy., St. Charles, IL 60175 (hereinafter referred to as the Financial Institution).

RECITALS

- (a) On the effective date of September 01, 2011, DOE, the Bank and the Contractor (FRA) entered into Agreement(s) No. 601503, or a Supplemental Agreement(s) thereto, providing for the transfer of funds on a payments-cleared basis.
- (b) DOE requires that amounts transferred to the Contractor (FRA) there under be deposited in a Special Demand Deposit Account at a Financial Institution covered by Treasury-approved Government deposit insurance organizations that are identified in I TFM 6-9000.

These special demand deposits must be kept separate from the Contractor's general or other funds, and the parties are agreeable to so depositing said amounts with the Financial Institution.

- (c) The Special Demand Deposit Account shall be designated as "Fermi Research Alliance, LLC, United States Department of Energy Special Bank, Prime Contract No. DE AC02-07CH11359" account.

COVENANTS

In consideration of the foregoing, and for other good and valuable considerations, it is agreed that-

- 1. The Government shall have a title to the credit balance in said account to secure the repayment of all funds transferred to the Contractor, and said title shall be superior to any lien, title, or claim of the Financial Institution or others with respect to such accounts.
- 2. The Financial Institution shall be bound by the provisions of said Agreement(s) between DOE, the Bank and the Contractor relating to the transfer of funds into the and withdrawal of funds from the above Special Demand Deposit Account, which are hereby incorporated into this Agreement by reference, but the Financial Institution shall not be responsible for the application of funds withdrawn from said account. After receipt by the Financial Institution of directions from DOE, the Financial Institution shall act thereon and shall be under no liability to any party hereto for any action taken in accordance with the said written directions. Any written directions received by the Financial Institution from the Government upon DOE stationery and purporting to be signed by, or signed at the written direction of, the Government may, insofar as the rights, duties, and liabilities of the Financial Institution are concerned, be considered as having been properly issued and filed with the Financial Institution by DOE.
- 3. DOE, or its authorized representatives, shall have access to financial records maintained by the Financial Institution with respect to such Special Demand Deposit Account at all reasonable

3. DOE, or its authorized representatives, shall have access to financial records maintained by the Financial Institution with respect to such Special Demand Deposit Account at all reasonable times and for all reasonable purposes, including, but without limitation to, the inspection or copying of such financial records and any or all memoranda, checks, payment requests, correspondence, or documents pertaining thereto. Such financial records shall be preserved by the Financial Institution for a period of six (6) years after the final payment under the Agreement.
4. In the event of the service of any writ of attachment, levy of execution, or commencement of garnishment proceedings with respect to the Special Demand Deposit Account, the Financial Institution shall promptly notify DOE at:

FSO/DOE  
Kirk Road & Wilson Street  
Batavia  
Illinois 60510-0500

5. DOE shall authorize funds that shall remain available to the extent that obligations have been incurred in good faith there under by the Contractor to the Financial Institution for the benefit of the Special Demand Deposit Account. The Financial Institution agrees to honor upon presentation for payment all payments issued by the Contractor and to restrict all withdrawals against the funds authorized to an amount sufficient to maintain the average daily balance in the Special Demand Deposit Account in a net positive and as close to zero as administratively possible.

The Financial Institution agrees to service the account in this manner based on the requirements and specifications contained in FRA's Solicitation No. 042111-RFC, dated May 02, 2011. The Financial Institution agrees that per-item costs, detailed in the form "Schedule of Financial Institution Processing Charges" contained in the Financial Institution's aforesaid Proposal will remain constant during the term of this Agreement. The Financial Institution shall calculate the monthly fees based on services rendered and invoice the Contractor. The Contractor shall issue a check or automated clearinghouse authorization transfer to the Financial Institution in payment thereof.

6. The Financial Institution shall post collateral in accordance with 31 CFR 202 with the Federal Reserve bank in an amount equal to the net balances in all of the accounts included in this Agreement (including the noninterest-bearing time deposit account), less the Treasury-approved deposit insurance.
7. This Agreement, with all its provisions and covenants, shall be in effect for a term of three (3) years, beginning on the 1<sup>st</sup> day of September, 2011, and ending on the day of 31 August 2014, with two 1-year Options with a Term through August 31, 2016.
8. DOE, the Contractor, or the Financial Institution may terminate this Agreement at any time within the Agreement period upon submitting written notification to the other parties ninety (90) days prior to the desired termination date. The specific provisions for operating the account during this 90-day period are contained in Covenant 11.
9. DOE or the Contractor may terminate this Agreement at any time upon thirty (30) days' written notice to the Financial Institution if DOE or the Contractor, or both parties, find that the Financial Institution has failed to substantially perform its obligations under this Agreement or



that the Financial Institution is performing its obligation in a manner that precludes administering the program in an effective and efficient manner of that precludes the effective utilization of the Government's cash resources.

10. Notwithstanding the provisions of Covenants 8 and 9, in the event that the Agreement, referenced in Recital (a), between DOE and the Contractor is not renewed or is terminated, this Agreement between DOE, the Contractor, and the Financial Institution shall be terminated automatically upon the delivery of written notice to the Financial Institution.
11. In the event of termination, the Financial Institution agrees to retain the Contractor's Special Demand Deposit Account for an additional 90-day period to clear outstanding payment items.

This Agreement shall continue in effect for the 90-day additional period, with exception of the following:

1. Term Agreement (Covenant 7)
2. Termination of Agreement (Covenants 8 and 9 )

The Financial Institution has submitted the forms entitled "Technical Representations and Certifications" and "Schedule of Financial Institution Processing Charges." These forms have been accepted by FRA and FSO/DOE and are incorporated herein with the document entitled "Financial Institution's information on Payments Cleared Financing Arrangement" as an integral part of this Agreement.

IN WITNESS WHEREOF the parties hereto have caused this Agreement, which consists of 5 pages, including the signature pages, to be executed as of the day and year first above written.

\_\_\_\_\_  
Date Signed

By Rory S. Simpson  
(Typed Name of DOE Contracting Officer)

  
\_\_\_\_\_  
(Signature of DOE Contracting Officer)

08/31/2011

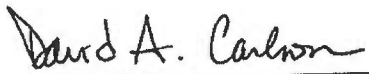
WITNESS

\_\_\_\_\_  
(Typed Name of Witness)

Fermi Research Alliance, LLC  
(Name of Contractor)

\_\_\_\_\_  
(Signature of Witness)

By David A. Carlson  
(Typed Name of Contractor's Representative)


  
\_\_\_\_\_  
(Signature of Contractor's Representative)

Note: In the case of a corporation, a witness is not required. Type or print names under all signatures.

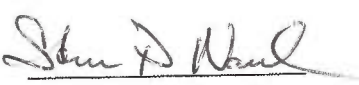
Head, Business Services  
(Title)

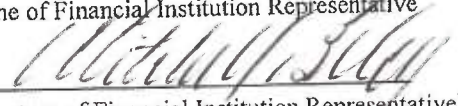
P.O. Box 500, Batavia, IL 60510  
(Address)

8/23/11  
\_\_\_\_\_  
(Date Signed)

  
\_\_\_\_\_  
(Name of Witness)

MB Financial Bank, N.A.  
(Name of Financial Institution)

  
\_\_\_\_\_  
(Signature of Witness)

Mitchell E. Belon  
(Name of Financial Institution Representative)  
  
\_\_\_\_\_  
(Signature of Financial Institution Representative)

Note: In the case of a corporation, a witness is not required. Type or print names under all signatures.

Senior Vice President  
(Title)

2607 Lincoln Highway, St. Charles, IL 60175  
(Address)

8/26/11  
\_\_\_\_\_  
(Date Signed)

ATTACHMENT I

COMMERCIAL BANK'S REPRESENTATIONS  
AND CERTIFICATIONS

The bank makes the following representations and certifications as part of its bid to the Department of Energy to service a Special Demand Deposit Account Agreement for use with the Checks-Paid Method of Letter of Credit financing. Bidder must certify to the following or else their bid will be determined non-responsive and ineligible for award:

1. The bidder has a cash management system and controlled disbursement service that will be able to maintain the Recipient's daily account balance as close to zero as possible.
2. The bidder has the ability to drawdown funds from the Federal Reserve Bank on a daily basis before its closing time of 3:00 p.m.
3. The bidder has the ability to prepare a bank statement and account analysis on a monthly basis ~~in the format shown on Attachment 4 to the solicitation and~~ using the per item costs shown on Attachment 3 to the solicitation.
- ~~4. The bidder has the ability to prepare, on a monthly basis, a bank statement of daily status of Federal Funds on hand in the format shown on Attachment 5 to the solicitation.~~
5. The bidder has the ability to mail the statements described in (3) and (4) above to the ~~Procurement Accounting Dept Supervisor and the Recipient~~ **Procurement Accounting Dept** no later than 10 days following the end of the reporting period.
6. The bidder will establish only one Special Demand Account with controlled disbursement sub-accounts.
7. As necessary, the bidder will pledge collateral, acceptable under Treasury Department Circular 176 and the Treasury Financial Manual, with the Federal Reserve Bank in an amount equal to the Federal funds deposited in all of the accounts included in this agreement, less the Treasury-approved deposit insurance.
8. The bidder resides within the Chicago Federal Reserve Bank District or has an account with a correspondent bank that resides within the Chicago Federal Reserve Bank District.

**MB Financial Bank acknowledges and meets the above listed representations and certifications required by the Department of Energy.**

  
\_\_\_\_\_  
Mitchell Belon

  
\_\_\_\_\_  
Date

ATTACHMENT 2

SAMPLE TECHNICAL REPRESENTATIONS AND CERTIFICATIONS

The financial institution makes the following technical representations and certifications as part of its bid to the Department of energy to service a payments cleared financing arrangement. (Check parentheses and complete blanks, as appropriate. All information is necessary.)

1. Financial Institution Fiscal Information

- a. The financial institution is a () national chartered financial institution ( ) State chartered financial institution organized and existing in the State of ~~Delaware~~ United States
- b. The financial institution () maintains ( ) does not maintain an account with a Federal Reserve Banks.
- c. The current () Federal ( ) State time deposit reserve requirement for the financial institution is 10 %.
- d. The financial institution insures all time account for maximum allowable amount under federally approved deposit insurance () Yes ( ) No. Deposits are insured by a Government deposit insurance organization approved by the Treasury (a list of approved insurance organizations is attached to this form). If no, explain:
- e. The financial institution has direct online access to the Federal Reserve communications System (FRCS). If no, explain:
- f. To receive same-day credit from the Federal Reserve, the financial institution can ascertain the amount of payments cleared net of the amount of any deposits and submit a payment request through the FRCS by 4:00 p.m. Eastern Time.

2. Minority Business Enterprises

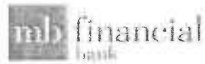
Is the financial institution a minority-owned or minority-controlled institution, eligible to participate in the Treasury Minority Bank Deposit Program (MBDP)? ( ) Yes () No

Information about eligibility and enrollment in the MBDP program is available on the Treasury website at [www.fins.treas.gov](http://www.fins.treas.gov).

3. Technical

- a. Does the financial institution currently service and reconcile an account with a payment volume equal to or exceeding the anticipated volume required by the contractor as stated in the "Schedule of Financial Institution Processing Charges"?  
Service () Yes ( ) No      Reconciliation: () Yes ( ) No
- b. What is the highest number of payments serviced and reconciled for a single account?  
Service: 1,190,000 yr.      Reconciliation: 1,190,000 yr.

*MHA*



Pricing Proforma for:

Fermi Research Alliance, LLC  
Current Pricing

PRODUCT/SERVICE	VOLUME	PRICE	CHARGE	CHARGE
<b>Checking Services</b>				
Corporate Checking Account Maintenance	2	\$ 30.00	\$ 60.00	\$ 720.00
Corporate Reduced Maintenance		\$ 10.00	\$ -	\$ -
Checks Paid	1875	\$ 0.14	\$ 262.50	\$ 3,150.00
Deposits		\$ 3.75	\$ -	\$ -
Deposited Item - On Us		\$ 0.22	\$ -	\$ -
Deposited Item - Chicago (Local City)		\$ 0.22	\$ -	\$ -
Deposited Item - Fed RCPC		\$ 0.23	\$ -	\$ -
Deposited Item - Transit		\$ 0.24	\$ -	\$ -
Deposited Item - US Treasury		\$ 0.24	\$ -	\$ -
<b>General Banking Services</b>				
FDIC Assessment	13800	\$ 0.10	\$ 1.38	\$ 16.56
Borrowed Funds Charge		\$ 0.09	\$ -	\$ -
Weekend Overdraft Fee		\$ 15.00	\$ -	\$ -
OD Consecutive Day Fee per day		\$ 12.00	\$ -	\$ -
NSF		\$ 44.00	\$ -	\$ -
Foreign Item Deposited		\$ 5.00	\$ -	\$ -
ACH Credit Received	22	\$ 0.13	\$ 2.86	\$ 34.32
ACH Debit Received	87	\$ 0.13	\$ 11.31	\$ 135.72
Stop Payment		\$ 40.00	\$ -	\$ -
Chargebacks		\$ 4.50	\$ -	\$ -
Re-deposit Chargebacks (returns)		\$ 6.00	\$ -	\$ -
<b>MB Web Express</b>				
Web Express Balance reporting only - 1st account		\$ 50.00	\$ -	\$ -
Web Express Small Bal Rep only - add'l accounts		\$ 20.00	\$ -	\$ -
Web Express	1	\$ 70.00	\$ 70.00	\$ 840.00
Web Express -Additional Accts	1	\$ 25.00	\$ 25.00	\$ 300.00
Web Express Stop Payments	6	\$ 12.50	\$ 75.00	\$ 900.00
Web Express Expanded History		\$ 25.00	\$ -	\$ -
Web Express CD Acct		\$ 10.00	\$ -	\$ -
Lost Token		\$ 50.00	\$ -	\$ -
<b>Controlled Disbursement</b>				
Controlled Disbursement		\$ 100.00	\$ -	\$ -
Per Item		\$ 0.06	\$ -	\$ -
Controlled Disbursement Reporting		\$ 50.00	\$ -	\$ -
<b>ACH Services</b>				
ACH Module	1	\$ 35.00	\$ 35.00	\$ 420.00
ACH via ADP or other 3rd party vendor		\$ 40.00	\$ -	\$ -
ACH Direct		\$ 40.00	\$ -	\$ -
ACH Origination Items	8939	\$ 0.12	\$ 1,072.68	\$ 12,872.16
Standing ACH Transactions		\$ 5.00	\$ -	\$ -
ACH Reversal		\$ 12.00	\$ -	\$ -
ACH Debit/Credit Return	6	\$ 12.00	\$ 72.00	\$ 864.00
ACH NOC		\$ 1.50	\$ -	\$ -
ACH Prenote		\$ 1.00	\$ -	\$ -
ACH Trancode Blocking per month		\$ 20.00	\$ -	\$ -
ACH Express		\$ 30.00	\$ -	\$ -
<b>Wire Transfer Services</b>				
Domestic Incoming Wire	48	\$ 8.50	\$ 408.00	\$ 4,896.00
Foreign Incoming Wire		\$ 10.50	\$ -	\$ -
Wire Module		\$ 30.00	\$ -	\$ -
Domestic or Foreign USD Outgoing Wire Online		\$ 8.00	\$ -	\$ -
Foreign FX Outgoing Wire via ETD		\$ 10.00	\$ -	\$ -
Foreign FX Outgoing Wire Manual	14	\$ 25.00	\$ 350.00	\$ 4,200.00
Domestic Outgoing Wire Manual	17	\$ 25.00	\$ 425.00	\$ 5,100.00
Foreign USD Outgoing Wire Manual		\$ 75.00	\$ -	\$ -
Standing Wire Order Monthly Maintenance		\$ 150.00	\$ -	\$ -
Repetitive Domestic Wire		\$ 8.00	\$ -	\$ -
Repetitive Foreign Wire		\$ 8.00	\$ -	\$ -
Incoming Wire Notification - EMAIL		\$ 30.00	\$ -	\$ -
Incoming Wire Notification - FAX		\$ 30.00	\$ -	\$ -
Wire Account Masking	1	\$ 20.00	\$ 20.00	\$ 240.00
Wire Transfer for ACH		\$ 15.00	\$ -	\$ -
<b>MB Deposit Express</b>				
Deposit Express Monthly Maintenance		\$ 75.00	\$ -	\$ -
CAR LAR Monthly Maintenance		\$ 25.00	\$ -	\$ -
Additional Accounts		\$ 25.00	\$ -	\$ -
Deposit Express Image Capture		\$ 0.25	\$ -	\$ -
Deposit Express Deposits		\$ 1.25	\$ -	\$ -
<b>Account Reconciliation Services</b>				
Full ARP Monthly Maintenance		\$ 80.00	\$ -	\$ -
Partial ARP File Transfer	2	\$ 17.50	\$ 35.00	\$ 420.00
Recon Paid Item		\$ 0.07	\$ -	\$ -
Deposit Reporting		\$ 50.00	\$ -	\$ -
Deposit Reporting Items		\$ 0.10	\$ -	\$ -
<b>Positive Pay Services</b>				
Positive Pay		\$ 50.00	\$ -	\$ -
Positive Pay item		tdb	\$ -	\$ -
Additional Reports		\$ 25.00	\$ -	\$ -
Failure to provide issued file/Exception		\$ 10.00	\$ -	\$ -
Manual Issue Item		\$ 5.00	\$ -	\$ -
PosPay Stale Check Maintenance		\$ 25.00	\$ -	\$ -
ACH Positive Pay Maintenance		\$ 30.00	\$ -	\$ -
ACH Block		\$ 20.00	\$ -	\$ -
Tax Payment (Including Receipt)		\$ 7.00	\$ -	\$ -
<b>Service Charge Total</b>			\$ 2,925.73	\$ 35,108.76



3B

Pricing Proforma for:

Fermi Research Alliance, LLC  
Proposed Pricing

Three Year Contract 8/1/2011 - 7/31/2014  
One Year Option 8/1/2014 - 7/31/2015  
One Year Option 8/1/2015 - 7/31/2016

PRODUCT/SERVICE	VOLUME	PRICE	CHARGE	ANNUAL CHARGE
<b>Checking Services</b>				
Corporate Checking Account Maintenance	2	\$ 45.00	\$ 90.00	\$ 1,080.00
Corporate Reduced Maintenance		\$ 10.00	\$ -	\$ -
Checks Paid	1875	\$ 0.25	\$ 468.75	\$ 5,625.00
Deposits		\$ 3.75	\$ -	\$ -
Deposited Item - On Us		\$ 0.22	\$ -	\$ -
Deposited Item - Chicago (Local City)		\$ 0.22	\$ -	\$ -
Deposited Item - Fed RCPC		\$ 0.23	\$ -	\$ -
Deposited Item - Transit		\$ 0.24	\$ -	\$ -
Deposited Item - US Treasury		\$ 0.24	\$ -	\$ -
<b>General Banking Services</b>				
FDIC Assessment	13800	\$ 0.10	\$ 1.38	\$ 16.56
Borrowed Funds Charge		\$ 0.09	\$ -	\$ -
Weekend Overdraft Fee		\$ 15.00	\$ -	\$ -
OD Consecutive Day Fee per day		\$ 12.00	\$ -	\$ -
NSF		\$ 44.00	\$ -	\$ -
Foreign Item Deposited		\$ 5.00	\$ -	\$ -
ACH Credit Received	22	\$ 0.50	\$ 11.00	\$ 132.00
ACH Debit Received	17	\$ 0.35	\$ 30.45	\$ 365.40
Stop Payment		\$ 40.00	\$ -	\$ -
Chargebacks		\$ 4.50	\$ -	\$ -
Re-deposit Chargebacks (returns)		\$ 6.00	\$ -	\$ -
<b>MB Web Express</b>				
Web Express Balance reporting only - 1st account		\$ 50.00	\$ -	\$ -
Web Express Small Bal Rep only - add'l accounts		\$ 20.00	\$ -	\$ -
Web Express	1	\$ 130.00	\$ 130.00	\$ 1,560.00
Web Express -Additional Accts	1	\$ 40.00	\$ 40.00	\$ 480.00
Web Express Stop Payments	6	\$ 15.00	\$ 90.00	\$ 1,080.00
Web Express Expanded History		\$ 25.00	\$ -	\$ -
Web Express CD Acct		\$ 10.00	\$ -	\$ -
Lost Token		\$ 50.00	\$ -	\$ -
<b>Controlled Disbursement</b>				
Controlled Disbursement		\$ 100.00	\$ -	\$ -
Per Item		\$ 0.06	\$ -	\$ -
Controlled Disbursement Reporting		\$ 50.00	\$ -	\$ -
<b>ACH Services</b>				
ACH Module	1	\$ 40.00	\$ 40.00	\$ 480.00
ACH via ADP or other 3rd party vendor		\$ 40.00	\$ -	\$ -
ACH Direct		\$ 40.00	\$ -	\$ -
ACH Origination Items	8939	\$ 0.12	\$ 1,072.68	\$ 12,872.16
Standing ACH Transactions		\$ 5.00	\$ -	\$ -
ACH Reversal		\$ 12.00	\$ -	\$ -
ACH Debit/Credit Return	6	\$ 7.50	\$ 45.00	\$ 540.00
ACH NOC		\$ 1.50	\$ -	\$ -
ACH Prenote		\$ 1.00	\$ -	\$ -
ACH Trancode Blocking per month		\$ 20.00	\$ -	\$ -
ACH Express		\$ 30.00	\$ -	\$ -
<b>Wire Transfer Services</b>				
Domestic Incoming Wire	48	\$ 8.50	\$ 408.00	\$ 4,896.00
Foreign Incoming Wire		\$ 10.50	\$ -	\$ -
Wire Module	1	\$ 30.00	\$ 30.00	\$ 360.00
Domestic or Foreign USD Outgoing Wire Online	31	\$ 8.00	\$ 248.00	\$ 2,976.00
Foreign FX Outgoing Wire via ETD		\$ 10.00	\$ -	\$ -
Foreign FX Outgoing Wire Manual		\$ 25.00	\$ -	\$ -
Domestic Outgoing Wire Manual		\$ 25.00	\$ -	\$ -
Foreign USD Outgoing Wire Manual		\$ 75.00	\$ -	\$ -
Standing Wire Order Monthly Maintenance		\$ 150.00	\$ -	\$ -
Repetitive Domestic Wire		\$ 8.00	\$ -	\$ -
Repetitive Foreign Wire		\$ 8.00	\$ -	\$ -
Incoming Wire Notification - EMAIL		\$ 30.00	\$ -	\$ -
Incoming Wire Notification - FAX		\$ 30.00	\$ -	\$ -
Wire Account Masking	1	\$ 20.00	\$ 20.00	\$ 240.00
Wire Transfer for ACH		\$ 15.00	\$ -	\$ -
<b>Account Reconciliation Services</b>				
Full ARP Monthly Maintenance		\$ 80.00	\$ -	\$ -
Partial ARP File Transfer	2	\$ 20.00	\$ 40.00	\$ 480.00
Recon Paid item		\$ 0.07	\$ -	\$ -
Deposit Reporting		\$ 50.00	\$ -	\$ -
Deposit Reporting items		\$ 0.10	\$ -	\$ -
<b>Positive Pay Services</b>				
Positive Pay	2	\$ 50.00	\$ 100.00	\$ 1,200.00
Positive Pay item		tdb	\$ -	\$ -
Additional Reports		\$ 25.00	\$ -	\$ -
Failure to provide issued file/Exception		\$ 10.00	\$ -	\$ -
Manual Issue Item		\$ 5.00	\$ -	\$ -
PosPay Stale Check Maintenance		\$ 25.00	\$ -	\$ -
ACH Positive Pay Maintenance		\$ 30.00	\$ -	\$ -
ACH Block		\$ 20.00	\$ -	\$ -
<b>Total Service Charge</b>			<b>\$ 2,865.26</b>	<b>\$ 34,383.12</b>



Pricing Proforma for:

Fermi Research Alliance, LLC  
Proposed Pricing (Manual Wire Processing)

Three Year Contract 8/1/2011 - 7/31/2014  
One Year Option 8/1/2014 - 7/31/2015  
One Year Option 8/1/2015 - 7/31/2016

PRODUCT/SERVICE	VOLUME	PRICE	CHARGE	ANNUAL CHARGE
<b>Checking Services</b>				
Corporate Checking Account Maintenance	2	\$ 45.00	\$ 90.00	\$ 1,080.00
Corporate Reduced Maintenance		\$ 10.00	\$ -	\$ -
Checks Paid	1875	\$ 0.25	\$ 468.75	\$ 5,625.00
Deposits		\$ 3.75	\$ -	\$ -
Deposited Item - On Us		\$ 0.22	\$ -	\$ -
Deposited Item - Chicago (Local City)		\$ 0.22	\$ -	\$ -
Deposited Item - Fed RCPC		\$ 0.23	\$ -	\$ -
Deposited Item - Transit		\$ 0.24	\$ -	\$ -
Deposited Item - US Treasury		\$ 0.24	\$ -	\$ -
<b>General Banking Services</b>				
FDIC Assessment	13800	\$ 0.10	\$ 1.38	\$ 16.56
Borrowed Funds Charge		\$ 0.09	\$ -	\$ -
Weekend Overdraft Fee		\$ 15.00	\$ -	\$ -
OD Consecutive Day Fee per day		\$ 12.00	\$ -	\$ -
NSF		\$ 44.00	\$ -	\$ -
Foreign Item Deposited		\$ 5.00	\$ -	\$ -
ACH Credit Received	22	\$ 0.50	\$ 11.00	\$ 132.00
ACH Debit Received	37	\$ 0.35	\$ 30.45	\$ 365.40
Stop Payment		\$ 40.00	\$ -	\$ -
Chargebacks		\$ 4.50	\$ -	\$ -
Re-deposit Chargebacks (returns)		\$ 6.00	\$ -	\$ -
<b>MB Web Express</b>				
Web Express Balance reporting only - 1st account		\$ 50.00	\$ -	\$ -
Web Express Small Bal Rep only - add'l accounts		\$ 20.00	\$ -	\$ -
Web Express	1	\$ 130.00	\$ 130.00	\$ 1,560.00
Web Express -Additional Accts	1	\$ 40.00	\$ 40.00	\$ 480.00
Web Express Stop Payments	6	\$ 15.00	\$ 90.00	\$ 1,080.00
Web Express Expanded History		\$ 25.00	\$ -	\$ -
Web Express CD Acct		\$ 10.00	\$ -	\$ -
Lost Token		\$ 50.00	\$ -	\$ -
<b>Controlled Disbursement</b>				
Controlled Disbursement		\$ 100.00	\$ -	\$ -
Per Item		\$ 0.06	\$ -	\$ -
Controlled Disbursement Reporting		\$ 50.00	\$ -	\$ -
<b>ACH Services</b>				
ACH Module	1	\$ 40.00	\$ 40.00	\$ 480.00
ACH via ADP or other 3rd party vendor		\$ 40.00	\$ -	\$ -
ACH Direct		\$ 40.00	\$ -	\$ -
ACH Origination Items	8939	\$ 0.12	\$ 1,072.68	\$ 12,872.16
Standing ACH Transactions		\$ 5.00	\$ -	\$ -
ACH Reversal		\$ 12.00	\$ -	\$ -
ACH Debit/Credit Return	6	\$ 7.50	\$ 45.00	\$ 540.00
ACH NOC		\$ 1.50	\$ -	\$ -
ACH Prenote		\$ 1.00	\$ -	\$ -
ACH Trancode Blocking per month		\$ 20.00	\$ -	\$ -
ACH Express		\$ 30.00	\$ -	\$ -
<b>Wire Transfer Services</b>				
Domestic Incoming Wire	48	\$ 8.50	\$ 408.00	\$ 4,896.00
Foreign Incoming Wire		\$ 10.50	\$ -	\$ -
Wire Module		\$ 30.00	\$ -	\$ -
Domestic or Foreign USD Outgoing Wire Online		\$ 8.00	\$ -	\$ -
Foreign FX Outgoing Wire via ETD		\$ 10.00	\$ -	\$ -
Foreign FX Outgoing Wire Manual		\$ 25.00	\$ -	\$ -
Domestic Outgoing Wire Manual	17	\$ 25.00	\$ 425.00	\$ 5,100.00
Foreign USD Outgoing Wire Manual	14	\$ 75.00	\$ 1,050.00	\$ 12,600.00
Standing Wire Order Monthly Maintenance		\$ 150.00	\$ -	\$ -
Repetitive Domestic Wire		\$ 8.00	\$ -	\$ -
Repetitive Foreign Wire		\$ 8.00	\$ -	\$ -
Incoming Wire Notification - EMAIL		\$ 30.00	\$ -	\$ -
Incoming Wire Notification - FAX		\$ 30.00	\$ -	\$ -
Wire Account Masking	1	\$ 20.00	\$ 20.00	\$ 240.00
Wire Transfer for ACH		\$ 15.00	\$ -	\$ -
<b>Account Reconciliation Services</b>				
Full ARP Monthly Maintenance		\$ 80.00	\$ -	\$ -
Partial ARP File Transfer	2	\$ 20.00	\$ 40.00	\$ 480.00
Recon Paid item		\$ 0.07	\$ -	\$ -
Deposit Reporting		\$ 50.00	\$ -	\$ -
Deposit Reporting items		\$ 0.10	\$ -	\$ -
<b>Positive Pay Services</b>				
Positive Pay	2	\$ 50.00	\$ 100.00	\$ 1,200.00
Positive Pay Item		tbd	\$ -	\$ -
Additional Reports		\$ 25.00	\$ -	\$ -
Failure to provide issued file/Exception		\$ 10.00	\$ -	\$ -
Manual Issue Item		\$ 5.00	\$ -	\$ -
PosPay Stale Check Maintenance		\$ 25.00	\$ -	\$ -
ACH Positive Pay Maintenance		\$ 30.00	\$ -	\$ -
ACH Block		\$ 20.00	\$ -	\$ -
<b>Total Service Charge</b>			<b>\$ 4,062.26</b>	<b>\$ 48,747.12</b>

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**FINANCIAL INSTITUTION'S INFORMATION ON  
PAYMENTS CLEARED FINANCING ARRANGEMENT**

1. GENERAL INFORMATION

Payments cleared funding is a method used by the Federal Government to provide funds to a contractor who is performing services or providing goods to the Department of Energy (DOE). Under this method, the contractor issues payments for program purposes. When these payments clear the financial institution, the payments are totaled, and the financial institution draws funds from an Automated Standard Application for Payment (ASAP) 1031 system account at the Federal Reserve Bank (FRB-Richmond) of Richmond for credit to the account at the contractor's account. The financial institution is compensated for services performed in the form of direct payment of fee. Information necessary to bid for and operate such an account and to establish the reporting requirements the financial institution must meet are provided below.

2. BIDDING INFORMATION

- a. Upon receipt of the solicitation from DOE, the financial institution representative should review the package to ensure that all material listed in the covering letter has been included. If anything is missing, the financial institution representative should contact the DOE representative named in the letter to obtain the missing material. If all material is present, the financial institution representative should review the bidding procedures, the operating procedures, the reporting requirements, and the sample agreement. Questions should be directed to the designated DOE representative.
- b. Once the procedures and requirements are understood and the financial institution's management decides to submit a proposal, the procedures below should be followed:
  - (1) Check or complete all responses contained in the "Technical Representations and Certifications" form.
  - (2) Complete the "Schedule of Financial Institution Processing Charges" form.
  - (3) Ensure that all required information has been provided before forwarding the completed forms to the designated DOE representative. These forms constitute the financial institution's formal proposal to DOE. Incomplete proposals will not be considered.
  - (4) Forward the completed proposal with a cover letter to the DOE

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representative at the address provided. Proposals not received by the date established for submission will not be considered.

- c. Bidders will be notified, by letter, of the financial institution selected within 30 calendar days after the close of the bidding period.
- d. The selected financial institution will meet with the designated DOE representative to clarify any operational questions and to sign the contractual agreement and required corporate certificates for both the contractor and financial institution. The agreement term will be determined by the DOE representative, but normally will be for a period of not less than 2 years and not more than 5 years. Specific termination provisions are contained in the agreement for termination before the date specified in the agreement.

### 3. OPERATING REQUIREMENTS

- a. The financial institution will total the payments cleared against the special account and subtract any deposits. This sum will be drawn from the ASAP 1031 account at FRB-Richmond. The amount of the drawdown should be sufficient to maintain the account balance net positive and as close to zero as administratively possible. The institution must determine the cutoff time for processing payments and deposits to ensure same day credit. The drawdown is effected by sending an online request for funds (type code 1031) to FRB-Richmond via Fedwire by 5:45 p.m. Eastern Time. The DOE finance office will provide the financial institution with enrollment forms that will permit withdrawal of funds from the ASAP 1031 account at FRB-Richmond. The institution will complete the forms and return them to DOE for further processing.
- b. If the financial institution providing these services is a branch of a parent institution, the drawdown on ASAP 1031 and subsequent transfer of funds from FRB-Richmond must be accomplished in time for the branch to receive same-day credit for the funds requested.

### 4. COMPENSATION

The institution will be paid by the contractor under the direct payment method.

### 5. PENALTIES ON EXCESS FUNDS

If the financial institution has a pattern of excess drawdowns and fails to correct the problem after written notice from the Department, the financial institution will be assessed interest on all excess balances at the Federal Funds Rate for the month(s), and the special financial institution account agreement will be terminated. Penalties will be remitted to the cognizant DOE finance office.

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6. REPORTING REQUIREMENTS

The financial institution will provide the contractor with a bank statement and an account analysis monthly. The account analysis will include the data necessary for the DOE finance office to determine that the costs of the services are commensurate with the level of compensation being provided to the financial institution, and the average daily demand account balance is being maintained net positive and as close to zero as administratively possible.

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The Bank would have to provide the following services for Fermi National Accelerator Laboratory:

1. Two accounts
  - A. Voucher account
  - B. Payroll account
2. Provide secure, web-based system with all account information which would include:
  - A. Detail of opening balances
  - B. Listing of checks for each account with supporting documentation
  - C. Adjustments or corrections with supporting documentation
  - D. Incoming and outgoing wire transfers with supporting documentation
  - E. Foreign deposits with detailed documentation
  - F. Deposits with detail
  - G. Total letter of credit draw with verification from the Federal Treasury to Fermilab and DOE
  - H. Incoming and outgoing ACH transactions with supporting documentation
3. Deposits
  - A. Direct deposits from Fermilab
  - B. Other deposits that may occur
4. On-line stop payment services
5. Foreign transactions
  - A. Foreign wire transfers, incoming and outgoing
  - ~~B. Foreign drafts, incoming and outgoing~~
6. Wire transfers, incoming and outgoing
7. Electronic transfer of tax payments
  - A. Federal tax payments to the Treasury using the EFTPS
  - B. Various state tax payments using each state's payment system
8. Monthly bank statements for payroll and voucher account
  - A. Checks to be sorted in numerical order
  - B. Statements to be received by the 10<sup>th</sup> of the following month
9. Bank reconciliation monthly
  - A. Downloadable electronic file provided for the payroll account
  - B. Downloadable electronic file provided for the voucher account
  - C. Checks to be sorted in numerical order
  - D. Files to be available no later than the 10<sup>th</sup> day of the following month

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10. ACH electronic transmission for payroll direct deposit
11. Facility for the electronic transfer of information, especially payroll information for direct deposit and online access to Fermilab account information
12. Provide method for obtaining acceptable images of check copies
  - A. CD images
  - B. Images with bank statement
13. Fee credit to be given for interest earned on Treasury tax payments
14. ACH services for benefits collections
15. Positive pay services for all accounts
16. Masked account information for incoming wires
17. Secure ACH services for designated payments
18. Commercial bank's representations and certifications (See attachment 1)



Reimbursement for Overdrafts/Excess Funds

1. The commercial bank will review the checks-paid letter of credit balance on a daily basis. The commercial bank will be bound by the agreement to ensure that proper action is taken by the bank to maintain the account balance as close to zero as administratively possible. Further, when overdrafts and excess balances occur, the commercial bank will also take appropriate action to correct these circumstances according to the procedures contained in the agreement and information included as part of the agreement.
  - A. Expected or Recurring Overdrafts. If overdrafts frequently occur in an account or are expected to occur due to checks clearing after the established cut-off time, the Chicago Field Office may consider prefunding the account. Under the prefunding concept, the Chicago Site Office will require the commercial bank to estimate the average dollar value of checks presented each day which the commercial bank cannot capture in time to make a letter of draw down. The commercial bank will be allowed to adjust each draw down by the predetermined amount plus any negative account balance or minus any positive account balance from the previous day. Prefunding of an account must be approved in advance by the Controller's Office, DOE Headquarters.
  - B. Excess Balances. An excess balance results when a commercial bank makes a letter of credit draw down for more money than is needed to cover charges (net of receipts) against the recipient organization's account. To determine what portion of an excess balance is refundable, the commercial bank shall subtract from the excess account balance the amount needed to fund the current day's charges--checks and wire transfers--before the Federal Reserve cut-off time for letter of credit draw downs. Immediately thereafter, the Chicago Field Office Finance and Accounting Division should be notified by telephone of the remaining balance and requested to provide disposition instructions. If necessary, the Chicago Site Office will amend the letter of credit to make the funds available for future disbursement.
2. Penalties on Excess Funds: If the calculated average daily balance for the month results in a positive account balance and the financial institution had no control over the positive balance, the financial institution will compensate DOE for the loss of the availability of funds by multiplying the average daily balance for the month by the Treasury Tax and Loan Funds Rate divided by 12. If the financial institution caused the positive account balance, it shall pay a penalty determined by multiplying the excess funds balance by the Federal Funds Rate adjusted for the proper period of time. Penalties will be remitted to the Chicago Site Office.

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