

*****THIS IS A SPECIAL NOTICE REGARDING THE HANFORD 222-S LABORATORY ANALYSIS AND TESTING SERVICES DRAFT REQUEST FOR PROPOSAL DE-SOL-0005750*****

Section H.02 Pension and Benefit Plans of the draft Request for Proposal (RFP) outlines DOE requirements regarding sponsorship and administration of the Hanford Site Pension Plan, the Hanford Site Savings Plan, and the Hanford Employee Welfare Trust for employees considered incumbents under this contract.

The Department of Energy is seeking industry feedback on the proposed inclusion of a requirement in the RFP for Offerors to prepare a preliminary detailed Non-Discrimination Test as defined in IRS code section 410 (b) minimum coverage testing. The Test would be submitted as part of the Offerors proposal package. The purpose of including the Test in the proposal package is to demonstrate that benefit levels being proposed will not impact the Hanford Site plans or the Offeror's current plans negatively.

Industry feedback should be sent to hanfordlab@emcbc.doe.gov no later than **April 30, 2014**.

The language proposed to implement this change is provided below in redline/strike-out format.

Section L.33 Criterion 1 – Technical and Management Approach changed to:

Additionally, the Offeror shall demonstrate their understanding and approach to the following activities: 1) Implementing laboratory and customer requirements; 2) Managing interfaces with customers, service providers, and Hanford-wide programs; 3) **IRS code Section 410 (b) minimum coverage requirements: Offeror shall submit a Preliminary Detailed Non-Discrimination Test that demonstrates that the benefit levels being proposed will not impact the Hanford site plans, or the Offerors plans negatively and** 4) Providing integrated safety management, effective safety culture, quality assurance and quality control.

Section M.04 Criterion 1: Technical and Management Approach changed to:

The Offeror's management approach to demonstrate their understanding of and approach to the following activities:

- Implementing laboratory and customer requirements
- Managing interfaces with customers, service providers, and Hanford-wide programs
- **Providing a Preliminary Detailed Non-Discrimination Test that demonstrates that the benefit levels being proposed will not impact the Hanford site plans, or the Offerors plans negatively**
- Providing integrated safety management, an effective safety culture, quality assurance and quality control

In addition to the above changes to the RFP, DOE will add the following materials to the reference documents provided to Offerors:

- A current census of incumbent contractor employees receiving a benefit under the Hanford Site Pension Plan showing age, years of service, and salary for each.

- A description of the benefit calculation for the employees in the census.

If the offeror has in-house expertise in preparing nondiscrimination tests, the time necessary to perform what is being requested above could reasonably take between one and forty hours, depending on the make-up of the offeror's business, their current employee group, if the company is part of a controlled group, and other variables.

If the offeror does not have in-house expertise, they could spend between \$10,000 to \$25,000 for the services of an actuary, tax attorney, or accountant to perform the test. Again, this will depend on the make-up of the business and other variables that may be measured.