FISCAL YEAR 2010

PERFORMANCE EVALUATION PLAN
REVISION 1.0

FOR

LAWRENCE LIVERMORE NATIONAL SECURITY, LLC
in the OPERATION and MANAGEMENT of
LAWRENCE LIVERMORE NATIONAL LABORATORY
CONTRACT No. DE-AC52-07NA27344

PREFACE

This Performance Evaluation Plan (PEP) documents the process and standards of performance by which the Contractor's performance will be evaluated and rated under Contract No. DE-AC52-07NA27344 in fiscal year (FY) 2010 and upon which the determination of the Performance Incentive Fee earned shall be based. This PEP is implemented in accordance with contract provision H-13, "Performance Based Management" and H-14, "Award Term." Further, this PEP is consistent with contract provision B-2, "Contract Type and Value." B-2 states that for FY 2008 through FY 2014, 30% of the Maximum Available Fee will be applied to Fixed Fee and 70% of the Maximum Available Fee will be applied to Performance Incentive Fee. The Maximum Available Fee is $42,506,024 for fiscal year 2010. This PEP does not address the Fixed Fee earned in support of Work For Others as set forth in contract provision B-2.

The standards of performance set forth in this PEP consist of Strategic Performance Objectives and Performance Incentives, and are the primary components of the performance-based management system described in contract provision H-13, "Performance-Based Management." The Strategic Performance Objectives in this PEP are organized by Mission, Operations, and Institutional Management (IM) and are linked to the DOE Strategic Plan goals, NNSA's "Getting the Job Done" goals, NNSA transformation plans (outlined in the DOE/NA-0013, "Complex Transformation SPEIS dated October 23, 2006) and NNSA Program Implementation Plans. Performance Incentives in this PEP include Stretch Incentives, Multi-Site Incentives and Award Term Incentives.

STRATEGIC PERFORMANCE OBJECTIVES

The Strategic Performance Objectives are used to subjectively evaluate the Contractor's overall performance and focus on strategic and mission-critical activities and appraise the Contractor's systems and outcomes in terms of:

- Are they producing appropriate national security, science and technology results?
- Are they producing these results efficiently, safely and securely?

For FY 2010, eleven Strategic Performance Objectives are identified as summarized below and detailed in Attachment 1.

1. Enhance Assessment of US Nuclear Weapons & Future Stockpile Options.
2. Develop and Implement Long-Term Integrated Stewardship Program.
3. Execute near-term weapons program.
4. Execute Inertial Confinement Fusion Ignition and High Yield Campaign in support of stockpile stewardship.
5. Support nonproliferation and threat reduction.
6. Provide science, technology, and engineering excellence.

7. Optimize current and evolving mission performance by providing effective and efficient facilities and infrastructure.
8. Maintain safe and environmentally sound operations in an efficient and effective manner in support of mission objectives.
9. Maintain secure operations in an efficient and effective manner in support of mission objectives.
10. Manage business operations in an effective and efficient manner while safeguarding public assets and supporting mission objectives.
11. Improve the performance of the laboratory, provide transparency to the customer, and support the Nuclear Security Enterprise.

The Strategic Performance Objectives are organized by Mission, Operations, and Institutional Management (IM) and are further defined by performance measures and targets as delineated in Attachment 1. Essential targets represent priority work that must be accomplished in order to meet requirements in Mission, Operations, and Institutional Management. Stretch targets represent work that is above and beyond the minimum essential performance requirements. The subjective rating of each Performance Objective will be based on the Contractor's overall performance against all contract requirements as well as each of the performance targets.

The Mission Performance Objectives (1 – 7) are used to evaluate the performance and management of the Contractor's programmatic work. The Operations Performance Objectives (8 – 9) are used to evaluate the performance and management of the Contractor's critical operations and infrastructure activities supporting the mission Performance. The IM Performance Objectives (10 – 11) are used to evaluate the performance of the Contractor's critical business and institutional management activities supporting the mission.

The Contractor's performance under the Strategic Performance Objectives will be assessed at the summary level in Mission, Operations, and IM and overall level, based on the summary level ratings, using the five tier Adjectival Rating Criteria set forth in Table 1. The Contractor may earn up to 60% of the Performance Incentive Fee based on this subjective rating, which reflects performance against each of the Performance Objectives, Measures, and targets. Essential targets are not separately rated for the purpose of establishing Adjectival Ratings and the associated subjective incentive fee. Performance will be assessed against the applicable evaluation criteria using a variety of different approaches including, but not limited to, peer review, external reviews, achievement of milestones relevant to targets, customer feedback, and program reviews. The evaluation of performance will consider unanticipated barriers (e.g., budget changes, rule changes, circumstances outside the control of the contractor) and other circumstances that may occur during the performance period. Effective contractor efforts to overcome or mitigate the impact of such barriers or circumstances will be a factor in evaluating contractor performance. The evaluation of performance will also consider the Contractor's performance against all of the Level 1 and 2 milestones associated with each of the Strategic Performance Objectives.

PERFORMANCE INCENTIVES

Performance Incentives include Stretch Incentives, Multi-Site Incentives and Award Term Incentives. The Contractor may earn up to 30% of the Performance Incentive Fee by obtaining the required minimum Adjectival Rating on the Strategic Performance Objectives and successfully completing the Stretch Performance Targets. Stretch Targets are delineated in Attachment 1 and represent work that is above and beyond the minimum essential performance requirements. Each stretch target provides the Contractor the opportunity to earn additional incentive fee for successfully achieving challenging goals and objectives. Performance against each individual Stretch Target is separately rated based on objective and measurable criteria on a pass/fail basis. Notwithstanding the pass/fail rating for each stretch target, progress made toward achieving stretch targets will be factored into the subjective rating of the Strategic Performance Objectives. The Stretch Incentive Fee is allocated to the following categories: Mission, Operations, and IM. Within any category, the Contractor must earn a Performance Objective Summary Level Rating of "very good" or better in order to be eligible for the associated Stretch Incentive Fee. Once the Contractor has passed this "gateway," it will earn the associated Stretch Incentive Fee based on the percentage of Stretch Targets successfully completed. The Contractor will not receive credit for completing Stretch Targets that are associated with a Performance Objective or Measure that receives an Adjectival Rating of "unsatisfactory."

The Contractor may earn up to 10% of the Performance Incentive Fee by successfully completing the Multi-Site Performance Incentives set forth in Attachment 2. The Multi-Site Incentives are intended to encourage cooperation, collaboration, and integration across the Nuclear Weapons Complex (NWC) in order to accomplish the NNSA "Getting the Job Done" goals and measure the performance of the entire NWC in terms of achievement of a collective outcome. Performance against each individual Multi-Site Incentives is separately rated by NNSA Program Officials on a pass/fail basis for the entire complex based on the criteria set forth in Attachment 2.

Pursuant to contract provision H-14, "Award Term," commencing in FY 2009, the Contract's term will be extended if the Contractor both (1) obtains the required rating on the Performance Incentive Fee section's objectives contained in the PEP, and (2) meets the Award Term Incentives set forth in the Award Term section of the PEP. In order to be eligible to earn the Award Term Incentive, the Contractor must earn an overall adjectival rating of "very good" or better and successfully complete at least four out of the five Award Term Incentives, which are set forth below:

Award Term Incentives:

ATI#1 National Ignition Campaign

Verify progress in the development of laboratory ignition as a tool for advanced weapons certification through specific experimental achievements in FY2010. "Utilize implosion of

layered (THD) targets to study imploded plasma conditions close to that required for ignition with DT targets."

Description
The achievement of thermonuclear ignition in the laboratory is major transformational achievement. It represents an enormous leap in key parameters characterizing the physical state of matter and thus a very large advance toward matching the conditions that occur in a nuclear weapon. This ATI requires the achievement of specific physical capabilities and conditions in hohlraums, capsules and the implosion of layered THD targets that are diluted with hydrogen to enable studying these conditions while limiting the yield. Achievement of these goals will verify the path for ignition development and accelerate planning for the utilization of ignition in weapons applications.

Completion criteria
Complete hohlraum energetics and capsule tuning experiments required to support layered target implosions, install capabilities to support layered cryogenic targets capable of producing yield, and demonstrate layered target cryogenic implosions using a mixture of deuterium, tritium, and hydrogen. The specific performance objectives for this work are detailed below.

Hohlraum Energetics: Demonstrate hohlraum performance including:
- Hohlraum temperature of 19.3 Kelvin
- Radiation temperatures >270 eV
- Backscattered laser light <15%, with a measurement accuracy of 15%
- Hot electron fraction <2.5%
- Ability to control inner cone/outer cone balance using wavelength tuning between inner and outer cones

Capsule Tuning: Demonstrate capsule tuning including:
- Setting ablator thickness via measurement of remaining ablator mass to 5.0 ±2%
- Setting first three shock velocities to ± 10%
- Setting coalescence depth of first three shocks to ±10um
- Setting fourth shock breakout to ±100 psec

Layered implosion execution: Study layered THD cryogenic implosions by:
- Simultaneously measuring the key thermonuclear fusion parameters – yield. total areal density, and hotspot ion temperatures
- Measuring the generalized ICF Lawson Criteria for THD targets and compare them to those needed for DT burn
- Achieve the generalized Lawson Criteria of 0.25 of that required for ignition or a neutron yield of 2×10^{13}

Part III, Section J, Appendix F

ATI #2 Safety Management

LLNS will fully and effectively implement its revised ISMS and institutional work control process and obtain Phase II certification by March 31, 2010. Additionally, LLNS will prepare the Laboratory for achievement of DOE Voluntary Protection Program (VPP) STAR Designation. Evaluation criteria include completing gap analysis by May 30, 2010, submitting the project plan by June 30, 2010, and completing major milestones on schedule throughout the fiscal year.

ATI #3 Leadership in Supporting Future Stockpile Options

Demonstrate leadership and performance in post-Nuclear Posture Review initiatives, DOE-wide exascale computing strategy development, and key transformational activities in support of the stockpile and the nuclear weapons complex.

End State Definition: Achievement of the expectations listed below will demonstrate LLNL's leadership in support of post-Nuclear Posture Review initiatives and maintain LLNL's well-respected, leadership role in the HPC community.

Expectations:

- Lead and support NNSA's complex-wide transformation action plans following the Nuclear Posture Review.
- Participate in the planning and development of a DOE-wide strategy for exascale research and development that will support Stockpile Stewardship Program requirements and offer the potential to address other emerging U.S. national security missions.
- Provide necessary advances in predictive capability for the stewardship program through: a) measurable progress on adapting weapons simulation system to Dawn for Sequoia, b) delivery of physics-based capability to enable quantitative assessment of stockpile system performance on energy balance related issues, and c) continued progress on the Sequoia Acquisition Project consistent with approved cost and schedule baselines.
- Complete planned activities in the implementation plan for Category I/II SNM work transfer from LLNL to LANL, and in coordination with LANL's Plutonium R&D and Science Strategy.
- Support complex-wide deinventory activities, and achieve SNM deinventory goals per targets in the updated 2012 deinventory plan.

Completion Targets (Exit Criteria)

- Execution of LLNL's responsibilities in NNSA's post-NPR transformation action plan and timely support of requests for briefings, assessments, and technical strategies.
- Achievement of at least a "Good" rating on PEP Measures 2.2 (Advance Weapon Simulation System capability) and 7.3 (Support Complex Transformation including CAT 1/II SNM commitments)
- Participation in DOE-wide exascale workshops.

- Successful completion of the following targets associated with the above-listed expectations: 2.2.3, 2.2.4, 2.2.5, 7.3.1.

Referenced Targets:

- 2.2.3 (Stretch) Extend application of consolidated ASC Code System.
- 2.2.4 (Stretch) Demonstrate progress in adapting consolidated ASC code system for UQ use to Dawn platform.
- 2.2.5 (Stretch) Demonstrate enhanced parallel scaling for multi-physics simulation code(s) on Dawn platform
- 7.3.1 (Essential) Complete targeted level of B332 Category I/II SNM packaged for shipment.

ATI #4 Security Improvements and Planning for Deinventory

Achieve continuous improvement in protective force operations, physical security, classified cyber security, protection program management, security planning, AOP implementation. Develop a comprehensive security program plan in response to the planned deinventory of CAT I and II SNM. The expectation is that LLNS will (1) complete and sustain the corrective actions set forth in its recovery and corrective action plans submitted in response to the May 2008 HSS audit, (2) fully execute an effective performance assurance program to achieve continuous improvement, and (3) submit a comprehensive post-deinventory security program plan by August 31, 2010.

ATI #5 Business Management (NNSA Common)

The Contractor shall fully support and participate in the NNSA Business Management Advisory Council during FY 2010. Further, the Contractor shall build a plan and execute the steps necessary to achieve the business management improvement goals established by the BMAC and measure its performance against NNSA federally concurred metrics within the Supply Chain, Financial, Personal Property and Contractor Human Resources functional teams.

PERFORMANCE RATING PROCESS

Approximately six months into the performance period, NNSA and the Contractor will hold a Mid-Year Performance Assessment meeting to present the Contractor's self-assessment and NNSA's performance assessment. Approximately one week prior to the scheduled mid-year performance assessment meeting, the Contractor will submit its draft self-assessment for NNSA review. The mid-year assessment will consist of (1) Adjectival Ratings for each of the Strategic Performance Objectives and measures, (2) stoplight ratings for each of the Essential targets, (3) stoplight ratings for each of the Stretch Incentives, stoplight ratings for each of the Multi-Site Incentives, (4) stoplight ratings for each of the Award Term Incentives, and (5) a summary of performance issues and concerns, corrective actions taken, internal controls implemented, and major accomplishments. The presentation will be a bullet-type format with limited narrative. The Stop Light indicators are set forth as follows:

- Green: No significant issues, performance meeting expectations.
- Yellow: Issues/concerns that require discussion.
- Red: Major or serious issues, executive management awareness or action required to resolve.
- White: Too early to evaluate or no data available.

The parties recognize that open and frequent communications during the rating period are critical in achieving the highest level of performance by the Contractor and that formal or informal performance assessment meetings may be established on a more frequent basis as agreed to by the parties.

The Contractor shall prepare an annual self-assessment of its performance against each of the performance objectives and incentives contained in the PEP. The self-assessment will include (1) Adjectival Ratings for each of the Strategic Performance Objectives and Measures, (2) summary level Adjectival Ratings for Mission, Operations, and IM, and (3) completion status of all Stretch Incentives, Multi-site Incentives, and Award Term Incentives. The annual self-assessment shall be submitted within five working days after the end of the appraisal period. NNSA will consider the Contractor's self-assessment in preparing the Performance Evaluation Report and when making its final fee recommendation to the NNSA Fee Determining Official (FDO).

ALLOCATION OF INCENTIVE FEE

The Maximum Available Fee related to the DOE/NNSA work effort for FY 2010 is $42,506,024, 70% of which will be applied to Performance Incentive Fee. Therefore, the Maximum Performance Incentive Fee for FY 2010 is $29,754,217. Approximately 60% of the Maximum Performance Incentive Fee is allocated to the Strategic Performance Objectives, 30% to the Stretch Incentives, and 10% to the Multi-site Incentives. The Contractor's performance rating, as determined by DOE/NNSA, will entitle the Contractor to collect up to the following maximum Performance Incentive Fee by category:

STRATEGIC PERFORMANCE OBJECTIVE FEE (SUBJECTIVE)

Adjectival Rating	Mission Max. Fee $	Operations Max. Fee $	IM Max. Fee $	Max. Subtotal $	Max. % of Subtotal	Max. % of Total
Outstanding	$7,141,012	$7,141,012	$3,570,506	$17,852,530	100%	60%
Very Good	$6,426,911	$6,426,911	$3,213,455	$16,067,277	90%	54%
Good	$5,355,759	$5,355,759	$2,677,880	$13,389,398	75%	45%
Satisfactory	$3,570,506	$3,570,506	$1,785,253	$8,926,265	50%	30%
Unsatisfactory	$0	$0	$0	$0	0%	0%

STRETCH INCENTIVE FEE (OBJECTIVE)

	Mission	Operations	IM	Subtotal	Max. % of Total
Maximum Fee*	$4,760,675	$1,785,253	$2,380,337	$8,926,265	30%

* Incentive fee calculated by multiplying the percentage of Stretch Targets successfully completed within Mission, Operations, and IM by the corresponding dollars amounts set forth above.

MULTI-SITE INCENTIVE FEE

Multi-site Target #	Title	Incentive Fee %	Incentive Fee $
1.1	W76-1 LEP scheduled deliveries	0%	$0
1.2	Complete B61 LEP Phase 6.2/2A study	5%	$148,771
1.3	Deliver limited life components to DoD	5%	$148,771
1.4	Execute Surveillance Program	10%	$297,542
1.5	Perform dismantlements	10%	$297,542
1.6	Authorize B53 and W84 programs	5%	$148,771
2.1	Enterprise Reengineering	10%	$297,542
2.2	Implement IT Strategic Plan	5%	$148,771
2.3	Transformation and relocation of KCP	0%	$0
3.1	Integrated ignition experiments	18%	$535,576
3.2	Assess changes in simulation predictions	10%	$297,542
3.3	DP mission related science experiments	7%	$208,280
3.4	Advance Simulation & Computing	15%	$446,313
Total Fee		100%	$2,975,422

CHANGE CONTROL

Any changes to the PEP must be approved by the Contracting Officer. The content of the PEP can be revised through a formally defined Change Control Process that includes mutual agreement between NNSA and LLNS, supported by appropriate approvals. All changes should be initiated and documented using the PEP Change Request Form. However, the NNSA Livermore Site Office Manager reserves the unilateral right to make the final decision on all performance objectives and performance incentives (including the associated measures and targets) used to evaluate Contractor performance.

TABLE 1
ADJECTIVAL RATING CRITERIA AND FEE RANGES

Adjectival Rating	Subjective Fee Range	Definition
Outstanding	91-100%	Contractor has exceeded almost all of the significant award fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the award-fee plan for the award fee evaluation period.
Very Good	76%-90%	Contractor has exceeded many of the significant award fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
Good	51% - 75%	Contractor has exceeded some of the significant award fee criteria and has met overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
Satisfactory	No Greater than 50%	Contractor has met overall cost, schedule and technical performance requirements of the contract as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
Unsatisfactory	0%	Contractor has failed to meet overall cost, schedule, and technical performance requirements of the contract as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.

FY 2010 Performance Evaluation Plan
Attachment 1
LLNL Performance Objectives

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
Mission	Enhance Assessment of US Nuclear Weapons & Future Stockpile Options			1			2.1 Nuclear Deterrent	NA-12
Mission		Conduct warhead certification/assessments, using QMU		1.1			2.1 Nuclear Deterrent	NA-12
			Essential	1.1.1	Complete annual stockpile assessment process; prepare and issue reports per agreed upon schedule.			NA-121.3 NA-122.2
			Stretch	1.1.2	Complete NEP System Performance Confidence Database for second system and continue activities on third system.	X		NA-122.2
Mission		Develop technical options for sustaining the stockpile		1.2			2.1 Nuclear Deterrent	NA-121.3

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			Stretch	1.2.1	Develop stockpile sustainment options.	X		NA-121.3
			Stretch	1.2.2	Apply QMU methodology to surety efficacy.	x		NA-121.3
Mission	Develop and Implement Long-Term Integrated Stewardship Program			2			2.1 Nuclear Deterrent	NA-121
Mission		Address weapons physics and engineering challenges		2.1			2.1 Nuclear Deterrent	NA-121

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			Essential	2.1.1	Improve and apply tools and models for prediction of weapon component and weapon system performance and lifetimes.			NA-121.2 NA-121.3
			Essential	2.1.2	Execute planned scope in the National Boost Initiative (NBI). Scope includes: 1) development of improved EOS models, 2) development of the fundamental physics of Boost, 3) improved nuclear fission understanding, and 4) engagement in NIF material property experiments.			NA-121.1
			Essential	2.1.3	Deliver physics-based capability to enable quantitative assessment of stockpile system performance on energy balance related issues	x		NA-121.1

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			Stretch	2.1.4	Implement experimental strategies and computational capabilities to understand underlying physics issues related to Boost.	x		NA-121.1
Mission		Advance Weapon Simulation System capability		2.2			2.1 Nuclear Deterrent	NA-121.2
			Essential	2.2.1	Develop methodologies for full system nuclear performance models with QMU.			NA-121.2
			Essential	2.2.2	Implement next phase of LLNL's consolidated ASC code strategy.			NA-121.2
			Stretch	2.2.3	Extend application of consolidated ASC Code System.	x		NA-121.2

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Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Stretch	2.2.4	Demonstrate progress in adapting consolidated ASC code system for UQ use to Dawn platform.	x		NA-121.2
			Stretch	2.2.5	Demonstrate enhanced parallel scaling for multi-physics simulation code(s) on Dawn platform	x		NA-121.2
Mission		Develop and implement collaborative strategies/complementary programs		2.3			2.1 Nuclear Deterrent	NA-121
			Essential	2.3.1	Deliver experimental data, models, plans and strategies for future efforts in support of ongoing stockpile stewardship needs. Scope includes: (1) Support the DPE plan; (2) Further investigations of dynamic behavior of surrogates and of HE, 3) Execution of the NHP, and 4) Support the national Predictive Capability Framework (PCF) strategy.			NA-121.1

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Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Essential	2.3.2	Update per schedule integrated planning documents, including the primary assessment plan, secondary plan, outputs plan, and the predictive capability framework.			NA-121.1
			Essential	2.3.3	Complete review and develop plan for resolution of Rad. Chem. Yield issue.	x		NA-121.1
			Stretch	2.3.4	Work with LANL to implement comprehensive peer review (dual validation) on at least one system at each site.	x		NA-121.3
			Essential	2.3.5	Demonstrate progress in replacing key empirical parameters with improved physical data and physics-based models. Joint with ICF Campaign (SC).			NA-123 (NA-121)

FY 2010 Performance Evaluation Plan
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Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Stretch	2.3.6	Achieve physics model validation (NIF experiment).	x		NA-121.1
			Stretch	2.3.7	Extend application of Enterprise Modeling for Stockpile Stewardship and integrated DOE-DoD scenarios.	x		NA-121.3
Mission		Provide Key Experimental Data		2.4			2.1 Nuclear Deterrent	NA-121
			Essential	2.4.1	Execute planned Phoenix experiments.			NA-121.1 NA-121.3
			Essential	2.4.2	Execute first LLNL dual axis hydrotest at DARHT.	x		NA-121.1
			Stretch	2.4.3	Develop architecture for Common Control Systems (CCS) and portable bunkers to support the national hydrotest strategy.			NA-121.1 NA-121.3

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Stretch	2.4.4	Develop and fabricate components in preparation for all-optical pin shot hydrotests, and execute one partial optical pin shot.	x		NA-121.1
			Stretch	2.4.5	Execute shots at the NIF, including development shots at Omega, for relevant materials in support of the National Boost Initiative.	x		NA-121.1
Mission	Execute Near-term Weapons Program			3			2.1 Nuclear Deterrent	NA-12
Mission		Complete programmatic deliverables as specifically described in the Defense Program Milestone Reporting Tool. [Program-wide]		3.1			2.1 Nuclear Deterrent	NA-12
Mission		Meet directive schedule requirements, conduct surveillance, investigate significant findings, and provide technical support to production complex operations.		3.2			2.1 Nuclear Deterrent	NA-122.2 NA-121.3
			Essential	3.2.1	Conduct "LLNL Production Agency" surveillance activities on Detonators and Pits per applicable requirements document.			NA-122.2

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Essential	3.2.2	Provide continuous support for LLNL systems as required to meet the Directive Schedule and QC-1 requirements documents. Scope includes: 1) LLNL support of Directive Schedule work at the production plants by providing engineering evaluations, releases, and other technical support/documentation, and 2) performance of quality assessments as required in the NWP QAP and planned for FY10.			NA-121.3 NA-122.2
			Essential	3.2.3	Provide technical support to, and conduct studies in support of production agency activities. Scope includes: 1) providing requested support to the production agencies (PAs) for production and safety assessments, and 2) conducting assessments and studies that address PA needs.			NA-122.2
			Essential	3.2.4	Manage the Significant Finding process so as to conduct evaluations on a timely basis and complete/close Significant Finding Investigations as expeditiously as possible with priority given to those assessments which may have the largest impact on the stockpile.			NA-122.2 NA-121.3

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Mission		Execute collaborative programs		3.3			2.1 Nuclear Deterrent	NA-122
			Stretch	3.3.1	Support the Strategic Initiatives to help improve and streamline operations at the production agencies. Scope includes reduced costs and/or improved efficiencies for ongoing operations.			NA-122.2
Mission	Execute Inertial Confinement Fusion Ignition and High Yield Campaign in support of stockpile stewardship.			4			2.1 Nuclear Deterrent	NA-123
Mission		Achieve ignition in the laboratory and develop it as a scientific tool for stockpile stewardship, executing National Ignition Campaign (NIC) as planned.		4.1			2.1 Nuclear Deterrent	NA-123

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			Essential	4.1.1	NIC Level 0,1,2 milestones established in the NIC Execution Plan are completed within 30 days of plan.			NA-123
			Essential	4.1.2	Cumulative NIC earned value performance CPI and SPI are at least 0.92 at the end of FY 2010.			NA-123
			Essential	4.1.3	Total Recordable Case rate for NIC-related activities does not exceed 3.1 during FY 2010.			NA-123
			Essential	4.1.4	Hold quarterly topical reviews on the progress toward ignition for the first three quarters of FY10.			NA-123
			Essential	4.1.5	Operate a senior review committee as recommended by the JASONs on the NIC program and hold the first review before end of Q2 FY10.			NA-123
			Essential	4.1.6	Required monthly reporting is on time at least 90 % of the time, and there are no surprises.			NA-123

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Stretch	4.1.7	10% of established NIC milestones are completed more than 30 days ahead of schedule.			NA-123
			Stretch	4.1.8	Cumulative NIC earned value performance CPI and SPI are greater than 0.97 at the end of FY 2010.			NA-123
			Stretch	4.1.9	Total Recordable case rate for NIC-related activities does not exceed 1.8 during FY 2010.			NA-123
		Replace key empirical parameters in the nuclear explosive package assessment with first principles physics models assessed by validation with experiment by 2020.		4.2			2.1 Nuclear Deterrent	NA-123 (NA-121)
			Essential	4.2.1	Demonstrate progress in replacing key empirical parameters with improved physical data and physics-based models. Joint with ICF Campaign (SC).			NA-123 (NA-121)
			Essential	4.2.2	Execute experiments on NIF in support of SSP as agreed to by LLNL and LANL.			NA-123 (NA-121)

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Essential	4.2.3	Prepare three year (FY2011 - 2013) plan for HED experiments.			NA-123 (NA-121)
Mission	Support Nonproliferation and Threat Reduction			5			2.2 Weapons of Mass Destruction	NA-20
Mission		Provide technical capabilities to limit or prevent spread of materials, technology, and expertise related to weapons of mass destruction and secure inventories of surplus materials and infrastructure usable for nuclear weapons.		5.1			2.2 Weapons of Mass Destruction	NA-20
			Essential	5.1.1	Provide technical capabilities to secure/remove radioisotopic thermoelectric generators (RTGs) and other high-priority, vulnerable radioactive sources in Russia and other countries, as needed.			NA-21
			Essential	5.1.2	Provide technical support to: license and end user reviews; interdiction cases; NSG negotiations; international security outreach programs; nuclear program verification and transparency activities; and maintain the certification of the Chemical Weapons Convention Analytical Laboratory.			NA-24

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Essential	5.1.3	Provide subject matter experts to support MPC&A Sustainability and Regulatory Development efforts; provide project management and procurement support for sustainability of MPC&A equipment at Russian Ministry of Defense facilities, as well as project management and training support to Material Control and Accounting/Phycial Protection Systems training at Rosatom civilian sites (if permitted) and relevant Chinese civilian nuclear organizations (if permitted) on MPC&A best practices cooperation.			NA-25
			Essential	5.1.4	Provide effective and rapid response to emerging nonproliferation and international security requirements stemming from surprising events, high-level political initiatives or agreements, or from unexpected technological breakthroughs or political opportunities.			NA-20
			Essential	5.1.5	Develop nuclear proliferation detection, nuclear fuel cycle monitoring, and arms control monitoring technology and analytical application deliverables in accordance with approved project work plans.			NA-22

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Stretch	5.1.6	Carry out ad-hoc assignments from NNSA headquarters to address emerging issues in arms control and non proliferation as appropriate. Through teaming with other NNSA laboratories develop nonproliferation and arms control proposals and white papers for discussion with NA-20 Assistant Deputy Administrators. In particular emerging priorities are START warhead verification, FMCT verification. At a minimun, LLNL should develop white papers with the other two NNSA Laboratories on technology options for addressing these emerging priorities and discuss them with senior NA-20 managers.			NA-24
Mission		Support needs of intelligence community by providing analysis capabilities, science, and technology that improve the ability to detect and thwart proliferation and terrorism to include nuclear, biological, chemical and cyber threats.		5.2			2.2 Weapons of Mass Destruction	NA-22
Mission	Provide Science, Technology, and Engineering Excellence			6			3. Scientific Discovery & Innovation	NA-121.4
Mission		Assure the quality of the core science, technology and engineering (ST&E) competencies needed to execute DOE's mission and meet emerging national needs.		6.1		x	3.2 Foundations of Science	NA-121.4

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Mission			Essential	6.1.1	Demonstrate R&D excellence in program execution through external peer reviews, evidence of awards and recognition, and benchmarked S&T Metrics	x		NA-121.4
Mission		Develop and implement integrated and balanced strategy for investing LDRD, programmatic and institutional resources to ensure long-term vitality of the laboratory in support of national security missions and emerging needs.		6.2		x	3.2 Foundations of Science	NA-121.4
Mission			Essential	6.2.1	As a measure of successful implementation of the FY 09 5-year ST&E Roadmap, demonstrate that internal investments (e.g., LDRD) are aligned with thrust areas identified in the S&T Plan	x		NA-121.4
Mission			Essential	6.2.2	Monitor the long-term impact that LDRD investments have made on the programmatic and intellectual property position of LLNL for 2010.	x		NA-121.4
Mission			Stretch	6.2.3	Assess the value of internal investments through retrospective reviews of selected LDRD projects (principally Strategic Initiatives) that were completed in FY 2010.	x		NA-121.4

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Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
Mission		Execute non-NNSA sponsored projects and programs that utilize the laboratory's unique expertise, capabilities, and facilities in a manner that enhances its ability to accomplish current and future national security missions, including those related to homeland defense and security.		6.3		x	2.2 Weapons of Mass Destruction	NA-121.4
Mission			Essential	6.3.1	Implement R&D Programs, technologies and analytical capabilities to protect against and respond to terrorist threats against the United States.	x		NA-121.4
Mission			Stretch	6.3.2	Demonstrate Customer Satisfaction	x		NA-121.4
Mission			Stretch	6.3.3	Develop and implement strategy for the Office of Science and other science agency sponsors to help ensure long-term vitality of LLNL's ST&E base.	x		NA-121.4
Mission		Foster broad participation in the ST&E community and develop strategic collaborations.		6.4		x	3.3 Research Integration	NA-121.4

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Mission			Stretch	6.4.1	Implement new strategies to enhance licensing and commercial funding of LLNL capabilities.	x		NA-121.4
Mission			Stretch	6.4.2	Execute Initiatives focused on HED Science, HPC, and Energy Research	x		NA-121.4
Mission			Stretch	6.4.3	Develop strategic partnerships through the implementation of agreements with universities having key academic and technical expertise that will contribute to Laboratory's missions in national security. In addition, build relationships with Bay Area universities which will provide evaluations of LLNL technology for commercialization.	x		NA-121.4
Mission		Develop and implement a workforce plan that provides technical/scientific staff for critical needs		6.5		x	3.2 Foundations of Science	
Mission			Essential	6.5.1	Demonstrate the efficacy of LLNL's efforts to supply critical needs/gaps in the ST&E worforce, as identified by the Laboratory.	x		
Mission			Stretch	6.5.2	Support LLNL's graduate scholar opportunities through effective student hiring programs and by fostering a vigorous and effective postdoctoral program which provides a source of mission-relevant expertise and current abilities to LLNL programs.	x		

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Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
Mission	Optimize current and evolving mission performance by providing effective and efficient facilities and infrastructure.			7			5.3 Infrastructure	NA-17,52,114
Mission		Operate mission critical and user facilities as national capabilities.		7.1			5.3 Infrastructure	NA-17,52,114
			Essential	7.1.1	Maintain Mission Critical and Mission Dependent/Not Critical facilities needed to support the NNSA mission.			NA-17,52

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Essential	7.1.2	Update LLNL Maintenance Implementation Plan (MIP) for nuclear facilities and submit to LSO for approval; establish strategy for implementation; and initiate implementation of strategy.			NA-17,52
			Essential	7.1.3	Continue Distribution Power Modernization (Computing Facilities) consistent with approved cost and schedule baseline.	x		
			Stretch	7.1.4	Develop and implement LLNL site-wide program for managing warranties for LLNL assets.			NA-17,52
		Reduce the site footprint (non-process contaminated facilities) consistent with the footprint reduction goals of the National Security Enterprise and the LLNL Site Plan.		7.2			5.3 Infrastructure	NA-17,52
			Essential	7.2.1	A project total of 800,000 gsf will be demolished or totally vacated			NA-17,52

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Stretch	7.2.2	A project total of 960,000 gsf will be demolished or totally vacated			
Mission		Support Complex Transformation including CAT 1/II SNM commitments.		7.3			5.3 Infrastructure	NA-17 NA-58
Mission			Essential	7.3.1	Complete targeted level of B332 Category I/II SNM packaged for shipment.	x		NA-58 Patrick Edgerton under Thad Konopnicki
			Essential	7.3.2	Promote the efficient and effective use of NNSA transportation resources. Note: Does not apply to shipments supporting deinventory activity.			NA-15
Mission			Stretch	7.3.3	Execute implementation plan for Category I/II work transfer.	x		NA-122.4 Mike Mitchell

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Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
	Mission	Execute real property construction projects as identified and agreed between NNSA and the Laboratories within scope, schedule, and budget and improve overall project management tools and processes.		7.4			5.3 Infrastructure	NA-121.2
	Mission		Essential	7.4.1	Continue progress on the Sequoia Acquisition Project system consistent with approved cost and schedule baselines.			NA-121.2
	Mission	Demonstrate progress towards achieving the energy efficiency and water conservation goals and objectives contained in Executive Order 13423, the Energy Policy Act of 2005, and the goals of DOE's Transformational Energy Action Management (TEAM) initiative.		7.5			5.3 Infrastructure	NA-52
			Essential	7.5.1	Update and implement the Site Executable Plan consistent with the requirements of DOE 430.2B.			NA-52

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Essential	7.5.2	Consistent with LLNL work control, fully support DOE/NNSA's Energy Savings Performance Contract efforts and maintain the current schedule to implement energy and water conservation measures at LLNL.			NA-52
			Stretch	7.5.3	Meet the voluntary 10% water use reduction goal requested by the San Francisco Public Utilities Commission using FY07 as the baseline.			NA-52
	Mission	Demonstrate operational excellence and consistency in nuclear facilities and higher-risk facilities through quality and timely development and implementation of environmental, safety, health, and quality documents.		7.6			4.1 Environmental Cleanup	
			Essential	7.6.1	Demonstrate operational excellence in nuclear facilities through implementation of nuclear safety requirements meeting the expectations of 10 CFR 830 and a criticality safety program that meets the expectations of DOE O 420.1B.			
			Essential	7.6.2	Demonstrate improvement resulting from implementation of the process improvements, which were identified in FY09, for the Documented Safety Analysis annual update and safety basis amendment process; demonstrate the effectiveness in producing high quality and timely safety basis documents.			

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Essential	7.6.3	Manage the startup and restart process through DOE O 425.1C compliant: quarterly Startup Notification Reports; plans of action, implementation plans, and final reports that demonstrate line management is ready to startup and/or restart program work.			
			Essential	7.6.4	Complete and implement performance year deliverables for the following initiatives: Conduct of Operations Improvement Plan; Nuclear Operations Training Improvement Plan; and NMTP SBK System Engineering Program Manual. The Conduct of Operations and Nuclear Operations Training Improvement Plans will be updated by October 30,			
			Stretch	7.6.6	Develop and implement an Independent Validation Review (IVR) process to evaluate the successful implementation and effectiveness of Safety Basis controls, including new and revised controls and ongoing periodic re-verification. Perform IVR of the implementation and effectiveness of Technical Safety Requirements for three LLNL nuclear facilities.			
		Treat, store, and disposition radioactive, hazardous, and mixed waste from RHWM facilities in a safe, compliant, and efficient manner.		7.7				
			Essential	7.7.1	Restore on-site waste treatment activities to operational status.			

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Essential	7.7.2	Treat and dispose of low level waste within one year of generation, reduce yard inventory and prevent accumulation of newly generated waste.			
			Stretch	7.7.3	By 9/30/10, enabled shipment(s) of TRU waste in support of National TRU Program Central Characterization Program and develop, document, and execute a Mixed Waste management plan for mixed waste streams treated onsite with the expectation these wastes will not be added to the Federal Facilities Compliance Act (FFCAct) Site Treatment			
			Stretch	7.7.4	Develop and demonstrate a process for repackaging TRU waste consistent with the EM packaging guidance issued 10/9/2008 in preparation for implemention of a packaging campaign in FY 2011.			
Operations	Maintain safe and environmentally sound operations in an efficient and effective manner in support of mission objectives.			8			4.1 Environmental Cleanup	
		Maintain effective Environment, Safety, Health, and institutional programs and achieve operational excellence in site operations.		8.1			4.1 Environmental Cleanup	
			Essential	8.1.1	Identify and document physical, chemical, radiatiive energy and biological hazards and implement corresponding controls to protect the public, and workers from exposures or contamination and prevent injury and illness.			

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Essential	8.1.2	Improve occupational health program.			
			Essential	8.1.3	Improve the radiation protection program.			
			Essential	8.1.4	Provide technical support to the Livermore Site Office to meet Federal requirements in the following areas with no impact on programmatic work: National Environmental Policy Act (NEPA), the National Historic Preservation Act (NHPA), the Endangered Species Act (ESA), associated programmatic agreement requirements and milestones, biological opinions, and agency negotiations. (moved from 8.2)			
			Stretch	8.1.5	Acquire and implement an occupational health data management system that electronically integrates E-IWS, SEGs, IH Baseline data, and medical surveillances.			
			Stretch	8.1.6	Improve the LLNL radiation protection program by upgrading a minimum of 10% of the hand-held equipment based on a protocol of 10-year replacement frequency).			

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
		Maintain an effective environmental restoration program.		8.2			4.1 Environmental Cleanup	
			Essential	8.2.1	Implement FY10 scheduled milestones set forth in the Long Term Stewardship Site Execution Plans for Site 200 and Site 300, and complete all CERCLA FFA milestones for FY10 on schedule.			
			Essential	8.2.2	Develop five-year program plans for the Environmental Restoration Programs at Site 200 and Site 300, and re-baseline the Site 200 and 300 ER Program. The plans would be placed under configuration management and change control.			
			Stretch	8.2.3	The newly developed five year project plan (see 8.2.2) for the ERD Projects at Site 200 and Site 300 should result in at least 10% of the total ERD funding in the current approved baseline funding profile (2004) during fiscal years FY 11 through FY14 applied towards source area remediation and other activities to accelerate site completion. The plan would be placed under configuration management and change control.			

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		Maintain effective emergency program (including fire protection program).		8.3				
			Essential	8.3.1	Complete and provide performance year deliverables on schedule as stipulated in the NNSA/LSO approved Emergency Readiness Assurance Plan (ERAP) dated September 2009 for emergency management; deliverables shall be of acceptable technical quality. Additionally, close all corrective actions due in FY 2010 as specified and approved in the HS-63 Final Corrective Action Plan, and maintain eight Performance Indicators inclusive of quarterly status reporting to NNSA/LSO.			
			Stretch	8.3.2	Complete and implement performance year deliverables in accordance with the LSO-approved action plan to accelerate replacement of antiquated paging systems with a single, code-compliant paging system that completes at least seven facilities.			
			Stretch	8.3.3	LLNS will prepare a plan that will identify the costs, scope, and schedule to eliminate the backlog of life safety deficiencies in 2 years. This plan will be submitted to the LSO by October 31, 2009 for LSO approval. LLNS will repair/correct the deficiencies per the LSO-approved plan.			

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Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
Operations	Maintain secure operations in an efficient and effective manner in support of mission objectives.			9			2. Nuclear Security	NA-70
		Support the National Nuclear Security Administration (NNSA) Enterprise through DNS Management Excellence.		9.1			2. Nuclear Security	NA-70
			Essential	9.1.1	Incorporate requirement traceability across all security planning documentation i.e., Annual Operating Plans (AOPs), Budget, Site Safeguards and Security Plan (SSSP), Cyber Security Program Plan (CSPP) etc.			NA-70
			Essential	9.1.2	Develop site Physical Security and Cyber Security AOPs and budget requests to support PPBE timelines.			NA-70
			Essential	9.1.3	Incorporate requirement traceability across all security implementation documentation, i.e., policies, plans, procedures, and guides.			NA-70
		Manage risk to address the spectrum of security threats, such as reduction in classified matter, reduction of Vault Type Rooms (VTRs), reduction in number of personnel clearance levels, etc.		9.2			2. Nuclear Security	NA-70

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Essential	9.2.1	Evaluate, develop and implement a plan to reduce the Site security "footprint" to include reducing unnecessary facilities and surplus materials. Reductions should be accomplished through consolidations and elimination of surplus or unnecessary classified matter.			NA-70
			Essential	9.2.2	Evaluate, develop and implement (consistent with funding) a systems modernization plan to include life-cycle management for physical and cyber security systems as approved by the SO in order to ensure an Enterprise-wide perspective.			NA-70
			Essential	9.2.3	Implement TRF requirements.			NA-70
			Stretch	9.2.4	Destroy 20% of ACREM holdings.			
			Stretch	9.2.5	Install badge readers at limited area access points now controlled only by PSOs (Post 1D and West Main Gate).			
		Recruit, sustain, and exercise the talents of people and critical skills.		9.3			2. Nuclear Security	NA-70

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Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Essential	9.3.1	Effectively resource the Safeguards and Security functional area with qualified staff.			NA-70
			Essential	9.3.2	Ensure employees obtain and maintain appropriate S&S qualifications.			NA-70
		Provide assurance of effective performance.		9.4			2. Nuclear Security	NA-70
			Essential	9.4.1	Implement the 2008 Graded Security Protection (GSP) Policy in accordance with LLNS contract.			NA-70
			Essential	9.4.2	Conduct self-assessments in the eight S&S topical areas. Elements to be measured include the subtopical areas listed in DOE F 470.8.			NA-70
			Essential	9.4.3	Closeout survey, self-assessment, review and other oversight findings in accordance with Corrective Action Plans.			NA-70

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
		Detect, deter, and mitigate foreign intelligence collection and espionage and international terrorist threats.		9.5			2. Nuclear Security	
			Essential	9.5.1	CI investigations into reports of suspicious contacts and activities are accurate, timely and complete.			
			Essential	9.5.2	Produce 75 Intelligence Information Reports in FY 2010.			
Institutional Management	Manage business operations in an effective and efficient manner while safeguarding public assets and supporting mission objectives.			10			5. Mgt. Excellence	
		Demonstrate effective and efficient business systems.		10.1			5. Mgt. Excellence	

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			Essential	10.1.1	Maintain an overall satisfactory performance rating in the FY 2010 NNSA OFFM Integrated Contractor Financial Management Performance Measures			
			Essential	10.1.2	Establish a performance baseline for the FY10 indirect budgets and demonstrate utilization of the execution year performance reporting and change control process and tools. Initiate the baseline development process for direct funded activities.	X		
			Stretch	10.1.3	Deploy Microsoft Exchange by Sept 15, 2010 to all e-mail users in the Operations and Business PAD.			
		Demonstrate an effective and efficient supply chain management function.		10.2			5. Mgt. Excellence	

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Essential	10.2.1	Maintain procurement system approval utilizing the approved Objectives Matrix Plan.			
			Essential	10.2.2	Continue supporting all Supply Chain Management functions by (1) increasing utilization of E-procurement tools and specifically those provided by the Supply Chain Management Center or resident equivalent tools, (2) providing personnel who actively participate and contribute to commodity teams, (3) increasing the utilization of SCMC developed acquisition vehicles, (4) improving the percentage of procurement actions fulfilled without direct procurement action (i.e. "paperless contracting"), (5) enhance commodity demand management activities, (6) continue development of complex-wide procurement training requirements and, at a minimum, provide one multi-site class, and (7) maintaining and reporting metrics through the SCMC scorecard process. Specific targets will be defined in the approved Procurement Objectives Matrix Plan.	X		

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			Essential	10.2.3	Maintain an approved property system.			
			Essential	10.2.4	By September 15, 2010, Asset Management will fully execute the institutional asset management policy for Information Technology (IT). This includes coordination, system integration, assessment, and fully implement acquisition and disposition controls.			
			Stretch	10.2.5	Establish and implement a professional acquisition career development program that includes experince/education and training requirements, succession planning, and rotational opportunities.			
		Maintain a centralized Strategic Human Resource Management (SHRGM) department that provides leadership and infrastructure to ensure recruitment, development, and maintenance of the workforce.		10.3			5. Mgt. Excellence	
			Stretch	10.3.1	Fully execute an institutional human resources business system that will produce workforce data and reports by August 31, 2010.	X		

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Stretch	10.3.2	Fully execute by August 31, 2010 the recommended improvements from the FY 2009 Employment Six Sigma Performance Improvement Plan to decrease new employee job offer cycle time from 120 days to 60 days.	X		
			Stretch	10.3.3	Fully execute a NNSA acceptable compensation program by April 30, 2010 for use in the employees performance period September 1, 2009 to August 31, 2010 for all career indefinite employees. consists of all the following elements: 1) identifies roles, responsibilities, and pay ranges for all LLNL jobs including managers and individual contributors; 2) makes pay-linked distinctions internally between LLNL jobs, including distinctions within management jobs and within individual contributor jobs; 3) sets pay for LLNL jobs based on surveys of similar jobs in the relevant market including local market by occupation; 4) establishes the objective and mechanisms for paying each LLNL job consistent with pay in the market on average for that job's responsibility level and occupation; 5) incorporates for key personnel, other management personnel, and other employees, as appropriate a variable (non-base) pay as an integral compensation component to enhance incentives for LLNL employee performance and improve cost effectiveness; and 6) links the pay of individual LLNL employees with their job pe			
Institutional Management	Improve the performance of the laboratory, provide transparency to the customer, and support the Nuclear Security Enterprise.			11			5. Mgt. Excellence	

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Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
		Execute a comprehensive and integrated Contractor Assurance System (CAS) that ensures that programs and operations are managed by both line and functional managers in an effective and efficient manner and performance is continuously improved.		11.1			5. Mgt. Excellence	
			Essential	11.1.1	Take actions necessary to maintain an approved CAS throughout FY10, including but not limited to submission of the LLNL CAS Annual Assurance letter, and updates, as appropriate, to the LLNL CAS Description Document.			
			Essential	11.1.2	Execute improvement plans in response to the FY09 Management Self-Assessment, as well as other improvement plans based on internal and external CAS reviews, on schedule. These schedules may be modified as necessary with approval of the LLNL Deputy Director and appropriate notification of LSO.	X		
		Develop, evaluate, and implement strategic initiatives to increase the effectiveness and efficiency of Laboratory and the Nuclear Security Enterprise.		11.2			5. Mgt. Excellence	
			Essential	11.2.1	Achieve cost reductions from consolidated management approach with LANS for the defined benefit and contribution plans in FY10. The written results must demonstrate and document what are the costs and reductions realized, and how they will be applied toward reducing the department's future contributions into the defined benefit and contribution plans.	x		

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Essential	11.2.2	Improve the security, performance, efficiency, and agility of IRM systems. (moved from 10.1.4)			
			Stretch	11.2.3	Partner with LANS to identify, at least one new integrated opportunity in each of the following categories: create a unique center of excellence, share and implement a best practice, and create a compatible system that enhances the ability to share data, work remotely, and report joint progress. Assess the gaps, define the required enhancements, and develop a FY 2011 implementation plan for the opportunity in each category. Provide in writing by 9/15/2010 the results and an implementation plan for execution beginning FY 2011.	x		
			Stretch	11.2.4	Reduce Laboratory support costs by $150M by the end of FY 2012. FY 2010 target is completion by 9/30/2010 defined outcomes for the unfunded priority activity listing below. Outcomes with appropriate estimated value will be agreed to by the Parties by 11/1/2009. The total estimated value will be applied toward reducing the $150M. Outcomes with appropriate estimated value are defined by unfunded priority activity category as follows: TBD.	x		

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Stretch	11.2.5	Establish Work for Others (WFO) as a major business line utilizing a better coordinated, institutional, and strategic approach to planning and executing WFO. Improve the efficiency and effectiveness of the WFO program by implementing LLNS six sigma team, WFO task force, and functional management review (FMR) recommendations. Enhance the WFO environment through development of Livermore Valley Open Campus (LVOC) and by providing broader access for industrial, academic, and governmental partners to science, technology, and engineering capabilities at LLNL.			
		Support from Board of Governors and Parent Organizations to improve the performance of the Laboratory.		11.3			5. Mgt. Excellence	
			Essential	11.3.1	For key personnel, demonstrate significant improvements in retention, recruitment, and succession planning in order to ensure effective Laboratory management. The expectation is that LLNS will provide a stable world-class management team in order to successfully execute the missions of the Laboratory and meet its performance improvement and cost savings commitments in FY2010 and beyond.			

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
			Stretch	11.3.2	The database will be updated to include the disposition of recommendations from all parent reviews/assessments performed in FY 2009. Implement/execute a minimum of 30% of the FY 2009 recommendations and complete 85% of the FY 2008 recommendations that provide for demonstrable improvements to Laboratory processes and practices.			
		Demonstrate an effective and efficient audit organization consistent with contractual and DOE Cooperative Audit Strategy requirements.		11.4			5. Mgt. Excellence	
			Essential	11.4.1	Fully resource and execute internal audit activities in accordance with the approved FY 2010 Internal Audit Plan.			
		Effectively implement and follow a Legal Management Plan that complies with 10 CFR Part 719 and DEAR 970.5228-1 and incorporates best practices and procedures.		11.5			5. Mgt. Excellence	
			Essential	11.5.1	Best practices demonstrate effective internal controls and continuous improvement to maintain acceptable legal management designed to reduce the following: litigation costs; outside counsel fees and costs; and cost of judgments, awards and settlements. Provide litigation support as necessary to DOE/NNSA.			

Performance Category	PEP Performance Objective	PEP Performance Measure	Target Type	Target #	PEP Performance Target	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA Program Office Crosswalk
		Institutional implementation of ESH&Q and Security requirements and line management accountability and responsibility for performance.		11.6				
			Essential	11.6.1	Achieve or maintain accident, injury, and illness rates that are comparable to the applicable industry averages (Director's Office and each PAD).			
Essential			Essential	11.6.2	Enhance the Quality Assurance Program and implementation of this program at the Laboratory to improve the quality of products and services and demonstrate an integrated and effective quality program.			
Essential			Essential	11.6.3	By 9/30/10, demonstrate full implementation of EMS and progress from the previous year on the site-wide environmental goals established by LLNS in the Environmental Management System in support of DOE/NNSA goals (reference DOE O 450.1A) and maximize the acquisition and use of environmentally preferable products in the conduct of operations and management of facilities.			
			Stretch	11.6.4	Transform NNSA by leading the complex in the area of sustainable management and establish LLNL as a recognized leader in the area of sustainable management of federal facilities.			

FY2010 Performance Evaluation Plan
Attachment 2
Multi-Site Performance Incentives

FY10 Multi-Site	HQ NNSA Champion	FY10 Contractor Success Criteria (blue text is short title)	NNSA Owners	M&O Lead & Primary Supporting Sites
Item 1 Stockpile (30% minimum of Multi-Site total)	K. Greenaugh	1.1 Achieve the W76-1 LEP scheduled deliveries to the U.S. Navy: a. Each site builds hardware for PX, with a 90-Day Lead-time, and deliveries are made as directed in the PCD. b. PX builds and prepares scheduled units for shipment as directed in PCD.	J. Oder, D. Rose	Lead P. Hommert, SNL; LANL, KCP, PX, Y-12 & SNL
		1.2 Prepare for and accomplish Phase Gate B for the B61 LEP Phase 6.2/6.2A study by 30SEP10.	J. Oder, W. Brasure	Leads: J. Benner, LANL & M. Cieslak, SNL; LLNL, PX, Y-12, KCP, SRS, LANL & SNL
		1.3 Deliver limited life components and Alternation Kits to the Department of Defense in accordance with the MNS Volume III: 100% of scheduled LLDs delivered.	J. Oder, J. Claycomb	Lead: C. Gentile, SRS; PX, KCP, Y-12, LANL, SNL, LLNL & SRS
		1.4 Execute Surveillance Program defined by the SESC. Each Site will execute surveillance work scope according to the PCD: a. Each Site must complete FY10 surveillance activities in accordance with the PCD. b. Each Site must provide evidence of completion (written report) for each activity identified in approved IWET plans. c. Each Site must report FY10 surveillance activities to QERTS.	J. Oder, T.Tomasi	Lead: C. Hart, SNL; SRS, PX, KCP, Y-12, LANL, SNL & LLNL
		1.5 Perform Dismantlements. Exceed the PCD scheduled weapon dismantlement quantities at Pantex and secondaries at Y-12	J. Oder, T.Tomasi	Lead: G. Meyer, PX; Y-12, LANL, LLNL, PX & SNL

FY10 Multi-Site	HQ NNSA Champion	FY10 Contractor Success Criteria (blue text is short title)	NNSA Owners	M&O Lead & Primary Supporting Sites
		1.6 Authorize the B53 and W84 programs in accordance with the NNSA approved project plan	J. Oder, T.Tomasi	Lead: G. Meyer, PX; LANL, LLNL, PX & SNL
Item 2 Enterprise Integration (10% minimum of Multi-Site total)		2.1 Successfully complete NNSA-approved priority activities in support of Enterprise Reengineering: a. Sandia National Lboratories and Nevada Test Site evaluate and develop and executable plan to implement the KCP governance model for all operations/activities by 31JAN10 and begin implementation immediately following NNSA approval. The plan should include: 1) Replacement of DOE Directives with applicable industrial standards. 2) Creating a Local Directives Review Board for evaluation of new DOE requirements for incorporation in M&O contracts. 3) Establish a process that requiress Site office approval and subsequesnt contractor tasking for all external review findings pertaining to non-nuclear operations/activities. b. Pantex, Y-12, LANL, LLNL and SRS evaluate the KCP governance model for graded incorporation for Site operations/activites as follows: 1) Sites submit evaluation of feasibility to Site Office by 31JAN10. 2) Following NNSA review and appropriate contractual direction begin implementation and meet key plan milestone as evaluated by the Site Offices by 30 Sep10. c. All NNSA Sites work together and with NNSA HQ t	G. Allen, L. Begley	Lead: J. Fitzpatric, KCP; PX, KCP, Y-12, NTS, SRS, SNL, LLNL& LANL

FY10 Multi-Site	HQ NNSA Champion	FY10 Contractor Success Criteria (blue text is short title)	NNSA Owners	M&O Lead & Primary Supporting Sites
		2.2 Implement Elements from the approved FY10-15 Multi-Site IT Strategic Plan Targets: a. Implement the FY09-developed and approved IT-Cyber Integration Roadmap, achieving defined milestones by 30SEP10. b. Implement the approved core, common NSE services strategy and technical approach developed in FY09 by 30SEP10. c. Improve collaborative services: 1) Develop a collaborative services roadmap by 31MAR10. 2) Identify and dedicate collaborative Service Centers of Excellence by 30JUN10. 3) Deploy IP and ISDN-based video-teleconferencing enhancements by 30SEP10. 4) Implement near-term recommendations of the FY09 cross-Complex comparison of IT costs by 30SEP10. d. Improve Cyber incident Response (Cyber Tracer Team):	R. Brese, D. Jarrell	Lead: A. Hale, SNL; LLNL, LANL, SNL, KCP, PX, Y-12, SRS & NTS.
		1) Establish and conduct a review of a concept of operations (CONOPS) document; the CONOPS will contain an agreed upon governance model by 31 MAR10. 2) Demonstrate collaborative initiatives through cyber-defense exercises and sharing of incident data by 31MAR10. 3) Indentify the components of a training program designed to develop Cyber Security analysts and incident responders by 30JUN10. e. Implement NSE Wireless Capability: 1) Provide information and support necessary for a 3rd party to complete and enterprise wide wireless business case analysis (28FEB10). 2) Propose a model for headquarters-level NSE Wireless Standards accrediation with integrated cyber, TSCM, Tempest, etc. that establishes reciprocity across NNSA (28FEB10). If the business case of "e.1)" above is approved and funding is available to make a contract award, issue a NSE-wide wireless RFP for NNSA HQ review and approval (within 180 days of business case approval).		

FY10 Multi-Site	HQ NNSA Champion	FY10 Contractor Success Criteria (blue text is short title)	NNSA Owners	M&O Lead & Primary Supporting Sites
		2.3 Support business process transformation and relocation of the Kansas City Plant. Within allocated resources, and taking into account NNSA stockpile priorities, focus budget, resources, planning and execution to support KCP inventory reductions, requalification of outsourced technologies, and product build-ahead's in support of KCRIMS in order to minimize impact on delivery commitments.	G. Allen	Lead: R. Lavelok, KCP; SNL, LANL, LLNL, PX, Y-12, SRS & KCP
Item 3 Science (10% minimum of Multi-Site total)		3.1 NIF: begin first integrated ignition experiments.	C. Deeney, R. Schneider, A. Hauer	Lead: P. Baisden, LLNL; LANL, LLNL, NTS & SNL
		3.2 Build a framework to assess changes in agreement of simulation predictions with experimental data from representative UGTs as new science-based modeling capabilities are incorporated into modern ASC codes.	D. Wade	Lead: Verdon, LLNL; LANL, SNL & LLNL
		3.3 Successfully perform high-priority DP mission-related science experiments: a. Restart operations at safety category 3 at JASPER and complete scheduled FY10 dynamic plutonium experiments. LLNL Lead; NTS, LANL Participating. b. Perform the high priority dynamic plutonium experiments on ZR at the authorized current levels, and extend the ZR authorization basis to the full-current level. SNL & LANL Co-Lead; NTS Participating. c. Perform hydrotests at DARHT consistent with the FY10 National Hydrotest Plan. LANL Lead; LLNL, NTS Participating. d. Perform the Bacchus and Barolo experiment series at U1a, one confirmatory and one Pu experiment to be executed during 2QFY10. LANL Lead; NTS, SNL Participating.	C. Deeney	Lead: J. Paisner, LANL; LLNL, LANL, SNL & NTS

FY10 Multi-Site	HQ NNSA Champion	FY10 Contractor Success Criteria (blue text is short title)	NNSA Owners	M&O Lead & Primary Supporting Sites
		3.4 Advanced Simulation & Computing. Provide reliable, quality service and access to any NNSA laboratory from any NNSA-designated computing user facility, independent of the location of the computing resource being utilized. a. Access to any NNSA-designated computing user facilities (expecially Cielo and Red Storm) will be available to all three Laboratories. b. Implementation of a peer review process for access to each designated facility with criteria based on program priority; user facility will work to assure machine utilization rates of >85%.	D. Wade	Lead: McCoy, LLNL; LANL, SNL & LLNL