

#	Final RFP Section	Final RFP Sub-Section	Page Number	Subject/Title	Question/Comment	DOE Answer
1	L	15(b)(2)	L-22	L.18 Proposal Preparation Instructions, Volume II – Key Personnel	Will the government allow current DOE employees that were CORs or Technical Monitors for be used as a professional reference for key personnel; or at least current non-EM employees that were CORs or Technical Monitors? Key personnel with extensive and recent experience at DOE are handicapped in meeting the requirement for “[t]hree professional references having direct knowledge of the qualifications and <u>recent experience</u> of the proposed key person (emphasis added)” if we are not allowed to use DOE references.	No change. Offeror proposals shall comply with the professional reference solicitation instructions as-written.
2	H	4(a)(1)	H-5	H.4 Special Provisions Applicable to Workforce Transition and Employee Compensation: Pay and Benefits	Are the non-exempt positions (1) specifically Service Contract Act positions or (2) all-non-exempt positions?	All non-exempt classifications (positions) as defined in the Fair Labor Standards Act (29 CFR Part 541).
3	H	4(b)(5)	H-9	H.4 Special Provisions Applicable to Workforce Transition and Employee Compensation: Pay and Benefits	Please provide a list of job titles, service start dates, and Service Contract Act wage determination numbers and collective bargaining agreements so bidders can determine if there will be a significant impact of indirect rates.	Job titles and service start dates are not available. During the transition period, this information may be obtained from the incumbent contractor. The applicable Service Contract Act wage determination is included in the Request for Proposal, Section J, Attachment J-3 (SCA No 2015-4281). The Wage Determination will be updated prior to award. There are currently no collective bargaining agreements in place; therefore, there are no collective bargaining agreement wage determinations.
4	H	4(b)(5)	H-9	H.4 Special Provisions Applicable to Workforce Transition and Employee Compensation: Pay and Benefits	Please clarify “For Incumbent Employees hired by the Contractor as set forth in clause H.3, entitled <u>Definitions</u> , <u>the Contractor shall carry over accrued leave balances</u> and the length of service credit from Incumbent Contractors for purposes of determining rates of accruing leave for these employees as required by and consistent with applicable law and applicable collective bargaining agreement(s).” (Emphasis added.) It is our understanding that Service Contract Act employees must be paid by the incumbent contractor to the employee for unused, vested vacation balance by whichever occurs first: the next anniversary date; the completion of the contract; or the employee terminates employment.	H.4 (b)(5) states that the “Contractor shall provide service credit for leave as set forth below: (i) Service Credit for Leave. For Incumbent Employees hired by the Contractor as set forth in clause H.3 Entitled Definitions, the Contractor shall carry over accrued leave balances and the length of service credit from Incumbent Contractors for purposes of determining rates of accruing leave for these employees as required by and consistent with applicable law applicable collective bargaining agreement(s).” Service Contract Act requires that the incumbent contractor cash out any unused vacation benefits; the DOL does not allow for SCA-covered workers to elect an option to carry forward their unused vacation time unless provided for under an applicable CBA. The new contractor is, however, required by the SCA wage determination to recognize length of service which includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility (29 CFR 4.173) to recognize service credit for those incumbent employees hired by the new contractor.
5	H	36(c)	H-44	DOE-H-2070 Key Personnel – Alternate 1 (Oct 2014) (Revised)	Please clarify “the earned fee under the Contract may be permanently reduced... .” Is this every year or in a single year? For example, if a key person was replaced in Year 1, would that fee reduction also apply to years 2, 3, 4, and 5, which would amount to a \$125,000 to \$250,000 fee reduction.	The fee reductions referenced in Section H.36(c) are applied per incident.
6	J-1	#3	J-1-3	Deliverables	Please provide Recommendations/Lessons Learned from current and previous incumbent contractors so bidders will not repeat the same mistakes.	All relevant information needed for Offeror proposal development has been posted to the procurement website.
7	L-6 and L-7	N/A	N/A	RFP Section L Attachment L-6 Cost Price Worksheets with CLINs RFP Section L Attachment L-7 Consolidated Direct Cost Schedules	L-6 is prefilled with DOE-provided labor costs. L-7 requires the contractor to identify labor categories, rates, and hours and transfer the totals to L-6. Please verify that L-6 is only for the Key Personnel.	L-6 represents total cost. Key Personnel shall be identified in the L-7 worksheet and totals transferred to L-6.
8	L	L.18	L-26	L.18 Proposal Preparation Instructions, Volume III – Cost and Fee Proposal. L.12 DOE-L-2002 Proposal Preparation Instructions	The solicitation specifies that “The Offeror shall provide proposed cost and fee by submitting a completed Section B. The Offeror shall submit a complete Section B by completing the fill-ins located in Section B.3 Contract Cost and Fee, Table B.3-1.” The instruction in L.12(b) at L-12 requires this table to be provided in Volume I. Should this table be submitted in Volume I, Volume III, or both?	Volume I per the Section L instructions.
9	L	L.18(h)(2)	L-27	L.18 Proposal Preparation Instructions, Volume III – Cost and Fee Proposal.	The solicitation specifies that: “The Offeror (including joint venture partners, as applicable) shall provide a detailed basis of estimate and explanation regarding the development of each proposed base labor rate. The Offeror shall provide all related information to provide a clear understanding of the basis of estimate.” However, the provision also states: “The Offeror shall propose the DOE-provided direct labor costs (with exception to Key Personnel and personnel related to the proposed management structure-which the Offeror shall propose), as shown in Attachment L-6.” Does the Offeror need to provide the detailed basis of estimate and explanation for only the key personnel base rates since the solicitation requires offerors to utilize the direct labor costs specified in the solicitation for the non-key roles?	The Offeror shall note it has proposed the DOE-provided direct labor costs as its Basis of Estimate for those costs. The Offeror shall provide a detailed basis of estimate and explanation regarding the development of the proposed key personnel base labor rate.
10	L	L.18(h)(7)	L-28	L.18 Proposal Preparation Instructions, Volume III – Cost and Fee Proposal.	The solicitation specifies: “Escalation. The Offeror shall not apply yearly escalation rates, as the DOE-provided Direct Labor and Other than Direct Labor Costs in Attachment L-6 include yearly escalation costs.” Since the Offeror is to propose the direct labor rates for key personnel, is escalation allowed to be proposed for those key personnel roles?	Section L.18(h)(7) has been amended to clarify that offerors shall apply yearly escalation rates to proposed Key Personnel labor categories.
11	L	L.18	L-26	L.18 Proposal Preparation Instructions, Volume III – Cost and Fee Proposal.	We are proposing as part of a SBA-approved Mentor-Protégé Joint Venture. The Joint Venture is unpopulated (meaning it is a shell for collecting the costs of each JV member). We understand that we must provide detailed cost data for each JV member. Will the Government accept a direct submission from our Mentor of their detailed, proprietary cost data?	Yes
12	L	L.18(b)	L-26	L.18 Proposal Preparation Instructions, Volume III – Cost and Fee Proposal.	Will the Government confirm that the cost narrative should be submitted in PDF and that our supporting costs submission data including Attachment L-6 should be submitted in Microsoft Excel?	Section L.18(b) states, “Information in Volume III, where applicable, shall be submitted in both PDF and Microsoft Excel compatible formats.”
13	L	L.18(h)(1) and Attachment L-6	L-27	L.18 Proposal Preparation Instructions, Volume III – Cost and Fee Proposal. RFP Section L Attachment L-6 Cost Price Worksheets with CLINs	The solicitation provides provisions that allow Offerors to include Teaming Subcontractors. However, the Cost and Fee Proposal Preparation Instructions (L.18) does not describe or provide provisions for including costs for any proposed Teaming Subcontractors. The Attachment L-6 includes the entire value of the DOE-specified direct labor. It does not provide the break out/composition of the direct labor cost. Moreover, there is no line provided on Attachment L-6 to account for subcontractor cost. Can we allocate a percentage of the DOE-specified direct labor to a subcontractor and insert their fully loaded cost in a new line for Subcontractor Cost (i.e., insert a new row 16 for Subcontractor Cost)?	No. Per RFP Section L.18(h), “For proposal preparation purposes, the Offeror shall propose all costs as if it will be self-performing the entire work scope.”
14	L	L.18 and Attachment L-6	L-27	L.18 Proposal Preparation Instructions, Volume III – Cost and Fee Proposal. RFP Section L Attachment L-6 Cost Price Worksheets with CLINs	We are intending to propose this effort as part of our SBA-approved mentor-protégé JV. However, it appears that the structure of Attachment L-6 prohibit JVs. There is no detailed break out of the direct labor in order for us to allocate labor between the JV members. Also, there is no ability to aggregate fully loaded cost from each JV member in the Attachment L-6. Can the Government please clarify if proposing as a SBA-certified JV is allowed, and, if allowed, provide the mechanism to allocate costs between the JV members and record it on the Attachment L-6?	Yes, proposing as an SBA-approved Joint Venture is allowed. If the offeror proposes as an unpopulated Joint Venture, it may submit multiple separate Attachment L-6 spreadsheets documenting the portions of the workscope each JV partner is proposed to perform.

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15	RFP Section L, RFP Section M	L.16 Proposal Preparation Instructions, Volume II – Staffing and Contract Transition Approach M.3 Evaluation Factor – Staffing and Contract Transition Approach	L-22 M-4	Page count	Due to the RFP Section L and Section M requirements for Staffing and Contract Transition Approach, would DOE consider increasing the page limit for Volume II Factor 2 from 8 pages to 10 pages?	DOE determined that the page limit is sufficient for the amount of information requested in the Staffing and Contract Transition Approach.
16	RFP Section L	L.17 DOE-L-2010 Proposal Preparation Instructions, Volume II – Past Performance (Oct 2015) (Revised)	L-22	Page count	Due to the sheer number of PWS tasks that the Attachment L-3, Past Performance Reference Information Forms are required to demonstrate, would DOE consider increasing the page count per reference project from 7 to 10?	No change. The Past Performance Reference Information Form page limitation will remain as-is.
17	RFP Section H	H.36 DOE-H-2070 Key Personnel – Alternate 1 (Oct 2014) (Revised), Paragraph (c)(2)	H-44	Contract fee reductions for changes to Key Personnel	H.36(c) states that "Any key person change according to the definition for "Changes to Key Personnel" above shall be subject to reduction of fee according to (c)(1) or (c)(2) below respective to the key position vacated." Paragraph (c)(1) and (c)(2) both refer to the Program Manager position. Please clarify that "Program Manager" in (c)(2) should be "Business Manager" in both instances in this paragraph.	No change. The language "a key person other than the Program Manager" refers to the Business Manager indirectly.
18	RFP Section L	L.18 Proposal Preparation Instructions, Volume III – Cost and Fee Proposal	L-26	Separate Volume III for JV Members	Please confirm that each member of an unpopulated joint venture may submit a separate and complete Volume III – Cost and Fee Proposal in accordance with the requirements of RFP Section L.18 as this volume requires sensitive business information from all joint venture partners.	Confirmed
19	RFP Section L	L.18 Proposal Preparation Instructions, Volume III – Cost and Fee Proposal, (m) Responsibility Determination and Financial Capability	L-30	Sensitive and Proprietary business information	Please confirm that it is acceptable for each team member to submit separate password-protected, secured files containing sensitive and proprietary business information.	Confirmed
20	L.18	Proposal Preparation Instructions, Volume III – Cost and Fee Proposal	27	Fringe Benefit Rate	The government states "Offerors shall not propose a rate below the DOE-provided minimum fringe benefit rate of 35%." If offerors established/approved indirect rates include a fringe rate below 35%, are offerors instructed to override established company fringe rates and propose the 35% minimum?	Yes, for the DOE-provided direct labor costs.
21	L.18	Attachment L-6 Cost Price Worksheets with CLINs	Attachment L-6	"Flat File" sheet	Are offerors instructed to complete the "Flat File" sheet to itemize all proposed Non-Key personnel resources, with a total Direct Labor Cost matching the DOE-Provided cost within Row 10 of the "Total Cost" sheet for each contract/calendar year?	Yes, for all proposed cost elements and contract periods (by calendar year for the purposes of the Volume III proposal).
22	L.27	Attachment L-5, List of Contracts Terminated for Default, Cure Notices, and Conditional Payment of Fee/Profit/Other Incentive Actions	L-44	Table font size	The provided tables in Attachment L-5 have varying font sizes. Please confirm that offerors can complete tables using the font size embedded and still meet compliance.	Proposals shall adhere to the instruction in L.11(0)(3) regarding font size, regardless of the font size in the Final RFP. There are no page limitations for Attachment L-5.
23	Section J-3	Wage Determination		Revised WD	RFP Section J-3 Wage Determination identifies Wage Determination No.: 2015-4281 Revision No.: 28 Date of Last Revision: 12/26/2023. Per SAM, Last Revised Date is April 11, 2024 for Service Contract Act WD # 2015-4281. Please confirm if the Government intends to revise the solicitation to reflect the latest WD Last Revised Date of Apr 11, 2024. <input type="checkbox"/>	The current applicable Wage Determination has been incorporated via solicitation amendment.
24	Section L	Attachment L-2 Key Personnel Standard Resume Format	L-35	Key Personnel	Attachment L-2 states, "Experience: (Starting with current position and working backwards: Identify, name and address of employer, dates of employment, position titles, specified duties and responsibilities, and name, title and phone number of supervisor." We believe that the requirement to provide name, title and phone number of the current supervisor would put candidates who have offers contingent upon award at risk with their current employers. Will the government please modify to remove the requirement to provide name, title and phone number of supervisor for the candidate's current employer.	The RFP will be amended to remove the guidance in Attachment L-2 to for supervisor phone numbers to be submitted.
25				Manpower	Is it possible to provide the current manpower at each site utilized for the current contract?"	Available employee place of performance data is provided in the Document Library.
26	Section L	L.2(b)(2) and L.2(e)(2)	L-5 and L-9	Cover Page	Section L.2(b)(2) specifies the information required for the Cover Page of the proposal, but Section L.2(e)(2) does not specifically exclude the Cover Page from the page count. Please confirm that the Cover Page is not counted within the page count of each volume.	The Cover Page is not counted within the page count of each volume. Information on the Cover Page will not be evaluated as a part of the Technical and Management proposal.
27	Section L	L.2(b)(2)	L-5	Cover Page	Please confirm that the Cover Page needs to include the Offeror's name and address, UEL, EFT indicator as well as the <i>Restriction on disclosure and use of data</i> legend stated in FAR 5.215-1(e)(1).	Offerors shall follow the instructions in Provision L.2, and include on each page, as applicable, the legend(s) in accordance with FAR 5.215-1(e)(2), <i>Restriction on disclosure and use of data</i> .
28	Section L	L.17(i)	L-25	Clarification on Attach L-9 content	The first two sentences of the instructions for Attachment L-9 state that we are to use L-9 to submit info on all DOE/NNSA prime contracts . Yet the third sentence in Section (i) then limits this to only a subset of DOE/NNSA prime contracts which will be used as past performance contracts where an Attachment L-3 is included. Could you please clarify if the L-9 List to include only those DOE/NNSA prime contracts which are being used as past performance Attachment L-3 contracts or is the L-9 List to be all inclusive of all DOE/NNSA Prime contracts ?	The information provided in Attachment L-9 is inclusive of all DOE/NNSA prime contracts performed by the proposing entity and affiliates. The instruction in the third sentence of L.17(i) is a limitation on which companies the instruction applies to, not a limit on the information provided.
29	Section L	L.17(h)	L-25	Clarification on Attach L-4 submissions	As offerors do not have control over the timely submission of CPARS reports, the most recent CPARS may be dated or an incomplete record in CPARS. Could you please clarify, that if there is a dated or incomplete CPARS record, that the offeror may still submit a PPO to ensure the record of past performance to be considered is the most recent and up-to-date?	Offerors are to comply with the proposal preparation instructions, which state that Past Performance Questionnaires are to be submitted directly to DOE for those contracts for which no contractor performance data is available in the Contractor Performance Assessment Report System (CPARS).

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30	Section L	L.17(h)	L-25	Past Performance Questionnaire / CPARS	If CPARS are archived (older than 3 years), will a Past Performance Questionnaire from the client be accepted?	Offerors are to comply with the proposal preparation instructions, which state that Past Performance Questionnaires are to be submitted directly to DOE for those contracts for which no contractor performance data is available in the Contractor Performance Assessment Report System (CPARS).
31	Section L	L.18(h)(4)	L-27	Fringe Benefits	If a company has a higher than a 35% fringe rate, are they obligated to use their fringe rate or can they adopt the DOE minimum 35% rate for the purposes of bidding.	Section L.18(h)(4) states that the Offeror has the ability to propose its own fringe benefit rates. The offeror shall not propose a rate below the DOE-provided minimum fringe benefit rate of 35% applicable to DOE-provided direct labor costs. For Key Personnel, Offerors may propose a separate fringe benefit rate. The separate fringe benefit rate for Key Personnel may be below 35%.
32	Section L	L.18(a) and L.11(e)(3)	L-26 and L-9	Pricing Information	Regarding pricing information, L.18 (a) states "None of the pricing information contained in Volume III should be included in any other proposal volumes unless specifically requested in the solicitation". Additionally, L.11 (e)(3) it states "All cost and pricing information shall be submitted and addressed only in Volume III, Cost and Fee/Profit Proposal, unless otherwise specified." Could the Government please clarify if pricing information (i.e. Table B.3-1 Contract Cost and Fee and Table B.4-1 Contract Indirect Ceiling Rates) should be included in Volume I as stipulated in Section L.12 (b)(1)? This would seem to contradict the above stipulations. In addition, the FedConnect protocol and system segregates cost information from other documentation and technical proposal.	The offeror fill-ins stated in Provision L.11 fall in the "unless otherwise specified" instruction.
33	Section B	B.7(b)	B-11	Allowability of Subcontractor Fee	(a) If the Contractor has formed and performs the contract as a teaming arrangement, as defined in FAR 9.601(1) and (2), Contractor Team Arrangement, the team shall share in the Total Available Fixed Fee as shown in Table B.3-1. Separate, additional, subcontractor fee is not an allowable cost under this contract for individual team members, or for a subcontractor, supplier, or lower-tier subcontractor that is a wholly-owned, a majority-owned, or an affiliate entity of any team member. (b) The subcontractor fee restriction in paragraph (a) above does not apply to members of the Contractor's team that are: (1) small business(es); (2) Protégé entities as part of an approved Mentor-Protégé relationship identified in the Contractor's Diversity Plan as per the Section H Clause entitled, DOE-H-2046, Diversity Program; (3) subcontractors under a competitively awarded (that is, awarded in a manner that meets all the criteria of full and open competition and results in a reasonable subcontract price) FFP subcontract; or (4) subcontractors providing "commercial products" and/or "commercial services" as defined in FAR 2.101, Definitions, if the subcontract price is fair and reasonable. Can the Government confirm that Subcontractor Fee is allowable for named teaming subcontractor firms that are small businesses and not a wholly-owned, majority-owned, or an affiliate entity of any team member, and that is not considered part of the "fixed fee" of the Prime Contract.	Confirmed. The subcontractor fee restriction does not apply to small businesses.
34	Section B	B.6	B-10	Funding Profile	Funding is listed for Government Fiscal Year, however Attachment L-6 uses CY (Calendar Year) for pricing. The Transition costs fall within Government Fiscal Year 2025. Does the Government project transition costs at a maximum of \$1,000,000?	The provided funding profile represents the Government's estimate of future available funding. Offerors shall not interpret the funding amounts to be cost estimates.
35	Section B	B.6	B-10	Funding Profile	Table L-6 Year 1 and part of Year 2 falls within GFY 2026. Does the Government project that all of Year 1 costs (September 29, 2025 to June 30, 2026) and half of CY 2026 (July 1-September 30, 2026) (12 months) have projected costs estimated at FY 2026 \$18,000,000; or does Year 1, September 29, 2025 to June 30, 2026 have an estimated value of \$18,000,000 (9 months)?	The provided funding profile represents the Government's estimate of future available funding. Offerors shall not interpret the funding amounts to be cost estimates.
36	General				Would the Government consider a variable Time & Materials type contract rather than cost plus fixed fee?	DOE has determined that Cost Plus Fixed Fee is the most appropriate contract type for this requirement at this time.
37	General				Joint Ventures are unpopulated entities, as such they do not have fringe. These costs are incurred by the individual member corporations and subcontractors. For the purposes of being responsive to this proposal should a JV bid the minimum of 35% fringe required by the RFP language?	The individual companies that make up the unpopulated Joint Venture generally calculate fringe benefit rates. Offerors shall follow instructions relevant to proposing as an unpopulated joint venture, including individual entity submittal of Attachment L-6 showing fringe benefit rates for each entity based on the work the entity is proposed to perform. See also: Questions #20, #31, and #40.
38	Section L and Section M	L-7 Consolidated Direct Cost Schedules and M.5	L-7 Worksheet and page M-7	Definition	Please define the term "Key Personnel / Management Direct Labor". This is not defined in the RFP or FAR.	The titles located on the Key Personnel tab of Attachment L-6 define "Key Personnel Direct Labor" for the purposes of this RFP. Note that there are three tabs on the Attachment L-6 spreadsheet.
39	Section L	L.18(h)(2)	L-27	Direct Labor	This section requests a detailed basis of estimate explanation regarding the development of each proposed labor rate. Please confirm this is only required for the Key Personnel labor rates.	The Offeror shall note it has proposed the DOE-provided direct labor costs as its Basis of Estimate for those costs. The Offeror shall provide a detailed basis of estimate and explanation regarding the development of the proposed key personnel base labor rate.
40	Section L	L.18(h)(4)	L-27	Fringe Benefits	This section states that "For Key Personnel, Offerors may propose a separate fringe rate." Please clarify if offerors may add additional rows to the L-6 to list additional fringe rates specific to Key Personnel.	The fringe benefit rates are entered in the "Flat File" tab of Attachment L-6. The fringe rates entered on a given row of the "Flat File" tab of Attachment L-6 may be separate from the fringe benefit rates proposed on a different row related to other costs.
41	RFP Section L	L.23	L-31	Small Business Size Standard and Set-Aside Information	Will the final RFP change from 8(a) Small Business Set-Aside to Total Small Business Set- Aside?	No, this procurement will remain as a Small Business Administration (SBA) 8(a) set-aside.
42	RFP Section L	L.23	L-31	Small Business Size Standard and Set-Aside Information	If the final RFP does not change from 8(a) Small Business Set-Aside to Total Small Business Set- Aside, can a small business submit an offer while waiting on a decision from their 8(a) application?	This procurement is set-aside for small business concerns under the SBA 8(a) program. DOE will utilize applicable regulations and processes in the evaluation of proposals. DOE does not determine the eligibility of companies for the 8(a) program. Whether or not to submit a proposal is a business decision of the given entity.
43	RFP Section C	C.2	C-6	Contractor Performance	For CLIN's that state that there is a travel requirement, what is the estimated travel percentage?	The number and duration of travel requirements varies considerably. DOE does not have an estimated travel percentage.