

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 67
2. AMENDMENT/MODIFICATION NO. P00005	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY Strategic Petroleum Reserve Project SPRO U.S. Department of Energy 900 Commerce Road East US 492 New Orleans LA 70123	CODE 892435	7. ADMINISTERED BY (If other than Item 6) SPRO U.S. Department of Energy SPRO 900 Commerce Road East US 492 New Orleans LA 70123	CODE 01601
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) STRATEGIC STORAGE PARTNERS, LLC. Attn: Janet M. Rodriguez 1200 BRICKYARD LN STE 202 BATON ROUGE LA 708028084		(x) 9A. AMENDMENT OF SOLICITATION NO.	
CODE SJ65WNKH1WA4 FACILITY CODE		9B. DATED (SEE ITEM 11)	
		x 10A. MODIFICATION OF CONTRACT/ORDER NO. 89243525CCR000073	
		10B. DATED (SEE ITEM 13) 04/03/2025	

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended. is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)
00000-0000-00-000000-00000-0000000-0000000-0000000

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: See Block 14
	D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor is not is required to sign this document and return 1 copies to the issuing office.

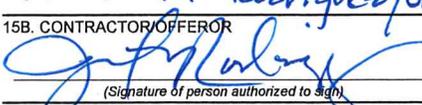
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

UEI: SJ65WNKH1WA4

Pursuant to the authority of Clauses G.1 DOE-G-2001 Contracting Officer Authority, H.46 DOE-H-7014 Standards of Contractor Performance Evaluation, H.68 Work Authorization, H.79 Provisional Payment of Award Fee, I.44 FAR 52.222-2 Payment of Overtime Premium, and I.166 DEAR 970.5232-2 Payment and Advances, the following changes are incorporated:

A. Reference Section B - Supplies or Services and Prices/Costs, Paragraphs B.3 and B.5: Tables are revised to incorporate the appropriate information as a result of the change to the contract period of performance. As a result, the current contract value is increased by \$71,591,835.00 from \$1,379,731,317.00 to \$1,451,323,152.00. Total contract value is decreased by \$185,503,901.00 from \$2,802,714,522.00 to \$2,617,210,621.00. (See revised Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) Janet M. Rodriguez / Sr. Contracts Mgr.	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Kelly M. Gele
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	15C. DATE SIGNED 1/27/26
16B. UNITED STATES OF AMERICA (Signature of Contracting Officer)	16C. DATE SIGNED

Previous edition unusable

NAME OF OFFEROR OR CONTRACTOR
STRATEGIC STORAGE PARTNERS, LLC.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Section B attached.)</p> <p>B. Reference Section F - Deliveries or Performance, F.1(a) - Paragraph (a) is revised to change "June 14, 2030," to "November 23, 2030."</p> <p>C. Reference Section H, Special Contract Requirements, H.62 - Paragraph (a) is revised to change "June 14, 2025," to "November 23, 2025," and "June 15, 2025," to "November 24, 2025."</p> <p>D. Reference Section H, Special Contract Requirements, H.75 - The date is changed from "June 15, 2025," to "November 24, 2025."</p> <p>E. Reference Section H, Special Contract Requirements, H.79 - The amount authorized for monthly provisional payments of award fee is \$250,000.</p> <p>F. Reference Section I, FAR 52.222-2, "Payment for Overtime Premiums": The overtime premium authorized for Fiscal Year 2026 (November 24, 2025 - September 30, 2026) is \$1,250,000.</p> <p>G. Reference Section J, Attachment B - Work Authorization Directives - Fiscal Year 2026 Work Authorization Directives for the period November 24, 2025, through September 30, 2026, are hereby incorporated by reference. (See attached Section J, Attachment B.)</p> <p>H. Reference Section J, Attachment J -Performance Evaluation and Measurement Plan (PEMP): The Performance Evaluation and Measurement Plan for the period November 24, 2025, through September 30, 2026, is hereby incorporated. (See attached.)</p> <p>All other terms and conditions remain unchanged.</p> <p>Payment: VIPERS https://vipers.doe.gov Any questions, please contact by call/email 888-251-3557 or payments@hq.doe.gov</p> <p>Fund: 00000 Appr Year: 0000 Allottee: 00 Report Entity: 000000 Object Class: 00000 Program: 0000000 Project: 0000000 WFO: 0000000 Local Use: Continued ...</p>				

CONTINUATION SHEETREFERENCE NO. OF DOCUMENT BEING CONTINUED
89243525CCR000073/P00005PAGE OF
3 67NAME OF OFFEROR OR CONTRACTOR
STRATEGIC STORAGE PARTNERS, LLC.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	0000000 Period of Performance: 11/24/2025 to 11/23/2030				

PART I-THE SCHEDULE

SECTION B

SUPPLIES OR SERVICES AND PRICES/COSTS

PART I-THE SCHEDULE

SECTION B

SUPPLIES OR SERVICES AND PRICES/COSTS

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SECTION B

SUPPLIES OR SERVICES AND PRICES/COSTS

B.1 DOE-B-7001 SERVICE BEING ACQUIRED (SEP 2017)

The Contractor shall provide the personnel, facilities, equipment, materials, supplies, and services (except when such facilities, equipment, materials, supplies and services as are furnished by the Government) necessary to perform the requirements and work set forth in this contract and shall perform such requirements and work in a quality, timely, and cost-effective manner.

(End of Clause)

B.2 DOE-B-7002 OBLIGATION OF FUNDS AND FINANCIAL LIMITATIONS (SEP 2017)

The amount presently obligated by the Government with respect to this contract is specified in the Section I Clause entitled “DEAR 970.5232-4 – Obligation of Funds”. Other financial limitations are also specified in the Section I Clause entitled “DEAR 970.5232-4 – Obligation of Funds.”

(End of Clause)

B.3 DOE-B-2002 COST-PLUS-AWARD-FEE CONTRACT: TOTAL ESTIMATED COST AND AWARD FEE (OCT 2014)

(a) This is a Cost-Plus-Award-Fee type of contract. The total estimated cost and award fee are as follows:

Fiscal Year	Estimated Costs	Available Award Fee	TOTAL
Transition Period	\$499,992	\$0	\$499,992
FY2026 (partial)	\$266,699,982	\$8,906,944	\$275,606,926
FY2027	\$373,716,990	\$10,258,706	\$383,975,696
FY2028	\$235,408,201	\$9,169,110	\$244,577,311
FY2029	\$236,920,430	\$9,284,495	\$246,204,925
FY2030	\$258,035,259	\$9,553,230	\$267,588,489
FY2031 (partial)	\$31,526,728	\$1,343,085	\$32,869,813
TOTAL Base Period Contract Value	\$1,402,807,582	\$48,515,570	\$1,451,323,152

Fiscal Year	Estimated Costs	Available Award Fee	TOTAL
FY 2031 (partial)	\$181,570,600	\$7,735,176	\$189,305,776
FY 2032	\$217,998,567	\$9,181,093	\$227,179,660
FY 2033	\$223,012,534	\$9,286,289	\$232,298,823
FY 2034	\$228,141,822	\$9,389,416	\$237,531,238
FY 2035	\$233,389,084	\$9,452,102	\$242,841,186
FY 2026 (partial)	\$35,322,958	\$1,407,828	\$36,730,786
TOTAL Option Period Contract Value	\$1,119,435,565	\$46,451,904	\$1,165,887,469
TOTAL (Base + Option)	\$2,522,243,147	\$94,967,474	\$2,617,210,621

¹Fiscal Year Total reflects actual costs and earned award fee.

- (b) Payment of fee will be made in accordance with DEAR 970.5215-1 – Total Available Fee: Base Fee Amount and Performance Fee Amount.

(End of Clause)

B.4 DOE-B-2014 OPTION TO EXTEND THE TERM OF THE CONTRACT: ESTIMATED COST, FEE AND PERIOD OF PERFORMANCE (OCT 2014)

- (a) In accordance with the clause at FAR 52.217-9, Option to Extend the Term of the Contract, the Government may unilaterally extend the contract period of performance (as set forth in Section F, Deliveries) to require the Contractor to perform the work set out by Section C, Description/Specs/Work Statement of the contract. In the event that the Government elects to exercise its unilateral right to extend the term of the contract pursuant to this clause and FAR 52.217-9, all terms and conditions of the contract will remain in full force and effect.
- (b) The Contracting Officer will consider factors set forth in FAR 17.207, Exercise of Options, in determining whether to exercise an option to extend the term of the contract. The Government is concerned with ensuring that the Contractor’s performance meets, or exceeds, the performance requirements of the contract in a cost-effective manner. Accordingly, the Contracting Officer will consider the Contractor’s performance as part of the determination to exercise any option to extend the contract term.
- (c) The Estimated Cost, Fee, and Period of Performance of each option to extend the term of the contract are set forth above in B.3.

(End of Clause)

B.5 DOE-B-7004 TOTAL AVAILABLE FEE (SEP 2017) (REVISED)

- (a) The transition activities shall be performed on a cost-reimbursement basis up to the amount specified in the Section H Clause entitled “Activities During Contract Transition,” and no fee shall be paid for these activities. The estimated transition costs are

\$499,992.

(b) The annual fee base is estimated in accordance with DEAR 970.1504-1, including estimated exclusions, adjustments, and classification factors. In the event the annual fee base deviates by more than plus or minus 10% for any fiscal year from the annual fee base set forth in Column B of the chart below, a new total available award fee for the fiscal year will be calculated by multiplying the maximum available fee for the revised annual fee base by the percentage set forth in Column D below.

(c) All fee for this contract is performance based. There is no base fee for this contract. The Available Award Fee will be negotiated annually (or any other period as may be mutually agreed to between the parties) between the Contractor and the Government. The Available Award Fee will be equal to or less than the Total Available Award Fee offered set forth in Column E. The Available Award Fee shall be established considering the level of complexity, difficulty, cost effectiveness, and risk associated with specific objectives/incentives defined in the Performance Evaluation and Measurement Plan (PEMP). Higher or lower levels of complexity, difficulty, cost effectiveness, and risk will correspondingly allow a higher or lower available award fee. In the event the parties are unable to reach agreement on the Available Award Fee amount, the Government reserves the right to unilaterally establish the Available Award Fee amount.

The total available award fee for the base period of the contract and the option period, if exercised, are shown below.

Base Contract Period:

A	B	C	D	E
Fiscal Year	Annual Fee Base	Maximum Available Fee	Fee Percent	Total Available Award Fee
FY2026 (partial)	\$256,801,261	\$11,133,680	80%	\$8,906,944
FY2027	\$363,658,026	\$12,823,382	80%	\$10,258,706
FY2028	\$220,152,647	\$11,461,388	80%	\$9,169,110
FY2029	\$222,824,915	\$11,605,618	80%	\$9,284,495
FY2030	\$243,508,744	\$11,941,538	80%	\$9,553,230
FY2031 (partial)	\$28,721,307	\$1,678,857	80%	\$1,343,085

Option Contract Period:

A	B	C	D	E
Fiscal Year	Annual Fee Base	Maximum Available Fee	Fee Percent	Total Available Award Fee
FY2031 (partial)	\$165,413,455	\$9,668,971	80%	\$7,735,176
FY2032	\$198,599,862	\$11,476,366	80%	\$9,181,093
FY2033	\$203,167,659	\$11,607,862	80%	\$9,286,289
FY2034	\$207,840,515	\$11,736,770	80%	\$9,389,416
FY2035	\$212,620,847	\$11,815,128	80%	\$9,452,102
FY2036 (partial)	\$32,179,728	\$1,759,785	80%	\$1,407,828

(d) The Total Available Fee that may be earned by the Contractor in each period for any additional extensions of the period of performance beyond the ten (10) years listed in the tables above shall be subject to negotiation between the Parties consistent with the Department of Energy Acquisition Regulation (DEAR) in effect at the time the fee is negotiated

(e) At the end of each fiscal year, there shall be no adjustment in the amount of the maximum available award fee based on differences between any estimate of cost for performance of the work and the actual cost for performance of the work. Fee is subject to adjustment only –

1) Under the provisions of Section I Clause entitled “DEAR 970.5243-1 – Changes”, or other contract provisions; or

2) For a +/- 10 percent change in the estimated fee base as indicated in Column B above.

(f) Any adjustment in the amount of the total available award fees under the provisions of paragraph (e) for the fees specified in paragraph (b) and (c) above, or negotiation of fee under paragraph (d) above, will be in accordance with the fee policy then in effect, utilizing the adjusted estimated fee base and maintaining the same fee ratio proposed (i.e., proposed vs. maximum) by the Contractor during the contract competition and reflected in the current contract.

(End of Clause)

B.6 DOE-B-7005 ALLOWABILITY OF SUBCONTRACTOR FEE (SEP 2017)

If the Contractor is part of a consortium, joint venture, and/or other teaming arrangement, the team shall share in this contract fee structure and separate additional subcontractor fee for teaming partners shall not be considered an allowable cost under the contract. If a subcontractor, supplier, or lower-tier subcontractor is a wholly owned, majority owned, or affiliate of any team member, any fee or profit earned by such entity shall not be considered an allowable cost under this contract unless otherwise approved by the Contracting Officer.

(End of Clause)

The subcontractor fee restriction in the paragraph above does not apply to members of the Contractor’s team that are: (1) small business(es); (2) protégé firms as part of an approved mentor-protégé relationship; (3) subcontractors under a competitively awarded firm-fixed-unit-price subcontract; or (4) subcontractors providing “commercial products” and/or “commercial services” as defined in FAR Subpart 2.101, Definitions, if the subcontract price is fair and reasonable.

B.7 DOE-B-7006 PROVISIONAL PAYMENT OF PERFORMANCE FEE (SEP 2017)

The Contractor may, subject to the approval of the Contracting Officer, be paid provisional performance fee payments consistent with the provisions of the Section I Clause entitled, "DEAR 970.5232-2 – Payments and Advances". The Contractor shall promptly refund to the Government any amount of provisional performance fee paid that exceeds the amount of performance fee earned.

(End of Clause)

PART III – LIST OF DOCUMENTS, EXHIBITS, AND OTHER ATTACHMENTS

SECTION J
LIST OF ATTACHMENTS

ATTACHMENT B - WORK AUTHORIZATION DIRECTIVES

The Fiscal Year 2026 Work Authorization Directives dated November 24, 2025, for the period November 24, 2025, through September 30, 2026, are hereby incorporated by reference.

Published WADs are located at:

https://sprdoe.sharepoint.com/sites/PROC_ASD/WADS/Forms/WADS.aspx



**U. S. DEPARTMENT OF ENERGY
STRATEGIC PETROLEUM RESERVE
PROJECT MANAGEMENT OFFICE**

PARTIAL FISCAL YEAR 2026

(NOVEMBER 24, 2025 – SEPTEMBER 30, 2026)

**PERFORMANCE EVALUATION AND
MEASUREMENT PLAN**

FOR

STRATEGIC STORAGE PARTNERS, LLC

CONTRACT NO. 89243525CCR000073

SPRPMO 0492

**PARTIAL FISCAL YEAR 2026
(NOVEMBER 24, 2025 – SEPTEMBER 30, 2026)
PERFORMANCE EVALUATION AND MEASUREMENT PLAN
CONTRACT NO. 89243525CCR000073**

SIGNATURE PAGE

SUBMITTED BY:

DEPARTMENT OF ENERGY

KELLY GELE Digitally signed by KELLY GELE
Date: 2025.12.16 15:03:50 -06'00'

KELLY GELE
CONTRACTING OFFICER

DATE

PAUL OOSTERLING Digitally signed by PAUL
OOSTERLING
Date: 2025.12.16 19:05:33 -06'00'

PAUL S. OOSTERLING
PROJECT MANAGER

DATE

RECEIVED BY:

STRATEGIC STORAGE PARTNERS, LLC

ALAN WEAKLEY Digitally signed by ALAN WEAKLEY
(Affiliate)
Date: 2025.12.17 12:40:07 -06'00'

ALAN WEAKLEY
PROJECT MANAGER

12/17/25

DATE

APPROVED BY:

KENNETH VINCENT Digitally signed by KENNETH
VINCENT
Date: 2025.12.23 12:09:30 -05'00'

KENNETH VINCENT
ACTING DEPUTY DIRECTOR
OFFICE OF PETROLEUM RESERVES

DATE

**PARTIAL FISCAL YEAR 2026
(NOVEMBER 24, 2025 – SEPTEMBER 30, 2026)
PERFORMANCE EVALUATION AND MEASUREMENT PLAN
CONTRACT NO. 89243525CCR000073**

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**PARTIAL FISCAL YEAR 2026
(NOVEMBER 24, 2025 – SEPTEMBER 30, 2026)
PERFORMANCE EVALUATION AND MEASUREMENT PLAN
CONTRACT NO. 89243525CCR000073**

INTRODUCTION

Purpose: This Performance Evaluation and Measurement Plan (PEMP) supplements and implements the total available fee provisions of Contract No. 89243525CCR000073 with Strategic Storage Partners, LLC (SSP). This plan is for the management and operation of the Strategic Petroleum Reserve (SPR). This plan will define methodology and responsibilities associated with determining the incentive fee earned by SSP. The plan outlines the organization, procedures, and evaluation period for implementing the fee provisions of the contract. The purpose of the incentive/award fee is to motivate the contractor to exceed standards and to emphasize key areas of performance and concern without jeopardizing minimum acceptable performance in all areas.

Incentive/Award Fee Period: The PEMP is for the ten-month performance period beginning November 24, 2025, and ending September 30, 2026.

ORGANIZATIONAL STRUCTURE

The organizational structure of the incentive fee process is established to ensure a fair and full evaluation of the contractor's performance. This PEMP is used in conjunction with the latest revision of SPR Project Management Office (PMO) Order 210.2, *SPRPMO Measurement Order*, and the *Quality Assurance Review*. The PEMP states the key contract objective measures, including effectiveness and efficiency measures, corresponding execution targets (and stretch targets where applicable), and the percentage of potential fee to be earned. The PEMP also includes the criteria descriptions and evaluation criteria for each of the subjective measures.

This PEMP may be changed unilaterally by the government as stipulated in the total available fee provisions of the contract. All parties involved in the incentive/award fee process, including the contractor, are encouraged to recommend changes with a view toward redirecting management emphasis, motivating performance improvements, or enhancing the fee process. Any changes to the plan will become effective consistent with the timeframes outlined in the total available fee clause of the contract, or by mutual agreement of the parties. The Fee-Determining Official (FDO) approves all changes to the Plan, with the exception of administrative changes (e.g., changes in format, grammar, spelling etc.), which can be approved by the Award Fee Board (AFB) Chairperson.

**PARTIAL FISCAL YEAR 2026
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FEE STRUCTURE

Total available fee consists of an award fee based on objective performance measures and an award fee based on a subjective evaluation. The total available fee pool is \$9,032,421, to be broken down as follows: The fee pool for Facilities is \$5,750,809 and for Life Extension 2 (LE2) is \$3,281,612. The LE2 measures can be found within its own PEMP (document SPRPMO 0493). For each evaluation period, the government and the contractor will mutually agree upon, or in the event an agreement cannot be reached, the government will unilaterally establish: the evaluation areas, individual requirements, and the allocation of fee. The contractor's performance relative to the evaluation areas identified in the objective measures (Attachment 2), and the subjective measures based on the evaluation areas listed in Attachment 4, determines the amount of fee earned. The method for arriving at this determination is described herein. The evaluation period represented in this document is November 24, 2025, through September 30, 2026.

In addition to evaluating the contractor's achievement of the measures and the subjective evaluation areas, the government will consider the impact of any material performance deficiencies in all areas of performance, regardless of whether a weight or fee has been specifically assigned. This includes, for example, marginal or unacceptable performance of work authorization directive (WAD) requirements; or less serious, but recurring or systemic, negative events. In evaluating the impact of performance deficiencies, the government will consider the timeliness and adequacy of corrective actions as well as the overall success of the contractor in exceeding the government's expectations.

The government expects the contractor to perform all contract work in a satisfactory manner. Therefore, if the contractor's performance is considered to be at a less than satisfactory level of performance established in any area of contract performance, regardless of whether a weight or fee has been specifically assigned, the amount of otherwise earned fee may be reduced in whole or in part. In exercising this discretion, the government will consider the extent to which the unfavorable performance:

- Posed a threat to the environment, the health and safety of workers, or the public as defined by the Integrated Safety Management System as approved by the Department of Energy (DOE).

**PARTIAL FISCAL YEAR 2026
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CONTRACT NO. 89243525CCR000073**

- Contributed to the occurrence of a catastrophic event such as a fatality or serious workplace-related injury or illness, hazardous material exposure exceeding regulatory limits, loss of control over classified material, or an event that causes significant damage to the environment.
- Jeopardized attainment of overall contract requirements, including essential mission requirements such as drawdown readiness.
- Increased the cost to the government.

AWARD FEE COMPONENTS

The amount of fee earned will be based on an assessment of the contractor's performance through September 30, 2026, relative to the objective measures contained in Attachment 2 and a subjective fee component in Attachment 4. Unearned fees will not be rolled over to any subsequent evaluation period but shall be forfeited. The AFB will also take into consideration any special accomplishments or deficiencies that may arise through this ten-month performance period. This information is received from the performance evaluators' assessment of the performance metrics set forth in the included measures and WADs. The method for determining earned fee is described below.

EVALUATION CRITERIA

Performance Measures

1. **Objective Fee Criteria**

The objective measures represent outcomes DOE considers to be critical to the successful execution of the SPR mission. The objective measures are the core outcomes needed to achieve essential contract objectives. A fee is allocated to each measure. Notwithstanding the contractor's success in achieving the targets assigned to each measure, the final determination of fee will consider the extent to which material performance deficiencies (if any) occurred in any area of contract performance. When determining the amount of reduction to otherwise earned fee because of material performance deficiencies, due consideration will be given to the timeliness and adequacy of corrective actions as well as the overall success of the contractor in exceeding the government's expectations.

**PARTIAL FISCAL YEAR 2026
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PERFORMANCE EVALUATION AND MEASUREMENT PLAN
CONTRACT NO. 89243525CCR000073**

The contractor will continuously monitor performance toward all objective measures in the PEMP. A monthly, informal report of performance will be provided to DOE counterparts within the first five days of the new month. The report will be broken down by measure. A formal, roll-up report of overall contractor performance will be developed and transmitted to the DOE Contracting Officer during the first ten days of each new quarter. Note: Failure to provide these reports may affect DOE's ability to assess the contractor's performance and may result in reduction of fee. If at any point the contractor becomes aware that they are unlikely to achieve the requirements defined for the lowest target for any objective measure due to a performance deficiency within their control, that fact and any steps taken to mitigate the performance deficiency must be formally reported to the DOE Contracting Officer within ten days of discovery of the deficiency. If the contractor becomes aware that they are unlikely to achieve the requirements defined for the lowest target for any objective measure due to a deficiency or condition outside their control, they may formally request that DOE review the circumstances. Such requests for dispensation must be transmitted to the DOE Contracting Officer within ten days of becoming aware of the problem.

2. **Subjective Fee Criteria**

Each DOE Director may identify one or more desired outcomes to be addressed by the contractor during the PEMP cycle. Desired outcomes are identified as subjective measures in the PEMP. Desired outcomes may include improved performance in some narrowly defined area, development of new tools/approaches/processes that add value, or any other improvement that benefits the government. Desired outcomes will include elements as listed below:

- Definition: Each desired outcome will be succinctly defined as to the end product or condition and identify the period of evaluation (typically quarterly or annually).
- Metric(s): Each desired outcome will define the metric(s) to be used to track progress toward the desired outcome. Metrics should be trackable to the extent possible (such as counts or measurable improvements).
- Validation Method: Each director will identify the method to be used to validate performance. Validation activities should be formally documented using existing oversight methods and rely upon review of the contractor's self-assessment.

**PARTIAL FISCAL YEAR 2026
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- Adjectival Table (AT): Each desired outcome will have its own AT which defines success for each specific desired outcome. The AT will have grading levels including Unsatisfactory, Satisfactory, Good, Very Good, and Excellent. Each category will define the level of performance for that category and provide a fractional fee modifier associated with the category. The fee modifier will be multiplied by the total fee allocated to the desired outcome in order to determine the final fee earned.

The contractor will continuously monitor performance toward all subjective measures in the PEMP. A monthly, informal report of performance will be provided to DOE counterparts within the first five days of the new month. The report will be broken down by measure. Quarterly, a formal, roll-up report of overall contractor performance will be developed and transmitted to the DOE Contracting Officer during the first ten days of the new quarter. Note: Failure to provide this report, may affect DOE's ability to assess the contractor's performance and may result in an 'Unsatisfactory' rating. If at any point the contractor becomes aware that they are unlikely to achieve the requirements defined performance below the satisfactory level defined for any subjective measure due to a performance deficiency within their control, that fact and any steps taken to mitigate the performance deficiency must be formally reported to the DOE Contracting Officer within ten days of discovery of the deficiency. If the contractor becomes aware that they are unlikely to achieve the requirements defined for the performance below the satisfactory level defined for any subjective measure due to a deficiency or condition outside their control, they may formally request that DOE review the circumstances and may be granted dispensation for not meeting the measure based upon DOE's review. Such requests for dispensation must be transmitted to the DOE Contracting Officer within ten days of becoming aware of the problem.

Desired Outcomes (Subjective Measures) can be found in Attachment 4 below.

ROLES AND RESPONSIBILITIES

- a. **Fee-Determining Official**. The FDO is the Acting Deputy Director for the Office of Petroleum Reserves. The primary responsibilities of the FDO are to:
 - Approve the PEMP and any significant changes.

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- Approve the amount of fee earned and payable for each evaluation period.
 - Notify the contractor of the amount of total fee earned during the evaluation period. This notification will identify specific areas of strengths and performance deficiencies.
- b. Award Fee Board.** The AFB membership is set forth in Attachment 1. The primary responsibilities of the AFB are to:
- Prepare and submit the PEMP, including any significant changes, for the approval of the FDO.
 - Submit an AFB report to the FDO covering its findings regarding performance and recommendations for the determination of earned fee.
- c. Performance Evaluators.**
- Monitor and evaluate the contractor’s performance.
 - Conduct monthly counterpart meetings with the contractor to provide feedback on performance.
 - Develop quarterly reports of contractor performance in conjunction with the Performance Management Coordinator to be submitted to the AFB.
 - Submit reports to the AFB covering the evaluation of the contractor’s performance.
 - Recommend, as appropriate, changes to this plan.
- d. Performance Management Coordinator.**
- Develops the PEMP with consultation from the AFB and the Contracting Officer.
 - Prepares a letter for the FDO for notification to the contractor of the amount of fee that has been earned for an evaluation period.

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- Coordinates Reviews of proposed performance measures and performance evaluation information in conjunction with DOE Legal and DOE Contracts.
- Prepares the agenda and manages the quarterly AFB meetings.
- Submits a copy of the Quality Assurance Review results to the AFB regarding performance.

e. Contracting Officer.

- Assures appropriate coordination of performance expectations and evaluation criteria with Headquarters and policy organizations.
- Submits the PEMP to Headquarters Office of Acquisition Management for approval.
- Negotiates award fee amounts.
- Issues a modification to contractually effectuate the PEMP.
- Provides technical direction to the contractor.
- Participates in quarterly AFB meetings.

AWARD FEE PROCESS

Performance reviews will be conducted on a schedule as defined in the latest revision of SPRPMO O 210.2, *SPRPMO Performance Measurement Order*. Formal feedback of strengths and weaknesses will be documented and provided on a quarterly basis by the performance evaluators while a formal fee evaluation and determination by the AFB will be completed at the end of the evaluation cycle and recommended to the FDO.

The evaluation cycle consists of a ten-month evaluation period or may provide for multi-year incentive. During the evaluation period, DOE and SSP counterparts will meet monthly to discuss performance and review the contractor's self-assessment reports.

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The contractor will perform at the satisfactory level in all areas of performance regardless of whether a measure or fee has been assigned. If the contractor’s performance is determined to be less than the minimum level of performance, earned fee may be reduced consistent with “Conditional Payment of Fee, Profit and Other Incentives – Facility Management Contract’s clause (DEAR 970.5215-3).”

In applying these standards, the government will consider any mitigating factors presented by the contractor. Such factors must have directly and materially affected the contractor’s ability to achieve the specified standard and must be beyond the control and responsibility of the contractor.

The contractor’s performance, as a whole, for all evaluation periods will be a factor in considering the exercise of any contract option.

Key Contract Objectives	Fee Percentage	Fee Allocation
Objective Performance Pool	70%	\$4,025,566
Subjective Performance Pool	30%	\$1,725,243
Subtotal	100%	\$5,750,809

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ATTACHMENT 1

AWARD FEE BOARD MEMBERSHIP

Chairperson: Project Manager
Strategic Petroleum Reserve

Members: SPR Program Office Representative

Assistant Project Manager*
Management and Administration

Assistant Project Manager
Maintenance and Operations

Assistant Project Manager
Systems and Projects

Assistant Project Manager
Technical Assurance

Ex-officio Member: Director
Acquisition and Sales Division

Executive Secretary: Performance Management Coordinator

General Attorney: Office of Chief Counsel
Serves in an Advisory capacity to the AFB

* REPRESENTS THE CHIEF FINANCIAL OFFICER

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ATTACHMENT 2

**OBJECTIVE FEE EVALUATION AREAS
PERFORMANCE MEASURES**

For any completed measure that is validated to have fallen between the Target and Stretch Target range, the fee percentage will be subject to linear interpolation in calculating the fee. If a fee calculation cannot be reached using linear interpolation, then the calculation will be made by the Award Fee Board, with approval of the Chairperson.

Key Contract Objectives	Effectiveness and Efficiency Measures	Execution Targets	Fee Percentage	Fee Allocation
90-Day Drawdown Rate	Ensure the SPR's capability to respond to an energy emergency consistent with the established Drawdown criteria. 90-day Drawdown rate in barrels per day (ten-month average).	Target: 2.69 million barrels per Day (MMBD)	Target: 12%	Target: \$690,097
Maintenance Performance Appraisal Rating (MPAR) Maintain SPR facilities and systems at a level adequate to meet program requirements.	Calculated MPAR score	Stretch Target: > = 98-point twelve-month performance period average SPR-wide and > = 95-point twelve-month performance period average at each SPR site	Stretch Target: 5%	Stretch Target: \$287,540

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Key Contract Objectives	Effectiveness and Efficiency Measures	Execution Targets	Fee Percentage	Fee Allocation
Maintenance Performance Appraisal Rating (MPAR) (Continued)		<p style="text-align: center;">Target:</p> <p>> = 95-point twelve-month performance period average SPR-wide and > = 94-point twelve-month performance period average at each SPR site</p>	<p style="text-align: center;">Target:</p> <p style="text-align: center;">2.5%</p>	<p style="text-align: center;">Target:</p> <p style="text-align: center;">\$143,770</p>
Cavern Diagnostic Workovers	<p>Ensure compliance with State Regulations regarding Cavern and Brine Disposal Wells. Diagnostic workovers consist of performing Multi-Arm Caliper (MAC) Surveys, replace or lengthen brine strings, and perform cavern sonar surveys (as required by regulation). The diagnostic workovers do not include cavern remediations and wellbore plugging and abandonment. The performance is measured against the proposed workover schedule and anticipated annual workover budget.</p>	<p style="text-align: center;">Target:</p> <p>Completion of eight (8) diagnostic workovers.</p>	<p style="text-align: center;">Target:</p> <p style="text-align: center;">4%</p>	<p style="text-align: center;">Target:</p> <p style="text-align: center;">\$230,032</p>
Cavern Remediations	<p>Remediate two cavern wellbores (BM-109B and BM-116A)</p>	<p style="text-align: center;">Target:</p> <p>Remediate two cavern wellbores (Begin remediation of BM-109B and successfully complete MIT for BM-116A)</p>	<p style="text-align: center;">Target:</p> <p style="text-align: center;">1%</p>	<p style="text-align: center;">Target:</p> <p style="text-align: center;">\$57,508</p>

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Key Contract Objectives	Effectiveness and Efficiency Measures	Execution Targets	Fee Percentage	Fee Allocation
Ensure effective delivery and receipt of External Crude Oil Movements	Successfully deliver and receive external crude oil in a safe and environmentally compliant manner to/from customers that were awarded contracts under Congressionally mandated and authorized oil sales, Emergency Exchanges, presidentially authorized Emergency Drawdowns and Fill Program.	Target: Per approved oil delivery/receipt schedule and oil contract requirements.	Target: 12%	Target: \$690,097
Reliability Availability Maintainability (RAM)	Provide adequate assurance of the availability and reliability of system components necessary to carry out the SPR mission. Note: Data from BC, BH, and BM will not be considered for this measure during this PoP.	Stretch Target: >= 95 percent of drawdown must-operate equipment for each site each quarter.	Stretch Target: 4%	Stretch Target: \$230,032
		Target: >= 95 percent of drawdown must-operate equipment for SPR-wide average each quarter calculated on all four sites.	Target: 2%	Target: \$115,016

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Key Contract Objectives	Effectiveness and Efficiency Measures	Execution Targets	Fee Percentage	Fee Allocation
<p>Master Project Milestone Schedule</p> <p>Ensure effective mission execution through management and control of project milestones.</p>	<p>Percentage of ten-month performance period; Level 1, 2, and 3 milestones for which SSP is responsible (excluding milestones associated with the Program Cyber Security Plan (PCSP) Implementation) that are completed in compliance with established Control Milestone Change Requests (CMCRs). Note: Milestones from the Fill Maintenance Program are excluded from this measure.</p>	<p>Stretch Target:</p> <p>Complete all Level 1 and 2 milestones by the scheduled date. Complete at least 95% of all Level 3 milestones by the end of the ten-month performance period.</p>	<p>Stretch Target:</p> <p>4%</p>	<p>Stretch Target:</p> <p>\$230,032</p>
		<p>Target:</p> <p>Complete all Level 1 and 2 milestones by the scheduled date. Complete at least 90% of all Level 3 milestones by the end of the ten-month performance period.</p>	<p>Target:</p> <p>2%</p>	<p>Target:</p> <p>\$115,016</p>

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Key Contract Objectives	Effectiveness and Efficiency Measures	Execution Targets	Fee Percentage	Fee Allocation
Known Exploited Vulnerabilities (KEVs) Tracking, Reporting, and Remediation	Monitor Known Exploited Vulnerabilities (KEVs) as released by the Cybersecurity and Infrastructure Security Agency (CISA). Report KEV remediation status into the DOE KEV database. Remediate KEVs utilizing the SPR vulnerability management process per the KEV defined remediation timelines. Report remediation status and exceptions in the monthly Authorizing Official (AO) report.	Stretch Target: All quarterly KEVs are reported and tracked in the DOE KEV database. KEV summaries and remediation exceptions provided in the monthly AO report.	Stretch Target: 3%	Stretch Target: \$172,524
		Target: 99% of quarterly KEVs are reported and tracked in the DOE KEV database. KEV summaries and remediation exceptions provided in the monthly AO report.	Target: 2%	Target: \$115,016
		Lower Target: 97% of quarterly KEVs are reported and tracked in the DOE KEV database. KEV summaries and remediation exceptions provided in the monthly AO report.	Lower Target: 1%	Lower Target: \$57,508

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Key Contract Objectives	Effectiveness and Efficiency Measures	Execution Targets	Fee Percentage	Fee Allocation
<p>Fill Maintenance Program Schedule Performance</p>	<p>The M&O Contractor will develop the Annual Fill Maintenance Plan for FY 2026. This plan will identify each task (construction, GFP, etc.) with schedules, planned milestone dates, and any additional resource requirements for FY 2026 by January 30, 2026. The annual plan may be adjusted to reflect schedule impacts outside of contractor control that have received DOE approval for variance.</p> <p>Performance will be measured annually, comparing number of completed milestones for approved for construction tasks against planned milestones identified in the FY 2026 Fill Maintenance Plan.</p>	<p>Stretch Target:</p> <p>Miss no more than one planned milestone by the end of the fiscal year</p>	<p>Stretch Target:</p> <p>5%</p>	<p>Stretch Target:</p> <p>\$287,540</p>
		<p>Target:</p> <p>Miss no more than three planned milestones by the end of the fiscal year.</p>	<p>Target:</p> <p>4%</p>	<p>Target:</p> <p>\$230,032</p>

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Key Contract Objectives	Effectiveness and Efficiency Measures	Execution Targets	Fee Percentage	Fee Allocation
<p>Fill Maintenance Program Cost Plan Variance</p>	<p>The M&O Contractor will prepare and deliver an Annual Cost Plan for the Fill Maintenance Program for FY 2026 by January 30, 2026. This plan will identify each task (construction, GFP, etc.) with associated estimated costs and any assumptions or exclusions. The annual plan may be adjusted to reflect cost impacts outside of contractor control that have received DOE approval for variance.</p> <p>Performance will be measured annually, comparing the final aggregate Actual Costs incurred for approved for construction tasks within the approved Annual Cost Plan.</p> <p>Annual Cost Plan Variance is defined as: $(\text{Actual Cost} - \text{Annual Cost Plan}) / \text{Annual Cost Plan} * 100\% = \text{Annual Cost Variance}$</p>	<p>Stretch Target:</p> <p>Stretch Target (Optional): Annual Cost Plan Variance is $\pm 5\%$</p>	<p>Stretch Target:</p> <p>5%</p>	<p>Stretch Target:</p> <p>\$287,540</p>
		<p>Target:</p> <p>Annual Cost Plan Variance is $\pm 10\%$</p>	<p>Target:</p> <p>4%</p>	<p>Target:</p> <p>\$230,032</p>
		<p>Lower Target:</p> <p>Annual Cost Plan Variance is $\pm 20\%$</p>	<p>Lower Target:</p> <p>2.5%</p>	<p>Lower Target:</p> <p>\$143,770</p>

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Key Contract Objectives	Effectiveness and Efficiency Measures	Execution Targets	Fee Percentage	Fee Allocation
Reportable Spills	<p>Reportable releases to the environment, as defined by Federal and state regulatory agencies (this does not include any Reportable Releases that would correspond to the "Severe" or "Catastrophic" consequences as defined by the SPR Risk Coding Matrix).</p> <p>This target goal shall not include any releases determined to be caused by action beyond the operational control of the M&O, such as Acts of God, or emergencies that require use of fire control products like AFFF. All reportable releases cannot result in natural resource damage and must be properly reported and mitigated/cleaned in accordance with applicable environmental guidelines.</p>	<p>Stretch Target:</p> <p>0 reportable releases</p>	<p>Stretch Target:</p> <p>6%</p>	<p>Stretch Target:</p> <p>\$345,049</p>
		<p>Target:</p> <p>2 reportable releases</p>	<p>Target:</p> <p>3%</p>	<p>Target:</p> <p>\$172,524</p>

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Key Contract Objectives	Effectiveness and Efficiency Measures	Execution Targets	Fee Percentage	Fee Allocation
Repeat Findings during SEOD Security Surveys, Assessments, and Emergency Management Audits	Complete all scheduled SEOD Security Surveys, Special Assessments, and Emergency Management Audits with a Satisfactory Composite Rating without Repeat Findings documented from the previous 2 years of Security Surveys, Special Assessments, and Emergency Management Audits during the contract performance period.	Stretch Target: Zero Repeat Findings as a result of Emergency Management Audits, SEOD Security Surveys, and Assessments during the performance period.	Stretch Target: 4%	Stretch Target: \$230,032
		Target: One Repeat Finding as a result of Emergency Management Audits, SEOD Security Surveys, and Assessments during the performance period.	Target: 2%	Target: \$115,016
Internal Audit - Audit Plan	Percentage of audits completed in the ten-month performance period SSP IA Audit Plan, including all scheduled audits within the FY 2026 Audit Plan and including any audits added or substituted as needed.	Stretch Target: 90% of audits completed in the ten-month performance period SSP IA Audit Plan.	Stretch Target: 3%	Stretch Target: \$172,524
		Target: 85% of audits completed in the ten-month performance period SSP IA Audit Plan.	Target: 2%	Target: \$115,016

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Key Contract Objectives	Effectiveness and Efficiency Measures	Execution Targets	Fee Percentage	Fee Allocation
<p>OMB A-123</p>	<p>Completion of the OMB A-123 FMA and EA sections of the America application for review and approval by DOE. All testing should be completed, supporting documentation uploaded, and appropriate responses entered into the America application (or other designated application) per the Green Book and OCFO’s annual guidance six (target) or seven (stretch target) weeks prior to the OCFO's FMA and EA due date.</p>	<p>Stretch Target:</p> <p>The OMB A-123 FMA and EA sections of the America application should be completed and approved by the M&O contractor seven weeks prior to the OCFO's OMB A-123 FMA and EA due date.</p>	<p>Stretch Target:</p> <p style="text-align: center;">2%</p>	<p>Stretch Target:</p> <p style="text-align: center;">\$115,016</p>
		<p>Target:</p> <p>The OMB A-123 FMA and EA sections of the America application should be completed and approved by the M&O contractor six weeks prior to the OCFO's OMB A-123 FMA and EA due date.</p>	<p>Target:</p> <p style="text-align: center;">1%</p>	<p>Target:</p> <p style="text-align: center;">\$57,508</p>

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ATTACHMENT 3

**SUBJECTIVE MEASURE GRADING TABLE
(FAR 16.401)**

AWARD-FEE ADJECTIVAL RATING	AWARD-FEE POOL AVAILABLE TO BE EARNED	DESCRIPTION
Excellent	91%-100%	Contractor has exceeded almost all of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
Very Good	76%-90%	Contractor has exceeded many of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
Good	51%-75%	Contractor has exceeded some of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
Satisfactory	No Greater Than 50%	Contractor has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
Unsatisfactory	0%	Contractor has failed to meet overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.

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ATTACHMENT 4

SUBJECTIVE FEE EVALUATION AREAS

Subjective fee will be determined by DOE by reviewing the monthly and quarterly contractor self-assessment reports, monitoring the metrics, and applying the validation techniques to arrive at a score for each subjective measure. The score will be categorized according to the adjectival table for each measure and the corresponding fee modifier will be applied. Gradings will be as follows:

- EXCELLENT
- VERY GOOD
- GOOD
- SATISFACTORY
- UNSATISFACTORY

Criteria Description	Evaluation Criteria (Includes but Not Limited To)
<p><u>MAINTENANCE & OPERATIONS: (8.80%)</u></p> <p><u>Site Operations & Maintenance Division (SOMD):</u></p> <p><u>SOMD 2026-1, Site Management and Preservation: (3.80%) – \$218,531</u></p> <p>Contractor to develop plans focusing on maintaining acceptable levels of grounds maintenance and corrosion control. Ground’s maintenance will be evaluated according to security and personnel safety needs. Corrosion control will be evaluated to ensure items needing attention are identified and addressed before equipment/system integrity is compromised.</p> <p>This measure is needed to ensure grounds maintenance is addressed before becoming non-compliant with security requirements while also keeping safety risks to personnel to a minimum. The corrosion control portion is needed to ensure maintenance is addressing corrosion items before they evolve from aesthetic issues to actual degradation needing replacement before the end of the equipment/system’s useful life.</p> <p>(Continued on next page)</p>	<p>Measure Validation: DOE Site Engineers will inspect schedules to ensure work has been completed and site is maintaining acceptable levels of grounds maintenance and corrosion control. Validation will be documented using Observation Reports or emails sent to the SME.</p> <p>Adjectival Table:</p> <ul style="list-style-type: none"> • <u>Unsatisfactory</u>: No plans developed. (Fee Modifier 0.0) • <u>Satisfactory</u>: Plans developed but weekly schedules not provided to DOE, at least 50% of schedule completed during period (each site). (Fee Modifier 0.01 to 0.5) • <u>Good</u>: Plans developed, weekly schedules provided to DOE, at least 65% of schedule completed during period (each site). (Fee Modifier 0.51 to 0.75) • <u>Very Good</u>: Plans developed, weekly schedules provided to DOE, 80% of schedule completed during period (each site). (Fee Modifier 0.76 to 0.9) • <u>Excellent</u>: Plans developed, weekly schedules provided to DOE, 95% of schedule completed during period (each site). (Fee Modifier 0.91 to 1)

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Criteria Description	Evaluation Criteria (Includes but Not Limited To)
<p><u>Site Operations & Maintenance Division (SOMD): (Cont'd)</u></p> <p><u>Subject Measure Metric:</u> Each site to develop and execute plans to address grounds maintenance and corrosion control. The contractor shall provide a weekly schedule of work to be performed to each DOE Senior Site Representative.</p>	
<p><u>Site Operations & Maintenance Division (SOMD):</u></p> <p><u>SOMD 2026-2, Interim Repair/Mitigation Authorization (IRMA) Reduction: (5.0%) – \$287,540</u></p> <p>Contractor to develop and submit corrective action plans with cost and schedule focusing on reducing the number of open Interim Repair/Mitigation Authorizations (IRMAs) per site per year based on the IRMAs in place at the beginning of the period of performance (PoP) along with IRMAs generated during the PoP.</p> <p><u>Subject Measure Metric:</u> The Contractor will develop and submit corrective action plans within 30 days to address each IRMA in the system at the beginning of the Period of Performance (PoP) as well as a corrective action plan within 30 days of each new IRMA initiated during the PoP. IRMAs must be completed by the mutually agreed upon return to service date, as defined by SSP Site Director and DOE Senior Site Representative, to be established within 30 days of the IRMA initiation.</p>	<p>Measure Validation: DOE site personnel will review any open IRMAs during discussions with their counterparts. The Contractor will meet at least quarterly with New Orleans Site Operations & Maintenance personnel to provide a status on all open IRMAs. Validation will be documented using Observation Reports or meeting notes/emails.</p> <p>Adjectival Table:</p> <ul style="list-style-type: none"> • <u>Unsatisfactory:</u> No corrective action plans developed. (Fee Modifier 0.00) • <u>Satisfactory:</u> Corrective action plans developed within 30 days for all open IRMAs and any new IRMAs initiated during the PoP. (Fee Modifier 0.01 to 0.5) • <u>Good:</u> Corrective action plans developed within 30 days for all open IRMAs and any new IRMAs initiated during the PoP. No more than two IRMAs per site per year closed out past the original return-to-service date without DOE SOMD concurrence. (Fee Modifier 0.51 to 0.75) • <u>Very Good:</u> Corrective action plans developed within 30 days for all open IRMAs and any new IRMAs initiated during the PoP. No more than one IRMA per site per year closed out past the original return-to-service date without DOE SOMD concurrence. (Fee Modifier 0.76 to 0.9) • <u>Excellent:</u> Corrective action plans developed within 30 days for all open IRMAs and any new IRMAs initiated during the PoP. No IRMAs per site per year closed out past the original return-to-service date without DOE SOMD concurrence. (Fee Modifier 0.91 to 1)

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Criteria Description	Evaluation Criteria (Includes but Not Limited To)
<p><u>Site Operations & Maintenance Division (SOMD): (Cont'd)</u></p> <p><u>Subject Measure Metric:</u> DOE Senior Site Representative may approve changes to the mutually agreed upon return to service date if suitable justification is provided by SSP. eStatus updates for IRMAs with a return-to-service date past the PoP must be provided at least quarterly. All open IRMA's shall be reviewed monthly in a stewardship between the DOE Site Operations & Maintenance Division (SOMD Director), Senior Site Representatives, and the M&O Operations & Maintenance Vice President.</p>	

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Criteria Description	Evaluation Criteria
<p><u>TECHNICAL ASSURANCE: (13.3%)</u> <u>Quality & Performance Assurance Division</u></p> <p><u>OPAD 2026-1, Trending Analysis: (4.6%)</u> – \$264,537</p> <p>Develop trending analyses that inform work planning, allocation of resources, and process improvement initiatives. Demonstrate use of these to improve technical performance, cost reduction, safety improvement, or schedule improvement.</p> <p><u>*Identified areas include</u> improved technical performance, reduced costs, improved safety, or improved schedule.</p> <p><u>Subject Measure Metric:</u> Implementation of analyses that direct management’s steps in conducting work planning, resource allocation, or process improvements and can be tied to improved technical performance, reduced costs, improved safety or improved schedule. DOE will review SSP Quarterly Self Assessments for evidence that trending analyses are being developed and having the desired effect. SSP must demonstrate that improvements occurred as a result of new documented trending analyses and data and associate the value of the improvements based upon the categories defined above.</p>	<p>Measure Validation: DOE will review SSP Quarterly Self Assessments for evidence that trending analyses are being developed and having the desired effect. DOE will review demonstrations and other evidence supporting self-assessments to validate progress.</p> <p>Adjectival Table:</p> <ul style="list-style-type: none"> • <u>Unsatisfactory:</u> No new trending analyses. (Fee Modifier 0.0) • <u>Satisfactory:</u> Any number of analyses that do not result in documentable improvements. (Fee Modifier 0.01 to 0.50) • <u>Good:</u> Three or more completed analyses that results in a total of three or more documentable improvements in the *identified areas. (Fee Modifier 0.51 to 0.75) • <u>Very Good:</u> Four or more completed analyses that result in a total of four or more documentable improvements in the *identified areas. (Fee Modifier 0.76 to 0.90) • <u>Excellent:</u> Five or more completed analyses that result in a total of five or more documentable improvements in the *identified areas. (Fee Modifier 0.91 to 1.0)

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Criteria Description	Evaluation Criteria (Includes but Not Limited To)
<p><u>Environmental Safety & Health Division</u></p> <p><u>ESHD 2026-1, Training Program</u> Effectiveness: (4.50%) – \$258,786</p> <p>Analyze incidents, accidents, and near misses for lack of knowledge, skills, and training necessary to perform tasks. Where training is not a causal factor, include supporting documentation of the analysis of the training. Ensure training programs for similar tasks are uniform and effective SPR wide. Demonstrate use of these analyses to enhance safety improvement opportunities, technical performance, and compliance.</p> <p>Enhancements may include, but are not limited to:</p> <ul style="list-style-type: none"> • Newly defined training (including Toolbox Topics, technical on-the-job training plans, required reading, and other structured training plans) for employees to eliminate recurrence of similar incidents. • Developing improved training, which is more structured, has clearer language, removes incorrect procedures, or captures missing components to previous training. • Identifying areas which training is insufficient for employees and developing further training to meet these needs. • Involving management/supervision to attend trainings for personnel they are overseeing, which they are not trained to the same level as their craft personnel. • Implementing new ways to verify employee Knowledge, Skills, and Abilities (KSAs) after training and during their course of employment, both managerial and craft employees. <p>(Continued on the next page)</p>	<p>Measure Validation: DOE will review SSP incident reports, weekly SH reports, ATS findings, Organizational Assessments, self-assessments, emails, and formal correspondence for evidence that training gaps are being identified and addressed in an appropriate manner. DOE will review revised training plans, APM sections, and other media to establish where SSP identifies increased developments to safety improvement opportunities, technical performance, and compliance. DOE will ensure that processes and procedures are enforced in the field by supervisors. DOE will also ensure changes from previous incidents and lessons learned are appropriately applied to future training. DOE will utilize routine surveillance reports and oversight documentation to document discrepancies in contractor and subcontractor lack of knowledge, skills, and training necessary to perform task.</p> <p>Adjectival Table:</p> <ul style="list-style-type: none"> • <u>Unsatisfactory</u>: No training enhancements that result in increased developments to safety improvement opportunities, technical performance, and compliance. (Fee Modifier 0) • <u>Satisfactory</u>: One safety and health training enhancement implemented with a completion rate 91-100% that result in increased developments to safety improvement opportunities, technical performance, and compliance. (Fee Modifier 0.01 to 0.3) • <u>Good</u>: Two safety and health training enhancements implemented with a completion rate 91-100% that result in increased developments to safety improvement opportunities, technical performance, and compliance. (Fee Modifier 0.31 to 0.5) • <u>Very Good</u>: Three safety and health training enhancement implemented with a completion rate 91-100% that result in increased developments to safety improvement opportunities, technical performance, and compliance. (Fee Modifier 0.51 to 0.8) • <u>Excellent</u>: Four or more safety and health training enhancements implemented with a completion rate 91-100% that result in increased developments to safety improvement opportunities, technical performance, and compliance. (Fee Modifier 0.81 to 1)

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Criteria Description	Evaluation Criteria (Includes but Not Limited To)
<p><u>Environmental Safety & Health Division:</u> (Cont'd)</p> <p><u>Subject Measure Metric:</u> Implementation of safety and health training programs which ensure that all personnel possess the experience, knowledge, skills, and abilities necessary to discharge their safety and health responsibilities (ISM Guiding Principle 3).</p>	
<p><u>Emergency Management:</u> <u>SEOD 2026-1, Preparedness Readiness Exercise Program (PREP): (0.70%) – \$40,256</u></p> <p>Develop an Oil Spill Response Exercise Program consistent with the requirements of the Oil Pollution Act of 1990 (OPA 90) and the requirements of DOE O 151.1D, Comprehensive Emergency Management. Demonstrate the ability to meet submission timeline requirements of the Exercise Plans (EXPLANS) and After-Action Reports (AARs) while conducting three announced exercises per performance period. Demonstrate that lessons learned in the exercises are implemented to validate improvements.</p> <p>(Continued on the next page)</p>	<p>Measure Validation: DOE will review and approve EXPLANS and AARs for submission timeliness and overall quality of the submitted exercise documents. DOE will validate contractor submitted evidence supporting exercise evaluation grades. DOE will attend exercises to validate lessons are incorporated into AARs and that technical proficiency is demonstrated. This will be documented through DOE written response to AARs and review and approval of EXPLANS.</p> <p>Adjectival Table:</p> <ul style="list-style-type: none"> • <u>Unsatisfactory</u>: Four or more instances where a submission date was missed due to untimely submission or a lack of supporting documentation for an exercise plan or evaluation grade. In addition, if the contractor fails to provide and document training to address noted deficiencies in the PREP AAR from the previous year. (Fee Modifier 0.00) • <u>Satisfactory</u>: Three instances where a submission date was missed due to untimely submission or a lack of supporting documentation for an exercise plan or evaluation grade. In addition, if the contractor fails to provide and document training to address noted deficiencies in the PREP AAR from the previous year fee modifier will be reduced from 0.3 to 0.2. (Fee Modifier 0.1 to 0.39)

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Criteria Description	Evaluation Criteria (Includes but Not Limited To)
<p><u>Emergency Management: (Cont'd)</u></p> <p><u>Subject Measure Metric:</u> Number of instances where a submission date was missed or lack of supporting documentation for an EXPLAN or evaluation grade and if the contractor fails to provide and document training to address noted deficiencies in the PREP AAR from the previous year.</p>	<ul style="list-style-type: none"> • <u>Good:</u> Two instances where a submission date was missed due to untimely submission or a lack of supporting documentation for an exercise plan or evaluation grade. In addition, if the contractor fails to provide and document training to address noted deficiencies in the PREP AAR from the previous year the fee modifier will be reduced from 0.5 to 0.4. (Fee Modifier 0.4 to 0.59) • <u>Very Good:</u> One instance where a submission date was missed due to untimely submission or a lack of supporting documentation for an exercise plan or evaluation grade. In addition, if the contractor fails to provide and document training to address noted deficiencies in the PREP AAR from the previous year the fee modifier will be reduced from 0.8 to 0.7. (Fee Modifier 0.6 to 0.89) • <u>Excellent:</u> Zero instances where a submission date was missed due to untimely submission or a lack of supporting documentation for an exercise plan or evaluation grade. In addition, if the contractor fails to provide and document training to address noted deficiencies in the PREP AAR from the previous year the fee modifier will be reduced from 1.0 to 0.9. (Fee Modifier 0.90 to 1)

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Criteria Description	Evaluation Criteria (Includes but Not Limited To)
<p><u>Security and Emergency Operations Division: (Cont'd)</u></p> <p><u>SEOD 2026-2, Security Self-Assessments: (3.50%) – \$201,279</u> Improve the quality of SSP Security Self-Assessments (Site Security Self-Assessments, Canine Program Self-Assessment, and Weapons Qualification Range Self-Assessments) to ensure a higher degree of confidence in oversight of programmatic activities and order compliance by adhering to and documenting good assessment practice to include:</p> <ol style="list-style-type: none"> 1) Ensure that assessment activities (data call, records review, interviews, performance monitoring, performance testing, etc.) are adequate to assess programs and are properly documented in assessment reports. 2) Ensure that sufficient evidence to support the program and topical area ratings are collected and documented in assessment reports. 3) Ensure assessment reports are comprehensive, well written, and accurate. <p><u>Subject Measure Metric:</u> Required elements defined above are adequate and documented in assessment reports.</p>	<p>Measure Validation: DOE will review M&O contractor security self-assessments for evidence of documented contractor and sub-contractor oversight of all topical and sub-topical areas, and a thorough analysis is being conducted and process improvements are developed that achieve the desired outcome(s). DOE will review contractor self-assessments, utilize follow-on site security surveys, or conduct focused special assessments to validate contractor self-assessments.</p> <p>Adjectival Table:</p> <ul style="list-style-type: none"> • <u>Unsatisfactory</u>: Four or more documented gaps in confidence due to deviations from good assessment practice (inadequate/undocumented assessment activities, unsupported topical or sub-topical ratings, poorly written, etc.). (Fee Modifier 0.0) • <u>Satisfactory</u>: Three documented gaps in confidence due to deviations from good assessment practice (inadequate/undocumented assessment activities, unsupported topical and sub-topical ratings, poorly written, etc.). (Fee Modifier 0.01 to 0.5) • <u>Good</u>: Two documented gaps in confidence due to deviations from good assessment practice (inadequate/undocumented assessment activities, unsupported topical and sub-topical ratings, poorly written, etc.). (Fee Modifier 0.51 to 0.75) • <u>Very Good</u>: One documented gap in confidence due to deviations from good assessment practice (inadequate/undocumented assessment activities, unsupported topical and sub-topical ratings, poorly written, etc.). (Fee Modifier 0.76 to 0.9) • <u>Excellent</u>: No documented gap in confidence due to deviations from good assessment practice (inadequate/undocumented assessment activities, unsupported topical and sub-topical ratings, poorly written, etc.). (Fee Modifier 0.91 to 1)

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Criteria Description	Evaluation Criteria (Includes but Not Limited To)
<p>CONTRACTS: (7.9%)</p> <p><u>A&SD 2026-1, Procurement: (7.9%) – \$454,314</u></p> <p>Ensure procurement is in full compliance with approved purchasing procedures, statutes, regulations, or contract terms and condition.</p> <p>Compliance is measured by the following standards:</p> <ul style="list-style-type: none"> • Acquisition of quality products and services at fair and reasonable prices using techniques identified within FAR 15.404-1. • Use of capable and reliable subcontractors. • Reduction of performance risks associated with subcontractors, and facilitation of quality relationships which can include techniques such as partnering agreements, ombudsmen, and alternative dispute procedures. • Use of self-assessment and benchmarking techniques to support continuous improvement in purchasing provided monthly to the cognizant DOE official. • Maintenance of professional and ethical standards. • Audits of file documentation appropriate to the value of the purchase and which is adequate to establish the propriety of the transaction, and the price paid. • Maximization of opportunities for small business, HUBZone small business, small, disadvantaged business, and woman-owned small business concerns to participate in contract performance. <p><u>Subjective Measure Metric:</u> Quarterly reviews indicate Purchasing System trending, and the final Adjectival rating shall be based upon the cumulative FY 2026 metrics for the ten-month period of performance.</p>	<p>Measure Validation: DOE CO will document findings of each significant weakness of standards within Management Appraisals, consent packages, monthly reviews, or during quarterly reviews.</p> <p>Adjectival Table:</p> <ul style="list-style-type: none"> • <u>Unsatisfactory:</u> A rating of 65% or lower. (Fee Modifier 0.00) • <u>Satisfactory:</u> A rating of 65.01%-74.99%. (Fee Modifier 0.01 to 0.50) • <u>Good:</u> A rating of 75%-84.99%. (Fee Modifier 0.51 to 0.75) • <u>Very Good:</u> A rating of 85%-94.99%. (Fee Modifier 0.76 to 0.90) • <u>Excellent:</u> A rating of 95% or greater. (Fee Modifier 0.91 to 1.00)



**U. S. DEPARTMENT OF ENERGY
STRATEGIC PETROLEUM RESERVE
PROJECT MANAGEMENT OFFICE**

PARTIAL FISCAL YEAR 2026

(NOVEMBER 24, 2025 – SEPTEMBER 30, 2026)

**LIFE EXTENSION 2
PERFORMANCE EVALUATION AND
MEASUREMENT PLAN**

FOR

STRATEGIC STORAGE PARTNERS, LLC

CONTRACT NO. 89243525CCR000073

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LIFE EXTENSION 2
PERFORMANCE EVALUATION AND MEASUREMENT PLAN
CONTRACT NO. 89243525CCR000073**

SIGNATURE PAGE

SUBMITTED BY:

DEPARTMENT OF ENERGY

KELLY GELE Digitally signed by KELLY GELE
Date: 2025.12.16 15:07:01
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**KELLY GELE
CONTRACTING OFFICER**

DATE

PAUL OOSTERLING Digitally signed by PAUL OOSTERLING
Date: 2025.12.16 19:06:04 -06'00'

**PAUL S. OOSTERLING
PROJECT MANAGER**

DATE

RECEIVED BY:

STRATEGIC STORAGE PARTNERS, LLC

ALAN WEAKLEY (Affiliate) Digitally signed by ALAN WEAKLEY
(Affiliate)
Date: 2025.12.17 12:38:50 -06'00'

**ALAN WEAKLEY
PROJECT MANAGER**

12/17/25

DATE

APPROVED BY:

KENNETH VINCENT Digitally signed by KENNETH VINCENT
Date: 2025.12.23 12:10:26 -05'00'

**KENNETH VINCENT
ACTING DEPUTY DIRECTOR
OFFICE OF PETROLEUM RESERVES**

DATE

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INTRODUCTION

Purpose: This Performance Evaluation and Measurement Plan (PEMP) supplements and implements the total available fee provisions of Contract No. 89243525CCR000073 with Strategic Storage Partners, LLC (SSP). This plan is for the management and operation of the Strategic Petroleum Reserve (SPR) Life Extension 2 Program. This plan will define methodology and responsibilities associated with determining the incentive fee earned by SSP. The plan outlines the organization, procedures, and evaluation period for implementing the fee provisions of the contract. The purpose of the incentive/award fee is to motivate the contractor to exceed standards and to emphasize key areas of performance and concern without jeopardizing minimum acceptable performance in all areas.

Incentive/Award-fee Period: The PEMP is for the ten-month performance period beginning November 24, 2025, and ending September 30, 2026.

ORGANIZATIONAL STRUCTURE

The organizational structure of the incentive fee process is established to ensure a fair and full evaluation of the contractor's performance. This PEMP is used in conjunction with the latest revision of SPR Project Management Office (PMO) Order 210.2, *SPRPMO Measurement Order*, and the *Quality Assurance Review*. The PEMP states the key contract objective measures, including effectiveness and efficiency measures, corresponding execution targets (and stretch targets where applicable), and the percentage of potential fee to be earned. The PEMP also includes the criteria descriptions and evaluation criteria for each of the subjective measures.

This PEMP may be changed unilaterally by the government as stipulated in the total available fee provisions of the contract. All parties involved in the incentive/award fee process, including the contractor, are encouraged to recommend changes with a view toward redirecting management emphasis, motivating performance improvements, or enhancing the fee process. Any changes to the plan will become effective consistent with the time frames outlined in the total available fee clause of the contract, or by mutual agreement of the parties.

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The Fee-Determining Official (FDO) approves all changes to the Plan, with the exception of administrative changes (e.g., changes in format, grammar, spelling, etc.), which can be approved by the Award Fee Board (AFB) Chairperson.

FEE STRUCTURE

Total available fee consists of an award fee based on objective performance measures and an award fee based on a subjective evaluation. The total available fee pool is \$9,032,421, to be broken down as follows: The fee pool for Facilities is \$5,750,809 and for Life Extension 2 (LE2) is \$3,281,612. The Facilities measures can be found within its own PEMP (document SPRPMO 0492). For each evaluation period, the government and the contractor will mutually agree upon, or in the event an agreement cannot be reached, the government will unilaterally establish: the evaluation areas, individual requirements, and the allocation of fee. The contractor's performance relative to the evaluation areas identified in the objective measures (Attachment 2), and the subjective measures based on the evaluation areas listed in Attachment 4, determines the amount of fee earned. The method for arriving at this determination is described herein. The evaluation period represented in this document is November 24, 2025, through September 30, 2026.

In addition to evaluating the contractor's achievement of the measures and the subjective evaluation areas, the government will consider the impact of any material performance deficiencies in all areas of performance, regardless of whether a weight or fee has been specifically assigned. This includes, for example, marginal or unacceptable performance of work authorization directive (WAD) requirements; or less serious, but recurring or systemic, negative events. In evaluating the impact of performance deficiencies, the government will consider the timeliness and adequacy of corrective actions as well as the overall success of the contractor in exceeding the government's expectations.

The government expects the contractor to perform all contract work in a satisfactory manner. Therefore, if the contractor's performance is considered to be a less than satisfactory level of performance established in any area of contract performance, regardless of whether a weight or fee has been specifically assigned, the amount of otherwise earned fee may be reduced in whole or in part. In exercising this discretion, the government will consider the extent to which the unfavorable performance:

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- Posed a threat to the environment or the health and safety of workers, or the public as defined by the Integrated Safety Management System as approved by the Department of Energy (DOE).
- Contributed to the occurrence of a catastrophic event such as a fatality or serious workplace-related injury or illness, hazardous material exposure exceeding regulatory limits, loss of control over classified material, or an event that causes significant damage to the environment.
- Jeopardized attainment of overall contract requirements, including essential mission requirements such as drawdown readiness.
- Increased the cost to the government.

AWARD-FEE COMPONENTS

The amount of fee earned will be based on an assessment of the contractor's performance through September 30, 2026, relative to the objective measures contained in Attachment 2 and a subjective fee component in Attachment 4. Unearned fees will not be rolled over to any subsequent evaluation period but shall be forfeited. The AFB will also take into consideration any special accomplishments or deficiencies that may arise through this ten-month PoP. This information is received from the performance evaluators' assessment of the performance metrics set forth in the included measures and WADs. The method for determining earned fee is described below.

EVALUATION CRITERIA

Performance Measures

1. Objective Fee Criteria

The objective measures represent outcomes DOE considers to be critical to the successful execution of the SPR mission. The objective measures are the core outcomes needed to achieve essential contract objectives. A fee is allocated to each measure. Notwithstanding the contractor's success in achieving the targets assigned to each measure, the final determination of fee

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will consider the extent to which material performance deficiencies (if any) occurred in any area of contract performance. When determining the amount of reduction to otherwise earned fee because of material performance deficiencies, due consideration will be given to the timeliness and adequacy of corrective actions as well as the overall success of the contractor in exceeding the government's expectations.

The contractor will continuously monitor performance toward all objective measures in the PEMP. A monthly, informal report of performance will be provided to DOE counterparts within the first five days of the new month. The report will be broken down by measure. A formal, roll-up report of overall contractor performance will be developed and transmitted to the DOE Contracting Officer during the first ten days of each new quarter. Note: Failure to provide these reports may affect DOE's ability to assess the contractor's performance and may result in reduction of fee. If at any point the contractor becomes aware that they are unlikely to achieve the requirements defined for the lowest target for any objective measure due to a performance deficiency within their control, that fact and any steps taken to mitigate the performance deficiency must be formally reported to the DOE Contracting Officer within ten days of discovery of the deficiency. If the contractor becomes aware that they are unlikely to achieve the requirements defined for the lowest target for any objective measure due to a deficiency or condition outside their control, they may formally request that DOE review the circumstances. Such requests for dispensation must be transmitted to the DOE Contracting Officer within ten days of becoming aware of the problem.

2. Subjective Fee Criteria

Each DOE Director may identify one or more desired outcomes to be addressed by the contractor during the PEMP cycle. Desired outcomes are identified as subjective measures in the PEMP. Desired outcomes may include improved performance in some narrowly defined area, development of new tools/approaches/processes that add value, or any other improvement that benefits the government. Desired outcomes will include elements as listed below:

- Definition: Each desired outcome will be succinctly defined as to the end product or condition and identify the period of evaluation (typically quarterly or annually).

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- Metric(s): Each desired outcome will define the metric(s) to be used to track progress toward the desired outcome. Metrics will be trackable to the extent possible (such as counts or measurable improvements).
- Validation Method: Each director will identify the method to be used to validate performance. Validation activities should be formally documented using existing oversight methods and rely upon review of the contractor's self-assessment.
- Adjectival Table (AT): Each desired outcome will have its own AT which defines success for each specific desired outcome. The AT will have grading levels including Unsatisfactory, Satisfactory, Good, Very Good, and Excellent. Each category will define the level of performance for that category and provide a fractional fee modifier associated with the category. The fee modifier will be multiplied by the total fee allocated to the desired outcome in order to determine the final fee earned.

The contractor will continuously monitor performance toward all subjective measures in the PEMP. A monthly, informal report of performance will be provided to DOE counterparts within the first five days of the new month. The report will be broken down by measure. Quarterly, a formal, roll-up report of overall contractor performance will be developed and transmitted to the DOE Contracting Officer during the first ten days of the new quarter. Note: Failure to provide this report, may affect DOE's ability to assess the contractor's performance and may result in an 'Unsatisfactory' rating. If at any point the contractor becomes aware that they are unlikely to achieve the requirements defined performance below the satisfactory level defined for any subjective measure due to a performance deficiency within their control, that fact and any steps taken to mitigate the performance deficiency must be formally reported to the DOE Contracting Officer within ten days of discovery of the deficiency. If the contractor becomes aware that they are unlikely to achieve the requirements defined for the performance below the satisfactory level defined for any subjective measure due to a deficiency or condition outside their control, they may formally request that DOE review the circumstances and may be granted dispensation for not meeting the measure based upon DOE's review. Such requests for dispensation must be transmitted to the DOE Contracting Officer within ten days of becoming aware of the problem.

Desired Outcomes (Subjective Measures) can be found in Attachment 4 below.

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ROLES AND RESPONSIBILITIES

- a. **Fee-Determining Official.** The FDO is the Acting Deputy Director for the Office of Petroleum Reserves. The primary responsibilities of the FDO are to:
- Approve the PEMP and any significant changes.
 - Approve the amount of fee earned and payable for each evaluation period.
 - Notify the contractor of the amount of total fee earned during the evaluation period. This notification will identify specific areas of strengths and performance deficiencies.
- b. **Award Fee Board.** The AFB membership is set forth in Attachment 1. The primary responsibilities of the AFB are to:
- Prepare and submit the PEMP, including any significant changes, for the approval of the FDO.
 - Submit an AFB report to the FDO covering its findings regarding performance and recommendations for the determination of earned fee.
- c. **Performance Evaluators.**
- Monitor and evaluate the contractor’s performance.
 - Conduct monthly meetings with the contractor to provide feedback on performance.
 - Develop quarterly reports of contractor performance in conjunction with the Performance Management Coordinator to be submitted to the AFB.
 - Submit reports to the AFB covering the evaluation of the contractor’s performance.
 - Recommend, as appropriate, changes to this plan.

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d. Performance Management Coordinator.

- Develops the PEMP with consultation from the AFB and the Contracting Officer.
- Prepares a letter for the FDO for notification to the contractor of the amount of fee that has been earned for an evaluation period.
- Coordinates Reviews of proposed performance measures and performance evaluation information in conjunction with DOE Legal and DOE Contracts.
- Prepares the agenda and manages the quarterly AFB meetings.
- Submits a copy of the Quality Assurance Review results to the AFB regarding performance.

e. Contracting Officer.

- Assures appropriate coordination of performance expectations and evaluation criteria with Headquarters and policy organizations.
- Submits the PEMP to Headquarters Office of Acquisition Management for approval.
- Negotiates award fee amounts.
- Issues a modification to contractually effectuate the PEMP.
- Provides technical direction to the contractor.
- Participates in quarterly AFB meetings.

AWARD FEE PROCESS

Performance reviews will be conducted on a schedule as defined in the latest revision of SPRPMO O 210.2, *SPRPMO Performance Measurement Order*. Formal feedback of strengths and weaknesses will be documented and provided on a

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quarterly basis by the performance evaluators while a formal fee evaluation and determination by the AFB will be completed at the end of the evaluation cycle and recommended to the FDO.

The evaluation cycle consists of a ten-month evaluation period or may provide for multi-year incentive. During the evaluation period, DOE and SSP counterparts will meet monthly to discuss performance and review the contractor’s self-assessment reports.

The contractor will perform at the satisfactory level in all areas of performance regardless of whether a measure or fee has been assigned. If the contractor’s performance is determined to be less than the minimum level of performance, earned fee may be reduced consistent with “Conditional Payment of Fee, Profit and Other Incentives – Facility Management Contract’s clause (DEAR 970.5215- 3).”

In applying these standards, the government will consider any mitigating factors presented by the contractor. Such factors must have directly and materially affected the contractor’s ability to achieve the specified standard and must be beyond the control and responsibility of the contractor.

The contractor’s performance, as a whole, for all evaluation periods will be a factor in considering the exercise of any contract option.

Key Contract Objectives	Fee Percentage	Fee Allocation
LE2 Objective Performance Pool	75%	\$2,461,208
LE2 Subjective Performance Pool	25%	\$820,404
LE2 Subtotal	100%	\$3,281,612

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ATTACHMENT 1

AWARD FEE BOARD MEMBERSHIP

Chairperson:	Project Manager Strategic Petroleum Reserve
Members:	SPR Program Office Representative Federal Project Director Life Extension 2 Assistant Project Manager* Management and Administration Assistant Project Manager Maintenance and Operations Assistant Project Manager Systems and Projects Assistant Project Manager Technical Assurance
Ex-officio Member:	Director Acquisition and Sales Division
Executive Secretary:	Performance Management Coordinator
General Attorney:	Office of Chief Counsel Serves in an Advisory capacity to the AFB

* REPRESENTS THE CHIEF FINANCIAL OFFICER

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ATTACHMENT 2

**OBJECTIVE FEE EVALUATION AREAS
PERFORMANCE MEASURES**

For any completed measure that is validated to have fallen between the Target and Stretch Target range, the fee percentage will be subject to linear interpolation in calculating the fee. If a fee calculation cannot be reached using linear interpolation, then the calculation will be made by the Award Fee Board, with approval of the Chairperson.

Key Contract Objectives	Effectiveness and Efficiency Measures	Execution Targets	Fee Percentage	Fee Allocation
Master Project Milestone Schedule Adherence	Complete all Level 1 and Level 2 Milestones by the schedule date. Additionally, meet Level 3 milestones by end of the performance period and at least within 30 days of the scheduled date. Note: Excludes milestones for CWA-13, CWA-17, and CWA-21.	Stretch Target Meet 100% of Level 1 and Level 2 Milestones by the scheduled date. Additionally, complete at least 90% of all Level 3 Milestones by the end of the performance period.	Stretch Target 13%	Stretch Target \$426,610
		Target Meet 100% of Level 1 and Level 2 Milestones by scheduled date. Additionally, complete at least 85% of all Level 3 milestones by the end of the performance period.	Target 6.5%	Target \$213,305

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Key Contract Objectives	Effectiveness and Efficiency Measures	Execution Targets	Fee Percentage	Fee Allocation
Completion of Big Hill Brine Disposal System	For Construction Work Area (CWA) 17, Brine Disposal System, of BH-LE-1767, Onsite General Contract, the final walkthrough has been conducted; all P1 and P2 punch list items are resolved; and the CWA/System is ready for Testing and Commissioning.	<p style="text-align: center;">Stretch Target</p> For Construction Work Area (CWA) 17, Brine Disposal System, of BH-LE-1767, Onsite General Contract, the final walk-through has been conducted; all P1 and P2 punch list items are resolved; the Testing and Commissioning is complete and Use and Possession transfer of the system to Operations has been finalized. All these actions are to be completed no later than March 31, 2026.	<p style="text-align: center;">Stretch Target</p> <p style="text-align: center;">13%</p>	<p style="text-align: center;">Stretch Target</p> <p style="text-align: center;">\$426,610</p>
		<p style="text-align: center;">Target</p> For Construction Work Area (CWA) 17, Brine Disposal System, of BH-LE-1767, Onsite General Contract, the final walk-through has been conducted; all P1 and P2 punch list items are resolved; and the CWA/System is ready for Testing and Commissioning. All these actions are to be completed no later than March 31, 2026.	<p style="text-align: center;">Target</p> <p style="text-align: center;">6.5%</p>	<p style="text-align: center;">Target</p> <p style="text-align: center;">\$213,305</p>

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Key Contract Objectives	Effectiveness and Efficiency Measures	Execution Targets	Fee Percentage	Fee Allocation
Completion of Big Hill Cavern Distribution Headers	For Construction Work Area (CWA) 13, Cavern Distribution Headers, of BH-LE-1767, Onsite General Contract, the final walkthrough has been conducted; all P1 and P2 punch list items are resolved; and the CWA/System is ready for Testing and Commissioning.	<p style="text-align: center;">Stretch Target</p> For Construction Work Area (CWA) 13, Cavern Distribution Headers, of BH-LE-1767, Onsite General Contract, the final walk-through has been conducted; all P1 and P2 punch list items are resolved; and Testing and Commissioning is complete and Use and Possession of the system has been finalized. All these actions are to be completed no later than April 30, 2026.	<p style="text-align: center;">Stretch Target</p> <p style="text-align: center;">13%</p>	<p style="text-align: center;">Stretch Target</p> <p style="text-align: center;">\$426,610</p>
		<p style="text-align: center;">Target</p> For Construction Work Area (CWA) 13, Cavern Distribution Headers, of BH-LE-1767, Onsite General Contract, the final walk-through has been conducted; all P1 and P2 punch list items are resolved; and the CWA/System is ready for Testing and Commissioning. All these actions are to be completed no later than April 30, 2026.	<p style="text-align: center;">Target</p> <p style="text-align: center;">6.5%</p>	<p style="text-align: center;">Target</p> <p style="text-align: center;">\$213,305</p>

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Key Contract Objectives	Effectiveness and Efficiency Measures	Execution Targets	Fee Percentage	Fee Allocation
Completion of Big Hill Crude Oil Transfer Pumps	For Construction Work Area (CWA) 21, Crude Oil Transfer Pumps, of BH-LE-1767, Onsite General Contract, the final walkthrough has been conducted; all P1 and P2 punch list items are resolved; and the CWA/System is ready for Testing and Commissioning.	<p style="text-align: center;">Stretch Target</p> <p>For Construction Work Area (CWA) 21, Crude Oil Transfer Pumps, of BH-LE-1767, Onsite General Contract, the final walk-through has been conducted; all P1 and P2 punch list items are resolved; the Testing and Commissioning is complete and Use and Possession of the system has been finalized. All these actions are to be completed no later than May 15, 2026.</p>	<p style="text-align: center;">Stretch Target</p> <p style="text-align: center;">13%</p>	<p style="text-align: center;">Stretch Target</p> <p style="text-align: center;">\$426,610</p>
		<p style="text-align: center;">Target</p> <p>For Construction Work Area (CWA) 21, Crude Oil Transfer Pumps, of BH-LE-1767, Onsite General Contract, the final walk-through has been conducted; all P1 and P2 punch list items are resolved; and the CWA/System is ready for Testing and Commissioning. All these actions are to be completed no later than May 15, 2026.</p>	<p style="text-align: center;">Target</p> <p style="text-align: center;">6.5%</p>	<p style="text-align: center;">Target</p> <p style="text-align: center;">\$213,305</p>

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Key Contract Objectives	Effectiveness and Efficiency Measures	Execution Targets	Fee Percentage	Fee Allocation
Completion of Big Hill Onsite General Contractor Project	All Construction Work Areas (CWAs) for BH-LE-1767, Onsite General Contractor, have completed the final walkthrough; all P1 and P2 punch list items are resolved; and the Testing and Commissioning is complete and Use and Possession of all the CWAs/Systems have been finalized.	<p style="text-align: center;">Stretch Target</p> <p>All Construction Work Areas (CWAs) for BH-LE-1767, Onsite General Contractor, have completed the final walk-through; all P1 and P2 punch list items are resolved; and the Testing and Commissioning is complete and Use and Possession of all the CWAs/Systems have been finalized. All these actions are to be completed no later than June 30, 2026.</p>	<p style="text-align: center;">Stretch Target</p> <p style="text-align: center;">13%</p>	<p style="text-align: center;">Stretch Target</p> <p style="text-align: center;">\$426,610</p>
		<p style="text-align: center;">Target</p> <p>All Construction Work Areas (CWAs) for BH-LE-1767, Onsite General Contractor, have completed the final walk-through; all P1 and P2 punch list items are resolved; and the CWAs/Systems are ready for Testing and Commissioning. All these actions are to be completed no later than June 30, 2026.</p>	<p style="text-align: center;">Target</p> <p style="text-align: center;">6.5%</p>	<p style="text-align: center;">Target</p> <p style="text-align: center;">\$213,305</p>

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Key Contract Objectives	Effectiveness and Efficiency Measures	Execution Targets	Fee Percentage	Fee Allocation
Improve the Big Hill Outage Schedule	Reduce the Big Hill variance from planned outage completion date while maintaining the current scope and outage completion date of June 30, 2026.	Stretch Target Variance from the general contractor’s approved baseline schedule to be less than 10% by April 1, 2026.	Stretch Target 10%	Stretch Target \$328,158
		Target Variance from the general contractor’s approved baseline schedule to be less than 13% by April 1, 2026.	Target 5%	Target \$164,079

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ATTACHMENT 3

**SUBJECTIVE MEASURE GRADING TABLE
(FAR 16.401)**

AWARD-FEE ADJECTIVAL RATING	AWARD-FEE POOL AVAILABLE TO BE EARNED	DESCRIPTION
Excellent	91%-100%	Contractor has exceeded almost all of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
Very Good	76%-90%	Contractor has exceeded many of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
Good	51%-75%	Contractor has exceeded some of the significant award-fee criteria and has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
Satisfactory	No Greater Than 50%	Contractor has met overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.
Unsatisfactory	0%	Contractor has failed to meet overall cost, schedule, and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award-fee plan for the award-fee evaluation period.

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ATTACHMENT 4

SUBJECTIVE FEE EVALUATION AREAS

Subjective fee will be determined by DOE by reviewing the monthly and quarterly contractor self-assessment reports, monitoring the metrics, and applying the validation techniques to arrive at a score for each subjective measure. The score will be categorized according to the adjectival table for each measure and the corresponding fee modifier will be applied. Gradings will be as follows:

- EXCELLENT
- VERY GOOD
- GOOD
- SATISFACTORY
- UNSATISFACTORY

Criteria Description	Evaluation Criteria
<p><u>LE2 2026-1, Management of the LE2 Project: (8%) – \$262,529</u> Ensure that the Management of the LE2 Project is appropriate for a project of this size, importance, and complexity. To properly manage a project like LE2 the management actions below should be followed:</p> <ul style="list-style-type: none"> • Problem areas are resolved before they impact project cost and schedule. • Senior Management is active in driving initiatives that will enhance management practices devoted to the program. • Demonstrate proactive communication with all stakeholders to identify and resolve project issues before they impact productivity. • Solicit and award quality, well defined subcontracts which result in few modifications to the bid package and/or change order requests after award. • Management ensures that Lessons Learned are integrated into planning when applicable. <p>(Continued on the next page)</p>	<p>Subjective Measure Validation: DOE personnel will attend pertinent meetings and observe field activities. DOE will provide feedback which will include, but is not limited to, DOE Routine Surveillance Reports, Observation Reports, On-Site Management Reviews, DOE Weekly Reports, ATS Findings, Contracting Officer's Letters, email correspondence and Monthly Self-Assessment Reviews.</p> <p>Adjectival Table:</p> <ul style="list-style-type: none"> • <u>Unsatisfactory</u>: 11 or more documented instances (using the methods described above) of Management failures during the performance period. (Fee Modifier 0.00) • <u>Satisfactory</u>: From 9 to 10 documented instances of Management failures during the performance period. (Fee Modifier 0.01 to 0.50) • <u>Good</u>: From 6 to 8 documented instances of Management failures during the performance period. (Fee Modifier 0.51 to 0.75) • <u>Very Good</u>: From 3 to 5 documented instances of Management failures during the performance period. (Fee Modifier 0.76 to 0.90) • <u>Excellent</u>: From 0 to 2 documented instance of Management failures during the performance period. (Fee Modifier 0.91 to 1)

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Criteria Description	Evaluation Criteria (Includes but Not Limited To)
<p><u>LE2 2026-1, Management of the LE2 Project: (Continued)</u></p> <ul style="list-style-type: none"> • Management ensures compliance with DOE Orders and Directives and SSP Procedures. • Management is responsible in selecting, retaining, supporting, and replacing Key Personnel. • Management ensures that the FPD is provided the accurate project performance data in a timely manner. <p>Subject Measure Metric: Required elements defined above are communicated and documented in LE2 Weekly Progress Meetings, LE2 Project Reviews, Counterpart Meetings and Monthly Self-Assessments.</p>	
<p><u>LE2 2026-2, LE2 Quality Program: (6%) – \$196,897</u></p> <p>Ensure the LE2 Quality Program is sufficient to manage the complexities of the LE2 Project and will guide the project to a positive outcome. To determine if the LE2 Quality Program is sufficient the elements below should be followed:</p> <ul style="list-style-type: none"> • Compliance with the Quality Assurance procedures and the LE2 Construction Management Procedures. • Products and services meet contractual quality requirements. • Analyses Non-Conformance Reports are accurate and effectively communicated. <p>(Continued on the next page)</p>	<p>Subjective Measure Validation: DOE personnel will attend pertinent meetings and observe field activities. DOE will provide feedback which will include, but is not limited to, DOE Routine Surveillance Reports, Observation Reports, On-Site Management Reviews, DOE Weekly Reports, ATS Findings, Contracting Officer's Letters, email correspondence and Monthly Self-Assessment Reviews.</p> <p>Adjectival Table:</p> <ul style="list-style-type: none"> • <u>Unsatisfactory</u>: 11 or more documented instances (using the methods described above) of a failure in the Quality Program during the performance period. (Fee Modifier 0.00) • <u>Satisfactory</u>: From 9 to 10 documented instances of a failure in the Quality Program during the performance period. (Fee Modifier 0.01 to 0.50) • <u>Good</u>: From 6 to 8 documented instances of a failure in the Quality Program practices during the performance period. (Fee Modifier 0.51 to 0.75) • <u>Very Good</u>: From 3 to 5 documented instances of a failure in the Quality Program during the performance period. (Fee Modifier 0.76 to 0.90)

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Criteria Description	Evaluation Criteria (Includes but Not Limited To)
<p><u>LE2 2026-2, LE2 Quality Program:</u> (Continued)</p> <p>Subject Measure Metric: Required elements defined above are communicated and documented in LE2 Weekly Progress Meetings, LE2 Project Reviews, Counterpart Meetings and Monthly Self-Assessments.</p>	<ul style="list-style-type: none"> • <u>Excellent</u>: From 0 to 2 documented instance of a failure in the Quality Program during the performance period. (Fee Modifier 0.91 to 1.00)
<p><u>LE2 2026-3, LE2 Health and Safety Program:</u> (6%) – \$196,897</p> <p>Ensure that the LE2 Safety and Health Program is proactive in its safety monitoring of the LE2 Project. To determine if the LE2 Safety and Health Program is sufficient the elements below should be followed:</p> <ul style="list-style-type: none"> • Proactively monitor the LE2 Project and provide Safety and Health oversight of subcontractor Safety and Health plans and programs, adherence to SPR applicable Accident Prevention Manual (APM) sections, subcontract language and special subcontract provisions. • Identify, report, and immediately address Safety and Health issues and concerns. <p>Subject Measure Metric: Required elements defined above are communicated and documented in LE2 Weekly Progress Meetings, LE2 Project Reviews, Counterpart Meetings, and Monthly Self-Assessments.</p>	<p>Subjective Measure Validation: DOE personnel will attend pertinent meetings and observe field activities. DOE will provide feedback which will include Program will include, but is not limited to, DOE Routine Surveillance Reports, Observation Reports, On-Site Management Reviews, DOE Weekly Reports, ATS Findings, Contracting Officer's Letters, email correspondence and Monthly Self-Assessment Reviews.</p> <p>Adjectival Table:</p> <ul style="list-style-type: none"> • <u>Unsatisfactory</u>: 11 or more documented instances (using the methods described above) of a DOE identified deficiencies in the Health and Safety Program during the performance period. (Fee Modifier 0.00) • <u>Satisfactory</u>: From 9 to 10 documented instances of DOE identified deficiencies in the Health and Safety Program during the performance period. (Fee Modifier 0.01 to 0.50) • <u>Good</u>: From 6 to 8 documented instances of DOE identified deficiencies in the Health and Safety Program during the performance period. (Fee Modifier 0.51 to 0.75) • <u>Very Good</u>: From 3 to 5 documented instances of DOE identified deficiencies in the Health and Safety Program during the performance period. (Fee Modifier 0.76 to 0.90) • <u>Excellent</u>: From 0 to 2 documented instance of DOE identified deficiencies in the Health and Safety Program during the performance period. (Fee Modifier 0.91 to 1.00)

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Criteria Description	Evaluation Criteria (Includes but Not Limited To)
<p><u>CONTRACTS: (5%)</u></p> <p><u>A&SD 2026-1, Procurement: (5%) – \$164,081</u> – Ensure procurement is in full compliance with approved purchasing procedures, statutes, regulations, or contract terms and condition.</p> <p>Compliance is measured by the following standards:</p> <ul style="list-style-type: none"> • Acquisition of quality products and services at fair and reasonable prices using techniques identified within FAR 15.404-1. • Use of capable and reliable subcontractors. • Reduction of performance risks associated with subcontractors, and facilitation of quality relationships which can include techniques such as partnering agreements, ombudsmen, and alternative dispute procedures. • Use of self-assessment and benchmarking techniques to support continuous improvement in purchasing provided monthly to the cognizant DOE official. • Maintenance of professional and ethical standards. • Audits of file documentation appropriate to the value of the purchase and which is adequate to establish the propriety of the transaction and the price paid. <p>(Continued on the next page)</p>	<p>Validation: DOE CO will document findings of each significant weakness of standards within Management Appraisals, consent packages, monthly reviews, or during quarterly reviews.</p> <p>Adjectival Table:</p> <ul style="list-style-type: none"> • <u>Unsatisfactory</u>: A rating of 65% or lower. (Fee Modifier 0.0) • <u>Satisfactory</u>: A rating of 65.01%-74.99%. (Fee Modifier 0.01 to 0.50) • <u>Good</u>: A rating of 75%-84.99%. (Fee Modifier 0.51 to 0.75) • <u>Very Good</u>: A rating of 85%-94.99% (Fee Modifier 0.76 to 0.90) • <u>Excellent</u>: A rating of 95% or greater. (Fee Modifier 0.91 to 1.00)

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Criteria Description	Evaluation Criteria (Includes but Not Limited To)
<p><u>CONTRACTS</u> (Cont'd)</p> <ul style="list-style-type: none"> Maximization of opportunities for small business, HUBZone small business, small, disadvantaged business, and woman-owned small business concerns to participate in contract performance. <p>Metric: Quarterly reviews indicate Purchasing System trending, and the final Adjectival rating shall be based upon the cumulative FY 2026 metrics for the ten-month period of performance.</p>	