

**(6) CRITERION 6 – TRANSITION PLAN**

**Introduction**

WSI has developed a transition plan based on proven industry best practices and lessons learned from operations and past transitions at DOE/NNSA Security Protective Services contracts. WSI's experience has shown that the keys to transitional success are: a formally assigned transition manager and team who have site and mission specific knowledge, an arsenal of lessons learned, early preparation, comprehensive planning, unambiguous lines of responsibility and authority, coordination with all players, and minimization of anxiety for NNSA/NSO and WSI employees. As the incumbent security and PF contractor for NTS, our transition will be minimal since we are currently on site. WSI proposes a no cost Transition to DOE/NNSA. We have assigned a dedicated Transition Manager, Mary A. Maier, WSI's Corporate Vice President and General Manager of Installations. Ms. Maier possesses site-specific knowledge from her previous assignment as DGM at NTS. Ms. Maier recently managed the transition of 20 separate sites around the United States involving more than 1400 personnel. WSI will seize the opportunity to establish the foundation for a performance transformation while completing transition that will include first-year initiatives indicated in **Figure (6)-1** below. As requested, we are proposing a maximum 90-day transition that can be shortened dependent upon the contract award date. Our plan assumes concurrency in timing with the release of an RFP for small business security services for NTS.

INITIATIVE	BENEFIT TO DOE/NNSA
<p>Complete transition process of hiring, training, and deployment of all personnel to the new NNSA/NSO site. This includes the implementation of all transition activities, including the implementation of the transition plan, the implementation of the transition plan, and the implementation of the transition plan.</p>	
<p>Implement a new team structure to support the transition of the NNSA/NSO site. This includes the implementation of the transition plan, the implementation of the transition plan, and the implementation of the transition plan.</p>	
<p>Implement a new business continuity plan to support the transition of the NNSA/NSO site. This includes the implementation of the transition plan, the implementation of the transition plan, and the implementation of the transition plan.</p>	
<p>Implement a new security plan to support the transition of the NNSA/NSO site. This includes the implementation of the transition plan, the implementation of the transition plan, and the implementation of the transition plan.</p>	

**Figure (6)-1 Measurable First Year Objectives: WSI's no cost Transition includes commitment to measurable, first year objectives with clear benefit to DOE/NNSA and overall positive change for WSI at the NTS.**

**Key Transition Issues – Barriers - Resolution**

WSI has identified 5 key transition issues based on our knowledge of DOE/NNSA requirements.

1. The NSO Operational Assessment by HQ DOE has been scheduled for July and August 2005. This OA will include a Force-on-Force exercise during mid-August
2. The NTS may be receiving more SNM shipments during transition which will require enhanced security measures already in place as part of our DAF Mitigation Plan
3. The Department of Homeland Security has indicated they may want to conduct an experiment during transition period. WSI will have to do full up security support
4. One SPO new hire class will be in training and another is scheduled to begin during transition. This is a potential of 90 new employees

5. Transition of the Site Safeguards & Security Plan (SSSP) to the Small Business Contractor must be completed not later than August 31, 2005

Resolution – WSI will use Ms. Maier, a corporate Vice President, as our transition manager and single point of contact (POC) reporting directly to Mr. Ebert, allowing transition milestones to be completed and providing uninterrupted continuity of key and critical operations.

**Transition Risks**

Award of the Security PF Services contract to WSI significantly reduces the number and intensity of transition risks. Our plan provides a proven approach to identify and minimize risks and resolves issues and barriers to a smooth transition. **Figure (6)-2** below lists transition risks/barriers, potential impact, and our risk minimization/resolution actions. A continuous risk identification and minimization process ensures transition schedule, costs, and services are not impacted.

RISKS/BARRIERS	IMPACT	MINIMIZATION/RESOLUTION OF BARRIERS
	<ul style="list-style-type: none"> <li>Reduced Security Protection Force Services effectiveness and efficiency</li> <li>Critical Security Protection Force Services not delivered</li> <li>Reduction in quality of Security Protection Force Services</li> </ul>	
	<ul style="list-style-type: none"> <li>Reduced Security Protection Force Services effectiveness and efficiency</li> <li>Critical Security Protection Force Services not delivered</li> <li>Reduction in quality of Security Protection Force Services</li> </ul>	
	<ul style="list-style-type: none"> <li>Injury to personnel</li> </ul>	
	<ul style="list-style-type: none"> <li>Reduced Security Protection Services effectiveness and efficiency</li> <li>Critical Security Protection Services not delivered</li> <li>Reduction in quality of Security Protection Services</li> </ul>	
	<ul style="list-style-type: none"> <li>Security Protection Services not delivered</li> <li>NNSA/ASO of RTI services not met</li> <li>Reduced Security Protection Force Services or Security System Services effectiveness and efficiency</li> </ul>	
	<ul style="list-style-type: none"> <li>Loss of trained, qualified, cleared, certified employees with critical Security System Services skills</li> <li>Loss of efficiency in the performance of the critical Security System Services tasks</li> </ul>	

**Figure (6)-2 Transition Risks: WSI has identified transition risks and potential impacts and provides minimization actions that ensure DOE/NNSA of a minimum risk transition.**

**Key Transition Milestones**

WSI has developed a schedule that identifies the key milestones necessary to provide continuity of Security PF Services while efficiently accomplishing transition. Our schedule assumes a 90-day transition period. WSI’s preliminary transition schedule with key milestones is provided in **Figure (6)-3**.

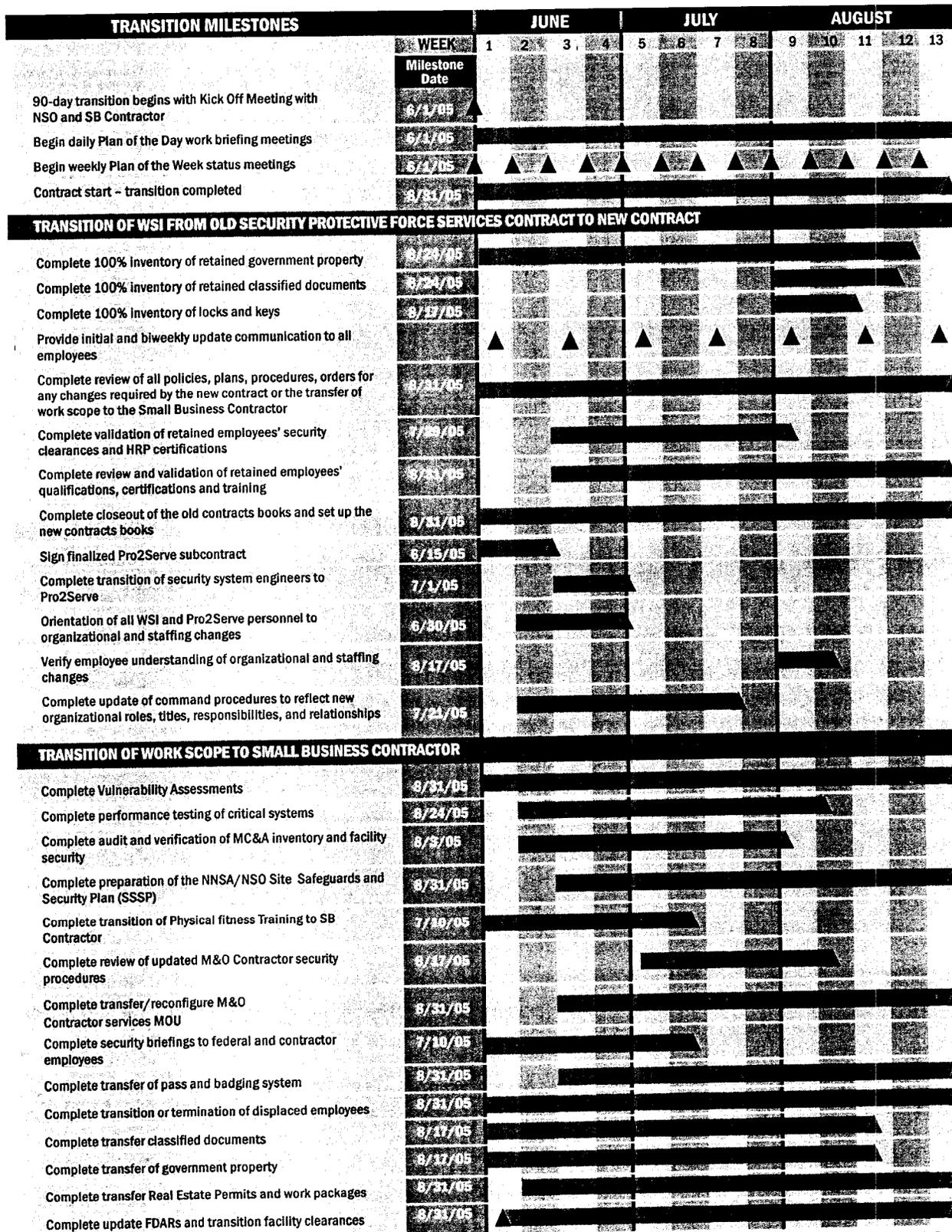


Figure (6)-3 Key Transition Milestones: WSI has established milestones for transition tasks based on lessons learned from other successful transitions.