



Department of Energy
 Oakland Operations Office
 1301 Clay Street
 Oakland, California 94612-5208

FEB 12 2001

CERTIFIED MAIL -
 RETURN RECEIPT REQUESTED

Ms. Kimberlee Davis
 PAI Corporation
 116 Milan Way
 Oak Ridge, TN 37830

Subject: Freedom of Information Act Request - #2000-OK-57

Dear Ms. Davis:

This is in further and final response to your August 8, 2000, Freedom of Information Act (FOIA) request for a copy of the Request For Proposal No. DE-RP03-00SF22139, Upcoming Procurement for Safeguards and Security Technical Support Services.

Enclosed are the releasable portions of the final technical proposal submitted by the incumbent contractor.

We are withholding the names of ADC personnel and the resumes of their employees pursuant to 5 U.S.C. 552 (b) (4), Exemption 4.

Exemption 4 protects "trade secrets and commercial or financial information obtained from a person and privileged or confidential." Information submitted by a person is "confidential" for purposes of Exemption 4 if disclosure is likely to either: (1) impair the Government's ability to obtain necessary information in the future, or (2) cause substantial harm to the competitive position of the person from whom the information is obtained.

The release of the identity of key personnel and their project related job responsibilities would provide competitors with a significant opportunity to pirate away any personnel who are vital to the firm's competitive position in the marketplace. Such employee raiding by a competitor would have the effect of (1) depriving the company of key personnel; (2) providing a source of corporate intelligence about company plans, methods, structure, clients, and other proprietary information; and (3) disrupting performance of this and other business commitments. The information would also indicate methods of allocation and commitment of its corporate personnel resources, and the company's technical approach to this and other competitions.

Therefore, release of any of the withheld information would likely cause both substantial competitive harm and ultimately result in

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Ms. Davis
Page 2

impairing the Government's ability to obtain this and other necessary information in the future.

The Freedom of Information Act regulations provide in Title 10, Code of Federal Regulations, Section 1004.8(a) that an appeal may be made from portions of this letter which constitute a denial to your request. Such appeal must be made in writing, within 30 days of receipt of the denial, to the Director, Office of Hearings and Appeals, HG-1, Department of Energy, 1000 Independence Avenue, S.W., Washington, D.C. 20585. Judicial review will thereafter be available to you: (1) in the district in where you reside; (2) where you have your principal place of business; (3) where the Department's records are situated; or (4) in the District of Columbia. The appeal should contain a concise statement of the grounds upon which it is brought and a description of the relief sought. Both the envelope and the letter must be clearly marked "Freedom of Information Appeal."

I am the official responsible for the above determination.

If you have any questions regarding the above, please call Ms. RoseAnn Pelzner, FOIA Officer, at (510) 637-3195.

Sincerely,

- S -

Martin J. Domagala
Deputy Manager
FOIA Authorizing Official

Enclosures

bcc w/o encls: J. Belluardo, OPA
A. Richards, CAPD

Proposal to Provide:

Technical Services in Support of DOE/OAK Office Programs

VOLUME II: TECHNICAL PROPOSAL

Presented to:

Department of Energy
Oakland Operations Office

In Response to:

Amended Sol. No. DE-RP03-93SF19686
July 7, 1995

This proposal or quotation includes data that shall not be disclosed outside the Government and shall not be duplicated, used, or disclosed - in whole or in part - for any purpose other than to evaluate this proposal or quotation. If, however, a contract is awarded to this offeror or quoter as a result of - or in connection with - the submission of this data, the Government shall have the right to duplicate, use, or disclose the data to the extent provided in the resulting contract. This restriction does not limit the Government's right to use information contained in this data if it is obtained from another source without restriction. The data subject to this restriction are contained in all pages of this proposal.

Presented by:

Advanced Data Concepts, Inc.
1500 NE Irving, Suite 310
Portland, Oregon 97232-2183



and

PAI
PAI Corporation

BDM
BDM International

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1.0 TECHNICAL SUMMARY

The ADC Team has the experience, qualified personnel, demonstrated technical expertise, and proven management capability to provide DOE-OAK with the best value and the best performance.

The ADC Team has revised our proposal to demonstrate how we will perform and manage this work to meet the new requirements of the DOE Oakland Operations Office (DOE-OAK). During the last two years, DOE has been undergoing significant changes that are necessitated by new political and budget realities. The ADC Team members are current on these changes by virtue of their continued support to DOE programs and projects. ADC provides support in safeguards and security at DOE Albuquerque Operations Office; PAI Corporation is providing support in environmental safety, health and facility

operations at DOE-OAK, Albuquerque, Oak Ridge, Richland, Savannah River, and Nevada; BDM is providing support in all SOW Task Areas to DOE, EPA and private industry.

Our team has the expertise and skilled personnel needed to assist DOE-OAK accomplish their Statement of Work (SOW) in this new era of "more for less." This need for increased economy and productivity heightens the value of the proven expertise, highly qualified personnel, and records of accomplishments the ADC Team brings to this contract.

Why the ADC Team?	
Team Features	Benefits to DOE-OAK
<ul style="list-style-type: none"> ● In-depth knowledge of DOE based on years of contract experience in required task areas ● DOE-OAK incumbency, record of exemplary performance and cost efficiency ● Strong managerial approach, including QA and OCI procedures ● Qualified, dedicated, experienced personnel for all required task areas ● Combination of two qualified small businesses reinforced by the resources, experience, and depth of a large business ● No actual or perceived Organizational Conflict of Interest 	<ul style="list-style-type: none"> ● Credible, competent technical support for DOE-OAK mission; low risk ● No time lost in start up, proven capabilities ● Fair, objective, and accountable support services ● Responsive and reliable services ● Balanced team with complementary technical strengths, depth of resources ● No impediment to performing work for DOE-OAK tasks.



1.1 THE ADC TEAM

The ADC Team consists of two small, minority-owned businesses that are well known to DOE-OAK through their current and previous support services; plus a large business which will ensure availability of expertise and staffing resources.

ADC, the prime contractor, is a graduated 8(a) business with eighteen years of performance record with DOE programs and projects. In the last four years, ADC has performed \$73.7 million of technical and administrative support services as a prime contractor to DOE Operations Offices, DOE-Bonneville Power Administration, the U.S. Department of Agriculture, General Services Administration, and other government agencies. In particular, ADC has performed and managed complex, multi-disciplinary, multi-task contracts that are similar to this SOW. ADC was the contractor to DOE-OAK for technical support for the safeguards and security program, and is the current safeguards and security support service contractor to DOE-AL. ADC's performance has resulted in several awards.

PAI Corporation is the incumbent on ES&H and Facility Operations technical support for DOE-OAK. This was a small business contract won in 1989 in a national competition. An 8(a) certified firm, PAI is well known among the DOE community as a cost-conscious, quality-oriented, and customer-oriented company. It has been awarded and is performing contracts for DOE at Oak Ridge, Nevada, Savannah River, Albuquerque, Weldon Springs, Richland, Paducah, and Oakland. The more than 300 PAI associates are experienced specialists, 90% of whom have college degrees (50% with PhDs and MSs); 40% have certifications (e.g. PE., CIH, CHP.); and more than 100 of whom have Q or L security clearances. PAI associates have received more than 130 letters of commendations or appreciation from DOE task leaders. Since 1991 PAI has excelled in cost control and has achieved savings for DOE between 0.5% and 7% per year. PAI has been rated "excellent" by

ADC Awards

The quality of ADC's performance has been recognized by several awards:

Regional and State Entrepreneurial Success Awards, 1994, Small Business Administration

Regional Finalist, Entrepreneur of the Year, 1992, *Inc. Magazine*, Merrill Lynch, and Ernst & Young

Minority Contractor of the Year, 1991, U.S. Department of Agriculture, Washington, D.C.

Administrator's Award for Excellence, 1989, W.S. Small Business Administration, Washington, D.C..

Minority Contractor of the Year, 1988, Soil Conservation Service, Washington D.C.

Federal Minority Contractor of the Year, 1988, Federal Executive Board of Portland

every DOE operation that it serves, and has been given awards of excellence by Martin-Marietta, the Governor of Tennessee, and the Small Business Administration.

BDM International, Inc. is a \$700 million, 7,000 employee professional services company with 60 offices throughout the country and overseas. BDM Federal's Government Technology Group is the organizational unit that joins with ADC



and PAI in this proposal. This group has extensively supported DOE's programs of the offices of Fossil Energy, Security Affairs, Environmental Management, and Defense Programs. BDM has a long-standing reputation for providing innovative and reliable scientific, engineering, and management support services. It brings to the team its expertise and record of having supported DOE at the headquarters level in safeguards and security, environmental safety and remediation, and technology development.

In addition to its capabilities and record of outstanding service to DOE in all areas of the SOW and the many DOE offices throughout the country and at headquarters, the ADC Team brings to DOE-OAK an unique feature that will assure efficiency and cost effectiveness of the services:

- Personnel of the three firms will work seamlessly under the ADC Project Manager
- Self-directed work teams will be formed by the Project Manager to respond quickly and effectively to the DOE requirements for specific work assignments

The self-directed work teams may consist of any personnel from three firms without distinction, with the sole purpose of providing the specific services. The shares of the work and the fees to be received have been pre-determined by teaming agreements which are transparent to DOE.

1.2 ORGANIZATION AND PERSONNEL

Exhibit 1.2-1, shows the ADC Team's project organization and lines of communication. Exhibit 1.2-2 shows the staffing alignment to accomplish the SOW, including the DMPH.

Leading the ADC Team is Mr. Vito Magliano, who will be the Project Manager/Business Manager. Mr. Magliano has a M.S. degree in Management for Stanford. He has served DOE for seventeen years in several capacities, including Deputy Assistant Secretary for Human

Resources, Assistant Manager for Administration at DOE-OAK, and Director/Manager of several technical programs for DOE-OAK. Mr. Magliano has all of the experience and ability to manage support services to DOE expertly and efficiently. This expertise is critical in the current era of consciousness of accountability as promulgated by the government Performance and Results Act – from which DOE has selected Environmental Management as a pilot program.

The Project Manager, Mr. Vito Magliano, is responsible for overall management and direction of all work performed on this contract. He has full authority to act on behalf of the ADC Team, to fulfill contract obligations, thus providing DOE-OAK a clearly identified, dedicated point of contact for all contract issues. Mr. Magliano has final authority on project, technical and administrative requirements: personnel selection, hiring assignment, evaluation and termination; expenditure of project funds and resources as required, management of all subcontractor efforts; timely execution of technical performance requirements; organizational changes and DOE-OAK Contracting Officer Representative (COR) interface.

Assisting Mr. Magliano are three team leaders; Sharon Ball, George Mackanic, and William Kirby. They are directly responsible for the work teams in the six principal task areas in the SOW.

Ms. Sharon Ball will lead support services in the Management and Administration Group for Task Area 1 (Program and Project Management Support), Task Area 2 (Technical Studies), Task Area 3 (Document Preparation and Review), and Task Area 6 (Briefings and Reports). Ms. Ball has a B.A. in Mathematics and Economics and has received intensive training in Environmental Laws and Regulations, Information Systems, and Management Analysis. She served the U. S. General Accounting Office for eleven years, during which her principal assignments were subjects related to the Department of Energy. She also has twelve



years experience working for the DOE in several capacities, including Deputy Assistant Manager for Administration, Acting Assistant Manager for Energy Programs, Director of Management Information Systems, Acting Director of Energy Research, and Program Analyst for Engineering and Facilities Management. Ms. Ball has an active Q clearance and has no conflict of interest

in this procurement.

The Program Analyst will assist the Project Manager in the business aspect of contract performance and will have direct supervisory responsibility for the Management and Administration. She will coordinate cross-cutting administrative support functions.

Exhibit 1.2-1 Overall Project Organization

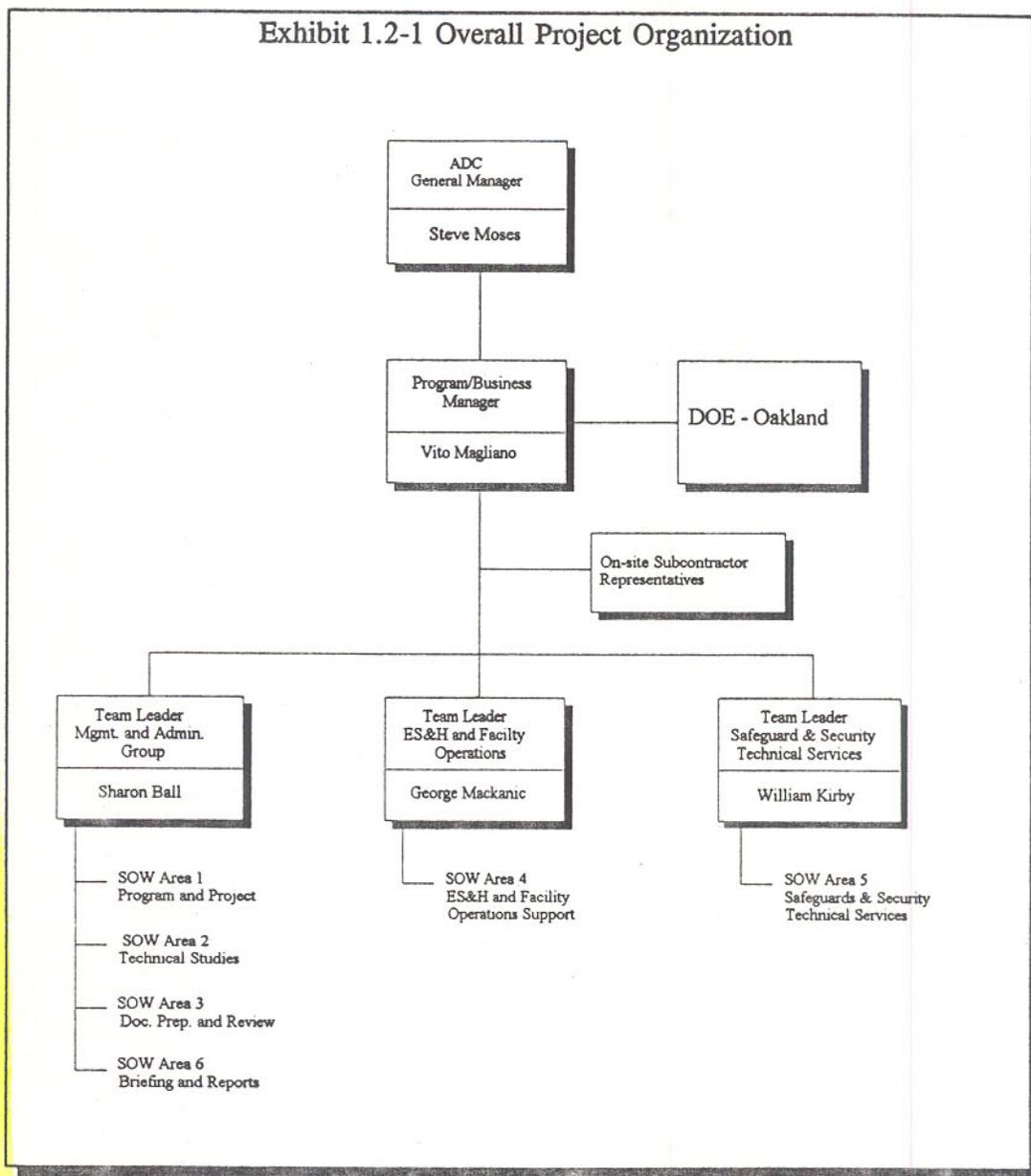
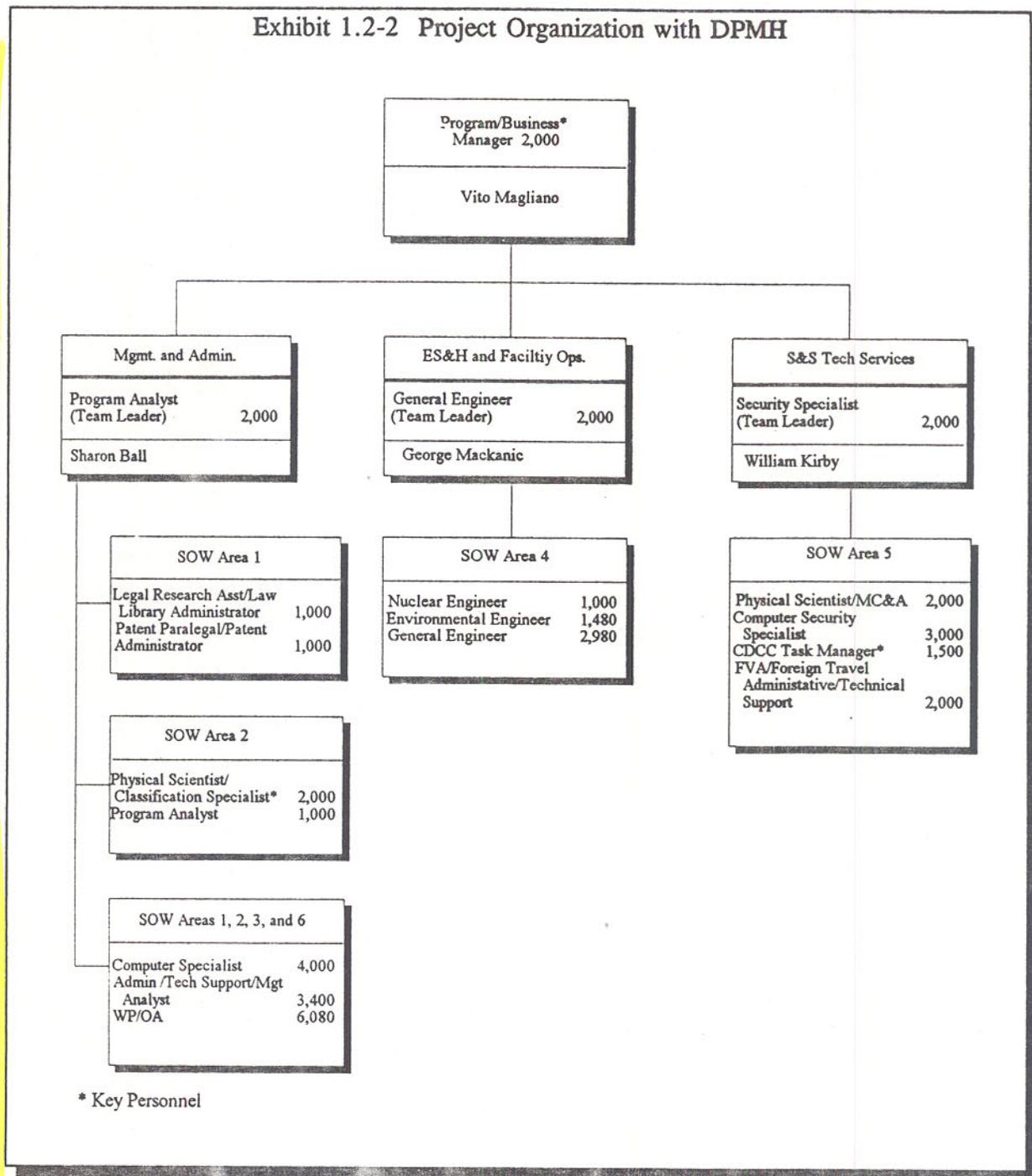


Exhibit 1.2-2 Project Organization with DPMH



Mr. George Mackanic will lead support services in Task Area 4, Environmental, Safety, and Health and Facility Operations. He is currently the Program Manager for the PAI incumbent contract at DOE-OAK for the services described in the SOW. Mr. Mackanic's team has received

five commendation letters from DOE-OAK by bringing experts to LLNL from the eight PAI offices across the nation to serve on quick turn-around task assignments expertly and cost effectively. Mr. Mackanic has a B.S. in Public Health, an M.P.H. in industrial hygiene, and is



a registered Professional Engineer in California in safety. More importantly for this contract is his thirty years of experience working in DOE programs and projects. Most of these thirty years were spent at LLNL, where he was engaged in many environmental, safety, and quality assignments related to program startups and facility operations. He had prime responsibility at LLNL in the ten years before he joined PAI in DOE Order compliance, electrical safety, explosives safety, fire protection, industrial hygiene, and environmental protection.

Mr. William Kirby will lead support services in Task Area 5, Safeguards and Security technical services. He is currently assigned as a senior Physical Security Specialist. Since retiring after a 20-year career as a New York State trooper, Mr. Kirby has been associated with various contract activities at DOE-OAK and Albuquerque. His areas of expertise include information security, physical security, personnel security, and security education. Mr. Kirby has a B.S. degree in Criminal Justice/Behavioral Science.

It must be noted that while acting as managers to provide a coordinated structure, Messrs. Magliano, Mackanic, and Kirby and Ms. Ball will also work closely with team personnel to provide efficient, cost-effective, and rapid response services to DOE-OAK. This concept of removing management layers of bureaucracy will be further enhanced by our adoption of the self-directed work teams concept. This concept holds that for complex, multi-task, multi-disciplinary project such as this SOW, it will be more efficient to form a team of requisite skills whenever an assignment is received. This team will have a team leader, which is commonly the person who is most knowledgeable and directly accountable, who will coordinate the contributions of team members to respond to the requirements of the assignment. In this way, the service is rendered expertly, responsively, and in a cost-effective manner.

In Section 2.1 of this proposal, we have provided the resumes of the ADC Team's Key

and Non-Key personnel. We have demonstrated that all of the ADC Team's personnel have the education and experience required by the RFP. We have further demonstrated that all have experience in the past five years relevant to the requirements of the SOW, and have the skills to respond rapidly to the needs of DOE-OAK. The ADC Team has also demonstrated that not only can we fully staff the project completely following contract award, but we also have the ability to mobilize personnel from our combined personnel resources. This ability also includes the lessons learned from those offices in order to provide the best service to DOE-OAK. We will work with DOE COTRs to plan these services efficiently and cost-effectively to achieve mission objectives.

1.3 EXPERIENCE OF THE ADC TEAM

Exhibit 1.3-1 on the next page summarizes the ADC Team's technical experience in major contracts that are of similar or exact nature as this SOW. The salient features of this chart show:

- Each of the ADC Team members has experience in the six major task areas of the SOW. Some members have more in one area than another, an indicator of our complementary technical capabilities and experience which cover the spectrum of DOE-OAK's needs.
- The PAI Team's technical capabilities and experience include not only work at DOE-OAK, but also at other DOE sites, all of which are current. Our Team, therefore, can bring not only the requisite staff, but also lessons learned from elsewhere in the DOE complex and the private sector.
- The number of person-years of experience speaks volumes for our experience and capabilities.

In addition to our records of performance, the team offers DOE-OAK the benefit of proven



**Exhibit 2.2-1
ADC Team's Experience in SOW Task Areas**

		SOW Requirements						
		Program/Project Management	Technical Studies	Document Preparation and Review	ES&H and Facility Operations Support	Safeguards & Security Technical Services	Briefings and Reports	Total Person-years
ADC	DOE - San Francisco Operations Office Safeguards and Security - DE-AC03-88SF17290	●	●	●		●	●	129
	DOE - San Francisco Operations Office Consulting Services - DE-AP03-91SF19161	●		●			●	.1
	DOE - Albuquerque Operations Office Safeguards & Security Tech Support DE-AC04-92AI 74199	●	●	●		●	●	80
	DOE - Rocky Flats Office Consulting Services - DE-AC34-92RF00460 DE-AP34-92RF0045	●	●	●			●	.1
	EG&G Idaho Consulting Services - PO# C-90103216		●	●				.2
	National Renewable Energy Laboratory (formerly SERI) Consulting Services - PO# B-0-49237-1		●	●		●		.1
	DOE - Bonneville Power Administration Administrative Support Services - DE-AC79-89BP00180	●		●			●	,500
	DOE - Bonneville Power Administration ADP Support Services - DE-AM79-89BP96545				●			44
PAI	General Services Administration Systems Definition and Design - GS00K-91-AJD-0500	●	●	●		●	●	14
	DOE-OAK Operations Office Tech/Mngmt Support to AMEMS, AMDP, and AMNE - DE-AC03-90SF18504	●	●	●	●		●	15
	DOE-OR Operations Office Tech/Mngmt Support to DOE/OR and MMES - DE-AC05-88OR21794	●	●	●	●		●	180
	DOE-NV Operations Office Support to in ES&H and ERWM DE - AC08-89NV10793 DE-AC08-95NV11762	●	●	●	●		●	115
	Lockheed Martin Energy Systems, Inc. Safety Review	●	●	●	●	●	●	29
	DOE-RL Operations Office Support Services for ESH&QA Oversight Functions - DE-AC06-92RI 12088	●	●	●	●	●	●	13
	DOE-SR Operations Office Technical Support for AMFO-DOE-SR DE-AC09-SR18221	●	●	●	●		●	15
	DOE/WSSRAP Project Plan & Rvw, Tech Rvw, & Regulatory Rvw - DE-AC05-92OR22060	●	●	●	●		●	30
BDM	Jacobs Engineering Group DOE-ORO Environ Resoration Program Tech Support	●	●	●	●			
	DOE - Office of Environmental Management Technical Support Services - DE-AC01DP48063, DE-AC01-92EW30030	●	●	●	●		●	458
	DOE - Office of Defense Waste and Transportation Management (DWTM) Technical Support Services DE-AC01-87DP-48042	●	●	●	●		●	54
	DOE - Office of Procurement Operations Safeguards and Security DE-AC01-87DP-30364 (Meridian, Prime) DE-AC01-93A-10043 (Meridian, prime)	●		●		●	●	190
	DOE - Office of Technology Development (EM-50) Technical Support Services - DE-AC01-93EW-00512 (WPI, Prime)	●	●	●	●		●	303
	DOE - Office of Planning and Resource Management (EM-10) Technical Support Services - DE-AC01-93EW-10279 (Coleman Research, prime)	●	●	●	●		●	109
	Systematic Management Services, Inc. Plutonium Recovery Program 87RF01, 87RF03		●	●	●		●	6



cost-effective performance in this new era of decreasing budget and cost consciousness. ADC, PAI, and BDM have operated within their budgets on contracts, and we have consistently addressed our indirect costs to assure the best possible value to the government.

ADC operated under budget for the prior DOE-OAK contract for \$1.2 million over a five year period. During this time processes were enhanced, many efficiencies were achieved, special projects were performed within the existing budget.

PAI has received a rating of "Excellent" for every contract it performed. The Staff has received more than 130 letters of commendation or appreciation from DOE. For four years in a succession (since 1991), PAI credited DOE with cost savings. For example, in December 1994, PAI sent to DOE and its cost-plus clients negative invoices amounting to \$1.05 million, or 7% of its 1994 revenues.

1.4 TECHNICAL APPROACH

Our approach to performing the SOW Task Areas is based upon the successful performance of these requirements for the DOE at Oakland and other DOE sites.

Section 2.3 describes the ADC Team technical approach which emphasizes flexibility, planning, appropriate skill selection, self-directed work team assignments, responsiveness, cost effectiveness, and communications.

The Project Manager, Mr. Vito Magliano, will work closely with the DOE-OAK Contracting Officer's Technical Representative (COTR) to identify the needs for technical support from DOE. He will involve the DOE points of contact and ADC Team Leaders in the work scope and cost planning. The management team will identify and select work team members to assure complete accountability for the services. When these steps are approved by the COTR and/or CO, the work team will proceed to work closely with the DOE points of

contact to accomplish the requirements. Task technical and cost reporting will be in accordance with the work plan. Task close out and accounting will take place when the assignment is accomplished to the satisfaction of the client.

The program and project management support required under Task Area 1, Program and Project Management, is broad in scope, requiring both technical and administrative skills. The ADC Team's approach will focus on developing a master plan for these requirements to assure the necessary expertise will be applied to all assignments in this area.

Task Area 2, Technical Studies, requires support in planning, program assessment, analysis, classification of documents, and business administration activities. Our approach emphasizes a thorough initial analysis of the task, development of an action plan and a realistic schedule. A calendar of critical events will be established. These events will include budget submission, VIP visits, laboratory appraisals, and any Defense Programs institutional reviews. The calendar will identify completion dates and a preparation schedule; and, will serve as both a planning and management tool.

Requirements for Task Area 3, Document Preparation and Review, involve technical support and development; review of documents; plus administrative support in the generation of the results of such reviews.

Our approach to Task Area 4, ES&H and Facility Operations Support, will follow a logical sequence to plan, organize, conduct, evaluate, and report on specific task assignments. Our objective is to assist DOE-OAK in identifying and eliminating deficiencies and problems at specific facilities and in formulating corrective action plans and requirements. We will work with DOE-OAK personnel to develop an overall schedule and management plan to facilitate oversight planning and the efficient allocation of resources.



The ADC Team's approach to Task Area 5, Safeguards and Security Technical Service, identifies an S&S Team Leader to control specific task assignments within a realistic span of control, ensure a unified and integrated approach to each assignment, and ensure that the most qualified staff members are assigned to the specific task at hand. He assures the quality of the results to be achieved and assures the best utilization of resources.

Task Area 6, Briefings and Reports, is primarily document generation and scheduling. Our approach is simple -- we will provide staff who are proficient with the use of personal computer software tools to effectively produce the results. Our Team will implement a results-oriented quality control system.

It should be noted that the complexity and fast-changing nature of the SOW requirements calls for flexibility in technical readiness and constant communication among the ADC project management team and the DOE COTRs. Appropriate skill identification and selection to form work teams to respond to specific requests is the key feature of the ADC Team's approach to achieving rapid, responsive, efficient, and cost effective services for DOE-OAK.

1.5 TASK MANAGEMENT

Section 2.4 discusses the ADC Team's approach to task management.

The Project Manager, Mr. Magliano, is the single point of contact for the team from the administrative, quality, and cost aspects. He will work with the DOE COTR to receive the

assignments. He will coordinate activities with the PAI and BDM points of contact and the DOE leads to plan the work and to prepare the cost plan. He will then work with the PAI and BDM points of contact to form the work teams. He will also appoint quality review and cost control personnel to ensure that the work has independent oversight. In the process of carrying out these tasks, he is assisted by the Team Leaders and administrative personnel as needed.

Administrative procedures described in Section 2.4 include definition of roles and responsibilities, process for task planning, execution and control, interface, and accountability. After a work team (which can consist of one or more persons) is formed, the Project Manager also appoints a quality assurance person (who can be the QA specialist or another person, depending on the nature of the work) who is directly responsible for technical cost review of the team. This person will also be a lay window to identifying any incipient problem of the team. Another window to identifying problems is the constant communications and oversight, through short meetings or through weekly/monthly reports. When a problem is detected, the Project Manager will appoint a Team Leader, or will personally intervene to provide corrective actions, including soliciting comments from the client.

ADC, PAI and BDM have accounting systems that have been audited and approved by the DCAA. Our systems are capable of reporting costs at several levels of accountability.



SECTION 2

SECTION 2.1

2.1 QUALIFICATIONS OF PROPOSED PERSONNEL AND PERSONNEL MANAGEMENT
(Criterion 1)

We offer DOE-OAK a team of exceptionally qualified professionals, committed to the success of this contract. Our proven approach to staffing and management ensures the best utilization of our personnel's expertise in support of DOE-OAK.

The ADC Team offers DOE-OAK significant depth of personnel resources as an additional strength. Exhibit 2.1-1 illustrates the technical strengths of ADC Team's personnel and the staffing resources to meet short-term, unexpected, or urgent requirements of DOE-OAK.

The ADC Team will provide DOE-OAK with the best qualified personnel to perform this work. We will staff this contract with personnel who have already demonstrated their capabilities and expertise, and talented specialists drawn from the considerable personnel resources our three companies collectively offer DOE-OAK.

Exhibit 2.1-1
Available ADC Team Staff
Depth of Experience

	Number Of Staff Available	Number of Q/L Cleared Staff Available	Average Years of Experience				
			5	10	15	20	25
Program and Project Management	90	60					
Technical Studies	182	108					
Document Preparation	127	75					
ES&H and Facility Operations Support	125	84					
Safeguards & Security Technical Support	53	46					
Briefings & Reports	128	71					



2.1.1 Technical Experience of Proposed Personnel

(Subcriterion 1.1)

The ADC Team has assembled a workforce of personnel whose skills, accomplishments, and experience are exceptionally well matched to the task requirements of DOE-OAK. Our Team has provided personnel for 26 of the 34 positions included in this contract. The remaining positions will be phased in with staff who have committed to perform on this effort upon award.

We understand that these technical tasks demand highly specialized expertise, developed through experience within the DOE complex, which will provide DOE-OAK with the necessary level of confidence in the results of assessments, reviews, and oversight support. All the personnel we propose have demonstrated this degree of expertise, and they meet or exceed all qualifications criteria described in the RFP.

In the next section we summarize the qualifications of the key personnel proposed for this project and provide their resumes. The second section presents, without names, resumes for non-key personnel. All non-key personnel proposed by the ADC Team are specific individuals. These resumes are not composite resumes or descriptions of ideal qualifications; but real people available to begin, or continue support at DOE-OAK.

2.1.1.1 Key Personnel

The ADC Team's selection of key personnel was a careful and deliberate process. Two of the three people selected have been employees of ADC, the prime contractor, and are well known for their outstanding technical and managerial skills as well as their loyalty to the DOE-OAK mission and objectives. The fourth person is outstanding in his field, with many years of experience at Lawrence Livermore National Laboratory. His performance is well known to those he has served, and he is fully committed to be a full-time ADC employee upon award of this contract.

Our collaborative evaluation of their qualifications to serve as key personnel for this contractual effort was based upon:

- Past performance and level of responsibilities
- Managerial skills
- Individual commitment to the integrated approach to tasking
- Experience within the DOE complex
- Knowledge of the DOE-OAK requirements in the SOW
- Demonstrated ability to plan and manage required work

The ADC Team's three key personnel have excellent qualifications for each of these criteria. Our key personnel are:

Mr. Vito Magliano

Project Manager

Ms. Norma Del Gaudio

Classified Document Control Center(CDCC)
Task Manager

Mr. James Stuart

Physical Scientist/Classification Specialist

Together, they have 65 years of experience with DOE programs.

We had previously proposed Ms. Donna Kimbler-Johnson as the CDCC Task Manager. Ms. Johnson has moved to Annapolis, Maryland, and is no longer available for full-time employment at DOE-OAK. However, she has assured the ADC Team that she would be available to assist with start-up activities upon award of this contract and with any other part-time special assignments if her particular expertise is required.

This commitment is indicative of the dedication and professionalism of the personnel that the ADC Team will provide.



Our key personnel and our management team are leaders who will emphasize employee morale, motivation, and maximum utilization of staff skills. The ADC Team believes that a loyal, motivated staff will best fulfill the needs of DOE-OAK.

We are people-oriented companies and committed to providing a productive and satisfying working environment. Our key staff focus on this vision in order to turn it into reality.



Delek

**KEY RESUME
PROJECT MANAGER/BUSINESS MANAGER**

VITO MAGLIANO

MINIMUM QUALIFICATION REQUIREMENTS

A bachelor's degree or equivalent experience of at least 5 years in two of the following areas: business or public administration; engineering disciplines; facility management; ES&H; security or related field may be counted depending upon demonstrated relevance. (Experience in contract administration is desirable, but not required.)

The ADC Team candidate for Project Manager has in-depth knowledge and experience which greatly exceed the stated requirements necessary to fulfill the responsibilities of this position. This individual holds a Master of Science degree in Management from Stanford University and possesses more than 28 years of extensive, progressively responsible experience in the areas of business, management, and security. For 17 years, our candidate has served the Department of Energy at DOE-SF and DOE Headquarters within positions requiring experience in contract administration and negotiation. Additionally, our candidate has over seven years of experience with the U.S. General Accounting Office. Most recently, this individual has spent four years within the private sector, providing expert business management and administrative consulting services.

SUMMARY OF QUALIFICATIONS

- Experienced DOE Manager for 17 years, serving at DOE-SF and DOE Headquarters
- Demonstrated expertise in DOE Management Structure and Directives Systems
- Demonstrated expertise in accounting and operational compliance/auditing
- Extensive, progressive experience in office administration, financial evaluation, program management, project planning and coordination, and personnel supervision
- Experienced in personnel recruitment, management, and development
- Demonstrated management and leadership capabilities substantiated by his career progression as shown below

PROFESSIONAL EXPERIENCE

Mr. Magliano is a former DOE senior manager who has served with distinction at DOE Headquarters and DOE-SF. He has been responsible for the skillful management of an operation consisting of six divisions, two hundred employees, and a budget in excess of \$1 billion.

DE-RP03-93SF19686, Amended

2.1-4

July 7, 1995



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Audit Manager, City of Berkeley

March 1995 - present

Conducts complex performance/operations audits, financial and compliance audits of City departments, contracts, and grants. Directs and reviews work of assigned staff of professional auditors. Reports directly to the City Auditor, an elected official.

Senior Management Consultant, Advanced Data Concepts., Inc.

1990 - 1994

As a senior management consultant, Mr. Magliano provided expert advice in business management and administration, and specialized in federal contracts. He served as an advisor to the Safeguards and Security Division Director and other ADC corporate management. He was responsible for the direct support of the physical survey team at the LLNL site in support of contract DOE-SF SF17290, as required. He was responsible for the management of the Compliance Self Assessment Project. He conducted a review of the DOE Rocky Flats Field Office's compliance with DOE and Office of Federal Procurement Policy Support Service Contracting policy.

General Manager, Anne Hudson Management Company, Inc.

1990 - 1991

Prior to joining ADC, Mr. Magliano was a general manager for a property management company specializing in planned unit developments and condominium associations. Here he was responsible for the total daily operation and management of the company. This included employee performance and disciplinary matters; interacting daily with individual directors of associations; and serving as liaison for homeowners.

U.S. Department of Energy

1972 - 1989

Before joining the private sector, Mr. Magliano's most recent DOE assignment was as Deputy Assistant Secretary, Human Resources, where he was responsible for Department organization and management, industrial relations, manpower requirements and personnel functions. He conducted studies of organizational structures and approved all requests for organizational changes. He managed the department's Policy and Procedures Directives and Orders system.

Mr. Magliano's most recent DOE-SF assignment was as Assistant Manager for Administration, where he was responsible for the management of six divisions: Contacts Management, Personnel, Financial Management, Management Information Systems and Telecommunications, Administrative Services, and Patent Counsel. As a part of these duties, he managed the development and implementation of the DOE Departmental Integrate and Cost Accounting System. Mr. Magliano managed two hundred employees and an annual budget of over \$1 billion. In addition to internal operations, each division was responsible for National Laboratory and major contractor oversight activities in their respective areas. Mr. Magliano also served as Freedom of Information Officer. Prior to this extremely challenging, but highly successful five year period, Mr. Magliano served as Deputy Assistant Manager for Administration.

As the Geothermal Loan Guaranty Program Director, Mr. Magliano managed a program for four years which provided financial incentives to private industry for the development of commercial geothermal resources. He was responsible for all aspects of the program including business and technical performance and frequently made decisions involving business and technical issues. The program employed highly skilled technicians and scientists holding Ph.D. degrees, who performed the development and implementation of field sites. As director, Mr. Magliano interfaced with, and was advised by, these employees on a daily basis. Guarantees managed included six drilling and construction loan projects.

DE-RP03-93SF19686, Amended

2.1-5

July 7, 1995



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Proposed for the position of
PROJECT MANAGER/BUSINESS MANAGER

RFP No. DE-RP-93SF19686

U.S. Department of Energy, Oakland Operations Office

I am permitting Advanced Data Concepts, Inc., (ADC) to include my resume in their proposal in response to the above Solicitation. I reaffirm my commitment to employment with ADC if this contract is awarded to them.

Vito A. Magliano

Vito Magliano

June 30, 1995

Date

Frank E. Rivera

ADC Corporate Official

July 6, 1995

Date



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**KEY RESUME
CDCC TASK MANAGER**

NORMA DEL GAUDIO

MINIMUM QUALIFICATION REQUIREMENTS

Must have at least two years specialized experience in classified document control, including experience in the marking of classified documents and access requirements. Knowledge about Macintosh SE and LCII computer systems is required.

The ADC Team proposes an individual with 17 years of administrative experience and several years of experience with classified documents, including nearly two years in a CDCC. This individual possesses 5 years of experience in the use of Macintosh computers. Active DOE "Q" Clearance.

SUMMARY OF QUALIFICATIONS

- Experience in the control of classified documents and information and records management
- Knowledgeable of CDCC policies and procedures and applicable DOE orders
- Several courses and programs completed in library science and records management
- Comprehensive work experience with and within the Department of Energy

EXPERIENCE

*Advanced Data Concepts, Inc., Alameda, CA
Office Administrator, Human Resources*

May 1991 - June 1994

Managed Personnel Administrative tasks consisting of processing new employees, terminations, resumes and other related personnel matters. Assist Program Manager in performance of duties pertaining to personnel. Perform other general administrative duties necessary to the operations of the government contract. Continued CDCC support duties for at least a year.

*Danville Research & Associates, Inc.
Security Specialist*

September 1990 - May 1991

Supported Donna Kimbler-Johnson in the Classified Document Control Center (CDCC). Responsible for the handling and controlling of classified documents in accordance with DOE procedures, and DOE Orders. Reviewed, marked, logged, wrapped, shipped, and prepared classified documents for destruction. Conducted audits/inventories of authorized document custodians; assisted with document transmission; maintained automated system of accounting utilizing the approved Macintosh system; presented training in the conduct of documentation handling.

DE-RP03-93SF19686, Amended

2.1-7

July 7, 1995



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Danville Research & Associates, Inc.
Task Coordinator

October 1988 - September 1990

DOE/SAN (now DOE-OAK) Personnel Security Branch. Responsible for supervising the preparation of all incoming and outgoing correspondence in compliance with DOE directives and orders; conducted security awareness briefings; processed and prepared badges.

U.S. Department of Energy
Manager - DOE/SAN Energy Information Center

June 1976 - October 1988

Managed activities for library, public reading room and reference service for SAN, SAN contractors and the public. Developed and implemented policies, programs and guidelines for records management systems for SAN and its government-owned contractor operating facilities. Appraised contractor records management programs. Managed the contractor operation of DOE/SAN Mail and Records Office.

EDUCATION/TRAINING

Hickox Secretarial School, Boston, MA, one year completed

DOE Librarian Western Regional Workshop, Albuquerque, NM
Automated Document Retrieval Workshop, Richland, WA
Federal Agency Field Librarians Workshop, Washington, DC
DOE Records Officers Workshop, Washington, DC
Association of Records Managers and Administrators Conference, Calgary, Canada
National Businesswomen's Leadership Association Workshop, San Francisco, CA

SECURITY CLEARANCE

Department of Energy, "Q" Clearance, Active



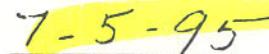
Proposed for the position of
CDCC TASK MANAGER

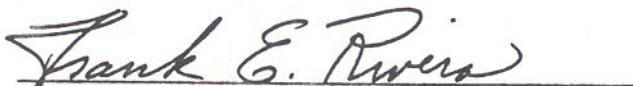
RFP No. DE-RP-93SF19686

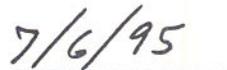
U.S. Department of Energy, Oakland Operations Office

I am permitting Advanced Data Concepts, Inc., (ADC) to include my resume in their proposal in response to the above Solicitation. I am committed to employment with ADC if this contract is awarded to them.


Norma Del Gaudio


Date


ADC Corporate Official


Date



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**KEY RESUME
PHYSICAL SCIENTIST/CLASSIFICATION SPECIALIST**

JAMES B. STUART

MINIMUM QUALIFICATION REQUIREMENTS

A bachelor's degree in physics, engineering, or computer science, followed by at least four years of related on-the-job training involving program oversight and/or classification of nuclear weapons, high explosives, inertial confinement fusion (ICF), or laser isotope separation programs. (An advanced degree in one of the above technical areas is desirable as is experience/skill in conducting training classes for technical staff, and experience in ad hoc inspections.)

The proposed individual possesses a bachelor's degree in Chemical Engineering, and 30 years of related, on-the-job experience involving the classification of nuclear weapons, inertial confinement fusion, laser isotope separation, and conventional weapons. As a classification professional for 30 years at the Lawrence Livermore National Laboratory, our candidate became highly skilled in conducting training classes for technical staff, as well as inspections.

The ADC Team is extremely fortunate to have Mr. James B. Stuart as our Physical Scientist. Mr. Stuart's name is well-known and respected throughout the DOE Classification community. We recognize that the individual selected to fill this key position is essential to the entire project. As can be seen from the table above, Mr. Stuart meets or exceeds every minimum qualification requirement set forth in the Request for Proposal. Moreover, as will be seen from the discussion of his work experience, Mr. Stuart is a former Lawrence Livermore National Laboratory employee whose only position during his 30-year career was as a classification professional. In summary, Mr. Stuart is an outstanding selection for the ADC Team because he is a technical professional with 30 years of DOE classification experience, possessing a current and active Q clearance.

PROFESSIONAL EXPERIENCE

Lawrence Livermore National Laboratory

1963 - 1993

Mr. Stuart has held various titles during his 30-year career with LLNL, starting as a Classification Advisor in 1963. With the exception of one and half years on loan to the LLNL Weapons Division, he has been involved in the classification of nuclear weapons, inertial confinement fusion (ICF), laser isotope separation (LIS), and conventional weapons during these 30 years. He is also conversant with the application of rules concerning Unclassified Controlled Nuclear Information (UNCI).

In 1990, Mr. Stuart was offered an Early Retirement Package by LLNL. He accepted the offer on December 31, 1990 and returned to work for LLNL in the same capacity on a part-time basis. He can terminate that arrangement at anytime.



During his 30-year career as a classification professional, Mr. Stuart has:

- applied both DOE and DOD classification guidance
- assisted in writing and preparing many current DOE guides such as CG-W-5, TCG-NAS-1, TCG-WM-1, and TCG-WS-1
- authored or co-authored many of the specific classification guides for LLNL weapons, including W63, W71, W79, W82, and B-83
- wrote the guidance for the Hard Structure Munitions, an LLNL program funded by the Air Force
- helped develop the "Roadmap Mileage Chart" type of classification guidance, especially for certain types of programs or for aspects thereof
- trained new LLNL personnel to become Classification Advisors
- experienced changes in the classification of Restricted Data (RD) and Formerly Restricted Data (FRD) as it changed through the years
- recognized the need for "classification education" and worked to be instructive and communicate effectively with the technical and scientific community
- been a driving force in prompting declassification when technology in the world has reason to effectively use the technology
- been able to understand and communicate the need for environmental protection and its impact on the field of classification

Hexcel Products, Inc.

1959-1962

From January 1959 until 1962, Mr. Stuart worked for Hexcel Products, Inc. as Supervisor of the Research and Development Laboratory, developing improvements in manufacturing processes, R & D technical procedures and laboratory safety. Before joining LLNL, Mr. Stuart spent one year as a project engineer for a consulting firm where he developed and manufactured sub-miniature rockets for anti-personnel use for the USAF. Then in December of 1963, Mr. Stuart joined LLNL.

Proctor and Gamble Manufacturing Company

1951-1952 / 1956-1958

Prior to his employment at LLNL, Mr. Stuart held a number of positions as an engineer. After graduating from college, Mr. Stuart worked for Proctor and Gamble as a time and motion study engineer.

This employment was interrupted when Mr. Stuart was re-called to active Naval service. It was during his Naval service period that Mr. Stuart was first exposed to nuclear weapons. He served four years on active duty, primarily as an officer in the Explosive Ordnance Disposal and Special Weapons arena.

After his release from active duty, he returned to Proctor and Gamble as a Fuel, Water and Power Engineer. Shortly thereafter he was promoted to manager of two chemical production units.



EDUCATION/TRAINING

B.S., Chemical Engineering, University of Colorado, Boulder, Colorado, 1950

SECURITY CLEARANCE

U.S. Department of Energy Clearance "Q", Active



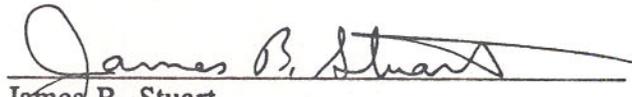
Proposed for the position of

PHYSICAL SCIENTIST

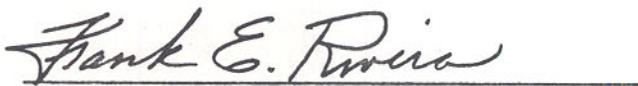
RFP No. DE-RP-93SF19686

U.S. Department of Energy, Oakland Operations Office

I am permitting Advanced Data Concepts, Inc., (ADC) to include my resume in their proposal in response to the above Solicitation. I reaffirm my commitment to employment with ADC if this contract is awarded to them.


James B. Stuart

6-29-95
Date


ADC Corporate Official

7/6/95
Date



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2.1.1.2 Non-Key Personnel

Our Non-Key Personnel meet or exceed the qualification requirements and will provide DOE-OAK with a multi-disciplinary array of expertise.

The ADC Team is proud to propose its selected candidates for the non-key positions listed in the Amended Solicitation. These individuals possess outstanding qualifications and are committed to the success of this contract. The resumes which follow represent actual, on-the-job experience, skills, and accomplishments gained by the proposed candidates. The use of "composite" candidates was unnecessary, since we have assembled an impressive group of professionals who meet or, in most cases exceed, the qualifications presented in the RFP and Amendments.

It is our Team's intention to demonstrate the level of expertise and DOE-specific experience DOE-OAK can benefit from by selecting the ADC Team to carry out the tasks of this important contract. In total, our non-key candidates offer DOE-OAK extensive experience acquired at such facilities as Argonne National Laboratory, Lawrence Livermore National Laboratory, and the DOE-ORO, DOE-AL, and DOE-OAK Operations Office.

The collective strengths of our non-key staff offer the following advantages to DOE-OAK:

- No learning curve required prior to achieving full productivity
- Familiarity with the DOE-OAK environment
- Specialized expertise directly related to task requirements

The following list provides the sequence in which resumes appear on the following pages, in accordance with the Amended Solicitation and Attachment XIII:

- Program Analyst
- Physical Scientist/MC&A/NMM
- Environmental Engineer
- General Engineer
- Nuclear Engineer
- Word Processing/Office Automation/
Technical Assistant
- Security Specialist
- Computer Specialist
- FVA/Foreign Travel Clerk/S&S
Training Clerk/Security Assistant
- Admin. Asst./Tech. Support/Management
Analyst
- Legal Research Asst./Law Library
Administrator
- Patent Paralegal/Patent Administrator
- Physical Scientist/Classification Spec.
- Classified Computer Security Spec.



REPRESENTATIVE
NON-KEY RESUME

PROGRAM ANALYST

MINIMUM QUALIFICATION REQUIREMENTS

Bachelor's degree in business administration, management, public administration or at least two years of equivalent specialized experience working in two or more areas such as: programs; environment; safety; facility; health; logistics; engineering; operations; or budget formulation; planning, scheduling, production management and at least one year of general experience in administrative functions.

The ADC Team candidate for this position of Program Analyst possesses a Bachelor of Arts degree in Mathematics and Economics, and has completed all coursework for a Master of Science degree in Business. Our candidate has more than 10 years of experience in the DOE environment, where specific experience encompassed programmatic, business, and administrative responsibilities. In addition, the candidate has 11 years of auditing experience with the U.S. General Accounting Office.

SUMMARY OF QUALIFICATIONS

Our representative candidate is a returning employee whose experience and education exceed minimum requirements. Our nominee has extensive cross-disciplinary experience in several of the qualifying areas, including programs, facility, operations, logistics, and budget formulation, in both the public and private sectors. The candidate has 10 plus years of recent DOE experience, including senior management experience with direct responsibility for oversight of major Management and Operating contractors under contract to the DOE-OAK office.

The representative candidate has numerous strengths such as:

Extensive, progressive experience in office administration, financial and management evaluation, project coordination, contract administration, and personnel supervision.

Proven problem-solving, analytical and team-building skills.

Seasoned experience in operational/compliance audit of diverse governmental functions.

Significant experience managing technical personnel and operations in ADP, telecommunications, procurement, accounting, budget, and contracting.



Recipient of numerous awards for Superior and Special Project Performance.

EXPERIENCE

Our candidate has more than ten years of experience in the DOE environment. This experience includes such positions as Deputy Assistant Manager for Administration, Acting Assistant Manager for Energy Programs, Acting Deputy Assistant Manager for Defense Programs, Director of Management Information Systems, Acting Director of Energy Research, and Program Analyst for Engineering and Facilities Management at a DOE Operations Office. In these assignments the candidate was responsible for procurement, program management, institutional oversight, accounting, budgeting, industrial relations, management evaluation and personnel disciplinary functions.

As a contractor employee, this candidate provided management support to the Safeguards and Security (S&S) program through participation in a program cost evaluation review and a compliance self-assessment. This person's expertise was utilized for analysis of the client's organizational structure and its responsiveness to the new direction and objectives of the S&S program.

At DOE, some specific responsibilities included: development of initial budgetary requests and plans; development of staffing needs assessments; and acting as Team Leader for the first life-cycle review of a National Laboratory's personal property management system. This candidate acted as Executive Lead for preparation of a DOE/HQ Comprehensive Business Systems Review of DOE-OAK and LLNL.

Prior to these positions, our candidate was in the private sector, responsible for business-to business services including project planning, management and administration for a small business.

For four years, the candidate was the Director of Management Information Systems and Telecommunications Division for a DOE operations office. In this capacity the candidate was the supervising official for a group of employees and was responsible for the personnel management, operations, planning, and administration of the division.

The nominee's initial work experience was as an auditor for the U.S. General Accounting Office (GAO). For over 11 years, the candidate performed and supervised audits in both staff and line positions. In this position, this individual received extensive training to enhance analytical, management, and communications skills. As a GAO Auditor, the nominee routinely analyzed actual performance versus appropriate criteria and documented the results in both written and oral reports to Congressional, agency and GAO officials at all levels.

EDUCATION

M.S., Business Program -- coursework completed, California State University, Hayward, 1978

B.A., Mathematics and Economics, College of New Rochelle, New York, 1969

Environmental Laws and Regulations, U.S. Department of Energy, CA, 1990

Intensive Information Systems/Systems Analysis Program, Wharton School of Business, PA 1973

SECURITY CLEARANCE

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2.1-14

July 7, 1995



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REPRESENTATIVE
NON-KEY RESUME

PHYSICAL SCIENTIST/MC&A/NMM

MINIMUM QUALIFICATION REQUIREMENTS

BS in physics, physical science or engineering and four years of recent experience in nuclear material control and accountability (MC&A) at a U.S. Nuclear Facility or with the U.S. Government. Experience in conducting inspections, reviews and appraisals of MC&A systems, with emphasis on nuclear materials measurement and statistical programs.

M.S. in Physics, a B.S. in Physics and Mathematics, a graduate of the United States Atomic Energy Commission (USAEC) International Institute of Nuclear Science and Engineering. Career in the nuclear accountability, field management, and operations arena spans over 43 years as an engineer and manager of nuclear materials. Experience includes Argonne-West; USAEC; and the U.S. Air Force, Special Weapons Command; as well as at DOE-OAK and the Nuclear Regulatory Commission as a consultant and contractor employee, respectively.

SUMMARY OF QUALIFICATIONS

The ADC Team's proposed candidate offers DOE-OAK 43 years of experience as an engineer and manager of nuclear materials. This individual's style of management and standards for excellence in accountability have been demonstrated by numerous letters of commendation.

EXPERIENCE

Our candidate began in the United States Air Force's Armed Forces Special Weapons Project in weapons assembly and recovery. This individual's technical development continued as a Calibrations Engineer for the Atomic Energy Commission in Idaho. The nominee went on to be selected for the United States Atomic Energy Commission's (USAEC) Junior Management Training Program. After training at North Carolina State University and Argonne National Laboratory, the candidate joined the Washington USAEC Division of Reactor Development, Liquid Metals Reactor Branch, and was in charge of the Zero Power Reactors, Experimental Breeder Reactor II and the Enrico Fermi Reactor.

The ADC Team candidate then joined the Argonne National Laboratory-West (ANL-W) as the Chief Physicist and Assembly Coordinator for Zero Power Reactor III. During this period the nominee was assigned for a year as the Argonne National Laboratory/United States Atomic Energy Commission Representative to the United Kingdom Atomic Energy Authority at Dounreay, Scotland, conducting experiments and analyses.

RFP No. DE-RP03-93SF19686, Amended

2.1-16

July 7, 1995



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Later, as a Staff Engineer at Gulf General Atomics, this individual was responsible for the preparation and technical defense of Preliminary Safety Analysis Reports (PSAR) for gas cooled reactors, and coordinated staff, consultants, and utility meetings with the Nuclear Regulatory Commission. This experience with PSAR analyses later proved invaluable in the design and implementation of nuclear accident and incident reporting and investigating procedures.

Our nominee then rejoined ANL-W as a Physicist at the Hot Fuels Examination Facility (HFEF), responsible for the development of the Nuclear Criticality Safety Analyses, documentation and personnel training and qualification for the design and start-up of HFEF-North, as well as being in charge of all aspects of MC&A for the HFEF Facilities. From 1977 to 1991 our candidate was the Nuclear Materials Representative for Argonne-West. In this position our candidate was the primary person responsible for operations, control, and accountability for all Nuclear Material at the ANL-W Site. Technical responsibilities included: formulating ANL MC&A policy; procedures for implementing Nuclear Material control performance testing; management of Nuclear Material inventory measurements, inventories and reconciliation; and reporting and formulating Nuclear Emergency Plans and Procedures. The nominee was responsible for all contacts and interfaces with DOE and insurance of compliance with all DOE Orders and Directives. During this period, our candidate was the Safeguard and Security Coordinator for the extensive upgrade program at ANL-W, which developed Safeguards and Security into a model of compliance with the evolving DOE Requirements.

After retiring from ANL-W our candidate entered a Safeguards and Security consulting practice, providing Advanced Data Concepts with consulting services as the lead MC&A contractor for appraisals in support of the San Francisco Operations Office (SF), in addition to supplying support in the coordination of the Comprehensive Self Assessment of DOE Safeguard and Security Order Compliance conducted by SF.

Our candidate's unique technical experience is complemented with formal management experience. The nominee began management training in 1956 as an intern in USAEC Junior Management Training Program, including post graduate work in the International Institute of Nuclear Science and Engineering and assignment to the USAEC Division of Reactor Development. From that position, our candidate refined management and organizational skills at ANL-W, including being qualified as a reactor manager. Because of the nominee's success, interpersonal skills, and proven ability, our candidate was promoted to the ANL-W Manager of Nuclear Materials, directing all aspects of the operation of the Nuclear Material Section, managing a group of sixteen people, including a Nondestructive Assay Laboratory and the central computerized Nuclear Material Accountability System for all of Argonne National Laboratory.

Our candidate demonstrated superior planning, supervisory and management skills while managing MC&A activities. This individual's demonstrated effective communications skills in the writing and editing of over thirty-one reports and publications. Our nominee's significant interpersonal skills were demonstrated by extensive coordinating efforts and the effective management of Nuclear Material at ANL-W.

EDUCATION

Master of Science degree in Physics from the University of Idaho, 1966

Graduate, United States Atomic Energy Commission International Institute of Nuclear Science and Engineering, 1957

Bachelor's Degree in Physics and Mathematics from Brigham Young University



SECURITY CLEARANCE

Department of Energy "Q" Clearance, Active



**REPRESENTATIVE
NON-KEY RESUME**

ENVIRONMENTAL ENGINEER

MINIMUM QUALIFICATION REQUIREMENTS

BS Degree in chemistry, chemical engineering, geology, environmental sciences, or related scientific disciplines (i.e.: hydrogeology, geochemistry) followed by experience in two or more of the following areas: facilities; construction; RCRA; TSCA; FIFRA; NEPA; CERCLA; FFCA; state environmental regulations; CWA; CAA; California Law AB 107; etc., waste management; environmental and environmental protection.

ADC's candidate for this position has a B.S. degree in Civil Engineering, and an M.S. in Environmental Engineering. More than 20 years of experience in civil engineering, environmental engineering, construction, waste management, project management, and computer systems development. Was lead feasibility study engineer for remediation of DOE hazardous and radioactive Superfund sites. Has managed a variety of construction and design projects, conducted environmental analyses and negotiations with permitting agencies. Regulatory experience with DOE, EPA, the Tennessee Department of Environment and Conservation (TDEC) and several other state environmental regulatory agencies, the Federal Energy Regulatory Commission (FERC), and the U.S. Fish and Wildlife Service. Active DOE "L" Clearance.

SUMMARY OF QUALIFICATIONS

Registered Professional Engineer with M.S. in Environmental Engineering and B.S. in Civil Engineering

Demonstrated construction, waste and project management expertise

Experienced in regulatory integration at DOE, EPA and other federal and state governmental agencies

Demonstrated performance in CERCLA Feasibility Studies, Hazardous and Radioactive Waste Management

Experienced in Feasibility Study Preparation, Environmental Design and Review, and Project Management and Planning

Expertise in development, implementation, and utilization of computer systems.



Knowledge and demonstrated use of statistical and mathematical methods.

PROFESSIONAL EXPERIENCE

The ADC Team's candidate for this position has more than 20 years of professional experience. As an Environmental Engineer for PAI, this individual has extensive experience with CERCLA and NEPA requirements, encompassing document preparation through regulatory integration strategy development.

As one of the PAI contract senior scientific advisors, our candidate assesses and advises on the content, logic, and presentation of feasibility studies, proposal development, environmental design and review, project management and planning, and technical review.

Specific experience includes:

Feasibility Study (FS) Preparation. Lead engineer for preparation of a CERCLA FS for the remediation of mixed waste at the Surface Impoundments Operable Unit (SIOU) at Oak Ridge National Laboratory. Key author of FSs for the Gunitite Tanks Operable Unit, and the South Campus Facility. Support author for other FSs. The FSs are based on EPA and DOE guidance documents and incorporate technology and process option screening, remedial alternatives development and screening, and detailed description and analysis of alternatives. The SIOU is a pilot project for the DOE streamlined Approach for Environmental Restoration (SAFER).

Environmental Design/Review. Assisted in preparation of *Description of Oak Ridge National Laboratory Waste Management System* and *Description of K-25 Site Waste Management System*. Lead author of *Description of Y-12 Plant Waste Management System*. The documents included descriptions and flow diagrams of the integration of the various treatment, storage, and disposal facilities at each site; descriptions and flow diagrams of each existing treatment facility with special attention to environmental controls; descriptions and layouts of existing treatment and disposal facilities and waste distribution systems; descriptions of proposed modifications upgrades to the waste handling systems, and photographs. The documents were prepared based on review of applicable existing documentation, interviews with facility managers, and facility inspections.

Project Management/Planning. Prepared the Project Management Plan and the Operational and Oversight Management Plan for the K-25 Pond Waste Management Program. Prepared Waste Management Plans and Risk Assessment/Plans on behalf of Oak Ridge National Laboratory for Gilbert Commonwealth, Inc. Assisted in preparation of the Environmental Assessment for the Mound Facility Decontamination and Decommissioning Program.

Technical Review. Performed formal reviews for HAZWRAP on *Project Specific Design Criteria, Kansas City Plant 27 Outside, Interim Measures* and for DOE on *Uranium Solidification Facility Safety Analysis Report*. For DOE-ORO, assisted in reviews of waste acceptance criteria documentation; the Consolidated Waste Storage Plan, Addendum 3; issues related to possible releases of transuranic (TRU) waste from underground storage areas on the Oak Ridge Reservation (ORR) into White Oak Creek; and issues related to landfarming radionuclide-contaminated sludge from the Oak Ridge sanitary treatment plant on the ORR.

Regulation Analysis. Task Leader for preparation of a requirements identification document (RID) to implement Defense Nuclear Facilities Safety Board Recommendation 90-2 on behalf of the Pond Waste Management Project. Prepared standard operating procedures (SOPs) for compliance with the requirements

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of NEPA, for DOE-NV. Analyzed regulatory requirements pertaining to the *Accumulated Waste Management Plan* for the Portsmouth Waste Management Project, and for the *K-25 Waste Management Functional Audit*.

Computer Applications. Designed and prepared subcontractor oversight checklists and oversight tracking log for the K-25 Pond Waste Management Project. Developed Gantt Chart project management schedules for the K-25 Site D&D/SFO Self Assessment program and for DOE's Interim Storage of Transuranics Waste program.

Prior to these assignments, for ten years our candidate was a Chief Engineer and Project Manager for United American Energy (UAE) Corp. As Chief Engineer, responsibilities included: technical review of civil, electrical and mechanical design drawings and specifications, project management, construction management, preliminary site investigation and feasibility analyses for hydroelectric sites, regulatory and environmental analysis and negotiation with permitting agencies.

Our candidate developed emergency action plans as required by FERC, and participated in or supervised the design of all UAE hydroelectric projects. Prepared specifications for, or coordinated implementation of, the Supervisory Control and Data Acquisition (computerized remote monitoring and control) systems for all projects.

Serving as Project Manager for the Groveville (\$18M), Little Falls (\$21M), and Kennebec (\$48M) Hydroelectric Projects, this individual participated in contract negotiations with construction contractors, consulting engineering firms, equipment manufacturers, and property owners. Other responsibilities were administration of the contracts, including technical review of project design documents and inspection/approval of construction and equipment installation, and primary responsibility for licensing activities with FERC and other federal, state and local permitting agencies.

As Construction Manager at the Little Falls site, our candidate supervised civil, mechanical, and electric work including design review and construction and installation approval. Performed quality control inspections; coordinated interfaces among engineers, contractors and equipment suppliers; and served a liaison to Niagara Mohawk Power Company and the New York Department of Transportation, Division of Canals. Prepared monthly construction reports as liaison to FERC and tracked the total project budget and schedule. While on site, developed the operating budget projections for review and approval by the executive Board of the Limited Partnership.

During two years as a Civil Engineer for FEDCO Systems, Inc., our candidate developed hydrographic runoff analyses using Soil Conservation Service methods and computer analysis. Designed small dams with appurtenant primary and emergency spillways. Performed construction management services, including construction inspection; supervision of contractors; field design; and negotiations between state and county agencies, developers, contractors, and architect-engineers for industrial and residential sites. Responsible for all site engineering for subdivision, commercial, and industrial sites.

As a Parks and Recreation Supervisor for the Town of Mt. Crested Butte, Colorado, this individual spent a year evaluating the town's public recreation requirements and negotiated acquisition of land for a town park; designing all park facilities, procured and fabricated materials, and supervised construction; and developing a recreation program.

At Grow Tunneling Corporation, for two years our candidate was a Field Engineer and Assistant Project

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Manager, who supervised construction devices; maintaining alignment of primary steel and secondary cast-in-place concrete liners; purchasing materials and equipment; making design modifications; and preparing special reports.

This individual's career began at John J. Harte and Associates. As a Civil Engineer, this person was responsible for subdivision design, including grading and drainage plans, stormwater retention ponds, roadway layout and design, and utility location.

The ADC Team's candidate has extensive experience with computer applications, including procuring and implementing a Novell computer network in the UAE home office. This network greatly increased productivity in the accounting, project development, project management and secretarial departments. Our candidate programmed computerized financial analyses of hydroelectric limited partnerships before the advent of spreadsheets. Other accomplishments include: implemented standardized software applications throughout the company, provided training and developed an outside training program for employees, developed an electronic mail system, and implemented databases for project information and client lists.

EDUCATION/TRAINING

M.S. in Environmental Engineering, University of Tennessee, Knoxville, 1993

B.S. in Civil Engineering, Georgia Institute of Technology, Atlanta, 1972

Registered Professional Engineer

SECURITY CLEARANCE

Department of Energy "L" Clearance, Active



REPRESENTATIVE
NON-KEY RESUME

GENERAL ENGINEER

MINIMUM QUALIFICATION REQUIREMENTS

BS in mechanical, electrical, or chemical engineering followed by experience in two or more of the following areas: industrial safety; industrial hygiene; construction safety; electrical safety; explosive safety; occupational medicine; aviation safety; or hazardous material emergency preparedness.

The ADC candidate for the position of General Engineer possesses a B.S. in Public Health, an M.P.H. in Industrial Hygiene, and is a Registered Engineer in the State of California in Safety, a discipline that encompasses many of the areas of expertise cited above. He has over thirty years of experience with the Department of Energy; initially as an Industrial Safety Engineer and, finally, as DOE Order Compliance Self-Assessment (DOCSA) Project Leader. Our candidate has seven years of experience focusing on industrial safety, as well as an extensive background in explosives safety, electrical safety, fire safety, industrial hygiene, industrial safety, and safety education. Active "Q" Clearance.

SUMMARY OF QUALIFICATIONS

- Industrial Engineer with over 30 years of DOE experience
- 30 years management and leadership experience
- Proven developer, integrator, and technical leader of Safety Programs
- Experienced in ES&H audits and appraisals
- Demonstrated expertise in Quality Assurance program development
- Experienced manager of environmental assurances
- Registered Engineer - State of California
- Certified Safety Professional

PROFESSIONAL EXPERIENCE

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The ADC Team's candidate for this position is an individual whose over 30 year career at a DOE National Laboratory has been dedicated to quality safety programs, encompassing the following major areas: explosives, fire, and industrial safety; industrial hygiene; and safety education.

This candidate is currently a PAI employee and Site Manager of PAI's ES&H contract with DOE-OAK, overseeing performance of a variety of safety and health tasks, including Occupational Safety and Health (OSH) Program Plan development, exemption request development, DOE Order reviews, appraisal reviews, conduct of operation appraisal plans, and other general OSH tasks. Our candidate's most recent experience as a DOE employee was as DOE Order Compliance Self-Assessment Project Leader for two years. Prior to that, this person was the Manager of Environmental Assurances, Laser Program Assurances. Responsibilities included the development of policy and coordination of activities within the Laser Program in areas of environmental compliance and monitoring, waste management and minimization, and quality assurances as applied to the overall research and development activities. The program-wide activities were developed to provide assurance that all Laser Programs meet regulatory requirements and good industrial practices.

During two years as the Deputy Department Head, Environmental Protection Department, our candidate was responsible for the management and direction of a 200-person organization that covered all aspects of industrial environmental issues. The range of departmental activities included environmental compliance, permits, environmental restoration, monitoring, and hazardous waste management.

As the Laboratory Assurance Manager and Associate Program Leader for Technical Services, our candidate developed an internal audit program covering safety, environment, health, and safeguards and security. Our candidate also coordinated the external EH&S audits, developed the transuranic waste certification program, managed the institutional QA office, and managed the Personal Assurance Program, as applied to certifying personnel to work on weapons components. This senior management position required the development of briefings, reviews of analysis for Director's office personnel.

Prior to the assignment as Laboratory Assurance Manager, for six years our candidate was the General Safety Division Leader, Hazards Control Department, responsible for the direction of four groups - Industrial Safety, Industrial Hygiene, Explosive Safety, and Education and Training. These safety disciplines provided the technical support, training and code/standard enforcement. Responsibilities of the Explosive Safety Group included the monitoring of R&D activities and providing safety support to Site 300. During a year in the Hazards Control Department, the candidate initiated the first system safety program in the department and developed the departmental internal audit program. Another responsibility was the formation of the quality assurance program and directing a three person effort; the effort led to the establishment of a formalized institutional entity. Appropriate policy statements were developed and implemented, and the first QA manual was produced.

As the Deputy Department Head, Hazards Control Department in a five-year period, our candidate established general safety policy, resolved significant safety technical or policy problems, and interfaced with the outside agencies. Prior to being Deputy Department Head, an assignment as Safety Group Leader covered responsibilities for five sections within the department: Fire Safety; Explosives Safety; Industrial Hygiene; Industrial Safety; and Safety Education. As a group leader, the nominee was responsible for program development, integration, and coordination; initiated safety studies of major research activities and directed the development of safety training programs.

Our candidate's career began as an Industrial Safety Engineer, and then six years as a Section Leader, with responsibility for implementing the safety program in the field; reviewing contractor plans and procedures,

