

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

1. CONTRACT ID CODE

PAGE OF PAGES

1 8

2. AMENDMENT/MODIFICATION NO.

0126

3. EFFECTIVE DATE

10/27/2015

4. REQUISITION/PURCHASE REQ. NO.

5. PROJECT NO. (If applicable)

6. ISSUED BY

CODE

01111

7. ADMINISTERED BY (If other than Item 6)

CODE

NRLFO - Pgh
U.S. Department of Energy
Naval Reactors Laboratory Field Office - Pgh
P. O. Box 109
West Mifflin PA 15122-0109

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)

CODE 826336344

FACILITY CODE

09/25/2008

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).

C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:

D. OTHER (Specify type of modification and authority)

X 41 U.S.C. 253(c) (1) and Mutual Agreement of the Parties

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

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

Tax ID Number: 26-2569722

DUNS Number: 826336344

The purpose of this Modification (0126) is to 1.) incorporate two new Section H Clauses; 2.) insert the FY16 Diversity Plan in Section J (Attachment 30); and 3.) insert a Master Small Business Subcontracting Plan Addendum in Section J (Attachment 31).

All other terms and conditions remain unchanged.

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)

F.E. PALACIOS, MANAGER, BUSINESS SYSTEMS
or S.B. HAUGHEY, Vice President

16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)

Juliana L. Heynes

15B. CONTRACTOR/ORDER NO.

15C. DATE SIGNED

10/27/2015

16B. UNITED STATES OF AMERICA

16C. DATE SIGNED

10-27-2015

(Signature of person authorized to sign)

(Signature of Contracting Officer)

NSN 7540-01-152-8070

Previous edition unusable

STANDARD FORM 30 (REV. 10-83)

Prescribed by GSA

FAR (48 CFR) 53.243

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DE-NR0000031/0126

PAGE OF
2 8

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>Line Item 00002:</p> <p>Manage and Operate the Bettis and Knolls Atomic Power Laboratories - Base 5 year Period Line Item value is: \$4,210,289,935.46.</p> <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: \$2,281,809,088.92.</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>				

Part I
Section H

Special Contract Requirements

INDEX OF SECTION H
October 2015

<u>Description</u>	<u>Page</u>
1. Application of Clause Entitled Conditional Payment of Fee, Profit, and Other Incentives-Facility Management Contracts	1
2. Assignment of Existing Subcontracts and Other Agreements	1
3. Budget Approvals and Manpower	1
4. Changes	1
5. Communications With Government Agencies Outside the Naval Nuclear Propulsion Program	2
6. Compliance with Internet Protocol version 6 (IPv6) In Acquiring Information Technology	2
7. Consultants	3
8. Contractor's Acknowledgment of Contract	3
9. Corporate General and Administrative Expense	3
10. Cost Recovery	3
11. Definition of the Terms Bettis and KAPL	4
12. Determination of Annual Fixed-Fee	4
13. Electronic Subcontracting Reporting System	5
14. Facility Operations and Infrastructure	5
15. General Direction and Control	6
16. Guarantee of Performance	6
17. Lobbying Restriction (Energy & Water Development and Related Agencies Appropriations Act 2008)	7
18. Management Plan	7
19. Open Competition and Labor Relations under Management and Operating and Other Major Facilities Contracts	7
20. Order of Precedence	8
21. Personnel	8
22. Private Use of Contract Information and Data	8
23. Public Release of Information	8
24. Relationship With NR Program Contractors	9
25. Representations, Certifications and Other Statements of the Offeror	10
26. Responsible Corporate Official	10
27. Small Business Subcontracting Plan	11
28. Source and Special Nuclear Materials	11
29. Transition Period	11

INDEX OF SECTION H
continued

30.	Workforce Transition and Management	12
31.	Employee Compensation: Pay and Benefits	14
32.	Post Contract Responsibilities for Pension and Other Benefit Programs	22
33.	Labor Relations	23
34.	Employee Relations	24
35.	Protection of Naval Nuclear Propulsion Information (U-NNPI)	25
36.	FBI Criminal Justice Information Services, Security Addendum	25
37.	Addition and Alterations to Implement Executive Order 13423, Strengthening Federal Environmental, Energy, and Transportation Management and its Implementing Instructions	25
38.	Management and Operating Contractor (M&O) Subcontract Reporting (Sept 2015)	26
39.	Conference Management (Oct 2015)	27

38. Management and Operating Contractor (M&O) Subcontract Reporting (Sep 2015)

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

"First-tier subcontract" means a subcontract awarded directly by the Contractor for the purpose of acquiring supplies or services (including construction) for performance of a prime contract. It does not include the Contractor's supplier agreements with vendors, such as long-term arrangements for materials or supplies that would benefit multiple contracts and/or the costs of which are normally applied to a Contractor's general and administrative expenses or indirect cost.

"M&O Subcontract Reporting Capability (MOSRC)" means a DOE system and associated processes to collect key information about M&O first-tier subcontracts for reporting to the Small Business Administration.

"Transaction" means any awarded contract, agreement, order, or modification, etc. (other than one involving an employer-employee relationship) entered into by a DOE M&O prime contractor calling for supplies and services (including construction) required solely for performance of the prime contract.

(b) *Limited Interim Reporting.*

- (1) The Contractor shall report no less than the twenty highest dollar value first-tier small business subcontract transactions under the contract by December 1 for the previous fiscal year until the Contractor business systems can report the required data as set forth in paragraph (c) below. Classified subcontracts shall be excluded from the reporting requirement and shall not be counted towards the total number of transactions of the reporting requirement.
- (2) Transactions with a corporation, company, or subdivision that is an affiliate of the Contractor are not included in these reports.
- (3) The Contractor shall provide the data on first-tier small business subcontract transactions under the contracts, as described in the *MOSRC Guide* via the Microsoft Excel spreadsheet co-located at <https://max.gov> in the MOSRC Collaboration Center. The spreadsheet will be submitted to HQProcurementSystems@hq.doe.gov.

- (c) *Full Reporting.* The Contractor shall update their business systems and processes to collect and report data to MOSRC in compliance with the MOSRC Guide. The Contractor shall report data in MOSRC for FY17 (and each year thereafter) first-tier small business subcontracting transactions under the contract. Classified subcontracts shall be excluded from the reporting requirements. All Contractor systems shall be updated in order to provide the first FY17 report in November 2016 for October 2016 transactions.
- (d) *Pilot M&Os.* Oak Ridge National Laboratory, the National Security Campus at the Kansas City Plant, and the National Renewable Energy Laboratory shall have their business systems updated in order to provide the first FY 16 report in April 2016 for March 2016 transactions.

39. Conference Management (Oct 2015)

The Contractor agrees that:

- (a) The contractor shall ensure that contractor-sponsored conferences reflect the DOE/NNSA's commitment to fiscal responsibility, appropriate stewardship of taxpayer funds and support the mission of DOE/NNSA as well as other sponsors of work. In addition, the contractor will ensure conferences do not include any activities that create the appearance of taxpayer funds being used in a questionable manner.
- (b) For the purposes of this Clause, "conference" is defined in Attachment 2 of the Deputy Secretary's Memorandum dated August 17, 2015 entitled, "Updated Guidance on Conference-Related Activities and Spending." A copy of the DOE Policy Flash and Memorandum can be found at <http://energy.gov/management/downloads/policy-flash-2015-36-a1-2015-09>.
- (c) Contractor-sponsored conferences include those events that meet the conference definition and either or both of the following:
- (1) The contractor provides funding to plan, promote, or implement an event, except in instances where a contractor:
 - i. covers participation costs in a conference for specified individuals (e.g. students, retirees, speakers, etc.) in a total amount not to exceed \$10,000 (by individual contractor for a specific conference) or

- ii. purchases goods or services from the conference planners (e.g., attendee registration fees, renting booth space).
- (2) The contractor authorizes use of its official seal, or other seals/logos/ trademarks to promote a conference. Exceptions include non-M&O contractors who use their seal to promote a conference that is unrelated to their DOE contract(s) (e.g., if a DOE IT contractor were to host a general conference on cyber security).
- (d) Attending a conference, giving a speech or serving as an honorary chairperson does not connote sponsorship.
 - (e) The contractor will provide information on conferences they plan to sponsor with expected costs exceeding \$100,000 in the Department's Conference Management Tool, including:
 - (1) Conference title, description, and date
 - (2) Location and venue
 - (3) Description of any unusual expenses (e.g., promotional items)
 - (4) Description of contracting procedures used (e.g., competition for space/support)
 - (5) Costs for space, food/beverages, audio visual, travel/per diem, registration costs, recovered costs (e.g., through exhibit fees)
 - (6) Number of attendees
 - (f) The contractor will not expend funds on the proposed contractor-sponsored conferences with expenditures estimated to exceed \$100,000 until notified of approval by the contracting officer.
 - (g) For DOE-sponsored conferences, the contractor will not expend funds on the proposed conference until notified by the contracting officer.
 - (1) DOE-sponsored conferences include events that meet the definition of a conference and where the Department provides funding to plan, promote, or implement the conference and/or authorizes use of the official DOE seal, or other seals/logos/ trademarks to promote a conference. Exceptions include instances where DOE:
 - i. covers participation costs in a conference for specified individuals (e.g. students, retirees, speakers, etc.) in a total amount not to exceed \$10,000 (by individual contractor for a specific conference); or

- ii. purchases goods or services from the conference planners (e.g., attendee registration fees; renting booth space); or provide funding to the conference planners through Federal grants.
 - (2) Attending a conference, giving a speech, or serving as an honorary chairperson does not connote sponsorship.
 - (3) The contractor will provide cost and attendance information on their participation in all DOE-sponsored conference in the DOE Conference Management Tool.
- (h) For *non-contractor sponsored conferences*, the contractor shall develop and implement a process to ensure costs related to conferences are allowable, allocable, reasonable, and further the mission of DOE/NNSA. This process must at a minimum:
- (1) Track all conference expenses.
 - (2) Require the Laboratory Director (or equivalent) or Chief Operating Officer approve a single conference with net costs to the contractor of \$100,000 or greater.
- (i) Contractors are not required to enter information on non-sponsored conferences in DOE'S Conference Management Tool.
- (j) Once funds have been expended on a non-sponsored conference, contractors may not authorize the use of their trademarks/logos for the conference, provide the conference planners with more than \$10,000 for specified individuals to participate in the conference, or provide any other sponsorship funding for the conference. If a contractor does so, its expenditures for the conference may be deemed unallowable.

CONTRACT NO.

DE-NR0000031

Part III

Section J

List of Attachments

October 2015

INDEX OF SECTION J

	<u>Description</u>	<u>Pages</u>
1.	Key Personnel - Bettis and KAPL Management Positions	7
2.	Special Financial Institution Account Agreement for Use with the Payments Cleared Financing Arrangement	24
3.	Baseline List of Applicable Directives	8
4.	Commitment Letter	1
5.	Guidance for Preparation of Diversity Plan	2
6.	Appendix A, Human Resources (Bettis Atomic Power Laboratory)	52
7.	Appendix A, Human Resources (Knolls Atomic Power Laboratory)	108
8.	FBI Criminal Justice Information Services Security Addendum	10
9.	Management Plan per Special Clause H-18	13
10.	Diversity Plan	4
11.	Small Business Subcontracting Plan (DOE) FY 2009	5
12.	Transition Plan	8
13.	Diversity Plan - 2010	5
14.	Master Small Business Subcontracting Plan and Addendum for Fiscal Year 2010	7
15.	Diversity Plan - 2011	5

16. Master Small Business Subcontracting Plan Addendum for Fiscal Year 2011	2
17. Amendment No. 1 to the Special Financial Institution Account Agreement for Use with the Payments Cleared Financing Arrangement Rev. 2	7
18. Diversity Plan - 2012	5
19. Master Small Business Subcontracting Plan Addendum for Fiscal Year 2012	2
20. Amendment No. 2 to the Special Financial Institution Account Agreement for Use with the Payments Cleared Financing Arrangement - Rev 2	11
21. Diversity Plan - 2013	4
22. Master Small Business Subcontracting Plan Addendum for Fiscal Year 2013	2
23. Master Small Business Subcontracting Plan Addendum for Option Period October 1, 2013 Through September 30, 2018	8
24. Amendment No. 3 to the Special Financial Institution Account Agreement for Use with the Payments Cleared Financing Arrangement - Rev. 2	3
25. Special Financial Institution Account Agreement for Use with the Payments Cleared Financing Arrangement - Revision 0	5
26. Amendment No. 4 to the Special Financial Institution Account Agreement for Use with the Payments Cleared Financing Arrangement	4
27. Diversity Plan - 2014	5
28. Diversity Plan - 2015	5
29. Master Small Business Subcontracting Plan Addendum for Fiscal Year 2015	2
30. Diversity Plan - 2016	5

31. Master Small Business Subcontracting Plan
Addendum for Option Period October 1, 2013
Through September 30, 2018

8

FY 2016 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 2016 Diversity Plan. As outlined in DEAR 970.5226-1, the plan must address an approach for promoting diversity through our workforce, educational outreach, community involvement and outreach, and subcontracting and economic development. 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 and inclusion through the above mentioned areas.

BMPC is committed to diversity and inclusion. Our leadership philosophy defines behaviors that are essential for an inclusive work environment. 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 156 million miles safely steamed on nuclear power. BMPC's commitment to diversity and inclusion are key to this success.

BMPC Diversity Strategy

Diversity and inclusion begin with our company's vision and values and extends 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 a Great Workforce
- We are Innovative and Transformative
- We are Increasingly Productive and Cost Effective and Safe
- 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 and inclusion are 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 and inclusion. 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.

The diversity of our workforce 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 full potential. By taking advantage of our 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*. Our Affirmative Action Plans, goals and progress are periodically reviewed with the leadership team.

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., 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.

BMPC FY 2016 Diversity Plan

In 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 and inclusion, 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 supports a single BMPC Diversity Charter as well as a One Company approach to diversity and inclusion.

Opportunities are afforded to BMPC employees to participate in diversity and inclusion 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 and inclusion 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 Organization (NCO), which were established in an effort to assist new employees in their transition to work and the community. These groups host many events throughout the year which help to foster employee engagement and retention.

Since its inception in 2014, a diversity panel discussion (piloted by a WiN representative in collaboration with representatives from the Diversity Council and KMPS) conducts periodic presentations. 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. One of these panel discussions was videotaped and may be found in the video library of the [BMPC Diversity](#) website. 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 and inclusion 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. Those efforts resulted in an inner-city Schenectady school competing and placing in the regional competition. 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

BMPC FY 2016 Diversity Plan

- 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 continues to participate in the recently developed job fair called the “Navy Nuclear Power Officer Career Conference (NUPOCC)” held in Washington, DC, which targets 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
- Adult Career and Continuing Education Services – Vocational Rehabilitation (ACCES-VR) – Albany, NY

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

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.

Bechtel Marine Propulsion Corporation

Master Subcontracting Plan

Contract No. DE-NR-0000031

This Master Subcontracting Plan is submitted by Bechtel Marine Propulsion Corporation, 12011 Sunset Hills Road, Reston, Virginia in accordance with the requirements of Federal Acquisition Regulation (FAR) Article 52.219-9, Small Business Subcontracting Plan. The term of this Master Subcontracting Plan shall be concurrent with the period of October 1, 2015 through September 30, 2018 for Contract No. DE-NR-0000031. Subcontracting goals will be updated annually via individual addenda.

Plan submitted by:	Bechtel Marine Propulsion Corporation
Signature:	[REDACTED]
Typed Name:	John G. Byrne
Title:	Senior Advisor Compliance Professional – Prime Contracts, Financial Services
Date:	10/12/2015
Plan accepted by:	Naval Reactors Laboratory Field Office
Signature:	[REDACTED]
Typed Name:	Juliana L. Hennes
Title:	Contracting Officer
Date:	10.14.2015

Bechtel Marine Propulsion Corporation (BMPC)
Master Subcontracting Plan
Contract No. DE-NR-0000031

This master subcontracting plan describes our approach to involving Small Business (SB), including Alaskan Native Corporations (ANC) and Indian Tribes, Veteran-Owned SB (VOSB), Service Disabled Veteran-Owned SB (SDVOSB), HUBZone SB (HUBZone), Small Disadvantaged Business (SDB), and Women-Owned SB (WOSB) concerns to the maximum extent practicable in work at the Bettis Atomic Power Laboratory (Bettis) and the Knolls Atomic Power Laboratory (KAPL).

We support DOE's strong, long-term commitment to diversity. We believe that diversity is much more than affirmative action in the workplace. For us, it is an operating principle of management that plays a key role in our success. Our belief in diversity - transformed into action - provides us with a competitive advantage over other organizations, both in the workplace and in the business community. Diversity in subcontracting provides vital links to the local community, increases our flexibility in meeting project goals, strengthens the local economy, creates new opportunities, is cost effective, and represents best business practices.

We have a long-established record of involving SB concerns in meaningful roles in government and commercial contracting. By building on our experience and by setting challenging goals, we have made SB participation and development an integral part of our approach to project execution. We will follow this approach at BMPC.

In executing the BMPC scope of work, we will comply with DFARS 252.219-7003, FAR 52.219-8 and 52.219-9, prime contract requirements, and current DOE policies and practices. Our policy is to aggressively encourage SB participation to the maximum extent practicable consistent with the efficient performance of the contract. All procurements are reviewed to identify opportunities for including SB suppliers and contractors, developing good working relationships with them, and encouraging them to offer their products and services.

1. and 2. Goals (Percentages and Dollar Values)

Each annual plan (see attached) shall include the goals expressed in terms of percentages of total planned subcontracting dollars and dollar values for that fiscal year for the use of SB, VOSB, SOVOSB, HUBZone SB, SOB, and WOSB concerns.

3. Potential Subcontracting Opportunities for Small Business

Principal categories of subcontracting opportunities and the dollar value that will be made available for SB concerns will be shown on an annual basis. As additional opportunities are identified, an effort will be made to enlist SB for that work scope.

**Bechtel Marine Propulsion Corporation (BMPC)
Master Subcontracting Plan
Contract No. DE-NR-0000031**

4. Method Used to Develop Subcontracting Goals

To establish our subcontracting goals and commitments, we gathered available BMPC information, forecast probable acquisition needs, and analyzed project estimates. We also used our Naval Reactors Program experience to determine potential requirements and contingencies. Our subcontracting goals are both realistic and attainable.

5. Methods Used to Identify Potential Sources for Solicitation

We continually identify and review potential sources of supplies and services, including but not limited to, the following:

- Online access to the System for Award Management (SAM) supplier profiles and business size representations;
- Veteran service organizations;
- The Minority Business Development Agency in the Department of Commerce
- VOSB, SOVOSB, SOB, HUBZone SB, and WOSB trade associations;
- Various directories and source lists such as the
 - Small Business Administration Dynamic Small Business Search and HUBZone Search
 - Local U.S. Small Business Administration listings;
 - National Association of Minority Contractors;
 - The Dun & Bradstreet Supplier Risk Manager application;
 - Funded Organizations of the U.S. Minority Business Development Agency, including the Minority Business Opportunity Centers (MBOC), the Minority Business Enterprise Centers (MBEC), and Native American Business Enterprise Centers (NABEC);
 - 8(a) Sources - The comprehensive source for current information on federally-certified minority and woman-owned businesses (www.sba8a.com);-and
- Bechtel, Bechtel National, Inc., and Bechtel Marine Propulsion Corporation (BMPC) small business fairs and forums designed to attract additional SB sources.

6. Indirect Costs

Indirect costs are not included in the goals under this plan.

Bechtel Marine Propulsion Corporation (BMPC)
Master Subcontracting Plan
Contract No. DE-NR-0000031

7. Administrator of Subcontracting Plan

Robert Dalton – Principal Business Professional, BMPC Acquisition Management is the individual responsible for the administration of this subcontracting plan. The Administrator will interact with Acquisition Management personnel to ensure that the following activities are performed efficiently and effectively:

- Maintain source lists of potential SB subcontractors;
- Instruct personnel that when the number of prospective sources is not adequate they should conduct market research to identify the capabilities, including the capabilities of small businesses ,that are available in the marketplace for meeting the requirements;
- Mentor SB's currently under subcontract, enhancing their ability to provide timely, cost-effective, quality services;
- Advise and train project management personnel on the purposes of this plan and foster support;
- Keep records measuring performance against the goals established here, including monthly reports to company management concerning progress toward achievement of goals under this program;
- Submit Individual Subcontracting Reports (ISR) and Summary Subcontracting Reports (SSR) in accordance with the prime contract and instructions provided by the Contracting Officer;
- Verify that subcontracts contain the flowdown clauses pertaining to SB concerns when required and maintain the policies and procedures required by the prime contract;
- Maintain good working relationships with Small Business Administration representatives to obtain assistance and coordination in finding capable SB's;
- Maintain a close working relationship with DOE to ensure that our project objectives and activities are consistent with Naval Reactors Laboratories Field Office (NRLFO) expectations;
- Require lower-tier subcontractors to submit subcontracting plans and monitor for compliance with those plans.

8. Implementation

We will perform the following additional functions to effectively implement this plan:

- The subcontracting program administrator, and supplier advocates within each acquisition activity, known as Small Business Champions, will serve as liaisons for BMPC among the SB community, internal purchasing agents, and the client;
- Maintain a mentor-protégé program in accordance with Department of Energy Mentor-Protege Program requirements;
- Plan solicitations (including time for preparation, scope of work, quantities, specifications, and delivery schedules) in a way that facilitates SB participation in subcontracting opportunities and solicitation, offer, and proposal activities;

Bechtel Marine Propulsion Corporation (BMPC)
Master Subcontracting Plan
Contract No. DE-NR-0000031

- Establish and maintain contacts with SB trade associations and business development organizations;
- Conduct workshops, seminars, and training programs to ensure internal customers and buyers are acquainted with BMPC policies and prime contract requirements and to ensure that external SB's are familiar with the requirements for doing business at BMPC;
- Maintain an effective outreach program by sponsoring and attending regional procurement conferences, trade fairs, and other functions to locate additional qualified sources;
- Implement an "in reach" program that gives SB's access and exposure to key project planners and managers on all the Bettis and KAPL sites;
- Develop a comprehensive SB source list (which includes past performance) that is easily accessible and useful to buyers; and
- Preselect and qualify SB concerns to perform specific scopes of work.

9. Subcontract Terms and Conditions

We incorporate the flowdown clause requirements of FAR 52.219-9 as applicable into subcontracts that offer further subcontracting opportunities. This requires all subcontractors (except SB concerns) that receive subcontracts in excess of \$700,000 (\$1.5 million for construction of any public facility) to adopt a similar plan. The procurement managers at BMPC are responsible for implementing and monitoring this aspect of the subcontracting plan.

10. Reports, Studies, and Surveys

We will:

- Cooperate in any studies or surveys as may be required;
- Submit periodic reports to allow the government to determine the extent of our compliance with this subcontracting plan;
- Submit the Individual Subcontracting Report (ISR) and Summary Subcontracting Report (SSR) under the Electronic Subcontracting Reporting System (ESRS) in accordance with ESRS instructions; and
- Ensure that our subcontractors agree to submit ISR's and SSR's.

Bechtel Marine Propulsion Corporation (BMPC)
Master Subcontracting Plan
Contract No. DE-NR-0000031

11. Records

The types of records that we will maintain to demonstrate compliance with the requirements and goals of the subcontracting plan include:

- Source lists (e.g., SAM), guides, and other data that identify SB, VOSB, SDVOSB, HUBZone SB, SDB, and WOSB concerns;
- Organizations contacted in an attempt to locate sources that are SB, VOSB, SDVOSB, HUBZone SB, SDB, and WOSB concerns;
- Records of each subcontract solicitation that results in an award of more than \$150,000, indicating: whether SB concerns were solicited and, if not, why not;
 - Whether VOSB concerns were solicited and, if not, why not;
 - Whether SDVOSB concerns were solicited and, if not, why not;
 - Whether HUBZone SB concerns were solicited and, if not, why not;
 - Whether SDB concerns were solicited and, if not, why not;
 - Whether WOSB concerns were solicited and, if not, why not; and
 - If applicable, the reason the award was not made to a SB concern;
- Records of any outreach efforts to contact
 - Trade associations;
 - Business development organizations;
 - Conferences and trade fairs to locate small, HUBZone SB, SDB, and WOSB sources;
 - Veterans and service-disabled veterans service organizations;
- Records of internal guidance and encouragement provided to buyers through
 - Workshops, seminars, training, etc.; and
 - Monitoring of performance to evaluate compliance with program requirements; and
- On a contract-by-contract basis, records to support award data submitted by the offeror to the government, including the name, address, and business size of each subcontractor.

Bechtel Marine Propulsion Corporation (BMPC)
FY2016 Master Subcontracting Plan Addendum
Prime Contract No. DE-NR0000031

Goals (Percentages and Dollar Values)		(\$ in Millions)
Estimated Funds Available for Subcontracting for Fiscal Year 2016 (October 1, 2015 through September 30, 2016)		\$501,648,000
Category	Percentage of Total Estimated Subcontracting Effort	Dollar Amount (Millions)
Other Than Small Business	65.00%	\$326,071,200
Small Business Concerns (including Alaska Native Corporations (ANC) and Indian tribes)	35.00%	\$175,576,800
Small Disadvantaged Business Concerns (including ANC and Indian tribes)	5.00%	\$25,082,400
Women-Owned Small Business Concerns	5.00%	\$25,082,400
HUBZone Small Business Concerns	3.00%	\$15,049,440
Veteran-Owned Small Business Concerns	3.00%	\$15,049,440
Service-Disabled Veteran-Owned Small Business Concerns	3.00%	\$15,049,440
Total Dollars Planned to be Subcontracted	100.00%	\$501,648,000
<p>The <i>Estimated Funds Available for Subcontracting</i> amount of \$510.65 million is the Fiscal Year 2016 DOE Materials and Services Procurement Budget of \$563.65 million less SBA reporting exclusion estimates of \$9.0M for subcontracts with Bechtel affiliates, \$3.0M in subcontracts for work performed outside of the US and its territories, \$13.0M in fund transfers to other Government entities, and \$20.0M for DOE Inter-Contractor Purchases (ICP). The subcontracting base also excludes \$17.0M for purchase card transactions. Adjustments are based on the weighted average of actual figures for FY13-FY14.</p>		
Potential Subcontracting Opportunities for Small Business		
<p>The following table lists the principle categories of subcontracting opportunities and the estimated dollar value that will be made available for Small business concerns. The categories shown are for general work groupings only:</p>		
Small Business (SB) Type	Value (\$ in Millions)	Product/Service NAICS
Any SB concern	\$52,673,040	42-Wholesale Trade
Any SB concern	\$43,894,200	23-Construction
Any SB concern	\$35,115,360	54 – Professional, Scientific and Technical Services
Any SB concern	\$26,336,520	33-Manufacturing
Any SB concern	\$8,778,840	56-Administrative and Support
Any SB concern	\$5,267,304	51-Information
Any SB concern	\$3,511,536	81-Other Services
Total	\$175,576,800	

Bechtel Marine Propulsion Corporation (BMPC)
FY 2016 Master Subcontracting Plan Addendum
Prime Contract No. DE-NR0000031

Cumulative Goals Summary

BMPC cumulative goals for the utilization of Small Business, Small Disadvantaged Business, Women-Owned Small Business, Hubzone Small Business, Veteran-Owned Small Business, and Service Disabled Veteran Small Business concerns:

Funds Available for Subcontracting - Commitment Basis	
Funds available for subcontracting for Fiscal Year 2009 through 2015	\$2,428,831,000
Estimated funds available for subcontracting this FY2016 Addendum	\$501,648,000
Funds available for subcontracting Total-to-Date	\$2,930,479,000
Planned Subcontract Awards to Other Than Small Business (OTSB)	
Funds available for subcontracting OTSB for Fiscal Year 2009 through 2015	\$1,362,224,750
Estimated funds available for subcontracting OTSB this FY2016 Addendum	\$326,071,200
Planned subcontract awards to Other Than Small Business Total-to-Date	\$1,688,295,950
Percentage of planned subcontract awards to Other Than Small Business Total-to-Date	57.6%
Planned Subcontract Awards to Small Business	
Funds available for subcontracting Small Business for Fiscal Year 2009 through 2015	\$1,066,606,250
Estimated funds available for subcontracting Small Business this FY2016 Addendum	\$175,576,800
Planned subcontract awards to Small Business Total-to-Date	\$1,242,183,050
Percentage of planned subcontract awards to Small Business Total-to-Date	42.4%
Planned Subcontract Awards to Small Disadvantaged Business	
Funds available for subcontracting for Fiscal Year 2009 through 2015	\$121,433,750
Estimated funds available for subcontracting this FY2016 Addendum	\$25,082,400
Planned subcontract awards to Small Disadvantaged Business Total-to-Date	\$146,516,150
Percentage of planned subcontract awards to Small Disadvantaged Business Total-to-Date	5.0%
Planned Subcontract Awards to Women-Owned Small Business	
Funds available for subcontracting for Fiscal Year 2009 through 2015	\$121,433,750
Estimated funds available for subcontracting this FY2016 Addendum	\$25,082,400
Planned subcontract awards to Women-Owned Small Business Total-to-Date	\$146,516,150
Percentage of planned subcontract awards to Women-Owned Small Business Total-to-Date	5.0%
Planned Subcontract Awards to HUBZone Small Business	
Funds available for subcontracting for Fiscal Year 2009 through 2015	72,800,250
Estimated funds available for subcontracting this FY2016 Addendum	15,049,440
Planned subcontract awards to HUBZone Small Business Total-to-Date	87,849,690
Percentage of planned subcontract awards to HUBZone Small Business Total-to-Date	3.0%
Planned Subcontract Awards to Veteran-Owned Small Business	
Funds available for subcontracting for Fiscal Year 2009 through 2015	72,800,250
Estimated funds available for subcontracting this FY2016 Addendum	15,049,440
Planned subcontract awards to Veteran-Owned Small Business Total-to-Date	87,849,690
Percentage of planned subcontract awards to Veteran-Owned Small Business Total-to-Date	3.0%
Planned Subcontract Awards to Service Disabled Veteran-Owned Small Business	
Funds available for subcontracting for Fiscal Year 2009 through 2015	72,800,250
Estimated funds available for subcontracting this FY2016 Addendum	15,049,440
Planned subcontract awards to Service Disabled Veteran-Owned Small Business Total-to-Date	87,849,690
Percentage of planned subcontract awards to Service Disabled Veteran-Owned Small Business Total-to-Date	3.0%