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PART I - THE SCHEDULE

SECTION H - SPECIAL CONTRACT REQUIREMENTS

H-1. ORO H03 Technical Direction (Alternate 1) (May 1997)(Modified)

- (a) Performance of the work under this contract shall be subject to the technical direction of DOE Contracting Officer's Representative (COR). The term "technical direction" is defined to include, without limitation:
 - (1) Directions to the Contractor which redirect the contract effort, shift work emphasis between work areas or tasks, require pursuit of certain lines of inquiry, fill in details or otherwise serve to accomplish the contractual Statement of Work.
 - (2) Provision of written information to the Contractor which assists in the interpretation of drawings, specifications or technical portions of the work description.
 - (3) Review and, where required by the contract, approval of technical reports, drawings, specifications and technical information to be delivered by the Contractor to the Government under the contract.
 - (4) Directions to the Contractor which suspend work when clear and present danger exists to workers or members of the public. Clear and present danger is a condition or hazard which could be expected to cause death or serious harm to workers, members of the public, or the environment, immediately or before such condition or hazard can be eliminated through normal procedures. The contractor shall make no claim for an extension of time or for compensation or damages by reason of, or in connection with, such work stoppage.
- (b) Technical direction must be within the scope of work stated in the contract. The COR does not have the authority to, and may not, issue any technical direction which:
 - (1) Constitutes an assignment of additional work outside the Statement of Work;

- (2) Constitutes a change as defined in the contract clause entitled "Changes";
 - (3) In any manner causes an increase or decrease in the total estimated contract cost, the fee (if any), or the time required for contract performance;
 - (4) Changes any of the expressed terms, conditions or specifications of the contract; or
 - (5) Interferes with the Contractor's right to perform the terms and conditions of the contract.
- (c) All technical directions shall be issued in writing by the COR.
- (d) The Contractor shall proceed promptly with the performance of technical directions duly issued by the COR in the manner prescribed by this clause and within his authority under the provisions of this clause. If, in the opinion of the Contractor, any instruction or direction by the COR falls within one of the categories defined in (b)(1) through (5) above, the Contractor shall not proceed but shall notify the Contracting Officer in writing within five (5) working days after receipt of any such instruction or direction and shall request the Contracting Officer to modify the contract accordingly. Upon receiving the notification from the Contractor, the Contracting Officer shall:
- (1) Advise the Contractor in writing within thirty (30) days after receipt of the Contractor's letter that the technical direction is within the scope of the contract effort and does not constitute a change under the "Changes" clause of the contract;
 - (2) Advise the Contractor in writing within thirty (30) days after receipt of the Contractor's letter not to perform under the direction and cancel the direction; or
 - (3) Advise the Contractor in writing within a reasonable time that the Government will issue a written change order.
- (e) A failure of the Contractor and Contracting Officer to agree that the technical direction is within the scope of the contract, or a failure to agree upon the contract action to be taken with respect thereto shall be subject to the provisions of the clause entitled "Disputes--Alternate I."

H-2. ORO H05 Modification Authority (May 1997)

Notwithstanding any of the other clauses of this contract, the Contracting Officer shall be the only individual authorized to:

- (a) Accept nonconforming work,
- (b) Waive any requirement of this contract, or
- (c) Modify any term or condition of this contract.

H-3. ORO H25 Small, Small Disadvantaged, and Women-Owned Small Business Subcontracting Plan (May 1997) (Modified)

The Small, Small Disadvantaged, and Women-Owned Small Business Subcontracting Plan submitted by the Contractor for this contract, and approved by the Contracting Officer on [], is a material part of this contract and is incorporated by reference and has the same force and effect as if attached hereto.

H-4. ORO H65 Confidentiality of Information (May 1997)

- (a) To the extent that the work under this contract requires that the Contractor be given access to confidential or proprietary business, technical, or financial information belonging to the Government or other companies, the Contractor shall after receipt thereof, treat such information as confidential and agrees not to appropriate such information to its own use or to disclose such information to third parties unless specifically authorized by the Contracting Officer in writing. The foregoing obligations, however, shall not apply to:
 - (1) Information which, at the time of receipt by the Contractor, is in the public domain;
 - (2) Information which is published after receipt thereof by the Contractor or otherwise becomes part of the public domain through no fault of the Contractor;

- (3) Information which the Contractor can demonstrate was in its possession at the time of receipt thereof and was not acquired directly or indirectly from the Government or other companies;
- (4) Information which the Contractor can demonstrate was received by it from a third party who did not require the Contractor to hold it in confidence.
- (b) The Contractor shall obtain the written agreement, in a form satisfactory to the Contracting Officer, of each employee permitted access, whereby the employee agrees that he will not discuss, divulge or disclose any such information or data to any person or entity except those persons within the Contractor's organization directly concerned with the performance of the contract.
- (c) The Contractor agrees, if requested by the Government, to sign an agreement identical, in all material respects, to the provisions of this clause, with each company supplying information to the Contractor under this contract, and to supply a copy of such agreement to the Contracting Officer.
- (d) The Contractor agrees that upon request by DOE it will execute a DOE-approved agreement with any party whose facilities or proprietary data it is given access to or is furnished, restricting use and disclosure of the data or the information obtained from the facilities. Upon request by DOE, such an agreement shall also be signed by Contractor personnel.
- (e) This clause shall flow down to all appropriate subcontracts.

H-5. Service Contract Act

The Service Contract Act of 1965 (P.L. 89-286) is not applicable to contracts for the operation of DOE facilities. It is, however, applicable to subcontracts awarded by contractors operating DOE facilities. The Contractor shall insert in all subcontracts of the character to which the Service Contract Act, as amended, applies the applicable clause specified in FAR 22.1005 or FAR 22.1006, with such modifications as appropriate to reflect the contractor/subcontractor relationship.

H-6. Corporate Home Office Expenses

No corporate home office expense of the Contractor shall be allowable under this contract without the prior approval of the Contracting Officer. However, work performed at the Contractor's own facilities in support of this contract, when authorized by the Contracting Officer, may be allowed to bear the allocable portion of allowable corporate G&A expense.

H-7. Costs Associated With Whistleblower Actions

- (a) Litigation costs include legal services, whether performed by in house or outside counsel; administrative, technical and clerical services; costs of services of consultants and experts retained by the Contractor to assist it in the investigation and/or defense action pursuant to 10 CFR Part 708, but exclude the costs of settlements and judgments.
- (b) Subsequent to an adverse determination, all litigation costs incurred in the investigation and/or defense of an employee action under this clause shall be differentiated and accounted for by the Contractor so as to be separately identifiable. Subsequent to an adverse determination, such costs, as well as costs associated with any interim relief which may be granted, may not be paid from the advance funding provided pursuant to this Contract, whether that funding be in the form of a special bank account or a payments cleared financing arrangement. Notwithstanding the foregoing, the Contracting Officer may, in appropriate circumstances, provide for conditional payment upon provision of adequate security, or other adequate assurance, and agreements by the Contractor to repay all litigation costs incurred subsequent to an adverse determination, as well as any interim relief cost, plus interest, unless there is a final determination that the Contractor is not liable for any retaliatory acts. The allowance of such costs, notwithstanding any other provision of the Contract, will be determined in accordance with this clause.
- (c) Litigation costs and settlement costs incurred in connection with the defense of, or a settlement of, an employee action are allowable if incurred by the Contractor before any adverse determination of the employee's claim, if approved as just and reasonable by the Contracting Officer and otherwise allowable under the Contract. Costs incurred in pursuit of mediation or other form of alternative dispute resolution are allowable if incurred by the Contractor before any adverse determination of the employee's claim, if approved as just and reasonable by the

Contracting Officer and otherwise allowable under the Contract. Additionally, the Contracting Officer may, in appropriate circumstances, reimburse the Contractor for litigation costs and costs of judgments and/or settlements which in the aggregate, do not exceed up to the amount of the prior settlement offer approved by the Contracting Officer and rejected by the employee.

- (d) Except as provided in (c) above and (e) and (f) below, any other costs associated with an employee action, including litigation costs connected with a judgment resulting from or settlement subsequent to, an employee action, are not allowable unless the Contractor receives a judgment or final determination favorable to the Contractor. In such event, reasonable litigation costs incurred by the Contractor are allowable and the Contractor may submit a request for reimbursement for all such costs incurred subsequent to the adverse determination.
- (e) Costs incurred by the Contractor as a result of an employee action for retaliatory acts that resulted from compliance with either:
 - (1) Specific terms and conditions of the Contract, or
 - (2) Written instructions from the Contracting Officershall be allowable.
- (f) Reasonable litigation costs and settlement costs incurred by, and judgments entered by the Office of Hearings and Appeals against the Contractor as a result of an employee action for retaliation under 10 CFR Part 708 are allowable.
- (g) The provisions of this clause shall not apply to the defense of suits by employees or ex-employees of the Contractor under Section 2 of the Major Fraud Act of 1988.

H-8. Age Discrimination in Employment

The Contractor shall not discriminate against any employee, applicant for employment, or former employee on the basis of age. The Contractor shall comply with the Age Discrimination in Employment Act, with any state or local legislation regarding discrimination based on age, and with all applicable regulations thereunder.

H-9. Separate Business Unit

The work performed under this contract by the Contractor shall be conducted by a separate business unit (division, segment, etc.) from its parent company(s). The separate business unit must be set up solely to perform this contract and shall be totally responsible for all contract activities.

H-10. Performance Guarantee

The Contractor is required by other provisions of this contract to organize a dedicated corporate entity (separate business unit) to carry out the work under the contract. The Contractor's parent organization(s) or all member organizations if the Contractor is a joint venture, limited liability company, or other similar entity, shall guarantee performance as evidenced by the Performance Guarantee Agreement incorporated in the contract in Section J, Exhibit G. If the Contractor is a joint venture, limited liability company, or other similar entity where more than one organization is involved, the parent or all member organizations shall assume joint and several liability for the performance of the Contractor. In the event any of the signatories to the Performance Guarantee Agreement enters into proceedings related to bankruptcy, whether voluntary or involuntary, the Contractor agrees to furnish written notification of the bankruptcy to the Contracting Officer.

H-11. Responsible Corporate Official

Notwithstanding the provisions of the clause entitled "Performance Guarantee" in Section H, the Government may contact, as necessary, the single responsible corporate official identified below, who is at a level above the Contractor and who is accountable for the performance of the Contractor, regarding Contractor performance issues. Should the responsible corporate official change during the period of the contract, the Contractor shall promptly notify the Government of the change in the individual to contact.

Name: _____
(offeror complete)

Position: _____

Organization: _____

Address: _____

H-12. Permits, Applications and Licenses

In addition to the requirements of the clause entitled, "Permits or Licenses," in Section I, the Contractor is required to comply with the following:

- (a) In recognition of the Contractor's responsibility to operate in compliance with all applicable environmental requirements, the Contractor agrees to sign environmental permits and applications as "operator" or "co- operator" if deemed appropriate by DOE and the cognizant regulatory agency. To clarify the resulting obligations under the contract, the parties agree to the following:
 - (1) The Contractor is responsible for signing permit applications and obtaining all necessary environmental permits. The Contractor shall accept assignment of permits currently held by DOE and its existing prime contractors. DOE will co-sign permit applications as owner where required by applicable law.
 - (2) DOE agrees that if bonds, insurance, or administrative fees are required as a condition for such permits, such costs shall be allowable. In the event that such costs are determined by DOE to be excessive or unreasonable, DOE shall provide the regulatory agency with an acceptable form of financial responsibility. Under no circumstances shall the Contractor or its parent be required to provide any corporate resources or corporate guarantees to satisfy such regulatory requirements.
 - (3) The Contractor shall simultaneously submit all reports required by permits directly to the regulators and to DOE.
- (b) In the event of termination or expiration of this contract, DOE will require the new contractor to accept transfer of all environmental permits executed by the Contractor, or DOE will accept responsibility for such permits and the Contractor shall be relieved of all future liability and responsibility resulting from the acts or omissions of the successor contractor or DOE.

H-13. Contractor Acceptance of Notices of Violation or Alleged Violations, Fines, and Penalties

- (a) The Contractor shall accept, in its own name, services of notices of violations or alleged violations (NOVs/NOAVs) issued by Federal or state regulators to the Contractor resulting from the Contractor's performance of work under this

contract, without regard to liability. The allowability of the costs associated with fines and penalties shall be subject to the other provisions of this Contract.

- (b) The Contractor shall conduct negotiations with regulators regarding NOV/NOAVs and fine and penalties; however, the Contractor shall not make any commitments or offers to regulators that would bind the Government, including monetary obligations, without receiving written concurrence from the Contracting Officer or his/her authorized representative prior to making any such offers/commitments. Failure to obtain such advance written approval may result in otherwise allowable costs being declared unallowable and/or the Contractor being liable for any excess costs to the Government associated with or resulting from such offers/commitments.
- (c) The Contractor shall notify DOE promptly when it receives service from the regulators of NOV/NOAVs and fines and penalties.

H-14. ORO H150 Representations, Certifications and Other Statements of the Offeror (May 1997)

The Representations, Certifications, and Other Statements of the Offeror, dated [], for this contract are hereby incorporated, by reference, and made a part of this contract.

H-15. Withdrawal of Work

- (a) The Contracting Officer reserves the right to have any of the work contemplated by Section C, Descriptions/Specifications/Work Statement, of this contract performed by either another contractor or to have the work performed by Government employees.
- (b) Work may be withdrawn: (1) in order for the Government to conduct pilot programs; (2) if the Contractor's estimated cost of the work is considered unreasonable; (3) for less than satisfactory performance by the contractor; or, (4) for any other reason deemed by the Contracting Officer to be in the best interests of the Government.
- (c) If any work is withdrawn by the Contracting Officer, the Contractor agrees to fully cooperate with the new performing entity and to provide whatever support is required.

H-16. Financial Management System

The contractor shall maintain and administer a financial management system that includes the currently existing integrated accounting system and: (1) is suitable to provide proper accounting in accordance with DOE requirements for assets, liabilities, collections accruing to the contractor in connection with the work under this contract, expenditures, costs, and encumbrances; (2) permits the preparation of accounts and accurate, reliable financial and statistical reports; and (3) assures that accountability for the assets can be maintained. The contractor shall submit to DOE for written approval an annual plan for new financial management systems and/or subsystems and major enhancements and/or upgrades to the currently existing financial systems and/or subsystems. The contractor shall notify DOE thirty (30) days in advance of any planned implementation of any substantial deviation from this plan and, as requested by the Contracting Officer, shall submit any such deviation to DOE for written approval before implementation.

H-17. Integrated Accounting

Integrated accounting procedures are required for use under this contract. The contractor's financial management system shall include an integrated accounting system that is linked to DOE's accounts through the use of reciprocal accounts and that has electronic capability to transmit monthly and year-end self-balancing trial balances to the Department's Primary Accounting system for reporting financial activity under this contract in accordance with requirements imposed by the Contracting Officer pursuant to the clause in Section I, entitled "Laws, Regulations, and DOE Directives."

H-18. Personal Property Acceptance

On April 1, 2000, the Contractor shall accept, as is, where-is, accountability for all Government-owned property and all special nuclear materials assigned to this contract. The contractor shall maintain and administer the existing automated personal property system. Any deviation from this requirement is subject to the prior written approval of the Contracting Officer.

H-19. Privacy Act Systems of Record

- (a) The Contractor shall design, develop, or operate the following systems of records on individuals to accomplish an agency function to which the requirements of The

Privacy Act, 5 U.S.C. 552(a) and implementing DOE Regulations (10 CFR 1008), are deemed applicable:

<u>DOE</u> <u>System</u> <u>No.</u>	<u>Title</u>
5	Personnel Records of Former Contractor Employees
11	Emergency Locator Records
14	Report of Compensation
15	Payroll and Pay-Related Data for Employees of Terminated Contractors
25	Employee Parking Records
26	Official Travel Records
27	Foreign Travel Records
28	General Training Records
29	Technology Training Program--Skill Training at Technician Level
31	Firearms Qualification Records
33	Personnel Medical Records
35	Personnel Radiation Exposure Records
38	Occupational and Industrial Accident Records
40	Contractor Employees Insurance Claims
43	Personnel Security Clearance Files
48	Security Education and/or Infraction Reports
51	Employee and Visitor Access Control Records
54	Investigative Files of Inspector General
55	Freedom of Information and Privacy Act Requests Records
56	Congressional Constituent Inquiries
58	General Correspondence Files
59	Mailing Lists for Requesters of Energy-Related Information
71	The Radiation Accident Registry
72	The Department of Energy Radiation Study Registry
73	The US-DPTA Registry
88	Epidemiologic and Other Health Studies, Surveys and Surveillances

The Contractor shall perform this requirement in accordance with the clause of this contract entitled, "Privacy Act." It is understood that compliance with the Privacy

Act will require certain changes to the Contractor's current record keeping procedures. DOE and the Contractor agree that an employee whose employer changes from Lockheed Martin Energy Research Corporation to the Contractor, or vice-versa, shall not be considered a "Former Contractor Employee" under DOE System 5 above.

- (b) If DOE requires the Contractor to design, develop, or maintain additional systems of Government-owned records on individuals to accomplish an agency function, the Contracting Officer, or designee, shall so notify the Contractor in writing and such Privacy Act system shall be deemed added to the above list whether incorporated by formal contract modification or not. The parties shall mutually agree to a schedule for implementation of the Privacy Act with respect to each such system.

H-20. Liability with Respect to Cost Accounting Standards

- (a) The Contractor is not liable to the Government for increased costs or interest resulting from its failure to comply with the Section I clauses of this contract entitled, "Cost Accounting Standards," and "Administration of Cost Accounting Standards," if its failure to comply with the clauses is caused by the Contractor's compliance with published DOE financial management policies and procedures or other requirements established by the Department's Chief Financial Officer or Procurement Executive.
- (b) The Contractor is not liable to the Government for increased costs or interest resulting from its subcontractors' failure to comply with the Section I clauses entitled, "Cost Accounting Standards," and "Administration of Cost Accounting Standards," if: (1) the Contractor includes in each covered subcontract a clause making the subcontractor liable to the Government for increased costs or interest resulting from the subcontractor's failure to comply with the clauses; and (2) the Contractor seeks the subcontract price adjustment and cooperates with the Government in the Government's attempts to recover from the subcontractor.

H-21. Determination of Appropriate Labor Standards

DOE shall determine the appropriate labor standards, in accordance with the Service Contract Act, the Davis-Bacon Act, or other applicable labor laws which shall apply to work performed under this contract. Where requested by DOE, the Contractor shall provide such information in the form and time frame required by DOE, as may be

necessary for DOE to make such labor standards determinations. The Contractor will then be responsible for ensuring that the appropriate labor standards provisions are included in subcontracts, and for obtaining and applying the appropriate wage determinations.

H-22. Application of Labor Policies and Practices

The Contractor agrees to conduct its labor relations program in accordance with DOE's intent that labor policies and practices reflect the best experience of American industry in aiming to achieve the type of stable labor-management relations essential to the successful accomplishment of DOE's programs at reasonable cost. Collective bargaining will be left to the orderly processes of negotiation and agreement between Contractor management and certified employee representatives with maximum possible freedom from Government involvement. For working on DOE facilities and programs critical to the National interest, contractor management's responsibility includes the duty to adopt practices which are fundamental to the friendly adjustment of disputes, and which experience has shown promote orderly collective bargaining relationships.

H-23. Price Anderson Amendments Act Noncompliance

The Contractor shall establish an internal Price Anderson Amendments Act noncompliance identification, tracking, and corrective action system and shall provide access to and fully support DOE reviews of the system. The Contractor shall also implement a Price Anderson Amendments Act reporting process which meets applicable DOE standards. The Contractor shall be accountable for ensuring that subcontractors adhere to these requirements.

H-24. Nuclear Facility Safety

- (a) The activities under this contract include the operation of nuclear facilities. The Contractor recognizes that such operation involves the risk of a nuclear incident which, while the chances are remote, could adversely affect the public health and safety as well as the environment. Therefore, the Contractor will exercise a degree of care commensurate with the risk involved.
- (b) The Contractor shall comply with all applicable regulations of DOE concerning nuclear safety and with those requirements (including reporting requirements and

instructions) of DOE concerning nuclear safety of which it is notified in writing by the Contracting Officer.

- (c) Prior to the initial startup of any nuclear facility under this contract and prior to any subsequent startup following a change which represents a significant deviation from the procedures, equipment, or analyses described in the safety analysis reports or other hazards summary reports for that facility, the Contractor shall:
 - (1) Prepare a safety authorization basis document, such as a safety analysis report, designed to assure the safe operations and maintenance of the facility in accordance with applicable DOE regulations and directives. For nuclear reactors and other Category 1, 2, or 3 nuclear facilities, technical safety requirements shall also be provided.
 - (2) Establish nuclear safety control procedures to be used within the Contractor's organization to insure competent independent review and internal approval of the safety analysis report and the detailed plans and procedures specified in (1) above.
 - (3) Submit safety authorization basis documents, technical safety requirements and/or operational safety requirements to the DOE for review and approval.
 - (4) Submit to the Contracting Officer for his approval such procedures relating to nuclear safety as may be designated by him.
 - (5) Carry out a program of initial training and periodic requalification designed to assure that all personnel who will be engaged in nuclear operations or maintenance understand the approved plans and procedures for nuclear safety and are qualified to perform their assigned functions.
 - (6) Perform operational readiness review or readiness assessments as required.
 - (7) Obtain the approval of the Contracting Officer prior to start-up of the facility.
- (d) In the operation and maintenance of any nuclear facility under this contract, the Contractor shall:
 - (1) Use all reasonable efforts to assure that all operational and maintenance activities are performed by qualified and adequately trained personnel, and

except as otherwise agreed in writing, are conducted under the supervision of personnel who are qualified and authorized to evaluate any emergency condition and take prompt effective action with respect thereto.

- (2) Operate the facility within the technical safety requirements or operational safety requirements which are approved by the Contracting Officer.
- (3) Follow strictly the procedures relating to nuclear safety approved by the Contracting Officer in (c)(3) above, and submit to the Contracting Officer for his approval, any proposed changes in such procedures.
- (4) Establish an auditable, well-defined, internal safety review and inspection system approved by the Contracting Officer (including review and inspection reports by competent technical personnel) that will: (i) Provide frequent and periodic checks of facility performance and of the qualifications and training of operating and maintenance personnel, and (ii) provide for investigation of any unusual or unpredicted conditions that might affect safe operation.
- (5) Establish an unreviewed safety question determination process in accordance with applicable DOE regulations and directives.
- (6) Report promptly to the Contracting Officer any change in the physical condition of the facility or its operating characteristics that might, in the judgment of the Contractor, affect the safe operation of the facility or result in an unreviewed safety question.
- (7) Terminate operations at the facility immediately whenever so instructed by the Contracting Officer, or whenever, in the judgment of the Contractor, the risk of a nuclear incident endangering persons or property warrants such action.
- (8) Prepare, in cooperation with other services and facilities available, a plan for minimizing the effects of a nuclear incident upon the health and safety of all persons at the various work sites; participate as directed in the integration of the Contractor's, subcontractor's and DOE emergency plans with the responsible state and local government's emergency plans for protection of the public off-site; instruct personnel and subcontractor's as to their participation in such plans and any personal risk to such personnel that may be involved; and participate, and assure subcontractor participation, in such practice exercises as may be desirable to assure the

effectiveness of such planning. The Contractor shall submit its plan as part of the documentation for the integrated Safety Management System (System) required by the Section I clause entitled, "Integration of Environment, Safety and Health into Work Planning and Execution."

- (9) At an appropriate time as determined by the Contracting Officer, prepare and submit to the Contracting Officer for his approval, shutdown, decommissioning, decontamination and property management plans leading to orderly and safe program disposition of the nuclear facility and any associated nuclear wastes or other hazardous material. The Contractor shall submit these plans as part of the documentation for the integrated Safety Management System (System) required by the Section I clause entitled, "Integration of Environment, Safety and Health into Work Planning and Execution."
- (10) In the event that the Contractor fails to comply with said standards and requirements of DOE, the Contracting Officer may, without prejudice to any other legal or contractual rights of DOE, issue an order stopping all or any part of the work; thereafter a start order for resumption of the work may be issued at the discretion of the Contracting Officer. The Contractor shall make no claim for an extension of time or for compensation or damages by reason of or in connection with such work stoppage.

H-25. Defense Nuclear Facility Safety Board

The Contractor shall conduct activities in accordance with those DOE commitments to the Defense Nuclear Facilities Safety Board (DNFSB) which are contained in implementation plans and other DOE correspondence to the DNFSB. The Contractor shall support preparation of DOE responses to DNFSB issues and recommendations which affect or can affect contract work. Based on Contracting Officer's Representative direction, the Contractor shall fully cooperate with the DNFSB and provide access to such work areas, personnel, and information as necessary. The Contractor shall maintain a document process consistent with the DOE manual on interface with the DNFSB. The Contractor shall be accountable for ensuring that subcontractors adhere to these requirements.

H-26. Environmental Justice

The Contractor will embrace the principles of Environmental Justice by complying with all applicable environmental regulations and by focusing on non-discrimination in its programs that affect human health and the environment. The Contractor will comply with Executive Order 12898 on Environmental Justice and ORO's Environmental Justice Strategic Plan.

H-27. Patent Indemnity - Subcontracts

Except as otherwise authorized by the Contracting Officer, the Contractor shall follow the procedures as prescribed in 48 CFR Sections 27.203-1, 27.203-2, 27.203-4, and 27.203-5 in obtaining indemnification of the Government and its officers, agents, and employees against liability for infringement of U. S. Letters patents from Contractor's subcontractors for any contract work subcontracted.

H-28. Assignment of Existing Agreements and Subcontracts

- a. Existing agreements and subcontracts entered into by the incumbent Contractor shall be assigned to the successor Contractor upon the effective date of assumption of full responsibility under this contract. The agreements and subcontracts shall include but not be limited to all subcontracts and purchase orders; Cooperative Research and Development Agreements (CRADA); licenses; agreements with domestic and foreign research organizations; agreements with universities and colleges; agreements with local and state governments; partnership agreements; user agreements; special financial institution account agreement; and other similar agreements.
- b. The terms and conditions of these agreements and subcontracts, as they exist when assigned, shall remain in full force and effect unless modified by the Contractor and the agreement participant(s) or the Contractor and the subcontractor.

H-29. Work for Others Funding Authorization

Any uncollectible receivables resulting from the contractor utilizing contractor corporate funding for reimbursable work shall be the responsibility of the contractor, and the United States Government shall have no liability to the contractor therefor. The contractor is permitted to provide advance payment utilizing contractor corporate funds for

reimbursable work to be performed by the contractor for a non-Federal entity in instances where advance payment from that entity is required under the clause in Section I, entitled "Laws, Regulations, and DOE Directives," and such advance cannot be obtained. The contractor is also permitted to provide advance payment utilizing contractor corporate funds to continue reimbursable work to be performed by the contractor for a Federal entity when the term or the funds on a Federal interagency agreement required under the Laws, Regulations, and DOE Directives clause of this contract have elapsed. The contractor's utilization of contractor corporate funds does not relieve the contractor of its responsibility to comply with all requirements for Work for Others applicable to this contract.

H-30. Cost Recovery

If, at any time during the performance of the contract, the Contracting Officer disallows a cost(s) in accordance with FAR 42.8, the Contractor must repay the amount owed within 15 days of the Contracting Officer's written determination disallowing the cost(s). If the Contractor fails to repay the disallowed amount within the allotted time, the Contracting Officer may offset fee payments to recover the amount owed.

H-31. Corporate Citizenship

- (a) The Contractor's commitment to contributions to the community with respect to it and its employees involvement and financial investment in local area educational, cultural, civic, health and welfare organizations, etc., are specified below. Such contributions shall be made after the date of a contract award through the term of the contract (not including the option period).

[Offeror Propose]

- (b) The Contractor will provide to the Contracting Officer an annual report of accomplishments against the commitments specified in (a) above at the end of each fiscal year. The Contractor agrees that such reports may be made available to the public. The Contractor shall make available to DOE data that will validate the accomplishment of these commitments.
- (c) The cost associated with the Contractor's efforts in achieving its corporate citizenship commitment under this clause is not an allowable cost under this contract.

- (d) Any written commitment by the Contractor within the scope of this Contract shall be binding upon the Contractor. Failure of the Contractor to fulfill any such commitment shall render the Contractor liable for any damages due the Government under the terms of this Contract.

H-32. Employee Transition

- (a) The Contractor shall adhere to the following requirements in its human resources related actions, and fully cooperate with other contractors, as necessary in order to meet the following objectives: develop and implement an orderly employee transition; be fair to incumbent employees while maintaining a productive work force; and minimize the cost of transition and impacts to other DOE programs.
- (b) Transition of Employees
 - (1) For purposes of the employee transition provisions in this clause, the term "incumbent contractor" means Lockheed Martin Energy Research Corporation (LMER), performing ORNL work under the management and operating Contract No. DE-AC05-96OR22464. These provisions apply to individuals employed by the incumbent contractor on March 31, 2000, except for the Key Personnel identified in Section J, Appendix J, Key Personnel, to the incumbent contractor's contract. These provisions do not apply to subcontractors.
 - (2) At the time the Contractor becomes responsible for the work on April 1, 2000, all LMER employees, except for the key personnel of the incumbent contractor identified in (b) (1) above, will become employees of the Contractor.
 - (3) It is the Contractor's prerogative to establish its own management structure and team, with due consideration given to minimizing the layering of management and relocation of managers to this contract from its other operations. There is neither a requirement nor prohibition to hire the Key Personnel from the incumbent contractor.
- (c) Pay and Benefits. In order to minimize unnecessary disruption to the existing work force and minimize severance costs, incumbent contractor employees who transition to the Contractor will retain substantially equivalent base pay and employee benefits, to include company service credit and continued participation in the current Defined Benefit Pension Plan and companion retiree medical benefit.

- (d) Pension Plan. The Contractor will either make arrangements to participate in the Lockheed Martin Energy Systems (LMES) successor Defined Benefit Pension Plan or establish a separate “mirror” Plan to the LMES successor plan. The pension plan and all amendments proposed by the Contractor shall be subject to DOE approval. No credit shall be provided under such a plan for service while performing non-DOE work.
- (e) Severance Pay. No severance pay is warranted on the date incumbent employees transition to the Contractor since the transition occurs under substantially equivalent employment conditions. These employees will retain their severance pay benefit earned with the incumbent contractor and its predecessor contractors, plus any severance pay based on service with the Contractor, and will be paid applicable severance if an individual is ever subsequently involuntarily terminated (except for cause) by the Contractor. Prorated repayment of severance pay will be required should an individual be subsequently employed under substantially equivalent pay and benefits, based upon the length of time between separation and new hire date. Severance pay benefits are not an allowable cost at the end of the term of the contract if employees are employed by or receive an offer of employment with a replacement contractor where substantially equivalent base pay and benefits and credit for prior length of service are maintained.
- (f) Labor Relations.
 - (1) The Contractor will maintain positive labor-management relations on all sites where it performs work. The Contractor will respect the right of employees to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and also to have the right to refrain from any or all of such activities.
 - (2) The Contractor will be responsible at the time of transition for performing substantially similar operations at ORNL as the incumbent contractor. The Contractor will, as a result of the employee transition process set out in (b) above, employ all of the incumbent contractor’s employees as defined in (b) above. Therefore, the Contractor shall initially consult with the Atomic Trades Labor Council (ATLC) regarding the initial terms and conditions of employment of those employees who had been represented by ATLC and shall be obligated to recognize and bargain with the ATLC as the collective bargaining representative for the non construction work currently

performed by the predecessor's bargaining unit employees as a successor employer, consistent with the National Labor Relations Act.

- (3) The Contractor will give due consideration to the existing Construction Labor Agreement between LMES's Construction Manager subcontractor, M-K-Ferguson of Oak Ridge Company (MK-F), and the Knoxville Building Trades Council (KBTC) for what has historically been construction work performed by employees represented by the Building Trades on the Oak Ridge Reservation.
- (g) Employee Relations. The Contractor is expected to maintain a positive employee relations environment that will foster high productivity at reasonable cost. The Contractor shall implement an effective employee concerns resolution program.

H-33. Control of Nuclear Materials

- (a) As used in this clause, "nuclear materials" means source material, special nuclear material, and other materials to which DOE Directives regarding the control of nuclear materials apply.
- (b) The Contractor shall, in a manner satisfactory to the Contracting Officer, establish and maintain a materials management program, establish and maintain appropriate nuclear material transfer procedures and control measures, establish accounting and measurement procedures, maintain current records, and institute appropriate control measures for nuclear materials in its possession commensurate with the national security and applicable DOE Directives. Except as otherwise authorized by the Contracting Officer, nuclear materials in the Contractor's possession, custody, or control shall be used only for the furtherance of the work under this contract.
- (c) The Contractor shall include in every subcontract involving the use of nuclear materials, for which the Contractor has accountability, appropriate terms and conditions for the use of nuclear materials and the responsibilities of the subcontractor regarding control of nuclear materials.

H-34. Unclassified Controlled Nuclear Information

Documents originated by the Contractor or furnished by the Government to the Contractor in connection with this contract may contain Unclassified Controlled Nuclear

Information as determined pursuant to Section 148 of the Atomic Energy Act of 1954, as amended. The Contractor shall be responsible for protecting such information from unauthorized dissemination in accordance with DOE regulations, requirements and instructions.

H-35. Oak Ridge Operations Services

Oak Ridge Operations is responsible for multiple, broad-based programs which are managed by multiple prime contractors. In order to provide a net benefit to the government, the contractor may elect to provide services to and/or obtain services from other DOE prime contractors in the performance of their respective responsibilities. The government may also direct the Contractor to obtain or provide services to or from other DOE prime contractors when it is in the best interest of the government, including the accomplishment of DOE responsibilities in which the capabilities of more than one contractor are required. When services are obtained under this provision, the Contractor shall maintain accountability and control of the work and shall execute agreements for the conduct of work with other prime contractors, as appropriate.

H-36. DOE/Contractor Coordinating Council

As part of its responsibility as an Oak Ridge Operations (ORO) prime contractor, the Contractor shall participate in the DOE/Contractor Coordinating Council established by ORO. This Council provides a forum for coordination and cooperation among contractors in accomplishing strategic management objectives essential for ORO's management of multi-program/multi-site operations.

H-37. ORNL Advisory Board

In collaboration with DOE, the Contractor shall establish and maintain a high-level, broadly based Advisory Board to ensure that it receives independent scientific, technical, and management guidance and overview on the performance of ORNL. The Contractor shall consult with DOE on the development or modification of a charter for the Board and report to the COR results from Advisory Board meetings. The Board shall include nationally prominent representatives from the academic community and from industry chosen for their diverse scientific and management skills and broad perspectives. Consistent with the provisions of the contract, the Board shall be responsible to the Contractor and shall provide overview and guidance concerning the performance of ORNL relating to organization, planning, and program evaluation. In addition, the Board

shall review and provide guidance to cooperative programs with universities, industry and other agencies, R&D emphasis and priority, and other appropriate issues to help ensure that ORNL continues to be a leading national R&D center of the highest quality.

H-38. Work Authorization System

- (a) The Contractor and DOE shall mutually establish an annual Cost Estimate consistent with the Statement of Work and the work breakdown structure specified by the Contracting Officer. The Annual Cost Estimate will be developed, in conjunction with customers, prior to the start of the fiscal year or as early in the fiscal year as possible. In addition, the annual Cost Estimate will be updated at least twice a year, prior to May 15th and prior to August 15th of each year. The updated estimate will reflect actual work authorized in addition to planning for the balance of the year. The Annual Cost Estimate will be incorporated into Appendix D of the contract.
- (b) DOE approval of the program proposals and budget estimates will be reflected in work authorizations and financial plans developed, issued, and revised in accordance with DOE requirements.
- (c) Order of precedence. This clause is of lesser order of precedence than the contract clauses entitled, "Allowable Costs and Fee," "Obligation of Funds," and "Payments and Advances" in Section I.
- (d) Notwithstanding the other provisions of this clause, the Contractor has, in the event of an emergency, authority to take corrective actions necessary to operate in a manner consistent with applicable environmental, safety, health, and security statutes, regulations, and procedures. In the event that the Contractor takes such action, the Contractor shall notify the Contracting Officer within 24 hours after such action was initiated, and, within 30 days after such action has been initiated, submit a proposal for adjustment in the estimated costs and schedule of performance of work established in accordance with paragraphs (a) and (b) of the this clause.

H-39. Critical Outcomes

Critical outcomes and objectives will be used to further define the DOE performance expectations and as a means for evaluating and improving contractor performance. Prior to the beginning of each fiscal year (or prior to April 1, 2000 for the first six months) under this contract, DOE shall determine the critical outcomes in which performance objectives will be developed. The contractor and DOE shall mutually agree on the performance objectives to be applied to each critical outcome and how the performance objectives will be evaluated. The critical outcomes and performance objectives shall be incorporated into Appendix C, Critical Outcomes. A Critical Outcomes Plan shall be developed which will include the details related to the definition and evaluation of critical outcomes and performance objectives.

H-40. Lobbying Restrictions (Energy & Water Development Appropriations Act, 1999)

The Contractor or awardee agrees that none of the funds obligated on this award shall be expended, directly or indirectly, to influence Congressional action on any legislative or appropriation matters pending before Congress, other than to communicate to Members of Congress as described in 18 U.S.C. 1913. This restriction is in addition to those prescribed elsewhere in statute and regulation.

H-41. Senior Executive Compensation (AL 98-07)

For costs incurred after January 1, 1998, compensation of a senior executive in excess of \$340,650 are unallowable. This amount, known as the "benchmark compensation amount" is subject to annual adjustments as established by the Administrator, Office of Federal Procurement Policy. Allowable costs of executive compensation shall be determined pursuant to Federal Acquisition Regulation 31.205-6(p)

H-42. Integrated Management System

The contractor shall maintain and administer a management system which includes the existing integrated system (Systems Applications and Products in Data Processing [SAP]). Any deviation from this requirement is subject to the prior written approval of the Contracting Officer.