MODIFICATION NO. M017
CONTRACT NO. DE-ACO2-98CH10886

This document consists of 3 pages excluding this cover page.

MODIFICATION NO. M0107
SUPPLEMENTAL AGREEMENT TO
CONTRACT NO. DE-AC02-98CH10886

MODIFICATION NO. M017

CONTRACTOR AND ADDRESS:	Brookhaven Science Associates, LLC Brookhaven National Laboratory Upton, NY 11973
MODIFICATION FOR:	Recognition of previous obligation increases, modification of Article 26; deletion of Article 27;addition of Article 104C, Inter-Contractor Purchases; addition of Article 133B, Diversity Plan (DEC 1997); replacement of Appendix E - Make or Buy Plan; replacement of Appendix G - Purchasing System Requirements; replacement of Appendix I - DOE Directives; and addition of Appendix K - Contract Guidance for Preparation of Diversity Plan
PRIOR OBLIGATION:	$333,189,323.65
INCREASE IN MODS. A011 THROUGH A016	$115,138,535.60
INCREASE IN THIS MODIFICATION	-0-
CURRENT TOTAL OBLIGATION:	$448,327,859.25

THIS MODIFICATION, effective the day of 1998, by and between the UNITED STATES OF AMERICA (hereinafter referred to as the "Government"), as represented by the UNITED STATES DEPARTMENT OF ENERGY (hereinafter referred to as "DOE"), and BROOKHAVEN SCIENCE ASSOCIATES, LLC (hereinafter referred to as the "Contractor"),

WITNESSETH THAT:

WHEREAS, the Government and the Contractor entered into Contract No. DE-AC02-98CH10886) on the 5th day of January 1998, for the operation of the Brookhaven National Laboratory; and

WHEREAS, said contract has been modified previously, and the parties desire to modify said contract further, as hereinafter provided; and

WHEREAS, this modification is authorized by law, including 41 U.S.C. 252(c)(15), P.L. 95-91 and other applicable law;

NOW, THEREFORE, said contract, as modified previously, is hereby further modified as follows:

1. The first sentence of paragraph (a) of Article 31, OBLIGATION OF FUNDS, is revised to read as follows: "The amount presently obligated by the Government with respect to this contract is $448,327,859.25."
2. The first line of paragraph (b) of ARTICLE 26, FAR 52.225-3 BUY AMERICAN ACT - SUPPLIES (JAN 1994), change the word “deliver” to “use”.

3. ARTICLE 27 - FAR 52.225-15 BUY AMERICAN ACT–CONSTRUCTION MATERIALS UNDER TRADE AGREEMENTS ACT AND NORTH AMERICAN FREE TRADE AGREEMENT (JUN 1997) is deleted.

4. The following Article is added as Article 104C:

"ARTICLE 104C - INTER-CONTRACTOR PURCHASES (SPECIAL)

Inter-Contractor purchases, as defined in AL-98-03, paragraph III, shall conform to the principles contained in paragraph IV.A.1-3, and 5 of AL 98-03."

5. The following Article is added as Article 133B:

"ARTICLE 133B - DEAR 970.5204-81 DIVERSITY PAN (DEC 1997)

"The Contractor shall submit a Diversity Plan to the Contracting Officer for approval within 90 days after the effective date of this contract. The contractor shall submit an update to its Plan with its annual fee proposal. Guidance for preparation of a Diversity Plan is provided in Appendix K. The Plan shall include innovative strategies for increasing opportunities to fully use the talents and capabilities of a diverse work force. The Plan shall address, at a minimum, the Contractor's approach for promoting diversity through (1) the Contractor's work force, (2) educational outreach, (3) community involvement and outreach, (4) subcontracting, and (5) economic development (including technology transfer)."

6. Appendix E - MAKE OR BUY PLAN, dated July 31, 1995 is deleted in its entirety and replaced by the attached Appendix E - MAKE OR BUY PLAN, dated September 1998.

7. Appendix G - PURCHASING SYSTEM REQUIREMENTS is deleted in its entirety and replaced by the attached Appendix G - PURCHASING SYSTEM REQUIREMENTS identified as Modification M017.

8. Appendix I - DOE Directives, identified as Modification M010 is deleted in its entirety and replaced by the attached Appendix I - DOE Directives identified as Modification M017 .

9. The attached Appendix K, CONTRACT GUIDANCE FOR PREPARATION OF DIVERSITY PLAN, identified as Modification M017, is added.

IN WITNESS WHEREOF, the parties have executed this document.

UNITED STATES OF AMERICA
DEPARTMENT OF ENERGY

BY:_____

Contracting Officer

DATE:_____

BROOKHAVEN SCIENCE ASSOCIATES, LLC

BY: Gregory J. Ogeka

Gregory J. Ogeka
Interim Chief Financial Officer
(Title)

DATE: November 9, 1998

CONTRACT MODIFICATION M017
BROOKHAVEN SCIENCE ASSOCIATES, LLC
CONTRACT NO. DE-AC02-98CH10886

MOD NO.	INCREASED AMOUNT	REMARKS
A011	$3,237,857.14	
A012	$20,607,109.15	
A013	$5,658,246.93	
A014	$8,617,208.80	
A015	$1,413,090.16	
A016	$75,605,023.42	

TOTAL	**$115,138,535.60**	

CONTRACT MODIFICATION M017
BROOKHAVEN SCIENCE ASSOCIATES, LLC
CONTRACT NO. DE-AC02-98CH10886

Current BSA Contract Amount (Thru Mod. M010, incl.)	**$333,189,323.65**
Increased amount (Modification A011 thru A016)	**$115,138,535.60**
New Contract Total	**$448,327,859.25**

APPENDIX E

MAKE OR BUY PLAN

Make-or-Buy Plan

Brookhaven National Laboratory

September 1998

BSA

BROOKHAVEN NATIONAL LABORATORY
BROOKHAVEN SCIENCE ASSOCIATES
UPTON, NEW YORK 11973-5000
UNDER CONTRACT NO. DE-AC02-98CH10886
UNITED STATES DEPARTMENT OF ENERGY

MAKE OR BUY
IMPLEMENTATION PLAN

This plan has been prepared pursuant to Article 10, "Make or Buy Plan", of BSA's prime contract with the U. S. Department of Energy for the operation of the Brookhaven National Laboratory. It has been developed with a primary focus of providing supplies and services on a least-cost basis, giving due regard to such considerations as quality, affected employees and stakeholders. The formal aspect of this plan will be implemented by the Brookhaven National Laboratory for the areas identified in Section III during fiscal year 1999.

SECTION I – BACKGROUND

The DOE Contract Reform Team, established by the Secretary to conduct a comprehensive review of the Department's contracting practices, has recommended that Management and Operating contractors should make more rational decisions concerning whether to "make" or "buy" the products and services required by a project or program. According to the team, such decisions should be driven by the requirement to be more cost-effective and to be consistent with the long-term strategic objectives of DOE's programs.

Brookhaven Science Associates fully supports the philosophy of the Contract Reform Team. Brookhaven National Laboratory has been implementing it in the management of its prior (AUI) and current (BSA) contracts. In many areas, service contractors supplement BNL staff (e.g., engineering design, Central Shops, job shoppers, and trades) while in others, all required services are procured by contract (e.g., cafeteria operations, construction, Child Development Center operations). A listing of many of the contracted services at BNL is included below. Contracted services in FY 95, FY 96, FY 97, and FY 98 equaled approximately $209,755,000. This amount represented approximately 13% of the Laboratory's total budget for those years.

Subcontracted Services at BNL, FY 1995 – FY 1998

- Analytical Services/Laboratory Analysis
- Architect/Engineer & Consulting Engineering Services
- * Cafeteria Operations
- Chemical Hazardous & Radioactive Waste Disposal
- * Child Development Center Operation
- Computer Hardware Maintenance
- Copier and Printer Maintenance
- Environmental Restoration
- Fabrication Support (i.e. machine shops)
- * Job Shoppers
- Laboratory Equipment Maintenance
- Laboratory Services (i.e. employment advertising, information systems, printing)
- Legal Services
- R&D Technical Assistance
- Software Support
- Special Materials and Supplies
- Telecommunications

Training (i.e. computer software and hardware, quality assurance, reactor operation and maintenance, safeguards and security, personnel development)
Travel Services
Management of Environmental Restoration Division
Management of the Waste Management Division
Management of the Reactor Division
(*Represents an activity which is totally subcontracted.)

It is anticipated that the Laboratory will continue to subcontract the above services in FY 1999, as well as in future years.

In addition, management at various levels has continually reviewed the methods used for work accomplishment and adjusted the mix as appropriate to meet changing mission requirements while carefully balancing cost and quality. Examples of functional areas reviewed are as follows:

	Functional Area	Recommendation
FY 1996	Laundry	Outsource
	Temporary Clerical Support	In House
FY 1997	Automobile Fleet Operations	In House
	Custodial Services	In House
	Heavy Equipment Maintenance	In House
FY 1998	Packaged Boiler Maintenance	TBD
	Painting	TBD
	Security	In House
	Travel Office Operations	In House

In addition, two noteworthy examples of ongoing make-or-buy decision-making are BNL's approach to the Environmental Restoration (EM) program and the Financial Services Accounting System.

The EM Program is funded at a level of $18-20 million annually and is being implemented by a small BNL staff managing a series of major and minor fixed-price environmental services contractors and consultants.

The Financial Services Division (FSD) is using technology as an enabler to provide more efficient business processes for the Laboratory. One major change is the replacement of BNL's accounting system and all its feeders with an "off-the-shelf" suite of integrated financial packages. The majority of this work is being performed by a subcontractor.

The implementation of new administrative systems began with the installation of the PeopleSoft General Ledger and Project Costing modules in July 1997. Purchasing and Accounts Payable modules are to be installed prior to FY 1999, and the remaining modules (Inventory, Asset Management Budgeting, Accounts Receivable, HR/Payroll and Benefits modules) prior to FY 2000. The estimated subcontracting costs are $384,000 – FY 96, $428,000 – FY 97, $327,000 – FY 98, and project cost

of $210,000 - FY 99. Use of a subcontractor significantly reduced the need for manpower increases to the Financial Services Division.

SECTION II – STRATEGY

BSA is responsible for managing contract performance, including planning, placing, and administering subcontracts as necessary to ensure the lowest overall cost and technical risk to the Department of Energy, consistent with concerns of quality and availability, applicable labor laws and regulations, and collective bargaining agreements. To discharge this responsibility in a more effective manner, BSA through the Laboratory utilizes a "make-or-buy" decision making process. As a part of this process, the objective is to "buy" indirect-cost functions and routine services unless it can "make" at a lower cost or has other overriding reasons leading to a "make" decision.

The Laboratory has identified several functions that are considered potential candidates for "make-or-buy" evaluation. The list of these is included in Section III, Candidate Functions for Evaluation. Using the graded approach, each of these functions will be systematically evaluated against a set of criteria, as outlined in Section IV. These criteria will be used as screens to evaluate and identify factors that may prevent the Laboratory from considering the least cost as a determining factor. The depth of analysis for each criterion will be commensurate with its applicability and its contribution towards the final decision. Results will be documented. The evaluation process will also consider the "make-or-buy" viability at the subfunction level when appropriate.

Policy – "Make-or-Buy" in the Quality Context

The following principles will guide the make-or-buy process at BNL. These principles are consistent with DOE's objectives for quality management and cost-effective operations, while maintaining BSA's commitments to its employees and the local community.

- Routine Services – BSA is committed to obtaining routine services from the least-cost source consistent with applicable labor laws and collective bargaining agreements.

- Excellence in Institutional Management and Facilities Operations – BSA is committed to achieving excellence in the management of the Laboratory and in the planning, design, construction, and operation of its programmatic and infrastructure facilities. All BSA make-or-buy decisions will balance cost and quality to ensure excellence in the final product.

- Quality Considerations – The quality process depends heavily on the correct relationship between management and employees; an environment of trust and communication, labor-management partnering, employee involvement and commitment on the part of leaders that people are, indeed, our most important resource.

- Core Institutional Management Competencies – BSA depends on the quality, technical background and "institutional memory" of its BNL managers to maintain the financial, environmental safety and health, and operational integrity of the Laboratory. The resource represented by the Laboratory's management staff is viewed as a significant core competency, critical to the Laboratory's continued success and pursuit of excellence. As a result, BSA will not evaluate a broad replacement of its in-house operations by a single integrated contractor. Make-or-buy reviews will focus on discrete operations typically below the division level.

- BNL Subcontracts – The BSA approach to make-or-buy will be structured such that any resulting new service contractors will be under contract to BNL. To deliver the quality performance expected by DOE, BSA must retain management control over all functional areas on site.

- Regional Economic Impacts – New York State and, in particular, Long Island's economy have been heavily impacted by total job loss. Given the current state of the Long Island economy and as one of the region's largest employers, we believe BSA has an obligation as a corporate citizen to structure its make-or-buy process to be supportive of Long Island and New York State contractors and suppliers. This may include regional competition and preferences for Long Island and New York firms.

- Collective Bargaining Agreements – BSA has in-place Collective Bargaining Agreements with three recognized bargaining units covering many of the functional areas that are or may become appropriate for review under the make-or-buy process. BNL, through BSA, will inform and involve designated representatives of these bargaining units in the process to the extent they agree to participate.

- Employee Information and Support – One of the typically "hidden" costs of a make-or-buy review is the effect on morale, productivity, and turnover of the staff whose jobs are being considered for outsourcing. BSA will take aggressive action to ensure all affected staff are kept informed as the make-or-buy process progresses. We will provide assistance to employees who may be displaced due to a decision to outsource services. Finally, we will encourage successful contractors to offer employment to incumbent BNL employees. All workforce decisions will integrate the requirements of Section 3161 of the 1993 Defense Authorization Act and DOE's implementation of it.

- Small/Small Disadvantaged Business – As part of the make-or-buy process, BSA will analyze the availability of services provided by regional small/small disadvantaged businesses. The decision on subcontract scope will consider this availability.

- Diversity – BSA will consider the potential impacts on the diversity of the in-house workforce which may result from outsourcing.

SECTION III – CANDIDATE FUNCTIONS FOR EVALUATION

The following list includes the non-programmatic functions which are considered candidates for "make-or-buy" evaluation for FY 1999. This list is a not necessarily all inclusive and may change as new information becomes available or additional needs are identified.

Computer Hardware Maintenance (CCD)
Telecommunications Management & Call Accounting System
Lab Packaging of Hazardous Waste

For FY 2000 through FY 2003 BSA will identify additional specific functions to be reviewed. These functions will be selected at the beginning of the fiscal year.

SECTION IV – EVALUATION CRITERIA

Each function in Section III will be evaluated in a manner such that the impacts of various factors on the "make-or-buy" decision are properly considered. The applicability and importance of these factors may vary depending upon the item to be evaluated. Generally, the quality performance at least cost should be the determining factor in reaching a "make-or-buy" decision unless an overriding reason is identified through the consideration of criteria 1 through 9 below. Evaluation of each item will include, but not be limited to, the following criteria.

1. **Availability of Satisfactory Source** – This criterion considers the competence, ability, experience, and capacity available from outside sources, to establish that they could be responsive and responsible and be able to perform in a timely manner. The consideration will also include the diversity and quality of the vendor's workforce.

2. **Affirmative Action** – This criterion will consider the impact of the Laboratory's policy on affirmative action and upward mobility potential of protected class employees on "make-or-buy" decisions.

3. **Timeliness of Procurement** – This criterion considers the impact of procurement lead time on continuity of the Laboratory's operations and services.

4. **Control of Technical and Schedule Interface** – This criterion considers the Laboratory's ability to effectively control technical and schedule interfaces with other programs or operations as well as the necessity for close interaction between the Laboratory and the suppliers.

5. **Risk** – This criterion considers and quantifies the potential for unwanted negative consequences that may impact quality, cost, schedule, sensitive information, personal safety, property, or environment.

6. **National Security** – This criterion considers the impact on security when the work is of a classified nature or will involve technologies and/or materials that are classified or restricted.

7. **Maintenance of Core Competency** – This criterion considers the impact of outsourcing on the retention of key or unique in-house capabilities, capacities, or personnel deemed essential to recurring support functions or scientific needs. It will also consider whether in-house performance is considered key to ensuring quality, operational continuity, and environmental, safety, and health compliance as well as whether the function involves highly skilled, experienced personnel with knowledge of major BNL systems or facilities.

8. **Proprietary Processes and Information** – This criterion considers the issue or proprietary processes owned by the Laboratory, which may not be legally transferable to the outside source and the issue of proprietary information provided and handled by the Laboratory under CRADAs and other agreements with the private sector.

9. **Contractual Agreements** – This criterion considers the impact of applicable constraints contained in collective bargaining agreements and other existing contracts on the "make-or-buy" decision. The Laboratory has collective bargaining agreements with three recognized

bargaining units [International Brotherhood of Electrical Workers (IBEW) Local 2230, Long Island Guards Union, and Oil Chemical & Atomic Workers International.]

The IBEW Local 2230 contract prohibits subcontracting for a labor classification covered by the agreement for a period of one year after a layoff by the Laboratory in that classification. Related language establishes an employee (FTE) strength number or "ceiling" above which the Laboratory can layoff without invoking the "subcontracting clause." This language may impede the execution of this Plan by prohibiting the outsourcing of functions currently performed by bargaining unit employees. The IBEW Contract does provide that the Laboratory may be required to subcontract work in responses to a regulation or directive of the Department of Energy. The Union may terminate its contract if subcontracting the work results in a layoff of its members.

In the event it still appears that a "buy" decision is still the preferred decision, anticipated operational improvements and cost will be evaluated (as indicated below) to determine whether outsourcing or in-house performance is the least cost.

Cost Benefit – This criterion considers operational improvements and the comparative cost of performing a function in-house versus contracting it out. The analysis will include, as applicable, the costs for new equipment and facilities for additional personnel and for maintaining continuity of operations when changing suppliers.

APPENDIX G

PURCHASING SYSTEM REQUIREMENTS

APPENDIX G

PURCHASING SYSTEM REQUIREMENTS

This Appendix, implementing Article 104, Contractor Purchasing System, sets forth the requirements for DOE's prior approval of subcontracts under the prime under the prime contract for the operation of Brookhaven National Laboratory.

Prior DOE review and written approval is required of ICP's as defined in AL 98-03 expected to exceed $1,000,000.00 or for a subcontract action which exceeds $10,000,000.00, or which falls within any one of the following categories unless other procedures and guidelines have been approved by the Contracting Officer, in consultation with Intellectual Property Counsel:

1. Acquisition of software by negotiated lease or license;

2. Purchase of patents or patent license rights, including the payment of royalties and permits or license fees;

3. The recognition of proprietary rights, including the recognition of technical data as trade secrets;

4. Any restriction of DOE's use of the supplies or data procured under a subcontract.

Laboratory Procurement Policies and Procedures

All additions to, modifications or delegations of Laboratory Procurement Policies and Procedures shall be submitted to DOE for approval prior to implementation.

APPENDIX I

DOE DIRECTIVES

There is no List A to this Appendix.

List B to this Appendix contains two parts as follows:

Part I: " Directives List"

This section contains a list of Directives that are considered by DOE as applicable to the BNL contract.

Part II: "Partial Deletions of Directives"

This section contains a list of Directives that were accepted and implemented by the previous contractor but have subsequently been revised by DOE to remove certain sections.

Part I

CRD=Contract Requirements Document

DIRECTIVES LIST		
DATE	DOE DIRECTIVE NUMBER	SUBJECT TITLE
7/15/97	N 440.1	CRD - INTERIM CHRONIC BERYLLIUM DISEASE PREVENTION PROGRAM
9/30/95	N 441.1	RADIOLOGICAL PROTECTION FOR DOE ACTIVITIES (using ORNL/TM-11497 in lieu of Attachment 1)
9/19/96	N 441.2	EXTENSION OF DOE N 441.1, RADIOLOGICAL PROTECTION FOR DOE ACTIVITIES
9/17/97	N 441.3	EXTENSION OF DOE N 441.1, RADIOLOGICAL PROTECTION FOR DOE ACTIVITIES
9/29/95	O 130.1	CRD - BUDGET FORMULATION PROCESS
9/25/95 10/26/95 8/21/96	O 151.1 Change 1 Change 2	CRD - COMPREHENSIVE EMERGENCY MANAGEMENT SYSTEM
9/30/96	O 200.1	CRD - INFORMATION MANAGEMENT SYSTEM
9/27/95 10/26/95 5/1/95	O 210.1 Change 1 Change 2	CRD - PERFORMANCE INDICATORS AND ANALYSIS OF OPERATIONS INFORMATION
12/8/97	O 224.1	CRD - CONTRATOR PERFORMANCE-BASED BUSINESS MANAGEMENT PROCESS
11/26/97	O 225.1A	CRD - TYPE A AND B ACCIDENT INVESTIGATIONS
9/30/95 10/26/95 11/7/96	O 231.1 Change 1 Change 2	CRD - ENVIRONMENT, SAFETY & HEALTH REPORTING
8/1/97	O 232.1A	CRD - OCCURRENCE REPORTING AND PROCESSING OF OPERATIONS INFORMATION (As modified by letter Grahn/Gordon, dated 4/10/98, effective 5/5/98)
7/21/97	M 232.1-1A	CRD - OCCURRENCE REPORTING AND PROCESSING OF OPERATIONS INFORMATION (As modified by letter Grahn/Gordon, dated 4/10/98, effective 5/5/98)
1/30/98	O 251.1A	CRD - DIRECTIVES SYSTEM
12/30/96	O 311.1A	CRD - EQUAL OPPORTUNITY AND DIVERSITY PROGRAM
9/30/96 5/8/98	O 350.1 Change 1	CRD - CONTRACTOR HUMAN RESOURCE MANAGEMENT PROGRAMS CRD - EMPLOYEE BENEFITS
12/6/95	O 413.1	CRD - MANAGEMENT CONTROL PROGRAM

*See Part II, Partial Deletions

DIRECTIVES LIST		
DATE	DOE DIRECTIVE NUMBER	SUBJECT TITLE
3/5/97	O 413.2	CRD - LABORATORY DIRECTED RESEARCH AND DEVELOPMENT
10/13/95 11/16/95 10/24/96	O 420.1 Change 1 Change 2	CRD - FACILITY SAFETY
9/29/95 10/26/95	O 425.1 Change 1	CRD - STARTUP AND RESTART OF NUCLEAR FACILITIES
8/24/95 10/26/95	O 430.1 Change 1	LIFE CYCLE ASSET MANAGEMENT
6/13/96	O 430.2	IN HOUSE ENERGY MANAGEMENT (NO CONTRACTS REQUIREMENT DOCUMENT)
3/27/98	O 440.1A	CRD - WORKER PROTECTION MANAGEMENT FOR DOE CONTRACTOR EMPLOYEES
9/25/95 10/13/95 10/26/95	O 440.2 Change 1 Change 2	CRD - AVIATION
10/2/96	O 460.1A	CRD - PACKAGING AND TRANSPORTATION SAFETY
9/27/95 10/26/95	O 460.2 Change 1	CRD - DEPARTMENTAL MATERIALS TRANSPORTATION AND PACKAGING MANAGEMENT
9/28/95 6/21/95	O 470.1 Change 1	CRD - CONTRACTOR SAFEGUARDS AND SECURITY PROGRAM REQUIREMENTS
9/25/95	O 471.1	CRD - IDENTIFICATION AND PROTECTION OF UNCLASSIFIED CONTROLLED NUCLEAR INFORMATION
3/27/97	O 471.2A	CRD - INFORMATION SECURITY PROGRAM
1/9/98	M 471.2-1A	CRD - PROTECTION AND CONTROL OF CLASSIFIED MATTER
3/24/97	O 472.1B	CRD - PERSONNEL SECURITY ACTIVITIES
5/22/98	M 472.1-1	PERSONNEL SECURITY PROGRAM MANUAL (See CRD for DOE O 472.1B)
5/8/98	M 475.1-1	CRD - INDENTIFYING CLASSIFIED INFORMATION
9/30/96	O 481.1	CRD - WORK FOR OTHERS (NON DOE FUNDED WORK)
9/29/95	O 534.1	CRD - ACCOUNTING
8/21/92 9/3/92	1240.2B Change 1	UNCLASSIFIED VISITS AND ASSIGNMENTS BY FOREIGN NATIONALS
6/23/92	1270.2B	SAFEGUARDS AGREEMENT WITH THE INTERNATIONAL ATOMIC ENERGY AGENCY
5/19/92	1300.2A	DEPARTMENT OF ENERGY TECHNICAL STANDARDS PROGRAM

*See Part II, Partial Deletions

DIRECTIVES LIST		
DATE	DOE DIRECTIVE NUMBER	SUBJECT TITLE
8/23/90	1300.3	POLICY ON THE PROTECTION OF HUMAN SUBJECTS
6/30/94	1430.1D	SCIENTIFIC AND TECHNICAL INFORMATION MANAGEMENT
11/10/86 2/5/87 6/17/87 12/22/87 3/30/89 5/18/90 2/28/92 7/6/94	1500.3 Change 1 Change 2 Change 3 Change 4 Change 5 Change 6 Change 7	FOREIGN TRAVEL AUTHORIZATION
5/18/92	2030.4B	REPORTING FRAUD, WASTE, AND ABUSE TO THE OFFICE OF INSPECTOR GENERAL
1/27/93	2100.8A	COST ACCOUNTING, COST RECOVERY, & INTERAGENCY SHARING OF INFORMATION TECHNOLOGY FACILITIES
7/14/88 10/5/88 5/18/92	2110.1A Change 1 Change 2	PRICING OF DEPARTMENTAL MATERIALS AND SERVICES
6/8/92	2300.1B	AUDIT RESOLUTION AND FOLLOWUP
5/18/92	2320.1C	COOPERATION WITH THE OFFICE OF INSPECTOR GENERAL
5/14/92	3220.6A	FEDERAL LABOR STANDARDS
8/23/82	3830.1	POLICIES AND PROCEDURES FOR PENSION PROGRAM UNDER OPERATING AND ONSITE SERVICE CONTRACTS
6/12/92	3890.1A	CONTRACTOR INSURANCE AND OTHER HEALTH BENEFIT PROGRAMS
2/10/94	4330.4B	MAINTENANCE MANAGEMENT PROGRAM (Nuclear Facilities Portion Only)
11/9/88 6/29/90	5400.1* Change 1	GENERAL ENVIRONMENTAL PROTECTION PROGRAM
2/8/90 6/5/90 1/7/93	5400.5* Change 1 Change 2	RADIATION PROTECTION OF THE PUBLIC AND THE ENVIRONMENT
5/15/84 5/16/88 5/16/89 9/20/91	5480.4* Change 1 Change 2 Change 3	ENVIRONMENTAL PROTECTION, SAFETY, AND HEALTH PROTECTION STANDARDS
7/9/90 5/18/92	5480.19 Change 1	CONDUCT OF OPERATIONS REQUIREMENTS FOR DOE FACILITIES

***See Part II, Partial Deletions**

DIRECTIVES LIST		
DATE	DOE DIRECTIVE NUMBER	SUBJECT TITLE
11/15/94	5480.20A	PERSONNEL SELECTION, QUALIFICATION AND TRAINING REQUIREMENTS FOR DOE NUCLEAR FACILITIES
12/24/91	5480.21	UNREVIEWED SAFETY QUESTIONS
2/25/92 9/15/92 1/23/96	5480.22 Change 1 Change 2	TECHNICAL SAFETY REQUIREMENTS
4/10/92 3/10/94	5480.23 Change 1	NUCLEAR SAFETY ANALYSIS REPORTS
11/3/92	5480.25	SAFETY OF ACCELERATOR FACILITIES
1/15/93	5480.29	EMPLOYEE CONCERNS MANAGEMENT SYSTEM
1/19/93	5480.30	NUCLEAR REACTOR SAFETY DESIGN CRITERIA
9/23/86 11/18/91	5482.1B Change 1	ENVIRONMENT, SAFETY, AND HEALTH APPRAISAL PROGRAM
9/20/91	5530.1A	ACCIDENT RESPONSE GROUP
1/14/92 4/10/92	5530.3 Change 1	RADIOLOGICAL ASSISTANCE PROGRAM
5/8/85	5560.1A	PRIORITIES AND ALLOCATIONS PROGRAM
8/1/80	5610.2	CONTROL OF WEAPON DATA
6/23/92	5630.12A*	SAFEGUARDS AND SECURITY INSPECTION AND ASSESSMENT PROGRAM
7/15/94	5632.1C*	PROTECTION AND CONTROL OF SAFEGUARDS AND SECURITY INTERESTS
4/13/94	5632.7A	PROTECTIVE FORCE PROGRAM
9/7/94	5633.3B	CONTROL AND ACCOUNTABILITY OF NUCLEAR MATERIALS
5/26/94	5660.1B	MANAGEMENT OF NUCLEAR MATERIALS
9/4/92	5670.3	COUNTERINTELLIGENCE PROGRAM
8/21/91 5/10/96	5700.6C Change 1	QUALITY ASSURANCE
5/18/92	5700.7C	WORK AUTHORIZATION SYSTEM
9/26/88	5820.2A	RADIOACTIVE WASTE MANAGEMENT
ACCOUNTING PRACTICES AND PROCEDURES HANDBOOK		
5/2/83	Chapter V	INVENTORIES
6/30/80	Chapter X	PRODUCT COST ACCOUNTING

***See Part II, Partial Deletions**

Part II

PARTIAL DELETIONS OF DIRECTIVES				
DATE	DOE DIRECTIVE NUMBER	SUBJECT TITLE	DELETION DIRECTIVE DATE	SECTIONS DELETED
11/9/88 6/29/90	5400.1 Change 1	GENERAL ENVIRONMENTAL PROTECTION PROGRAM	O 231.1 9/30/95 Change 1 10/26/95 Change 2 11/7/96	Paras. 2d, 2b, 4b & 4c of Chap II; Paras 2d & 3b of Chap III; Para 10(c) of Chap IV
2/8/90 6/5/90 1/7/93	5400.5 Change 1 Change 2	RADIATION PROTECTION OF THE PUBLIC AND THE ENVIRONMENT	O 231.1 9/30/95 Change 1 10/26/95	Chapter II: Para 1a(3) (a)
5/15/84 5/16/88 5/16/89 9/20/91	5480.4 Change 1 Change 2 Change 3	ENVIRONMENTAL PROTECTION, SAFETY, AND HEALTH PROTECTION STANDARDS	O 440.1 9/30/95 Change 1 10/26/95	Attachment 2: Paras 2c, 2d(2) - (3), 2e(1) - (8); and Attachment 3: Paras 2c, 2d(2) - (3), 2e(1) - (7)
6/23/92	5630.12A	SAFEGUARDS AND SECURITY INSPECTION AND ASSESSMENT PROGRAM	O 231.1 9/30/95 Change 1 10/26/95	Paras 7c(6), 7c(7) (a), 7c(8) (a), 7g(8) (f)
7/15/94	M5632.1C-1	MANUAL FOR PROTECTION AND CONTROL OF SAFEGUARDS AND SECURITY INTERESTS	O 470.1 9/28/95 O 471.2A 3/27/97	Chapter XI Chapter III, Paras 1, 2, 4-9

*See Part II, Partial Deletions

APPENDIX K

CONTRACT GUIDANCE FOR PREPARATION OF DIVERSITY PLAN

APPENDIX K

Contract Guidance for Preparation of Diversity Plan

This Guidance is to assist the Contractor in understanding the information being sought by the Department for each of the Diversity elements and where these issues may already be addressed in the contract. To the extent these issues are already addressed in a contract, the Contractor need only cross-reference the location.

The Contractors Workforce

DOE contracts include clauses on Equal Opportunity and Affirmative Action. The plan may discuss a Contractors policies and plans for implementation of these clauses in business operations.

Educational Outreach

A plan may discuss any programs the Contractor has already provided, or which it intends to provide, which will give all employees an opportunity to improve their employment skills and opportunities with particular attention to those areas where individuals may require focused training because of educational or skill gaps linked to economic status. This could include: educational assistance allowances, provision for outside training programs either during or outside regular work hours, and executive training programs for non-executive employees. A plan may also discuss any plans to participate in programs supporting Historically Black Colleges and Universities, Hispanic servicing institution, and Native American institutions.

Community Involvement and Outreach

A plan's discussion of diversity sensitivities in community relations activities could include support for diverse elements of the local community in the following activities: support for science, mathematics, and engineering education; support for community service organizations; assistance to governmental and community service organizations and for equal opportunity activities; and community assistance in connection with work force reduction plans. The Contractor may provide support to these activities through direct sponsorship or making individual employees available to work with the specific community activity. A plan may discuss existing and planned activities promoting all elements of the community involvement of its employees as well as the company.

Subcontracting

If appropriate to the Contractor, the contract will contain FAR 52.219-9, "Small, Small Disadvantaged and Woman-Owned Small Business Subcontracting Plan" (August 1996) and other small business related clauses. Additionally, the Request for Proposal may have contained additional guidance on small business subcontracting. If the Contractor is participating, or plans to participate, in the Department's mentor-protege program, this involvement, or planned involvement, could be summarized. Information concerning its subcontracting plans already submitted and approved does not need to be redeveloped or renegotiated.

Economic Development (including Technology Transfer)

Some of the Department's contracts include clauses dealing with technology transfer. Planning or activities developed under such clauses may apply to this element of the diversity plan. Additionally, some of the subcontracting activities planned by the Contractor with small, small disadvantaged, or woman-owned small business concerns may be entered into for the purpose of assisting the economic development of, or transferring technology to, such business concerns. A plan may outline and discuss any planned activities promoting economic diversification of the local community.