

PREAMBLE

The following Standards of Performance consist of Strategic Performance Objectives and supporting Performance Measures and are the primary components of the performance-based management system described in Section H clause entitled, Performance-Based Management.

Implementation of this Appendix is supported by the Contractor's Evaluation Plan (CEP) that includes implementation guidelines for each Performance Measure. Those guidelines establish points of accountability and include procedures for addressing Level 2 budget planning milestones consistent with Item #8 in the Basis for Budget Planning as agreed at the NNSA Navigators' meeting on August 2, 2002. Where appropriate, they contain performance targets and related dates for each measure.

The Parties agree that the NNSA Site Office Managers, UCOP, and the Laboratory Directors will jointly review the CEP's implementation guidelines for the purpose of obtaining NNSA comment and input. The Site Office Managers will collect and summarize input from NNSA offices on the Contractor's CEP implementation guidelines and communicate the input to the Contractor as appropriate. It is the intent of the Parties that issues involving the CEP implementation guidelines will be resolved to the maximum possible extent and that unresolved issues, if any, will be included in NNSA's annual Performance Evaluation Report.

Performance Area: Mission

**Performance Objective # 1: Develop and Implement a Common UC Design
Laboratory Certification Strategy**

Performance Measures:

1. Develop an integrated, scientifically based, quantitative certification methodology that has been externally reviewed for use in future warhead certification and to support the Annual Certification Process.
2. Demonstrate application of a common assessment methodology using Quantification of Margins and Uncertainty (QMU) in major warhead assessments.
3. Demonstrate progress toward quantifying margins and reducing uncertainties in evaluations of primary and secondary performance.

**Performance Objective # 2: Develop with NNSA and implement long-term
balanced, integrated stewardship**

Performance Measures:

1. Support the needs of warhead assessment and certification by coordinated programs of targeted small- and large-scale experiments and mining of archival UGT data to improve predictive capability.
2. Demonstrate advances in radiography technology and develop joint options and recommendations for future x-ray and proton radiographic capability that support the quantitative certification methodology.
3. Demonstrate ASC simulation and modeling capabilities that support the ongoing needs of stockpile assessment and certification.
4. Improve and apply tools and models for prediction of systems and/or component lifetimes.
5. Develop and implement a collaborative and complementary program of experiments at High Energy Density (HED) facilities that supports the quantitative certification methodology.
6. Develop an integrated program for plutonium capabilities of LANL and LLNL to support the overall NNSA strategic requirements.

Performance Objective # 3: Develop with NNSA and implement near-term balanced weapon program plans

Performance Measures:

1. As part of the Annual Certification Process, the laboratory directors will complete the annual assessments of the continued safety, reliability and performance of all warhead types in the stockpile including whether nuclear testing is required for resolution of any issue; and support DOE as required during interagency and community coordination of the Annual Certification Process.
2. Provide technical support to production complex operations, including the Integrated Weapons Activity Plan (IWAP).
3. Deliver on W88 Pit Manufacturing and Certification Project major milestones.
4. Deliver on the major milestones for the Life Extension Programs for the W76, the B61-7/11, and the W80-2/3 in accordance with the Phase 6.X process.
5. Conduct stockpile surveillance and assessment activities, including investigation and subsequent resolution of significant findings on a priority basis, and issues identified in technical assessment reports.
6. Support directive schedule requirements.

Performance Objective # 4: Develop and implement sound non-proliferation/counter terrorism program basis

Performance Measures:

1. Sustain and expand intelligence and counterintelligence programs and analysis and analytical data systems for detecting and thwarting Proliferation and Terrorism.
2. Sustain and expand international cooperative programs to reduce the threat of nuclear proliferation.
3. Develop and expand complex systems modeling to enhance prediction and identification of threats, prioritization and integration of counter-terrorism efforts, and effectiveness of response systems for terror events.
4. Develop and transition technologies for large-scale deployment for civilian preparedness against terrorist biological, chemical and other attacks.

5. Develop and demonstrate nuclear detection and monitoring technologies; provide technologies and expertise to enhance protection of nuclear materials in, at, and outside of US borders; and maintain the capability to deploy a nuclear emergency response team for protecting US assets from radiological and nuclear threats.
6. Develop global situational awareness with the defense and intelligence communities and enable the necessary technical underpinnings to monitor and track facilities, people, and situations worldwide in real-time.

Performance Objective # 5: Enhance and nurture a strong science base in support of NNSA strategic objectives

Performance Measures:

1. Develop and implement an integrated and balanced strategy for investing LDRD, programmatic, and institutional resources to ensure the long-term vitality of the laboratory science and technology base to support the NNSA mission and emerging national needs.
2. Nurture and maintain the Laboratories' signature capabilities including unique experimental facilities and competencies in support of Laboratory and external users and sponsors.
3. Strategically pursue and successfully execute a portfolio of non-NNSA sponsored research that builds on unique Laboratory capabilities and enhances the Laboratories' competencies to meet current and future national security needs.
4. Foster active participation in the broad scientific community and leverage unique Laboratory expertise and capabilities to develop strategic collaborations with other national laboratories, industry, and academia.

Performance Objective # 6: Achieve successful completion of projects and development of user facilities

Performance Measures:

1. Execute significant construction projects as identified and agreed to between the Site Offices and laboratories within budget, scope, and schedule.
2. Develop with NNSA and implement a National Hydrotest Plan that addresses mutual utilization of hydrotest facilities, including containment and materials availability.
3. Develop and implement with NNSA and other appropriate DOE programs plans to support optimal use of scientific, research and test facilities and capabilities (e.g., NIF, DARHT, Terascale Computing Facilities, LANSCE) at both Laboratories.

Performance Area: Operations

Performance Objective # 7: Maintain an effective and efficient operations basis in support of mission objectives

Performance Measures:

1. Meet facility short and long term needs to support mission requirements; critical facilities, including nuclear facilities, will meet operational needs for programmatic work requirements by minimizing unplanned system outages and downtime. Achieve the objectives in the approved FY03 Ten-Year Comprehensive Site Plan.
2. Achieve continual improvement in ISM:
 - Develop and implement simplified facility safety basis and related operational requirements for non-nuclear facilities based on benchmarking of best practices.
 - Assure consistent application of ISM principles across all organization levels and across all Laboratory facilities.
3. Comply with 10 CFR 830 subpart B for the operations of the Laboratories' category 2 and 3 nuclear facilities by completing the required Documented Safety Analysis and Technical Safety Requirements according to the Master Schedule (LANL) or Approved Submission Plan (LLNL).
4. Complete the NNSA-approved action plans and UC-approved project plans for implementing Integrated Safeguards and Security Management and after that, achieve continuous improvements by providing consistency throughout the Laboratory.
5. Develop with NNSA a long-term plan to reduce inventories of surplus and excess SNM and onsite waste.
6. Develop and execute an Environmental Management Program consistent with regulatory and mission requirements. (LANL) Maintain an Environmental Management Program consistent with DOE negotiated regulatory requirements and funding levels. (LLNL)
7. Implement an Emergency Management Program within NNSA approved schedules. (LLNL Only)

Performance Area: Management

Performance Objective # 8: Utilize UC strengths to recruit, retain and develop the workforce basis

Performance Measures:

1. Provide skills necessary to enhance the science base by implementing integrated recruiting and retention strategies to meet the Laboratories' long-range skills requirements.
2. Implement leadership and management development programs aligned with workforce planning and diversity objectives.

Performance Objective # 9: Sustain effective Community Initiatives

Performance Measures:

1. Leveraging the UC expertise and mission in science education, the laboratories will establish and maintain science education outreach programs with the joint goals of community outreach and substantive contribution to science education.
2. Support community and tribal initiatives that leverage community and corporate UC resources in order to foster economic development and corporate citizenship, including educational activities, regional procurement, and workforce development. (LANL Only)
3. The Laboratory will develop local community initiatives to include those programs or responses addressing mutual goals and concerns. (LLNL Only)