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38	J-3 Position Qualifications and Job Descriptions	J-x	The qualification requirements for the Mining and Hoisting Specialist which is a labor category listed in J-2 is not included in J-3.	<p>The requirements for Mining and Hoisting specialist are as follows and will be added to the RFP in a forthcoming amendment:</p> <p>Mining and Hoisting Specialist Requires: Bachelor of Science degree in physical science, engineering, or technical discipline, or a related field (as approved by the Contracting Officer) and ten years of specialized experience in mining and hoisting OR twenty years of demonstrated knowledge and specialized experience in mining and hoisting. Specialized experience could include: metal/non-metal mining management and operations; mine ventilation systems; mine hoisting structures, equipment, and operations; mine equipment/system maintenance programs; ground control; mine safety; industrial safety; industrial hygiene; and/or MSHA requirements. The Contracting Officer shall review and approve specialized experience on a case by case basis for specific needs in support of mining and hoisting operations.</p>
39	CTAC RFP Pricing Worksheet	L-04	We understand that the rates on L-4 DOE-Provided Rates are example rates. Most rates are in line with expectations. However, the rate for Nuclear Safeguards and Security Specialist seems incorrect. Can you please provide an updated rate?	The rate for Nuclear Safeguards and Security Specialist is incorrect. The DOE-provided rate should be \$44.35. This will be corrected in a forthcoming RFP amendment.
40	L.4(j) Facility Clearance Verification	L-09	This section states; <i>Teaming Subcontractors who will perform work under a contract resulting from this solicitation and require access authorizations shall submit as per provisions entitled DEAR 952.204-73, Facility Clearance.</i> If the Subcontractor's scope of work is not expected to require a DOE security clearance or access authorization is the Subcontractor required to have a favorable FOCI and Facility Clearance and submit it with the proposal in Volume I? If not, how do we ensure there is no confusion upon submittal of the proposal?	Not all work scope will require access to classified or controlled information. Subcontractors that are proposed to perform only work that does not require such access need not go through the clearance process described in Subsection L.4(j).
41	L.7 (c) 5 (i) Key Personnel Resumes	L-12	What is the page count limitation for Key Personnel Resumes?	The resumes for the Key Personnel shall not exceed three (3) pages per person. See Attachment L-11

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42	Section L L.8(d) and Attachment L-1	L-14	In RFP section L.8(d) states, "The Offeror, whether or not they are a newly formed entity, may provide past performance information for its parent organization(s), member organizations in a joint venture, LLC, or other similar or affiliated companies, provided the Offeror's proposal demonstrates that the resources of the parent, member, or affiliated company will be provided or relied upon in contract performance such that the parent, member, or affiliate will have meaningful involvement in contract performance." The current format for Section L, Attachment L-1 does not allow for meaningful involvement information to be presented, would the government include a section for this information to be presented in the L-1 Attachment?	If the Offeror provides past performance reference contract(s) for its parent organization(s), member organizations in a joint venture, LLC, or other similar or affiliated companies, the Offeror's proposal shall demonstrate that the resources of the parent, member, or affiliated company will be provided or relied upon in contract performance such that the parent, member, or affiliate will have meaningful involvement in contract performance. This information must be included within Attachment L-1, and can be included within Box #4 for any reference contract(s) performed by such affiliated companies.
43	Para. L.8(e)	L-15	<p>The current solicitation states "The Offeror shall only provide contract past performance information for contracts that are currently being performed and/or for contracts that were completed within the last five (5) years from the date proposals are due."</p> <p>During the virtual pre-proposal conference presentation, our understanding is that DOE will issue an amendment that revises this paragraph to "...the last three (3) years..."</p> <p>1. Did we misunderstand the statement or was it misspoken? If DOE's intent is to change to "...the last three (3) years...", will the Government consider returning to "...the last five (5) years..."? Such a change in our opinion restricts competition, creates an arbitrary barrier for qualified market entrants, and is a significant departure from every similar and recent DOE support services solicitation. It appears to unfairly favor the incumbent contractor.</p>	The Pre-proposal conference slides indicated only three years of past performance history would be allowed. This was orally corrected to five years during the conference in order to match the RFP. The RFP language is controlling and will not be changed.
44	L.8(d); Atch. L-1	L-15	In what specific section or sections of the Attachment L-1 PPRIF should an Offeror that is a newly formed entity using a common parent company to establish a nexus between the parent company and an affiliated company demonstrate "how the affiliate and Offeror rely on, for example, similar assets, resources, policies, and procedures of the common parent company," as required by Section L.8(d)?	See answer to Question number 42
45	L.9	L-16 – L-19	The government has provided incumbent employees average salaries and fringe rate. Will the government perform a cost-realism analysis?	No. DOE will not perform a cost realism analysis.
46	L.9	L-16 – L-19	Will the government eliminate bidders that commit to hire the incumbent staff, but propose significantly lower salaries and benefits?	Labor rates and technical approach will be evaluated consistently with the RFP.
47	L.9	L-16 – L-19	Will the government accept unrealistically low salaries and benefits compared to the incumbent rates?	See answer to Question number 46

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48	L.9	L-16 – L-19	Recently, in the Legacy Management Services procurement, the RFP did not state that the government will perform a cost-realism analysis, only cost reasonableness. Thus, an unrealistically low bidder proposed 40% reduction in salaries, while committing to hire the incumbent staff, and DOE selected them. Will DOE allow this to happen in this procurement? Will DOE perform a cost realism? Will DOE ensure that if a bidder commits to hire the incumbents, then they need to provide competitive salaries and benefits?	See answer to Question number 46
49	L.9(e)	L-17	<i>The Offeror must provide a listing of anticipated subcontractors, a copy of the proposed subcontract, and describe any affiliation between the subcontractor and the Offeror. Must the proposal include a fully executed subcontract between the prime offeror and the proposed subcontractors, or would a teaming agreement or draft subcontract agreement be compliant?</i>	A fully executed version of the proposed subcontract is not required; an unsigned draft is sufficient.
50	L.9(e)	L-17	<i>The Offeror, and any proposed subcontractor(s), shall provide the basis and explanation regarding the development of each fully burdened labor rate (historical averages, provisional billing rate, etc.). In addition, the Offeror, and any proposed subcontractor(s), shall provide a build-up of each fully burdened rate (base rate, applied indirect rates, escalation rates, and profit) in the same format by completing the Labor Rate Details table(s) included in the Section L Attachment L-4 PriceProposal Worksheets. Attachment J-7 includes the Rate Details Table(s) labeled L-4. We assume this is correct reference. The tab marked L-4 has columns for the entire build-up of the prime offerors rate, but not the subcontractors. Can the government modify Attachment L-4 Labor Rate Detail Table to include rate build up columns for the subcontractors so that we may comply with the requirement to provide a build-up of each rate for the prime offeror as well as the proposed subcontractors or would the government prefer a separate rate build-up document for each subcontractor?</i>	The subcontractor labor rate detail tables are under the prime Offeror table for each year 1-5. The buildups are within those tables. No labor categories were placed in the subcontractor tables since DOE does not know which categories individual Offerors will propose as prime and subs. The calculated Fully-burdened rates in the subcontractor table (Column I) is to be placed in Column L of the main prime Offeror tables. The prime Offeror may then add any additional adders (G&A, profits) to the sub fully-burdened rate if applicable.
51	L.9(e)	L-17	As described in L-9 (e) subcontractors may deliver their build-up cases directly to the government. Is this to be accomplished via FEDCONNECT?	Yes.

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52	L.9(i)	L-18	Section L.9(i), pg L-18, provides "current base labor rates being paid at the site for individuals which meet or exceed minimum qualifications....". Could DOE please clearly define what is meant by base labor rates and what is included or excluded from this amount (e.g is the DOE provided ~36% fringe (provided in Section L.9(j), pg L-18) included or excluded in this base labor rate? Are other factors including Fringe, G&A, Overhead, or profit included or excluded in this base labor rate? Or does this base labor rate coincide with attachment L-4, Tab J-7, column (a) Base Labor Rate, or column (i) Fully Burdened Hourly Rate?	Base Labor Rate is the labor rate the incumbent employee is currently earning. For example if an incumbent employee salary is \$60,000/year, the base rate is \$28.85/hr (\$60,000/2,080). Fringe benefits, Overhead, G&A and profit are not part of the base labor rate.
53	Section L, Para. L.9(k)	L-18	DOE has differentiated between "Off-site" and "On-site" positions. Are we correct in assuming that "On-site" positions will be in DOE facilities in Carlsbad and that DOE will provide office space, equipment, and telecommunications?	"On-site" positions have a primary place of performance in the Carlsbad, NM area (including the WIPP site); "off-site" positions have a primary place of performance outside the Carlsbad, NM area. See RFP Sections C.2.8, H.26, and L.9(k) regarding DOE's obligation to furnish space and items.
54	Section L, Para. L.9(k)	L-18	DOE has differentiated between "Off-site" and "On-site" positions. What is DOE's intention here with respect to "Off-site": That the CTAC contractor will house those positions in contractor provided facilities or that the positions will be housed in other DOE provided facilities, outside of Carlsbad, for example, at a generator site or other DOE field office?	See RFP Sections C.2.8, H.26, and L.9(k) regarding DOE's obligation to furnish space and items.
55	L.9 (i)	L-18	The RFP states in the referenced section: <i>To assist Offerors in the preparation of fully-burdened labor rates, and for consideration under the Time and Material Task Orders, DOE is providing the current base labor rates being paid at the site for individuals which meet or exceed the minimum qualification specified, located in Section L, Attachment L-4 Price Proposal Worksheets). DOE has provided the base direct labor rates for informational purposes only. The Offeror has the ability to utilize its own base labor.</i> However, in the Pre-proposal conference of November 10jj, 2020 in the discussion of slide 61 of 72, the statement was made that the raw labor rates provided in L-4 DOE Provided Rates are "estimates". Please clarify. Are the rates presented in the spreadsheets the actual raw labor being paid by the incumbent to the labor category or are they "estimates" by DOE?	The incumbent base labor rates are based on current actuals being paid at the site.

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56	Section L, Attachment L-1	L-23	Section L, Attachment L-1 note states, "The Offeror may amend the format for Attachment L-1, Past Performance Reference Information Form, as long as the exact information, font and size, and page limitations are followed." It appears that the font size is 12 point font which is the same as the required font size indicated in section L.3(g)(3) on page L-4 of the RFP, however, the margins on Attachment L-1 do not meet the 1 inch margins restrictions as requested in section L.3(g)(4) on page L-4 of the RFP. Would the government allow bidders to use half-inch margins as it is currently presented in the Attachment L-1 form?	No. Offerors must follow the margin limitations in Section L.3(g)(4) throughout their proposal.
57	Section L, Attachment L-1	L-23	Section L, Attachment L-1 note states, "The Offeror may amend the format for Attachment L-1, Past Performance Reference Information Form, as long as the <u>exact</u> information, font and size, and page limitations are followed." Would the government allow the example content within parenthesis as well as the added instructions (see line items 3, 5,11,12,13, 15, and 20) to be deleted from the L-1 template? For example, line items 13 states in parenthesis, "(Insert the final sum of all invoices, or the sum of all invoices to date, including agreed upon and disputed amounts, paid and awaiting payment; Date = RFP release date)," can this content within the parenthesis be deleted from the template?	No. Offerors may amend the format for Attachment L-1, Past Performance Reference Information Form, but the exact information, font, and size must remain.
58	Section L, Attachment L-1	L-23	Section L, Attachment L-1 would the government clarify the difference in line items 18 and 19? Is line item 18 intended for company identified in #2 and line item 19 intended for company identified in #4?	Both Lines 18 and 19 refer to the entity named in Line 2. Line 18 asks for the complexity of the work that the entity is proposing to do on this CTAC procurement. Line 19 asks for the complexity the entity did perform on the referenced contract/project.
59	Section L, Attachment L-7	L-33	The instructions in L.9(n) do not reference Attachment L-7. Should the Offerors answer the questions in Attachment L-7 by incorporating them into Offeror's response for L.9(n)?	Offerors may provide a single accounting system response that cites both Section L.9(n) and Attachment L-7, provided that the information fully satisfies both parts.
60	Section L, Attachment L-9	L-35	Attachment L-9 Labor Rate Details Example contains the parenthetical statement to "See Procurement Website for Separate Document". The example does not appear to be currently located on the procurement website. Please provide the location of the referenced example on the procurement website. Alternatively, please describe the information you are providing in the Labor Rates Detail Example.	This information is now provided in the Pricing Worksheets file, Tab "L-4 DOE-Provided Rates". Attachment L-9 will be removed in a forthcoming RFP Amendment.

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61	Question Answer Round 1	NA	<p>The answers to questions 5 and 7 appear to contradict each other. Attachment J-7 "IDIQ Rates" is built on the provision of DPLH from the government. However, the answer to Question 5 states, "...the exact number of employees needed to perform the scope in the RFP is to be proposed by each Offeror." Should we use the provided DPLH, or should we determine the exact number of employees or DPLH needed to perform the scope in the RFP, thus modifying the government-provided pricing form, Tab L-4 Labor Category DPLH?</p>	<p>DOE does not see a contradiction. Offerors may propose their preferred labor structure in the Volume II technical proposal. To ensure consistency in overall price comparison, Section L.9(d) requires that the Volume III price proposal "...shall include a price for each Section B Contract Line Item Number (CLIN) by applying their proposed rates to the estimated hours and direct costs supplied by DOE."</p>
62	Question Answer Round 1	NA	<p>Because the answer to question 4 indicates that the provided DPLH is significantly higher than the existing staff, and because answer 5 removes the standardization of DPLH for Offerors, what DPLH basis do we use for calculating fully burdened labor rates to account for Transition costs?</p>	<p>See answer to Question number 61</p>
63	Question Answer Round 1	NA	<p>As a follow-up to Question 11, can DOE provide a list of initial training required for a new employee, ongoing training for all employees, and specialized training for specific labor categories?</p>	<p>No such list exists. Training requirements for specific labor categories are as stated in the RFP.</p>
64	L.9 (d) and Answer to Question 5	L-17	<p>L.9 (d) states "The Offeror's proposal shall include a price for each Section B Contract Line Item Number (CLIN) by applying their proposed rates to the estimated hours and direct costs supplied by DOE."</p> <p>However, the answer to Question 5 seems to contradict this instruction and states that "the exact number of employees needed to perform the scope in the RFP is to be proposed by each Offeror." Does this mean that Offerors need to propose their own total hours for each Section B CLIN?</p> <p>We respectfully recommend that DOE retain instruction L.9(d), which will ensure that DOE is comparing offerors' proposed rates for the same hours.</p>	<p>See answer to Question number 61</p>