

**Management and Operating Contractor
for the
Thomas Jefferson National Accelerator Facility (TJNAF)**

Solicitation Number: 89243125RSC000148

**Questions and Answers
(15 – 16)**

15. Question: Can the FY 2024, 2023, 2022 and 2021 Performance Evaluation Reports for the TJNAF incumbent contractor be posted on the TJNAF competition website? These evaluation reports, which are already available to the incumbent, will assist interested parties in understanding the Department's priorities and perspective on performance.

Answer: Yes. The FY 2024, 2023, 2022 and 2021 Performance Evaluation Reports have been posted on the competition website under the Document Library – Other Documents tab.

16. Question: Given DOE's interest in fostering robust competition for the TJNAF M&O contract, would DOE consider prohibiting the incumbent contractor from requiring its non-Key Personnel employees to sign exclusivity or non-compete agreements that restrict these personnel from joining competing teams? Such restrictions would not apply to personnel proposed as Key Personnel by the incumbent. Implementing this measure could help ensure that the broader TJNAF workforce remains free to engage with multiple bidding teams, thereby promoting a fair and competitive procurement process.

Answer: No. While we are committed to ensuring a fair, full and open competition process, the Department will not direct or intervene in its contractor's internal human resource policies and employment practices unless those policies conflict with procurement integrity or federal employment law.