

**PART I – THE SCHEDULE
SECTION H
SPECIAL CONTRACT REQUIREMENTS**

TABLE OF CONTENTS

H.1	DOE-H-1051 CONSECUTIVE NUMBERING (MAY 2009)	1
H.2	DOE-H-1004 NO THIRD PARTY BENEFICIARIES	1
H.3	WORKFORCE TRANSITION AND EMPLOYEE HIRING PREFERENCES	1
H.4	SEVERANCE PAY	2
H.5	PENSION AND BENEFIT PLANS	2
H.6	POST-CONTRACT RESPONSIBILITIES FOR PENSION AND OTHER BENEFIT PLANS	8
H.7	WORKERS’ COMPENSATION INSURANCE	9
H.8	LABOR RELATIONS	10
H.9	WORKFORCE RESTRUCTURING	11
H.10	WORKFORCE TRANSITION AND BENEFITS TRANSITION: PLANS AND TIMEFRAMES	11
H.11	DOE-H-1011 DEPARTMENT OF LABOR WAGE DETERMINATIONS	16
H.12	INSURANCE – WORK ON A GOVERNMENT INSTALLATION	16
H.13	DOE-H-1021 CONSERVATION OF UTILITIES	17
H.14	DOE-H-1023 PRESERVATION OF ANTIQUITIES, WILDLIFE AND LAND AREAS ..	17
H.15	DOE-H-1024 ALTERNATIVE DISPUTE RESOLUTION	17
H.16	LITIGATION MANAGEMENT AND SUPPORT	18
H.17	DOE-H-1031 CONTRACTOR PRESS RELEASE	18
H.18	DOE-H-1032 RELEASE OF INFORMATION	19
H.19	DOE-H-1040 LOBBYING RESTRICTION (ENERGY AND WATER DEVELOPMENT AND RELATED AGENCIES APPROPRIATIONS ACT, 2014)	19
H.20	DOE-H-1048 SUSTAINABLE ACQUISITION UNDER DOE SERVICE CONTRACTS (MAY 2011)	19
H.21	DOE-H-1055 COMPLIANCE WITH INTERNET PROTOCOL VERSION 6 (IPV6) IN ACQUIRING INFORMATION TECHNOLOGY (JULY 2011)	20
H.22	DOE-H-1057 ASSIGNMENT AND ADMINISTRATION OF CONTRACTS AND SUBCONTRACTS (JULY 2011)	20
H.23	KEY PERSONNEL	21
H.24	SEPARATE CORPORATE ENTITY	23

H.25	DOE-H-1063 PERFORMANCE GUARANTEE AGREEMENT (JULY 2011)	23
H.26	DOE-H-1064 RESPONSIBLE CORPORATE OFFICIAL	23
H.27	DOE-H-1065 PRIVACY ACT SYSTEMS OF RECORD	24
H.28	DOE-H-1067 PRICE ANDERSON AMENDMENTS ACT NONCOMPLIANCE (JULY 2011) 25	
H.29	IMPLEMENTING THE PRICE-ANDERSON AMENDMENTS ACT OF 2005	25
H.30	WORK STOPPAGE AND SHUTDOWN AUTHORIZATION	30
H.31	DOE-H-1069 TRANSITION TO FOLLOW-ON CONTRACT (JULY 2009)	31
H.32	GOVERNMENT-OWNED PROPERTY AND EQUIPMENT RESPONSIBILITIES FOR CONTRACT TRANSITION PERIOD	31
H.33	DOE-H-1079 MANDATORY CHANGE ORDER ACCOUNTING	32
H.34	EMCBC-H-1001 CONFIDENTIALITY OF INFORMATION	33
H.35	DOE CONTRACT ADMINISTRATION AND OVERSIGHT	34
H.36	EMCBC-H-1010 SECURITY	35
H.37	NOTICE OF CIVIL PENALTIES FOR VIOLATION OF SECURITY OF DOE CLASSIFIED OR SENSITIVE INFORMATION OR DATA	36
H.38	EMERGENCY CLAUSE	36
H.39	PERSONNEL SECURITY CLEARANCES	36
H.40	INCORPORATION OF REPRESENTATIONS, CERTIFICATIONS, AND OTHER STATEMENTS OF OFFEROR	37
H.41	COOPERATION WITH OTHER SITE CONTRACTORS	37
H.42	ACCESS TO DOE-OWNED OR LEASED FACILITIES	38
H.43	CONTRACT PARTICIPATION BY FOREIGN NATIONALS	39
H.44	MAJOR SUBCONTRACTORS	39
H.45	PARTNERING	40
H.46	INFORMATION	40
H.47	CYBER SECURITY PROGRAM	41
H.48	ALLOCATION OF RESPONSIBILITY AND LIABILITY FOR CONTRACTOR AND U.S. DEPARTMENT OF ENERGY (DOE) ENVIRONMENTAL COMPLIANCE ACTIVITIES	41
H.49	EMPLOYEE CONCERNS PROGRAM	42
H.50	ENVIRONMENTAL JUSTICE	42
H.51	GREEN PURCHASING UNDER DOE SERVICE CONTRACTS	42

H.52	NOTICE REGARDING THE PURCHASE OF AMERICAN-MADE EQUIPMENT AND PRODUCTS -- SENSE OF CONGRESS.....	43
H.53	PAPERLESS DIRECTIVE PROCESSING SYSTEM.....	43
H.54	CONTRACTOR PROPERTY MANAGEMENT SYSTEM ADMINISTRATION.....	45
H.55	PROTECTION OF GOVERNMENT PROPERTY - MANAGEMENT OF HIGH-RISK PROPERTY AND CLASSIFIED MATERIALS.....	46
H.56	GOVERNMENT-FURNISHED SERVICES AND ITEMS (GFSI)	47
H.57	PROHIBITION OF CONTRACTS WITH PERSONS FALSELY LABELING PRODUCTS AS MADE IN AMERICA	49

SECTION H - SPECIAL CONTRACT REQUIREMENTS

H.1 DOE-H-1051 CONSECUTIVE NUMBERING (MAY 2009)

Due to automated procedures employed in formulating this document, clauses and provisions contained within may not always be consecutively numbered.

H.2 DOE-H-1004 NO THIRD PARTY BENEFICIARIES

This Contract is for the exclusive benefit and convenience of the parties hereto. Nothing contained herein shall be construed as granting, vesting, creating or conferring any right of action or any other right or benefit upon past, present or future employees of the Contractor, or upon any other third party. This provision is not intended to limit or impair the rights which any person may have under applicable Federal statutes.

H.3 WORKFORCE TRANSITION AND EMPLOYEE HIRING PREFERENCES

The Contractor shall comply with the hiring preferences set forth below. The Contractor's failure to comply with this clause may result in the costs being determined to be unallowable. See also Section I.51, FAR 52.222-17.

- (a) The right of first refusal for employment in Section I, FAR 52.222-17 Nondisplacement of Qualified Workers (May 2014), is applicable to the service employees employed under the CH2M♦WG Idaho L.L.C. Contract DOE-AC07-05ID14516 (hereinafter CWI DOE Contract), and the California Security Services Contract DOE-AC07-05ID14516 (hereinafter Elite DOE Contract) for the same or similar services, which are to be performed by the Contractor and its subcontractors. The Contractor shall comply with the right of first refusal for employment for service employees and all of the requirements set forth in FAR 52.222-17 Nondisplacement of Qualified Workers for the applicable work and positions before applying any of the hiring preferences in paragraph (b) below.
 - (1) The obligation to offer employment under Paragraph (A) above shall continue for 90 days after issuance of the Contract and also, 90 days after the Contractor's first date for performance of the same or similar services.
 - (2) If a service employee employed under the CWI DOE and/or Elite DOE Contracts declines a bona fide express offer of employment under Paragraph (A) above, the Contractor need not provide the right of first refusal to such employee, but shall provide all other preferences in hiring in Paragraph (B) below, as applicable.
 - (3) If a service employee employed under the CWI DOE and/or Elite DOE Contracts is not provided an offer of employment under Paragraph (A), they

will be terminated prior to final contract turnover by CWI or Elite according to the approved Staffing Plan in Section H.10, *Workforce Transition and Benefits Transition: Plans and Timeframes*, paragraph (1) Staffing Plan. Terminated employees will be offered a severance package commensurate with the terms of the Elite and CWI contracts. The Right of First Refusal as defined in (A)(1) will apply to such terminated employees for 90 days after final contract takeover.

- (b) The Contractor shall use the transition period to make hiring decisions and to establish the management structures necessary to conduct an employee relations program. In establishing an initial workforce and through the first 6 months after Notice to Proceed (NTP), the Contractor shall give a first preference in hiring for vacancies in non-managerial positions under this Contract to Incumbent Employees as defined in H.5 *Pension and Benefit Plans* who meet the qualifications for a particular position. This hiring preference takes priority over the hiring preference provided in Section I.129 “DEAR 952.226-74 Displaced Employee Hiring Preference.” It does not apply to the Contractor’s hiring of management staff (i.e., first line supervisors and above).

H.4 SEVERANCE PAY

Severance Pay is not payable to an employee under this Contract if the employee:

- (a) Voluntarily separates, resigns or retires from employment,
- (b) Is offered employment with a successor/replacement contractor,
- (c) Is offered employment with a parent or affiliated company,
- (d) Is discharged for cause, or
- (e) Is a Key Person identified in Section H.23

H.5 PENSION AND BENEFIT PLANS

(a) Background on Benefit Plans

- (1) The Idaho National Laboratory Employee Retirement Plan (INLERP) is a multiple employer pension plan which was closed to new entrants on May 1, 2005, but which covers certain eligible bargaining unit and non-bargaining unit (exempt and nonexempt) incumbent employees “Grandfathered” in the plan. The INLERP is managed and administered by committees composed of representatives from each of the sponsoring employers.
- (2) The Idaho National Laboratory Employee Investment Plan (INLEIP) covers certain eligible bargaining unit and non-bargaining unit (exempt and nonexempt) employees. The INLEIP includes two (2) separate plans: one (1) plan for participants employed prior to May 1, 2005, and one (1) plan for

participants employed after May 1, 2005. The INLEIP is managed and administered by committees composed of representatives from each of the sponsoring employers.

- (3) The Contractor is required in paragraph (g) to provide a total package of benefits to Incumbent Employees and Incumbent “Grandfathered” Employees (as defined in paragraph (b)) comparable to that provided by CH2M♦WG Idaho, LLC (CWI). Benefit costs associated with Incumbent and Grandfathered Incumbent employees are to be included in the firm fixed price portion of the contract, with the exception of the ERISA minimum contributions to the INLERP for Grandfathered Incumbent employees, which are reimbursed as described in Section B.5.
- (4) The Contractor is required in paragraph (h) to offer a market-based package of retirement and medical benefits to Non-Incumbent Employees (as defined in paragraph (c)). These benefit plans are referred to herein as "Market-Based Plans." Benefit costs associated with Market-Based Plans are to be included in the firm fixed price portion of the contract.
- (5) The INLERP, INLEIP and the Incumbent and Market-Based Benefit Plans are collectively referred to herein as the “Plans” for purposes of the Section H Clauses entitled, Pension and Benefit Plans, Post-Contract Responsibilities for Pension and Other Benefit Plans, and Incumbent Employees Benefit Plans.

(b) Incumbent Employees for the purposes of this Contract

Incumbent Employees are the employees who are Regular Employees of CWI as of the date of contract takeover under Section F of this contract. Based on prior employment and the terms of the INLERP and INLEIP, Incumbent “Grandfathered” Employees are those employees eligible to participate in the INLERP, and accrue Benefit Service as defined in the INLERP.

(c) Non-Incumbent Employees

Non-Incumbent Employees are new hires, i.e. employees other than Incumbent or Incumbent “Grandfathered” Employees who are hired by the contractor after the date of contract takeover under Section F of this contract.

(d) Administrative Agreements with Lead Sponsor

The lead sponsor, Battelle Energy Alliance, LLC (BEA) or a lead sponsor successor of the INLERP and INLEIP, shall have responsibility for management and administration of these plans, consistent with plan documents and any other administrative documents. BEA or a successor lead sponsor shall provide management and administrative services for the Contractor for the INLERP and the

INLEIP. The Contractor shall enter into administrative agreements with the lead sponsor, BEA, or a successor lead sponsor, for the management and administration of these plans when the Contractor has Grandfathered Employees participating in the INL Plan(s). The agreements and costs contained therein shall be subject to the approval of the Contracting Officer.

(e) Pension and Other Benefit Programs

- (1) The Contractor shall become a sponsor of the pension and other benefit plans identified in paragraph (a)(5), when it hires Incumbent Grandfathered Employees unless the Contractor demonstrates to the satisfaction of the Contracting Officer that there are no practicable means of doing so that would maintain its segment of the INLERP in a tax-qualified basis, and shall be responsible for the management and administration of the Incumbent Benefit Plans and the Market-Based Plans identified in paragraphs (a)(3) and (a)(4).
- (2) Unless otherwise required by applicable law or approved by the Contracting Officer, no implementation of a benefit program and no amendment to any of the plans identified in paragraph (a)(5), or underlying trust documents thereto shall result in allowable costs (FAR Part 31) under this Contract.
- (3) No presumption of allowability will exist when the Contractor implements a new benefit plan or makes changes to existing benefit plans identified in paragraphs (a)(5) until the Contracting Officer makes a determination of cost allowability for reimbursement for new or changed benefit plans.
- (4) Cost reimbursement for pension and other benefit plans sponsored by the Contractor (identified in paragraph (a)(5)) will be based on the Contracting Officer's approval of Contractor actions pursuant to an approved Ben-Val and an Employee Benefits Cost Study as described below.
- (5) The Contractor shall submit the studies required in (i) and (ii) below. The studies shall be used by the Contractor in calculating the cost of benefits under existing benefit plans. An Employee Benefits Value (Ben-Val) Study Method using no less than 15 comparator organizations and an Employee Benefits Cost Survey comparison Method shall be used in this evaluation to establish an appropriate comparison method. In addition, the Contractor shall submit updated studies to the Contracting Officer for approval prior to the adoption of any change to a pension or other benefit plan identified in paragraph (a)(5).
 - a. Separate Ben-Val studies are required every two years for all plans identified in paragraph (a). A Ben-Val is an actuarial study of the relative value (RV) of the benefits programs offered by the Contractor

measured against the RV of benefit programs offered by comparator companies approved by the Contracting Officer. To the extent that the value studies do not address post retirement benefits other than pensions, the Contractor shall provide a separate cost and plan design data comparison for the post-retirement benefits other than pensions using external benchmarks derived from nationally recognized and Contracting Officer approved survey sources; and,

- b. Separate Employee Benefits Cost Study comparisons are annually required for all plans identified in paragraph (a)(5). An Employee Benefits Cost Study is a study which analyzes the Contractor's employee benefits cost on a per capita per full time equivalent employee basis and as a percent of payroll and compares them with the costs reported by the U.S. Chamber of Commerce Annual Employee Benefits Cost Survey or other Contracting Officer approved, broad based, national survey.
- c. When net benefit value exceeds the comparator group by more than five (5) percent (%), the Contractor shall submit a corrective action plan to the Contracting Officer for approval, unless waived by the Contracting Officer.
- d. When the average total benefit per capita cost or total benefit cost as a percent of payroll exceeds the comparator group by more than 5 %, and if required by the Contracting Officer, the Contractor shall submit an analysis of the specific plan costs that are above the per capita cost range or total benefit cost as a percent of payroll and a corrective action plan to achieve conformance with a Contracting Officer directed per capita cost range or total benefit cost as a percent of payroll unless waived by the Contracting Officer.
- e. Within two (2) years of approval of the Contractor's corrective action plan by the Contracting Officer, the Contractor shall implement corrective action plans to align employee benefit programs with the benefit value and per capita cost range or percent of payroll as approved by the Contracting Officer.
- f. The Contractor may not terminate any plans identified in paragraph (a)(5), during the term of the Contract without prior approval of the Contracting Officer in writing.
- g. Cost reimbursement for Post-Retirement Benefits (PRBs) is contingent on the specific terms of the plans identified in paragraph (a)(5), as amended. Unless required by Federal or State law, advance funding of

PRBs is not allowable.

- h. Costs of administration for PRBs will be directly billed to the plans and not charged by indirect allocation.
- i. The Contractor shall maintain a sufficient number of trained and qualified personnel to perform all of the functions of the plans.
- j. The Contractor shall render all ordinary and normal administrative services and functions which may be reasonably required for those plans identified in paragraph (a)(5).
- k. The Contractor shall manage Plan assets for any plan not administered by the Lead Sponsor as described in paragraph (d) in a prudent manner. The Contractor shall develop and submit to the Contracting Officer an Investment Policy Statement for each plan not administered by the Lead Sponsor that clearly defines investment return objectives and risk tolerances, and shall perform annual retirement plan Investment Performance Self-Assessments. The Contractor performance self-assessments shall address investment objectives, development of the plans to achieve investment objectives, execution of the plans, performance monitoring, and appropriate corrective action planning and execution. For each plan not administered by the Lead Sponsor, the Contractor shall provide a copy of the Investment Performance Self-Assessment.
- l. The Contractor shall comply with the Investment Policy Statements developed for the plans identified in paragraph (a)(5). Should the Contractor incur higher costs because the Contractor fails to comply with all or part of the established Investment Policy Statements provided to DOE, the additional costs incurred are unallowable.
- m. Each contractor sponsoring a pension and/or postretirement benefit plan shall participate in the annual plan management process which includes written responses to a questionnaire regarding plan management, providing forecasted estimates of future reimbursements in connection with the plan and participating in a conference call to discuss the contractor submission (see (e)(8) below for Pension Management Plan requirements).
- n. Each contractor shall respond to quarterly data calls issued through iBenefits, or its successor system for plans identified in paragraph (a)(5).
- o. Contractors shall submit new benefit plans and changes to plan design

or funding methodology for plans identified in paragraph (a)(5) with justification to the Contracting Officer for approval. The justification must:

- (i) Demonstrate the effect of the plan changes on the contract net benefit value or per capita benefit costs,
- (ii) provide the dollar estimate of savings or costs, and
- (iii) provide the basis of determining the estimated savings or cost.

(f) Benefits for Incumbent Employees under the INLERP and INLEIP

(1) INLERP

- a. The Contractor shall allow individuals who are Incumbent “Grandfathered” Employees to accrue credit under the INLERP for service under this Contract. The Contractor shall timely supply the Plan Administrator(s) with the information required by the Administrator(s) necessary to effectively administer the Plan(s). Contributions to the INLERP as determined by the Plan Administrator shall be allowable costs under this Contract, subject to compliance with other provisions of this Contract and terms of the Plans, as amended. At Contract completion, the Contractor shall fully fund its withdrawal liability under the INLERP; provided, however, that when or if this Contract expires or terminates, the Contractor shall continue as a plan sponsor of the INLERP pursuant to the Section H Clause entitled, Post-Contract Responsibilities for Pension and Other Benefit Plans.
- b. The Contractor shall coordinate with the INLERP Administrator to ensure DOE receives an annual reporting and accounting of the Contractor’s pension obligations, pursuant to Financial Accounting Standard (FAS) 87, for those employees participating in the INLERP and supply the Administrator with all the information necessary to maintain the Federal tax qualifications of all Contractor and Idaho Site pension plans.

(2) INLEIP

- a. Contributions to the INLEIP shall be allowable costs under this Contract, subject to compliance with other provisions of this Contract and terms of the Plans, as amended.

(g) Benefits for Incumbent Employees and Incumbent “Grandfathered” Employees

- (1) The Contractor shall provide a total package of benefits to Incumbent Employees and Incumbent “Grandfathered” Employees (as defined in

paragraph (b)) comparable to that provided by CH2M♦WG Idaho, LLC (CWI). Comparability of the total benefit package shall be determined by the Contracting Officer at his/her sole discretion.

- (2) Incumbent Employees shall remain in their existing pension plans (or comparable successor plans if continuation of the existing plans is not practicable per paragraph (d)(1)) pursuant to pension plan eligibility requirements and applicable law.
- (3) All costs for Incumbent retirement and medical benefits are borne by the Contractor as part of the firm fixed price bid. This includes Contractor costs for establishment, maintenance, and administration of comparable plans provided by CWI.

(h) Pension and Other Benefits for Non-Incumbent Employees

- (1) The Contractor shall offer a market-based package of retirement and medical benefits competitive for the industry to individuals who are not Incumbent Employees. If the Contractor meets all applicable legal and tax requirements, the Contractor may establish a separate line of business pursuant to Internal Revenue Code (IRC) 410 and 414 for the purpose of maintaining the Federal tax qualification of pension covering the Contractor's employees.
- (2) All costs for market-based retirement and medical benefits are borne by the Contractor as part of the firm fixed price bid. This includes Contractor costs for establishment, maintenance, and administration of market-based plans.

H.6 POST-CONTRACT RESPONSIBILITIES FOR PENSION AND OTHER BENEFIT PLANS

- (a) If this Contract expires or terminates and the U.S. Department of Energy (DOE) has awarded a contract under which the new contractor becomes a sponsor of the Idaho National Laboratory Employee Retirement Plan (INLERP) and the Idaho National Laboratory Employee Investment Plan (INLEIP), as defined in paragraph (a) of the Section H Clause entitled, *Pension and Benefit Plans*, of this contract, the Contractor shall cooperate and transfer to the new contractor its responsibility for sponsorship, management and administration of the plans as appropriate and consistent with direction from the Contracting Officer.
- (b) If this Contract expires or terminates without a contract with a new contractor under which the new contractor becomes a sponsor of the INLERP and INLEIP, as defined in paragraph (a) of the Section H Clause entitled, *Pension and Benefit Plans*, of this Contract, or if the Contracting Officer determines that the scope of work under the Contract has been completed (any one such event may be deemed by the Contracting Officer to be "Contract Completion" for purposes of this clause), whichever is earlier,

and notwithstanding any other obligations and requirements concerning expiration or termination under any other clause of this Contract, the following actions shall occur regarding the Contractor's obligations regarding all of the plans as defined in paragraph (a) of the Section H Clause entitled, *Pension and Benefit Plans*, of this Contract at the time of Contract Completion:

- (1) Subject to subparagraph (2) below, and notwithstanding any legal obligations independent of the Contract the Contractor may have regarding responsibilities for sponsorship, management, and administration of the plans as defined in paragraph (a)(5) of the Section H Clause entitled, Pension and Benefit Plans, of this Contract, the Contractor shall remain the sponsor of the plans as defined in paragraph (a) of the Section H Clause entitled, Employee Compensation: Pay and Benefits, of this Contract, in accordance with applicable legal requirements.
- (2) The parties shall exercise their best efforts to reach agreement on the Contractor's responsibilities for sponsorship, management and administration of the plans as defined in paragraph (a)(5) of the Section H Clause entitled, Pension and Benefit Plans, of this Contract prior to or at the time of Contract Completion. However, if the parties have not reached agreement on the Contractor's responsibilities for sponsorship, management and administration of the plans as defined in paragraph (a) of the Section H Clause entitled, Pension and Benefit Plans, of this Contract prior to or at the time of Contract Completion, unless and until such agreement is reached, the Contractor shall comply with written direction from the Contracting Officer regarding the Contractor's responsibilities for continued provision of pension and other benefits under the plans as defined in paragraph (a)(5) of the Section H Clause entitled, Pension and Benefit Plans, of this Contract, including but not limited to continued sponsorship of the plans as defined in paragraph (a)(5) of the Section H Clause entitled, Pension and Benefit Plans, of this Contract, in accordance with applicable legal requirements. To the extent that the Contractor incurs costs in implementing direction from the Contracting Officer, the Contractor's costs will be reimbursed pursuant to applicable Contract provisions.

H.7 WORKERS' COMPENSATION INSURANCE

- (a) Contractors, other than those whose workers' compensation coverage is provided through a state funded arrangement or a corporate benefits program, shall submit to the Contracting Officer for approval all new compensation policies and all initial proposals for self-insurance (Contractors shall provide copies to the Contracting Officer of all renewal policies for workers compensation).
- (b) Workers' compensation loss income benefit payments, when supplemented by other programs (such as salary continuation, short-term disability) are to be administered so

that total benefit payments from all sources shall not exceed 100 percent of the employee's net pay.

- (c) Contractors approve all workers' compensation settlement claims up to the threshold established by the Contracting Officer for DOE approval and submit all settlement claims above the threshold to DOE for approval.
- (d) The Contractor shall obtain approval from the CO before making any significant change to its workers' compensation coverage and shall furnish reports as may be required from time to time by the CO.

H.8 LABOR RELATIONS

- (a) The Contractor shall respect the right of employees to organize and to form, join, or assist labor organizations, to bargain collectively through their chosen labor representatives, to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and to refrain from any or all of these activities.
- (b) In the event any Contractor employees vote to be represented by any Union under a negotiated Bargaining Agreement, the following shall apply:
 - (1) The Contractor shall meet with the Contracting Officer or designee(s) for the purpose of reviewing the Contractor's bargaining objectives for cost reimbursement purposes in the areas of wages, pension, and medical benefits prior to negotiations of any collective bargaining agreement or revision there to and shall consult with and obtain the approval of the Contracting Officer regarding appropriate economic bargaining parameters in the above listed areas prior to the Contractor entering into the collective bargaining process. During the collective bargaining process, the Contractor shall notify the Contracting Officer before submitting or agreeing to any collective bargaining proposal which can be calculated to affect allowable costs under this Contract.
 - (2) The Contractor shall seek to maintain harmonious bargaining relationships that reflect a judicious expenditure of public funds, equitable resolution of disputes and effective and efficient bargaining relationships consistent with the requirements of FAR Subpart 22.1 and DEAR Subpart 970.2201 and all applicable Federal and state labor relations laws.
 - (3) The Contractor shall notify the Contracting Officer or designee in a timely fashion of all labor relations issues and matters of local interest including organizing initiatives, unfair labor practice, work stoppages, picketing, labor arbitrations, and settlement agreements and will furnish such additional information as may be required by the Contracting Officer.

- (4) Provide the contracting officer with a “Report of Settlement” after ratification of a collective bargaining agreement by accessing the Labor Relations Module in iBenefits, a DOE reporting system, during the next open quarter. Data will include information only for negotiated wages, pension, and medical costs.

H.9 WORKFORCE RESTRUCTURING

Notwithstanding any other provision in this Contract, when the Contractor determines that a reduction of force is necessary, the Contractor shall notify the Contracting Officer in writing at least 30 days in advance of employees being laid off. The Contractor shall provide information as directed by the Contracting Officer related to workforce restructuring activities and to enable compliance with Section 3161 of the National Defense Authorization Act for Fiscal Year 1993 and any other DOE guidance pertaining to workforce restructuring, as may be amended from time to time. The Contractor shall supply workforce restructuring related information and reports as needed by DOE. The Contractor shall extend displaced employee hiring preference in accordance with the Section I Clause entitled, DEAR 952.226-74, Displaced Employee Hiring Preference.

H.10 WORKFORCE TRANSITION AND BENEFITS TRANSITION: PLANS AND TIMEFRAMES

- (a) Staffing Plan. No later than 30 calendar days after the Notice to Proceed, the Contractor shall update its Staffing Plan required during their proposal submission per Section L to provide DOE its plan for a Voluntary Separation Plan (VSP) (if applicable) and an Involuntary Separation Plan (ISP) (if applicable).
- (b) Workforce Transition Plan. In addition to the Transition Plan required by Section C.2.0 of this Contract, the Contractor shall submit a written Workforce Transition Plan (WF Transition Plan) describing in detail the Contractor’s plans and procedures as to how the Contractor will comply with the hiring preferences set forth in Clause H.3, *Workforce Transition and Employee Hiring Preferences*, Section I.117 “DEAR 952.226-74 Displaced Employee Hiring Preference, and this Paragraph (b). Notwithstanding timeframes identified elsewhere in the Contract, the Contractor shall perform the following activities in the specified timeframes:

- (1) Within ten days after Notice To Proceed, the Contractor shall:

- (A) Submit to the Contracting Officer a description of any and all transition agreements that it intends to enter into with the incumbent contractors (Elite and CWI) to ensure compliance with Clause H. 3, *Workforce Transition and Employee Hiring Preferences* during the first 90 days after Notice To Proceed;

(B) Establish and submit to the Contracting Officer a written communication plan that details the communication that the Contractor and its subcontractors will engage in with Elite and CWI, regarding implementation of the hiring preference requirements set forth in Clause H. 3, *Workforce Transition and Employee Hiring Preferences*;

(C) Obtain information from the incumbent contractors Elite and CWI, identifying the incumbent employees as defined in Clause H. 5, *Pension and Benefit Plans*. Provide and define a process as part of transition agreements required in paragraph (1)(A) above for obtaining updated and continuous information through the Transition Period regarding the incumbent employees.

(2) Within 15 days after Notice To Proceed, the Contractor shall:

(A) Submit to the Contracting Officer copies of the draft WF Transition Plan for the Contractor and its first and second tier subcontractors, including processes and procedures regarding how the Contractor will implement and ensure compliance with the hiring preferences set forth in Clause H. 3, *Workforce Transition and Employee Hiring Preferences*.

(B) Establish a written communication plan with the Incumbent Contractors Elite and CWI regarding the implementation of the hiring preferences in Clause H. 3, *Workforce Transition and Employee Hiring Preferences* and provide a copy to the Contracting Officer.

(3) Within 30 days after Notice To Proceed, the Contractor shall provide to the Contracting Officer copies of the final Workforce Transition Plan described in paragraph (a) above.

(4) Within 60 days after Notice To Proceed, the Contractor shall provide to the Contracting Officer copies of the final transition agreements described in paragraph (a)(1)(A) above.

(5) The Contractor shall submit reports to the Contracting Officer regarding the Contractor's and its subcontractors' implementation of the hiring preferences required by Clause H. 3, *Workforce Transition and Employee Hiring Preferences*, in accordance with the timeframes set forth below. These reports shall include at a minimum the following information: employee hire dates or anticipated hire dates, employee salary levels, and the names of the former employers of the employees hired by the Contractor and/or hired by the Contractor's first and second tier subcontractors.

- (A) During the 90 day Contract Transition Period such reports shall be provided to the Contracting Officer on a weekly basis; or
- (B) More frequently if requested by the Contracting Officer.
- (c) Benefits Transition. The Contractor shall submit a written draft Benefits Transition Plan within 20 days after Notice To Proceed describing in detail the Contractor's plans and procedures as to how the Contractor will comply with Clause H.5, *Pension and Benefit Plans*, and this Paragraph (b). The Contractor shall provide a final written Benefits Transition Plan to the Contracting Officer within 30 days after Notice To Proceed. All transitions of the existing pension(s) plans and other existing benefit plans, as well as establishment of any new plans, shall be completed within 90 days after Notice To Proceed.

(1) The Contractor shall perform the following activities within the specified timeframes:

- (A) Within ten days after Notice To Proceed, the Contractor shall:
 - (i) Provide the Contracting Officer with a list of Contractor personnel who will be responsible for transitioning of the existing pension plan and other existing benefit plans and/or development of new benefit plans, including specifically the personnel responsible for ensuring that the Contractor becomes a sponsor/participating employer of the INL Employee Retirement Plan and contact information for the above personnel;
 - (ii) Request the incumbent contractors, Elite and CWI, to provide information and documents necessary for the Contractor to adhere to the requirements set forth in this Contract pertaining to sponsorship of the INL Employee Retirement Plan and other existing benefits plans or establishment of any new benefits plans, including but not limited to the transition of the existing pension and other benefit plans or establishment of any new benefits plans on or before the end of the 90-day Transition Period; and

(B) Within 15 days after Notice To Proceed, the Contractor shall provide to the Contracting Officer a list of the information and documents that the Contractor has requested from the incumbent contractors, Elite and CWI, pertaining to the transition of the Contractor's responsibilities related to the INL Employee Retirement Plan, as well as other existing benefit plans. The Contractor shall notify the Contracting Officer on a timely basis of any issues or problems that it encounters in obtaining information or documents requested from the incumbent contractors, Elite and CWI. Regardless of such notification, the Contractor

remains responsible under this Contract for ensuring compliance with the terms of this Contract, including the timeframes set forth in this clause and the requirements in Clause H.3, *Workforce Transition and Employee Hiring Preferences*, and Clause H.5, *Pension and Benefit Plans*.

(C) Within 20 days after Notice To Proceed, the Contractor shall:

(i) Submit a detailed description of its plans and processes, including timeframes and specific projected dates for accomplishment of each activity necessary to ensure compliance with the requirements set forth in Clause H. 5, *Pension and Benefit Plans*, including requirements pertaining to the transition of employee benefit plans; and

(ii) Meet via televideo, teleconference, and/or in person with relevant personnel who administer the benefit plans for the INL Employee Retirement Plan. The meeting shall include the Contractor's benefit plan administrators and personnel, head of human resources, ERISA counsel, actuaries, and any and all other personnel deemed necessary by the Contractor. During such meeting, the Contractor shall discuss all matters necessary to ensure the Contractor adheres to its sponsorship obligations under Clause H.5, *Pension and Benefit Plans*, including execution of transition agreements with the incumbent contractors, Elite and CWI, and other applicable entities. The minutes of the meeting as well as a written description of any substantive issues identified at the meeting shall be submitted to the Contracting Officer within two days after the meeting.

(D) Within 30 days after Notice To Proceed and as part of the written Benefits Transition Plan, the Contractor shall provide a written description of how the existing pension and other benefit plans provided to employees pursuant to Clause H.5, *Pension and Benefit Plans*, will be amended or restated on or before the last day of the 90 day Transition Period. If the creation of a new benefit plan(s) is necessary in order for the Contractor to adhere to the benefits sponsorship requirements set forth in this Contract, the Contractor shall provide a description of the necessary transactions, including but not limited to how the Contractor proposes to comply with the Contract and applicable law governing such transactions.

(E) Within 45 days after Notice To Proceed, the Contractor shall:

(i) Submit to the Contracting Officer a draft Contractor Employee Compensation Plan demonstrating how the Contractor will comply with the requirements of this

Contract regarding employee compensation. The draft Contractor Employee Compensation Plan shall describe the Contractor's policies regarding compensation, pensions and other benefits, and how these policies will support at reasonable cost the effective recruitment and retention of a highly skilled, motivated, and experienced workforce.

(ii) If applicable, submit to the Contracting Officer drafts of all amendments to or restatements of the pension and other benefit plans presently sponsored by the incumbent contractors, Elite and CWI, including but not limited to amendments effectuating the change in sponsorship/participating employer in the INL Employee Retirement Plan. If applicable, the Contractor shall also submit all draft restated benefit plans and draft Summary Plan Descriptions (SPDs) for pension and other benefit plans sponsored by the incumbent contractors, Elite and CWI. Any and all such amendments shall comply with applicable law governing such transactions and changes in sponsorship of the plans.

(iii) Submit to the Contracting Officer drafts of any new benefit plan(s) as well as draft SPDs that the Contractor proposes to sponsor.

(iv) Provide draft copies of the transition agreements which the Contractor will enter into with the incumbent contractors, Elite and CWI, to ensure the Contractor's compliance with the pay and benefits requirements set forth in Clause H.5, *Pension and Benefit Plans*. Copies of these executed transition agreements shall be provided to the Contracting Officer within 45 days.

(F) No later than 60 days after Notice To Proceed and prior to the adoption of the documents identified in Paragraphs (c)(1)(E)(ii) and (iii) above, the Contractor shall submit to the Contracting Officer the proposed final versions of these documents for approval.

(G) The Contractor shall respond to any comments provided by the Contracting Officer under any of the above paragraphs within two days of receipt of the comments.

(2) After the Transition Period and throughout the remaining period of performance of the Contract, the Contractor shall provide the following information promptly to the Contracting Officer upon the request of the Contracting Officer:

(A) Documents relating to benefit plans offered to Contractor Employees, including but not limited to SPDs, all Plan documents, applicable amendments, employee handbooks that summarize benefits provided to employees and other

documents that describe benefits provided to employees of the Contractor who perform work on this Contract, and

(B) Any and all other documents pertaining to implementation of and compliance with implementation of the compensation and benefit programs identified in Clause H.5, *Pension and Benefit Plans*.

H.11 DOE-H-1011 DEPARTMENT OF LABOR WAGE DETERMINATIONS

In the performance of this Contract, the Contractor and/or subcontractors shall comply with the requirements of the U.S. Department of Labor Wage Determination(s) for work covered by the Service Contract Act and Davis Bacon Act, which are located in Section J, Attachments J-3 and J-4 of the contract.

H.12 INSURANCE – WORK ON A GOVERNMENT INSTALLATION

The following kinds and minimum amounts of insurance are required during the performance of this contract:

(a) **Workers' Compensation and Employer's Liability Insurance:**

(1) The amount required by the State of Idaho and the State of Colorado under applicable Worker's Compensation and occupational disease statutes,

(2) Employer's liability insurance in the amount of \$500,000

(b) **General Liability Insurance:** Bodily liability coverage written on the comprehensive form of policy of at least \$1,000,000 per occurrence.

(c) **Automobile Liability Insurance:** Coverage shall be listed on the comprehensive form of the policy. It shall provide for bodily injury and property damage liability covering the operation of all automobiles used in connection with performing the contract. Policies covering automobiles operated in the United States shall provide coverage of at least \$500,000 per person and \$1,000,000 per occurrence for bodily injury and \$100,000 per occurrence for property damage.

The amount of liability coverage on other policies shall be commensurate with any legal requirements of the state and locality, plus sufficient to meet normal and customary claims.

Proof of all required insurance shall be provided to the Contracting Officer prior to the commencement of work.

H.13 DOE-H-1021 CONSERVATION OF UTILITIES

The Contractor shall instruct Contractor employees in utilities conservation practices. The Contractor shall operate under conditions that preclude the waste of utilities.

The Contractor shall use lights only in areas where and at the time when work is actually being performed except in those areas where lighting is essential for purpose of safety and security.

H.14 DOE-H-1023 PRESERVATION OF ANTIQUITIES, WILDLIFE AND LAND AREAS

- (a) Federal Law provides for the protection of antiquities located on land owned or controlled by the Government. Antiquities include Indian graves or campsites, relics and artifacts. The Contractor shall control the movements of its personnel and its subcontractor's personnel at the job site to ensure that any existing antiquities discovered thereon will not be disturbed or destroyed by such personnel. It shall be the duty of the Contractor to report to the Contracting Officer the existence of any antiquities so discovered.
- (b) The Contractor shall also preserve all vegetation (including wetlands) except where such vegetation must be removed for survey or construction purposes. Any removal of vegetation shall be in accordance with the terms of applicable habitat mitigation plans and permits. Furthermore, all wildlife must be protected consistent with programs approved by the Contracting Officer.
- (c) Except as required by or specifically provided for in other provisions of this Contract, the Contractor shall not perform any excavations, earth borrow, preparation of borrow areas, or otherwise disturb the surface soils within the job site without the prior approval of DOE or its designee.

H.15 DOE-H-1024 ALTERNATIVE DISPUTE RESOLUTION

- (a) The DOE and the Contractor both recognize that methods for fair and efficient resolution of significant disputes are essential to the successful and timely achievement of critical milestones and completion of all Contract requirements. Accordingly, the parties agree that in the event of a dispute to jointly select a 'standing neutral.' The standing neutral will be available to help resolve disputes as they arise. Such standing neutral can be an individual, a board comprised of three independent experts, or a company with specific expertise in the Contract area. If a standing neutral cannot be agreed upon, the DOE Office of Dispute Resolution will make a selection. Specific joint ADR processes shall be developed.

- (b) The parties agree the following provision may be invoked for significant disputes upon mutual agreement of the DOE and the Contractor:
 - (1) DOE and the Contractor shall use their best efforts to informally resolve any dispute, claim, question, or disagreement by consulting and negotiating with each other in good faith, recognizing their mutual interests, and attempting to reach a just and equitable solution satisfactory to both parties. If any agreement cannot be reached through informal negotiations within 30 days after the start of negotiations, then such disagreement shall be referred to the standing neutral, pursuant to the jointly-developed ADR procedures.
 - (2) The standing neutral will not render a decision, but will assist the parties in reaching a mutually satisfactory agreement. In the event the parties are unable after 30 days to reach such an agreement, either party may request, and the standing neutral will render, a non-binding advisory opinion. Such opinion shall not be admissible in evidence in any subsequent proceedings.
- (c) If one party to this Contract requests the use of the process set forth in Paragraphs b(1) and b(2) of this clause and the other party disagrees, the party disagreeing must express its position in writing to the other party. On any such occasion, if the party requesting the above process wishes to file a claim they may proceed in accordance with Section I, FAR 52.233-1 Disputes or FAR 52.233-1 Disputes Alternate I.

H.16 LITIGATION MANAGEMENT AND SUPPORT

- (a) Within 60 days of the NTP, the Contractor shall provide a Legal Management Plan (defined as a document describing the Contractor's practices for managing legal costs and legal matters for which it procures the services of retained legal counsel) compliant with Code of Federal Regulations Title 10 Subpart 719 (as revised by Final Rule issued by DOE on May 3, 2013), Contractor Legal Management Requirements. The Plan shall describe the Contractor's practices for managing and containing legal costs and matters for which it procures the services of retained legal counsel.
- (b) Once approved by the Contracting Officer, the Plan, as well as applicable regulations and contract provisions, forms the basis for approvals by the Contracting Officer to reimburse litigation and other legal expenses. The Plan may be revised from time to time to conform to legal management rules or policies established by the Department of Energy.
- (c) If this support is required, a change will be negotiated to the contract to allow these costs as a separate cost-reimbursement type CLIN.

H.17 DOE-H-1031 CONTRACTOR PRESS RELEASE

The DOE policy and procedure on news releases requires that all contractor press releases be reviewed and approved by DOE prior to issuance. Therefore, the contractor shall, at least ten (10) days prior to the planned issue date, submit a draft copy to the Contracting Officer of any planned press releases related to work performed under this contract. The Contracting Officer will then obtain necessary reviews and clearances and provide the contractor with the results of such reviews prior to the planned issue date.

H.18 DOE-H-1032 RELEASE OF INFORMATION

Any proposed public release of information including publications, exhibits, or audiovisual productions pertaining to the effort/items called for in this contract shall be submitted at least ten (10) days prior to the planned issue date for approval. Proposed releases are to be submitted to the Contracting Officer. The Contracting Officer will then obtain necessary reviews and clearances and provide the Contractor with the results of such reviews prior to the planned issue date.

H.19 DOE-H-1040 LOBBYING RESTRICTION (ENERGY AND WATER DEVELOPMENT AND RELATED AGENCIES APPROPRIATIONS ACT, 2014)

The Contractor agrees that none of the funds obligated on this award shall be expended, directly or indirectly, to influence congressional action on any legislation or appropriation matters pending before Congress, other than to communicate to members of Congress as described in 18 U.S.C. § 1913. This restriction is in addition to those prescribed elsewhere in statute and regulations.

H.20 DOE-H-1048 SUSTAINABLE ACQUISITION UNDER DOE SERVICE CONTRACTS (MAY 2011)

Pursuant to Executive Orders 13423, Strengthening Federal Environmental, Energy and Transportation Management, and 13514, Federal Leadership in Environmental, Energy, and Economic Performance, the Department of Energy is committed to managing its facilities in a manner that will promote the natural environment and protect the health and well-being of its Federal employees and Contractor service providers. As a service provider at a DOE facility you are urged to assist us in our efforts. Sustainable acquisition or environmentally preferable contracting has several interacting initiatives. Among the initiatives are the following:

- Alternative Fueled Vehicles and Alternative Fuels
- Biobased Content Products (USDA Designated Products)
- Energy Efficient Products
- Non-Ozone Depleting Alternative Products
- Recycled Content Products (EPA Designated Products)
- Water Efficient Products (EPA WaterSense Labeled Products)

You should familiarize yourself with these information resources:

Recycled Products are described at <http://epa.gov/cpg>

Biobased Products are described at <http://www.biopreferred.gov/>

Energy efficient products are at <http://energystar.gov/>

FEMP designated products are at <http://www.eere.energy.gov/femp/procurement>

Environmentally Preferable Computers are at <http://www.epeat.net>

Non-Ozone Depleting Alternative Products at <http://www.epa.gov/ozone/strathome.html>

Water efficient plumbing fixtures at <http://epa.gov/watersense>

In the course of providing services at the DOE site, if your services necessitate the acquisition of any of these types of products, it is expected that you will acquire the sustainable, environmentally preferable models unless the product is not available competitively within a reasonable time, at a reasonable price, is not life cycle cost efficient in the case of energy consuming products, or does not meet reasonable performance standards. While there is no formal reporting, DOE prepares a sustainable acquisition annual report and you may be asked to share information for our report.

H.21 DOE-H-1055 COMPLIANCE WITH INTERNET PROTOCOL VERSION 6 (IPv6) IN ACQUIRING INFORMATION TECHNOLOGY (JULY 2011)

This Contract involves the acquisition of Information Technology (IT) that uses Internet Protocol (IP) technology. The Contractor agrees that (1) all deliverables that involve IT that uses IP (products, services, software, etc.) comply with IPv6 standards and interoperate with both IPv6 and IPv4 systems and products; and (2) it has IPv6 technical support for fielded product management, development and implementation available. If the Contractor plans to offer a deliverable that involves IT that is not initially compliant, the Contractor shall (1) obtain the Contracting Officer's approval before starting work on the deliverable; and (2) have IPv6 technical support for fielded product management, development and implementation available.

Should the Contractor find that the Performance Work Statement of this Contract does not conform to IPv6 standards, it must notify the Contracting Officer of such nonconformance and act in accordance with the instructions of the Contracting Officer.

H.22 DOE-H-1057 ASSIGNMENT AND ADMINISTRATION OF CONTRACTS AND SUBCONTRACTS (JULY 2011)

- (a) Assignment of DOE Prime Contracts. During the period of performance of this Contract, it may become necessary for the U.S. Department of Energy (DOE) to transfer and assign existing or future DOE prime contracts supporting site work to this Contract. The Contractor shall accept the transfers and assignments of contracts. Any recommendations and/or suggestions regarding individual transfers directed by DOE shall be submitted in writing to the Contracting Officer prior to the transfer or

assignment.

- (b) Administration of Subcontracts. The administration of all subcontracts entered into and/or managed by the Contractor, including responsibility for payment hereunder, shall remain with the Contractor. The Government reserves the right at any time to require that the Contractor submit any or all other contractual arrangements, including but not limited to purchase orders or classes of purchase orders, for approval, and provide information concerning methods, practices, and procedures used or proposed to be used in subcontracting and purchasing. Subcontracts and purchase orders shall be made in the name of the Contractor, shall not bind nor purport to bind the Government, shall not relieve the Contractor of any obligation under this Contract (including, among other things, the obligation to properly supervise and coordinate the work of subcontractors), and shall be in such form and contain such provisions as are required by this Contract or as the Contracting Officer may prescribe. Any consent by the Contracting Officer to the placement of subcontracts shall not be construed to create subcontractor privity of contract with the Government.
- (c) Transfer of Subcontracts. As the successor Contractor, the Contractor agrees to accept the transfer of existing subcontracts as determined necessary by DOE for continuity of operations. These existing agreements and subcontracts are [TBD]. The Contractor shall attempt to negotiate changes to the assigned subcontracts incorporating mandatory flow-down provisions at no cost. If the subcontractor refuses to accept the changes or requests price adjustments, the Contractor will notify the Contracting Officer in writing. DOE reserves the right to direct the Contractor to transfer to DOE or another Contractor any subcontract awarded under this Contract.

H.23 KEY PERSONNEL

(a) Introduction

Key Personnel are considered essential to the success of all work being performed under this Contract. This Clause provides specific requirements, in addition to the requirements of the clause in Section I entitled, "*DEAR 952.215-70 Key Personnel*," for the Key Personnel Team, requirements for changes to Key Personnel, reductions in Contract price for changes to Key Personnel, and identification of all Key Personnel for this Contract.

(b) Key Personnel Team Requirements

The Contracting Officer and designated Contracting Officer's Representative(s) shall have direct access to the Key Personnel. All Key Personnel shall be permanently assigned to the position. In addition to the definition contained in the Section I Clause entitled, "*DEAR 952.215-70, Key Personnel*," Key Person(s) are considered managerial personnel.

(c) Definitions

For the purposes of this Clause, Changes to Key Personnel is defined as: (i) any change to the position assignment of a current Key Person under the Contract, except for a person who acts for short periods of time, in the place of a Key Person during his or her absence the total time of which shall not exceed 30 working days during any given year; (ii) utilizing the services of a new substitute Key Person for assignment to the Contract; or (iii) assigning a current Key Person for work outside the Contract.

(d) Contract Price Reductions for Changes to Key Personnel.

- (1) Notwithstanding approval by the Contracting Officer, any time the Project Manager (the initial Project Manager or any substitution approved by the Contracting Officer) is changed for any reason within four (4) years of contract award, DOE may modify the Contract by reducing the contract price by \$50,000 for each and every occurrence of a change.
 - (2) Notwithstanding approval by the Contracting Officer, any time a Key Person other than the Project Manager (any initial Key Person or any substitution approved by the Contracting Officer) is changed for any reason within four (4) years of contract award, DOE may modify the contract by reducing the Contract price by \$30,000 for each and every occurrence of a change.
 - (3) The Contractor may request in writing that the Contracting Officer consider waiving all or part of a reduction in price. Such written request shall include the factual basis for the request.
 - (4) The Contracting Officer shall have the unilateral discretion to make the determination to waive all or part of the reduction in price.
- (e) The Key Personnel for this Contract are identified below. The list of personnel may, with the consent of the contracting parties, be amended from time to time during the course of the Contract to add or delete personnel.
- (f) One person may cover multiple key personnel positions.

<u>NAME</u>	<u>POSITION TITLE</u>
<i>[Contractor Fill-in]</i>	Project Manager
<i>[Contractor Fill-in]</i>	Security Manager

[<i>Contractor Fill-in</i>]	ESH&Q Safety Manager
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H.24 SEPARATE CORPORATE ENTITY

The Contractor under this Contract shall be a separate corporate entity from its parent company(s). The separate corporate entity may be a partnership or joint venture. The separate corporate entity must be set up solely to perform this Contract, and shall be totally responsible for all Contract activities. The separate corporate entity shall perform no other commercial work or work for other Government agencies except as may be authorized under the terms of this contract. The Contractor shall not utilize or otherwise divert contract employees to other corporate work except as may be authorized under the terms of the contract or as otherwise authorized by the Contracting Officer.

H.25 DOE-H-1063 PERFORMANCE GUARANTEE AGREEMENT (JULY 2011)

The Contractor’s parent organization(s) or all member organizations if the Contractor is a joint venture, limited liability company, or other similar entity, shall guarantee performance of the Contract as evidenced by the Performance Guarantee Agreement incorporated into the Contract in Section J, Attachment J-7.

If the Contractor is a joint venture, limited liability company, or other similar entity where more than one organization is involved, the parent(s) or all member organizations shall assume joint and severable liability for the performance of the Contract. In the event any of the signatories to the Performance Guarantee Agreement enters into proceedings related to bankruptcy, whether voluntary or involuntary, the Contractor agrees to furnish written notification of the bankruptcy to the Contracting Officer.

H.26 DOE-H-1064 RESPONSIBLE CORPORATE OFFICIAL

The Contractor has provided a guarantee of performance from its parent company(s) in the form set forth in the Section J, Attachment J-7 entitled, “*Executed Performance Guarantee Agreement.*” The individual signing the “*Performance Guarantee Agreement*” for the parent company(s) should be the Responsible Corporate Official.

The Responsible Corporate Official is the person who has sole corporate (parent company(s)) authority and accountability for Contractor performance. DOE may contact, as necessary, the single Responsible Corporate Official identified below regarding Contract performance issues.

Responsible Corporate Official [Contractor to insert information]:

Name: _____

Position: _____

Company/Organization: _____

Address: _____
 Phone: _____
 Facsimile: _____
 Email: _____

Should the Responsible Corporate Official or their contact information change during the period of the Contract, the Contractor shall promptly notify the Contracting Officer in writing of the change.

H.27 DOE-H-1065 PRIVACY ACT SYSTEMS OF RECORD

- (a) The Contractor shall design, develop, or adopt the following systems of records on individuals to accomplish an agency function pursuant to the Section I Clause entitled, FAR 52.224-2, *Privacy Act*.

DOE Privacy Act System Number	DOE Privacy Act System Description
DOE-5	Personnel Records of Former Contractor Employees (includes all former workers)
DOE-11	Emergency Operations Notification Call List
DOE-13	Payroll and Leave Records
DOE-14	Report of Compensation
DOE-28	General Training Records
DOE-31	Firearms Qualifications Records
DOE-33	Personnel Medical Records (present and former DOE employees and Contractor employees)
DOE-35	Personnel Radiation Exposure Records
DOE-38	Occupational and Industrial Accident Records
DOE-43	Personnel Security Clearance Files
DOE-51	Employee and Visitor Access Control Records
DOE-52	Access Control Records of International Visits, Assignments, and Employment at DOE Facilities and Contractor Sites
DOE-77	Physical Fitness Test Records (for armed, uniformed guards)

- (b) If the above list does not address all of the systems of records that are generated based on Contract performance, then the Contractor shall notify the Contracting Officer as soon as the discrepancy is discovered. The Contractor shall monitor the identified systems and notify the Contracting Officer immediately if there is a change to an existing system or if a new system is needed. Lack of notification does not exempt the Contractor from complying with the Privacy Act. To ensure that systems are monitored consistently, the Contractor must review the list annually and notify the Contracting Officer, in writing, that the list is accurate and up to date.

- (c) The above list shall be revised by mutual agreement between the Contractor and the Contracting Officer, in consultation with the local Privacy Act Official (PAO) and/or General Counsel, as necessary, to keep it current. A formal modification to the Contract is not required to incorporate these revisions; however, the revisions become effective upon mutual written agreement of the parties. The mutually agreed upon revisions shall have the same effect as if they were actually among the systems listed in the table above, for the purpose of satisfying the listing requirement contained in paragraph (a)(1) of the contract clause for FAR 52.224-2, Privacy Act. The revisions will be formally incorporated at the next convenient contract modification. Additional information on Privacy Act Systems of Records can be found on the DOE Privacy Office home page.
- (d) The “*Privacy Act Notification*” (FAR 52.224-1) and “*Privacy Act*” (FAR 52.224-2) clauses are mandatory flow-down clauses that must be included in any subcontract requiring design, development, or operation of a Privacy Act system of record, including third-party medical services contracts. Such subcontracts also require flow down of clauses specifically identifying applicable Privacy Act systems of records into the subcontracts. For example, medical services contracts must include the substance of this H clause identifying system of record DOE-33, “Personnel Medical Records,” along with language on records turnover. Subcontracts must also contain scope requirements necessary to ensure DOE and Contractor compliance with applicable records management and Privacy Act requirements.

H.28 DOE-H-1067 PRICE ANDERSON AMENDMENTS ACT NONCOMPLIANCE (JULY 2011)

The Contractor shall establish an internal Price-Anderson Amendments Act (PAAA) noncompliance identification, tracking, and corrective action system and shall provide access to and fully support DOE reviews of the system. The Contractor shall also implement a Price-Anderson Amendments Act reporting process which meets applicable DOE standards. The Contractor shall be accountable for ensuring that subcontractors adhere to these requirements.

H.29 IMPLEMENTING THE PRICE-ANDERSON AMENDMENTS ACT OF 2005

NUCLEAR HAZARDS INDEMNITY AGREEMENT

- (a) Authority. This clause is incorporated into this Contract pursuant to the authority contained in subsection 170d. of the Atomic Energy Act of 1954, as amended (hereinafter called the Act.)
- (b) Definitions. The definitions set out in the Act shall apply to this clause.
- (c) Financial protection. Except as hereafter permitted or required in writing by DOE,

the Contractor will not be required to provide or maintain, and will not provide or maintain at Government expense, any form of financial protection to cover public liability, as described in paragraph (d)(2) below. DOE may, however, at any time require in writing that the Contractor provide and maintain financial protection of such a type and in such amount as DOE shall determine to be appropriate to cover such public liability, provided that the costs of such financial protection are reimbursed to the Contractor by DOE.

(d)

- (1) Indemnification. To the extent that the Contractor and other persons indemnified are not compensated by any financial protection permitted or required by DOE, DOE will indemnify the Contractor and other persons indemnified against (i) claims for public liability as described in subparagraph (d)(2) of this clause; and (ii) such legal costs of the Contractor and other persons indemnified as are approved by DOE, provided that DOE's liability, including such legal costs, shall not exceed the amount set forth in section 170d. of the Act, as that amount may be increased in accordance with section 170t., in the aggregate for each nuclear incident or precautionary evacuation occurring within the United States or \$500 million in the aggregate for each nuclear incident occurring outside the United States, irrespective of the number of persons indemnified in connection with this Contract.
- (2) The public liability referred to in subparagraph (d)(1) of this clause is public liability as defined in the Act which (i) arises out of or in connection with the activities under this contract, including transportation; and (ii) arises out of or results from a nuclear incident or precautionary evacuation, as those terms are defined in the Act.

(e)

- (1) Waiver of Defenses. In the event of a nuclear incident, as defined in the Act, arising out of nuclear waste activities, as defined in the Act, the Contractor, on behalf of itself and other persons indemnified, agrees to waive any issue or defense as to charitable or governmental immunity.
- (2) In the event of an extraordinary nuclear occurrence which:
 - i. Arises out of, results from, or occurs in the course of the construction, possession, or operation of a production or utilization facility; or
 - ii. Arises out of, results from, or occurs in the course of transportation of

- source material, by-product material, or special nuclear material to or from a production or utilization facility; or
- iii. Arises out of or results from the possession, operation, or use by the Contractor or a subcontractor of a device utilizing special nuclear material or by-product material, during the course of the Contract activity; or
 - iv. Arises out of, results from, or occurs in the course of nuclear waste activities, the Contractor, on behalf of itself and other persons indemnified, agrees to waive:
 - (A) Any issue or defense as to the conduct of the claimant (including the conduct of persons through whom the claimant derives its cause of action) or fault of persons indemnified, including, but not limited to:
 - 1. Negligence;
 - 2. Contributory negligence;
 - 3. Assumption of risk; or
 - 4. Unforeseeable intervening causes, whether involving the conduct of a third person or an act of God;
 - (B) Any issue or defense as to charitable or governmental immunity; and
 - (C) Any issue or defense based on any statute of limitations, if suit is instituted within 3 years from the date on which the claimant first knew, or reasonably could have known, of his injury or change and the cause thereof. The waiver of any such issue or defense shall be effective regardless of whether such issue or defense may otherwise be deemed jurisdictional or relating to an element in the cause of action. The waiver shall be judicially enforceable in accordance with its terms by the claimant against the person indemnified.
 - v. The term extraordinary nuclear occurrence means an event which DOE has determined to be an extraordinary nuclear occurrence as

defined in the Act. A determination of whether or not there has been an extraordinary nuclear occurrence will be made in accordance with the procedures in 10 CFR part 840.

- vi. For the purposes of that determination, "offsite" as that term is used in 10 CFR part 840 means away from "the contract location" which phrase means any DOE facility, installation, or site at which contractual activity under this Contract is being carried on, and any contractor-owned or controlled facility, installation, or site at which the contractor is engaged in the performance of contractual activity under this Contract.

(3) The waivers set forth above:

- i. Shall be effective regardless of whether such issue or defense may otherwise be deemed jurisdictional or relating to an element in the cause of action;
- ii. Shall be judicially enforceable in accordance with its terms by the claimant against the person indemnified;
- iii. Shall not preclude a defense based upon a failure to take reasonable steps to mitigate damages;
- iv. Shall not apply to injury or damage to a claimant or to a claimant's property which is intentionally sustained by the claimant or which results from a nuclear incident intentionally and wrongfully caused by the claimant;
- v. Shall not apply to injury to a claimant who is employed at the site of and in connection with the activity where the extraordinary nuclear occurrence takes place, if benefits therefor are either payable or required to be provided under any workmen's compensation or occupational disease law;
- vi. Shall not apply to any claim resulting from a nuclear incident occurring outside the United States;
- vii. Shall be effective only with respect to those obligations set forth in this clause and in insurance policies, contracts or other proof of financial protection; and

- viii. Shall not apply to, or prejudice the prosecution or defense of, any claim or portion of claim which is not within the protection afforded under (A) the limit of liability provisions under subsection 170e. of the Act, and (B) the terms of this agreement and the terms of insurance policies, contracts, or other proof of financial protection.
- (f) Notification and litigation of claims. The Contractor shall give immediate written notice to DOE through its Contracting Officer of any known action or claim filed or made against the Contractor or other person indemnified for public liability as defined in paragraph (d)(2). Except as otherwise directed by DOE, the Contractor shall furnish promptly to DOE, copies of all pertinent papers received by the contractor or filed with respect to such actions or claims. DOE shall have the right to, and may collaborate with, the Contractor and any other person indemnified in the settlement or defense of any action or claim and shall have the right to (1) require the prior approval of DOE for the payment of any claim that DOE may be required to indemnify hereunder; and (2) appear through the Attorney General on behalf of the Contractor or other person indemnified in any action brought upon any claim that DOE may be required to indemnify hereunder, take charge of such action, and settle or defend any such action. If the settlement or defense of any such action or claim is undertaken by DOE, the Contractor or other person indemnified shall furnish all reasonable assistance in effecting a settlement or asserting a defense.
- (g) Continuity of DOE obligations. The obligations of DOE under this clause shall not be affected by any failure on the part of the Contractor to fulfill its obligation under this Contract and shall be unaffected by the death, disability, or termination of existence of the Contractor, or by the completion, termination or expiration of this Contract.
- (h) Effect of other clauses. The provisions of this clause shall not be limited in any way by, and shall be interpreted without reference to, any other clause of this Contract, including the clause entitled Contract Disputes, provided, however, that this clause shall be subject to the clauses entitled Covenant Against Contingent Fees, and Accounts, records, and inspection, and any provisions that are later added to this Contract as required by applicable Federal law, including statutes, executive orders and regulations, to be included in Nuclear Hazards Indemnity Agreements.

- (i) Civil penalties. The Contractor and its subcontractors and suppliers who are indemnified under the provisions of this clause are subject to civil penalties, pursuant to section 234A of the Act, for violations of applicable DOE nuclear-safety related rules, regulations, or orders. If the Contractor is a not-for-profit contractor, as defined by section 234Ad.(2), the total amount of civil penalties paid shall not exceed the total amount of fees paid within any 1-year period (as determined by the Secretary) under this Contract.
- (j) Criminal penalties. Any individual director, officer, or employee of the Contractor or of its subcontractors and suppliers who are indemnified under the provisions of this clause are subject to criminal penalties, pursuant to section 223(c) of the Act, for knowing and willful violation of the Atomic Energy Act of 1954, as amended, and applicable DOE nuclear safety-related rules, regulations or orders which violation results in, or, if undetected, would have resulted in a nuclear incident.
- (k) Inclusion in subcontracts. The Contractor shall insert this clause in any subcontract which may involve the risk of public liability, as that term is defined in the Act and further described in paragraph (d)(2) above. However, this clause shall not be included in subcontracts in which the subcontractor is subject to Nuclear Regulatory Commission (NRC) financial protection requirements under section 170b. of the Act or NRC agreements of indemnification under section 170c. or k. of the Act for the activities under the subcontract.

H.30 WORK STOPPAGE AND SHUTDOWN AUTHORIZATION

- (a) Imminent Health and Safety Hazard is a given condition or situation which, if not immediately corrected, could result in a serious injury or death, including exposure to radiation and toxic/hazardous chemicals. Imminent Danger in relation to the facility safety envelope is a condition, situation, or proposed activity which, if not terminated, could cause, prevent mitigation of, or seriously increase the risk of (1) nuclear criticality, (2) radiation exposure, (3) fire/explosion, and/or (4) toxic hazardous chemical exposure.
- (b) Work Stoppage. In the event of an Imminent Health and Safety Hazard, identified by facility line management or operators or facility health and safety personnel overseeing facility operations, or other individuals, the individual or group identifying the imminent hazard situation shall immediately take actions to eliminate or mitigate the hazard (i.e., by directing the operator/implementer of the activity or process causing the imminent hazard to stop work, or by initiating emergency response actions or other actions) to protect the health and safety of the workers and the public, and to protect U.S. Department of Energy (DOE) facilities and the environment. In

the event an imminent health and safety hazard is identified, the individual or group identifying the hazard should coordinate with an appropriate Contractor official, who will direct the shutdown or other actions, as required. Such mitigating action should subsequently be coordinated with the DOE and Contractor management. The suspension or stop-work order should be promptly confirmed in writing by the Contracting Officer.

- (c) Shutdown. In the event of an imminent danger in relation to the facility safety envelope or a non-Imminent Health and Safety Hazard identified by facility line managers, facility operators, health and safety personnel overseeing facility operations, or other individuals, the individual or group identifying the potential health and safety hazard may recommend facility shutdown in addition to any immediate actions needed to mitigate the situation. However, the recommendation must be coordinated with Contractor management, and the DOE Site Manager. Any written direction to suspend operations shall be issued by the Contracting Officer, pursuant to the Clause entitled, "FAR 52.242-15, Stop-Work Order."
- (e) This clause flows down to all subcontractors at all tiers. Therefore, the Contractor shall insert a clause, modified appropriately to substitute "Contractor Representatives" for "the Contracting Officer" in all subcontracts.

H.31 DOE-H-1069 TRANSITION TO FOLLOW-ON CONTRACT (JULY 2009)

The Contractor recognizes that the work and services covered by this Contract are vital to the DOE mission and must be maintained without interruption, both at the commencement and the expiration of this Contract in accordance with PWS Section C.7.0. It is therefore understood and further agreed in recognition of the above:

- (a) At the expiration of the Contract term or any earlier termination thereof, the Contractor shall cooperate with a successor contractor or the Government by allowing its employees to interview for possible employment. For those employees who accept employment with the successor contractor, such employees shall be released in coordinated manner with the successor contractor. The Contractor shall cooperate with the successor contractor and Government with regard to the termination or transfer arrangements for such employees to ensure maximum protection of employee service credits and fringe benefits.
- (b) This clause shall apply to subcontracts as approved by the Contracting Officer.

H.32 GOVERNMENT-OWNED PROPERTY AND EQUIPMENT RESPONSIBILITIES FOR CONTRACT TRANSITION PERIOD

Upon the effective date of this contract, the Contractor shall accept transfer of and accountability for Government-owned property and equipment from the following contracts:

- Idaho Clean-Up Project (ICP) Contract # DOE-AC07-05ID14516, CH2M♦WG Idaho LLC (CWI DOE Contract)
- Elite Services Contract # GS-07F-0452X/ DE-DT0004475, California Security Services, LLC (Elite DOE Contract)

The real and personal property currently accountable to the incumbent contractors will be provided to the Contractor, as identified in Exhibit C-27, for contract performance. During the contract transition period, an inventory record of such property in the DOE Facilities Information Management System (FIMS) and incumbent contractors' personal property databases will be provided to the Contractor. Specifically, the following property acceptance requirements must be implemented:

- (a) The Contractor must perform a joint wall-to-wall physical inventory with the incumbent contractor(s) of all accountable high-risk and sensitive property during the transition period and accept full accountability for the high-risk and sensitive property at the end of transition. This requirement includes government property in the possession or control of subcontractors.
- (b) The Contractor must accept, at the end of transition, transfer of accountability for the remaining government-owned real and personal property and equipment, including special nuclear material, not covered under paragraph (a), based on existing inventory records, on an "as-is, where-is" basis, or perform a wall-to-wall inventory within the transition period of the Contract. Any discrepancies from the existing inventory records shall be reported to the CO within 30 days after the Contract Effective Date, in accordance with Section B.8, *Material Differences*. As the formal inventories are completed, the Contractor shall assume responsibility and liability for subsequent losses and damages. If the physical inventory is not accomplished within the allotted time frame, the previous contractor's records will become the inventory baseline.

H.33 DOE-H-1079 MANDATORY CHANGE ORDER ACCOUNTING

- (a) In accordance with FAR 52.243-6, the Contractor must establish change order accounting for each change or series of related changes whose estimated cost exceeds \$100,000.
- (b) The Government has no obligation under this clause or any other term or condition of this Contract to remind the Contractor of its obligations under this clause. The Government may or may not, for example, refer to this clause when issuing change orders.

- (c) If the Contractor separately identifies costs in its invoices that pertain to the changed work, the Contractor may invoice costs for both changed work and other work in the same invoice.
- (d) If the Contractor fails to provide an adequate, auditable definitization proposal within 120 days of the Contracting Officer's request for such proposal, the Government may consider some or all of the associated proposal costs to be unallowable.
- (e) If the Contractor fails to comply fully with the requirements of this clause, the Government may reflect the Contractor's failure in its—
 - (1) Determination of otherwise earned fee under the Contract; and/or
 - (2) Past performance evaluation of the Contractor's performance.

H.34 EMCBC-H-1001 CONFIDENTIALITY OF INFORMATION

- (a) To the extent that the work under this Contract requires that the Contractor be given access to confidential or proprietary business, technical, or financial information belonging to the Government or other companies, the Contractor shall, after receipt thereof, treat such information as confidential and agree not to appropriate such information to its own use or to disclose such information to third parties unless specifically authorized by the Contracting Officer in writing. The foregoing obligations, however, shall not apply to:
 - Information which is published after receipt thereof by the Contractor or otherwise becomes part of the public domain through no fault of the Contractor;
 - Information which the Contractor can demonstrate was in his possession at the time of receipt thereof and was not acquired directly or indirectly from the Government or other companies; and
 - Information which the Contractor can demonstrate was received by it from a third party that did not require the Contractor to hold it in confidence.
- (b) The Contractor shall obtain the written agreement, in a form satisfactory to the Contracting Officer, of each employee permitted access, whereby the employee agrees that he will not discuss, divulge or disclose any such information or data to any person or entity except those persons within the Contractor's organization directly concerned with the performance of the Contract.
- (c) The Contractor agrees, if requested by the Government, to sign an agreement identical, in all material respects, to the provisions of this clause, with each company supplying information to the Contractor under this Contract, and to supply a copy of such agreement to the Contracting Officer. Upon request from the Contracting

Officer, the Contractor shall supply the Government with reports itemizing information received as confidential or proprietary and setting forth the company or companies from which the Contractor received such information.

- (d) The Contractor agrees that upon request by DOE it will execute a DOE-approved agreement with any party whose facilities or proprietary data it is given access to or is furnished, restricting use and disclosure of the data or the information obtained from the facilities. Upon request by DOE, such an agreement shall also be signed by Contractor personnel.
- (e) This clause shall flow down to all subcontracts.

H.35 DOE CONTRACT ADMINISTRATION AND OVERSIGHT

The Contractor shall expect routine surveillance and observation of work performed to the contract requirements by DOE personnel and shall correct violations of laws, regulations, permits, Worker Safety & Health Program, upon discovery, within one working day. The Contractor shall correct all other deficiencies within five working days.

Suggestions for the improvement of contractually mandated work shall be enacted upon mutual agreement between the Contractor and the Contracting Officer or Contracting Officer's Representative. The Contractor shall provide logistical support to facilitate conducting oversight activities on an as-needed basis, at the discretion of the Contracting Officer's Representative.

The CO shall designate the COR for giving technical direction by separate letter. The contractor shall use the COR as the primary point of contact on technical matters (See the Correspondence Procedures clause, Section G, for definition), subject to the restrictions of Section I clause entitled *DEAR 952.242-70 Technical Direction*. Other individuals, to be identified by the CO, may be delegated with administrative COR authority.

The Contractor shall respond to DOE oversight and to concerns, findings and observations as identified by the Contracting Officer or Contracting Officer's Representative during the conduct of these oversight activities. The five fundamental areas of oversight that may be conducted during the course of the execution of this Contract are as follows:

1. **Project Management Oversight:** This includes daily field inspections and the weekly and monthly assessment of project status, which will be used to determine and validate project performance and invoices submitted by the Contractor.
2. **Contract Management Oversight:** Administration and monitoring of the prime Contract will be performed by the Contracting Officer's Representative or their

- designee. All information and documentation relinquished by the Contractor will be retained by the Contracting Officer's Representative for the Contract file. Administration and monitoring of the prime Contract will be in accordance with the Contract terms and conditions which include, but are not limited to, the oversight required under FAR Subchapter G – Contract Management (FAR Parts 42-51) and its supplements, as applicable.
3. Integrated Safety Management/Operations Oversight: The Contractor shall provide documentation and participate in meetings to allow DOE to monitor the Contractor's compliance with DOE P 450.4A, "Integrated Safety Management Policy."
 4. Daily Oversight: DOE may utilize the Facility Director, Project Managers and Subject Matter Experts, in addition to the Contracting Officer's Representative, to conduct daily oversight for the duration of this Contract. The purpose of this oversight will be to assess compliance with the terms and conditions of the Contract. In addition to this oversight, the Contractor shall support:
 - a. Senior Management Walkthroughs, conducted in areas or locations where work is ongoing;
 - b. Periodic Walkthroughs by regulators, DOE-HQ personnel, and/or other stakeholders
 - c. Employee concerns elevated to DOE for evaluation; and
 - d. Unannounced inspections and visits by regulatory personnel
 5. Assessments and Reviews: DOE or other regulatory agencies may conduct assessments of the Contractor's performance. DOE may also conduct in-depth programmatic reviews of Contractor activities. The subject areas of such reviews may include, but are not limited to safety and health, quality assurance, project management, financial systems, and environmental compliance. Advance notice of these performance assessments and reviews will be given to the Contractor fourteen (14) calendar days in advance of the assessment or review when possible.

H.36 EMCBC-H-1010 SECURITY

- (a) Responsibility: It is the contractor's duty to safeguard all classified information, special nuclear material, any information designated as sensitive and not subject to disclosure that may be provided either for Contract proposal preparation or performance, and other DOE property. The contractor shall, in accordance with DOE security regulations and requirements, be responsible for safeguarding and protecting against sabotage, espionage, loss and theft, classified information, sensitive information, and special nuclear material in the contractor's possession in connection with the performance of work under this contract. Special nuclear material will not be retained after the completion or termination of the contract.

- (b) Definition of Special Nuclear Material (SNM). SNM means: (1) plutonium, uranium enriched in the isotope 233 or in the isotope 235, and any other material which pursuant to the provisions of Section 51 of the Atomic Energy Act of 1954, as amended, has been determined to be special nuclear material, but does not include source material; or (2) any material artificially enriched by any of the foregoing, but does not include source material.
- (c) Subcontracts and purchase orders. Except as otherwise authorized in writing by the CO, the contractor shall insert provisions similar to the foregoing in all subcontracts and purchase orders under this contract.

H.37 NOTICE OF CIVIL PENALTIES FOR VIOLATION OF SECURITY OF DOE CLASSIFIED OR SENSITIVE INFORMATION OR DATA

The contractor shall comply with 42 U.S.C.A. 2282b relating to the safeguarding and security of restricted data. Any person who has entered into a contract or agreement with DOE, or a subcontract or sub-agreement thereto, and who violates (or whose employee violates) any applicable rule, regulation, or order prescribed or otherwise issued by the Secretary pursuant to this chapter relating to the safeguarding or security of Restricted Data or other classified or sensitive information shall be subject to a civil penalty of not to exceed \$100,000 for each such violation.

H.38 EMERGENCY CLAUSE

- (a) The DOE-ID Manager or designee shall have sole discretion to determine when an emergency situation exists at the site. In the event that either the DOE-ID Manager or designee determines such an emergency exists, the applicable DOE-ID Manager or designee will have the authority to direct any and all activities of the Contractor and subcontractors necessary to resolve the emergency situation. The applicable DOE-ID Manager or designee may direct the activities of the Contractor and subcontractors throughout the duration of the emergency.
- (b) The Contractor shall include this Clause in all subcontracts at any tier for work performed at the site.

H.39 PERSONNEL SECURITY CLEARANCES

- (a) The Contractor is required to conduct pre-employment investigative screening of prospective employees in order to ensure trustworthiness and reliability. The Contractor shall provide certification to the Contracting Officer that an investigative screening has been completed prior to employment. The certification shall include verification of identity, previous employment and education, and the results of credit and law enforcement checks.

- (b) Personnel assigned by the Contractor to work at the DOE site will be required to obtain a security clearance.

Clearance level

L – confidential/secret

Under this Contract, Contractor personnel shall be required to have an “L” clearance level at a minimum. The Contractor shall seek opportunities to reduce the levels of clearance required for personnel based upon the site conditions.

- (c) This requirement may be waived by the Contracting Officer for personnel not involved with classified information while clearances are being processed, or for personnel associated with the program for short periods of time, such as consultants.
- (d) The Contractor shall retrieve and dispose of badges for employees: 1) who are no longer working on the Contract; 2) who no longer require access; 3) when their badge expires; or 4) when the Contract expires or is terminated.

H.40 INCORPORATION OF REPRESENTATIONS, CERTIFICATIONS, AND OTHER STATEMENTS OF OFFEROR

The Representations, Certifications, and Other Statements of the Contractor, dated [*Offeror to insert Date*], made in response to Solicitation No. DE-SOL-0007515 are hereby incorporated into this Contract by reference.

H.41 COOPERATION WITH OTHER SITE CONTRACTORS

- (a) In the performance of this Contract, the Contractor agrees to cooperate in a timely manner with other DOE prime contractors, including but not limited to: the INL contractor, the ICP Core contractor, the Calcine Disposition and Spent Fuel Repacking A&E contractor, the Construction/D&D contractor, and other entities. Cooperation includes, but is not limited to, the following types of activities: working together to resolve interface and work performance issues; establishing working groups; participating in meetings; providing access to applicable technical and contract information and data such as schedule and milestone data; discussing technical matters related to the Idaho site; providing access to Contractor facilities or areas; and allowing observation of technical activities by appropriate personnel.
- (b) IF DOE awards other contracts or establishes agreements with additional entities whose work affects the Contract, all terms and conditions of this clause apply to the Contractor’s relationship with such entities.
- (c) The Contractor is not authorized to direct any other DOE prime contractor or other entities, except as specified elsewhere in this contract or directed by the CO.

- (d) The Contractor shall not commit or permit any act which will interfere with the performance of work by any other DOE contractor or by Government employees without prior approval of the CO. Should the contractor need to interfere with the performance of work by any other DOE contractor or by Government employees, the contractor shall provide written notice to DOE. If DOE determines that the Contractor's activities may interfere with another DOE contractor, the CO shall provide instructions.

H.42 ACCESS TO DOE-OWNED OR LEASED FACILITIES

- (a) The performance of this Contract requires that employees of the Contractor have physical access to DOE-owned or leased facilities; however, this clause does not control requirements for an employee's obtaining a security clearance. The Contractor understands and agrees that DOE has a prescribed process with which the Contractor and its employees must comply in order to receive badges that allow such physical access. The Contractor further understands that it must propose employees whose backgrounds offer the best prospect of obtaining approval for access, considering the following potentially disqualifying criteria, which are not all inclusive and may vary depending on access requirements:
 - (1) Is or is suspected of being, a terrorist;
 - (2) Is the subject of an outstanding warrant;
 - (3) Has deliberately omitted, concealed, or falsified relevant and material facts from any Questionnaire for National Security Positions (SF-86), Questionnaire for Non-Sensitive Positions (SF-85), or similar form;
 - (4) Has presented false or forged identity source documents;
 - (5) Has been barred from Federal employment;
 - (6) Is currently awaiting a hearing or trial or has been convicted of a crime punishable by imprisonment of six (6) months or longer; or
 - (7) Is awaiting or serving a form of pre-prosecution probation, suspended or deferred sentencing, probation or parole in conjunction with an arrest or criminal charges against the individual for a crime that is punishable by imprisonment of six (6) months or longer.
- (b) The Contractor shall assure:

- (1) In initiating the process for gaining physical access, (i) compliance with procedures established by DOE, including use of any forms directed by DOE; (ii) that employees properly complete said forms; and (iii) that the employees submit the forms to the person designated by the Contracting Officer.
- (2) In completing the process for gaining physical access, that its employees (i) cooperate with DOE officials responsible for granting access to DOE-owned or leased facilities; and (ii) provide any additional information as DOE may request.
- (c) The Contractor understands and agrees that DOE may unilaterally deny a security badge to an employee and that the denial remains effective until such time as DOE determines that access may be granted. Upon notice from DOE that an employee's application for a security badge is or will be denied, the Contractor shall promptly identify a substitute employee and initiate the process for gaining access for the substitute. DOE's denial of a security badge to individual employees shall not be cause for extension of the period of performance of this Contract or any contractor claim against DOE.
- (d) The Contractor shall return to the Contracting Officer or designee the badge(s) or other credential(s) provided by DOE pursuant to this clause, granting physical access to DOE-owned or leased facilities by the Contractor's employee(s), upon (1) the termination of this Contract; (2) the expiration of this Contract; (3) the termination of employment on this Contract by an individual employee; or (4) demand by DOE for return of the badge.
- (e) The Contractor shall include this clause, including this paragraph (e), in any subcontract, awarded in the performance of this Contract, in which one or more subcontractor employees will require physical access to DOE-owned or leased facilities.

H.43 CONTRACT PARTICIPATION BY FOREIGN NATIONALS

- (a) The Contractor shall notify the Contracting Officer, in writing, prior to the employment of or participation by any foreign national in the performance of work under the Contract.
- (b) The Contractor shall notify the Contracting Officer, in writing, prior to any visit to sites covered by this Contract by any foreign national in connection with the work being performed under this Contract. This notification shall be made at least 75 days prior to the planned visit.

H.44 MAJOR SUBCONTRACTORS

The following subcontractor(s) have been determined to be major subcontractors for this Contract:

[*Contractor Fill-In, insert major subcontractors*]

The term “major subcontractor” as used in Section L is defined as any proposed subcontractor that is anticipated to perform work with an estimated value of \$5 million or more over the contract period (including option year) under the Firm-Fixed-Price and Cost Reimbursement contract line items.

If the Contractor proposes to use any new major subcontractor(s) other than those named above, the Contractor shall provide notification to, and obtain consent from, the CO regardless of any exceptions that may be stated in the Subcontracts clause of this contract. Consent to these subcontracts is retained by the CO and will not be delegated.

If a contractor proposes a subcontractor other than those identified above to perform work under the contract, the Contractor shall provide rationale and a detailed explanation including the equivalency or similarity of the experience and qualifications to the above listed major or critical subcontractors and any other information requested by the CO.

H.45 PARTNERING

In order to most effectively accomplish this Contract, the Government proposes to form a cohesive partnership with the Contractor. It is a way of doing business based upon trust, dedication to common goals, and an understanding and respect of each other's expectations and values. The process creates a teambuilding environment which fosters better communication and problem solving, and a mutual trust between the participants. These key elements create a climate in which issues can be raised, openly discussed, and jointly settled, without getting into an adversarial relationship. In this way, partnering is a mindset, and a way of doing business. It is an attitude toward working as a team, and achieving successful project execution. This endeavor seeks an environment that nurtures team building cooperation, and trust between the Government and the Contractor. The partnership strives to draw on the strengths of each organization in an effort to achieve a quality project done right the first time, within budget, and on schedule.

Participation in the partnership will be totally voluntary by the parties. Any cost associated with effectuating this partnership will be agreed to by both parties during Contract performance. The U.S. Army Corps of Engineers has championed partnering and their guidelines will be utilized in organizing partnering meetings and establishing a partnering agreement.

H.46 INFORMATION

- (a) Management of Information Resources. The Contractor shall design and implement Information Resources Management (IRM) capabilities as required to execute this Contract in accordance with the Office of Management and Budget (OMB) Circular A-130, Management of Federal Information Resources.
- (b) Release of Information. The Contractor shall provide timely, accurate, and complete responses to information requested by DOE to comply with Freedom of Information Act and Privacy Act requirements.
- (c) Unclassified Controlled Nuclear Information (UCNI). Documents originated by the Contractor or furnished by the Government to the Contractor, in connection with this Contract, may contain Unclassified Controlled Nuclear Information as determined pursuant to Section 148 of the Atomic Energy Act of 1954, as amended. The Contractor shall be responsible for protecting such information from unauthorized dissemination in accordance with DOE regulations and directives and Section I Clauses entitled, DEAR 952.204-2, *Security Requirements* and DEAR 952.204-70, *Classification/Declassification*.

H.47 CYBER SECURITY PROGRAM

In accordance with DOE O 205.1B Department of Energy Cyber Security Management Program, regardless of the performer of the work, the Contractor is responsible for compliance with the provisions and requirements, flowing down applicable Contractor Requirements Document (CRD) requirements to subcontractors at any tier, and to ensure compliance with DOE O 205.1B.

H.48 ALLOCATION OF RESPONSIBILITY AND LIABILITY FOR CONTRACTOR AND U.S. DEPARTMENT OF ENERGY (DOE) ENVIRONMENTAL COMPLIANCE ACTIVITIES

- (a) In this Clause:
 - (1) “Environmental ” requirements means requirements imposed by applicable Federal, state, and local environmental laws and regulations, including, without limitation, statutes, ordinances, regulations, court orders, consent decrees, administrative orders, or compliance agreements, consent orders, permits, and licenses; and
 - (2) “Party” means either the Contractor or DOE.
- (b) Responsibility and liability for fines or penalties arising from or related to violations of environmental requirements shall be borne by the party causing the violation regardless of which party:

- (1) The cognizant regulatory authority fines or penalizes;
 - (2) Signs permit applications (including situations where DOE signs defective or non-conforming permit applications or other environmental submittals prepared by or under the direction of the Contractor), manifests, reports, or other required documents;
 - (3) Is a permittee; or
 - (4) Is the named subject of an enforcement action or assessment of a fine or penalty.
- (c) Consequently, if the Contractor causes a violation:
- (1) All fines and penalties arising from or related to violations of environmental requirements are unallowable costs. If DOE pays a fine or penalty for a violation that the Contractor caused, the amount of the fine or penalty shall be due from the Contractor, and DOE may immediately offset that amount against payments to which the Contractor is otherwise entitled for allowable costs, or any other funds otherwise owed by the Government to the Contractor; and
 - (2) Costs of challenging or defending actions brought against the Contractor for violations of environmental requirements are to be borne by the Contractor.

H.49 EMPLOYEE CONCERNS PROGRAM

The Contractor shall submit an implementation plan to the Contracting Officer for approval within 90 days of issuance of the Notice to Proceed that describes an Employee Concerns Program (ECP) that implements all programmatic requirements in DOE Order 442.1A Department of Energy Employee Concerns Program, and all superseding versions.

H.50 ENVIRONMENTAL JUSTICE

The Contractor will embrace the principles of Environmental Justice by complying with all applicable environmental regulations and by focusing on non-discrimination in its programs that affect human health and the environment. The Contractor will comply with Executive Order 12898 on Environmental Justice.

H.51 GREEN PURCHASING UNDER DOE SERVICE CONTRACTS

Pursuant to Executive Order 13423, Strengthening Federal Environmental, Energy and Transportation Management, the Department of Energy is committed to managing its facilities in a manner that will promote the natural environment and protect the health and well-being of its Federal employees and Contractor service providers. In the

performance of work under this Contract, the Contractor shall exert its best efforts to provide its services in a manner that will promote the natural environment and protect the health and well-being of Federal employees, contract service providers and visitors using the facility. Green purchasing or environmentally preferable contracting includes the initiatives described below:

- Alternative Fuels and Vehicles are described at <http://afdc.energy.gov/afdc/>
- Biobased Products are described at <http://www.biopreferred.gov/>
- Energy efficient products are described at <http://energystar.gov/products> for Energy Star products and at <http://www.eere.energy.gov/femp/procurement> for FEMP designated products
- Environmentally Preferable Computers are described at <http://www.epeat.net>
- Non-Ozone Depleting Products are described at <http://www.epa.gov/Ozone/snap.index.html>
- Recycled Products are described at <http://epa.gov/cpg>
- Water efficient products are described at <http://epa.gov/watersense/>

To the extent that the services provided by the Contractor require the provision of any of the above types of products, the environmentally preferable type of product is to be furnished unless that type of product is not available competitively within a reasonable time, at a reasonable price, is not life cycle cost efficient in the case of energy consuming products, or does not meet reasonable performance standards. The clauses at FAR 52.223-2, Affirmative Procurement of Biobased Products under Service and Construction Contracts, 52.223-15, Energy Efficiency in Energy Consuming Products, and 52.223-17, Affirmative Procurement of EPA-Designated Items in Service and Construction Contracts, in Section I require the use of products that have biobased content, are energy efficient, or have recycled content.

H.52 NOTICE REGARDING THE PURCHASE OF AMERICAN-MADE EQUIPMENT AND PRODUCTS -- SENSE OF CONGRESS

It is the Sense of the Congress that, to the greatest extent practicable, all equipment and material purchased with funds made available under this award should be American-made.

H.53 PAPERLESS DIRECTIVE PROCESSING SYSTEM

- (a) The Contractor, in addition to complying with applicable laws, rules, and other regulations, shall comply with those DOE orders and other directives applicable to Contractors, with the applicable departmental policies, plans, programs, and management directives, and with all changes to assigned work as agreed to by the Contractor and the Contracting Officer or designee.

- (b) DOE has developed a list of applicable DOE Directives, and is appended to the Contract as Section J, Attachment J-1. The Contractor shall comply with the directives identified in such list. The Contractor shall make no claim, including a claim for equitable adjustment under the Changes clauses of this Contract, for additional costs, fee or extension of time of performance relating to compliance with the directives in such list.
- (c) The List of Applicable DOE Directives to the Contract will be revised and issued, by the DOE Contracting Officer, as a Contract modification, as necessary. The Contracting Officer may direct the Contractor to comply with additional DOE Directives and local directives and revisions thereto, as follows:
- 1) Pursuant to and in accordance with the Changes clause of the Contract with respect to changes in directives within the general scope of this Contract.
 - 2) Pursuant to any Environment, Safety, and Health provisions of this Contract, and in accordance with the Changes clause of this Contract with respect to changes in directives involving safety, environment, health, and quality.
- (d) At least once a month, the Contractor will extract directives from the DOE Paperless Directive System utilizing the Internet as notification of their availability by DOE electronic prompting. Copies of DOE directives may be obtained without charge from the Contracting Officer or by citing the number of this Contract in a written request sent to the following address:
- U.S. DOE
Distribution Section
1000 Independence Ave S.W.
Washington, DC 20585
James V. Forrestal Building
- (e) The Contracting Officer and his/her representative(s) expressly authorized in writing to do so are the only Government officials authorized to provide explanations as to the applicability of directives. The Contracting Officer is the only Government Official authorized to resolve possible conflicting requirements involving directives.
- (f) Upon receipt of a new or revised directive, the Contractor shall review it for consistency with the other terms of this Contract and for impacts on funding, manpower and other provisions of the Contract. If the Contractor considers the directive to be consistent with the other terms of this Contract and it can be implemented within existing funds, manpower, and other provisions of the Contract and the implementation will not have a negative impact on the cost, schedule, or other obligations of the Contractor, the Contractor shall establish an implementation schedule, and so advise the Contracting Officer within 30 calendar days of receipt. In

- the event the Contractor considers the directive to be inconsistent with the other terms of this Contract or the requirements of the directive cannot be implemented within existing funding, manpower, and other provisions of the Contract, the Contractor shall so advise the Contracting Officer within 30 calendar days of receipt. Such notice shall include the basis for the claimed inconsistency and the projected cost of implementation in excess of current funding, manpower, and other provisions of the Contract. After evaluation of the Contractor's position, the Contracting Officer shall issue direction to the Contractor, pursuant to the applicable Changes clause in this Contract, concerning appropriate implementation of the directive.
- (g) The Contractor will, at least quarterly, notify DOE of those directives obtained from the DOE Paperless Directive System as described in (d) above. The Contractor cognizant personnel will review these directives and recommend for concurrence disposition of the directives to DOE.
- (h) Upon agreement between the Contractor and DOE, the directive will be implemented as outlined in a Contractor Management Summary or Implementation Plan, whichever is appropriate, and the directive added to Attachment J-1, NRC Licensed Facilities List of Applicable DOE Directives (List B), of the Contract and issued by the Contracting Officer. The same process will be utilized for deletion of directives.
- (i) The Contractor shall incorporate the substance of this clause with respect to applicable directives, excluding any reference to the Changes clause, in subcontracts for performance of work at the site and as directed by the Contracting Officer.

H.54 CONTRACTOR PROPERTY MANAGEMENT SYSTEM ADMINISTRATION

(a) *Definitions.* As used in this clause—

Acceptable property management system means a property system that complies with the system criteria in paragraph (c) of this clause.

Property management system means the Contractor's system or systems for managing and controlling Government property.

Significant deficiency means a shortcoming in the system that materially affects the ability of officials of the Department of Energy to rely upon information produced by the system that is needed for management purposes.

(b) *General.* The Contractor shall establish and maintain an acceptable property management system. If the Contractor plans to adopt the existing system from the previous Contractor, the Contractor is responsible for the system and shall comply with the system criteria required in this clause. The Contractor shall provide in writing to the Contracting Officer documentation that its property management system meets the

system criteria in paragraph (c) of this clause within 60 days of NTP. Failure to maintain an acceptable property management system, as defined in this clause, may result in disapproval of the system by the Contracting Officer and/or withholding of payments.

(c) *System criteria.* The Contractor's property management system shall be in accordance with paragraph (f) of the contract clause at 48 CFR 52.245-1.

(d) *Significant deficiencies.* (1) The Contracting Officer will provide an initial determination to the Contractor, in writing, of any significant deficiencies. The initial determination will describe the deficiency in sufficient detail to allow the Contractor to understand the deficiency.

(2) The Contractor shall respond within 30 days to a written initial determination from the Contracting Officer that identifies significant deficiencies in the Contractor's property management system. If the Contractor disagrees with the initial determination, the Contractor shall state, in writing, its rationale for disagreeing. In the event the Contractor did not respond in writing to the initial determination within the response time, this lack of response shall indicate that the Contractor agrees with the initial determination.

(3) The Contracting Officer will evaluate the Contractor's response or the Contractor's lack of response and notify the Contractor, in writing, of the Contracting Officer's final determination concerning—

(i) Remaining significant deficiencies;

(ii) The adequacy of any proposed or completed corrective action; and

(iii) System disapproval, if the Contracting Officer determines that one or more significant deficiencies remain.

(e) If the Contractor receives the Contracting Officer's final determination of significant deficiencies, the Contractor shall, within 45 days of receipt of the final determination, either correct the significant deficiencies or submit an acceptable corrective action plan showing milestones and actions to eliminate the significant deficiencies.

(f) *Withholding payments.* If the Contracting Officer makes a final determination to disapprove the Contractor's property management system, and the contract includes the Section H clause Contractor Business Systems, the Contracting Officer will withhold payments in accordance with that clause.

H.55 PROTECTION OF GOVERNMENT PROPERTY - MANAGEMENT OF HIGH-RISK PROPERTY AND CLASSIFIED MATERIALS

The Contractor shall take all reasonable precautions, and such other actions as may be directed by the Contracting Officer, or in the absence of such direction, in accordance with voluntary consensus standards and/or industry leading practices, to safeguard and protect government property in the Contractor's possession or custody. In addition, the Contractor shall ensure that adequate safeguards are in place, and adhered to, for the handling, control and disposition of high-risk property and classified materials throughout the life cycle of the property and materials consistent with the policies, practices and procedures for property management contained in the Federal Property Management regulations (41 CFR chapter 101), the Department of Energy Property Management Regulations (41 CFR chapter 109), and other applicable regulations.

High-risk property is property, which the loss, destruction, damage to, or the unintended or premature transfer of high-risk property items could pose risks to the public, the environment, national security or nuclear non-proliferation objectives of the United States. High-risk property includes proliferation sensitive, nuclear related dual use, export controlled, and chemically or radioactively contaminated, hazardous, and specially designed or prepared property, including property on the militarily critical technologies list.

High risk personal property is property that, because of its potential impact on public health and safety, the environment, national security interests, or proliferation concerns, must be controlled, and disposed of in other than the routine manner. The categories of high risk property are automatic data processing equipment, especially designed or prepared property, export controlled information, export controlled property, hazardous property, nuclear weapon components or weapon-like components, proliferation sensitive property, radioactive property, special nuclear material, and unclassified controlled nuclear information.

H.56 GOVERNMENT-FURNISHED SERVICES AND ITEMS (GFSI)

- (a) DOE and the contractor recognize that implementation of the PWS in an optimized fashion is dependent upon many activities, including the Government Furnished Services and Items (GFSI) identified below.
- (b) Within thirty (30) days after the contract effective date and by September 1 prior to each fiscal year end, the contractor shall provide the CO a projection of its needed GFSI for the upcoming fiscal year in the format of Table H-1. The contractor shall also provide quarterly updates to this projection, if changes occur, to the CO. Amendments to the projection, if any, shall be provided to the CO 45 days in advance of the GFSI need date.
- (c) DOE will review each contractor submittal of GFSI needs and, within 15 calendar days, notify the contractor whether it will provide the requested GFSI. If DOE will not provide the GFSI as requested by the contractor, DOE will identify when it will

provide the requested GFSI within 30 days of the request. If DOE cannot provide the request for GFSI, the Contractor may be entitled to pursue remedies in the manner and subject to the limitations set out in subparagraphs (d) and (i) of the FAR 52.245-1 “Government Property, Alternate I.”

- (d) All equipment, supplies and other materials needed to perform this work and not included as Government furnished equipment shall be supplied by the contractor. The listing of Government furnished property for this contract can be found in Exhibit C-27, *Government Property – List of Government Furnished Property (GFP) at FSV.*

Table H-1: Detailed Description of Government Furnished Services and Items

GFS&I Scope	Contractor Requirements	DOE Role
Implementing the Contract requires the Contractor to utilize Government controlled data systems.	Government controlled services, data systems and technical systems are available for contractor access as needed to provide project support services.	DOE will ensure the following services, data systems and technical systems are available to the contractor throughout the period of performance of this contract: <ul style="list-style-type: none"> a) Computerized Accident/Incident Reporting System (CAIRS) b) Non-Compliance Tracking System (NTS) Database c) Occurrence Reporting and Processing System (ORPS) d) Nuclear Material Management and Safeguards Systems Software e) Project Assessment and Reporting system (PARS-II)
Records (regardless of format) acquired from a predecessor contractor for the performance of work under this contract are being provided as Government-furnished items and shall be maintained and dispositioned in accordance with the requirements within this contract.	The contractor shall maintain, safeguard, and disposition records and information content acquired from a predecessor contractor in accordance with applicable Federal laws, regulations, and DOE directives, as described in Section C.6.6.2.	DOE shall review and inspect the Government records and information content before releasing it to the successor contractor.

H.57 PROHIBITION OF CONTRACTS WITH PERSONS FALSELY LABELING PRODUCTS AS MADE IN AMERICA

- (a) Pursuant to FAR 9.405(a), awards shall not be made to entities that are included on the List of Parties Excluded from Federal Procurement and Non-procurement Programs. If DOE contractor personnel become aware of a possible violation of the prohibition against falsely mislabeling products as made in America, and the entity is not on the List of Parties Excluded from Federal Procurement and Non-procurement Programs, the matter should be promptly reported to the CO in writing and the contractor shall supply the CO with the information that supports the contractor's conclusion that there is a possible violation.

- (b) The report of an entity in violation of the prohibition against falsely mislabeling products as American-Made shall be submitted to DOE Office of Contract Management, Office of Procurement and Assistance Management, for potential debarment of the entity pursuant to FAR 9.406-2(a)(4) and 9.406-2(b)(1)(iii).