

2. AMENDMENT/MODIFICATION NO. 0151	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY NNSA M&O Contracting Branch NA-APM-131 Albuquerque Complex P.O. Box 5400 Albuquerque NM 87185-5400	7. ADMINISTERED BY (If other than Item 6) NNSA Sandia Field OFC NA-00-SN Sandia Field Office (MS 0184) P.O. Box 5400 Albuquerque NM 87185-5400
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) National Technology & Engineering Solutions of Sandia, LLC Attn: Kelly Westlake 1515 EUBANK BLVD. SE P.O. BOX 5800, MS-0180, 87185-0180 ALBUQUERQUE NM 871850180	(x) 9A. AMENDMENT OF SOLICITATION NO. 9B. DATED (SEE ITEM 11) x 10A. MODIFICATION OF CONTRACT/ORDER NO. DE-NA0003525 10B. DATED (SEE ITEM 13) 12/16/2016
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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 electronic communication 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 letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNT NG AND APPROPRIATION DATA (If required)

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 data, 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:
X	D. OTHER (Specify type of modification and authority) Bilateral FAR 43.103(a)(3)

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

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

UEI: LUJEP CRT377

The purpose of this modification implements the NNSA Head of the Contracting Activity memorandum, dated May 4, 2022, National Nuclear Security Administration (NNSA) Changes to M&O Contractor Benefit Value Study and Benefit Cost Study Requirements, to replace Appendix B, List of Applicable Directives, in its entirety with Attachment 1, and to replace Appendix D, Key Personnel, in its entirety with Attachment 2. see continuation pages for details:

Payment:

Period of Performance: 01/18/2017 to 04/30/2027

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) Kelly Westlake, Senior Manager, Prime Contract National Technology & Engineering Solutions of Sandia (NTESS)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Raymond E. Cruz, Jr.
15B. CONTRACTOR/OFFEROR Kelly E. Westlake <small>Digitally signed by Kelly E. Westlake Date: 2022.06.28 16:38:54 -06'00'</small> <i>(Signature of person authorized to sign)</i>	16B. _____ <i>(Signature of Contracting Officer)</i>
15C. DATE SIGNED	16C. DATE SIGNED 6/29/2022

1. Replace Section J, Appendix A, Chapter III, Section 6.1.6.1 through Section 6.1.6.5 with the following to implement the Head of the Contracting Activity memorandum, dated May 4, 2022, regarding the National Nuclear Security Administration (NNSA) Changes to M&O Contractor Benefit Value Study and Benefit Cost Study Requirements.

6.1.6.1 The Consolidated Employee Benefits Value Study for non-bargaining unit employees, shall be completed every two years and submitted to the Contracting Officer no later than July 31 of the applicable year. An Employee Benefits Value Study (Ben Val) is an actuarial study of the relative value (RV) of the benefits programs offered by the Contractor to employees measured against the RV of benefit programs offered by comparator companies. The Contractor shall use the comparator companies previously used in the last Consolidated Benefit Value Study. If any of the comparator companies no longer participate, the Contractor shall recommend replacement companies for approval by the Contracting Officer. The Contractor shall include major non-statutory benefit plans offered by the Contractor, including qualified defined benefit (DB) and defined contribution (DC) retirement plans; capital accumulation plans; and death, disability, health, and paid time off welfare benefit programs in the Value Study. Any M&O Contractor defined benefit pension plans and post-retirement benefit plans, closed to new entrants, do not have to be included in the Ben Val measurement. To the extent that the value studies do not address postretirement benefits other than pensions, the Contractor shall provide a separate cost and plan design data comparison for the postretirement benefits other than pensions using external benchmarks derived from nationally recognized and Contracting Officer approved survey sources.

A Ben Val for bargaining unit employees shall be completed six months prior to the end of the collective bargaining agreement. The Ben Val for bargaining unit employees must include at least 15 comparator companies approved by the Contracting Officer. The Ben Val must include major non-statutory benefit plans offered by the Contractor, including qualified DB plans and DC retirement plans; capital accumulation plans; and death, disability, health, and paid time off welfare benefit programs. Any M&O Contractor DB plans, closed to new entrants, do not have to be included in the Ben Val measurement. To the extent that the Ben Val does not address post-retirement benefits other than DB plans, the Contractor shall provide a separate cost and plan design data comparison for the post-retirement benefits other than DB plans using external benchmarks derived from nationally recognized and Contracting Officer approved survey sources.

6.1.6.2 When the average net benefit value for non-bargaining employees (including different tiers of benefits or groups of employees) exceeds the comparator group average by more than five percent, the Contractor may be required to provide, for Contracting Officer approval, a Corrective Action Plan describing the specific actions they plan to take to get to 105% within a specified period of time.

6.1.6.3 An Employee Benefits Cost Study Comparison (Cost Study) for non-bargaining and bargaining unit employees shall be completed annually and submitted to the Contracting Officer no later than July 31. The Cost Study must use a professionally recognized measure approved by the Contracting Officer that analyzes the Contractor's employee benefits cost for employees on a percent of payroll and compares it with appropriate comparator data. Any M&O Contractor defined benefit pension plans and post-retirement benefit plans, closed to new entrants, do not have to be included in the Benefit Cost study measurement.

6.1.6.4 When the average of the Contractor's Cost Study total benefit costs as a percent of payroll for the non-bargaining employees exceeds the comparator group's total benefit cost by more than five percent the Contractor may be required to provide a Corrective Action Plan describing the specific actions they plan to take to get to 105% within a specified period of time.

2. Replace Appendix B, *List of Applicable Directives*, in its entirety with Attachment 1.
3. Replace Appendix D, *Key Personnel*, in its entirety with Attachment 2.

-- End of Modification --

Part III - Section J
APPENDIX B, List of Applicable Directives

In addition to the list of applicable directives referenced below, the contractor shall also comply with supplementary directives (e.g., manuals), which are invoked by a Contractor Requirements Document (CRD) attached to a directive referenced below. The Contractor shall comply with the Operating Requirements identified in Appendix B.

Number	Date	Title	Mod #
APPH Chapter X Revision 10	9/08/98	Accounting Practices & Procedures Handbook (APPH) Chapter X – Product Cost Accounting	Award
DOE O 130.1	9/29/95	Budget Formulations	Award
DOE O 140.1A	6/15/20	Interface with the Defense Nuclear Facilities Safety Board	Award M0050 M0097
DOE O 142.2A, Admin Chg. 1	6/27/13	Voluntary Offer Safeguards Agreement and Additional Protocol with the International Atomic Energy Agency	Award
DOE M 142.2-1, Admin Chg. 1	6/27/13	Manual for the Implementation of the Voluntary Offer Safeguards Agreement and Additional Protocol with the International Atomic Energy Agency	Award
DOE O 142.3A, Chg 2 (LtdChg)	12/13/19	Unclassified Foreign Visits and Assignments Program	Award M0018 M0085
DOE O 144.1 Admin Chg. 1	11/6/09	Department of Energy American Indian Tribal Government Interactions and Policy	Award
DOE O 150.1A	3/31/14	Continuity Programs	Award
DOE O 151.1D, Chg 1 (Min Chg)	10/4/19	Comprehensive Emergency Management System	Award M0082
DOE O 153.1	6/27/07	Departmental Radiological Emergency Response Assets	Award
DOE O 200.1A	12/23/08	Information Technology Management	Award
DOE O 205.1C, Chg 1 (LtdChg)	2/3/22	Department of Energy Cybersecurity Program ¹	M0072 M0147
NA SD 205.1	7/6/17	Baseline Cybersecurity Program	M0032
DOE M 205.1-3, Admin Chg. 1	12/20/12	Telecommunications Security Manual ²	Award
DOE O 206.1, Chg 1	11/01/18	Department of Energy Privacy Program	Award M0063
NA SD 206.1	06/22/18	Privacy Program	M0050
DOE O 206.2	2/19/13	Identity, Credential, and Access Management (ICAM)	Award
NA SD 206.2	4/14/18	Implementation of Personal Identity Verification for Uncleared Contractors ³	M0063

¹ SNL will evaluate NNSA Cyber Security Program Plan releases to ensure requirements are adequately addressed.

² Refer to memorandum from NNSA/HQ/NA-IM-10, Subject: *Cable-confined Testing and Transmitter Review Forms (TRF)*, dated 4/25/12, for clarification to TRF completion Requirements.

³ Full implementation will be achieved by 12/2025 in accordance with the NNSA-approved plan.

Number	Date	Title	Mod #
DOE O 210.2A	4/08/11	DOE Corporate Operating Experience Program	Award
NAP 220.1	06/19/18	Internal Affairs Program	M0050
DOE O 221.1B	9/27/16	Reporting Fraud, Waste, and Abuse to the Office of Inspector General	Award
DOE O 221.2A	2/25/08	Cooperation With the Office of Inspector General	Award
DOE O 225.1B	3/04/11	Accident Investigations	Award
DOE O 226.1B	4/25/11	Implementation of Department of Energy Oversight Policy	Award
NNSA SD 226.1C	10/1/19	NNSA Site Governance	M0008 M0085
DOE O 227.1A, Admin Change 1	1/21/20	Independent Oversight Program	Award M0100
DOE O 231.1B, Admin Chg. 1	11/28/12	Environment, Safety and Health Reporting	Award
DOE O 232.2A Chg 1 (MinChg)	10/4/19	Occurrence Reporting and Processing of Operations Information	Award M0026 M0082
DOE O 241.1B Chg. 1	4/26/16	Scientific and Technical Information Management	Award
DOE O 243.1C	2/7/22	Records Management Program ⁴	Award M0147
NA SD 251.1B	10/26/20	Directives Management	M0050 M0116
DOE O 252.1A, Admin Chg. 1	3/12/13	Technical Standards Program	Award
DOE O 313.1	11/19/09	Management and Funding of the Department's Overseas Presence	Award
NA SD 350.1	2/5/09	Management and Operating Contractor Service Credit Recognition	Award M0008
DOE O 350.5	10/12/21	COVID Safety Protocols for Federal Contractors	M0128
NAP 401.1	11/24/15	Weapon Quality Policy ⁵ (renumbered from NAP 24A in M0057). Only attachment 3.	Award M0127 M0151
NAP 401.1A	7/20/21	Weapon Quality Policy ⁶	M0127
DOE O 410.2, Admin Chg. 1	4/10/14	Management of Nuclear Materials	Award
DOE O 411.2	1/4/17	Scientific Integrity	M0018
NAP-412.1	2/11/19	Financial Integration	M0072

⁴ Full implementation will be achieved in accordance with the NNSA-approved plan.

⁵ Attachment 3 remains in effect until the DPBPS federal requirements document becomes effective. Attachment 3, Section 3.3, dated 11/24/15, is replaced with Attachment 3, Section 3.3, dated 6/22/17 in accordance with NNSA Guidance and Clarification (G&C) Message 2017-001, and G&C Message 2018-001.

⁶ Full implementation will be achieved by 12/31/22 in accordance with the NNSA-approved plan.

Number	Date	Title	Mod #
DOE O 412.1A, Admin Chg. 1	5/21/14	Work Authorization System	Award
NAP-413.1	6/3/19	Data Collection for Cost Estimating	M0057
DOE O 413.2C, Chg 1	8/2/18	Laboratory Directed Research and Development	Award M0050
DOE O 413.3B, Chg. 6	1/12/21	Program and Project Management for the Acquisition of Capital Assets ⁷	M0018 M0032 M0050 M0116
DOE O 414.1D, Ltd Chg. 2	9/15/20	Quality Assurance	Award M0100
DOE O 415.1, Chg 2	1/13/17	Information Technology Project Management	M0018
NA SD 415.1A	4/27/21	Project Oversight for Information Technology	Award M0151
DOE O 420.1C, Chg. 3 (LtdChg)	11/14/19	Facility Safety	Award M0063 M0082
DOE O 420.2C	7/21/11	Safety of Accelerator Facilities	Award
DOE O 422.1, Chg 4 (Ltd Chg)	2/3/22	Conduct of Operations	Award M0082 M0147
DOE O 425.1D, Chg 2 (Min Chg)	10/4/19	Verification of Readiness to Start up or Restart Nuclear Facilities	Award M0082
DOE O 426.2 Admin Chg. 1	7/29/13	Personnel Selection, Training, Qualification, and Certification Requirements for DOE Nuclear Facilities	Award
NNSA SD 430.1	1/18/17	Real Property Asset Management	M0018
DOE O 433.1B, Admin Chg. 1	3/12/13	Maintenance Management Program for DOE Nuclear Facilities	Award
DOE N 435.1	8/9/11	Contact-Handled and Remote-Handled Transuranic Waste Packaging	Award
DOE O 435.1, Chg. 2	1/11/21	Radioactive Waste Management	Award M0116
DOE O 436.1	5/2/11	Departmental Sustainability ⁸	Award
DOE O 437.1	12/11/20	Bridge and Tunnel Management	M0116
DOE O 440.2C, Ltd Chg. 2	9/15/20	Aviation Management and Safety	Award M0100

⁷ The annual Value Management/Engineering progress report required by paragraph 10. of the CRD shall be submitted to Program Offices through the SFO.

⁸ All references to "14001:2004" shall be replaced with "14001:2015".

Number	Date	Title	Mod #
DOE M 441.1-1 Admin Chg. 1	2/24/16	Nuclear Material Packaging ⁹	Award
DOE O 442.1B	1/31/19	Department of Energy Employee Concerns Program	M0072
DOE O 442.2, Chg 1 (Pg Chg)	10/5/16	Differing Professional Opinions for Technical Issues Involving Environment, Safety, and Health	Award
DOE N 443.1	1/21/16	Protection of Human Research Subjects in Classified Research	Award
DOE O 443.1C	11/26/19	Protection of Human Research Subjects	Award M0085
DOE O 452.1E	1/26/15	Nuclear Explosive and Weapon Surety Program ¹⁰	Award
DOE O 452.2F	7/27/20	Nuclear Explosive Safety	Award M0121
NA SD 452.2B	6/23/21	Nuclear Explosive Safety Evaluation Processes	Award M0032 M0127
DOE O 452.3	6/8/05	Management of the Department of Energy Nuclear Weapons Complex	Award
NNSA SD 452.3- 1A	2/25/16	Defense Programs Business Process System ¹¹	Award
NNSA SD 452.3- 2	1/19/17	Phase 6.X Process	M0018
NA SD 452.4-1	1/27/22	Nuclear Enterprise Assurance (NEA) ¹²	M0151
DOE O 452.4C	8/28/15	Security and Use Control of Nuclear Explosives and Nuclear Weapons	Award
DOE O 452.6A, Chg 1	2/17/21	Nuclear Weapon Surety Interface with the Department of Defense	Award M0116
DOE O 452.7, Chg 1	5/29/20	Protection of Use Control Vulnerabilities and Designs	Award M0093
DOE O 452.8	7/21/11	Control of Nuclear Weapons Data	Award
DOE O 456.1A	7/15/16	The Safe Handling of Unbound Engineered Nanoparticles	Award
DOE O 457.1A	8/26/13	Nuclear Counterterrorism	Award
DOE O 458.1, Ltd Chg. 4	9/15/20	Radiation Protection of the Public and the Environment	Award M0100
DOE O 460.1D	12/20/16	Hazardous Materials Packaging and Transportation Safety	M0018
DOE O 460.2A	12/22/04	Departmental Materials Transportation & Packaging Management	Award

⁹ Material acquired subject to DOE M 441.1-1 must have an approved container for storage or must have a NNSA-approved plan to develop a container to comply with the requirements, when it comes on site.

¹⁰ Clarification to CRD, Item 7c: Concepts for features are to be developed for consideration.

¹¹ Changes will be processed as described in Section H, clause H-14(b)(4). CRD Item 6 is achieved through the M&O Contractor Working Group.

¹² Full implementation will be achieved in accordance with a NNSA-approved implementation plan.

Number	Date	Title	Mod #
DOE M 460.2-1A	6/04/08	Radioactive Material Transportation Practices Manual	Award
DOE O 461.1C, Chg. 1 (Min Chg)	10/4/19	Packaging and Transportation for Offsite Shipment of Materials of National Security Interest	Award M0085
DOE O 461.2	11/1/10	Onsite Packaging and Transfer of Materials of National Security Interest	Award
DOE O 462.1, Admin Chg. 1	7/10/13	Import and Export of Category 1 and 2 Radioactive Sources and Aggregated Quantities	Award
DOE O 470.3C, Ltd Chg 1	9/9/20	Design Basis Threat (DBT) ¹³	Award M0043 M0100
DOE O 470.4B, Admin Chg. 3 (LtdChg)	9/23/21	Safeguards and Security Program	M0018 M0131
ACD 470.6	7/15/19	Use of Mobile Devices within National Nuclear Security Administration Secure Spaces	M0082 M0116
DOE O 470.6, Chg 1	1/11/17	Technical Security Program ¹⁴	Award M0032
NA SD 470.4-2	06/23/18	Enterprise Safeguards and Security Planning and Analysis Program ¹⁵	M0050
DOE M 470.4-4A	10/12/10	Information Security Manual ¹⁶	Award
DOE O 471.1B	3/1/10	Identification and Protection of Unclassified Controlled Nuclear Information	Award
DOE O 471.5	3/29/11	Special Access Program	Award
DOE O 471.6, Admin Chg 3	9/12/19	Information Security ¹⁷	Award M0057
NA SD 471.6	12/9/19	Operations Security Program ¹⁸	M0085
DOE O 471.7	2/3/22	Controlled Unclassified Information	M0151
DOE O 472.2, Chg. 1	7/9/14	Personnel Security	Award
DOE O 473.1A	8/30/21	Physical Protection Program ¹⁹	M0131
DOE O 473.2A	8/30/21	Protective Forces Operations	M0131
NNSA SD 473.3	9/10/14	Enterprise Mission Essential Task List-Based Protective Force Training Program	M0008

¹³ Implemented in accordance with the NNSA enterprise implementation plan. NTESS will coordinate with NNSA when requirements cannot be met within existing resources.

¹⁴ Full implementation will be achieved in accordance with an approved plan dated 12/18/19.

¹⁵ Full implementation will be implemented in accordance with the NNSA enterprise plan. NTESS will coordinate with NNSA when requirements cannot be met within existing resources.

¹⁶ DOE O 471.6, Admin Chg. 1, dated 06/20/2011, replaced DOE M 470.4-4A, except Section D and the classified Technical Surveillance Countermeasures Annex.

¹⁷ Implementation of the “marking of documents in electronic environment requirements” listed in the CRD will be achieved in accordance with the approved plan dated 06/01/2020.

¹⁸ Full implementation will be achieved by 10/1/22 in accordance with an NNSA-approved plan.

¹⁹ Full implementation will be achieved in accordance with an NNSA-approved implementation plan.

Number	Date	Title	Mod #
DOE O 474.2, Admin Chg. 4	9/13/16	Nuclear Material Control and Accountability	Award
DOE O 475.1	12/10/04	Counterintelligence Program	Award
DOE O 475.2B	10/3/14	Identifying Classified Information	Award
NAP 476.1, Admin Chg. 1	2/9/15	Atomic Energy Act Control of Import and Export Activities (renumbered from NAP 23 in M0057)	Award
DOE O 483.1B, Chg. 2 (LtdChg)	12/13/19	DOE Cooperative Research and Development Agreements	M0072 M0085
DOE O 484.1 Admin Chg. 2	6/30/14	Reimbursable Work for the Department of Homeland Security	Award
DOE O 486.1A	9/4/20	Foreign Government Sponsored or Affiliated Activities	M0072 M0100
DOE O 520.1B	1/7/21	Financial Management and Chief Financial Officer Responsibilities	M0116
DOE O 522.1A	8/2/18	Pricing of Departmental Materials and Services	Award M0050
NAP 540.2	11/22/16	NNSA M&O Off-Site Extended Duty Assignments (renumbered from NAP 31 in M0057)	M0008
DOE O 550.1, Chg. 1 (LtdChg)	12/13/19	Official Travel	Award M0085
DOE O 5639.8A	7/23/93	Security of Foreign Intelligence Information and Sensitive Compartmented Information Facilities	Award
QP 100-1	3/1/13	Quality Requirements to UK and US Procurement Contracts and Loan Authorizations for Research, Design, and Development	Award
NA SD 56XB, Rev. 2	5/10/04	Nuclear Weapon Development and Production ²⁰	M0008
Nevada Field Office (NFO) Order 410.X1, Rev 1	11/15/21	Nevada National Security Site and North Las Vegas Facilities General Use and Operations Requirements	M0018 M0147
NFO O 421.X1, Rev 2	5/4/20	Nuclear Facility Safety Management	M0018 M0097
NSO M 450.X2-1	5/30/07	Underground Nuclear Testing, Test Readiness, and Threshold Test Ban Treaty, Verification	M0018

²⁰ Changes will be processed as described in Section H, clause H-14(b)(4).

SECTION J
APPENDIX D, Key Personnel

Title	Name	Effective
Laboratories Director	James S. Peery	01/01/2020
Deputy Laboratories Director – Chief Operating Officer	David Gibson	12/13/2021
Deputy Laboratories Director – Nuclear Deterrence and Chief Technology Officer	Laura McGill	01/04/2021
Mission Services Associate Laboratories Director	Scott L. Aeilts	05/01/2017
Global Security Associate Laboratories Director	Justine Johannes	06/10/2022
National Security Programs Associate Laboratories Director	Deborah Frincke	12/13/2021
Nuclear Deterrence Stockpile Management, Components and Production Associate Laboratories Director	Steven P. Girrens	05/01/2017
Nuclear Deterrence Modernization and Future Systems Associate Laboratories Director	Rita Gonzales	12/04/2020
Integrated Security Solutions Associate Laboratories Director	Andrew McIlroy	09/06/2019
Advanced Science & Technology Associate Laboratories Director	Susan J. Seestrom	05/01/2017
Infrastructure Operations Associate Laboratories Director	Jeffrey Heath	04/04/2022