

2. AMENDMENT/MODIFICATION NO. 0109	3. EFFECTIVE DATE 10/24/2014	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY NRLFO - Pgh U.S. Department of Energy Naval Reactors Laboratory Field Office - Pgh P. O. Box 109 West Mifflin PA 15122-0109	CODE 01111	7. ADMINISTERED BY (If other than Item 6)	CODE
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) BECHTEL MARINE PROPULSION CORPORATION Attn: JOHN E. POTTS 50 BEALE ST SAN FRANCISCO CA 941051813	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. DE-NR0000031
		10B. DATED (SEE ITEM 13) 09/25/2008

CODE 826336344	FACILITY CODE
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11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended. is not extended.
 Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)
See Schedule

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: Mutual Agreement between the Government and Contractor
	D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor is not. is required to sign this document and return 1 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

Tax ID Number: 26-2569722
DUNS Number: 826336344

See page 3 of 3 for the purpose of this Modification (0109).

Line Item 00002:

Manage and Operate the Bettis and Knolls Atomic Power Laboratories - Base 5 year Period
Line Item value is: \$4,210,289,935.46.
Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print) S.B. Haughey Vice President	15C. DATE SIGNED 10/24/14	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Juliana L. Heynes	16C. DATE SIGNED 10.24.2014
15B. CONTRACTOR/DEFEROR		16B. UNITED STATES OF AMERICA	

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DE-NR0000031/0109

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NAME OF OFFEROR OR CONTRACTOR
BECHTEL MARINE PROPULSION CORPORATION

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>-----</p> <p>Line Item 00003:</p> <p>Manage and Operate the Bettis and Knolls Atomic Power Laboratories -- Option 5 year Period Line Item obligation is: \$1,160,035,349.</p> <p>-----</p> <p>Payment:</p> <p>OR-NRLFO U.S. Department of Energy Oak Ridge Financial Service Center P.O. Box 5478 Oak Ridge TN 37831</p> <p>Period of Performance: 10/01/2008 to 09/30/2018</p>				

The purpose of this Modification is to 1.) incorporate the FY15 fee information in Part I, Section B; and 2.) incorporate the FY 14 and FY15 Diversity Plans as follows:

1. As a result of this action, Part I, Section B – pages 2 and 3 are hereby deleted and replaced; and
2. The following two Attachments (25 and 26) are hereby incorporated in Part III, Section J – List of Attachments:
 - Attachment 25 – titled, “*FY2014 Bechtel Marine Propulsion Corporation Diversity Plan*”.
 - Attachment 26 – titled, “*FY2015 Bechtel Marine Propulsion Corporation Diversity Plan*”.

By acknowledgement of this Modification (Number 0109) to DOE Contract Number DE-NR0000031, Contractor agrees that the scope of work required is understood by the Contractor; that there are no informal commitments by the Government or the Contractor that in any way affect the work under this Modification; that there are no open or unresolved issues related to this Modification except as explicitly stated herein; and that the Contractor therefore understands and agrees that the Modification states the complete agreement of the parties.

2. ESTIMATED COST AND FEE (BASE AND OPTION)

(a) Estimated Cost.

BASE:

Estimated cost for fiscal year 2009 is \$487,200,000.
Estimated cost for fiscal year 2010 is \$761,258,000.
Estimated cost for fiscal year 2011 is \$979,612,000.
Estimated cost for fiscal year 2012 is \$1,043,428,000.
Estimated cost for fiscal year 2013 is \$1,025,068,000.

OPTION:

Estimated cost for fiscal year 2014 is \$934,202,830.
Estimated cost for fiscal year 2015 is \$963,850,155*.

(b) Fee

A "fee discount factor" of 82.5% shall apply to the fee for each contract year including options. The fixed fee will be incorporated annually. It will consist of the fee calculated in accordance with Section H-12, "Determination of Annual Fixed-Fee" and the proposed fee discount factor.

(c) Fixed-Fee

The fixed-fee payable to the contractor for the performance of the work under this contract is as follows:

BASE:

\$5,557,000 for contract year 1
\$6,988,000 for contract year 2
\$7,272,862 for contract year 3
\$6,992,377 for contract year 4
\$7,429,475 for contract year 5

OPTION:

\$7,701,466 for contract year 6
\$7,823,654 for contract year 7*

There shall be no adjustment in the amount of the contractor's fixed-fee by reason of differences between any estimate of cost for performance of the work under this contract and the actual costs for performance of that work.

Note: The annual fixed-fees as provided above will be incorporated by a modification to this contract.

**The estimated cost and fixed-fee for fiscal year 2015 or contract year 7 are based on anticipated funding levels. Any increase or decrease in the actual funding levels will result in a commensurate renegotiation of the commensurate estimated cost and fixed-fee for fiscal year 2015/contract year 7.*

CONTRACT NO.

DE-NR0000031

Part III

Section J

List of Attachments

October 2014

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FY2014 Bechtel Marine Propulsion Corporation Diversity Plan

In accordance with DEAR 970.5226-1, this document is submitted as the Bechtel Marine Propulsion Corporation (BMPC) Fiscal Year 2014 Diversity Plan. The plan outlined in DEAR 970.5226-1 must address an approach for promoting diversity through our workforce, educational outreach, community involvement and outreach, and subcontracting and economic development (including technology transfer). The plan is submitted to the contracting officer for review and approval. The information included in this plan is provided as evidence of BMPC's approach to promoting diversity through the above mentioned areas.

BMPC is committed to diversity and inclusion. We strive to build a workforce that values and leverages the talents of all our employees in an effort to attract and retain the highly skilled workforce needed to support the Naval Nuclear Propulsion Program (NNPP) and our Nation. Additional updates to this plan and specific action items will be discussed as appropriate with NRLFO personnel throughout the year.

The mission of BMPC is to develop the world's best nuclear propulsion systems, train sailors to operate them, and provide full lifecycle support, from technology development through design to disposal. The combined efforts of all BMPC sites have led to an outstanding record of over 152 million miles safely steamed on nuclear power. BMPC diversity and inclusion is key to this success.

BMPC Diversity Strategy

Diversity and inclusion begin with our company's vision and values and extend to every activity involved in attracting and retaining a talented workforce with the specialized skills that are necessary to support our nation's fleet of nuclear powered ships and develop new technologies. BMPC's vision is:

- We are One Company
- We are Increasingly Productive and Cost Effective
- We are a Great Workforce
- We are Innovative and Transformational
- We are a National Asset

BMPC recognizes that success in sustaining a diverse workforce depends upon the following foundational principles:

- A clear sense of vision and mission
- An investment of time, people, and resources
- A long-term commitment
- An avoidance of a "quick-fix" approach
- Flexibility and adaptability to company-specific needs

BMPC recognizes that diversity is crucial to gaining the perspectives and ideas that foster innovation. It is a business imperative on which our long-term success is dependent. Our diversity strategy is to create a culture throughout the company that welcomes, respects, develops and leverages employee differences as a competitive strength. We believe this culture is set by both managers and employees. Our managers must lead by example and consistently demonstrate their commitment to diversity. Every employee is expected to appreciate diversity demonstrated by respecting others and utilizing his/her individual talents to better serve the NNPP and our nation.

Our workforce diversity contributes to mission success, productivity, competitiveness and retention by building an inclusive team that values individuals for their talents and empowers them to reach their fullest potential. By taking advantage of our workforce diversity, we provide better value and increase the engagement of our entire workforce. BMPC will achieve this through the following specific areas:

- Customer Interaction and Integration
- Workforce
- Educational Outreach
- Community Involvement and Outreach
- Subcontracting and Economic Development (including Technology Transfer)

Customer Interaction and Integration

BMPC must maintain and integrate the Naval Reactors Program core values of:

- Technical Excellence
- Integrity
- Focus on People
- Formality and Discipline
- Respect for Health and Environment
- Value Consciousness
- Personal Ownership and Responsibility for Our Work

...with the BMPC values of:

- A One-Company Approach
- Respect for Safety, Health and Environment
- Formality and Discipline
- Personal Ownership and Responsibility
- Unwavering Integrity and Ethics
- Service to Our Country
- Commitment to Each Other
- Committed to Technical Excellence and Innovation

The integration of these two similar sets of values helps BMPC foster a diverse and inclusive work environment. These goals cannot be achieved without fully valuing and harnessing the unique talents and contributions of all employees. Dissenting opinions, for example, are a necessary part of our culture to ensure all technical views are heard and vetted and embody the spirit of diversity.

Workforce

BMPC recognizes the value of a diverse workforce in enhancing its leadership. BMPC is an Equal Opportunity Employer that fosters inclusive work environments that value and respect all individuals and their contributions. BMPC's equal opportunity philosophy is strengthened by the BMPC Management Policy Statement, MPS #002, *Nondiscrimination - Equal Employment Opportunity*, and MPS #003 *Harassment-Free Workplace*. New managers receive training on diversity, Affirmative Action, and Equal Employment Opportunity. Our Affirmative Action Plans, goals and progress are reviewed with the General Managers' staff as appropriate.

Additionally, BMPC actively works to recruit and retain a highly skilled, diverse workforce. This is achieved through strategic recruitment and by providing training opportunities, educational assistance, work-life balance programs (e.g., part-time and 9/80 work schedules), recognition, and other opportunities that create an inclusive environment for all employees. BMPC encourages the continued development of employees by offering a variety of leadership and development training programs, an education assistance program, sponsoring professional society memberships, and encouraging participation in technical courses and conferences. Technical development courses are offered by both in-house instructors and outside vendors.

We continue to identify and partner in areas where joint initiatives benefit all of BMPC. Shared diversity, retention, mentoring, staffing, and training strategies have been implemented in an effort to direct the retention of our existing workforce, improve employee engagement, and attract new talent. Efforts are underway to

combine the efforts of the Bettis Pittsburgh Diversity Advisory Board (DAB) and the KAPL Diversity Council on BMPC-wide initiatives. The ultimate goal is to have one BMPC Diversity Council, representing all five sites, in support of the One-Company approach to our work. The Diversity SharePoint site, [BMPC Diversity](#), reflects the shared mission and philosophy of the councils and communicates upcoming initiatives and events. The SharePoint site will undergo further modifications this year to reflect one BMPC Diversity Charter as well as a One-Company approach to Diversity.

Opportunities are afforded to BMPC employees to participate in diversity events, as well as professional/affinity groups such as the Society of Women Engineers (SWE), Women in Nuclear (WiN), Society of Hispanic Professional Engineers (SHPE), National Society of Black Engineers (NSBE), and the Bechtel Marine Veterans Organization (BMVO). Last year, KAPL employees started a local chapter of the Society of Asian Scientists & Engineers (SASE), which is a relatively new national professional society. The KAPL local chapters of NSBE, SHPE and SASE were combined into one affinity group called the KAPL Multi-Cultural Professional Society (KMPS). BMPC recognizes that senior leadership needs to support diversity initiatives; therefore, each employee group has a senior leader dedicated to its individual mission and vision.

In addition to the many professional societies, affinity groups and employee teams, new employees are welcome to join the Bettis & NPTU-Charleston NewComers Organization (NCO), the KAPL NewComers Club (NCC), or the NRF NewComers Committee (NCC), which were established in an effort to assist new employees in their transition to work and the community. These clubs host many events throughout the year which help to foster employee engagement and retention.

The benefits of a workforce that respects and values individuality will have the following results:

- Ability to attract, retain and develop talent
- Increased innovation and creativity to leverage ideas for solutions
- Improved teamwork among colleagues
- Improved productivity and performance
- Increased representation of protected groups in our workforce

Educational Outreach

Diversity is advanced by a deliberate plan for seeking new talent. BMPC has a staffing strategy that is focused on increasing the diversity of its new hires by actively seeking opportunities to participate in diverse recruiting events locally and nationally. Enterprise recruiting initiatives help to identify opportunities targeted at improving our effectiveness in recruiting women, minorities, individuals with disabilities, and military veterans. Partnerships have been formed with local schools and colleges (e.g., Rensselaer Polytechnic Institute and Penn State University) in an effort to identify locally-sourced talent, and an increased focus has been placed on strengthening relationships with professional and student organizations (e.g., NSBE, SHPE and SWE). BMPC actively recruits at the following Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs):

- Morgan State University
- Tuskegee University
- North Carolina A&T
- University of Puerto Rico
 - Mayaguez
 - Polytechnic

BMPC also understands the importance of reaching out to the local community to support and prepare students academically for their future. BMPC enlists support from employees to serve as mentors, tutors and role models primarily with an emphasis on mathematics and science to promote scholastic excellence. The investment also includes supporting an effective infrastructure for these students so they are able to excel academically.

One of the educational outreach programs BMPC launched last year is SeaPerch, a hands-on underwater robotics program with curriculum designed by MIT and sponsored by the Office of Naval Research. Students learn design and engineering principles by building an underwater Remotely Operated Vehicle (ROV) and participating in a culminating event/design competition. It is an enjoyable, educational and challenging opportunity to integrate engineering and technology into the classrooms of many local schools across BMPC. It also introduces maritime, robotics, and STEM careers to local students. Inner city schools in the Pittsburgh and Schenectady areas have been participating since the program was initiated at BMPC. SeaPerch has been expanded this year to include additional schools with the plan to expand throughout all five BMPC sites. SeaPerch is a great diversity initiative for BMPC and the Naval Reactors Program, and has resulted in positive feedback from students, teachers, mentors and employees.

Community Involvement and Outreach

BMPC has a well-established presence in the community. Community relations efforts are tied directly to increasing employee attraction, retention and engagement while understanding the needs and concerns of the community surrounding the sites. Employees are encouraged to participate in outreach initiatives and take pride in having a climate of trust and partnership within a diverse community. BMPC focuses the majority of its community relations efforts on educational initiatives and community outreach in the areas of health and human services. Employees participate in numerous community outreach activities through organizations such as those sponsored by the Network of Volunteer Associates (NOVA), the Greater Pittsburgh Community Food Bank, and the NewComers organizations at each location.

Management supports volunteerism and serves as good corporate citizens. Senior leaders are active in their communities alongside their employees and many are members of boards of directors at community organizations. Many volunteer events are coordinated through our NOVA Society. Employees who make significant contributions to our communities are recognized annually at an awards banquet. Some of the NOVA sponsored outreach activities include:

- Future Cities – through Pittsburgh Carnegie Science Center
- Engineer's Week
- SciTech
- Pittsburgh Regional Science & Engineering Fair
- Martin Luther King Mentoring Program
- National Science Bowl – Sponsored by DOE
- NOVA Electricity Demonstration Program
- Junior Achievement
- Habitat for Humanity
- Rebuilding Together Pittsburgh
- Movember Event – To benefit men's health concerns
- Food Drives and Produce to People Events
- Relay for Life – American Cancer Society
- "Pink Day" Fundraising – American Cancer Society

In an effort to increase our outreach to the veteran community, BMPC is a member of Hero 2 Hired (H2H). H2H is a resource available for veterans seeking employment and for corporations looking to fill vacant positions. The website is free to use and allows recruiters to post jobs as well as search the resume database.

In FY 2014, BMPC will be partnering with the Wounded Warrior Project, which is a veterans service organization that offers programs and services to injured military service members for their transition to civilian life. We will partner with this organization to source qualified candidates for BMPC job opportunities.

As BMPC diversity representatives continue to work together, we will participate in our local communities and seek opportunities to partner nationwide.

Subcontracting and Economic Development (Including Technology Transfer)

BMPC seeks to provide subcontracting opportunities to qualified small business concerns to the maximum extent practicable consistent with efficient performance of Program work. Categories of small business concerns, as identified in the BMPC Master Subcontracting Plan include small businesses, small disadvantaged businesses, women-owned small businesses, HUBZone small businesses, veteran-owned small businesses, and service-disabled veteran-owned small businesses. Through contracting with these businesses, BMPC promotes economic diversification and economic development at both the local and national level. BMPC's commitment of funds with small business concerns exceeds \$100,000,000 annually (fiscal year basis).

Requirements for BMPC's small business subcontracting program as well as subcontracting goals for each category of small business are established via the subcontracting plan, and implemented through Acquisition Management policies and procedures. BMPC has also established a Mentor-Protégé Program in accordance with a U.S. Department of Energy (DOE) initiative designed to encourage and assist small businesses and enhance their financial, technical, professional, and personnel capabilities. The program seeks to foster long-term business relationships between small business entities and BMPC.

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Additionally, BMPC actively works to recruit and retain a highly skilled, diverse workforce. This is achieved through strategic recruitment and by providing training opportunities, educational assistance, work-life balance programs (e.g., part-time and 9/80 work schedules), recognition, and other opportunities that create an inclusive environment for all employees. BMPC encourages the continued development of employees by offering a variety of leadership and development training programs, an education assistance program, sponsoring professional society memberships, and encouraging participation in technical courses and conferences. Technical development courses are offered by both in-house instructors and outside vendors.

During FY 2014, BMPC established one Diversity Council, combining the efforts of the Bettis Pittsburgh Diversity Advisory Board (DAB) and the KAPL Diversity Council on BMPC-wide initiatives. In an effort to engage all sites and share responsibility, there are two chairpersons: one located at Bettis – Pittsburgh and the other at Knolls – Schenectady. The ultimate goal is to have Diversity Council representatives across all five sites, in support of the One Company approach to our work. We continue to identify and partner in areas where joint initiatives benefit all of BMPC.

Shared diversity, mentoring, staffing, and training strategies have been implemented in an effort to drive the retention of our existing workforce, improve employee engagement, and attract new talent. The Diversity SharePoint site, [BMPC Diversity](#), reflects the shared mission and philosophy of the council and communicates upcoming initiatives and events. The SharePoint site is currently being redesigned and will reflect a single BMPC Diversity Charter as well as a One Company approach to diversity. The new site will be available to all BMPC employees by the end of the 2014 calendar year.

Opportunities are afforded to BMPC employees to participate in diversity events, as well as professional and affinity groups such as the Society of Women Engineers (SWE), Women in Nuclear (WiN), the KAPL Multi-Cultural Professional Society (KMPS) – which comprises the KAPL local chapters of National Society of Black Engineers, Society of Hispanic Professional Engineers and Society of Asian Scientists and Engineers, and the Bechtel Military Veterans Organization (BMVO). BMPC recognizes that senior leadership needs to support diversity initiatives; therefore, each employee group has a senior leader dedicated to its individual mission and vision.

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In 2014, a diversity panel discussion was initiated and piloted by a WiN representative in collaboration with representatives from the Diversity Council and KMPS. The purpose of this panel is to share, with the management team, how diversity impacts the work we perform and how understanding others and building relationships enhances our performance. Panelists comprised of individual contributors and managers with two to 30 years of service have openly shared their personal stories in an effort to raise awareness. These panel discussions will continue throughout the year. Topics include:

- Differences in definitions of personal accountability
- LGBT (Lesbian, Gay, Bisexual, Transgender) awareness
- The role of engineers in countries outside of the US
- Various views of hierarchy which impact how people lead and manage individuals of different ages
- Office set ups for individuals with ADD and OCD (Attention Deficit Disorder and Obsessive Compulsive Disorder)
- Language differences
- Gender roles
- Work/life balance

The benefits of a workforce that respects and values individuality will have the following results:

- Ability to attract, retain and develop talent
- Increased innovation and creativity to leverage ideas for solutions
- Improved teamwork among colleagues
- Improved productivity and performance
- Increased representation of protected groups in our workforce

Educational Outreach

Diversity is advanced by a deliberate plan for seeking new talent. BMPC has a staffing strategy that is focused on increasing the diversity of its new hires by actively seeking opportunities to participate in diverse recruiting events both locally and nationally. Enterprise recruiting initiatives help to identify opportunities targeted at improving our effectiveness in recruiting women, minorities, individuals with disabilities, and military veterans. Partnerships have been formed with local schools and colleges (e.g., Rensselaer Polytechnic Institute, Union College, West Virginia University, University of Pittsburgh, Carnegie Mellon University and University of Idaho) in an effort to identify locally-sourced talent, and by placing an increased focus on strengthening relationships with professional and student organizations (e.g., NSBE, SHPE, SASE and SWE). BMPC actively recruits at the following diversity-focused and Hispanic-Serving Institutions (HSIs):

- Ohio State University
- North Carolina A&T
- University of Puerto Rico
 - Mayaguez
 - Polytechnic

BMPC understands the importance of reaching out to the local community to support and prepare students academically for their future. BMPC enlists support from employees to serve as mentors, tutors and role models primarily with an emphasis on mathematics and science to promote scholastic excellence. The investment also includes supporting an effective infrastructure for these students so they are able to excel academically.

One of the educational outreach programs BMPC launched in 2012 is SeaPerch, a hands-on underwater robotics program with curriculum designed by MIT and sponsored by the Office of Naval Research. Students learn design and engineering principles by building an underwater Remotely Operated Vehicle (ROV) and participating in a culminating event/design competition. It is an enjoyable, educational and challenging opportunity to integrate engineering and technology into the classrooms of many local schools. SeaPerch introduces maritime, robotics, and STEM careers to local students. Inner city schools in the Pittsburgh and Schenectady areas have been participating since the program was initiated at BMPC. In 2014, SeaPerch was expanded to include additional schools in the Pittsburgh and Schenectady locations and will look to expand further in 2015. SeaPerch is a great diversity initiative for BMPC and the Naval Reactors Program, and has resulted in positive feedback from students, teachers, mentors and employees.

Community Involvement and Outreach

BMPC has a well-established presence in the community. Community relations efforts are tied directly to increasing employee attraction, retention and engagement while understanding the needs and concerns of the community surrounding the sites. Employees are encouraged to participate in outreach initiatives and take pride in having a climate of trust and partnership within a diverse community. BMPC focuses the majority of its community relations efforts on educational initiatives and community outreach in the areas of health and human services. Employees participate in numerous community outreach activities through organizations such as those sponsored by the Network of Volunteer Associates (NOVA), the Greater Pittsburgh Community Food Bank, and the NewComers organizations at each location.

Management supports volunteerism and serves as good corporate citizens. Senior leaders are active in their communities alongside their employees and many are members of boards of directors at community organizations. Employees who make significant contributions to our communities are recognized annually at an awards banquet. Some of the BMPC sponsored outreach activities include:

- Future Cities – through Pittsburgh Carnegie Science Center
- Engineer's Week
- SciTech
- FIRST Robotics
- SeaPerch

- Pittsburgh Regional Science & Engineering Fair
- Martin Luther King Mentoring Program
- DOE National Science Bowl
- NOVA Electricity Demonstration Program
- Junior Achievement
- Habitat for Humanity
- Rebuilding Together Pittsburgh
- Movember Event – To benefit men’s health concerns
- Food Drives and Produce to People Events
- Relay for Life – American Cancer Society
- “Pink Day” Fundraising – American Cancer Society
- National Disability Employment Awareness Month (NDEAM)
- Centro Civico Bilingual Day Care Center – Collection Drive
- Books for Troops Drive

In an effort to increase our outreach to the veteran community, BMPC continues to participate in job fairs and other events focused on sourcing qualified candidates. BMPC participated in the first of a kind job fair called the “Navy Nuclear Power Officer Career Conference (NUPOCC)” held in Washington, DC, which targeted Navy Nuclear Power Officers who are seeking employment in the civilian workforce.

BMPC participates in numerous local job fairs and events that reach many protected groups. Some of these include:

- Hiring Our Heroes Job Fair
- Norfolk Veteran Job Fair
- Pittsburgh Office of Vocational Rehabilitation
- Pittsburgh Veteran Job Fair
- Dr. Martin Luther King Jr. Career Fair
- Partnership with the Saratoga Naval Support Activity

Additionally, BMPC utilizes the services of America’s Job Exchange (AJE), to ensure that BMPC’s job postings reach a wide variety of organizations that support all protected groups, in an effort to reach a diverse pool of candidates. BMPC job postings are disseminated to hundreds of organizations, ranging from Career One Stop offices to Vocational Rehabilitation offices in New York, Pennsylvania, South Carolina and Idaho.

Subcontracting and Economic Development (Including Technology Transfer)

BMPC seeks to provide subcontracting opportunities to qualified small business concerns to the maximum extent practicable consistent with efficient performance of Program work. Categories of small business concerns, as identified in the BMPC Master Subcontracting Plan include small businesses, small disadvantaged businesses, women-owned small businesses, HUBZone small businesses, veteran-owned small businesses, and service-disabled veteran-owned small businesses. Through contracting with these businesses, BMPC promotes economic diversification and economic development at both the local and national level. BMPC’s commitment of funds with small business concerns exceeds \$100,000,000 annually (fiscal year basis).

Requirements for BMPC’s small business subcontracting program as well as subcontracting goals for each category of small business are established via the subcontracting plan, and implemented through Acquisition Management policies and procedures. BMPC has also established a Mentor-Protégé Program in accordance with a U.S. Department of Energy (DOE) initiative designed to encourage and assist small businesses and enhance their financial, technical, professional, and personnel capabilities. The program seeks to foster long-term business relationships between small business entities and BMPC.