

From: Deb Sanders (Murray)

Sent: Mon Feb 01 15:48:56 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: [EXTERNAL] Re: March Scorecard Schedule

Importance: Normal

Attachments: image001.png; image002.png; image003.png; image004.png; image005.png; image006.png

Thanks Scott!

Deb (Murray) Sanders
Account Director
debsanders@aprstaffing.com
(503) 348-9618

A minority owned business enterprise

From: Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Monday, February 1, 2021 3:47:00 PM
To: Deb Sanders (Murray) <debsanders@APRstaffing.com>
Subject: RE: March Scorecard Schedule

Yep, I have you down for 3/8 at 10. I'll send out the invites tomorrow.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Deb Sanders (Murray) <debsanders@APRstaffing.com>

Sent: Monday, February 1, 2021 3:39 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: [EXTERNAL] Re: March Scorecard Schedule

Hi Scott,

I wanted to double check and see if you received my response for 3/8 at 10 am?

I wanted to make sure to get it on Steve and Joe's calendar correctly.

Thanks,

Deb

Deb (Murray) Sanders

Account Director

debsanders@aprstaffing.com

(503) 348-9618

A minority owned business enterprise

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Friday, January 29, 2021 11:43:19 AM

To: Deb Sanders (Murray) <debsanders@APRstaffing.com>

Subject: RE: March Scorecard Schedule

Hi Deb,

Unfortunately all three spots are taken already. I have 8, 10 and 11 on Monday 3/8?

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Deb Sanders (Murray) <debsanders@APRstaffing.com>

Sent: Friday, January 29, 2021 10:06 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: [EXTERNAL] RE: March Scorecard Schedule

Hi Scott,

How is the weather for you today? I keep wishing we had a bit more sunshine.

I put in our top 3 spots. Please let me know if you need additional time frames.

Looking forward to our meeting!

Deb

Meeting Number

Day

Date

Time

1

Friday

March 5, 2021

10:00

1-Apr

2

Friday

March 5, 2021

11:00

3

Friday

March 5, 2021

12:00

1-Apr

4

Friday

March 5, 2021

1:00

5

6

Monday

March 8, 2021

8:00

6

Monday

March 8, 2021

9:00

3-Apr

7

Monday

March 8, 2021

10:00

8

Monday

March 8, 2021

11:00

[Click here for a listing of Open Positions](#)

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Friday, January 29, 2021 9:07 AM
To: saras@acsprostafing.com; (b)(4); Deb Sanders (Murray) <debsanders@APRstaffing.com>; Steve Rhodes <Steve.Rhodes@APRstaffing.com>; (b)(4) <(b)(4)>; vebinger@corsource.com; Alcott, Rory (US) (Rory.Alcott@salientcrgt.com) <Rory.Alcott@salientcrgt.com>; ranya@everstinc.com; 'davem@everestinc.com' <davem@everestinc.com>; pete.gibson@first-tek.com; Dominic Moore (Dominic.Moore@workwithflux.com)

<Dominic.Moore@workwithflux.com>; Camille Woodin (Camille.Woodin@workwithflux.com)
<Camille.Woodin@workwithflux.com>; 'emma@motusrecruiting.com' <emma@motusrecruiting.com>; Christy
Wright <christy@motusrecruiting.com>; Orlando Williams <orlando@motusrecruiting.com>;
richard@go2triad.com; John Niemer <john@vanderhouwen.com>; Jennifer Boyle <jennifer@vanderhouwen.com>
Subject: March Scorecard Schedule

Hi Everyone,

It's that time of the year again. Unfortunately, we will have to do our scorecard meetings remotely once again. Please send me your top 3 meeting times based on the schedule in the spreadsheet. You can either fill in the spreadsheet and send it back, or just send me meeting numbers. I will then send out meeting invites. If none of the dates and times work for you, please let me know and we'll try to find a time that does work.

Because of rationalization, I am trying to schedule the meetings as early as possible in the month.

Thanks!!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Tue Feb 02 09:32:38 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: FW: March Scorecard Schedule

Importance: Normal

Attachments: image001.png; Scorecard Schedule Sheet.xlsx

Hi everyone, I haven't heard back from you yet, so just wanted to make sure you saw this note.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Friday, January 29, 2021 9:07 AM

To: saras@acsprostaffing.com (b)(6) Deb Sanders (Murray)
<debsanders@APRstaffing.com>; steve.rhodes@aprstaffing.com (b)(6)
(b)(6) vebinger@corsource.com; Alcott, Rory (US) (Rory.Alcott@salientcrgt.com)
<Rory.Alcott@salientcrgt.com>; ranya@everstinc.com; 'davem@everestinc.com' <davem@everestinc.com>;
pete.gibson@first-tek.com; Dominic Moore (Dominic.Moore@workwithflux.com)
<Dominic.Moore@workwithflux.com>; Camille Woodin (Camille.Woodin@workwithflux.com)
<Camille.Woodin@workwithflux.com>; 'emma@motusrecruiting.com' <emma@motusrecruiting.com>; Christy
Wright <christy@motusrecruiting.com>; Orlando Williams <orlando@motusrecruiting.com>;
richard@go2triad.com; John Niemer <john@vanderhouwen.com>; Jennifer Boyle <jennifer@vanderhouwen.com>
Subject: March Scorecard Schedule

Hi Everyone,

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Because of rationalization, I am trying to schedule the meetings as early as possible in the month.

Thanks!!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

Meeting Number	Day	Date	Time	
1	Friday	March 5, 2021	10:00	
2	Friday	March 5, 2021	11:00	
3	Friday	March 5, 2021	12:00	
4	Friday	March 5, 2021	1:00	
5	Monday	March 8, 2021	8:00	
6	Monday	March 8, 2021	9:00	
7	Monday	March 8, 2021	10:00	
8	Monday	March 8, 2021	11:00	
9	Monday	March 8, 2021	1:00	
10	Monday	March 8, 2021	2:00	
11	Monday	March 8, 2021	3:00	
12	Tuesday	March 9, 2021	8:00	
13	Tuesday	March 9, 2021	10:00	
14	Wednesday	March 10, 2021	9:00	
15	Wednesday	March 10, 2021	10:00	
16	Wednesday	March 10, 2021	11:00	
17	Wednesday	March 10, 2021	1:00	
18	Wednesday	March 10, 2021	3:00	
19	Friday	March 12, 2021	8:00	
20	Friday	March 12, 2021	9:00	
21	Friday	March 12, 2021	10:00	
22	Friday	March 12, 2021	11:00	
23	Friday	March 12, 2021	1:00	
24	Friday	March 12, 2021	2:00	
25	Friday	March 12, 2021	3:00	

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Tue Feb 02 10:03:00 2021

Required: (b)(6) Longfellow,James N (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL;
Hagedorn,William G (BPA) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL; Marsh,Solomonn P (BPA) - NSP-4400-LL

Subject: (b)(4) Scorecard Meeting

Location: Conf Call

Start time: Wed Mar 10 09:00:00 2021

End time: Wed Mar 10 09:30:00 2021

Importance: Normal

Bridge information will be sent out the day before the meeting with the documentation.

From: Couron,Elissa L (CONTR) - NSP-4400-LL

Sent: Tue Feb 02 10:55:49 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: RE: Supplier Rationalization Project Plan

Importance: Normal

Attachments: image001.gif; image002.png

Hi Scott,

Fabulous- I'll update the plan.

Thanks for the info!

Elissa Couron

Aerotek

Program Support Specialist

Bonneville Power Administration

Supplemental Labor Management Office (NSP-4400-LL)

Phone: 360-418-8101

E-Mail: elcouron@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Tuesday, February 2, 2021 10:17 AM

To: Couron, Elissa L (CONTR) - NSP-4400-LL <elcouron@bpa.gov>

Subject: RE: Supplier Rationalization Project Plan

I just finished scheduling all the scorecard meetings, and the last one is Wednesday 3/10 at 9:00. So absent any schedule changes, your project plan for rationalization can start on 3/10 at 10:00

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Couron, Elissa L (CONTR) - NSP-4400-LL <elcouron@bpa.gov>
Sent: Friday, January 29, 2021 1:33 PM
To: ADL_NSP_ALL <ADL_NSP_ALL@BPASite1.bpa.gov>
Subject: Supplier Rationalization Project Plan

Hi Everyone,

Attached is the Project Plan for our second round of Rationalization in table and Excel form. Please let me know if you have any questions about timing/scheduling and we can discuss next meeting.

Dates

Task

3/1 – 3/5

Rationalized Suppliers Identified (Draft JPs for impacted workers)

3/8 -3/12

Scorecard Meetings: Notify Rationalized Suppliers

3/1 – 3/12

Freeze all Postings

3/15

Start Distributing JPs again to remaining Suppliers

3/15

Notify Other Audiences:

- Remaining Suppliers
- Impacted Workers – list of suppliers, Rules of Transition, next day send DocuSign (bulk sign). Send to BPA email.
- Affected Managers

Plan C

3/15 – 4/16

Impacted CFTE Notify SLMO of New Employer

3/1 – 5/07

SLMO drafts JPs

3/15 – 5/14

Suppliers Submit Workers

3/15 – 5/14

NDA, Attestation Page, 1400 due

- Kick DocuSign to worker, comes back with filled out paperwork, we find out which supplier they choose. We create a form within DocuSign.
- Send Non- Gov NGE spreadsheet every Friday
- Create Assignments/Revise Old Assignments

5/23

Effective Date for Workers Transitioned to New Suppliers

5/31 – 6/4

Close Old Worker Records

6/7 – 6/9

Process Evaluation

Thanks!

Elissa Couron

Aerotek

Program Support Specialist

Bonneville Power Administration

Supplemental Labor Management Office (NSP-4400-LL)

Phone: 360-418-8101

E-Mail: elcouron@bpa.gov

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Tue Feb 02 15:45:13 2021

To: Ziegler,Denise A (BPA) - NSP-4400-LL

Subject: RE: File

Importance: Normal

Attachments: image001.png; image002.png

Cool, no problem. Thanks!!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ziegler,Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Sent: Tuesday, February 2, 2021 3:35 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: File

BTW – I should have the dashboard for HR tomorrow morning. It's done, but I want to look at it again tomorrow with fresh eyes.

Kim and Marcia were shadowing me today so my concentration was not as focused as usual. Just want to make sure it's right.

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Tuesday, February 2, 2021 2:28 PM
To: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Subject: RE: File

Wow that was impressive. It ran already! Thanks!!

HR is clamoring for the dashboard when you get it done.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Sent: Tuesday, February 2, 2021 2:06 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: RE: File

No problem. I'll set up a schedule to run today – You should get it them in the next hour or less.

I already updated the Supplier PPL count report.

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Tuesday, February 2, 2021 1:59 PM

To: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Subject: File

Hey, I'm going to potentially run a test of the scorecard this month. When you have a free minute, can you run the file for me. No rush, I know you are doing Monthly reporting. The next few days is fine. I probably won't run scorecards till next week.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

**SUPPLEMENTAL LABOR MANAGEMENT OFFICE
SUPPLIER RATIONALIZATION: TRANSITION INFORMATION FOR SUPPLIERS**

Process & Rules of Transition

- SLMO will be facilitating a transition of contract personnel who are impacted by the supplier rationalization. Rationalized suppliers' contracts will expire in May 2021 and will not be renewed. This means approximately ## current contract workers will be looking for a new employer.
- Impacted contract workers are encouraged to contact the supplier(s) of their choice to negotiate pay rate and non-monetary compensation. Suppliers are not allowed to contact workers to solicit for business. Contacting workers will result in disqualification from participating in the transition.
- Suppliers may only represent positions/workers in the labor categories they participate in. For example, if you only participate in the IT labor category and a worker contacts you about representing them on an Electrical Engineer requisition, you must decline or, if the labor category window is open (March and September), you may elect to participate in the A&E labor category realizing that you are committed to staying in that labor category for the next six months.
- Workers will be contacting suppliers on or after 3/15/2021 to negotiate pay rates and compensation packages. All time spent contacting and negotiating with suppliers is non-billable to BPA.
- Suppliers must negotiate a pay rate that works for both the worker and your company. SLMO will provide the following information to suppliers:
 - Worker Names
 - Position Titles
 - Bill Rates
 - Pay Rates
 - Tenure Dates
 - SCA (mapped positions)
 - APIs
- Once a worker has selected a new employer, they will notify SLMO via DocuSign and complete a new 1400 form, NDA and Attestation.
 - When SLMO receives the DocuSign envelope back from the worker, SLMO will forward it to the selected supplier for signature.
 - SLMO will then distribute a Fieldglass job posting to the selected supplier.
 - Suppliers will submit the worker to the appropriate JP by the respond by date indicated. NOTE: No resume or CSF is required and the worker must be submitted at or below the max bill rate on the JP.
 - Once the worker is submitted, SLMO will create the new assignment.
- Contract personnel must select a new employer and communicate their selection to SLMO by 11:59pm on 4/16/2021, otherwise their assignment will end no later than 5/22/2021.
- SLMO's assignment longevity rule of waiting one year before competing for a new position will not apply in this situation. This means it is acceptable for a worker to transition to a new employer and then decide to apply for a different contract position at BPA within one year of this transition if desired, as long as the worker has been in their current position for at least one year.
- Impacted workers' 3-year BRIs and 5-year re-competes will be based on the current assignment start date. For example, if a worker started their current assignment under Supplier ABC in March 2019, the worker's 3-year BRI would occur in March 2022 and their 5-year re-compete would occur in 2024, despite the fact the worker was moved to a new supplier in May 2021 as a result of the rationalization project.

Transition Timeline

3/5 to 3/12/2021	Scott conducts scorecard meetings and notifies all suppliers of their status.
3/15/2021	Remaining suppliers are provided with information regarding the impacted contract workers. Impacted workers are provided with contact information for the remaining suppliers that participate in the labor category for their position.
4/16/2021	Contract workers must provide the name of their selected employer by 11:59pm via DocuSign.
5/22/2021	Contract workers who have not selected a new employer will be off-boarded as of this date.

XX/XX/2021

Formatted Table

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Comment [MA(-N1): Do we want to add this?

Ex: Start assignment in Feb 2021, moved to new supplier in April 2021. Wants to apply on a different position in Sept 2021. Would we tell them they at least need to be in their current position for one year (until Feb 2022) before they can apply for the sake of the manager?

Or do we not care?

5/23/2021

Contract workers transition to their new employer no later than this date.

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XX/XX/2021

**SUPPLEMENTAL LABOR MANAGEMENT OFFICE
SUPPLIER RATIONALIZATION: TRANSITION INFORMATION FOR WORKERS**

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Process & Rules of Transition

- The contract between BPA and your current employer (BPA's supplier) will expire in May 2021 and will not be renewed.
- SLMO is facilitating a transition for impacted contract workers, like you, in which you will be able to select a new employer (from a list SLMO provides) and continue your current assignment at BPA.
- Through this process, you have the opportunity to negotiate pay rate and non-monetary compensation with the supplier of your choice. It is up to you to contact suppliers; they have been instructed not to contact affected workers to solicit for business.
 - If you are contacted by one or more suppliers regarding this transition, please report each occurrence to the SLMO office by emailing Supplementallabor@bpa.gov.
 - All time spent contacting and negotiating with suppliers is non-billable to BPA.
- The billing rate that BPA pays for your services is confidential and will only be known by SLMO and the supplier. Suppliers will inform you if the pay rate and benefit levels you are requesting are possible within the set bill rate.
- You must select a new employer and communicate your selection to SLMO by 11:59pm on 4/16/2021.
 - You will communicate your selection via DocuSign. On 3/16/21, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following:
 - Right to Represent form
 - 1400 form
 - Contract Worker Attestation form
 - Non-Disclosure Agreement
 - Simply complete the forms in the envelope no later than 11:59pm on 4/16/2021 to communicate your selection to SLMO.
 - Once you have selected a new employer and communicated your selection to SLMO, you cannot change your mind. The supplier you choose will be your employer for the duration of your current assignment.
- If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.
- SLMO's assignment longevity rule of waiting one year before competing for a new position will not apply in this situation. This means it is acceptable for you to transition to a new employer and then decide to apply for a different contract position at BPA within one year of this transition if desired.
- Your 5-year re-compete will be based on your current assignment start date. For example, if you started your current assignment under Supplier ABC in March 2019, your 5-year re-compete would occur in 2024 despite the fact you transitioned to a new supplier in May 2021 as a result of the rationalization project.

Transition Timeline

3/15/2021	Impacted workers are provided with contact information for participating suppliers.
3/16/2021	SLMO distributes DocuSign envelopes to all impacted workers via their BPA email address.
4/16/2021	Contract workers must provide the name of their selected employer by 11:59pm via DocuSign.
5/22/2021	Contract workers who have not selected a new employer will be off-boarded as of this date.
5/23/2021	Contract workers transition to their new employer no later than this date.

Questions?

- Contact your current employer or your new employer
- Contact SLMO at supplementallabor@bpa.gov or 360-418-8321

Comment [MA(-N1): What if they haven't been in the position for at least a year prior to the transition to a new supplier? Ex: Start assignment in Feb 2021, moved to new supplier in April 2021. Wants to apply on a different position in Sept 2021. Wouldn't we tell them they at least need to be in their current position for one year (until Feb 2022) before they can apply?

If that is correct, it seems like we should add some text like:
Please note, you must have been in your current position for at least one year before applying on a new position at BPA.

I think this is going to confuse people. Should we just remove this whole bullet and address the one-offs if they arise? Maybe we just leave this info in the supplier transition rules b/c they will understand what we are talking about and can guide contract workers accordingly?

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xx/xx/2021

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Thu Feb 04 14:51:44 2021

To: SLMO COTR Review; Neuber, Rian M (CONTR) - NSP-4400-LL; Couron, Elissa L (CONTR) - NSP-4400-LL; Hampton, Scott R (BPA) - NSP-4400-LL; Cutler, Taylor A (CONTR) - NSP-4400-LL

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Please Review: Transition Rules for Workers and Suppliers

Importance: Normal

Attachments: image001.png; image002.png; REF_13126_TRANSITION_RULES_SUPP_Draft_020421.docx; REF_13127_TRANSITION_RULES_WRKR_Draft_020421.docx

I liked Rian's verbiage too – I've updated both docs with a version of the verbiage Rian provided. Thanks for your help, Rian! Unless anyone else has additional changes, I think we can consider these final.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov> **On Behalf Of** SLMO COTR Review
Sent: Thursday, February 4, 2021 11:01 AM
To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Couron, Elissa L (CONTR) - NSP-4400-LL <elcouron@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Cutler, Taylor A (CONTR) - NSP-4400-LL <tasutherland@bpa.gov>
Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: RE: Please Review: Transition Rules for Workers and Suppliers

I like Rian's suggested verbiage regarding longevity.

The Transition rules documents look great. We can incorporate those dates into the project plan and the process doc.

Thank You.

Lisa A. Kayton

Supplemental Labor Operations Team Lead

Contracting Officer's Representative

Supplemental Labor Office

Bonneville Power Administration

NSP-4400-LL

Work Phone: 360-418-2714

FAX: 360-418-2966

From: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Sent: Thursday, February 4, 2021 10:45 AM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Couron, Elissa L (CONTR) - NSP-4400-LL <elcouron@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Cutler, Taylor A (CONTR) - NSP-4400-LL <tasutherland@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: RE: Please Review: Transition Rules for Workers and Suppliers

Hi Kim,

What if we reworded the longevity bullet point to something like this (feel free to edit):

SLMO's assignment longevity rule of waiting one year before competing for a new position will not apply to this transition. Contract workers may apply for other contract positions starting 1 calendar year from the start date of their current assignment. This means it may be possible for a worker to apply for an open contract position even if they have not been employed by you for a full year.

Also, I reviewed the rest of the document and have no changes.

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Thursday, February 4, 2021 9:32 AM
To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Couron, Elissa L (CONTR) - NSP-4400-LL <elcouron@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Cutler, Taylor A (CONTR) - NSP-4400-LL <tasutherland@bpa.gov>
Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: Please Review: Transition Rules for Workers and Suppliers

Hi there – I have updated the rules of transition for suppliers and workers. Please carefully review and validate dates. Also, please see the question I posed about the 1 year longevity rule bullet on both docs.

Thanks.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

SUPPLEMENTAL LABOR MANAGEMENT OFFICE
SUPPLIER RATIONALIZATION: TRANSITION INFORMATION FOR SUPPLIERS

Process & Rules of Transition

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- Workers will be contacting suppliers on or after 3/15/2021 to negotiate pay rates and compensation packages. All time spent contacting and negotiating with suppliers is non-billable to BPA.
- Suppliers must negotiate a pay rate that works for both the worker and your company. SLMO will provide the following information to suppliers:
 - Worker Names
 - Position Titles
 - Bill Rates
 - Pay Rates
 - Tenure Dates
 - SCA (mapped positions)
 - APIs
- Once a worker has selected a new employer, they will notify SLMO via DocuSign and complete a new 1400 form, NDA and Attestation.
 - When SLMO receives the DocuSign envelope back from the worker, SLMO will forward it to the selected supplier for signature.
 - SLMO will then distribute a Fieldglass job posting to the selected supplier.
 - Suppliers will submit the worker to the appropriate JP by the respond by date indicated. NOTE: No resume or CSF is required and the worker must be submitted at or below the max bill rate on the JP.
 - Once the worker is submitted, SLMO will create the new assignment.
- Contract personnel must select a new employer and communicate their selection to SLMO by 11:59pm on 4/16/2021, otherwise their assignment will end no later than 5/22/2021.
- SLMO's assignment longevity rule of waiting one year before competing for a new position will not apply to this transition. Contract workers may apply for other contract positions starting one calendar year from the start date of their current assignment. This means it may be possible for a worker to apply for an open contract position even if they have not been employed by you for a full year.
- Impacted workers' 3-year BRIs and 5-year re-competes will be based on the current assignment start date. For example, if a worker started their current assignment under Supplier ABC in March 2019, the worker's 3-year BRI would occur in March 2022 and their 5-year re-compete would occur in 2024, despite the fact the worker was moved to a new supplier in May 2021 as a result of the rationalization project.

Transition Timeline

3/5 to 3/12/2021	Scott conducts scorecard meetings and notifies all suppliers of their status.
3/15/2021	Remaining suppliers are provided with information regarding the impacted contract workers. Impacted workers are provided with contact information for the remaining suppliers that participate in the labor category for their position.
4/16/2021	Contract workers must provide the name of their selected employer by 11:59pm via DocuSign.
5/22/2021	Contract workers who have not selected a new employer will be off-boarded as of this date.

02/04/2021

5/23/2021

Contract workers transition to their new employer no later than this date.

SUPPLEMENTAL LABOR MANAGEMENT OFFICE
SUPPLIER RATIONALIZATION: TRANSITION INFORMATION FOR WORKERS

Process & Rules of Transition

- The contract between BPA and your current employer (BPA’s supplier) will expire in May 2021 and will not be renewed.
- SLMO is facilitating a transition for impacted contract workers, like you, in which you will be able to select a new employer (from a list SLMO provides) and continue your current assignment at BPA.
- Through this process, you have the opportunity to negotiate pay rate and non-monetary compensation with the supplier of your choice. It is up to you to contact suppliers; they have been instructed not to contact affected workers to solicit for business.
 - If you are contacted by one or more suppliers regarding this transition, please report each occurrence to the SLMO office by emailing SupplementalLabor@bpa.gov.
 - All time spent contacting and negotiating with suppliers is non-billable to BPA.
- The billing rate that BPA pays for your services is confidential and will only be known by SLMO and the supplier. Suppliers will inform you if the pay rate and benefit levels you are requesting are possible within the set bill rate.
- You must select a new employer and communicate your selection to SLMO by 11:59pm on 4/16/2021.
 - You will communicate your selection via DocuSign. On 3/16/21, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following:
 - Right to Represent form
 - 1400 form
 - Contract Worker Attestation form
 - Non-Disclosure Agreement
 - Simply complete the forms in the envelope no later than 11:59pm on 4/16/2021 to communicate your selection to SLMO.
 - Once you have selected a new employer and communicated your selection to SLMO, you cannot change your mind. The supplier you choose will be your employer for the duration of your current assignment.
- If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.
- SLMO’s assignment longevity rule of waiting one year before competing for a new position will not apply to this transition. You may apply for other contract positions starting one calendar year from the start date of your *current* assignment if desired.
- Your 5-year re-compete will be based on your current assignment start date. For example, if you started your current assignment under Supplier ABC in March 2019, your 5-year re-compete would occur in 2024 despite the fact you transitioned to a new supplier in May 2021 as a result of the rationalization project.

Transition Timeline

3/15/2021	Impacted workers are provided with contact information for participating suppliers.
3/16/2021	SLMO distributes DocuSign envelopes to all impacted workers via their BPA email address.
4/16/2021	Contract workers must provide the name of their selected employer by 11:59pm via DocuSign.
5/22/2021	Contract workers who have not selected a new employer will be off-boarded as of this date.
5/23/2021	Contract workers transition to their new employer no later than this date.

Questions?

- Contact your current employer or your new employer
- Contact SLMO at supplementallabor@bpa.gov or 360-418-8321

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Thu Feb 04 15:28:08 2021

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL; SLMO COTR Review; Neuber, Rian M (CONTR) - NSP-4400-LL; Couron, Elissa L (CONTR) - NSP-4400-LL; Cutler, Taylor A (CONTR) - NSP-4400-LL

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Please Review: Transition Rules for Workers and Suppliers

Importance: Normal

Attachments: image003.png; image004.png; image005.png

I'm good with these. Nice job everyone!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Thursday, February 4, 2021 2:52 PM
To: SLMO COTR Review <SLMOCOTRReview@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Couron, Elissa L (CONTR) - NSP-4400-LL <elcouron@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Cutler, Taylor A (CONTR) - NSP-4400-LL <tasutherland@bpa.gov>
Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: RE: Please Review: Transition Rules for Workers and Suppliers

I liked Rian's verbiage too – I've updated both docs with a version of the verbiage Rian provided. Thanks for your help, Rian! Unless anyone else has additional changes, I think we can consider these final.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov> **On Behalf Of** SLMO COTR Review
Sent: Thursday, February 4, 2021 11:01 AM
To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-

LL <kamannen@bpa.gov>; Couron,Elissa L (CONTR) - NSP-4400-LL <elcouron@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Cutler,Taylor A (CONTR) - NSP-4400-LL <tasutherland@bpa.gov>
Cc: Gonzalez,Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: RE: Please Review: Transition Rules for Workers and Suppliers

I like Rian's suggested verbiage regarding longevity.

The Transition rules documents look great. We can incorporate those dates into the project plan and the process doc.

Thank You.

Lisa A. Kayton

Supplemental Labor Operations Team Lead

Contracting Officer's Representative

Supplemental Labor Office

Bonneville Power Administration

NSP-4400-LL

Work Phone: 360-418-2714

FAX: 360-418-2966

From: Neuber,Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>
Sent: Thursday, February 4, 2021 10:45 AM
To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Couron, Elissa L (CONTR) - NSP-4400-LL <elcouron@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Cutler, Taylor A (CONTR) - NSP-4400-LL <tasutherland@bpa.gov>
Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
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SLMO's assignment longevity rule of waiting one year before competing for a new position will not apply to this transition. Contract workers may apply for other contract positions starting 1 calendar year from the start date of their current assignment. This means it may be possible for a worker to apply for an open contract position even if they have not been employed by you for a full year.

Also, I reviewed the rest of the document and have no changes.

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Thursday, February 4, 2021 9:32 AM

To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Couron, Elissa L (CONTR) - NSP-4400-LL <elcouron@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Cutler, Taylor A (CONTR) - NSP-4400-LL <tasutherland@bpa.gov>

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Thanks.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

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360.418.2574 | kamannen@bpa.gov

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Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Please Review: Transition Rules for Workers and Suppliers

Importance: Normal

Attachments: image003.png; image004.png; image005.png

Thanks Kim. I have no further changes.

Thank You.

Lisa A. Kayton

Supplemental Labor Operations Team Lead

Contracting Officer's Representative

Supplemental Labor Office

Bonneville Power Administration

NSP-4400-LL

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Program Support Specialist | Aerotek

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Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Ziegler,Denise A (BPA) - NSP-4400-LL

Sent: Tue Feb 09 15:48:09 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: RE: Scorecard problem

Importance: Normal

Attachments: image005.png; image006.png; image001.png

If we don't figure it out soon, I don't think it will matter much. It's an easy fix and does not affect the scoring.

But, we do need to understand where the 'status' is coming from and what the trigger is. I think FG made a change in something we didn't see before.

Marcia will figure it out. That's why she's a BSA, right!!

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Tuesday, February 9, 2021 3:45 PM
To: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Subject: RE: Scorecard problem

Oh nice, way to hand it off to Marcia! Hopefully we can fix that before March 1!!

OK thanks for updating. I'll keep moving forward and see what else I can find.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Sent: Tuesday, February 9, 2021 3:20 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: Scorecard problem

Scott,

This turned out to be an interesting problem. For your purposes I fixed your test run report. I believe it is correct.

However, there is an underlying problem for future runs. The report showed there were no Job Seekers in Closed status. But I found two that should be in closed status.

I've asked Marcia to research it for me.

In the meantime, I saved report and it should work for you test.

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Wed Feb 10 14:32:26 2021

To: (b)(6)

Subject: NotestoScoring202009

Importance: Normal

Attachments: NotestoScoring202009.docx

Notes to Scoring September, 2020 Scorecard Meetings

Scoring Summary	Average	Median	Minimum	Maximum
Score	151.1	150.3	121.3	171.0
Supplier Stewardship	34.8	36.0	24.0	43.0

1. No rationalization this time around, but we will be reducing to the top 8 suppliers in March. Contracts will end in the May/June timeframe, depending on how fast we can migrate workers to other contracts.
2. Items to point out on the new scorecard
 - a. Overall I like what I'm seeing as far as program participation. Everyone is doing better, responding more and managing overhead and cost, and the scorecard is reflecting that. Thank You!!
 - b. Don't forget to look at your quality rank and cost rank. I like those numbers to be consistent
 - c. The lack of recompete penalty is leveling the playing field.
3. Discussion Items
 - a. Reminder: Supply Chain has moved to a centralized phone number that is automated and has 24 hour emergency access. The number will be 360-418-1799. You will be able to use this number to call us, then go through the menu system to reach SLMO. If after hours, you will be able to reach the SLMO emergency number, which will be answered 24 hours a day, 7 days a week.
 - i. The SLMO helpline number is not going away, but we will want you to get into the habit of calling the central number, so that you can reach us after hours.
 - b. BPA will be communicating shortly (or has already depending on when your scorecard meeting is) that CFTE will be able to go into buildings and take equipment off their desks to take home. Reminder that per the contract and contractor handbook, if there is damage, the supplier is liable for reimbursing BPA
 - i. You have the option of telling your employees they may not take equipment home from BPA if you so desire. That communication needs to come from you directly to your employees.
4. Any other questions or concerns?

Supplier Stewardship Scale

9 - 10	Outstanding Supplier - provides unsurpassed customer service, is extremely accurate and/or typically responds within an hour or two to SLMO needs
7 - 8	Excellent Supplier - provides excellent customer service, is accurate and/or typically responds within a few hours to SLMO needs
5 - 6	Good Supplier - provides valuable customer service, is somewhat accurate and/or typically responds within a day to SLMO needs
3 - 4	Fair Supplier - provides minimal customer service, is minimally accurate and/or typically responds within a few days to SLMO needs
1 - 2	Poor Supplier - provides no customer service, often inaccurate & mistake prone and/or non-responsive to SLMO needs
0	BPA Should stop doing business with the company immediately

Candidate Quality Shortlisted Scoring Table	
<u>Result</u>	<u>Score</u>
85.9% or less	0
86.0% - 86.9%	1
87.0% - 87.9%	2
88.0% - 88.9%	3
89.0% - 89.9%	4
90.0% - 90.9%	5
91.0% - 91.9%	6
92.0% - 92.9%	7
93.0% - 93.9%	8
94.0% - 94.9%	9
95.0% - 95.9%	10
96.0% - 96.9%	12
97.0% - 97.9%	14
98.0% - 98.9%	16
99.0% - 99.9%	18
100%	20

Candidate Quality - Interview Scoring Table	
<u>Result</u>	<u>Score</u>
0.00% - 5.00%	0
5.01% - 6.50%	1
6.51% - 8.00%	2
8.01% - 9.50%	3
9.51% - 11.00%	4
11.01% - 12.50%	5
12.51% - 14.00%	6
14.01% - 15.50%	7
15.51% - 17.00%	8
17.01% - 18.50%	9
18.51% - 20.00%	10
20.01% - 21.50%	11
21.51% - 23.00%	12
23.01% - 24.50%	13
24.51% - 26.00%	14
26.01% - 27.50%	15
27.51% - 29.00%	16
29.01% - 30.50%	17
30.51% - 32.00%	18
32.01% - 33.50%	19
33.51% and Higher	20

Candidate Quality - Assignment Scoring Table	
<u>Result</u>	<u>Score</u>
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20

Early Terminations Scoring Table	
<u>Result</u>	<u>Score</u>
90.4% or less	0
90.5% - 90.9%	1
91.0% - 91.4%	2
91.5% - 91.9%	3
92.0% - 92.4%	4
92.5% - 92.9%	5
93.0% - 93.4%	6
93.5% - 93.9%	7
94.0% - 94.4%	8
94.5% - 94.9%	9
95.0% - 95.4%	10
95.5% - 95.9%	11
96.0% - 96.4%	12
96.5% - 96.9%	13
97.0% - 97.4%	14
97.5% - 97.9%	15
98.0% - 98.4%	16
98.5% - 98.9%	17
99.0% - 99.4%	18
99.5% - 99.9%	19
100%	20

Distance Under Max Bill Rate Scoring Table		Distance Under Max Bill Rate Scoring Table	
<u>Result</u>	<u>Score</u>	<u>Result</u>	<u>Score</u>
(5.00) or lower	-5	1.16 - 1.20	14
(4.00) - (4.99)	-4	1.21 - 1.25	15
(3.00) - (3.99)	-3	1.26 - 1.30	16
(2.00) - (2.99)	-2	1.31 - 1.35	17
(1.00) - (1.99)	-1	1.36 - 1.40	18
(.00) - (.99)	0	1.41 - 1.45	19
.01 - .10	1	1.46 - 1.50	20
.11 - .20	2	1.51 - 1.55	21
.21 - .30	3	1.56 - 1.60	22
.31 - .40	4	1.61 - 1.65	23
.41 - .50	5	1.66 - 1.70	24
.51 - .60	6	1.71 - 1.75	25
.61 - .70	7	1.76 - 1.80	26
.71 - .80	8	1.81 - 1.85	27
.81 - .90	9	1.86 - 1.90	28
.91 - 1.00	10	1.91 - 1.95	29
1.01 - 1.05	11	1.96 - 2.00	30
1.06 - 1.10	12	Bonus if greater \$3.00	5
1.11 - 1.15	13		

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Wed Feb 10 15:01:31 2021

To: Ziegler,Denise A (BPA) - NSP-4400-LL

Subject: Need you to check

Importance: Normal

Attachments: image001.png

The early terms number on the Supplier PPL count report. It is 0.00 for everyone. It's possible, but not probably.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ziegler,Denise A (BPA) - NSP-4400-LL

Sent: Thu Feb 11 07:06:59 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: RE: Need you to check

Importance: Normal

Attachments: image004.png; image001.png

Found the problem and fixed it. Don't know whether it was Excel corruption or something I did.

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Wednesday, February 10, 2021 3:02 PM

To: Ziegler,Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Subject: Need you to check

The early terms number on the Supplier PPL count report. It is 0.00 for everyone. It's possible, but not probably.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Thu Feb 11 07:28:25 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: RE: Scorecards

Importance: Normal

Attachments: image001.png; image002.png

JJJ

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Thursday, February 11, 2021 7:27 AM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Subject: RE: Scorecards

OK then. I must have had a senior moment, because I didn't see it...twice!!!

Sheesh!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Thursday, February 11, 2021 6:40 AM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: Scorecards

I didn't move it... it's where it always is:

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Wednesday, February 10, 2021 3:06 PM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Subject: RE: Scorecards

OK now that I'm ready for it, where's the stewardship file? You usually leave it in my directory, but I don't have anything there. Does it live someplace else where I can go get it?

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Wednesday, February 3, 2021 7:39 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: Scorecards

Hi Scott – I was thinking you said you wanted to run a preliminary scorecard in February to see how the suppliers are stacking up. Just wanted to let you know that the team's stewardship scores for January have been input.

Thanks.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Kayton,Lisa A (BPA) - NSP-4400-LL

Sent: Fri Feb 12 12:02:43 2021

To: Mannen,Kimberly A (CONTR) - NSP-4400-LL; Hampton,Scott R (BPA) - NSP-4400-LL

Cc: Gonzalez,Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Please Review: Valued Supplier re: Delayed Recompetes

Importance: Normal

Attachments: image001.png

I don't have any edits. Thanks Kim.

Thank You.

Lisa A. Kayton

Supplemental Labor Operations Team Lead

Contracting Officer's Representative

Supplemental Labor Office

Bonneville Power Administration

NSP-4400-LL

Work Phone: 360-418-2714

FAX: 360-418-2966

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Friday, February 12, 2021 11:43 AM

To: Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: Please Review: Valued Supplier re: Delayed Recompetes

Hi Scott and Lisa – With our rationalization communications starting next week (managers packet and first communication to suppliers to forward to workers), it's a good time to advise suppliers that we have delayed some recompetes. Please review the communication below and edit as needed. Thanks.

To: Non-Craft Suppliers only (excluding Solo)

Subject: BPA – Delayed Recompets

Valued Suppliers:

Please be advised that recompetes scheduled to be completed in February, March and April 2021 have been moved to May, June and July respectively. This impacts approximately 30 contract workers. This change was made so as to not interfere with the rationalization process that will be happening in March, April and May. The new posting schedule is as follows:

- February recompetes are now due by the end of May. They will start being released towards the end of April.
- March recompetes are now due by the end of June. They will start being released towards the end of May.
- April recompetes are now due by the end of July. They will start being released towards the end of June.

If you have any questions, please email supplementallabor@bpa.gov.

Thank you!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Fri Feb 12 12:07:39 2021

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Please Review: Valued Supplier re: Delayed Recompets

Importance: Normal

Attachments: image001.png

Looks good to me Kim

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Friday, February 12, 2021 11:43 AM
To: Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: Please Review: Valued Supplier re: Delayed Recompets

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To: Non-Craft Suppliers only (excluding Solo)

Subject: BPA – Delayed Recompets

Valued Suppliers:

Please be advised that recompetes scheduled to be completed in February, March and April 2021 have been moved to May, June and July respectively. This impacts approximately 30 contract workers. This change was made so as to not interfere with the rationalization process that will be happening in March, April and May. The new posting schedule is as follows:

February recompetes are now due by the end of May. They will start being released towards the end of

April.

- March recompetes are now due by the end of June. They will start being released towards the end of May.
- April recompetes are now due by the end of July. They will start being released towards the end of June.

If you have any questions, please email supplementallabor@bpa.gov.

Thank you!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Fri Feb 12 13:51:40 2021

To: Ziegler,Denise A (BPA) - NSP-4400-LL

Subject: Scorecard

Importance: Normal

Attachments: image001.png

OK, so I did a little snooping around. Take a look at the JP/JS data spreadsheet. I still get an error for an invalid table name when I try to refresh the data. I don't recall getting that before.

But I would ask you to focus on Pivot 7 Distance. ACS's number is really low and that's where everyone is passing them. According to Pivot 2, response rate, ACS responded to 171 postings. But Pivot 7 only has about 70 rows worth of data for the distance calculation. I would have expected that to have 170 rows of data. All the other suppliers data looks a little light on Pivot 7 also.

Perform your magic and see if there is something in there.

No rush, by the way. Whenever you have time.

Thanks!!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Fri Feb 12 15:08:07 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: Valued Manager Email?par Importance: Normal

Attachments: FINAL_Feb2021_Mgr_Packet_Rationalization_012521.docx

Hi Scott – The manager’s briefing packet is going out on Tuesday. Do you think it would be worthwhile to also send a Valued Manager email out to all FG requesting managers with the same message that is in the manager’s packet (attached)? This way we can be a bit more certain that everyone who needs to see it actually sees it – especially since some of our “requesting managers” aren’t actually managers and therefore may not get the packet?

Since this round of rationalization is going to impact WAY more workers than the last one did, so I thought this may be prudent.

Let me know and I’ll work on getting approval from Gina first thing on Tuesday.

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

2021 SUPPLIER RATIONALIZATION

What is happening?

In November 2019, the Supplemental Labor Management Office announced they would be cutting their supplier pool in half by spring 2021 in an effort to more effectively manage costs for BPA's contingent workforce program. SLMO had planned for a three tiered approach which would eliminate approximately three suppliers every six months. The first round of supplier rationalization took place in April 2020 and was very successful. Due to COVID-19, SLMO postponed the second round of rationalization that would have taken place in October 2020 and is instead rationalizing the remaining five suppliers in May 2021.

What is the impact to contract personnel?

Impacted contract personnel will have the opportunity to select a new employer and continue their current BPA assignment. This process, which has been used in the past, has received very positive feedback from impacted contract workers.

Note: The objective of this project is to reduce the number of suppliers that provide contract personnel to BPA. We will not reduce the number of contract personnel as a result of this effort.

Timeline

- Early March 2021 – Rationalized suppliers are notified
- Mid-March 2021 – Impacted contract personnel are notified
- April/May 2021 – Impacted contract personnel are transitioned to their new employer

Additional information

This is for your information only; there is no action required from you. These transitions should be transparent and seamless to BPA managers; however, there may be some questions as transitions occur. SLMO will be communicating directly with contract workers and their suppliers during the transition period. If you receive any questions from contract personnel, please refer them to their employers.

Please reference the [Supplier Rationalization: Q&A for Managers](#) document on the Manager Resources site for FAQs about the transition. If you have additional questions, please email supplementallabor@bpa.gov.

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Fri Feb 12 15:10:33 2021

To: Mannen,Kimberly A (CONTR) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL

Cc: Gonzalez,Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Valued Manager Email?par **Importance:** Normal

Attachments: image001.png

Actually I think that is a good idea. Let's over communicate!!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen,Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Friday, February 12, 2021 3:08 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: Valued Manager Email?

Hi Scott – The manager’s briefing packet is going out on Tuesday. Do you think it would be worthwhile to also send a Valued Manager email out to all FG requesting managers with the same message that is in the manager’s packet (attached)? This way we can be a bit more certain that everyone who needs to see it actually sees it – especially since some of our “requesting managers” aren’t actually managers and therefore may not get the packet?

Since this round of rationalization is going to impact WAY more workers than the last one did, so I thought this may be prudent.

Let me know and I’ll work on getting approval from Gina first thing on Tuesday.

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Tue Feb 16 08:02:11 2021

To: Ziegler,Denise A (BPA) - NSP-4400-LL

Subject: RE: Scorecard

Importance: Normal

Attachments: image001.png; image002.png

No problem. Extra steps are just fine!! We will just need to take is slow and careful to ensure accuracy. I have the whole first week of March blocked for scorecard calculations. You might need to do that too.... If needed I can line up one of our suppliers, they are all tracking their own data so closely now, that if we need a reference check I can probably come up with one.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ziegler,Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Sent: Tuesday, February 16, 2021 7:58 AM
To: Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: Scorecard

It's interesting, I'm finding new issues in the report as I build the work around. Something in FG is messed up big time. I wonder if we are the only ones who have found the problem or if it just affect BPA?

I don't think FG will get it fixed in the next two weeks. But I will find a way to get you what you need. Most probably there will a an extra step for your or for me.

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Tuesday, February 16, 2021 7:42 AM
To: Ziegler,Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Subject: RE: Scorecard

No rush. We just need to get it fixed by 3/1!!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b)(6)

From: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Sent: Tuesday, February 16, 2021 6:39 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: RE: Scorecard

It occurred to me over the weekend that we need a workaround until FG figures out the problem with the JS Status that is showing up in the report.

That might help with the problem you're describing here too.

I'll work on this first thing. I have a diversity thing at 9 am to 11 am today. I should have something back to you

before the end of the day.

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Friday, February 12, 2021 1:52 PM
To: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Subject: Scorecard

OK, so I did a little snooping around. Take a look at the JP/JS data spreadsheet. I still get an error for an invalid table name when I try to refresh the data. I don't recall getting that before.

But I would ask you to focus on Pivot 7 Distance. ACS's number is really low and that's where everyone is passing them. According to Pivot 2, response rate, ACS responded to 171 postings. But Pivot 7 only has about 70 rows worth of data for the distance calculation. I would have expected that to have 170 rows of data. All the other suppliers data looks a little light on Pivot 7 also.

Perform your magic and see if there is something in there.

No rush, by the way. Whenever you have time.

Thanks!!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Supplemental Labor Office

Sent: Wed Feb 17 06:52:07 2021

To: Cedergreen, Natalie K (CONTR) - NSP-4400-LL; Couron, Elissa L (CONTR) - NSP-4400-LL; Cutler, Taylor A (CONTR) - NSP-4400-LL; Falcon, April L (BPA) - NSP-4400-LL; Gonzalez, Marcia A (CONTR) - NSP-4400-LL; Goodell, Elizabeth N (CONTR) - NSP-4400-LL; Hagedorn, William G (BPA) - NSP-4400-LL; Hampton, Scott R (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Keith, Nicholas R (BPA) - NSP-4400-LL; Longfellow, James N (BPA) - NSP-4400-LL; Marsh, Solomon P (BPA) - NSP-4400-LL; McCarthy, David C (BPA) - NSP-4400-LL; Neuber, Rian M (CONTR) - NSP-4400-LL; Sasser, Jordan E (CONTR) - NSP-4400-LL; Smith, Amanda C (CONTR) - NSP-4400-LL; Wilde, Tamara A (BPA) - NSP-4400-LL; Wilmarth, Stephanie (CONTR) - NSP-4400-LL; Ziegler, Denise A (BPA) - NSP-4400-LL

Subject: FW: BPA – Supplier Rationalization: Info for CFTE

Importance: High

Attachments: FINAL_Q and A for Workers_012521.docx; image001.gif

Good morning. The email below was distributed to non-craft suppliers this morning. Also note, the [February Manager's Briefing Packet](#) (MBP) was distributed to BPA managers yesterday afternoon and it contained an article regarding the upcoming rationalization. We will be sending a similar email to FG requesting managers just as soon as it's approved by the CAO's office.

This is all to say that questions regarding rationalization are going to start filtering in. Let the fun begin! J

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Supplemental Labor Office <SupplementalLabor@bpa.gov>

Sent: Wednesday, February 17, 2021 6:46 AM

To: Supplemental Labor Office <SupplementalLabor@bpa.gov>

Subject: BPA – Supplier Rationalization: Info for CFTE

Importance: High

Valued Suppliers:

We respectfully ask that you distribute the email below and Q&A document attached to all contract workers who are on assignment at BPA. We are expecting an uptick in contract worker questions over the next few days as a communication to BPA managers (similar to the email below) was distributed late yesterday via BPA's monthly manager's packet.

Thank you.

In an effort to position the Supplemental Labor Management Office to more effectively manage costs for BPA's contingent workforce program, SLMO is reducing the number of supplemental labor suppliers that provide contract personnel to BPA. The first round of supplier rationalization took place in April 2020. Due to the coronavirus pandemic, SLMO postponed the second round of rationalization that would have taken place in October 2020 and is instead rationalizing the remaining five suppliers in May 2021.

Please see the Q&A document attached for more information. This document is also available in the [Fieldglass Reference Library](#) and will be kept up-to-date with additional questions and answers as they are received.

How will SLMO evaluate the suppliers?

SLMO uses a scorecard to objectively evaluate and rank suppliers. This routine scorecard process, which takes place every March and September, will be leveraged to identify the top performing suppliers in our program.

Note: The suppliers to be rationalized will be identified and notified during the first two weeks of March.

What this change means for you

SLMO will work with impacted contract personnel to transition their assignment to a new employer. A communication will go out to those impacted in mid-March. Impacted workers will have approximately one month to select a new employer and negotiate a new compensation package.

Will the number of contract personnel be reduced?

The objective of this project is to reduce the number of suppliers that provide contract personnel to BPA. We will not reduce the number of contract personnel as a result of this effort.

For additional information

SLMO will be communicating directly with impacted contract personnel and their suppliers during the transition period. If you have any questions or concerns, please contact your employer and/or [SLMO](#).

Supplemental Labor Management Office

Bonneville Power Administration

BONNEVILLE POWER ADMINISTRATION | SUPPLEMENTAL LABOR MANAGEMENT OFFICE
SUPPLIER RATIONALIZATION: CONTRACT WORKER Q & A

1. What is changing?

In an effort to position the Supplemental Labor Management Office to more effectively manage costs for BPA's contingent workforce program, SLMO is initiating a project that will reduce the number of supplemental labor suppliers that provide contract personnel to BPA. SLMO will decrease our supplier pool by half over an 18 month period, ending in May 2021.

2. How will SLMO evaluate the suppliers?

For the last seven years, SLMO has used a scorecard to objectively evaluate and rank suppliers. This routine scorecard process, which takes place every March and September, will be leveraged to identify the top performing suppliers in our program. Supplier evaluations are based on four major categories:

- 8% Service Delivery: Measures the volume of job postings each supplier is responding to.
- 36% Quality: Measures the quality of candidates suppliers are submitting.
- 36% Cost: Measures supplier's margins and compliance with rates.
- 20% Stewardship: Measures the ease of doing business with the supplier, how they respond to issues, etc.

3. Is the SLMO scorecard public?

No. The scorecard is a contract management tool and is not available for public distribution.

4. Do you know which suppliers may not be extended?

SLMO will not know which suppliers will not have their contracts extended until each performance period ends (March 2020 and March 2021).

5. How are contract personnel impacted by this change?

Contracts will not be extended for the suppliers with the lowest scores. Contract personnel who are employed by these suppliers will need to select a new employer from the remaining list of suppliers (which SLMO will provide). SLMO will coordinate with impacted contract personnel to move their assignment to a new employer. Workers will be able to select their new employer and have an opportunity to negotiate their compensation package. This process, which has been used in the past, has received very positive feedback from contract personnel.

6. How many contract personnel will be impacted?

This change will impact roughly 300 contract workers over the 18-month period. This number is subject to change since we are using objective data.

7. When will contract personnel be notified they are impacted by this change?

SLMO will work with impacted contract workers to transition their assignment to a new employer. SLMO will not know which suppliers will not have their contracts extended until each performance period ends. Impacted workers will be notified as follows:

- April 2020 supplier reduction: SLMO will notify impacted contract personnel mid-to late March 2020.
- April 2021 supplier reduction: SLMO will notify impacted contract personnel mid-to-late March 2021.

8. How long will impacted contract workers have to select a new employer?

Workers will have approximately one month to select a new employer.

Revised 01/25/21

9. What will happen if I don't want to select a new employer?
If you do not want to select a new employer from the list SLMO provides, your assignment will end when your current employer's contract ends.
10. Will the number of contract personnel be reduced as well?
The objective of this project is to reduce the number of suppliers that provide contract personnel to BPA. We will <u>not</u> reduce the number of contract personnel as a result of this effort.
11. What are the impacts to my medical deductibles or PTO if I have to switch to a new employer mid-year?
BPA is not the employer of record and cannot comment on the benefits offered by the suppliers who participate in our program. You will have the ability to discuss compensation with all remaining suppliers, and determine which has the best benefits package for your particular needs.

From: Ziegler,Denise A (BPA) - NSP-4400-LL

Sent: Wed Feb 17 11:01:25 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: RE: Scorecard

Importance: Normal

Attachments: image005.png; image006.png; image001.png

OK , I'll make sure it's all in place well before Month End.

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Wednesday, February 17, 2021 10:57 AM

To: Ziegler,Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Subject: RE: Scorecard

OK I reran the scorecard and almost match you 100%. I found the problem, you missed something so Azad is in the top 8 and Corsource falls out. I need to look and figure out why Corsource was #1 last time and now misses the cut.

I think the fixes you made work. So go ahead and prep to run the temporary way for March. We'll just have to be flexible then if something looks funny.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Sent: Tuesday, February 16, 2021 1:44 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: RE: Scorecard

Hi Scott,

OK – I reviewed all the reports and found issues with some filters and we already know about the problem with the Job Seeker report. I

created a new Job Seeker report that pulls in the Assignment number and status. That will give us the Closed jobseekers. The numbers match up, thank goodness.

This is the workaround report I created [BPA SCORECARD JP2-JS2 SEP CONSO DZ Workaround.xlsx](#).

I also created a new version of your Test run, [202103 Scorecard Testrun DZ.xlsx](#) and updated to what I see as the correct values. I edited the scores according, assuming your Scorecard Key is up to date.

For fun, I set the conditional formatting on the summary page to color the bottom ranks in Orange.

I think the supplier count report was OK, unless I forgot I made a correction somewhere.

Do you find Scorecards makes you feel like your grain is in mud? Mine does.

If you agree with the changes / results, I'll set it up so that the new revised report is included in the next March 1 report and attached the new template.

That will give FG more time to figure out the problem in FG.

Wish me luck on my Pre-Construction meeting.

Regards,

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Friday, February 12, 2021 1:52 PM

To: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Subject: Scorecard

OK, so I did a little snooping around. Take a look at the JP/JS data spreadsheet. I still get an error for an invalid table name when I try to refresh the data. I don't recall getting that before.

But I would ask you to focus on Pivot 7 Distance. ACS's number is really low and that's where everyone is passing them. According to Pivot 2, response rate, ACS responded to 171 postings. But Pivot 7 only has about 70 rows

worth of data for the distance calculation. I would have expected that to have 170 rows of data. All the other suppliers data looks a little light on Pivot 7 also.

Perform your magic and see if there is something in there.

No rush, by the way. Whenever you have time.

Thanks!!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Fri Feb 19 07:33:02 2021

To: Cedergreen,Natalie K (CONTR) - NSP-4400-LL; Couron,Elissa L (CONTR) - NSP-4400-LL; Cutler,Taylor A (CONTR) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL; Gonzalez,Marcia A (CONTR) - NSP-4400-LL; Goodell,Elizabeth N (CONTR) - NSP-4400-LL; Hagedorn,William G (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL; Keith,Nicholas R (BPA) - NSP-4400-LL; Longfellow,James N (BPA) - NSP-4400-LL; Mannen,Kimberly A (CONTR) - NSP-4400-LL; Marsh,Solomonn P (BPA) - NSP-4400-LL; McCarthy,David C (BPA) - NSP-4400-LL; Neuber,Rian M (CONTR) - NSP-4400-LL; Sasser,Jordan E (CONTR) - NSP-4400-LL; Smith,Amanda C (CONTR) - NSP-4400-LL; Wilde,Tamara A (BPA) - NSP-4400-LL; Wilmarth,Stephanie (CONTR) - NSP-4400-LL; Ziegler,Denise A (BPA) - NSP-4400-LL

Subject: Good Friday Morning

Importance: Normal

Attachments: image001.png

Hi Everyone,

Thanks for all your hard work. I know we are busy right now, and going into an even busier season as rationalization approaches. I just want you to know I appreciate everything you do.

This was a headline that caught my eye this morning. It will be interesting to see if this has any implications for the American Workplace.

[Uber dealt a major blow in the UK as top court rules its drivers are workers](#)

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Fri Feb 19 13:24:22 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Neuber, Rian M (CONTR) - NSP-4400-LL

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: Please Review: NEW FAQs for Rationalized Suppliers

Importance: Normal

Attachments: Q&A_Rationalized Suppliers_021921.docx

As discussed, I've created a new Q & A document for rationalized suppliers based on the questions we got from Act 1 last year during rationalization. I have also included a reference section that includes the email workers will receive from us on 3/15 as well as a new email template rationalized suppliers may want to use as a starting point for communications they send to impacted workers. I have some questions on dates in a few places so please see my comments and respond to those.

Scott – I was thinking this would be a “handout” you could provide to rationalized suppliers during their scorecard meetings. That way, they/you could discuss any additional questions. Thoughts?

Please provide your edits by end of day Monday so we can button this up before our next rationalization meeting.

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

BONNEVILLE POWER ADMINISTRATION | SUPPLEMENTAL LABOR MANAGEMENT OFFICE
Q & A FOR RATIONALIZED SUPPLIERS

What is SLMO communicating to our workers?

On 3/15/2021, SLMO will send impacted contract workers an email outlining the process and deadlines for selecting a new employer. This email will also contain a list of eligible suppliers based on the worker's labor category.

REFERENCE: Refer to [email template #1](#) in the reference section below. This email template will include the "Rules of Transition" for contract personnel as an attachment.

When should we communicate to our workers?

As mentioned above, SLMO will communicate to impacted workers on 3/15/2021. We respectfully ask that you refrain from communicating with your workers about the rationalization until **3/12/2021**, at the earliest. We have developed a staged communication plan to help prevent confusion and minimize disruption so we ask that you partner with us to ensure notifications are distributed in the timeframe we have planned.

Comment [MA(-N1): Is this the date we want to use?

What should we communicate to our workers?

We would appreciate it if you would ensure your communications to employees include the following:

- Please advise that primary communications about the transition, actions required and timeframes will come directly from SLMO. It is important that workers keep an eye out for these communications and act on them by the deadlines provided.
- Workers should discuss any questions about the transition with you, their new employer or SLMO. They should not discuss the transition with their BPA workplace manager.
- Please assure your workers that you and SLMO will be there to support them throughout the transition and will make it as seamless as possible.

We have provided a sample email in the reference section below that you may use to communicate with your workers. You are not required to use this template; we are only providing it as a service to you based on feedback from the first round of rationalization last year. If you decide to create your own communication, we are happy to review if you would like us to do so, however, it is not required.

REFERENCE: Refer to email [template #2](#) in the reference section below.

How should we handle supplier rep badges?

- No additional badge requests will be accepted at this time.
- If you have a supplier badge request in process, please check with SLMO on the status and next steps.
- You may retain your supplier badges until all of your workers have been transitioned to new employers. At that point, please return all supplier badges to SLMO.

How do we handle PPE and Ergonomic Equipment that we provided to our workers?

We would appreciate it if you left the PPE and Ergonomic equipment with your workers to continue to use, so as to not disrupt their work. However, if you prefer to collect it, please let us know so we can communicate that to their new employer and help facilitate that transition.

For candidates in the pipeline/in process, can we provide them with a list of suppliers for them to reach out to?

- Please have candidates email supplaborjobs@bpa.gov with the type of position they are interested in and we can provide the appropriate vendor list directly to the worker.
- If you receive any interview requests that you do not want to facilitate, please let us know.
- SLMO will not shortlist candidates you have submitted going forward. Additionally, on mm/dd we will unshortlist any candidates who were previously shortlisted but not yet interviewed.
- Candidates who have already interviewed and are selected will be required to select a new employer before we can proceed with onboarding.

Comment [MA(-N2)]: What date do we want to use - 3/12?

When will our workers transition to their new employer?

SLMO will transition workers as their paperwork is received. We will transition workers on Sundays, as usual. We will be distributing forms via DocuSign on 3/16/2021. Workers must make a new employer selection no later than 4/16/2021. All workers will be transitioned no later than 5/23/2021.

When will our contract with BPA end?

Your contract with BPA will end on xx/xx/2021.

Comment [MA(-N3)]: What date do we want to use?

How will BPA handle contractors who are unhappy about moving suppliers as it will impact their pay, medical benefits, 401k, etc.?

Unfortunately, government procurement regulations don't allow for handling individual contractor concerns. As contracts expire and are not renewed, BPA's need for that work to be completed does not go away. If a contractor does not want to move suppliers, that is their right and will be completely up to them. However, as there is no contract they will not be able to continue at BPA, and BPA will have to procure a new contractor for that assignment.

REFERENCES

1. Email to Impacted Contract Workers

The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On **3/16/2021**, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- Right to Represent form
- 1400 form
- Contract Worker Attestation form
- Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

<Appropriate supplier list/contact info based on the position's labor category>

***Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. DO NOT DELAY. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail supplementallabor@bpa.gov. To expedite our response, please put "Supplier Rationalization", your name and BPA organization in the subject line of the email. Thank you.

2. Sample Email Suppliers May Send to Workers

Dear Worker:

We are writing to inform you that <Supplier Name> will no longer be a part of the Supplemental Labor program at BPA effective the end of May 2021. BPA's Supplemental Labor Management Office (SLMO) is optimizing their program by reducing their supplier pool and unfortunately, <Supplier Name> is impacted by these reductions. This means you will be required to select a new employer to continue your assignment at BPA. SLMO will be sending a communication to your BPA email address on Monday, March 15th to help guide you through this process.

Please remember:

- Communication about this transition, actions required, and timeframes will come directly from SLMO. It is important that you keep an eye out for these communications and act on them by the deadlines provided.
- Please discuss any questions about the transition with us, your new employer or SLMO. We are all here to assist you and to help make this transition as seamless as possible. Please **do not** discuss the transition with your BPA workplace manager.

We want to thank you for being an invaluable part of the <Supplier Name> family. We wish you well and are happy to assist you in any way we can in the weeks to come.

Thank you.

From: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Sent: Fri Feb 19 13:40:08 2021

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL; Hampton, Scott R (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Neuber, Rian M (CONTR) - NSP-4400-LL

Subject: RE: Please Review: NEW FAQs for Rationalized Suppliers

Importance: Normal

Attachments: image001.png; QA_Rationalized Suppliers_021921_MAG.docx

Hi Kim,

I've read through it and only found one typo. The rest looks and sounds great.

Marcia Gonzalez

magonzalez@bpa.gov

VanderHouwen

Business Systems Analyst I
Supplemental Labor Management Office, NSP-4400-LL
Bonneville Power Administration

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Friday, February 19, 2021 1:24 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>
Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
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Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

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<Appropriate supplier list/contact info based on the position's labor category>

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We want to thank you for being an invaluable part of the <Supplier Name> family. We wish you well and are happy to assist you in any way we can in the weeks to come.

Thank you.

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Fri Feb 19 13:51:18 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Neuber, Rian M (CONTR) - NSP-4400-LL

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: Please Review: Script for Scorecard Meetings

Importance: Normal

Attachments: Supplier Script_Draft_021921.docx

Hi Scott. Last year, we provided you with a “script” of high level talking points for the scorecard meetings. I have revised it with updated information and a little more detail on people in the pipeline. Please review and let us know if anything else should be added.

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

SUPPLEMENTAL LABOR MANAGEMENT OFFICE Supplier Rationalization Key Points

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Rationalized Suppliers:

- Your contract will not be renewed in May 2021
- SLMO will transition all of your workers to a participating supplier by 5/23
- JP's will no longer be distributed to you effective immediately (we are halting JPs from 3/1 to 3/12)
- SLMO will provide your current workers with a list of participating suppliers
 - Workers will need to select their new employer via DocuSign by 4/16
 - Workers who elect not to transition to a new employer may remain on assignment until 5/22, at managers discretion
- How we will handle candidates in the pipeline:
 - Candidates shortlisted before 3/1 will be un-shortlisted from open JPs
 - If a manager has determined they want to interview a shortlisted candidate, we will work with you to schedule the interview (if you are willing to coordinate). If you prefer not to coordinate, please let us know and we will ask the candidate to select a new employer to remain in consideration.
 - If a manager has already interviewed a candidate and wants to select them, we will work with the candidate to select a new employer to remain in consideration.
- Be candid with applicants submitted, shortlisted and/or scheduled to interview:
 - SLMO will send affected applicants a list of participating suppliers to contact should they choose to stay in consideration for the open posting

Comment [MA(-N1): I revised this section on pipeline people – please review and see if you agree. I seem to recall this is generally how we handled these scenarios last year.

Comment [MA(-N2): Should we say 3/1 since we are halting JPs on 3/1?

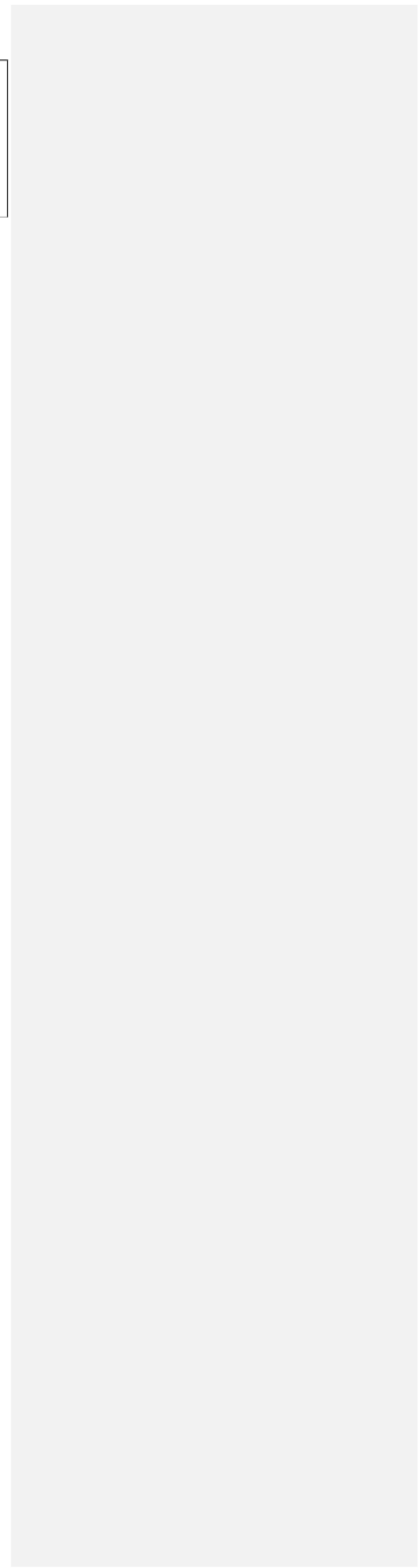
Formatted: Font color: Black

*** Provide suppliers with the Q&A for Rationalized Suppliers document

Remaining Suppliers:

- SLMO will transition affected workers to new suppliers by 5/23. Workers will be transitioned as their paperwork is received by SLMO.
 - You will receive a list of affected workers with all the information you will need to represent them
 - API, Worker Name, Title, Bill Rate, etc.
 - Bill rates, job titles and levels will remain the same. No bill rate increases will be considered.
 - Review the API requirements carefully to understand the costs involved of the new assignment
- SLMO will distribute the Rules of Transition and the list of affected workers to you on 3/15
 - Do not solicit for business with current workers, etc.
 - You must adhere to the rules of transition or you will be disqualified
- Workers will receive the list of participating suppliers with contact information on 3/15
 - Workers will notify SLMO directly via DocuSign which supplier they choose no later than 4/16
 - Once received, SLMO will forward the DocuSign envelope to you to sign the NDA and Attestation
- SLMO will work with you throughout the transition process:
 - You will need to submit your new employees to the new JP's – SLMO will notify you when to submit
 - Effective dates for new assignments will be as soon as possible, no later than 5/23

- You may be approached by workers who were shortlisted and/or interviewed by affected suppliers who are interested in remaining in consideration
 - Please submit these applicants to the appropriate posting within 3 business days
 - Submit at or below max bill rate on the JP



From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Fri Feb 19 13:52:33 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: RE: Stewardship

Importance: Normal

Attachments: image001.png

(b)(6)

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Friday, February 19, 2021 1:45 PM
To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Subject: Stewardship

I'm not sure how much work it is for you, but I will need the stewardship scores (not the comments) finalized by about noon on 3/1. I have meeting with the B's in the afternoon to discuss the scores.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Kayton,Lisa A (BPA) - NSP-4400-LL

Sent: Fri Feb 19 14:08:11 2021

To: Neuber,Rian M (CONTR) - NSP-4400-LL; Mannen,Kimberly A (CONTR) - NSP-4400-LL; Hampton,Scott R (BPA) - NSP-4400-LL

Cc: Gonzalez,Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Please Review: NEW FAQs for Rationalized Suppliers

Importance: Normal

Attachments: QA_Rationalized Suppliers_021921.docx; image002.png; image003.png

Hi, I have responded to the comments.

Thank you! This looks great!

Thank You.

Lisa A. Kayton

Supplemental Labor Operations Team Lead

Contracting Officer's Representative

Supplemental Labor Office

Bonneville Power Administration

NSP-4400-LL

Work Phone: 360-418-2714

FAX: 360-418-2966

From: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Sent: Friday, February 19, 2021 1:52 PM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: RE: Please Review: NEW FAQs for Rationalized Suppliers

A couple tiny edits J Looks great!

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Friday, February 19, 2021 1:24 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

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see my comments and respond to those.

Scott – I was thinking this would be a “handout” you could provide to rationalized suppliers during their scorecard meetings. That way, they/you could discuss any additional questions. Thoughts?

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Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Fri Feb 19 14:16:35 2021

To: Marsh, Solomonn P (BPA) - NSP-4400-LL

Cc: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Subject: FW: Please Review: NEW FAQs for Rationalized Suppliers

Importance: Normal

Attachments: image001.png

Can you look this up for Kim. I think it's around the end of May

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Friday, February 19, 2021 2:13 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Cc: Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>
Subject: RE: Please Review: NEW FAQs for Rationalized Suppliers

Scott – When will rationalized suppliers' contracts end? What is the date?

When will our contract with BPA end?

Your contract with BPA will end on xx/xx/2021.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Friday, February 19, 2021 1:44 PM
To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>
Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: RE: Please Review: NEW FAQs for Rationalized Suppliers

Looks good to me. I missed the typo that Marcia found. I can certainly hand it out at the scorecard meetings, not a problem.

Scott R. Hampton

Manager, Supplemental Labor Management Office

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From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Mon Feb 22 07:32:49 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: FW: Please Review: Valued Manager Email

Importance: Normal

Attachments: ValuedMgrEmail_Feb2021_021621.docx

Hi Scott – Gina got back to us on Friday afternoon with feedback on the Valued Manager email we requested to send about rationalization. You can see her feedback below. I really feel like rationalization is already described in the first sentence so I'm not sure there is anything to update. What are your thoughts?

Just wanted to make sure you didn't have any further updates on this before we send to all requesting managers.

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Napoli, Gina L (CONTR) - N-7 <glnapoli@bpa.gov>

Sent: Friday, February 19, 2021 1:40 PM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: RE: Please Review: Valued Manager Email

It looks good. The only thing I'd suggest is to include a sentence to define rationalization for the reader who isn't part of NS.

Thank you and have a great weekend,

Gina

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Friday, February 19, 2021 10:40 AM

To: Napoli,Gina L (CONTR) - N-7 <glnapoli@bpa.gov>
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Subject: RE: Please Review: Valued Manager Email

Hi Gina – Just checking in on this.

Thank you!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Napoli,Gina L (CONTR) - N-7 <glnapoli@bpa.gov>
Sent: Thursday, February 18, 2021 10:24 AM
To: Mannen,Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Cc: Gonzalez,Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: RE: Please Review: Valued Manager Email

Hi Kimberly,

Nice to hear from you. It has been a while. We are safe and snuggly here. Luckily the power did not go out during the storm. The idea of a generator never really crossed my mind until I started working from home J

Marcia, very nice to meet you and Kim, congrats on the job shift. You may be working with me more – I always need Fieldglass assistance when uploading invoices!

Just wanted to let you know that I'm reviewing the document and will send it to you today.

Thank you,

Gina

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Tuesday, February 16, 2021 7:02 AM

To: Napoli, Gina L (CONTR) - N-7 <glnapoli@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: Please Review: Valued Manager Email
Importance: High

Hi Gina! Long time no talk! I hope things are going well for you and that you made it through our crazy snow storm safely and with power.

SLMO is getting ready to do our final supplier rationalization. We will be eliminating five supplemental labor suppliers in May. This will impact several contract personnel (numbers to be determined based on which suppliers get rationalization – we won't know that until early March). An article about this topic is going out today in the February Manager's Briefing Packet but we would also like to send a Valued Manager email to all our "requesting managers" in Fieldglass. As you may recall from prior conversations, our "requesting managers" are not always true BPA managers so they may not all receive the manager's packet. We want to be sure everyone is aware of the upcoming rationalization.

The article that is going out in the MBP is attached and we would like to use the same information for the Valued Manager email. Please review and let me know if it's okay to send. We would like to get this out in the next day or two to coincide with the MBP.

Thank you Gina!

P.S. I've copied Marcia Gonzalez on this email. Marcia joined the SLMO team last April and is taking over much of my communication responsibilities. I moved to a Business Systems Analyst role on the SLMO team last March and primarily support our systems like Fieldglass and DocuSign but still provide communications support as

needed. So, you may hear from Marcia or me in the future! J

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

To: All Fieldglass Requesting Managers
From: Supplemental Labor
Subject: SLMO - 2021 Supplier Rationalization

Valued Managers:

What is happening?

In November 2019, the Supplemental Labor Management Office (SLMO) announced they would be cutting their supplier pool in half by spring 2021 in an effort to more effectively manage costs for BPA's contingent workforce program. SLMO had planned for a three tiered approach which would eliminate approximately three suppliers every six months. The first round of supplier rationalization took place in April 2020 and was very successful. Due to COVID-19, SLMO postponed the second round of rationalization that would have taken place in October 2020 and is instead rationalizing the remaining five suppliers in May 2021.

What is the impact to contract personnel?

Impacted contract personnel will have the opportunity to select a new employer and continue their current BPA assignment. This process, which has been used in the past, has received very positive feedback from impacted contract workers.

Note: The objective of this project is to reduce the number of suppliers that provide contract personnel to BPA. We will not reduce the number of contract personnel as a result of this effort.

Timeline

- Early March 2021 – Rationalized suppliers are notified
- Mid-March 2021 – Impacted contract personnel are notified
- April/May 2021 – Impacted contract personnel are transitioned to their new employer

Additional information

This is for your information only; there is no action required from you. These transitions should be transparent and seamless to BPA managers; however, there may be some questions as transitions occur. SLMO will be communicating directly with contract workers and their suppliers during the transition period. If you receive any questions from contract personnel, please refer them to their employers.

Please reference the [Supplier Rationalization: Q&A for Managers](#) document on the Manager Resources site for FAQs about the transition. If you have additional questions, please email supplementallabor@bpa.gov.

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Mon Feb 22 07:54:40 2021

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Please Review: Valued Manager Email

Importance: Normal

Attachments: image001.png

I agree. Go ahead and send it. (b)(6)

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
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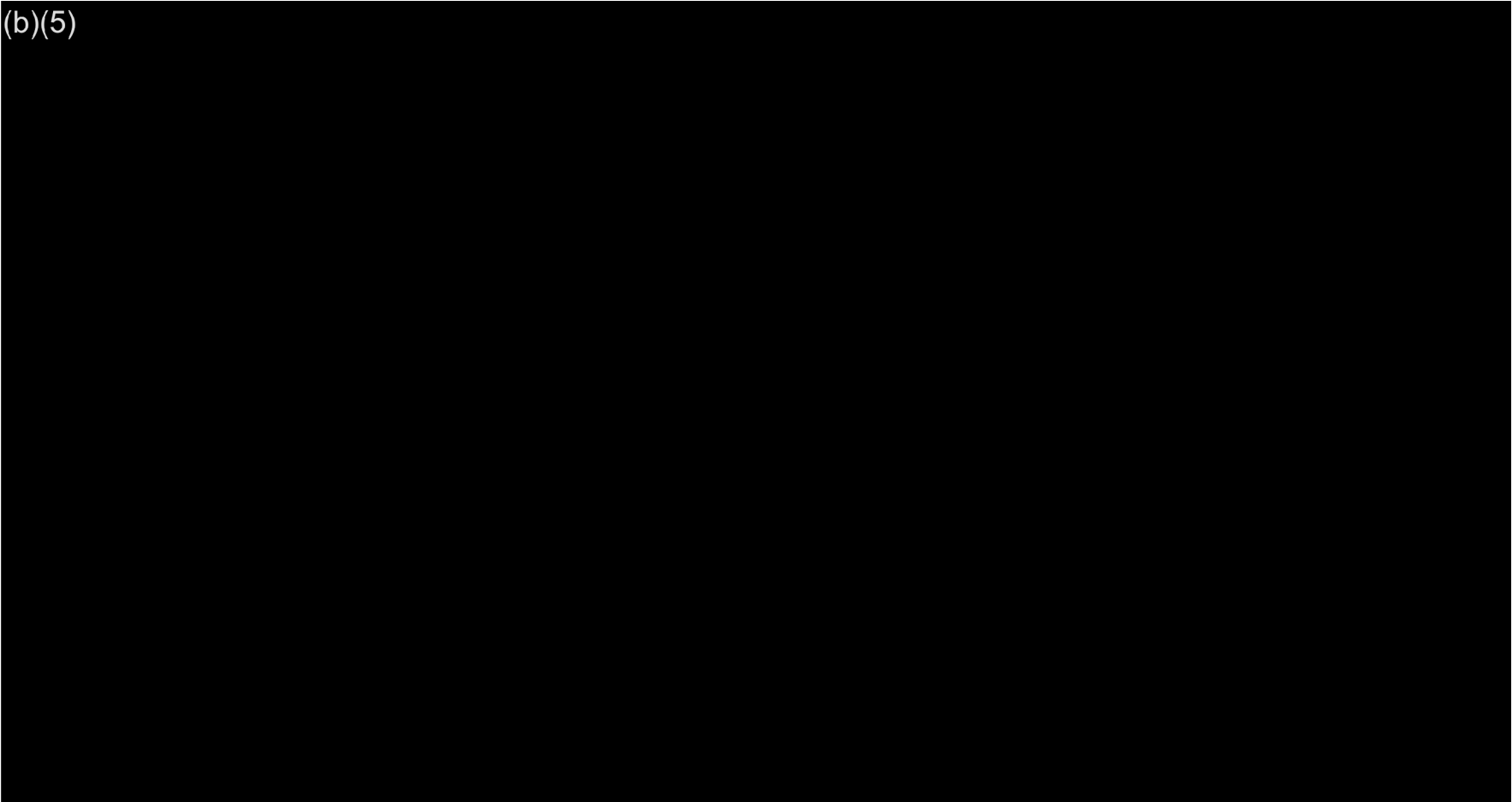
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(b)(5)



Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

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From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Mon Feb 22 07:55:40 2021

To: Cedergreen, Natalie K (CONTR) - NSP-4400-LL; Couron, Elissa L (CONTR) - NSP-4400-LL; Cutler, Taylor A (CONTR) - NSP-4400-LL; Neuber, Rian M (CONTR) - NSP-4400-LL; Sasser, Jordan E (CONTR) - NSP-4400-LL; Smith, Amanda C (CONTR) - NSP-4400-LL; Wilmarth, Stephanie (CONTR) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Keith, Nicholas R (BPA) - NSP-4400-LL; Marsh, Solomonn P (BPA) - NSP-4400-LL; McCarthy, David C (BPA) - NSP-4400-LL; Falcon, April L (BPA) - NSP-4400-LL; Hagedorn, William G (BPA) - NSP-4400-LL

Cc: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: February Scorecards Due NO LATER THAN Noon, 2/26

Importance: Normal

Attachments: Feb2021_Scorecard.xlsx

Hi everyone. Please complete the February scorecard template attached and return it to me **NO LATER THAN noon on Friday, 2/26**. Please be sure to submit it on time as Scott will begin calculating scorecards on Monday, 3/1.

Thank you!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

FEBRUARY 2021 SUPPLIER SCORECARDS

Give each supplier a score from 1 to 10. This is your own personal perspective on how suppliers are supporting/working with SLMO.
Please complete and send to the scorecard coordinator to consolidate.

- 9 - 10 Outstanding Supplier - provides unsurpassed customer service, is extremely accurate and/or typically responds within an hour or two to SLMO needs.
- 7 - 8 Excellent Supplier - provides excellent customer service, is accurate and/or typically responds within a few hours to SLMO needs.
- 5 - 6 Good Supplier - provides valuable customer service, is somewhat accurate and/or typically responds within a day to SLMO needs.
- 3 - 4 Fair Supplier - provides minimal customer service, is minimally accurate and/or typically responds within a few days to SLMO needs.
- 1 - 2 Poor Supplier - provides no customer service, often inaccurate and mistake prone and/or non-responsive to SLMO needs.
- 0 EPA Should stop doing business with the company immediately.

TIP: Please use full sentences, appropriate punctuation, capitalization, etc. Please refrain from using abbreviations and/or uncommon acronyms. Please run spell check before submitting your feedback.

Supplier	Score	Comments
ACS		
(b)(4)		
APR Staffing		
Aard		
CorSource		
CRGT		
Everest		
Flint-Tek		
FLUX		
Motus		
(b)(4)		
Triad		
VanderHouwen		

From: Marsh,Solomonn P (BPA) - NSP-4400-LL

Sent: Mon Feb 22 08:02:16 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL; Mannen,Kimberly A (CONTR) - NSP-4400-LL

Cc: Kayton,Lisa A (BPA) - NSP-4400-LL; Gonzalez,Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Please Review: NEW FAQs for Rationalized Suppliers

Importance: Normal

Attachments: image002.jpg; image003.jpg; image004.jpg; image005.jpg; image006.jpg; image007.jpg; image008.png

Absolutely... I will touch base with her.

Solomonn Marsh

Management & Program Analyst (COR)

Supplemental Labor Management Office - NSP

Bonneville Power Administration

bpa.gov | P 503-230-3943

spmarsh@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Monday, February 22, 2021 7:59 AM
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Cc: Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
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Sol, can you have a conversation with Claudia about the need to extend those contracts. She might want to extend another month just to give us a cushion. We can give her the specifics of who gets full extensions and who gets 30 day ones end of next week.

Kim, can we just go general with our Q&A and say end of May. Actual date doesn't matter

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

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Good Morning,

I can answer the last question – yes the contracts (Master Agreements) have to remain active for payments to be made. If we do nothing and just leave them as they are, then no invoices submitted for any work done beyond the current end date of 5/13 can be processed. If an invoice came in late but was submitted for hours worked before 5/13, we could still pay it.

If we are up against a 5/23 date to have everyone moved, I think it would be safest to extend the contracts to allow enough time just in case we have any issues.

(Modifications to changes dates is easy)

Solomonn Marsh

Management & Program Analyst (COR)

Supplemental Labor Management Office - NSP

Bonneville Power Administration

bpa.gov | P 503-230-3943

spmarsh@bpa.gov

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Good morning. Considering our timeline to have all workers transitioned is no later than 5/23/21, it may be confusing to communicate a 5/13/21 date for the supplier's contract end. Here are a couple of suggestions for how we can answer the question, "When will our contract with BPA end?"

- Should the Q&A say, “Your contract will end on 5/13/21 assuming all your workers have been transitioned to other suppliers; otherwise your contract will end no later than 5/31/21.
- Should the Q&A say, “Your contract will end no later than 5/31/21” and not be specific about “when” in May?

Question – Does the contract have to stay active/open until all payments have been made to a supplier? Or, can we end the contract as soon as their workers have been moved to a new supplier? Just thinking if it can't end until all payments have been made, we may want to use 6/30/21 instead of 5/31/21.

Let me know what you prefer and I'll update accordingly. Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

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Cc: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Subject: RE: Please Review: NEW FAQs for Rationalized Suppliers

Kim, if we can't get rationalization done by then, we will extend the contracts for a few more weeks.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Marsh, Solomonn P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>
Sent: Friday, February 19, 2021 2:27 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Cc: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Subject: RE: Please Review: NEW FAQs for Rationalized Suppliers

5/13/2021

Solomonn Marsh

Management & Program Analyst (COR)

Supplemental Labor Management Office - NSP

Bonneville Power Administration

bpa.gov | P 503-230-3943

spmarsh@bpa.gov

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Subject: FW: Please Review: NEW FAQs for Rationalized Suppliers

Can you look this up for Kim. I think it's around the end of May

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Friday, February 19, 2021 2:13 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Cc: Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>

Subject: RE: Please Review: NEW FAQs for Rationalized Suppliers

Scott – When will rationalized suppliers' contracts end? What is the date?

When will our contract with BPA end?

Your contract with BPA will end on xx/xx/2021.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Friday, February 19, 2021 1:44 PM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: RE: Please Review: NEW FAQs for Rationalized Suppliers

Looks good to me. I missed the typo that Marcia found. I can certainly hand it out at the scorecard meetings, not a problem.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

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As discussed, I've created a new Q & A document for rationalized suppliers based on the questions we got from Act 1 last year during rationalization. I have also included a reference section that includes the email workers will receive from us on 3/15 as well as a new email template rationalized suppliers may want to use as a starting point for communications they send to impacted workers. I have some questions on dates in a few places so please see my comments and respond to those.

Scott – I was thinking this would be a “handout” you could provide to rationalized suppliers during their scorecard meetings. That way, they/you could discuss any additional questions. Thoughts?

Please provide your edits by end of day Monday so we can button this up before our next rationalization meeting.

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

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Thanks Scott. I've placed the finalized Q&A for Rationalized Suppliers document in your scorecard folder for easy reference.

Kim Mannen

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From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Friday, February 19, 2021 2:33 PM

To: Marsh, Solomonn P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>

Cc: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Subject: RE: Please Review: NEW FAQs for Rationalized Suppliers

Kim, if we can't get rationalization done by then, we will extend the contracts for a few more weeks.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Marsh, Solomonn P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>
Sent: Friday, February 19, 2021 2:27 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Cc: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Subject: RE: Please Review: NEW FAQs for Rationalized Suppliers

5/13/2021

Solomonn Marsh

Management & Program Analyst (COR)

Supplemental Labor Management Office - NSP

Bonneville Power Administration

bpa.gov | P 503-230-3943

spmarsh@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Friday, February 19, 2021 2:17 PM
To: Marsh, Solomonn P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>
Cc: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Subject: FW: Please Review: NEW FAQs for Rationalized Suppliers

Can you look this up for Kim. I think it's around the end of May

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Friday, February 19, 2021 2:13 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Cc: Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>

Subject: RE: Please Review: NEW FAQs for Rationalized Suppliers

Scott – When will rationalized suppliers' contracts end? What is the date?

When will our contract with BPA end?

Your contract with BPA will end on xx/xx/2021.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Friday, February 19, 2021 1:44 PM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: RE: Please Review: NEW FAQs for Rationalized Suppliers

Looks good to me. I missed the typo that Marcia found. I can certainly hand it out at the scorecard meetings, not a problem.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Friday, February 19, 2021 1:24 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>
Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: Please Review: NEW FAQs for Rationalized Suppliers

As discussed, I've created a new Q & A document for rationalized suppliers based on the questions we got from Act 1 last year during rationalization. I have also included a reference section that includes the email workers will receive from us on 3/15 as well as a new email template rationalized suppliers may want to use as a starting point for communications they send to impacted workers. I have some questions on dates in a few places so please see my comments and respond to those.

Scott – I was thinking this would be a “handout” you could provide to rationalized suppliers during their scorecard meetings. That way, they/you could discuss any additional questions. Thoughts?

Please provide your edits by end of day Monday so we can button this up before our next rationalization meeting.

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Supplemental Labor Office

Sent: Mon Feb 22 11:53:52 2021

To: Cedergreen,Natalie K (CONTR) - NSP-4400-LL; Couron,Elissa L (CONTR) - NSP-4400-LL; Cutler,Taylor A (CONTR) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL; Gonzalez,Marcia A (CONTR) - NSP-4400-LL; Goodell,Elizabeth N (CONTR) - NSP-4400-LL; Hagedorn,William G (BPA) - NSP-4400-LL; Hampton,Scott R (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL; Keith,Nicholas R (BPA) - NSP-4400-LL; Longfellow,James N (BPA) - NSP-4400-LL; Marsh,Solomonn P (BPA) - NSP-4400-LL; McCarthy,David C (BPA) - NSP-4400-LL; Neuber,Rian M (CONTR) - NSP-4400-LL; Sasser,Jordan E (CONTR) - NSP-4400-LL; Wilde,Tamara A (BPA) - NSP-4400-LL; Wilmarth,Stephanie (CONTR) - NSP-4400-LL; Ziegler,Denise A (BPA) - NSP-4400-LL

Subject: FW: SLMO - 2021 Supplier Rationalization

Importance: Normal

Attachments: image001.gif

FYI. The email below was distributed to FG requesting managers. This is the same information that went out in the February Manager's Packet on 2/16.

Thank you.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Supplemental Labor Office <SupplementalLabor@bpa.gov>

Sent: Monday, February 22, 2021 11:51 AM

To: Supplemental Labor Office <SupplementalLabor@bpa.gov>

Subject: SLMO - 2021 Supplier Rationalization

Valued Managers:

What is happening?

In November 2019, the Supplemental Labor Management Office (SLMO) announced they would be cutting their supplier pool in half by spring 2021 in an effort to more effectively manage costs for BPA's contingent workforce program. SLMO had planned for a three tiered approach which would eliminate approximately three suppliers every six months. The first round of supplier rationalization took place in April 2020 and was very successful. Due to COVID-19, SLMO postponed the second round of rationalization that would have taken place in October 2020 and is instead rationalizing the remaining five suppliers in May 2021.

What is the impact to contract personnel?

Impacted contract personnel will have the opportunity to select a new employer and continue their current BPA assignment. This process, which has been used in the past, has received very positive feedback from impacted contract workers.

Note: The objective of this project is to reduce the number of suppliers that provide contract personnel to BPA. We will not reduce the number of contract personnel as a result of this effort.

Timeline

- Early March 2021 – Rationalized suppliers are notified
- Mid-March 2021 – Impacted contract personnel are notified
- April/May 2021 – Impacted contract personnel are transitioned to their new employer

Additional information

This is for your information only; there is no action required from you. These transitions should be transparent and seamless to BPA managers; however, there may be some questions as transitions occur. SLMO will be communicating directly with contract workers and their suppliers during the transition period. If you receive any questions from contract personnel, please refer them to their employers.

Please reference the [Supplier Rationalization: Q&A for Managers](#) document on the Manager Resources site for FAQs about the transition. If you have additional questions, please email supplementallabor@bpa.gov.

Thank you.

Supplemental Labor Management Office

Bonneville Power Administration

From: SLMO COTR Review

Sent: Mon Feb 22 12:12:53 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL; Mannen,Kimberly A (CONTR) - NSP-4400-LL

Cc: Neuber,Rian M (CONTR) - NSP-4400-LL; Gonzalez,Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Candidates in the Pipeline

Importance: Normal

Attachments: image002.png; image003.png

Kim,

I think in the situation below, we need to move forward until supplier are notified and then have the worker select a new supplier. If we let the candidate know up front, they are likely to tell the supplier that submitted them.

o Manager wants to select a candidate and we get the SMTE on 3/2 but know the supplier is going to be rationalized. Do we go ahead and send the list of remaining suppliers to the worker even though no suppliers have been notified? Or do we proceed with making the offer and letting the supplier accept it, then once they are notified, we have the onboarding worker select a new supplier and take care of the necessary paperwork (new 1400)? This may be too messy?

Thank You.

Lisa A. Kayton

Supplemental Labor Operations Team Lead

Contracting Officer's Representative

Supplemental Labor Office

Bonneville Power Administration

NSP-4400-LL

Work Phone: 360-418-2714

FAX: 360-418-2966

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Monday, February 22, 2021 11:06 AM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Cc: Neuber,Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Gonzalez,Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: RE: Candidates in the Pipeline

Yes, I totally think we should discuss more. Generally, I would say let's not do anything until an offer is ready to be made. Then we work with that supplier to make the offer to the worker and tell them that they will have to pick another supplier before onboarding.

If we run into other situations with suppliers not helping or facilitating because they've been rationalized, we'll just have to address them as the pop up.

You all can think about that and shoot holes in it.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Monday, February 22, 2021 10:39 AM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>
Cc: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: RE: Candidates in the Pipeline

Last year, we sent the email attached to the top three suppliers on 3/6. I believe we sent it because we had started dealing with pipeline candidates. You held scorecard meetings from 3/2 to 3/13 so we were essentially letting the top three know they were not being rationalized before you notified everyone.

Things are a little different this time around though with it being the final cut. Everyone will be notified between 3/5 and 3/10 according to your schedule. So, maybe we can handle pipeline people as follows:

- Between 3/1 and 3/10 (until all suppliers are notified): Let candidates proceed through the process until the manager wants to select them. At that point, we tell them they have to select a new employer before we can make the offer/onboard. This won't fix the issue so we would have to deal with one-offs like the following:
 - Rationalized supplier who has been notified and does not want to coordinate scheduling interviews for a candidate.
 - Manager wants to select a candidate and we get the SMTE on 3/2 but know the supplier is going to be rationalized. Do we go ahead and send the list of remaining suppliers to the worker even though no suppliers have been notified? Or do we proceed with making the offer and letting the supplier accept it, then once they are

notified, we have the onboarding worker select a new supplier and take care of the necessary paperwork (new 1400)? This may be too messy?

- Starting 3/10, we can revert to starting to make candidates select a new employer if the manager wants to interview them.

The pipeline candidates were the most difficult part of the last rationalization – it gets confusing - so maybe we should discuss as a group on Wednesday because I'm sure there are scenarios I'm not considering/remembering.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Monday, February 22, 2021 9:51 AM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Cc: Neuber,Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Gonzalez,Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: RE: Candidates in the Pipeline

We want to provide a list of the full 8 vendors staying with us. Doe the timing for that work out? (meaning we can wait to start handing that out until 3/5 at the earliest.....)

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Monday, February 22, 2021 9:44 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>

Cc: Neuber,Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Gonzalez,Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: Candidates in the Pipeline

Hi there. I have another rationalization-related question for you. Last year, for candidates in the pipeline, we only provided the top three suppliers to candidates in the pipeline. It worked out well because the top three also happened to participate in all labor categories. Do we want to do the same thing again this time or do we want to provide them with a list of all the participating suppliers for the appropriate labor category since we will be down to just a few anyway?

My vote is for the latter.

Thanks.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Mon Feb 22 12:20:40 2021

To: Ware,Michael K (BPA) - NSL-WHSE

Subject: RE: SLMO - 2021 Supplier Rationalization

Importance: Normal

Attachments: image001.png; image002.gif

Yep, and they are going to continue unfortunately! And we will never know how much until we get the request for increase.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ware,Michael K (BPA) - NSL-WHSE <mkware@bpa.gov>

Sent: Monday, February 22, 2021 12:13 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: SLMO - 2021 Supplier Rationalization

Those increases are eating me alive.

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Monday, February 22, 2021 12:12 PM
To: Ware, Michael K (BPA) - NSL-WHSE <mkware@bpa.gov>
Subject: RE: SLMO - 2021 Supplier Rationalization

It will help a little on the professional side. Won't really help you on the craft side, we don't set those prices, the CBA's do. Sorry!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ware,Michael K (BPA) - NSL-WHSE <mkware@bpa.gov>
Sent: Monday, February 22, 2021 12:00 PM
To: Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: FW: SLMO - 2021 Supplier Rationalization

Is this going to reduce my costs? The current rise in CFTE cost is untenable. Hopefully we are picking vendors who are lower cost?

From: Supplemental Labor Office <SupplementalLabor@bpa.gov>
Sent: Monday, February 22, 2021 11:51 AM
To: Supplemental Labor Office <SupplementalLabor@bpa.gov>
Subject: SLMO - 2021 Supplier Rationalization

Valued Managers:

What is happening?

In November 2019, the Supplemental Labor Management Office (SLMO) announced they would be cutting their supplier pool in half by spring 2021 in an effort to more effectively manage costs for BPA's contingent workforce program. SLMO had planned for a three tiered approach which would eliminate approximately three suppliers every six months. The first round of supplier rationalization took place in April 2020 and was very successful. Due to COVID-19, SLMO postponed the second round of rationalization that would have taken place in October 2020.

and is instead rationalizing the remaining five suppliers in May 2021.

What is the impact to contract personnel?

Impacted contract personnel will have the opportunity to select a new employer and continue their current BPA assignment. This process, which has been used in the past, has received very positive feedback from impacted contract workers.

Note: The objective of this project is to reduce the number of suppliers that provide contract personnel to BPA. We will not reduce the number of contract personnel as a result of this effort.

Timeline

- Early March 2021 – Rationalized suppliers are notified
- Mid-March 2021 – Impacted contract personnel are notified
- April/May 2021 – Impacted contract personnel are transitioned to their new employer

Additional information

This is for your information only; there is no action required from you. These transitions should be transparent and seamless to BPA managers; however, there may be some questions as transitions occur. SLMO will be communicating directly with contract workers and their suppliers during the transition period. If you receive any questions from contract personnel, please refer them to their employers.

Please reference the [Supplier Rationalization: Q&A for Managers](#) document on the Manager Resources site for FAQs about the transition. If you have additional questions, please email supplementallabor@bpa.gov.

Thank you.

Supplemental Labor Management Office

Bonneville Power Administration

From: (b)(6)

Sent: Mon Feb 22 14:30:47 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

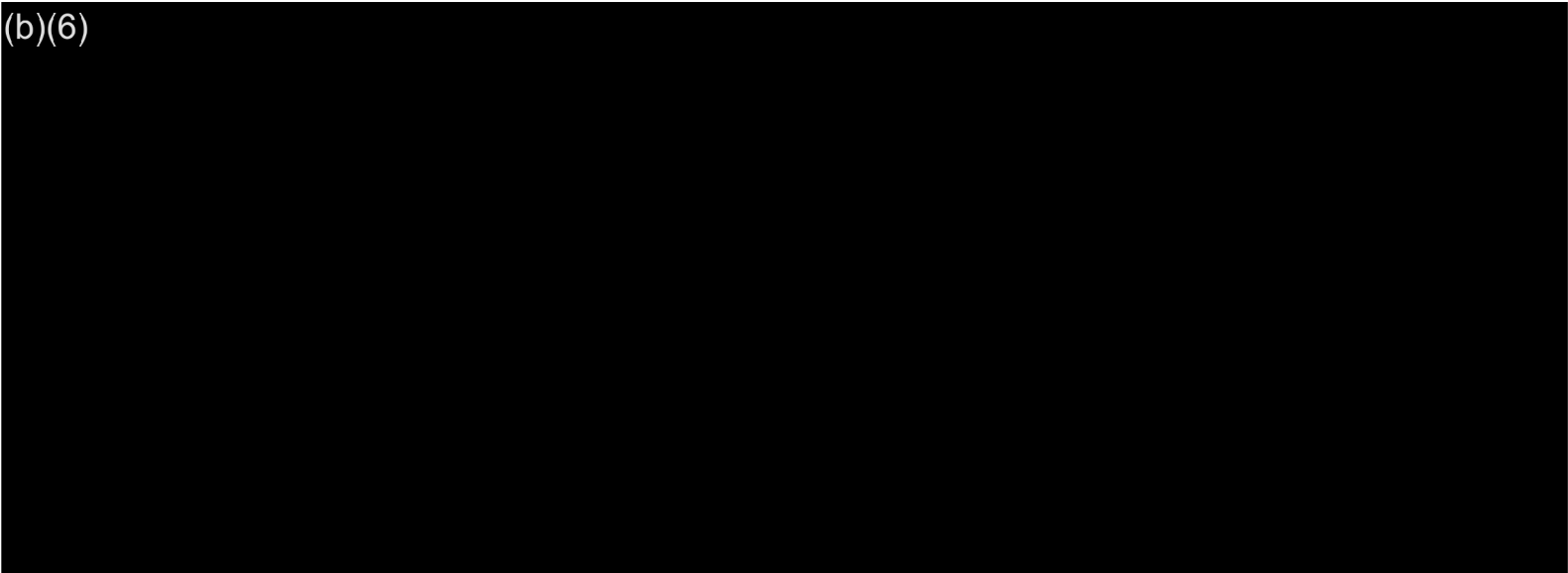
Subject: Contract Vendor - ACS

Importance: Normal

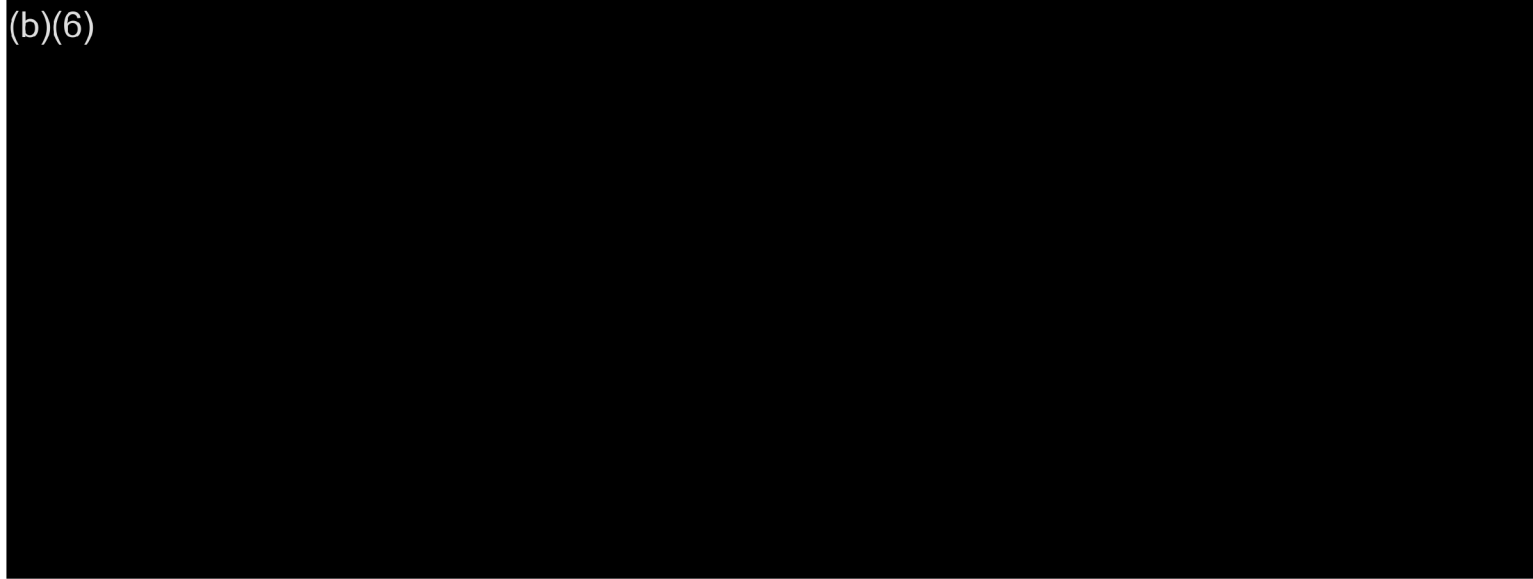
Attachments: image001.jpg; image002.jpg; image003.jpg; image004.jpg; image005.jpg; image006.jpg

Hi Scott!

(b)(6)

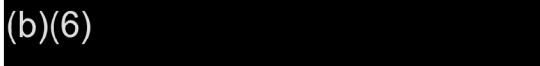


(b)(6)



Bonneville Power Administration

(b)(6)



From: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Sent: Tue Feb 23 12:09:45 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Cc: Kayton, Lisa A (BPA) - NSP-4400-LL; Mannen, Kimberly A (CONTR) - NSP-4400-LL

Subject: RE: Supplier Call on 12/24

Importance: Normal

Attachments: image001.png; image002.png; Agenda_022421.docx

Hi Scott and Lisa,

I wanted to check in with you to see if either of you would like to lead the talking points for providing a general overview of rationalization to the suppliers on the supplier call tomorrow?

I believe we would like to primarily discuss the timeline so suppliers are aware. I've referenced that timeline in the agenda (attached here) and I have also included the "Transition Information for Suppliers" document for further reference if needed on the call.

Thanks,

Marcia Gonzalez

magonzalez@bpa.gov

VanderHouwen

Business Systems Analyst I
Supplemental Labor Management Office, NSP-4400-LL
Bonneville Power Administration

From: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Sent: Friday, February 19, 2021 12:55 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Cc: Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Subject: RE: Supplier Call on 12/24

Wonderful!

Marcia Gonzalez

magonzalez@bpa.gov

VanderHouwen

Business Systems Analyst I

Supplemental Labor Management Office, NSP-4400-LL
Bonneville Power Administration

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Friday, February 19, 2021 12:52 PM
To: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: RE: Supplier Call on 12/24

yep

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Sent: Friday, February 19, 2021 12:49 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Cc: Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Subject: Supplier Call on 12/24

Hi Scott,

The idea was brought up to discuss some finer points about rationalization on this supplier call since it is the last call before the rationalization process begins. The thought was we could give a general overview on what the suppliers should expect. On the call we could also let the suppliers know we will be freezing normal postings from 3/1-3/12 while the scores are being calculated and suppliers are being notified.

Would you be able to pop in for this supplier call on 12/24?

Thank you,

Marcia Gonzalez

magonzalez@bpa.gov

VanderHouwen

Business Systems Analyst I

Supplemental Labor Management Office, NSP-4400-LL
Bonneville Power Administration

SUPPLEMENTAL LABOR MANAGEMENT OFFICE

Agenda

Date	February 24, 2021
Time	10:00 to 11:00pm
Location	4400 – Conference Room LL-113
Subject	Weekly Supplier Call
Dial In	(b)(2) (Host and Participant codes are the same)

A. Welcome

1. Scott will be joining.

Introductions of SLMO staff attending call.

B. Supplier Roll Call/Attendance

ACS	(b)(4)	APR Staffing (ie)	AZAD
CorSource	Everest	Flux	First Tek
Motus	Salient CRGT	Triad	VanderHouwen

C. Program Updates

1. New Org Matrix – effective 2/22

2. Rationalization (Timeline and What to Expect)

- Reminder: SLMO will be halting normal JP postings from 3/1 to 3/12 while scores are being calculated and suppliers are being notified.


Transition Timeline	
3/5 to 3/12/2021	Scott conducts scorecard meetings and notifies all suppliers of their status.
3/15/2021	Remaining suppliers are provided with information regarding the impacted contract workers. Impacted workers are provided with contact information for the remaining suppliers that participate in the labor category for their position.
4/16/2021	Contract workers must provide the name of their selected employer by 11:59pm via DocuSign.
5/22/2021	Contract workers who have not selected a new employer will be off-boarded as of this date.

SUPPLEMENTAL LABOR MANAGEMENT OFFICE

5/23/2021

Contract workers transition to their new employer no later than this date.

• Reference:


REF_13126_TRANSITI
ON_RULES_SUPP_FIN/

D. JP Updates

E. Pending JPs

SUPPLEMENTAL LABOR MANAGEMENT OFFICE
SUPPLIER RATIONALIZATION: TRANSITION INFORMATION FOR SUPPLIERS

Process & Rules of Transition

- SLMO will be facilitating a transition of contract personnel who are impacted by the supplier rationalization. Rationalized suppliers' contracts will expire in May 2021 and will not be renewed. This means approximately ## current contract workers will be looking for a new employer.
- Impacted contract workers are encouraged to contact the supplier(s) of their choice to negotiate pay rate and non-monetary compensation. Suppliers are not allowed to contact workers to solicit for business. Contacting workers will result in disqualification from participating in the transition.
- Suppliers may only represent positions/workers in the labor categories they participate in. For example, if you only participate in the IT labor category and a worker contacts you about representing them on an Electrical Engineer requisition, you must decline or, if the labor category window is open (March and September), you may elect to participate in the A&E labor category realizing that you are committed to staying in that labor category for the next six months.
- Workers will be contacting suppliers on or after 3/15/2021 to negotiate pay rates and compensation packages. All time spent contacting and negotiating with suppliers is non-billable to BPA.
- Suppliers must negotiate a pay rate that works for both the worker and your company. SLMO will provide the following information to suppliers:
 - Worker Names
 - Position Titles
 - Bill Rates
 - Pay Rates
 - Tenure Dates
 - SCA (mapped positions)
 - APIs
- Once a worker has selected a new employer, they will notify SLMO via DocuSign and complete a new 1400 form, NDA and Attestation.
 - When SLMO receives the DocuSign envelope back from the worker, SLMO will forward it to the selected supplier for signature.
 - SLMO will then distribute a Fieldglass job posting to the selected supplier.
 - Suppliers will submit the worker to the appropriate JP by the respond by date indicated. NOTE: No resume or CSF is required and the worker must be submitted at or below the max bill rate on the JP.
 - Once the worker is submitted, SLMO will create the new assignment.
- Contract personnel must select a new employer and communicate their selection to SLMO by 11:59pm on 4/16/2021, otherwise their assignment will end no later than 5/22/2021.
- SLMO's assignment longevity rule of waiting one year before competing for a new position will not apply to this transition. Contract workers may apply for other contract positions starting one calendar year from the start date of their current assignment. This means it may be possible for a worker to apply for an open contract position even if they have not been employed by you for a full year.
- Impacted workers' 3-year BRIs and 5-year re-competes will be based on the current assignment start date. For example, if a worker started their current assignment under Supplier ABC in March 2019, the worker's 3-year BRI would occur in March 2022 and their 5-year re-compete would occur in 2024, despite the fact the worker was moved to a new supplier in May 2021 as a result of the rationalization project.

Transition Timeline

3/5 to 3/12/2021	Scott conducts scorecard meetings and notifies all suppliers of their status.
3/15/2021	Remaining suppliers are provided with information regarding the impacted contract workers. Impacted workers are provided with contact information for the remaining suppliers that participate in the labor category for their position.
4/16/2021	Contract workers must provide the name of their selected employer by 11:59pm via DocuSign.
5/22/2021	Contract workers who have not selected a new employer will be off-boarded as of this date.

5/23/2021

Contract workers transition to their new employer no later than this date.

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Tue Feb 23 12:53:18 2021

To: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Cc: Kayton, Lisa A (BPA) - NSP-4400-LL; Mannen, Kimberly A (CONTR) - NSP-4400-LL

Subject: RE: Supplier Call on 12/24

Importance: Normal

Attachments: image002.png; image003.png

OK no problem

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Sent: Tuesday, February 23, 2021 12:24 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Cc: Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Subject: RE: Supplier Call on 12/24

Yes, that would be great if you can lead that portion of the supplier call agenda.

Thank you!

Marcia Gonzalez

magonzalez@bpa.gov

VanderHouwen

Business Systems Analyst I
Supplemental Labor Management Office, NSP-4400-LL
Bonneville Power Administration

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Tuesday, February 23, 2021 12:18 PM
To: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Cc: Kayton,Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Mannen,Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Subject: RE: Supplier Call on 12/24

Ok, so are you saying you want me to review the timeline that you have on the agenda? I can do that. Then we can all answer any questions.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Gonzalez,Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Sent: Tuesday, February 23, 2021 12:10 PM

To: Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Cc: Kayton,Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Mannen,Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Subject: RE: Supplier Call on 12/24

Hi Scott and Lisa,

I wanted to check in with you to see if either of you would like to lead the talking points for providing a general overview of rationalization to the suppliers on the supplier call tomorrow?

I believe we would like to primarily discuss the timeline so suppliers are aware. I've referenced that timeline in the agenda (attached here) and I have also included the "Transition Information for Suppliers" document for further reference if needed on the call.

Thanks,

Marcia Gonzalez

magonzalez@bpa.gov

VanderHouwen

Business Systems Analyst I
Supplemental Labor Management Office, NSP-4400-LL
Bonneville Power Administration

From: Gonzalez, Marcia A (CONTR) - NSP-4400-LL
Sent: Friday, February 19, 2021 12:55 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Cc: Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Subject: RE: Supplier Call on 12/24

Wonderful!

Marcia Gonzalez

magonzalez@bpa.gov

VanderHouwen

Business Systems Analyst I
Supplemental Labor Management Office, NSP-4400-LL
Bonneville Power Administration

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Friday, February 19, 2021 12:52 PM
To: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: RE: Supplier Call on 12/24

yep

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Sent: Friday, February 19, 2021 12:49 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Cc: Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Subject: Supplier Call on 12/24

Hi Scott,

The idea was brought up to discuss some finer points about rationalization on this supplier call since it is the last call before the rationalization process begins. The thought was we could give a general overview on what the

suppliers should expect. On the call we could also let the suppliers know we will be freezing normal postings from 3/1-3/12 while the scores are being calculated and suppliers are being notified.

Would you be able to pop in for this supplier call on 12/24?

Thank you,

Marcia Gonzalez

magonzalez@bpa.gov

VanderHouwen

Business Systems Analyst I
Supplemental Labor Management Office, NSP-4400-LL
Bonneville Power Administration

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Wed Feb 24 10:00:31 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Neuber, Rian M (CONTR) - NSP-4400-LL

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: FW: Please Review: Script for Scorecard Meetings

Importance: Normal

Attachments: Supplier Script_Draft_021921.docx

Just putting this back to the top of your inbox so we can get it finalized by the end of this week.

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Friday, February 19, 2021 1:51 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: Please Review: Script for Scorecard Meetings

Hi Scott. Last year, we provided you with a “script” of high level talking points for the scorecard meetings. I have revised it with updated information and a little more detail on people in the pipeline. Please review and let us know if anything else should be added.

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

SUPPLEMENTAL LABOR MANAGEMENT OFFICE Supplier Rationalization Key Points

Formatted Table

Rationalized Suppliers:

- Your contract will not be renewed in May 2021
- SLMO will transition all of your workers to a participating supplier by 5/23
- JP's will no longer be distributed to you effective immediately (we are halting JPs from 3/1 to 3/12)
- SLMO will provide your current workers with a list of participating suppliers
 - Workers will need to select their new employer via DocuSign by 4/16
 - Workers who elect not to transition to a new employer may remain on assignment until 5/22, at managers discretion
- How we will handle candidates in the pipeline:
 - Candidates shortlisted before 3/1 will be un-shortlisted from open JPs
 - If a manager has determined they want to interview a shortlisted candidate, we will work with you to schedule the interview (if you are willing to coordinate). If you prefer not to coordinate, please let us know and we will ask the candidate to select a new employer to remain in consideration.
 - If a manager has already interviewed a candidate and wants to select them, we will work with the candidate to select a new employer to remain in consideration.
- Be candid with applicants submitted, shortlisted and/or scheduled to interview:
 - SLMO will send affected applicants a list of participating suppliers to contact should they choose to stay in consideration for the open posting

Comment [MA(-N1): I revised this section on pipeline people – please review and see if you agree. I seem to recall this is generally how we handled these scenarios last year.

Comment [MA(-N2): Should we say 3/1 since we are halting JPs on 3/1?

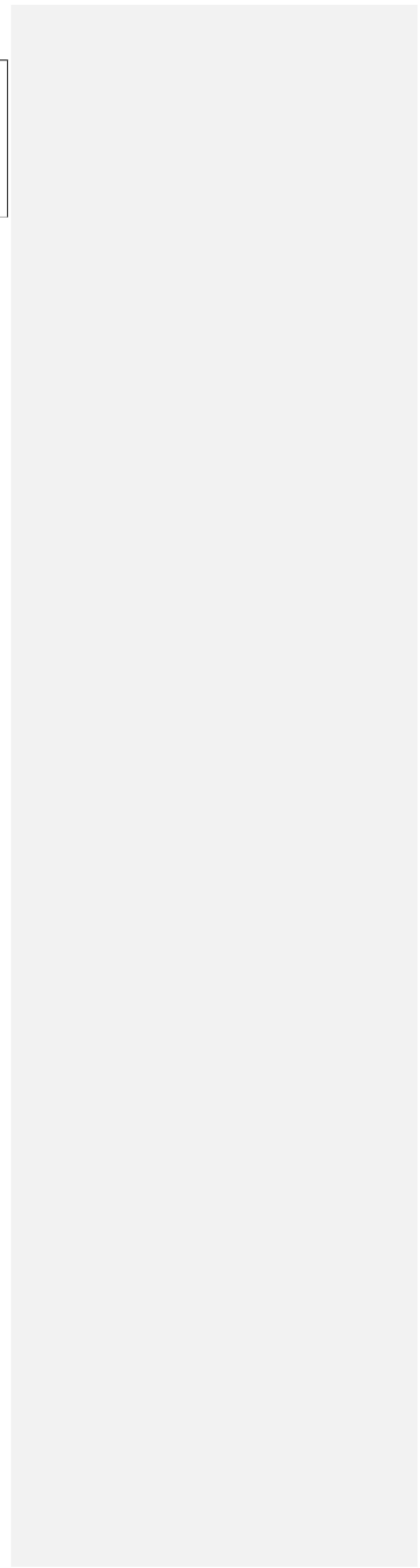
Formatted: Font color: Black

*** Provide suppliers with the Q&A for Rationalized Suppliers document

Remaining Suppliers:

- SLMO will transition affected workers to new suppliers by 5/23. Workers will be transitioned as their paperwork is received by SLMO.
 - You will receive a list of affected workers with all the information you will need to represent them
 - API, Worker Name, Title, Bill Rate, etc.
 - Bill rates, job titles and levels will remain the same. No bill rate increases will be considered.
 - Review the API requirements carefully to understand the costs involved of the new assignment
- SLMO will distribute the Rules of Transition and the list of affected workers to you on 3/15
 - Do not solicit for business with current workers, etc.
 - You must adhere to the rules of transition or you will be disqualified
- Workers will receive the list of participating suppliers with contact information on 3/15
 - Workers will notify SLMO directly via DocuSign which supplier they choose no later than 4/16
 - Once received, SLMO will forward the DocuSign envelope to you to sign the NDA and Attestation
- SLMO will work with you throughout the transition process:
 - You will need to submit your new employees to the new JP's – SLMO will notify you when to submit
 - Effective dates for new assignments will be as soon as possible, no later than 5/23

- You may be approached by workers who were shortlisted and/or interviewed by affected suppliers who are interested in remaining in consideration
 - Please submit these applicants to the appropriate posting within 3 business days
 - Submit at or below max bill rate on the JP



From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Wed Feb 24 10:30:01 2021

To: Mannen,Kimberly A (CONTR) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL; Neuber,Rian M (CONTR) - NSP-4400-LL

Cc: Gonzalez,Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Please Review: Script for Scorecard Meetings

Importance: Normal

Attachments: image001.png

I don't have any changes. I can't respond to your comments. That's an ops thing. I'll just tell suppliers whatever you want me to.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Wednesday, February 24, 2021 10:01 AM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>
Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: FW: Please Review: Script for Scorecard Meetings

Just putting this back to the top of your inbox so we can get it finalized by the end of this week.

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Friday, February 19, 2021 1:51 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>
Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: Please Review: Script for Scorecard Meetings

Hi Scott. Last year, we provided you with a "script" of high level talking points for the scorecard meetings. I have revised it with updated information and a little more detail on people in the pipeline. Please review and let us know if anything else should be added.

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

SUPPLEMENTAL LABOR MANAGEMENT OFFICE Supplier Rationalization Key Points

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 - Candidates shortlisted before 3/1 will be un-shortlisted from open JPs
 - If a manager has determined they want to interview a shortlisted candidate, we will work with you to schedule the interview (if you are willing to coordinate). If you prefer not to coordinate, please let us know and we will ask the candidate to select a new employer to remain in consideration.
 - If a manager has already interviewed a candidate and wants to select them, we will work with the candidate to select a new employer to remain in consideration.
- Be candid with applicants submitted, shortlisted and/or scheduled to interview:
 - SLMO will send affected applicants a list of participating suppliers to contact should they choose to stay in consideration for the open posting

Comment [MA(-N1): I revised this section on pipeline people – please review and see if you agree. I seem to recall this is generally how we handled these scenarios last year.

Comment [MA(-N2): Should we say 3/1 since we are halting JPs on 3/1?m

Comment [NM(-N3): I think we should remove this. We won't be unshortlisting if the manager is interested in the applicant. I vote to either remove it completely or change "Will" to "May" like we changed the other documents

Comment [KA(-N4): I think we can change it to "may" per Rian's suggestion. That leaves all options open depending on the situation.

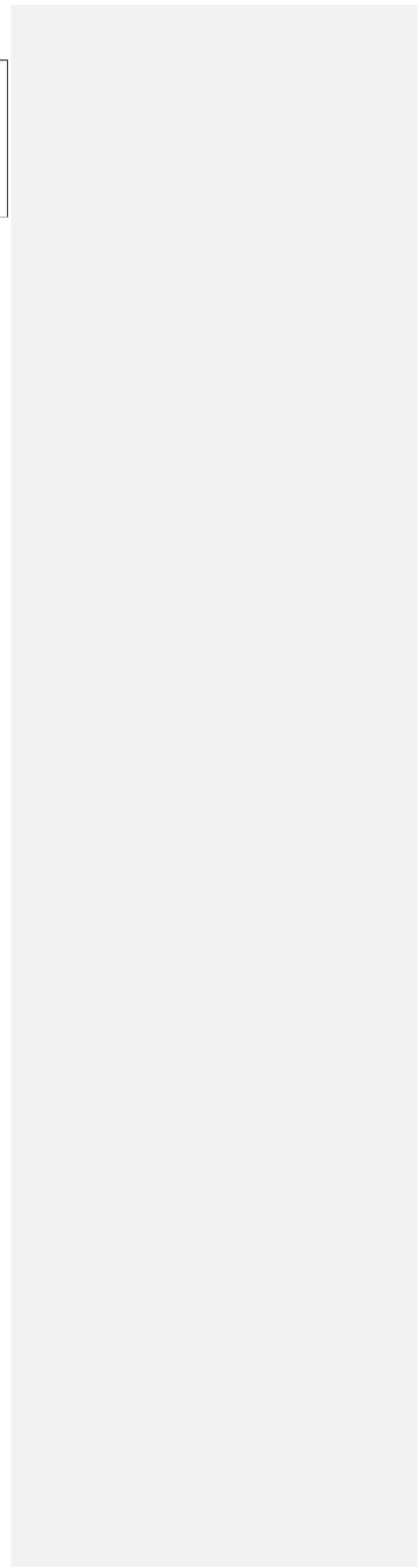
Formatted: Font color: Black

*** Provide suppliers with the Q&A for Rationalized Suppliers document

Remaining Suppliers:

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 - API, Worker Name, Title, Bill Rate, etc.
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 - Effective dates for new assignments will be as soon as possible, no later than 5/23

- You may be approached by workers who were shortlisted and/or interviewed by affected suppliers who are interested in remaining in consideration
 - Please submit these applicants to the appropriate posting within 3 business days
 - Submit at or below max bill rate on the JP



From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Wed Feb 24 11:00:45 2021

To: Kayton, Lisa A (BPA) - NSP-4400-LL; Neuber, Rian M (CONTR) - NSP-4400-LL; Hampton, Scott R (BPA) - NSP-4400-LL

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Please Review: Script for Scorecard Meetings

Importance: Normal

Attachments: image001.png; image002.png

Thanks everyone – I've made that small change and have finalized this document. Scott – I've placed a copy in your 03/21 scorecard folder so it's easily accessible for you.

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Sent: Wednesday, February 24, 2021 10:42 AM

To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: RE: Please Review: Script for Scorecard Meetings

Please see my comment regarding “unshortlisting”.

Thank You.

Lisa A. Kayton

Supplemental Labor Operations Team Lead

Contracting Officer’s Representative

Supplemental Labor Office

Bonneville Power Administration

NSP-4400-LL

Work Phone: 360-418-2714

FAX: 360-418-2966

From: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Sent: Wednesday, February 24, 2021 10:35 AM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: RE: Please Review: Script for Scorecard Meetings

I had one comment/suggested edit regarding unshortlisting of applicants.

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Wednesday, February 24, 2021 10:01 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: FW: Please Review: Script for Scorecard Meetings

Just putting this back to the top of your inbox so we can get it finalized by the end of this week.

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Friday, February 19, 2021 1:51 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: Please Review: Script for Scorecard Meetings

Hi Scott. Last year, we provided you with a "script" of high level talking points for the scorecard meetings. I have revised it with updated information and a little more detail on people in the pipeline. Please review and let us know if anything else should be added.

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: (b)(6)

Sent: Wed Feb 24 13:40:58 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: RE: APR Staffing <Request Response>

Importance: Normal

Attachments: image001.gif; image003.png

Thank you, Scott! J

(b)(6)



(b)(6)

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Wednesday, February 24, 2021 2:35 PM
To: (b)(6)
Subject: RE: APR Staffing <Request Response>

(b)(6)

We are going to be rationalizing some suppliers. We will be reducing from 12 to 8. If you wind up being impacted by rationalization, SLMO will reach out to you on March 15 with more information and instructions. Because we use a data driven scorecard to determine who gets rationalized, we literally don't know who will be impacted until I run the scorecards next week and inform the suppliers the following week.

Hope that helps! If you have any other questions, please don't hesitate to ask.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

(b)(6)

Sent: Wednesday, February 24, 2021 10:53 AM
To: SLMOCompliance <SLMOCompliance@bpa.gov>
Subject: APR Staffing <Request Response>

Hello SLMO,

I understand that contracting agencies for Bonneville Power Administration (BPA) are being reduced to only three agencies. I would like to know if APR Staffing will be one of those three firms the BPA will work with or if I need to look for another vendor?

Thank you for your assistance.

Sincerely,

(b)(6)

(b)(6)

(b)(5)

From: Wilde, Tamara A (BPA) - NSP-4400-LL

Sent: Wed Feb 24 14:17:58 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL; Hagedorn, William G (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL

Cc: SLMOCompliance

Subject: RE: APR Staffing <Request Response>

Importance: Normal

Attachments: image002.gif; image007.png; image008.png; image004.png

Thanks, guys. Scott, I wanted to let you know this is the person with whom we had an issue, not resolved to the CFTE's satisfaction, recently.

Let me know if you need more information (or you can check in her stewardship file).

Respectfully,

Tamara Wilde, NSP/4400-LL

Supplemental Labor Compliance Analyst

Bonneville Power Administration

Work: 360-418-2752; Cell: (b)(6)

tawilde@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Wednesday, February 24, 2021 1:28 PM

To: Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>; Wilde, Tamara A (BPA) - NSP-4400-LL <tawilde@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Cc: SLMOCCompliance <SLMOCCompliance@bpa.gov>

Subject: RE: APR Staffing <Request Response>

Yep, I got it

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hagedorn,William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>
Sent: Wednesday, February 24, 2021 1:25 PM
To: Wilde,Tamara A (BPA) - NSP-4400-LL <tawilde@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton,Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>
Cc: SLMOCompliance <SLMOCompliance@bpa.gov>
Subject: RE: APR Staffing <Request Response>

I will defer to Scott and Lisa on this one.

Respectfully,

Bill Hagedorn

360-418-1658

From: Wilde,Tamara A (BPA) - NSP-4400-LL <tawilde@bpa.gov>
Sent: Wednesday, February 24, 2021 12:57 PM
To: Hagedorn,William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton,Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>
Cc: SLMOCompliance <SLMOCompliance@bpa.gov>
Subject: FW: APR Staffing <Request Response>

Gentlemen,

Please see the email below from (b)(6) I do not know how such inquiries are answered. Please reply. Thanks.

Respectfully,

Tamara Wilde, NSP/4400-LL

Supplemental Labor Compliance Analyst

Bonneville Power Administration

Work: 360-418-2752; Cell: (b)(6)

tawilde@bpa.gov

From: (b)(6)

Sent: Wednesday, February 24, 2021 10:53 AM

To: SLMOCCompliance <SLMOCCompliance@bpa.gov>

Subject: APR Staffing <Request Response>

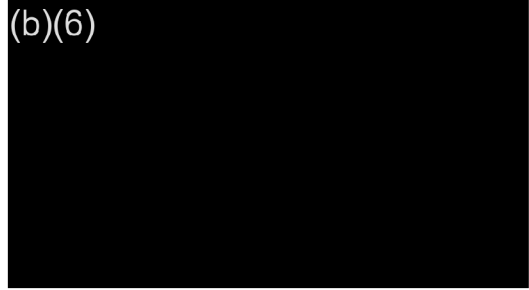
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Thank you for your assistance.


Sincerely,

(b)(6)

A large black rectangular redaction box covers the signature area, with the text "(b)(6)" in the top left corner.

Bonneville Power Administration

(b)(6)

A black rectangular redaction box covers the contact information, with the text "(b)(6)" in the top left corner.

(b)(6) (b)(6)

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Thu Feb 25 15:43:39 2021

To: Ziegler,Denise A (BPA) - NSP-4400-LL

Subject: RE: Supplier Scorecard

Importance: Normal

Attachments: image001.png; image002.png

Ok good questions....

1. Yes, withdrawals after JP close are included in the calculations. I seem to remember that is what we decided last year. Up until JP close, suppliers can withdraw as much as they want.
2. Yes, as long as it is a withdrawal that we are counting (as mention in #1)
3. Yes, exclude rationalization JPs

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Sent: Thursday, February 25, 2021 3:20 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: Supplier Scorecard

Hi Scott,

I ran the scorecard report to see how the (b)(4) transactions would look. The OPS team is using the Special Project code: Rationalization to identify those transactions.

That means that when we go through rationalization for the next cut, those would also be excluded from the scorecard. Sounds right to me since the worker is picking their new employer.

I created and set filters to exclude "rationalization" codes. I also reviewed all the filters and have a question or two before I call it good.

Please confirm I have these filters set correctly. If not, please advise what they should be.

- Withdrawals are included in Distance and Compliance Calculations. Is that correct?
- Compliance includes all JS Status – Including Withdrawn and rejected
- Rationalization JPs / JS are excluded on everything

Thank you,

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Fri Feb 26 07:47:50 2021

To: Kayton,Lisa A (BPA) - NSP-4400-LL

Subject: RE: Reorgs

Importance: Normal

Attachments: image002.png; image003.png

Allright!! Just what we needed is a little more complexity to keep us on our toes J

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Kayton,Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Sent: Friday, February 26, 2021 7:39 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: Reorgs

Hi Scott,

Just an FYI, we have quite a few reorgs going on during rationalization. It is going to make things interesting and require more coordination. DK, TE, TPW and TT will all be going through reorgs March 28th.

Thank You.

Lisa A. Kayton

Supplemental Labor Operations Team Lead

Contracting Officer's Representative

Supplemental Labor Office

Bonneville Power Administration

NSP-4400-LL

Work Phone: 360-418-2714

FAX: 360-418-2966

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Mon Mar 01 07:05:27 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: RE: FINAL REMINDER: February Scorecards Due NO LATER THAN Noon, 2/26

Importance: Normal

Attachments: image001.png

Hi Scott – All stewardship scores are in.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Friday, February 26, 2021 2:55 PM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Subject: RE: FINAL REMINDER: February Scorecards Due NO LATER THAN Noon, 2/26

Actually might not start scorecards until Tuesday. But talking about stewardship scores at 1:30 on Monday, so I need the numbers sheet by then. You can have the comments done by Friday.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Friday, February 26, 2021 1:28 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: FINAL REMINDER: February Scorecards Due NO LATER THAN Noon, 2/26

Hi Scott – I've received all scorecards except (b)(6) I'll follow up again with her first thing Monday morning.

What time are you starting calculating scorecards? I thought you said around noon on Monday – still accurate?

Thanks.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Friday, February 26, 2021 9:50 AM

To: Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Keith, Nicholas R (BPA) - NSP-4400-LL <nrkeith@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>; McCarthy, David C (BPA) - NSP-4400-LL <dcmccarthy@bpa.gov>; Wilmarth, Stephanie (CONTR) - NSP-4400-LL <swilmarth@bpa.gov>

Cc: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: FINAL REMINDER: February Scorecards Due NO LATER THAN Noon, 2/26

Importance: High

Please be sure to send me your February scorecards **by noon TODAY**.

Thank you.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Monday, February 22, 2021 7:56 AM

To: Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>; Couron, Elissa L (CONTR) - NSP-4400-LL <elcouron@bpa.gov>; Cutler, Taylor A (CONTR) - NSP-4400-LL <tasutherland@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Sasser, Jordan E (CONTR) - NSP-4400-LL <jesasser@bpa.gov>; Smith, Amanda C (CONTR) - NSP-4400-LL <acsmith@bpa.gov>; Wilmarth, Stephanie (CONTR) - NSP-4400-LL <sxwilmarth@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>;

Keith, Nicholas R (BPA) - NSP-4400-LL <nrkeith@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>; McCarthy, David C (BPA) - NSP-4400-LL <dcmmcCarthy@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>
Cc: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: February Scorecards Due NO LATER THAN Noon, 2/26

Hi everyone. Please complete the February scorecard template attached and return it to me **NO LATER THAN noon on Friday, 2/26**. Please be sure to submit it on time as Scott will begin calculating scorecards on Monday, 3/1.

Thank you!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Mon Mar 01 09:03:53 2021

To: Falcon,April L (BPA) - NSP-4400-LL

Subject: RE: Scorecards

Importance: Normal

Attachments: image001.png

Nice job!!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Falcon,April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>

Sent: Monday, March 1, 2021 9:02 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: Scorecards

Nevermind. Found it J

From: Falcon, April L (BPA) - NSP-4400-LL
Sent: Monday, March 1, 2021 8:57 AM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: Scorecards

Can you send me link to where all this is?

Thanks April

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Monday, March 1, 2021 8:00 AM
To: Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>; Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>
Subject: Scorecards

Good Morning Everyone!

It's finally scorecard week! Whew!! So my hope is each of you can find some time to calculate scorecards, so we can make sure there are no mistakes. If something has come up, and you don't have the time, that's fine, no pressure. It will just be beneficial to have all of you know how to do it (the more the merrier).

I have received the data file and will get it out to the shared drive. I will put a scorecard file out there as well. I will put files out there with your names on them, please use those files, so that we don't mess with the original files, and we don't step on each other. The step by step instructions are up one directory level and James was going to try and run down the video he took of me doing the scorecards last time. We have time, in fact, you don't need to get started today. But I would like to see everyone's scorecard on Wednesday morning, (or late Tuesday Afternoon) so we can run down discrepancies on Wednesday to make sure we are 100% accurate for Friday's first meeting.

I really appreciate your help on this!!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Sent: Mon Mar 01 10:59:29 2021

To: ADL_NSP_ALL

Subject: FW: BPA – Job Posting Freeze from 3/1-3/12 and Possible Exceptions

Importance: Normal

Attachments: image001.gif; image002.png

FYI – the below has been distributed to all suppliers (non-craft, craft, solo)

Marcia Gonzalez

magonzalez@bpa.gov

VanderHouwen

Business Systems Analyst I
Supplemental Labor Management Office, NSP-4400-LL
Bonnevillle Power Administration

From: Supplemental Labor Office
Sent: Monday, March 1, 2021 10:59 AM
To: Supplemental Labor Office <SupplementalLabor@bpa.gov>

Subject: BPA – Job Posting Freeze from 3/1-3/12 and Possible Exceptions

Valued Suppliers:

We would like to remind you about the job posting freeze that will be starting on 3/1 and continuing through 3/12 due to the rationalization process. During this freeze it is possible that there could be exceptions. However, the expectation is that there should be very few exceptions and each will be handled on a case by case basis.

If you have any questions or concerns regarding the information above, please send an email to supplementallabor@bpa.gov.

Thank you,

Supplemental Labor Management Office

Bonneville Power Administration

From: Ziegler, Denise A (BPA) - NSP-4400-LL

Sent: Mon Mar 01 13:45:10 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: RE: Scorecards

Importance: Normal

Attachments: image004.png; image001.png

Hi Scott,

I put this in a IM, but here it is in an email.

I think I found the problem. The formula was $\text{Shortlist Total} / (\text{Total Submittals} - \text{On-Time Withdrawals})$.

But I'm thinking it should be $\text{Shortlist Total} / \text{Submittal Quality Total}$ which is $(\text{Total Submittals} - \text{Net Rejected} - \text{On-time withdrawals})$

We may never have noticed, except (b)(4)

There were also some reinstated Rejects that had not been entered yet – I made the manual entries for you.

I made my recommended changes and saved the file. I have the original in my downloads.

Let me know you agree.

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Monday, March 1, 2021 12:30 PM

To: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Subject: FW: Scorecards

When you get a minute, something for you to check out. Please use the files in the directory "original files". That's the one that was delivered to my mailbox last night.

(I'm segregating the original files since lots of people are in and out of the directory this week.)

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>

Sent: Monday, March 1, 2021 12:07 PM

To: Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>

Subject: RE: Scorecards

Greetings J

Ok I think I am done with the scorecard calculations. The only issue I saw was on the Candidate Quality worksheet, (b)(4) which according to my conversation with Scott, shouldn't be over 100% so there is a glitch in Denise's pivot table somewhere. I entered the number as it is shown for now. I can change it when it gets corrected. J

Hopefully I entered everything correctly. James your video was extremely helpful to me doing this. I followed that more than the written procedures (my brain learns better that way I guess so thank you sooo much for doing

that!! J I did get a kick out of listening to myself talking. I guess my accent is more muted than it used to be J)

Scott, just let me know next steps.

Thanks

April

From: Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>

Sent: Monday, March 1, 2021 9:02 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>

Subject: RE: Scorecards

I uploaded the videos to the Scorecard folder, under SLMO/Hampton/Supplier Management. Big files.

Important – **the first video doesn't start until about 4:40**. BPA technology, I couldn't figure out how-to crop it shorter. I did add a note to start at 4:40 on the file's name. You may hear occasional background noise – please ignore – I had to capture the audio via speaker phone, so there is the random dog/kid noises or even better me bumbling to myself about incoming text messages (unrelated commentary).

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Monday, March 1, 2021 8:00 AM
To: Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>; Longfellow, James N (BPA) - NSP-4400-LL <inlongfellow@bpa.gov>
Subject: Scorecards

Good Morning Everyone!

It's finally scorecard week! Whew!! So my hope is each of you can find some time to calculate scorecards, so we can make sure there are no mistakes. If something has come up, and you don't have the time, that's fine, no pressure. It will just be beneficial to have all of you know how to do it (the more the merrier).

I have received the data file and will get it out to the shared drive. I will put a scorecard file out there as well. I will put files out there with your names on them, please use those files, so that we don't mess with the original files, and we don't step on each other. The step by step instructions are up one directory level and James was going to try and run down the video he took of me doing the scorecards last time. We have time, in fact, you don't need to get started today. But I would like to see everyone's scorecard on Wednesday morning, (or late Tuesday Afternoon) so we can run down discrepancies on Wednesday to make sure we are 100% accurate for Friday's first meeting.

I really appreciate your help on this!!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Falcon, April L (BPA) - NSP-4400-LL

Sent: Mon Mar 01 15:44:53 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: RE: Scorecards

Importance: Normal

Attachments: image001.png

Ok yep a lot of numbers from that pivot table changed. Glad I doublechecked. J

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Monday, March 1, 2021 3:34 PM

To: Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>

Subject: RE: Scorecards

Just that candidate quality section. I'd double check everything you pull off of that Pivot 3 tab

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>
Sent: Monday, March 1, 2021 3:32 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: Scorecards

Is the candidate quality the only numbers affected?

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Monday, March 1, 2021 3:28 PM
To: Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>
Subject: Scorecards

OK everyone, Denise and I worked through the scorecard data error. I have resaved your data files in the directory. April, you can recalculate your scorecard now.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Falcon, April L (BPA) - NSP-4400-LL

Sent: Tue Mar 02 08:44:14 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: RE: Stewardship Scores

Importance: Normal

Attachments: image001.png

Ok I updated the scores. That changed the ranking a little. It saved one and pulled one down in the bottom.

Thanks

April

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Tuesday, March 2, 2021 8:38 AM

To: Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>

Subject: Stewardship Scores

OK I met with Bill. Final stewardship scores are in the directory. Please us the one titled "Final Stewardship Scores"

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Falcon, April L (BPA) - NSP-4400-LL

Sent: Tue Mar 02 10:58:07 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: RE: Scorecard Calc

Importance: Normal

Attachments: image001.png

I have them as number 8 as well.

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Tuesday, March 2, 2021 10:49 AM

To: Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>

Subject: RE: Scorecard Calc

Yep, that's fine. I just did all my calculations. We'll just have to update them when Denise is done. Hopefully won't change too much. I'm a little concerned. Flux is #8. If there is an error somewhere that causes someone to jump around, then they might fall below the line....

I have to go out and see what you calculated for them...

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>

Sent: Tuesday, March 2, 2021 9:58 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: RE: Scorecard Calc

Oh I thought everything was already done yesterday. That was why I went ahead and did my calculation yesterday. I used the numbers that were in there.

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Tuesday, March 2, 2021 9:04 AM

To: Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>

Subject: Scorecard Calc

FYI, Supplier PPL Count report has not been updated yet, so you can't calculate Early Terms and Markup Rankings. Will probably be done later today.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ziegler,Denise A (BPA) - NSP-4400-LL

Sent: Tue Mar 02 12:35:22 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: RE: Things to validate on the Scorecard Spreadsheet

Importance: Normal

Attachments: image005.png; image006.png; image001.png

Op – the two views is something I did. You can close one. It's just an additional view when you want to see two sheets next to each other for comparison when checking something.

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Tuesday, March 2, 2021 12:24 PM

To: Ziegler,Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Subject: RE: Things to validate on the Scorecard Spreadsheet

OK, well for some reason I can't see the additional rows in the pivot. Still looks like the roughly 60 rows.

You know, this spreadsheet is doing something really weird. It is opening 2 copies of the spreadsheet. I've never seen anything like that before. I don't even know how it's possible, but each time I open it, it opens 2 copies.

You can wait to check it out until after you are finished month end processing and the people count report. That's critical path now. The rest of this is just going to be validation and confirmation that we've got it right. I'm nervous about the way the scoring is turning out. So we will be looking at a lot of stuff to make sure we are right.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Sent: Tuesday, March 2, 2021 11:17 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: Things to validate on the Scorecard Spreadsheet

I saved over the one in the original folder with the V2. I added a couple slicers to help in seeing what is filtered. That'll help the next time FG changes something on us and we don't notice.

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Tuesday, March 2, 2021 11:02 AM
To: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Subject: RE: Things to validate on the Scorecard Spreadsheet

Yes DejaVu should be 12 months you are right. I just thought we'd have more in the last six months.

For the filter issue, did you save that somewhere? I just realized I was in all the spreadsheets so not sure if you saved it and it back out in the scorecard directory.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Sent: Tuesday, March 2, 2021 10:12 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: RE: Things to validate on the Scorecard Spreadsheet

Hi Scott,

You'll see my responses in Blue below. In the Déjà vu questions you mention 6 months. The scorecard is built around a 12 month period. We can filter for that if you'd like.

OK – back to the month end stuff so I can get to your People Count report.

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Tuesday, March 2, 2021 8:56 AM
To: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Subject: Things to validate on the Scorecard Spreadsheet

Hi Denise,

Here are a few things I'd like you to look into on the scorecard spreadsheet when you can and have time, just to make sure we are as accurate as possible.

1. Can you validate rate compliance. Everyone is at 100% except for ACS, who is at 99. Can you write your own new query to pull that information out of FG. Just to validate it.

Confirmed. ACS had 6 JS presented at higher than the Max Requested Rate. Three were Déjà vu and 3 were Rationalization. We exclude the Rationalization, so that leaves the 3 Deja Vus. All 3 were Construction Inspector jobs from the same JP. All other suppliers bid the Max rate or less.

2. On Pivot 7, distance under max bill rate, why don't I see 150 or more rows of data for ACS? They responded to 150 postings, so I would have thought I'd see at least 150 rows of data, but probably more since they would respond with multiple people to each JP.

This was a filter issue with the Job Seeker Status and Max Bill Rate – I Fixed that and will fix the template too so it won't happen again.

3. Can you double check the Déjà vu numbers in Pivot 4. I expected those to be higher. I thought we had more DejaVu's in the last 6 months. And again, I'd feel better if you created a separate pull out of Fieldglass, rather than copying or modifying the pull that created this spreadsheet (you can use the same logic, but it you can pull a broader dataset and look at the data and manually cut it down, just to make sure we aren't accidentally missing anything, if you know what I mean).

Do you mean pull a report that is limited to DejaVu JPs and Job Seekers? We can do that, but seem a little redundant.

I looked at the report I pull of all JPs from the start of FG and I can confirm that in the last 12 months we only had 18 Dejav Vu JPs created. There were only 12 created in the past 6 months.

4. It looks like you haven't updated the SLMO people counts report. That's fine we can wait. When I just went in, I got a ton of connection and file errors (FYI). I was going to ask that you double check that report as well, making sure it worked correct and validate some of your data pulls.

No I have not updated the SLMO People Count report. That is part of the Month End process. We got the databases up dated, but that report will be updated today.

That's all for now!!!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Tue Mar 02 13:40:44 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: (b)(5)

Importance: Normal

Attachments: image001.png; image002.png

(b)(6)

suppliers now.

I'm working on consolidating on the feedback for

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Tuesday, March 2, 2021 1:39 PM
To: Mannen Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Subject: (b)(5)

OK thanks. Did you see where I put the file in the original files directory?

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Tuesday, March 2, 2021 1:35 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: (b)(5)

(b)(5)

(b)(5)

Thanks.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Wilmarth,Stephanie (CONTR) - NSP-4400-LL <sxwilmarth@bpa.gov>

Sent: Tuesday, March 2, 2021 1:30 PM

To: Mannen,Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Subject: RE: FINAL REMINDER: February Scorecards Due NO LATER THAN Noon, 2/26

(b)(5)

Stephanie Wilmarth

Program Support Specialist | APR Staffing

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

sxwilmarth@bpa.gov


From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Tuesday, March 2, 2021 1:29 PM

To: Wilmarth, Stephanie (CONTR) - NSP-4400-LL <sxwilmarth@bpa.gov>

Subject: RE: FINAL REMINDER: February Scorecards Due NO LATER THAN Noon, 2/26

(b)(5)



Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Wilmarth,Stephanie (CONTR) - NSP-4400-LL <sxwilmarth@bpa.gov>

Sent: Tuesday, March 2, 2021 1:27 PM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Subject: RE: FINAL REMINDER: February Scorecards Due NO LATER THAN Noon, 2/26

(b)(5)

Stephanie Wilmarth

Program Support Specialist | APR Staffing


Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

sxwilmarth@bpa.gov

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Tuesday, March 2, 2021 1:26 PM
To: Wilmarth, Stephanie (CONTR) - NSP-4400-LL <sxwilmarth@bpa.gov>
Subject: FW: FINAL REMINDER: February Scorecards Due NO LATER THAN Noon, 2/26
Importance: High

(b)(5)



Can you please let me know ASAP?

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Wilmarth,Stephanie (CONTR) - NSP-4400-LL <sxwilmarth@bpa.gov>

Sent: Friday, February 26, 2021 10:45 AM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Subject: RE: FINAL REMINDER: February Scorecards Due NO LATER THAN Noon, 2/26

Here is my copy J

Thanks Kim!

Stephanie Wilmarth

Program Support Specialist | APR Staffing

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

sxwilmarth@bpa.gov

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Friday, February 26, 2021 9:50 AM
To: Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Keith, Nicholas R (BPA) - NSP-4400-LL <nrkeith@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmmarsh@bpa.gov>; McCarthy, David C (BPA) - NSP-4400-LL <dcmccarthy@bpa.gov>; Wilmarth, Stephanie (CONTR) - NSP-4400-LL <swilmarth@bpa.gov>
Cc: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: FINAL REMINDER: February Scorecards Due NO LATER THAN Noon, 2/26
Importance: High

Please be sure to send me your February scorecards **by noon TODAY**.

Thank you.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Monday, February 22, 2021 7:56 AM

To: Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>; Couron, Elissa L (CONTR) - NSP-4400-LL <elcouron@bpa.gov>; Cutler, Taylor A (CONTR) - NSP-4400-LL <tasutherland@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Sasser, Jordan E (CONTR) - NSP-4400-LL <jesasser@bpa.gov>; Smith, Amanda C (CONTR) - NSP-4400-LL <acsmith@bpa.gov>; Wilmarth, Stephanie (CONTR) - NSP-4400-LL <sxwilmarth@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Keith, Nicholas R (BPA) - NSP-4400-LL <nrkeith@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>; McCarthy, David C (BPA) - NSP-4400-LL <dcmccarthy@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>

Cc: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: February Scorecards Due NO LATER THAN Noon, 2/26

Hi everyone. Please complete the February scorecard template attached and return it to me **NO LATER THAN noon on Friday, 2/26**. Please be sure to submit it on time as Scott will begin calculating scorecards on Monday, 3/1.

Thank you!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Falcon, April L (BPA) - NSP-4400-LL

Sent: Tue Mar 02 15:04:41 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: RE: Scorecard

Importance: Normal

Attachments: image001.png

Ok will do

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Tuesday, March 2, 2021 2:56 PM

To: Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>

Subject: Scorecard

I just went out and looked at your scorecard. You don't need to change it now, but the recompute penalty should be entered as a negative. It subtracts from the overall score.

Other than that, we do look close. There are a couple differences which we'll figure out once we get the final scores.

One thing I think you probably did is on the markup ranking (b)(4) is on the list, so you need to remove them and readjust everyone's ranks.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Wed Mar 03 07:40:05 2021

To: Longfellow,James N (BPA) - NSP-4400-LL

Subject: RE: ?arkups

Importance: Normal

Attachments: image002.png; image003.jpg

(b)(5)

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

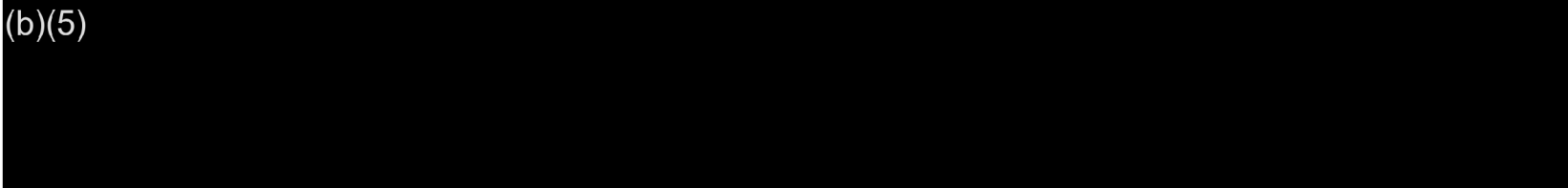
Phone: 360-418-8293

Cell: (b)(6)

From: Longfellow,James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>

Sent: Tuesday, March 2, 2021 6:49 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: ?Markups

(b)(5)



James Longfellow

Management and Program Analyst

Supplemental Labor Office

Bonneville Power Administration

(360) 418-8173

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Wed Mar 03 07:41:12 2021

To: Longfellow,James N (BPA) - NSP-4400-LL

Subject: RE: Scorecard

Importance: Normal

Attachments: image001.png

Cool. I'm not sure if Denise has finished the ppl count report yet. So we will all have to update our scores today, once that is done. Then we will start trying to understand the differences.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Longfellow,James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>

Sent: Tuesday, March 2, 2021 8:09 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: Scorecard

I finally finished my scorecard. I needed time to compare why my numbers were different. We're different in Early Terms and Markups, I highlighted those in Yellow on my scorecard. I probably messed those areas up – we didn't discuss how-to-calculate this last September when I did the screen recordings, so I simply followed the Word Document – and probably did something wrong.

It's a tighter range than I thought we'd see.

James Longfellow

Management and Program Analyst

Supplemental Labor Office

Bonneville Power Administration

(360) 418-8173

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Wed Mar 03 08:06:43 2021

To: Longfellow,James N (BPA) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL; Hagedorn,William G (BPA) - NSP-4400-LL

Subject: Scorecard

Importance: Normal

Attachments: image001.png

OK everyone. James found a mistake with the ppl count report so Denise is looking at it now. I'll let you know when it is finished and we can go grab the final scores.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Wed Mar 03 10:18:07 2021

To: Longfellow,James N (BPA) - NSP-4400-LL; Hagedorn,William G (BPA) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL

Subject: Scorecard PPL is Finished

Importance: Normal

Attachments: image001.png

OK, but there is a change. I saved a copy of the people count report to the scorecard directory, use that. You also need to use the rankings in the body of the spreadsheet.

The file name is supplier_ppl_cnt_2021 scott edits

For open workers, use column AD starting in cell 9.

For new workers, use column O47. And also double check my manual ranking of those suppliers.

I have my results. I'm a little surprised. Now we have to reconcile everyone's scores.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Wed Mar 03 11:35:03 2021

To: Falcon,April L (BPA) - NSP-4400-LL

Subject: RE: More changes coming

Importance: Normal

Attachments: image001.png

Yeah, for now that would be a good idea

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Falcon,April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>

Sent: Wednesday, March 3, 2021 11:14 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: More changes coming

So should we still wait to do any adjustments?

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Wednesday, March 3, 2021 10:54 AM
To: Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>
Subject: RE: More changes coming

Denise is revising early terms now, so we will have to redo them. Right now though, based on the rankings I have, I'm good with the top 8. (b)(5)

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>
Sent: Wednesday, March 3, 2021 10:43 AM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>
Subject: RE: More changes coming

OK. I just incorporated the updated Markup results. I'm stopping for now, until you give the Green Light again. J

I think I entered the Early Term numbers incorrectly – I'll relook those later too.

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Wednesday, March 3, 2021 10:35 AM
To: Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>
Subject: More changes coming

Denise is modifying a few more things. So we'll have to recheck again in a little while, and maybe use the official people count report.....

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Wed Mar 03 14:37:59 2021

To: Wilmarth,Stephanie (CONTR) - NSP-4400-LL

Subject: RE: Reminder: Ops Meeting Agenda Notes

Importance: Normal

Attachments: image002.png; image003.png

Diversity Survey

Scorecard Results

I would also like to take about 15 minutes for an organizational safety meeting.

So I think we might want to put me last. Let others give their updates, then I can go. We probably won't have time for round robin with everyone else....

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Wilmarth, Stephanie (CONTR) - NSP-4400-LL <sxwilmarth@bpa.gov>

Sent: Wednesday, March 3, 2021 2:17 PM

To: ADL_NSP_ALL <ADL_NSP_ALL@BPASite1.bpa.gov>

Subject: Reminder: Ops Meeting Agenda Notes

Good Afternoon J,

Hard to believe it's almost Thursday. Friendly reminder to send me anything you would like added to the Ops meeting agenda for Thursday.

Thank you,

Stephanie Wilmarth

Program Support Specialist | APR Staffing

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

swilmarth@bpa.gov

From: Falcon, April L (BPA) - NSP-4400-LL

Sent: Wed Mar 03 14:39:49 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL; Longfellow, James N (BPA) - NSP-4400-LL; Hagedorn, William G (BPA) - NSP-4400-LL

Subject: RE: Scorecard is Ready

Importance: Normal

Attachments: image001.png

Ok. Well I am comparing my numbers to your spreadsheet Scott and against the main pivot tables and my numbers for Submittal Quality and Candidate Quality – Shortlisted match my pivot tables but not your numbers on your scorecard. Not sure why the difference.

April

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Wednesday, March 3, 2021 2:36 PM

To: Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>

Subject: RE: Scorecard is Ready

OK gang, stop again. We found something else that isn't working. Fortunately we can spill into tomorrow if needed. Not sure why this one is having more issues than other scorecards. Maybe it's because I'm being a little more

detailed in my review.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>

Sent: Wednesday, March 3, 2021 1:57 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>

Subject: RE: Scorecard is Ready

The entire scorecard, or just certain areas?

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Wednesday, March 3, 2021 1:53 PM
To: Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>
Subject: Scorecard is Ready

OK all the files are done. I think we have solved all the data problems. Please recalculate your scorecard. The PPL count report on the sharepoint site is the one to use. Also, We solved the problem with candidate quality, so you need to go out to your data file and check your scores for shortlist, interview and assignments

When you have that done, let me know and I will start reviewing your files for differences. Mine is all done if you want to grab a copy and compare with yours.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Thu Mar 04 07:45:31 2021

To: Cedergreen,Natalie K (CONTR) - NSP-4400-LL; Couron,Elissa L (CONTR) - NSP-4400-LL; Cutler,Taylor A (CONTR) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL; Gonzalez,Marcia A (CONTR) - NSP-4400-LL; Goodell,Elizabeth N (CONTR) - NSP-4400-LL; Hagedorn,William G (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL; Keith,Nicholas R (BPA) - NSP-4400-LL; Longfellow,James N (BPA) - NSP-4400-LL; Mannen,Kimberly A (CONTR) - NSP-4400-LL; Marsh,Solomonn P (BPA) - NSP-4400-LL; McCarthy,David C (BPA) - NSP-4400-LL; Neuber,Rian M (CONTR) - NSP-4400-LL; Sasser,Jordan E (CONTR) - NSP-4400-LL; Wilde,Tamara A (BPA) - NSP-4400-LL; Wilmarth,Stephanie (CONTR) - NSP-4400-LL; Ziegler,Denise A (BPA) - NSP-4400-LL

Subject: Ops Meeting Today

Importance: Normal

Attachments: image001.png; employee-health-and-safety-safety-moments-mental-health-aging.pdf

Hey Everyone,

Please use the skype link for ops meeting today as I will be sharing my desktop. We will be reviewing the scorecard and also having our organizational safety meeting. This will be a slightly extended conversation around safety. I have a long story to tell about a family incident that we'll call a near miss...

Along those lines, here is a document we'll also talk about in the safety meeting.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

LIVESAFE

► Your Mental Health (Aging)

Growing older is an experience we all share and many of us worry about. As we age, we face many changes and many potential sources of stress — we are not as strong as we used to be, illness is more of a problem, children move away from home, people we love die, we may become lonely, and eventually we must give up our jobs and retire.

Coping with all these changes is difficult, but it can be done. The keys to coping include your long-term lifestyle, your ability to expect and plan for change, the strength of your relationships with family and friends, and your willingness to stay interested in and involved with life. It is, therefore, important to think carefully about what will happen to you as you age and how you are going to deal with the changes that will happen.

Dealing with Physical Changes

As you grow older, your body will naturally change. You may tire more easily than you used to. You may become ill more often. You may not see or hear as well as you did when you were younger.

Here are some things you can do to cope with these physical changes:

- **Accept reality.** Denying these changes will only make life less enjoyable for you and the people around you. Get the things that will help you – eyeglasses or hearing aids for example.
- **Keep a positive attitude.** Remember that slowing down does not mean you have to come to a complete stop. Chances are you will still be able to do almost all the things you used to; you may just need to take a little more time and learn to pace yourself.
- **See your family doctor regularly.** He/she can, then, deal with any changes or symptoms that require medical attention.
- **Be careful about your medications.** As you get older, they may begin to interact differently with other drugs and to affect you differently than before. Make sure your doctor knows about all your medications including any herbal and naturopathic remedies that you are taking and any medication another physician may have prescribed.
- **Take responsibility for your own health.** Do not hesitate to ask your doctor questions; some do not offer explanations unless asked.
- **Change your eating habits.** Adopt a balanced diet with fewer fatty foods, and try not to over-eat.
- **Drink less alcohol.** Your body will have more difficulty coping with it as you grow older.

Adapted from: www.cmha.ca/mental_health/aging-and-mental-health/

**WORK
SAFE.
LIVE
SAFE.
BE
SAFE.**

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Thu Mar 04 08:50:51 2021

To: Falcon,April L (BPA) - NSP-4400-LL; Longfellow,James N (BPA) - NSP-4400-LL; Hagedorn,William G (BPA) - NSP-4400-LL

Subject: RE: Scorecards

Importance: Normal

Attachments: image001.png

Yep, I just found that looking at James'.

OK gang, I think we have a final scorecard!!!

Thanks so much for your help everyone. I was thinking about my messaging this morning, and I think I'm going to tell everyone this is my last scorecard meeting, and that someone else will be leading the September round. If the new manager hasn't been named by September. One of you gets to do it with me riding shotgun

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>

Sent: Thursday, March 4, 2021 8:46 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>

Subject: RE: Scorecards

Ok I just finished comparing my scores to Scotts. There is only one difference. Scott you have Candidate Quality – Interview Calculated score of 14 for APR Staffing. I think it should be 13 according to the score sheet.

Otherwise all is the same.

Thanks

April

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Thursday, March 4, 2021 8:41 AM

To: Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>

Subject: RE: Scorecards

Oh nice!!! I just finished mine up. April is comparing mine to hers.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>

Sent: Thursday, March 4, 2021 8:36 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>

Subject: RE: Scorecards

I just finished. I compared mine to Aprils, we have the same results.

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Wednesday, March 3, 2021 3:39 PM

To: Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>; Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>

Subject: Scorecards

OK. I think we have gotten everything now. So, I would ask you to double check the whole scorecard. Go back and check every score on every scorecard sometime tomorrow morning. As early as possible. I was doing that when I found the most recent issue.

Thanks!!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Thu Mar 04 12:46:49 2021

To: Mannen,Kimberly A (CONTR) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL; Gonzalez,Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Question about rationalization

Importance: Normal

Attachments: image002.png; image003.png

I'm pretty confident Azad will only play in the IT world. Everest might try to pick up a few in other labor categories.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen,Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Thursday, March 4, 2021 12:39 PM

To: Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: RE: Question about rationalization

Ok – I will change course and update everything accordingly. We need to share this w/ the team too so they don't wonder when Azad picks up an Admin or something. J

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Sent: Thursday, March 4, 2021 12:38 PM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: RE: Question about rationalization

Kim, I don't see a problem with sending to all 8. They can read the API and determine whether or not they can support the PPE requirements.

Thank You.

Lisa A. Kayton

Supplemental Labor Operations Team Lead

Contracting Officer's Representative

Supplemental Labor Office

Bonneville Power Administration

NSP-4400-LL

Work Phone: 360-418-2714

FAX: 360-418-2966

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Thursday, March 4, 2021 12:33 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: RE: Question about rationalization

Last year, we only provided the suppliers who played in the specific labor category the worker was in – I was just updating the email templates/documents to go that route. We could certainly change it to just give everyone the option of all 8 suppliers if we want to – it is actually a little easier in some ways.

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Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Thursday, March 4, 2021 12:22 PM

To: Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

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I'm thinking we should send all 8 out to everyone and if a supplier wants to pick up someone outside their normal labor category, that's fine. (might actually encourage them to broaden....)

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Kayton,Lisa A (BPA) - NSP-4400-LL

Sent: Thu Mar 04 12:57:18 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL; Mannen,Kimberly A (CONTR) - NSP-4400-LL; Gonzalez,Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Question about rationalization

Importance: Normal

Attachments: image002.png; image003.png

I'm sure AZAD will only play in IT, but I am ok with them sorting through. Once rationalization is done, we can just send them IT reqs.

Thank You.

Lisa A. Kayton

Supplemental Labor Operations Team Lead

Contracting Officer's Representative

Supplemental Labor Office

Bonneville Power Administration

NSP-4400-LL

Work Phone: 360-418-2714

FAX: 360-418-2966

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Thursday, March 4, 2021 12:51 PM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: RE: Question about rationalization

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I'm inclined to send all reqs to everyone and let them sort through the ones they want, but let's see how the meetings go.

OK, Kim, so I have incorporated the supplier script into my notes, and I will send the Q&A to everyone. Is there anything else I need to send them?

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Thursday, March 4, 2021 12:33 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

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Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Thu Mar 04 13:21:49 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Question about rationalization

Importance: Normal

Attachments: image001.png

Scott – I believe the “script” and Q&A for rationalized suppliers is all I had for you to provide at this point. We will be handling the communications starting on 3/15 which is when we will distribute the worker info to remaining suppliers and will notify impacted workers.

Thanks!

Kim Mannen

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Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

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Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Thu Mar 04 14:36:27 2021

To: Hagedorn,William G (BPA) - NSP-4400-LL; Longfellow,James N (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL; Marsh,Solomonn P (BPA) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL

Subject: Scorecard Meetings

Importance: Normal

Attachments: image001.png

I have included you all on the scorecard meeting invites. Please attend as you desire. Of course it is not a requirement. I will copy you on the first few emails I send with the documentation. After that I will stop. You all know where the scorecards are kept and should be able to look them up as we have the meetings that you attend.

Thanks!!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

Motus Feedback: September 2020 to February 2021		
SEPTEMBER		
-		Seeing an increase in participation, submittals, and questions. Excellent work Christi!
-		No interaction this month.
-		Thank you for consistently and correctly submitting qualified candidates to my JPs.
OCTOBER		
-		Improved communication and response time. Thank you for your efforts!
-		Good supplier.
-		Thank you for consistently and correctly submitting qualified candidates to my JPs.
NOVEMBER		
-		No interaction this month.
-		Emma has been good to work with for FMLA concerns.
-		Fair supplier.
-		Thank you for consistently and correctly submitting qualified candidates to my JPs.
DECEMBER		
-		No interaction this month.
-		Good supplier.
-		Thank you for consistently and correctly submitting qualified candidates to my JPs.
JANUARY		
-		Improving their customer service. Not seeing a lot of overall participation.
-		Good supplier.
-		Thank you for consistently and correctly submitting qualified candidates to my JPs.
-		Worked with Emma to coordinate a contractor's resignation. She was very prompt in her responses, and was very professional.
FEBRUARY		
-		Improved customer service.
-		Thank you for being so flexible with coordinating candidate's BPA/personal items pick-up and drop-offs.
-		No interaction w/ supplier.

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Thu Mar 04 14:48:25 2021

To: (b)(6)

Subject: docs

Importance: Normal

Attachments: image001.png; FINAL_Q&A_Rationalized Suppliers.docx; NotestoScoring202103.docx; Summary Sheet.xlsx

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

BONNEVILLE POWER ADMINISTRATION | SUPPLEMENTAL LABOR MANAGEMENT OFFICE
Q & A FOR RATIONALIZED SUPPLIERS

What is SLMO communicating to our workers?

On 3/15/2021, SLMO will send impacted contract workers an email outlining the process and deadlines for selecting a new employer. This email will also contain a list of eligible suppliers based on the worker's labor category.

REFERENCE: Refer to [email template #1](#) in the reference section below. This email template will include the "Rules of Transition" for contract personnel as an attachment.

When should we communicate to our workers?

As mentioned above, SLMO will communicate to impacted workers on 3/15/2021. We respectfully ask that you refrain from communicating with your workers about the rationalization until 3/12/2021, at the earliest. We have developed a staged communication plan to help prevent confusion and minimize disruption so we ask that you partner with us to ensure notifications are distributed in the timeframe we have planned.

What should we communicate to our workers?

We would appreciate it if you would ensure your communications to employees include the following:

- Please advise that primary communications about the transition, actions required and timeframes will come directly from SLMO. It is important that workers keep an eye out for these communications and act on them by the deadlines provided.
- Workers should discuss any questions about the transition with you, their new employer or SLMO. They should not discuss the transition with their BPA workplace manager.
- Please assure your workers that you and SLMO will be there to support them throughout the transition and will make it as seamless as possible.

We have provided a sample email in the reference section below that you may use to communicate with your workers. You are not required to use this template; we are only providing it as a service to you based on feedback from the first round of rationalization last year. If you decide to create your own communication, we are happy to review if you would like us to do so, however, it is not required.

REFERENCE: Refer to email [template #2](#) in the reference section below.

How should we handle supplier rep badges?

- No additional badge requests will be accepted at this time.
- If you have a supplier badge request in process, please check with SLMO on the status and next steps.
- You may retain your supplier badges until all of your workers have been transitioned to new employers. At that point, please return all supplier badges to SLMO.
- Please keep SLMO informed of the date/time you will be returning your badge(s)

How do we handle PPE and Ergonomic Equipment that we provided to our workers?

We would appreciate it if you left the PPE and Ergonomic equipment with your workers to continue to use, so as to not disrupt their work. However, if you prefer to collect it, please let us know so we can communicate that to their new employer and help facilitate that transition.

For candidates in the pipeline/in process, can we provide them with a list of suppliers for them to reach out to?

- Please have candidates email supplaborjobs@bpa.gov with the type of position they are interested in and we can provide the appropriate vendor list directly to the worker.
- If you receive any interview requests that you do not want to facilitate, please let us know.
- SLMO will not shortlist candidates you have submitted going forward. Additionally, we may unshortlist candidates who were previously shortlisted but not yet interviewed.
- Candidates who have already interviewed and are selected will be required to select a new employer before we can proceed with onboarding.

When will our workers transition to their new employer?

SLMO will transition workers as their paperwork is received. We will transition workers on Sundays, as usual. We will be distributing forms via DocuSign on 3/16/2021. Workers must make a new employer selection no later than 4/16/2021. All workers will be transitioned no later than 5/23/2021.

When will our contract with BPA end?

Your contract with BPA will expire at the end of May 2021.

How will BPA handle contractors who are unhappy about moving suppliers as it will impact their pay, medical benefits, 401k, etc.?

Unfortunately, government procurement regulations don't allow for handling individual contractor concerns. As contracts expire and are not renewed, BPA's need for that work to be completed does not go away. If a contractor does not want to move suppliers, that is their right and will be completely up to them. However, as there is no contract they will not be able to continue at BPA, and BPA will have to procure a new contractor for that assignment.

REFERENCES

1. Email to Impacted Contract Workers

The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On **3/16/2021**, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- Right to Represent form
- 1400 form
- Contract Worker Attestation form
- Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

<Appropriate supplier list/contact info based on the position's labor category>

***Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. DO NOT DELAY. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail supplementallabor@bpa.gov. To expedite our response, please put "Supplier Rationalization", your name and BPA organization in the subject line of the email. Thank you.

2. Sample Email Suppliers May Send to Workers

Dear Worker:

We are writing to inform you that <Supplier Name> will no longer be a part of the Supplemental Labor program at BPA effective the end of May 2021. BPA's Supplemental Labor Management Office (SLMO) is optimizing their program by reducing their supplier pool and unfortunately, <Supplier Name> is impacted by these reductions. This means you will be required to select a new employer to continue your assignment at BPA. SLMO will be sending a communication to your BPA email address on Monday, March 15th to help guide you through this process.

Please remember:

- Communication about this transition, actions required, and timeframes will come directly from SLMO. It is important that you keep an eye out for these communications and act on them by the deadlines provided.
- Please discuss any questions about the transition with us, your new employer or SLMO. We are all here to assist you and to help make this transition as seamless as possible. Please **do not** discuss the transition with your BPA workplace manager.

We want to thank you for being an invaluable part of the <Supplier Name> family. We wish you well and are happy to assist you in any way we can in the weeks to come.

Thank you.

	Service	Quality														Cost							
	Response Rate - Admin - Clerical	Response Rate - Business - Professional	Response Rate - Scientific	Response Rate - Technical	Response Rate - Total	Response Rate - Score	Submittal quality	Submittal quality - Score	Candidate Quality - Shortlisted	Candidate Quality - Shortlisted - Score	Candidate Quality - Interview	Candidate Quality - Interview - Score	Candidate Quality - Assessment	Candidate Quality - Assessment - Score	Early Terms - Score	Early Terms - Score	Total Quality - Section	Total Quality - Rank	Markup - Back - New - Position	Markup - Score - New - Positions	Markup - Back - All - Positions	Markup - Score - All - Positions	
Possible Points					20		10		20		20		20		20	90			20		30		
	100.00%	79.25%	N/A	56.92%	72.34%	14.5	59.47%	9.9	93.58%	8.0	11.70%	5.0	4.26%	4.0	100.00%	20.0	46.9	7	2	18.3	2	27.5	
	N/A	N/A	N/A	44.62%	44.62%	8.9	100.00%	10.0	100.00%	20.0	26.83%	15.0	7.32%	7.0	57.10%	-	52.0	4	2	18.3	3	25.0	
	100.00%	88.68%	N/A	83.33%	88.03%	17.6	59.58%	10.0	92.41%	7.0	11.76%	5.0	2.94%	2.0	100.00%	20.0	44.0	8	5	11.7	5	20.0	
	100.00%	90.57%	68.09%	70.77%	78.26%	15.5	69.22%	9.9	94.14%	9.0	13.95%	5.0	5.41%	5.0	99.50%	19.0	48.9	5	4	15.0	1	30.0	
	95.65%	86.79%	70.11%	75.38%	78.79%	16.0	68.33%	9.8	94.91%	9.0	25.67%	14.0	11.33%	11.0	99.20%	18.0	61.8	1	3	13.3	7	15.0	
	100.00%	86.79%	72.34%	N/A	83.74%	16.7	100.00%	10.0	94.65%	9.0	17.28%	9.0	7.41%	7.0	86.50%	13.0	48.0	6	9	6.7	12	25	
	N/A	N/A	N/A	32.31%	32.31%	8.5	100.00%	10.0	95.83%	10.0	20.83%	11.0	4.11%	4.0	100.00%	20.0	55.0	3	8	8.3	8	12.5	
	69.57%	67.92%	51.86%	73.85%	65.96%	13.2	99.50%	10.0	89.39%	4.0	12.56%	6.0	1.51%	1.0	100.00%	20.0	41.0	10	1	20.0	6	17.5	
	100.00%	83.02%	65.96%	75.38%	78.19%	15.6	59.67%	10.0	95.05%	10.0	23.68%	13.0	7.57%	7.0	98.02%	16.0	56.0	2	11	3.3	10	7.5	
	N/A	85.07%	N/A	78.46%	80.53%	16.1	58.57%	9.9	93.24%	8.0	17.62%	9.0	3.81%	3.0	92.90%	5.0	44.9	12	12	1.7	4	22.5	
	N/A	71.58%	N/A	66.67%	60.75%	13.9	100.00%	10.0	92.90%	7.0	22.95%	12.0	7.65%	7.0	92.80%	5.0	41.0	9	7	10.0	9	10.0	
	86.96%	49.06%	40.43%	74.62%	43.09%	8.6	57.20%	9.7	92.09%	7.0	7.69%	2.0	2.10%	2.0	98.90%	17.0	37.7	11	10	5.0	11	5.0	
Average	94.02%	78.87%	61.35%	62.03%	68.13%	13.6	59.30%	9.9	94.02%	9.0	17.71%	8.9	5.46%	5.0	94.58%	14.4	47.3					11.0	16.3
Median	100.00%	83.02%	67.02%	70.77%	75.27%	15.1	59.54%	10.0	93.86%	8.5	17.45%	9.0	4.85%	4.5	99.05%	17.5	47.5					10.8	16.3

Rate Compliance	Rate Compliance Score	Distance Under Max BR Rate	Distance Under Max BR Rate Score	Total Cost Section	Cost Rank	Total Objective Score	Supplier Awarding	months Rank	Total Objective & Subjective Score	Response Penalty	Total Score
	10		30	90		200		50		250	
100.0%	10.0	\$ 3.52	35.0	90.8	1	152.3	25.0	12	177.3		177.3
100.0%	10.0	\$ 4.09	35.0	88.3	2	149.1	27.5	10	176.6	(1.7)	174.9
100.0%	10.0	\$ 2.18	30.0	71.7	4	133.2	30.0	7	163.2		163.2
100.0%	10.0	\$ 0.65	7.0	67.0	7	136.8	34.5	4	161.3	(1.0)	160.3
99.0%	9.9	\$ 0.27	3.0	41.2	12	130.0	40.0	1	170.0	(1.0)	169.0
100.0%	10.0	\$ 3.06	35.0	54.2	9	138.9	40.0	1	178.9	(1.0)	177.9
100.0%	10.0	\$ 3.63	35.0	65.8	5	147.3	30.0	7	177.3		177.3
100.0%	10.0	\$ 3.29	30.0	72.5	3	151.0	32.5	10	183.5	(3.4)	180.1
100.0%	10.0	\$ 1.61	23.0	43.8	11	116.4	38.0	3	154.4	(2.9)	151.5
100.0%	10.0	\$ 1.88	28.0	62.2	6	131.7	33.5	5	165.2		165.2
100.0%	10.0	\$ 1.71	25.0	55.0	8	109.9	31.5	6	141.4	(0.6)	140.8
100.0%	10.0	\$ 1.78	26.0	46.0	10	97.3	30.0	7	127.3	(5.7)	121.6
100%	10.0	\$ 2.26	26.0	63.2		124.1	32.3		156.4	(1.3)	155.1
100%	10.0	\$ 2.03	29.0	62.1		122.9	30.8		159.0	(0.9)	158.1

Candidate Quality Shortlisted		Candidate Quality - Interview		Candidate Quality - Assignment	
Scoring Table		Scoring Table		Scoring Table	
Result	Score	Result	Score	Result	Score
85.0% or less	0	0.00% - 5.00%	0	0.00%	0
86.0% - 86.9%	1	5.01% - 6.50%	1	.01% - 2.00%	1
87.0% - 87.9%	2	6.51% - 8.00%	2	2.01% - 3.00%	2
88.0% - 88.9%	3	8.01% - 9.50%	3	3.01% - 4.00%	3
89.0% - 89.9%	4	9.51% - 11.00%	4	4.01% - 5.00%	4
90.0% - 90.9%	5	11.01% - 12.50%	5	5.01% - 6.00%	5
91.0% - 91.9%	6	12.51% - 14.00%	6	6.01% - 7.00%	6
92.0% - 92.9%	7	14.01% - 15.50%	7	7.01% - 8.00%	7
93.0% - 93.9%	8	15.51% - 17.00%	8	8.01% - 9.00%	8
94.0% - 94.9%	9	17.01% - 18.50%	9	9.01% - 10.00%	9
95.0% - 95.9%	10	18.51% - 20.00%	10	10.01% - 11.00%	10
96.0% - 96.9%	11	20.01% - 21.50%	11	11.01% - 12.00%	11
97.0% - 97.9%	12	21.51% - 23.00%	12	12.01% - 13.00%	12
98.0% - 98.9%	13	23.01% - 24.50%	13	13.01% - 14.00%	13
99.0% - 99.9%	14	24.51% - 26.00%	14	14.01% - 15.00%	14
100%	20	26.01% - 27.50%	15	15.01% - 16.00%	15
		27.51% - 29.00%	16	16.01% - 17.00%	16
		29.01% - 30.50%	17	17.01% - 18.00%	17
		30.51% - 32.00%	18	18.01% - 19.00%	18
		32.01% - 33.50%	19	19.01% - 20.00%	19
		33.51% and Higher	20	20.01% and Higher	20
Early Terminations		Distance Under Max Dill Rate		Distance Under Max Dill Rate	
Scoring Table		Scoring Table		Scoring Table	
Result	Score	Result	Score	Result	Score
90.4% or less	0	(5.00) or lower	-5	1.16 - 1.20	14
90.5% - 90.9%	1	(6.00) - (4.99)	-4	1.21 - 1.25	15
91.0% - 91.4%	2	(5.00) - (3.99)	-3	1.26 - 1.30	16
91.5% - 91.9%	3	(2.00) - (2.99)	-2	1.31 - 1.35	17
92.0% - 92.4%	4	(1.00) - (1.99)	-1	1.36 - 1.40	18
92.5% - 92.9%	5	0.00 - (0.99)	0	1.41 - 1.45	19
93.0% - 93.4%	6	.00 - .30	1	1.46 - 1.50	20
93.5% - 93.9%	7	.31 - .20	2	1.51 - 1.55	21
94.0% - 94.4%	8	.21 - .30	3	1.56 - 1.60	22
94.5% - 94.9%	9	.31 - .40	4	1.61 - 1.65	23
95.0% - 95.4%	10	.41 - .50	5	1.66 - 1.70	24
95.5% - 95.9%	11	.51 - .60	6	1.71 - 1.75	25
96.0% - 96.4%	12	.61 - .70	7	1.76 - 1.80	26
96.5% - 96.9%	13	.71 - .80	8	1.81 - 1.85	27
97.0% - 97.4%	14	.81 - .90	9	1.86 - 1.90	28
97.5% - 97.9%	15	.91 - 1.00	10	1.91 - 1.95	29
98.0% - 98.4%	16	1.01 - 1.05	11	1.96 - 2.00	30
98.5% - 98.9%	17	1.06 - 1.10	12	Bonus if greater \$3.00	5
99.0% - 99.4%	18	1.11 - 1.15	13		
99.5% - 99.9%	19				
100%	20				

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Fri Mar 05 09:02:00 2021

To: Kayton, Lisa A (BPA) - NSP-4400-LL; Neuber, Rian M (CONTR) - NSP-4400-LL; Hampton, Scott R (BPA) - NSP-4400-LL

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: Please Review: Updated Transition Rules for Suppliers

Importance: High

Attachments: REF_13126_TRANSITION_RULES_SUPP_030421.docx

Hi everyone. In light of the change made yesterday where we will allow all eight suppliers to represent workers from any labor category, I have updated the transition rules for suppliers. Please review my edits and let me know if you have any additional changes to this document.

I've reviewed/edited all impacted email templates as well.

Thanks.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

**SUPPLEMENTAL LABOR MANAGEMENT OFFICE
SUPPLIER RATIONALIZATION: TRANSITION INFORMATION FOR SUPPLIERS**

Process & Rules of Transition

- SLMO will be facilitating a transition of contract personnel who are impacted by the supplier rationalization. Rationalized suppliers' contracts will expire in May 2021 and will not be renewed. This means approximately 250 current contract workers will be looking for a new employer.
- Impacted contract workers are encouraged to contact the supplier(s) of their choice to negotiate pay rate and non-monetary compensation. Suppliers are not allowed to contact workers to solicit for business. Contacting workers will result in disqualification from participating in the transition.
- For this round of rationalization, suppliers may represent positions/workers from any labor category. This means if you are a supplier who normally participates in the IT labor category only, you may represent workers from Technical/Professional, A&E and Admin categories, if desired. Impacted workers are being provided with contact information for all remaining suppliers. Please be sure to thoroughly review worker's APIs before agreeing to represent them to ensure you are aware of all costs and requirements associated with the position.
- ~~Suppliers may only represent positions/workers in the labor categories they participate in. For example, if you only participate in the IT labor category and a worker contacts you about representing them on an Electrical Engineer requisition, you must decline or, if the labor category window is open (March and September), you may elect to participate in the A&E labor category realizing that you are committed to staying in that labor category for the next six months.~~
- Workers will be contacting suppliers on or after 3/15/2021 to negotiate pay rates and compensation packages. All time spent contacting and negotiating with suppliers is non-billable to BPA.
- Suppliers must negotiate a pay rate that works for both the worker and your company. SLMO will provide the following information to suppliers:
 - Worker Names
 - Position Titles
 - Bill Rates
 - Pay Rates
 - Tenure Dates
 - SCA (mapped positions)
 - APIs
- Once a worker has selected a new employer, they will notify SLMO via DocuSign and complete a new 1400 form, NDA and Attestation.
 - When SLMO receives the DocuSign envelope back from the worker, SLMO will forward it to the selected supplier for signature.
 - SLMO will then distribute a Fieldglass job posting to the selected supplier.
 - Suppliers will submit the worker to the appropriate JP by the respond by date indicated. NOTE: No resume or CSF is required and the worker must be submitted at or below the max bill rate on the JP.
 - Once the worker is submitted, SLMO will create the new assignment.
- Contract personnel must select a new employer and communicate their selection to SLMO by 11:59pm on 4/16/2021, otherwise their assignment will end no later than 5/22/2021.
- SLMO's assignment longevity rule of waiting one year before competing for a new position will not apply to this transition. Contract workers may apply for other contract positions starting one calendar year from the start date of their current assignment. This means it may be possible for a worker to apply for an open contract position even if they have not been employed by you for a full year.
- Impacted workers' 3-year BRIs and 5-year re-competes will be based on the current assignment start date. For example, if a worker started their current assignment under Supplier ABC in March 2019, the worker's 3-year BRI would occur in March 2022 and their 5-year re-compete would occur in 2024, despite the fact the worker was moved to a new supplier in May 2021 as a result of the rationalization project.

Transition Timeline

3/5 to 3/12/2021	Scott conducts scorecard meetings and notifies all suppliers of their status.
3/15/2021	Remaining suppliers are provided with information regarding the impacted contract workers.

REF_13126_TRANSITION_RULES_SUPP_020421

	Impacted workers are provided with contact information for the remaining suppliers, that participate in the labor category for their position.
4/16/2021	Contract workers must provide the name of their selected employer by 11:59pm via DocuSign.
5/22/2021	Contract workers who have not selected a new employer will be off-boarded as of this date.
5/23/2021	Contract workers transition to their new employer no later than this date.

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REF_13126_TRANSITION_RULES_SUPP_020421

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Fri Mar 05 12:58:16 2021

Required: (b)(4)

Subject: Declined (b)(4) BPA Connect

Start time: Wed Mar 10 08:00:00 2021

End time: Wed Mar 10 08:30:00 2021

Importance: Normal

Hi (b)(4)

Declining since we have a scorecard meeting the same day..

Thanks!!

From: Ziegler,Denise A (BPA) - NSP-4400-LL

Sent: Fri Mar 05 14:13:35 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: RE: Question from Flux on scorecard

Importance: Normal

Attachments: image004.png; image001.png

I believe we include them. They get the points for responding and any that may have been shortlisted, lose points for rejects and late withdrawals. No one would get points for a hire if it never got to that point.

If it was cancelled before anyone submitted, no points for anyone. Too much depends on the timing of the JP closure.

Your thinking was that everyone was treated the same on those so it was equal across the board.

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Friday, March 5, 2021 2:06 PM
To: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Subject: Question from Flux on scorecard

They were asking about closed requisitions (like Manager decided not to hire or stopped in the middle) and do we count any part of them for the scorecard, or do we exclude them all. Can you tell me? (I couldn't remember, I thought maybe we included some parts)

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Cedergreen,Natalie K (CONTR) - NSP-4400-LL

Sent: Mon Mar 08 09:39:13 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: RE: Rationalization

Importance: Normal

Attachments: image001.png; image002.png

Ok, thank you. J

Natalie Cedergreen

Program Support Specialist | CorSource

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

nkcedergreen@bpa.gov

M, W, F: 7:30-4:00 & T, T: 8:30-5:00

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Monday, March 8, 2021 9:37 AM
To: Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>
Subject: RE: Rationalization

Well yes, they received their information on Friday. Their scorecard call is in 25 minutes at 10

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>
Sent: Monday, March 8, 2021 9:17 AM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: Rationalization

Good morning!

I was about to make a call to Deb with APR, but I wanted to know if they have been notified yet?

Thanks!

Natalie Cedergreen

Program Support Specialist | CorSource

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

nkcedergreen@bpa.gov

M, W, F: 7:30-4:00 & T, T: 8:30-5:00

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Mon Mar 08 13:00:25 2021

To: Ziegler,Denise A (BPA) - NSP-4400-LL

Subject: RE: VanderHouwen Scorecard Documentation

Importance: Normal

Attachments: image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png; image009.png; image010.png

(b)(5)

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

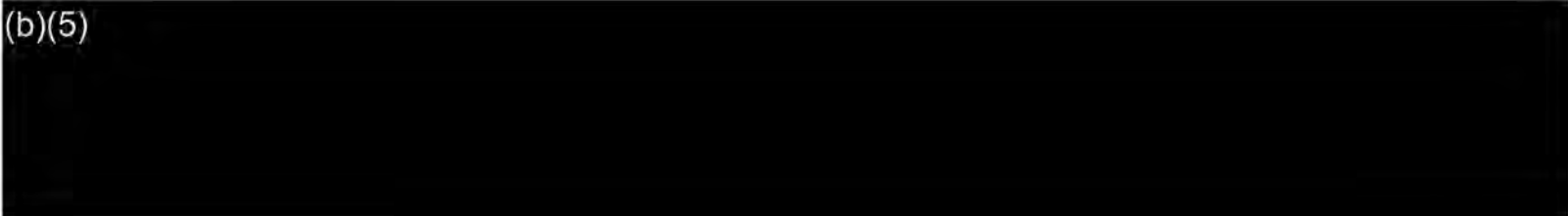
Cell: (b)(6)

From: Ziegler,Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Sent: Monday, March 8, 2021 12:53 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: VanderHouwen Scorecard Documentation

Hi Scott,

(b)(5)



Denise Ziegler
Supply System Analyst
Supplemental Labor Management Office

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Monday, March 8, 2021 7:36 AM
To: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Subject: FW: VanderHouwen Scorecard Documentation

(b)(5)

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Jennifer Boyle <jennifer@vanderhouwen.com>

Sent: Saturday, March 6, 2021 5:26 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; John Niemer <john@vanderhouwen.com>;
Andrea Peer <andrea@vanderhouwen.com>

Subject: [EXTERNAL] RE: VanderHouwen Scorecard Documentation

Hi Scott,

In preparation for Monday's meeting, could you please share with us the data that you pulled for our scorecard? I believe this would be the same document that you sent Eric a few months ago, attached. We've been pulling some data from Fieldglass but numbers seem to be off on response rate, interviews, mark ups, etc.

Thank you!

JENNIFER BOYLE

Account Manager

503.299.6811 | cell: (b)(6)

jennifer@vanderhouwen.com

6342 S Macadam Ave., Portland OR 97239

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From: Jennifer Boyle <jennifer@vanderhouwen.com>

Sent: Friday, March 5, 2021 4:26 PM

To: Scott Hampton (SRHampton@BPA.gov) <srhampton@bpa.gov>; John Niemer <john@vanderhouwen.com>;
Andrea Peer <andrea@vanderhouwen.com>

Subject: RE: VanderHouwen Scorecard Documentation

Hi Scott,

Thank you for sending the documentation over prior to Monday's meeting. I'm sure you already know how disappointed we are to receive this update, the news really is quite shocking. We are reviewing the information with our team, we'll discuss everything Monday morning.

Thanks again.

JENNIFER BOYLE

Account Manager

503.299.6811 | cell: (b)(6)

jennifer@vanderhouwen.com

6342 S Macadam Ave., Portland OR 97239

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From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Friday, March 5, 2021 1:57 PM

To: Jennifer Boyle <jennifer@vanderhouwen.com>; Andrea Peer <andrea@vanderhouwen.com>; John Niemer <john@vanderhouwen.com>

Subject: VanderHouwen Scorecard Documentation

First let me say I'm sorry. I know this will not be welcome news.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable

with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b)(2)

Call ID Number:

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Camille Woodin

Sent: Mon Mar 08 13:25:51 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Cc: Dominic Moore; Ellie Muhr

Subject: [EXTERNAL] RE: response to your question

Importance: Normal

Attachments: image002.png; image003.png; image004.png; image005.jpg; image006.jpg; image007.png; image008.png; image009.png

Hi Scott,

That is perfect and definitely answers my question.

Thank you again for your time on Friday and hope you have a wonderful week!

Camille Woodin – Client Manager

Flux Resources, LLC

5000 Meadows Road, Suite 310 | Lake Oswego, OR 97035 | www.workwithflux.com

d: 503.558.3499 c:(b)(6) camille.woodin@workwithflux.com

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Monday, March 8, 2021 12:42 PM
To: Camille Woodin <Camille.Woodin@workwithflux.com>; Dominic Moore <Dominic.Moore@workwithflux.com>; Ellie Muhr <Ellie.Muhr@workwithflux.com>
Subject: response to your question

It just occurred to me that I might not have answered your question, and I didn't find anything in my sent mail, so if I did, I apologize for the duplication (and I hope the answer is consistent J)

What I had written down was you asked about closed requisition (like when a manager decided not to hire or stops in the middle) and what impact that might have, like do we count them for part of the scorecard. The answer is you should get partial credit for all the elements on the scorecard that apply, it all depends on the timing of the JP closure.

Hope that helps!!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ziegler,Denise A (BPA) - NSP-4400-LL

Sent: Mon Mar 08 15:15:36 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: Scorecard issues

Importance: Normal

Attachments: image003.png; Vanderhouwen Scorecard 20210308_Detailed.2.xlsx

Hi Scott,

Attached is Vanderhouwen's detailed recap.

I also confirmed that APR's average distance from the max requested rate was \$1.61 for the past 12 months. It was \$3.10 average for the last 6 months.

Whew!

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Mon Mar 08 15:18:14 2021

To: Ziegler,Denise A (BPA) - NSP-4400-LL

Subject: This one can wait on all the other stuff you are doing

Importance: Normal

Attachments: image001.png

Everest was curious what headcount by labor category is. When you get to it tomorrow or Wednesday.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Deb Sanders (Murray)

Sent: Mon Mar 08 16:34:32 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL; Steve Rhodes; Joe Prats

Subject: [EXTERNAL] Re: Distance Under Max Bill Rate

Importance: Normal

Attachments: image001.png

Hi Scott,

I really appreciate you taking a look at the numbers again . I will make sure to help the transition be positive.

Supporting SLMO and BPA has been an honor.

If there comes a time a time to add another vendor we will be happy to work with all of you again.

Thank you,

Deb

Deb (Murray) Sanders
Account Director
debsanders@aprstaffing.com
(503) 348-9618

A minority owned business enterprise

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Monday, March 8, 2021 3:31:03 PM

To: Steve Rhodes <Steve.Rhodes@APRstaffing.com>; Joe Prats <Joe.Prats@APRstaffing.com>; Deb Sanders (Murray) <debsanders@APRstaffing.com>

Subject: Distance Under Max Bill Rate

I asked Denise to look into your distance under max bill rate. She was able to confirm that your average for the last 6 months was \$3.10 under the max. However, when added to the prior 6 months, you overall for the year is \$1.61 as the scorecard says.

Sorry!!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Tue Mar 09 07:32:40 2021

To: Ziegler, Denise A (BPA) - NSP-4400-LL

Subject: RE: Scorecard issues

Importance: Normal

Attachments: image001.png; image002.png

Oh cool I'm glad it's an easy fix. This is the last one that has such high stakes, although every time we dig in, I get more and more confident in our numbers. Seems like all the challenges are being resolved. Even this big one with VanderHouwen only results in a couple point move and nobody moves above the line.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Sent: Tuesday, March 9, 2021 6:45 AM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: Scorecard issues

Good Morning Scott,

Sorry about the People Count issue. I forget to reset a filter after researching the APR Staffing issue.

It's all fixed now.

May this be the last scorecard you ever have to do.

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Monday, March 8, 2021 4:25 PM

To: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Subject: RE: Scorecard issues

OK I reran scorecards. Interestingly enough, I think your data is a little squishy. I'm not sure what you did, but at this point I don't care.

I do however need you to do something. Tomorrow when you are fresh. It looks like the Supplier People Count report changed. I need that to change back. I'm not sure what happened but I don't see any early terms number other than 100% and we know that Everest was 57%. And it looks like (b)(4) is back in the markup area again. After you restore that to original, I'll take a copy of it for the directory, in case of a Vanderhouwen protest.

As far as the new data, there was some shuffling of the ranks in the top 8, but the bottom 4 remain the same and nobody moves above the line, so I'm happy.

Thanks again for working on this.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Sent: Monday, March 8, 2021 3:57 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: Scorecard issues

I saved a V5 to your Scorecard folder – Done!

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Monday, March 8, 2021 3:27 PM
To: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Subject: RE: Scorecard issues

Nice. Thank you! How long will it take to recreate the whole data file so I can recalculate everyone?

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b)(6)

From: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Sent: Monday, March 8, 2021 3:16 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: Scorecard issues

Hi Scott,

Attached is Vanderhouwen's detailed recap.

I also confirmed that APR's average distance from the max requested rate was \$1.61 for the past 12 months. It was \$3.10 average for the last 6 months.

Whew!

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Ziegler,Denise A (BPA) - NSP-4400-LL

Sent: Tue Mar 09 07:39:23 2021

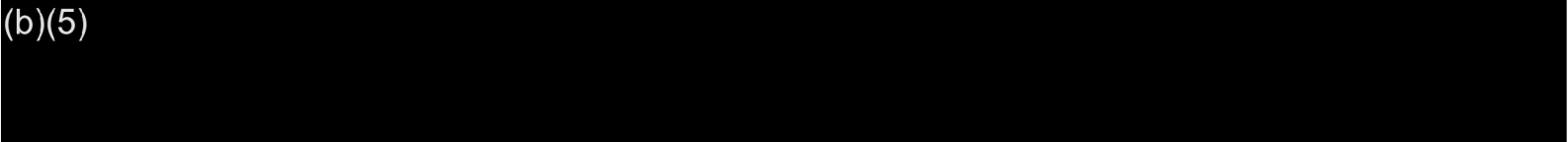
To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: RE: VanderHouwen Scorecard Update

Importance: Normal

Attachments: image013.png; image014.png; image015.png; image016.png; image017.png; image018.png; image019.png; image020.png; image021.png; image022.png; image001.png

(b)(5)



Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Tuesday, March 9, 2021 7:37 AM

To: Ziegler,Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Subject: RE: VanderHouwen Scorecard Update

(b)(5)



Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Sent: Tuesday, March 9, 2021 7:35 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: RE: VanderHouwen Scorecard Update

(b)(5)

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Tuesday, March 9, 2021 7:27 AM

To: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Subject: FW: VanderHouwen Scorecard Update

Are you willing to meet with Jennifer today?

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Jennifer Boyle <jennifer@vanderhouwen.com>

Sent: Monday, March 8, 2021 8:48 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; John Niemer <john@vanderhouwen.com>;
Andrea Peer <andrea@vanderhouwen.com>

Subject: [EXTERNAL] RE: VanderHouwen Scorecard Update

Hello, again!

I have a few questions regarding the data from Denise and what I'm able to pull in Fieldglass. Would she be available to meet tomorrow to discuss, please? I've compared all of the data again with her master doc and I still have two interviews that aren't matching and a few other one offs, but I do have some general questions so it would be great if she could walk me through a few things, please.

I can be available anytime that works best for her tomorrow, please let me know.

Thank you!

JENNIFER BOYLE

Account Manager

503.299.6811 | cell: (b)(6)

jennifer@vanderhouwen.com

6342 S Macadam Ave., Portland OR 97239

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From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Monday, March 8, 2021 3:29 PM

To: Jennifer Boyle <jennifer@vanderhouwen.com>; Andrea Peer <andrea@vanderhouwen.com>; John Niemer <john@vanderhouwen.com>

Subject: VanderHouwen Scorecard Update

OK, Denise spent the better part of the day looking at your data in detail. She was able to improve your scores somewhat in the candidate quality section. But everything else looks consistent. Please let me know if you find any other issues.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ziegler,Denise A (BPA) - NSP-4400-LL

Sent: Tue Mar 09 13:07:09 2021

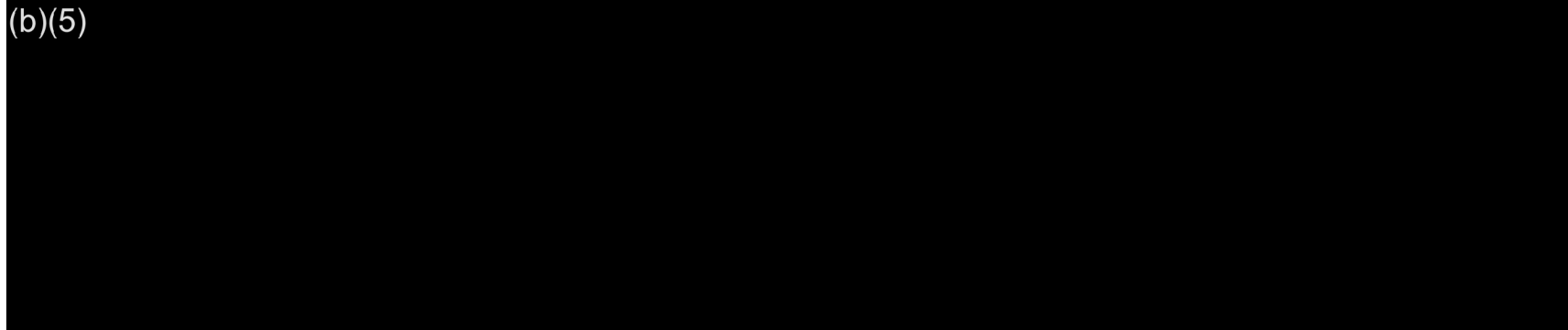
To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: RE: VanderHouwen Scorecard Update

Importance: Normal

Attachments: image016.png; image017.png; image018.png; image019.png; image020.png; image021.png; image022.png; image023.png; image024.png; image025.png; image026.png; image027.png; image028.png; image002.png

(b)(5)




Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Tuesday, March 9, 2021 12:58 PM
To: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Subject: RE: VanderHouwen Scorecard Update

(b)(5)



Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Sent: Tuesday, March 9, 2021 12:56 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: VanderHouwen Scorecard Update

(b)(5)

Denise Ziegler
Supply System Analyst
Supplemental Labor Management Office

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Tuesday, March 9, 2021 12:52 PM
To: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Subject: RE: VanderHouwen Scorecard Update

(b)(5)

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Sent: Tuesday, March 9, 2021 9:28 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: FW: VanderHouwen Scorecard Update

Hi Scott,

(b)(5)

Happy Day,

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

From: Jennifer Boyle <jennifer@vanderhouwen.com>

Sent: Tuesday, March 9, 2021 8:37 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Cc: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Subject: [EXTERNAL] RE: VanderHouwen Scorecard Update

Thanks, Scott!

Denise, I received your email with your phone number – thank you! I'll give you a call in just a few moments.

JENNIFER BOYLE

Account Manager

503.299.6811 | cell: (b)(6)

jennifer@vanderhouwen.com

6342 S Macadam Ave., Portland OR 97239

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Subject: RE: VanderHouwen Scorecard Update

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Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Jennifer Boyle <jennifer@vanderhouwen.com>

Sent: Monday, March 8, 2021 8:48 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; John Niemer <john@vanderhouwen.com>;
Andrea Peer <andrea@vanderhouwen.com>

Subject: [EXTERNAL] RE: VanderHouwen Scorecard Update

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Manager, Supplemental Labor Management Office

Bonneville Power Administration

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Cell: (b)(6)

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Tue Mar 09 16:33:18 2021

To: Longfellow,James N (BPA) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL;
Marsh,Solomonn P (BPA) - NSP-4400-LL

Cc: Hagedorn,William G (BPA) - NSP-4400-LL

Subject: FW: VanderHouwen Scorecard Update

Importance: Normal

Attachments: image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png;
image009.png; image010.png; image011.png; image012.png; image013.png

Just to keep you all in the loop on the communications. This might get noisier tomorrow.....

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

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Subject: VanderHouwen Scorecard Update

See responses below in red

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

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No, sorry. I am not comfortable sharing that information. The consolidated average for all suppliers is sufficient for sharing.

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While we continue reviewing the additional data and discussing with you, we would ask that our contractors not be included on the email distribution Monday. If you could please confirm the above we would really appreciate it, we're available for another conference call if needed.

No, I'm sorry. We have a very tight schedule for rationalization, and delaying or deferring communications to any rationalized workers is not something I want to do. Please remember through all of this that BPA has a right to contract for services from any organization it chooses to do business with. Also remember that having a contract with BPA does not guarantee that BPA must utilize those services in completing its mission. BPA is not renewing your contract, which is something that BPA could do anytime at its discretion. Your master agreement with BPA is an indefinite delivery, indefinite quantity contract with no right or guarantee of business. We could stop issuing you job postings at any time for any reason. The fact that I have talked about this for more than 2 years, delayed rationalization in September because requisition volumes were low and I wanted to give everyone the best chance, and utilized an objective tool that we were all familiar with in order to help make the decision (rather than arbitrarily picking suppliers to stop doing business with), I believe exceeds the norms for being open and transparent in making these kinds of business decisions. Several other organizations have also questioned the data and asked for clarification, and each time we have come back with no significant changes to the scorecard. I'm confident the scorecard is a solid, objective evaluation of the performance of all 12 suppliers involved.

As I have now met with all 4 of the suppliers who are being rationalized, please also consider this your official notice that I do not believe scorecard rankings will be changing and we will be executing on the schedule that we discussed in your scorecard meeting starting Monday 3/15.

Thank you!!

JENNIFER BOYLE

Account Manager

503.299.6811 | cell: (b)(6)

jennifer@vanderhouwen.com

6342 S Macadam Ave., Portland OR 97239

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Cc: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Subject: RE: VanderHouwen Scorecard Update

Morning Jennifer!

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Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

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To: Jennifer Boyle <jennifer@vanderhouwen.com>; Andrea Peer <andrea@vanderhouwen.com>; John Niemer <john@vanderhouwen.com>

Subject: VanderHouwen Scorecard Update

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Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hagedorn, William G (BPA) - NSP-4400-LL

Sent: Wed Mar 10 07:10:04 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Longfellow, James N (BPA) - NSP-4400-LL; Falcon, April L (BPA) - NSP-4400-LL; Marsh, Solomonn P (BPA) - NSP-4400-LL

Subject: Vanderhouwen Appeal

Importance: Normal

Attachments: image001.gif

(b)(5)



Bill Hagedorn

Management Analyst | NSP-4400-LL

Bonneville Power Administration

wghagedorn@bpa.gov | P 360-418-1658

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Wed Mar 10 07:34:35 2021

To: SLMO COTR Review; Marsh,Solomonn P (BPA) - NSP-4400-LL

Subject: RE: Offer pending for a VanderHouwen worker

Importance: Normal

Attachments: image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png; image009.png; image010.png; image011.png; image012.png; image013.png; image014.png; image015.png

Can't answer that now. Need Claudia to weigh in on a direction.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Kayton,Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov> **On Behalf Of** SLMO COTR Review

Sent: Wednesday, March 10, 2021 6:42 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmash@bpa.gov>

Subject: Offer pending for a VanderHouwen worker

Scott,

I need some guidance. We have a manager who wants to make an offer to a VanderHouwen candidate. I need to know if we should offer it to VanderHouwen or follow our process of sending the worker the remaining supplier names.

Thank You.

Lisa A. Kayton

Supplemental Labor Operations Team Lead

Contracting Officer's Representative

Supplemental Labor Office

Bonneville Power Administration

NSP-4400-LL

Work Phone: 360-418-2714

FAX: 360-418-2966

From: Jennifer Boyle <jennifer@vanderhouwen.com>

Sent: Tuesday, March 9, 2021 6:24 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>; Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>

Cc: John Niemer <john@vanderhouwen.com>; Andrea Peer <andrea@vanderhouwen.com>; Eric VanderHouwen <ericv@vanderhouwen.com>; Geoff Smith <geoff@vanderhouwen.com>

Subject: [EXTERNAL] RE: VanderHouwen Scorecard Update

Hi Scott,

Thank you for your response. At this time we will be formally appealing this decision with our Contracting Officer, Claudia Savage. Based on our conversation from Monday we do not expect our contractors to be notified of the

rationalization until the appeal process has been completed.

Thank you.

JENNIFER BOYLE

Account Manager

503.299.6811 | cell: (b)(6)

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See responses below in red

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No, I'm sorry. We have a very tight schedule for rationalization, and delaying or deferring communications to any rationalized workers is not something I want to do. Please remember through all of this that BPA has a right to contract for services from any organization it chooses to do business with. Also remember that having a contract with BPA does not guarantee that BPA must utilize those services in completing its mission. BPA is not renewing your contract, which is something that BPA could do anytime at its discretion. Your master agreement with BPA is an indefinite delivery, indefinite quantity contract with no right or guarantee of business. We could stop issuing you job postings at any time for any reason. The fact that I have talked about this for more than 2 years, delayed rationalization in September because requisition volumes were low and I wanted to give everyone the best chance, and utilized an objective tool that we were all familiar with in order to help make the decision (rather than arbitrarily picking suppliers to stop doing business with), I believe exceeds the norms for being open and transparent in making these kinds of business decisions. Several other organizations have also questioned the data and asked for clarification, and each time we have come back with no significant changes to the scorecard. I'm confident the scorecard is a solid, objective evaluation of the performance of all 12 suppliers involved.

As I have now met with all 4 of the suppliers who are being rationalized, please also consider this your official

notice that I do not believe scorecard rankings will be changing and we will be executing on the schedule that we discussed in your scorecard meeting starting Monday 3/15.

Thank you!!

JENNIFER BOYLE

Account Manager

503.299.6811 | cell: (b)(6)

jennifer@vanderhouwen.com

6342 S Macadam Ave., Portland OR 97239

[My LinkedIn Profile](#) | [Salary Guides](#) | [Job Alerts](#)

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From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Tuesday, March 9, 2021 7:39 AM
To: Jennifer Boyle <jennifer@vanderhouwen.com>
Cc: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Subject: RE: VanderHouwen Scorecard Update

Morning Jennifer!

Of course you can talk with Denise. I have cc'd her on this note so you have her email (if you didn't before). Her phone number is 360-418-2727. You can give her a call or coordinate a time for later today. Up to you.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Jennifer Boyle <jennifer@vanderhouwen.com>

Sent: Monday, March 8, 2021 8:48 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; John Niemer <john@vanderhouwen.com>;
Andrea Peer <andrea@vanderhouwen.com>

Subject: [EXTERNAL] RE: VanderHouwen Scorecard Update

Hello, again!

I have a few questions regarding the data from Denise and what I'm able to pull in Fieldglass. Would she be available to meet tomorrow to discuss, please? I've compared all of the data again with her master doc and I still have two interviews that aren't matching and a few other one offs, but I do have some general questions so it would be great if she could walk me through a few things, please.

I can be available anytime that works best for her tomorrow, please let me know.

Thank you!

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Sent: Monday, March 8, 2021 3:29 PM

To: Jennifer Boyle <jennifer@vanderhouwen.com>; Andrea Peer <andrea@vanderhouwen.com>; John Niemer <john@vanderhouwen.com>

Subject: VanderHouwen Scorecard Update

OK, Denise spent the better part of the day looking at your data in detail. She was able to improve your scores

somewhat in the candidate quality section. But everything else looks consistent. Please let me know if you find any other issues.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Marsh,Solomonn P (BPA) - NSP-4400-LL

Sent: Wed Mar 10 09:41:07 2021

Required: Hampton,Scott R (BPA) - NSP-4400-LL; Savage,Claudia F (BPA) - NSSF-4; Falcon,April L (BPA) - NSP-4400-LL; Hagedorn,William G (BPA) - NSP-4400-LL; Longfellow,James N (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL

Subject: Scorecard Results Challenge - Vanderhouwen

Location: (b)(2)

Start time: Wed Mar 10 11:30:00 2021

End time: Wed Mar 10 12:00:00 2021

Importance: High

From: Limantzakis,Vasia A (BPA) - NSSF-4

Sent: Wed Mar 10 10:05:31 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: RE: VanderHouwen Scorecard Update

Importance: Normal

Attachments: image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png; image009.png; image010.png; image011.png; image012.png; image013.png

Sure thing. I'm in a class all week, so I probably won't be able to connect with her until Friday.

From: Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Wednesday, March 10, 2021 9:59 AM

To: Limantzakis,Vasia A (BPA) - NSSF-4 <vlimantzakis@bpa.gov>

Subject: FW: VanderHouwen Scorecard Update

Hey, when you get a chance, can you reassure Claudia that I didn't cc you because I didn't trust her. I haven't yet talked with her at all, and feel bad about bringing you in. I just wanted her to feel comfortable chatting with you about this issue, and the fact that it is (as usual) time sensitive means I wanted you to hear it from me and could be ready to lend a hand if needed.

If I get the chance I'll address this with Claudia myself, but I wanted to let you know also.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>

Sent: Wednesday, March 10, 2021 9:17 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>

Cc: Limantzakis, Vasia A (BPA) - NSSF-4 <vlimantzakis@bpa.gov>

Subject: RE: VanderHouwen Scorecard Update

Hi Scott,

I've got Sol on this email as well as he emailed me separately as well. I have a few phone calls I have to make this morning, but should be able to talk with you around 10:30.

From my perspective, and as Sol mentioned to me in the other email, there is no protest or anything to appeal. Per the agreement with have with VanderHouwen, we reserve the right to exercise option years or not. I, of course, want to treat this discussion with them in a more diplomatic manner, so I'm going to review all the documents you've sent me as well as the BPA before we talk.

My goal is to resolve this matter this week so that there is no delay in letting the workers know about the transition.

Thanks,

Claudia

Claudia F. Savage, 503-230-3243

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

Bonneville Power Administration

bpa.gov | cfsavage@bpa.gov

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Sent: Wednesday, March 10, 2021 7:30 AM

To: Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>

Cc: Limantzakis, Vasias A (BPA) - NSSF-4 <vlimantzakis@bpa.gov>

Subject: FW: VanderHouwen Scorecard Update

Hi Claudia,

We have not had much of a chance to talk about SLMO, but I know you have been talking with Solomonn and Vasia. I think you are aware of rationalization and the fact that we were reducing from 12 suppliers to 8. Well it appears that one supplier, Vanderhouwen is not satisfied with the results of the scorecard and our decision to not extend their contract. I have lots of documentation around the decision, and allthe notifications I have been giving the suppliers for the last couple years that this is coming.

I'm not actually sure they have anything to appeal or what they are appealing on, but it looks like unfortunately I was not able to explain the business reasons or they were not willing to accept their scorecard results. So, I guess we probably need to talk.

The first question I have is do I need to hold up notifying their workers of the transition, or can we proceed on March 15?

My schedule is still kind of busy today, but I'm available to chat about this intermittently. Please let me know your thoughts.

Scott R. Hampton

Manager, Supplemental Labor Management Office

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Sent: Tuesday, March 9, 2021 4:24 PM

To: Jennifer Boyle <jennifer@vanderhouwen.com>

Cc: John Niemer <john@vanderhouwen.com>; Andrea Peer (andrea@vanderhouwen.com) <andrea@vanderhouwen.com>

Subject: VanderHouwen Scorecard Update

See responses below in red

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Jennifer Boyle <jennifer@vanderhouwen.com>
Sent: Tuesday, March 9, 2021 1:51 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Cc: John Niemer <john@vanderhouwen.com>; Andrea Peer <andrea@vanderhouwen.com>
Subject: [EXTERNAL] RE: VanderHouwen Scorecard Update

Hi, Scott!

Thank you for connecting me with Denise, it was definitely helpful to run through the data together!! There were a few issues that we discussed that require additional clarification, please.

- Early terminations: Denise provided the names of the contractors that were scored during this period and I believe two of them may be calculated in error - (b)(6). Both contractors ended their assignment early but it was prior to the scoring period of this specific scorecard. Denise mentioned that they were included because there may have been a delay in closing out their assignments but their end dates do fall outside of this period. Could you please confirm if that is accurate and they should be removed for a score adjustment? (b)(6) was also included as an early termination and while she did end prior to her end date, it was due to the fact that the assignment was a semi part-time, on-call contract and she needed to seek fulltime employment. Are those factors considered when reviewing this portion of the scorecard?

Please understand the purpose of the scorecard. It was originally created to be a measurement of performance during a particular 12 month period of time. That is the way I have operated the scorecard since the very first one with you in 2013 and it is the way I am operating today. Throughout that time, we have never made data

adjustments or corrections to the data. We just ran some simple queries and discussed the output of those queries. Anytime we were made aware of potential issues, it was because the scorecard queries missed some data, not that they picked up too much data. I agree that those two individuals last day at BPA happened outside the 12 month time period applicable to this scorecard, but the transaction as recorded in the Fieldglass system occurred in the scorecard period. So it counts for this scorecard. Regarding (b)(6) no, those factors are not considered. Again, the scorecard query is a simple query designed to pull data and we calculate scores off it, it is not intended to use as a quality check of the data. You might then argue that the stakes of this particular scorecard are higher, and therefore we should scrub all the data used to calculate the scorecards. I would counter that perspective by saying, then we would have to scrub everyone, and the likelihood of a significant move in the scorecard would be low. I would also point you to my response to your last question below.

- Mark up: our data summary shows a 12m average rather than a 6m average. When reviewing with Denise she reviewed the numbers again and mentioned it should be roughly around 54%. Could you please confirm if that's accurate? If so, that would place us under the supplier average and could adjust our score, please advise.

For markups, we use the 6 month average as the Definition column indicates. Your markup for the 6 month period is correct on your scorecard.

- We mentioned on the call yesterday that we would like to review the full range of all other supplier markups, rather than just their averages, to see how we compare. Are you able to share that information while excluding the supplier name?

No, sorry. I am not comfortable sharing that information. The consolidated average for all suppliers is sufficient for sharing.

- Stewardship: Could you please share additional information on how the stewardship points are calculated? We dropped significantly from the September scorecard but other than the feedback we don't see a true scoring key on how this is weighted. Could you also please confirm if contractors working within SLMO are excluded from this section for their employer? We have a contractor working for SLMO, and there were comments about compensation on our scorecard related to stewardship. If these two factors are connected, wouldn't this be considered a conflict of interest?

The compensation comment is an interesting one to me. Although I don't know who made the comment, or what the source of it was, my first thought was that someone called into the hotline and mentioned it to whoever answered the phone. I would be very surprised if someone working in SLMO used the comments in that way, knowing they would get back to you. (as an aside, after typing that sentence I went out and looked and the individual who provided that feedback does not work for you, so they heard it from somewhere)

The stewardship scores are typically calculated by using a monthly score by each person in the organization and averaging those scores over the previous six month period. I anticipated a question like this so for this scorecard, the only stewardship scores that were used were scores by Federal Employees and the stewardship scores were finalized before any scorecards were calculated, so that we could not be accused of manipulating a stewardship score to achieve a desired ranking for the suppliers. Also, for the first time I participated by including my score based on my interactions with our suppliers over the prior 6 month period.

- Are (b)(4) still two separate companies on this scorecard? We recently learned that (b)(4) might be removed from the program and transitioning all of their contractors to (b)(4) to avoid losing them.

(b)(4) was not going to be successful in this round of the scorecard and therefore made some business decisions to move out of the program. They were not included on this scorecard. That is why we only reduced 4 companies instead of 5.

- We made a significant number of rate changes in September, both pay and bill, but SLMO was not able to process until October. Given that we requested they be implemented in September 2020, were those new rates used to determine our average mark up for that month?

As I mentioned in the response to your first question, we run the scorecards based on the data as it sits in the system. I do not know the reason why rate changes might have been delayed. As I look at your overhead rates it looks like you had a more than 4% drop between August and September, so it looks to me like your rate changes happened in September, which would give you the full 6 months of benefit.

While we continue reviewing the additional data and discussing with you, we would ask that our contractors not be included on the email distribution Monday. If you could please confirm the above we would really appreciate it, we're available for another conference call if needed.

No, I'm sorry. We have a very tight schedule for rationalization, and delaying or deferring communications to any rationalized workers is not something I want to do. Please remember through all of this that BPA has a right to contract for services from any organization it chooses to do business with. Also remember that having a contract with BPA does not guarantee that BPA must utilize those services in completing its mission. BPA is not renewing your contract, which is something that BPA could do anytime at its discretion. Your master agreement with BPA is an indefinite delivery, indefinite quantity contract with no right or guarantee of business. We could stop issuing you

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As I have now met with all 4 of the suppliers who are being rationalized, please also consider this your official notice that I do not believe scorecard rankings will be changing and we will be executing on the schedule that we discussed in your scorecard meeting starting Monday 3/15.

Thank you!!

JENNIFER BOYLE

Account Manager

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jennifer@vanderhouwen.com

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To: Jennifer Boyle <jennifer@vanderhouwen.com>
Cc: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Subject: RE: VanderHouwen Scorecard Update

Morning Jennifer!

Of course you can talk with Denise. I have cc'd her on this note so you have her email (if you didn't before). Her phone number is 360-418-2727. You can give her a call or coordinate a time for later today. Up to you.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

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Andrea Peer <andrea@vanderhouwen.com>

Subject: [EXTERNAL] RE: VanderHouwen Scorecard Update

Hello, again!

I have a few questions regarding the data from Denise and what I'm able to pull in Fieldglass. Would she be available to meet tomorrow to discuss, please? I've compared all of the data again with her master doc and I still have two interviews that aren't matching and a few other one offs, but I do have some general questions so it would be great if she could walk me through a few things, please.

I can be available anytime that works best for her tomorrow, please let me know.

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Subject: VanderHouwen Scorecard Update

OK, Denise spent the better part of the day looking at your data in detail. She was able to improve your scores somewhat in the candidate quality section. But everything else looks consistent. Please let me know if you find any other issues.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Savage, Claudia F (BPA) - NSSF-4

Sent: Wed Mar 10 11:06:42 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: RE: VanderHouwen Scorecard Update

Importance: Normal

Attachments: image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png; image009.png; image010.png; image011.png; image012.png; image013.png

That's great news, Scott!

No problem about Vasia at all. I've been talking to her about all the SLMO questions, as well as Cody and, soon, Josh, too. I'm a "more people whose brains I can pick the better" person. I totally am not offended at all. All, right now, I don't have a warrant, so she is the CO. I just tell her what I think and play offense. She makes the ultimate decision.

Feel free to copy her on whatever you'd like. She's in training all this week, so it make take her a bit more time to get back to anything.

Donna Orr and I have had many discussions about many issues (b)(6) so she's a great resource and I will probably pick her brain too!

Looking forward to talking shortly,

Claudia

Claudia F. Savage, 503-230-3243

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

Bonneville Power Administration

bpa.gov | cfsavage@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Wednesday, March 10, 2021 11:03 AM

To: Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>

Subject: RE: VanderHouwen Scorecard Update

I'm back, so I'll make our meeting. But I'm probably your best help through this, so whatever you need you got it.

I also just want to say I'm also sorry for cc'ing Vas (since we haven't really worked together much). I don't want you to think I didn't trust you or think you couldn't handle this or deal with it. It was more that I knew this would be time sensitive, and I thought I could save some time by letting her hear it from me and seeing what was going on, rather than you having to explain everything.

From now on I'll just come to you first, I promise J

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

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Sent: Wednesday, March 10, 2021 10:03 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>

Cc: Limantzakis, Vasias A (BPA) - NSSF-4 <vlmantzakis@bpa.gov>

Subject: RE: VanderHouwen Scorecard Update

Thanks so much, Scott. I'll see if I have any further questions after the meeting with your team at 11:30. It might just be good to connect before I talk with Vander Houwen regardless. J

I'll try you later,

Claudia

Claudia F. Savage, 503-230-3243

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

Bonneville Power Administration

bpa.gov | cfsavage@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Wednesday, March 10, 2021 9:47 AM

To: Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>

Cc: Limantzakis, Vasia A (BPA) - NSSF-4 <vlimantzakis@bpa.gov>

Subject: RE: VanderHouwen Scorecard Update

Thanks Claudia. I appreciate your feedback, and I agree with you. As I told my team today, I can hear Donna Oden Orr in the back of my head saying BPA can choose who they contract with (which is what I tried to write in my email to VH). I do have all the documentation on the scorecards for all the years I've been doing them if needed. Sol can show you the directory as you have access to our shared drive. I can't make the 10:30 meeting, but the rest of the team can, and they can fairly represent all the conversations since they heard them first hand. I'm sorry I couldn't manage this well enough that it got pushed to you. I had hoped that it would go more smoothly.

I am available to chat later today if you need anything, and other than my safety stand down tomorrow I can move anything to accommodate a meeting.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

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Hi Scott,

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My goal is to resolve this matter this week so that there is no delay in letting the workers know about the transition.

Thanks,

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Bonneville Power Administration

Phone: (b)(6)

Cell: 360-601-1011

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Subject: VanderHouwen Scorecard Update

See responses below in red

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Subject: [EXTERNAL] RE: VanderHouwen Scorecard Update

Hi, Scott!

Thank you for connecting me with Denise, it was definitely helpful to run through the data together!! There were a few issues that we discussed that require additional clarification, please.

- Early terminations: Denise provided the names of the contractors that were scored during this period and I believe two of them may be calculated in error - (b)(6) Both contractors ended their assignment early but it was prior to the scoring period of this specific scorecard. Denise mentioned that they were included because there may have been a delay in closing out their assignments but their end dates do fall outside of this period. Could you please confirm if that is accurate and they should be removed for a score adjustment? (b)(6) was also included as an early termination and while she did end prior to her end date, it was due to the fact that the assignment was a semi part-time, on-call contract and she needed to seek fulltime employment. Are those factors considered when reviewing this portion of the scorecard?

Please understand the purpose of the scorecard. It was originally created to be a measurement of performance during a particular 12 month period of time. That is the way I have operated the scorecard since the very first one with you in 2013 and it is the way I am operating today. Throughout that time, we have never made data adjustments or corrections to the data. We just ran some simple queries and discussed the output of those queries. Anytime we were made aware of potential issues, it was because the scorecard queries missed some data, not that they picked up too much data. I agree that those two individuals last day at BPA happened outside the 12 month time period applicable to this scorecard, but the transaction as recorded in the Fieldglass system occurred in the scorecard period. So it counts for this scorecard. Regarding (b)(6) no, those factors are not considered. Again, the scorecard query is a simple query designed to pull data and we calculate scores off it, it is not intended to use as a quality check of the data. You might then argue that the stakes of this particular scorecard are higher, and therefore we should scrub all the data used to calculate the scorecards. I would counter that perspective by saying, then we would have to scrub everyone, and the likelihood of a significant move in the scorecard would be low. I would also point you to my response to your last question below.

- Mark up: our data summary shows a 12m average rather than a 6m average. When reviewing with Denise she reviewed the numbers again and mentioned it should be roughly around 54%. Could you please confirm if that's accurate? If so, that would place us under the supplier average and could adjust our score, please advise.

For markups, we use the 6 month average as the Definition column indicates. Your markup for the 6 month period is correct on your scorecard.

- We mentioned on the call yesterday that we would like to review the full range of all other supplier markups, rather than just their averages, to see how we compare. Are you able to share that information while excluding the supplier name?

No, sorry. I am not comfortable sharing that information. The consolidated average for all suppliers is sufficient for sharing.

- Stewardship: Could you please share additional information on how the stewardship points are calculated? We dropped significantly from the September scorecard but other than the feedback we don't see a true scoring key on how this is weighted. Could you also please confirm if contractors working within SLMO are excluded from this section for their employer? We have a contractor working for SLMO, and there were comments about compensation on our scorecard related to stewardship. If these two factors are connected, wouldn't this be considered a conflict of interest?

The compensation comment is an interesting one to me. Although I don't know who made the comment, or what the source of it was, my first thought was that someone called into the hotline and mentioned it to whoever answered the phone. I would be very surprised if someone working in SLMO used the comments in that way, knowing they would get back to you. (as an aside, after typing that sentence I went out and looked and the individual who provided that feedback does not work for you, so they heard it from somewhere)

The stewardship scores are typically calculated by using a monthly score by each person in the organization and averaging those scores over the previous six month period. I anticipated a question like this so for this scorecard, the only stewardship scores that were used were scores by Federal Employees and the stewardship scores were finalized before any scorecards were calculated, so that we could not be accused of manipulating a stewardship score to achieve a desired ranking for the suppliers. Also, for the first time I participated by including my score based on my interactions with our suppliers over the prior 6 month period.

- Are (b)(4) and (b)(4) still two separate companies on this scorecard? We recently learned that

(b)(4) might be removed from the program and transitioning all of their contractors to (b)(4) to avoid losing them.

(b)(4) was not going to be successful in this round of the scorecard and therefore made some business decisions to move out of the program. They were not included on this scorecard. That is why we only reduced 4 companies instead of 5.

- We made a significant number of rate changes in September, both pay and bill, but SLMO was not able to process until October. Given that we requested they be implemented in September 2020, were those new rates used to determine our average mark up for that month?

As I mentioned in the response to your first question, we run the scorecards based on the data as it sits in the system. I do not know the reason why rate changes might have been delayed. As I look at your overhead rates it looks like you had a more than 4% drop between August and September, so it looks to me like your rate changes happened in September, which would give you the full 6 months of benefit.

While we continue reviewing the additional data and discussing with you, we would ask that our contractors not be included on the email distribution Monday. If you could please confirm the above we would really appreciate it, we're available for another conference call if needed.

No, I'm sorry. We have a very tight schedule for rationalization, and delaying or deferring communications to any rationalized workers is not something I want to do. Please remember through all of this that BPA has a right to contract for services from any organization it chooses to do business with. Also remember that having a contract

with BPA does not guarantee that BPA must utilize those services in completing its mission. BPA is not renewing your contract, which is something that BPA could do anytime at its discretion. Your master agreement with BPA is an indefinite delivery, indefinite quantity contract with no right or guarantee of business. We could stop issuing you job postings at any time for any reason. The fact that I have talked about this for more than 2 years, delayed rationalization in September because requisition volumes were low and I wanted to give everyone the best chance, and utilized an objective tool that we were all familiar with in order to help make the decision (rather than arbitrarily picking suppliers to stop doing business with), I believe exceeds the norms for being open and transparent in making these kinds of business decisions. Several other organizations have also questioned the data and asked for clarification, and each time we have come back with no significant changes to the scorecard. I'm confident the scorecard is a solid, objective evaluation of the performance of all 12 suppliers involved.

As I have now met with all 4 of the suppliers who are being rationalized, please also consider this your official notice that I do not believe scorecard rankings will be changing and we will be executing on the schedule that we discussed in your scorecard meeting starting Monday 3/15.

Thank you!!

JENNIFER BOYLE

Account Manager

503.299.6811 | cell: (b)(6)

jennifer@vanderhouwen.com

6342 S Macadam Ave., Portland OR 97239

[My LinkedIn Profile](#) | [Salary Guides](#) | [Job Alerts](#)

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From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Tuesday, March 9, 2021 7:39 AM
To: Jennifer Boyle <jennifer@vanderhouwen.com>
Cc: Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Subject: RE: VanderHouwen Scorecard Update

Morning Jennifer!

Of course you can talk with Denise. I have cc'd her on this note so you have her email (if you didn't before). Her phone number is 360-418-2727. You can give her a call or coordinate a time for later today. Up to you.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Jennifer Boyle <jennifer@vanderhouwen.com>

Sent: Monday, March 8, 2021 8:48 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; John Niemer <john@vanderhouwen.com>;
Andrea Peer <andrea@vanderhouwen.com>

Subject: [EXTERNAL] RE: VanderHouwen Scorecard Update

Hello, again!

I have a few questions regarding the data from Denise and what I'm able to pull in Fieldglass. Would she be available to meet tomorrow to discuss, please? I've compared all of the data again with her master doc and I still have two interviews that aren't matching and a few other one offs, but I do have some general questions so it would be great if she could walk me through a few things, please.

I can be available anytime that works best for her tomorrow, please let me know.

Thank you!

JENNIFER BOYLE

Account Manager

503.299.6811 | cell: (b)(6)

jennifer@vanderhouwen.com

6342 S Macadam Ave., Portland OR 97239

[My LinkedIn Profile](#) | [Salary Guides](#) | [Job Alerts](#)

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From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Monday, March 8, 2021 3:29 PM
To: Jennifer Boyle <jennifer@vanderhouwen.com>; Andrea Peer <andrea@vanderhouwen.com>; John Niemer <john@vanderhouwen.com>
Subject: VanderHouwen Scorecard Update

OK, Denise spent the better part of the day looking at your data in detail. She was able to improve your scores somewhat in the candidate quality section. But everything else looks consistent. Please let me know if you find any other issues.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Wed Mar 10 11:21:16 2021

To: Savage, Claudia F (BPA) - NSSF-4

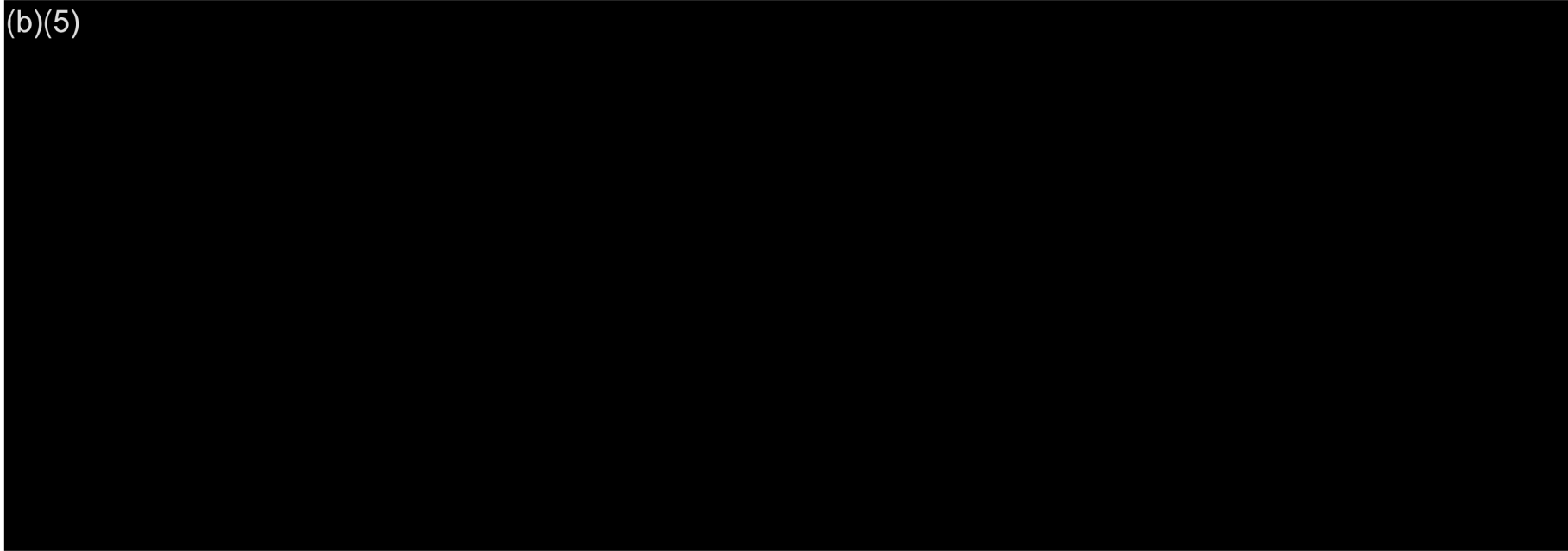
Subject: Recent comms with VH

Importance: Normal

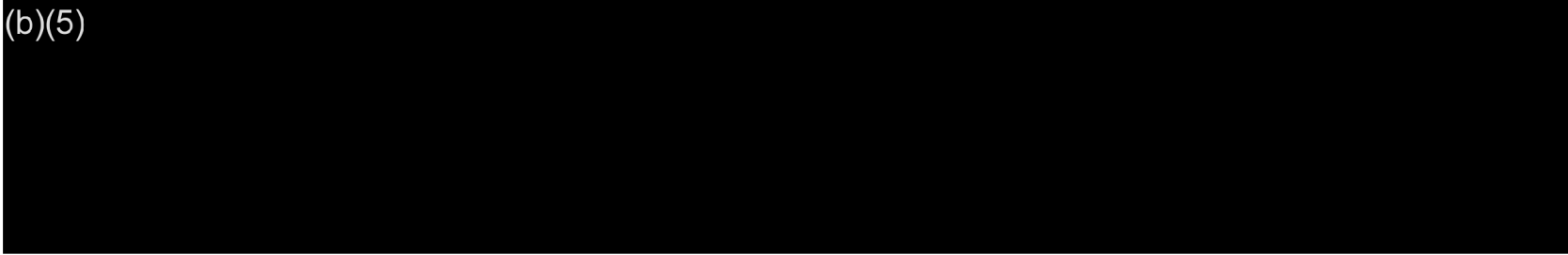
Attachments: [EXTERNAL] RE: VanderHouwen Scorecard Update; RE: VanderHouwen Scorecard Update; Scorecard issues; VanderHouwen Scorecard Documentation; [EXTERNAL] RE: VanderHouwen Scorecard Documentation; image001.png; Vanderhouwen Revised Scorecard 202009.xlsx

Some additional messages from this week. I informed them on Monday of their ranking. I give out the information one day in advance, so they saw it on Friday (that's the scorecard documentation email).

(b)(5)



(b)(5)



Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Thu Mar 11 12:12:06 2021

To: Kuhn,Shana L (BPA) - NS-4400-LL

Subject: RE: [EXTERNAL] Vanderhouwen

Importance: Normal

Attachments: image001.png

Yep, no need to respond. Nice testimonial though.....

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Kuhn,Shana L (BPA) - NS-4400-LL <slkuhn@bpa.gov>

Sent: Thursday, March 11, 2021 12:10 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: Fwd: [EXTERNAL] Vanderhouwen

FYI - I don't plan to respond unless you recommend something specific to say.

Sent from Workspace ONE Boxer

----- Forwarded message -----

From: (b)(6) (b)
Date: Mar 11, 2021 11:54 AM
Subject: [EXTERNAL] Vanderhouwen
To: "Kuhn, Shana L (BPA) - NS-4400-LL" <slkuhn@bpa.gov>
Cc:

I just learned that Vanderhouwen, my contract agency, has been selected for "rationalization." This seems very strange to me. It is true that Vanderhouwen is the only contract agency I have ever worked with. Even so, I have always been impressed by their responsiveness and helpfulness in our interactions. The staff at Vanderhouwen have always taken a personal interest in my needs as one of their contractors. When I completed my re-compete, I explored other agencies and found no other contractors at BPA who would recommend their agency over mine. I am writing in the hope that my testimony on behalf of Vanderhouwen might have some influence on SLMO. Please reconsider this decision to stop working with Vanderhouwen.

Thank you for your consideration.

Sincerely,

(b)(6)

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Thu Mar 11 12:44:44 2021

To: Kayton,Lisa A (BPA) - NSP-4400-LL; Longfellow,James N (BPA) - NSP-4400-LL; Marsh,Solomonn P (BPA) - NSP-4400-LL; Hagedorn,William G (BPA) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL

Subject: RE: [EXTERNAL] Vanderhouwen

Importance: Normal

Attachments: image001.png; image002.png

Really , wow!! We don't need to respond to him I was just letting you know.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b)(6)

From: Kayton,Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Sent: Thursday, March 11, 2021 12:39 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>

Subject: RE: [EXTERNAL] Vanderhouwen

I have already responded to him twice.

Thank You.

Lisa A. Kayton

Supplemental Labor Operations Team Lead

Contracting Officer's Representative

Supplemental Labor Office

Bonneville Power Administration

NSP-4400-LL

Work Phone: 360-418-2714

FAX: 360-418-2966

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Thursday, March 11, 2021 12:29 PM
To: Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>
Subject: FW: [EXTERNAL] Vanderhouwen

FYI

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Kuhn, Shana L (BPA) - NS-4400-LL <slkuhn@bpa.gov>
Sent: Thursday, March 11, 2021 12:10 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: Fwd: [EXTERNAL] Vanderhouwen

FYI - I don't plan to respond unless you recommend something specific to say.

Sent from Workspace ONE Boxer

----- Forwarded message -----

From: (b)(6); (b)(6)
Date: Mar 11, 2021 11:54 AM
Subject: [EXTERNAL] Vanderhouwen
To: "Kuhn, Shana L (BPA) - NS-4400-LL" <slkuhn@bpa.gov>
Cc:

I just learned that Vanderhouwen, my contract agency, has been selected for "rationalization." This seems very strange to me. It is true that Vanderhouwen is the only contract agency I have ever worked with. Even so, I have always been impressed by their responsiveness and helpfulness in our interactions. The staff at Vanderhouwen have always taken a personal interest in my needs as one of their contractors. When I completed my re-compete, I

explored other agencies and found no other contractors at BPA who would recommend their agency over mine. I am writing in the hope that my testimony on behalf of Vanderhouwen might have some influence on SLMO. Please reconsider this decision to stop working with Vanderhouwen.

Thank you for your consideration.

Sincerely,

(b)(6)

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Thu Mar 11 13:23:17 2021

To: Savage, Claudia F (BPA) - NSSF-4

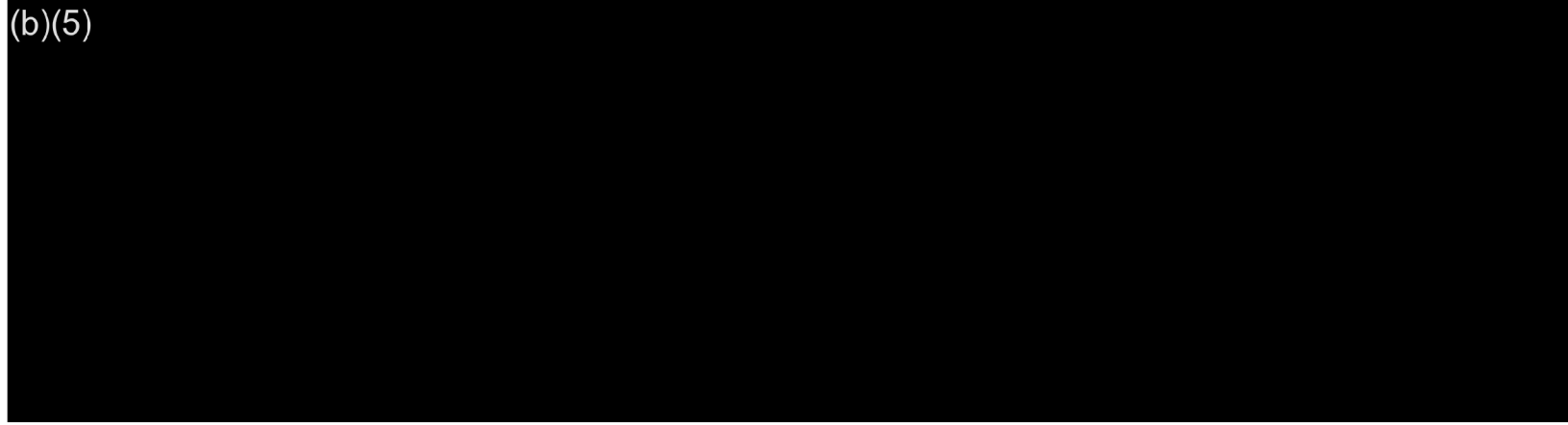
Subject: Stewardship Scores

Importance: Normal

Attachments: image001.png; Final Stewardship Scores.xlsx

Hi Claudia,

(b)(5)



Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b)(6)

Supplier	Score	BITC Score	Final Score	Stewardship Rank	Use	Sci	Net	Bill	April	Dave	Scott
(b)(4)	6.5	6.0	6.0	1	9	7	8	8	8	7	9
ACS	6.6	7.0	6.6	1	9	8	9	8	8	5	5
APR Staffing	7.4	6.0	7.6	3	8	7	8	8	7	8	7
FLUX	7.6	6.2	6.9	4	8	5	5	8	9	6	4
Triad	7.0	5.0	6.7	5	8	7	5	8	7	6	6
VanderHouwen	7.4	4.5	6.3	6	7	7	4	8	6	7	5
Azad	3.7	3.7	6.0	7	8	5	5				6
CRGT	6.4	4.7	6.0	7	8	5	5	8	8	6	3
CorSource	7.3	5.0	6.0	7	6	4	6	8	6	6	8
First-Tek	7.0	4.8	5.5	10	5	5	4	8		6	5
Everest	6.3	3.7	5.5	10	6	5	5	8		5	4
Motus	6.8	3.0	5.0	12	4	5	4	8	4	4	6
		Average	6.3								
		Median	6.1								
	9 - 10	Outstanding Supplier - provides unsurpassed customer service, is extremely accurate and/or typically responds within an hour or two to SLMO needs									
	7 - 8	Excellent Supplier - provides excellent customer service, is accurate and/or typically responds within a few hours to SLMO needs									
	5 - 6	Good Supplier - provides valuable customer service, is somewhat accurate and/or typically responds within a day to SLMO needs									
	3 - 4	Fair Supplier - provides minimal customer service, is minimally accurate and/or typically responds within a few days to SLMO needs									
	1 - 2	Poor Supplier - provides no customer service, often inaccurate & mistake prone and/or non-responsive to SLMO needs									
	0	BPA should stop doing business with the company immediately									

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Thu Mar 11 13:46:51 2021

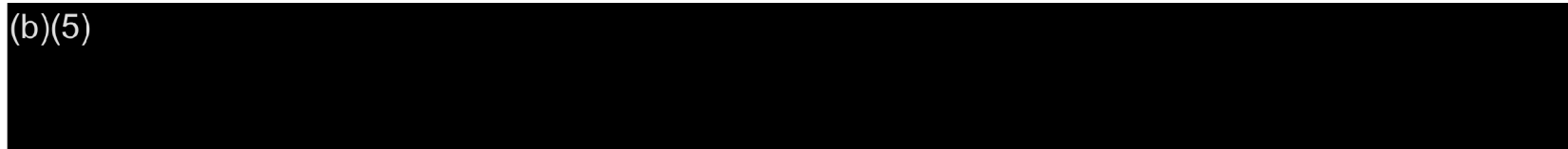
To: Savage, Claudia F (BPA) - NSSF-4

Subject: RE: Stewardship Scores

Importance: Normal

Attachments: image001.png

(b)(5)




Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)



From: Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>
Sent: Thursday, March 11, 2021 1:44 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: Stewardship Scores

(b)(5)

Claudia F. Savage, 503-230-3243

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

Bonneville Power Administration
bpa.gov | cfsavage@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Thursday, March 11, 2021 1:36 PM
To: Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>
Subject: RE: Stewardship Scores

(b)(5)

(b)(5)

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>


Sent: Thursday, March 11, 2021 1:32 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: RE: Stewardship Scores

(b)(5)

(b)(5)



Thanks so much, Scott for all your help,

Claudia

Claudia F. Savage, 503-230-3243

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

Bonneville Power Administration

bpa.gov | cfsavage@bpa.gov


From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Thursday, March 11, 2021 1:23 PM

To: Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>
Subject: Stewardship Scores

Hi Claudia,

(b)(5)



Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)



From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Thu Mar 11 14:10:51 2021

To: Kayton, Lisa A (BPA) - NSP-4400-LL

Subject: FW: Reaching out to our employees

Importance: Normal

Attachments: image001.png; image003.png

Are we communicating with pipeline folks ahead of 3/15?

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b)(6)

From: Joe Prats <Joe.Prats@APRstaffing.com>

Sent: Thursday, March 11, 2021 2:05 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: [EXTERNAL] Reaching out to our employees

Hi Scott

One of our employees who is to start on March 22, 2021 was contacted by someone on your team. This is contrary to the order of events you have communicated to us. We had understood that we would first get the chance to communicate to our employees. SLMO was not going to communicate with our employees until Monday March 15, 2021. It is very embarrassing to receive a call from an employee who was totally caught off guard.

Regards

Joe

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Thu Mar 11 14:34:27 2021

To: Neuber, Rian M (CONTR) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Hampton, Scott R (BPA) - NSP-4400-LL

Subject: RE: Guidance Please: Need assistance please!

Importance: Normal

Attachments: image001.png; image002.png; image003.png

Lisa and I just discussed this type of situation when I was updating the template for these folks. We reverted the template back to listing the suppliers by labor category for this very reason (instead of listing all suppliers like we will be doing for the current workers). Bummer that it already went out with all suppliers listed but it's fixed for going forward so this shouldn't continue to happen.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Neuber,Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>
Sent: Thursday, March 11, 2021 2:29 PM
To: Kayton,Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Mannen,Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: Guidance Please: Need assistance please!
Importance: High

Hi,

I need guidance here. The in-flight applicant contacted CorSource but they are not in the A&E category. What should we do here. tell them tough luck or send them the JP? She is saying they want to start participating in A&E moving forward. (b)(6)

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Valerie Ebinger <vebinger@corsource.com>
Sent: Thursday, March 11, 2021 2:14 PM
To: Neuber,Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>
Subject: [EXTERNAL] RE: Need assistance please!
Importance: High

Hi Rian,

I cannot access the JP in FG and I'm assuming it's because we had not been working the A&E category jobs but will be doing so now per our discussion with Scott. That's why I'm reaching out – I can't access it in FG.

Thank you!

Val

Valerie Ebinger | Senior Account Manager

Email: vebinger@corsource.com

D: 503.726.4555 | C: (b)(6)

From: Neuber,Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>
Sent: Thursday, March 11, 2021 2:12 PM
To: Valerie Ebinger <vebinger@corsource.com>
Subject: RE: Need assistance please!

Hi Val,

Current CFTE who are affected by the rationalization won't receive communication until next week; however we do have some that are external candidates that are completing the onboarding process that are currently under one of the rationalized suppliers. The JP is: JP9669 – Relay Tech 2. You can review the API and bill rate in Fieldglass for your negotiation.

(b)(6) will let us know by 03/15 which supplier she has selected, and we will follow up with the supplier of her choice on next steps in onboarding.

Let me know if you have any questions!

Thanks,

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Valerie Ebinger <vebinger@corsource.com>

Sent: Thursday, March 11, 2021 1:20 PM

To: Supplemental Labor Office <SupplementalLabor@bpa.gov>

Subject: [EXTERNAL] Need assistance please!

Importance: High

I just received a call from a soon-to-be BPA contractor, who has accepted a position via APR Staffing, with a start date of 3/22. She said APR is no longer with BPA and she is reaching out per the list of suppliers she was provided from SLMO. She indicated she was told she has to make her decision by the 15th.

I was expecting to receive calls beginning Monday so was not prepared with any info (job detail) to discuss with her.

Where can I get info on the position, etc. so I can discuss with her? It's a Relay Technician in Vancouver.

Thank you!

Valerie Ebinger | Senior Account Manager

Email: vebinger@corsource.com

D: 503.726.4555 | C: (b)(6)

Connect with me on: [LinkedIn](#)

CorSource Technology Group | CorSource.com | [@corsource](#)

ClearlyRated Best of Staffing Award Winner Three Years In a Row!

From: Neuber, Rian M (CONTR) - NSP-4400-LL

Sent: Thu Mar 11 15:01:46 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Mannen, Kimberly A (CONTR) - NSP-4400-LL

Subject: RE: Guidance Please: Need assistance please!

Importance: Normal

Attachments: image001.png; image002.png; image003.png; image004.png

Got it. Kim is going to make the adjustments in Fieldglass so we can distribute the JP to CorSource.

Lisa – can you email the team and tell them to hold off on doing anything with the pipeline candidates until next week?

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Thursday, March 11, 2021 2:53 PM
To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Subject: RE: Guidance Please: Need assistance please!

Yes, somehow we miscommunicated on this. I told suppliers we wouldn't contact any of their workers until 3/15. I did not differentiate pipeline workers. So yes, I would prefer we stopped communicating. We need to give the companies a chance to communicate first.

Yes, Corsource can get the JP and any supplier can see any JP.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Neuber,Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>
Sent: Thursday, March 11, 2021 2:48 PM
To: Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton,Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Mannen,Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Subject: RE: Guidance Please: Need assistance please!

Yes, we started working on pipeline candidates on 03/10 after all supplier meetings were completed. Should we wait on this? Can I ask what you communicated as far as dates for pipeline workers?

Also, just to clarify – should I distribute the JP below to CorSource and the other suppliers that are staying but not in that labor category?

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Thursday, March 11, 2021 2:35 PM
To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Subject: RE: Guidance Please: Need assistance please!

No we have though this through. All 8 suppliers can work in any labor category they want. Going forward there will be just 1 distribution list for JP's. All JP's will go to all suppliers.

I have a question though. I got an email from APR. Have we started reaching out to workers in the pipeline? That contradicts what I told the rationalized suppliers.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Neuber,Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>
Sent: Thursday, March 11, 2021 2:29 PM
To: Kayton,Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Mannen,Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: Guidance Please: Need assistance please!
Importance: High

Hi,

I need guidance here. The in-flight applicant contacted CorSource but they are not in the A&E category. What should we do here, tell them tough luck or send them the JP? She is saying they want to start participating in A&E moving forward. (b)(6)

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Valerie Ebinger <vebinger@corsource.com>
Sent: Thursday, March 11, 2021 2:14 PM
To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>
Subject: [EXTERNAL] RE: Need assistance please!
Importance: High

Hi Rian,

I cannot access the JP in FG and I'm assuming it's because we had not been working the A&E category jobs but will be doing so now per our discussion with Scott. That's why I'm reaching out – I can't access it in FG.

Thank you!

Val

Valerie Ebinger | Senior Account Manager

Email: vebinger@corsource.com

D: 503.726.4555 | C: (b)(6)

From: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Sent: Thursday, March 11, 2021 2:12 PM

To: Valerie Ebinger <vebinger@corsource.com>

Subject: RE: Need assistance please!

Hi Val,

Current CFTE who are affected by the rationalization won't receive communication until next week; however we do have some that are external candidates that are completing the onboarding process that are currently under one of the rationalized suppliers. The JP is: JP9669 – Relay Tech 2. You can review the API and bill rate in Fieldglass for your negotiation.

(b)(6) will let us know by 03/15 which supplier she has selected, and we will follow up with the supplier of her choice on next steps in onboarding.

Let me know if you have any questions!

Thanks,

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Valerie Ebinger <vebinger@corsource.com>
Sent: Thursday, March 11, 2021 1:20 PM
To: Supplemental Labor Office <SupplementalLabor@bpa.gov>
Subject: [EXTERNAL] Need assistance please!
Importance: High

I just received a call from a soon-to-be BPA contractor, who has accepted a position via APR Staffing, with a start date of 3/22. She said APR is no longer with BPA and she is reaching out per the list of suppliers she was provided from SLMO. She indicated she was told she has to make her decision by the 15th.

I was expecting to receive calls beginning Monday so was not prepared with any info (job detail) to discuss with her.

Where can I get info on the position, etc. so I can discuss with her? It's a Relay Technician in Vancouver.

Thank you!

Valerie Ebinger | Senior Account Manager

Email: vebinger@corsource.com

D: 503.726.4555 | C: (b)(6)

Connect with me on: [LinkedIn](#)

CorSource Technology Group | CorSource.com | [@corsource](#)

ClearlyRated Best of Staffing Award Winner Three Years In a Row!

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Fri Mar 12 07:54:11 2021

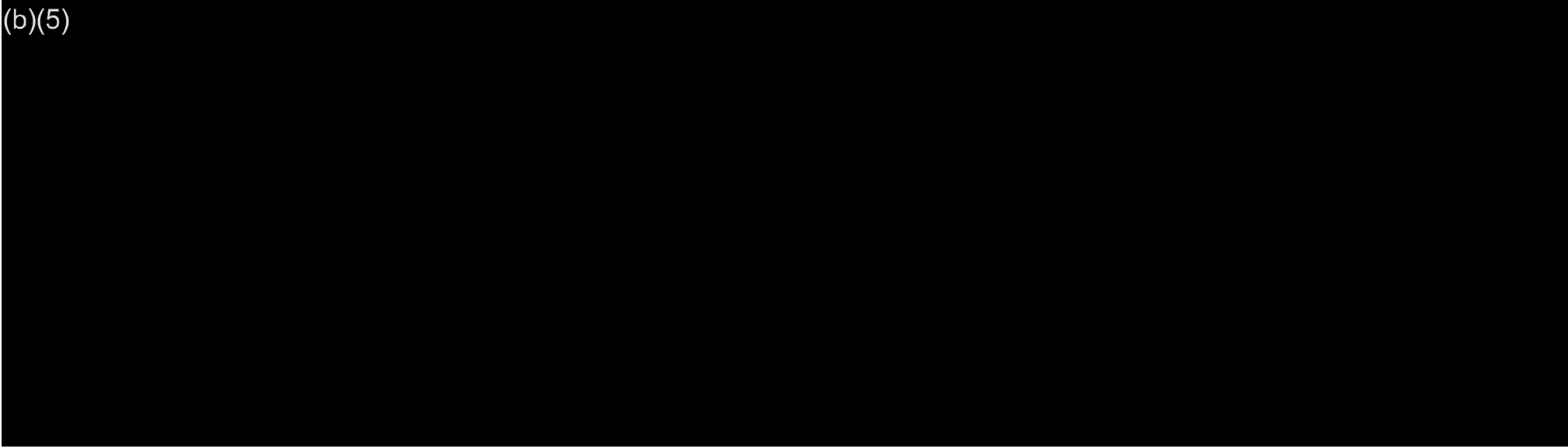
To: Savage, Claudia F (BPA) - NSSF-4

Subject: A thought

Importance: Normal

Attachments: image001.png; Dear VH.docx

(b)(5)



Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Sent: Fri Mar 12 07:54:39 2021

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL; Hampton, Scott R (BPA) - NSP-4400-LL; Neuber, Rian M (CONTR) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL

Subject: RE: Guidance Please: Need assistance please!

Importance: Normal

Attachments: image002.png; image005.png; image006.png; image007.png

I think another thing that might have to change because we are doing away with categories is how monthly reporting works for category data.

Marcia Gonzalez

magonzalez@bpa.gov

VanderHouwen

Business Systems Analyst I
Supplemental Labor Management Office, NSP-4400-LL
Bonneville Power Administration

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Friday, March 12, 2021 7:45 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: RE: Guidance Please: Need assistance please!

Good morning – Okay... I've updated the four FG distribution lists so that all eight remaining suppliers are included. This means all JPs distributed from here forward will go to all remaining suppliers. Rian – you can now distribute that A&E JP to CorSource (or all remaining suppliers) which is what started this conversation. J

I've also updated EM_13123_SELECT_NEW_EMPLOYER_WKR email template (for candidates in the pipeline) and our 7-day recompetete email template (EM_1370_WORKER_7Day) so that both of them just have one supplier list that shows all eight remaining suppliers.

Scott – Do you want to send a message to the team about this change or would you like me to?

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Thursday, March 11, 2021 3:15 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Subject: RE: Guidance Please: Need assistance please!

That's the problem though... we HAVE to update the distributions lists to facilitate any supplier picking up any worker (or being able to bid on a pipeline worker). We can't distribute an A&E JP to CorSource right now b/c CorSource is not on the A&E Distribution list. So, I have to update all of the DL's to add all eight remaining suppliers. That's easy enough to do and I'll do that in the morning. I just think we need to make the team aware that labor categories are now a thing of the past starting **now**.

I also need to update some email templates like our Recompete email template and our pipeline template to provide one list of suppliers.

There may be other things I've not thought of yet... will have to think through it more once I'm fresh tomorrow.

Thanks.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Thursday, March 11, 2021 3:08 PM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Subject: RE: Guidance Please: Need assistance please!

OK, well you can take your time making that move if it has some workload attached. Now is probably not the best time to make that change. It can wait.....

For rationalization though, any company can pick up any worker.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Thursday, March 11, 2021 3:03 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Subject: RE: Guidance Please: Need assistance please!

Ok – So you are saying we are moving to the one distribution list thing **now**. We really need to notify the team as this is new. You had mentioned this may happen in the future but I had no idea it is now reality.

This has impacts to additional email templates and impacts to FG I need to figure out as well.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Thursday, March 11, 2021 2:53 PM

To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Subject: RE: Guidance Please: Need assistance please!

Yes, somehow we miscommunicated on this. I told suppliers we wouldn't contact any of their workers until 3/15. I did not differentiate pipeline workers. So yes, I would prefer we stopped communicating. We need to give the companies a chance to communicate first.

Yes, Corsource can get the JP and any supplier can see any JP.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

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Sent: Thursday, March 11, 2021 2:48 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Subject: RE: Guidance Please: Need assistance please!

Yes, we started working on pipeline candidates on 03/10 after all supplier meetings were completed. Should we wait on this? Can I ask what you communicated as far as dates for pipeline workers?

Also, just to clarify – should I distribute the JP below to CorSource and the other suppliers that are staying but not in that labor category?

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Thursday, March 11, 2021 2:35 PM

To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Subject: RE: Guidance Please: Need assistance please!

No we have though this through. All 8 suppliers can work in any labor category they want. Going forward there will be just 1 distribution list for JP's. All JP's will go to all suppliers.

I have a question though. I got an email from APR. Have we started reaching out to workers in the pipeline? That contradicts what I told the rationalized suppliers.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Sent: Thursday, March 11, 2021 2:29 PM

To: Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: Guidance Please: Need assistance please!

Importance: High

Hi,

I need guidance here. The in-flight applicant contacted CorSource but they are not in the A&E category. What should we do here, tell them tough luck or send them the JP? She is saying they want to start participating in A&E moving forward. (b)(6)

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Valerie Ebinger <vebinger@corsource.com>

Sent: Thursday, March 11, 2021 2:14 PM

To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Subject: [EXTERNAL] RE: Need assistance please!

Importance: High

Hi Rian,

I cannot access the JP in FG and I'm assuming it's because we had not been working the A&E category jobs but will be doing so now per our discussion with Scott. That's why I'm reaching out – I can't access it in FG.

Thank you!

Val

Valerie Ebinger | Senior Account Manager

Email: vebinger@corsource.com

D: 503.726.4555 | C: (b)(6)

From: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Sent: Thursday, March 11, 2021 2:12 PM

To: Valerie Ebinger <vebinger@corsource.com>

Subject: RE: Need assistance please!

Hi Val,

Current CFTE who are affected by the rationalization won't receive communication until next week; however we do have some that are external candidates that are completing the onboarding process that are currently under one of the rationalized suppliers. The JP is: JP9669 – Relay Tech 2. You can review the API and bill rate in Fieldglass for your negotiation.

(b)(6) will let us know by 03/15 which supplier she has selected, and we will follow up with the supplier of her choice on next steps in onboarding.

Let me know if you have any questions!

Thanks,

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Valerie Ebinger <vebinger@corsource.com>

Sent: Thursday, March 11, 2021 1:20 PM
To: Supplemental Labor Office <SupplementalLabor@bpa.gov>
Subject: [EXTERNAL] Need assistance please!
Importance: High

I just received a call from a soon-to-be BPA contractor, who has accepted a position via APR Staffing, with a start date of 3/22. She said APR is no longer with BPA and she is reaching out per the list of suppliers she was provided from SLMO. She indicated she was told she has to make her decision by the 15th.

I was expecting to receive calls beginning Monday so was not prepared with any info (job detail) to discuss with her.

Where can I get info on the position, etc. so I can discuss with her? It's a Relay Technician in Vancouver.

Thank you!

Valerie Ebinger | Senior Account Manager

Email: vebinger@corsource.com

D: 503.726.4555 | C: (b)(6)

Connect with me on: [LinkedIn](#)

CorSource Technology Group | [CorSource.com](#) | [@corsource](#)

ClearlyRated Best of Staffing Award Winner Three Years In a Row!

From: Neuber, Rian M (CONTR) - NSP-4400-LL

Sent: Fri Mar 12 08:18:25 2021

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL; Kaylon, Lisa A (BPA) - NSP-4400-LL; Hampton, Scott R (BPA) - NSP-4400-LL

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: RE: For Review: Valued Supplier to Remaining Suppliers

Importance: Normal

Attachments: image001.png

Hi Kim,

I don't think this is needed after our conversation yesterday, and I think adding that info to the worker email template (JP#, etc) will make it clear enough what the supplier needs to do.

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Friday, March 12, 2021 8:00 AM
To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: FW: For Review: Valued Supplier to Remaining Suppliers
Importance: High

Hi – I didn't hear back on this yesterday afternoon so it's not gone out but... that may be a good thing considering how things changed yesterday afternoon with halting communications to pipeline people. Thoughts on if we still need to send something like this?

Thanks.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Thursday, March 11, 2021 2:28 PM

To: Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: For Review: Valued Supplier to Remaining Suppliers

Importance: High

Hi Lisa – Per your request, here is a Valued Supplier email to remaining suppliers about pipeline people. Let me know if you have any edits. Thanks!

To: Remaining 8 suppliers

Subject: Rationalization and Candidates in the Pipeline

Valued Suppliers:

We have not publically announced which suppliers are being rationalized however, you may start receiving (or have already received) calls from candidates who are “in the pipeline” meaning they are applying for, interviewing for, accepting, or onboarding for a new assignment. These inquiries could come at any time as we have started notifying some of the “in process” candidates that were submitted by rationalized suppliers.

Please respond to these inquiries quickly as these candidates usually only have three business days to select a new employer if they want to remain in consideration.

Also note, these are external candidates who are new to BPA so please negotiate with them as you normally would within the bill rate on the job posting. We will instruct these candidates to provide you with the JP number, the position title and level, and the org to assist you.

Thank you.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Fri Mar 12 08:57:02 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL; Neuber, Rian M (CONTR) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: RE: For Review: Valued Supplier to Remaining Suppliers

Importance: Normal

Attachments: image001.png

Agreed – thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Friday, March 12, 2021 8:46 AM
To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>
Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: RE: For Review: Valued Supplier to Remaining Suppliers

I don't think we do need to send this out. This is consistent with what I talked about in the scorecard meetings. I think all the suppliers know to respond to our pipeline people quickly

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Friday, March 12, 2021 8:00 AM
To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: FW: For Review: Valued Supplier to Remaining Suppliers
Importance: High

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Thanks.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

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Sent: Thursday, March 11, 2021 2:28 PM

To: Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: For Review: Valued Supplier to Remaining Suppliers

Importance: High

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To: Remaining 8 suppliers

Subject: Rationalization and Candidates in the Pipeline

Valued Suppliers:

We have not publically announced which suppliers are being rationalized however, you may start receiving (or have already received) calls from candidates who are “in the pipeline” meaning they are applying for, interviewing for, accepting, or onboarding for a new assignment. These inquiries could come at any time as we have started notifying some of the “in process” candidates that were submitted by rationalized suppliers.

Please respond to these inquiries quickly as these candidates usually only have three business days to select a new employer if they want to remain in consideration.

Also note, these are external candidates who are new to BPA so please negotiate with them as you normally would within the bill rate on the job posting. We will instruct these candidates to provide you with the JP number, the position title and level, and the org to assist you.

Thank you.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Fri Mar 12 09:16:02 2021

To: Cedergreen, Natalie K (CONTR) - NSP-4400-LL; Couron, Elissa L (CONTR) - NSP-4400-LL; Cutler, Taylor A (CONTR) - NSP-4400-LL; Falcon, April L (BPA) - NSP-4400-LL; Gonzalez, Marcia A (CONTR) - NSP-4400-LL; Goodell, Elizabeth N (CONTR) - NSP-4400-LL; Hagedorn, William G (BPA) - NSP-4400-LL; Hampton, Scott R (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Keith, Nicholas R (BPA) - NSP-4400-LL; Longfellow, James N (BPA) - NSP-4400-LL; Marsh, Solomonn P (BPA) - NSP-4400-LL; McCarthy, David C (BPA) - NSP-4400-LL; Neuber, Rian M (CONTR) - NSP-4400-LL; Sasser, Jordan E (CONTR) - NSP-4400-LL; Wilde, Tamara A (BPA) - NSP-4400-LL; Wilmarth, Stephanie (CONTR) - NSP-4400-LL; Ziegler, Denise A (BPA) - NSP-4400-LL

Subject: Important Info Regarding Labor Categories

Importance: High

Good morning everyone. Effective today, the remaining eight suppliers have been added to the A&E, IT, Technical Professional and Admin distribution lists. This means that going forward, our remaining eight non-craft suppliers will receive all non-craft JPs. So, not only can suppliers pick up workers in any labor category for rationalization, but they can also bid on any non-craft position we distribute going forward regardless of labor category.

The following email templates have been updated to accommodate this change (please be sure you are using the most recent version in the playbook):

- EM_1370_WORKER_7DAY
- EM_13123_SELECT_NEW_EMPLOYER_WKR

IMPORTANT NOTE:

Anytime you send out EM13123_Select_NEW_EMPLOYER_WKR to in flight candidates, you must distribute the JP to any non-craft suppliers (excluding Solo) that did not receive the posting initially. From the JP in Fieldglass you can click on Actions – Redistribute and select any missing suppliers (excluding Solo and Craft suppliers).

Suppliers were notified of this change in the scorecard meetings. Thank you.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Fri Mar 12 09:24:36 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: RE: Guidance Please: Need assistance please!

Importance: Normal

Attachments: image001.png; image002.png; image003.png; image004.png

Cool – okay, then I think we are set. Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Friday, March 12, 2021 9:24 AM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Subject: RE: Guidance Please: Need assistance please!

I think they are totally clear. I had specific conversations with them about whether they would mind getting everything and sorting through. They were all just fine with seeing everything.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Friday, March 12, 2021 9:17 AM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: Guidance Please: Need assistance please!

Scott – Do you think any communication is needed to the remaining eight suppliers about this or do you think they are totally clear and are expecting to see all requisitions distributed going forward?

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Friday, March 12, 2021 8:42 AM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: RE: Guidance Please: Need assistance please!

I think you can send the message

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Friday, March 12, 2021 7:45 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Cc: Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

Subject: RE: Guidance Please: Need assistance please!

Good morning – Okay... I've updated the four FG distribution lists so that all eight remaining suppliers are included. This means all JPs distributed from here forward will go to all remaining suppliers. Rian – you can now distribute that A&E JP to CorSource (or all remaining suppliers) which is what started this conversation. J

I've also updated EM_13123_SELECT_NEW_EMPLOYER_WKR email template (for candidates in the pipeline) and our 7-day recomplete email template (EM_1370_WORKER_7Day) so that both of them just have one supplier list that shows all eight remaining suppliers.

Scott – Do you want to send a message to the team about this change or would you like me to?

Thanks!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Thursday, March 11, 2021 3:15 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Subject: RE: Guidance Please: Need assistance please!

That's the problem though... we HAVE to update the distributions lists to facilitate any supplier picking up any worker (or being able to bid on a pipeline worker). We can't distribute an A&E JP to CorSource right now b/c CorSource is not on the A&E Distribution list. So, I have to update all of the DL's to add all eight remaining suppliers. That's easy enough to do and I'll do that in the morning. I just think we need to make the team aware

that labor categories are now a thing of the past starting **now**.

I also need to update some email templates like our Recompete email template and our pipeline template to provide one list of suppliers.

There may be other things I've not thought of yet... will have to think through it more once I'm fresh tomorrow.

Thanks.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Thursday, March 11, 2021 3:08 PM

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>
Subject: RE: Guidance Please: Need assistance please!

OK, well you can take your time making that move if it has some workload attached. Now is probably not the best time to make that change. It can wait.....

For rationalization though, any company can pick up any worker.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Thursday, March 11, 2021 3:03 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Subject: RE: Guidance Please: Need assistance please!

Ok – So you are saying we are moving to the one distribution list thing **now**. We really need to notify the team as this is new. You had mentioned this may happen in the future but I had no idea it is now reality.

This has impacts to additional email templates and impacts to FG I need to figure out as well.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Thursday, March 11, 2021 2:53 PM

To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Subject: RE: Guidance Please: Need assistance please!

Yes, somehow we miscommunicated on this. I told suppliers we wouldn't contact any of their workers until 3/15. I did not differentiate pipeline workers. So yes, I would prefer we stopped communicating. We need to give the companies a chance to communicate first.

Yes, Corsource can get the JP and any supplier can see any JP.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Sent: Thursday, March 11, 2021 2:48 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Subject: RE: Guidance Please: Need assistance please!

Yes, we started working on pipeline candidates on 03/10 after all supplier meetings were completed. Should we wait on this? Can I ask what you communicated as far as dates for pipeline workers?

Also, just to clarify – should I distribute the JP below to CorSource and the other suppliers that are staying but not in that labor category?

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Thursday, March 11, 2021 2:35 PM

To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Subject: RE: Guidance Please: Need assistance please!

No we have though this through. All 8 suppliers can work in any labor category they want. Going forward there will be just 1 distribution list for JP's. All JP's will go to all suppliers.

I have a question though. I got an email from APR. Have we started reaching out to workers in the pipeline? That contradicts what I told the rationalized suppliers.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Sent: Thursday, March 11, 2021 2:29 PM

To: Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: Guidance Please: Need assistance please!

Importance: High

Hi,

I need guidance here. The in-flight applicant contacted CorSource but they are not in the A&E category. What should we do here, tell them tough luck or send them the JP? She is saying they want to start participating in A&E moving forward. (b)(6)

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Valerie Ebinger <vebinger@corsource.com>

Sent: Thursday, March 11, 2021 2:14 PM

To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Subject: [EXTERNAL] RE: Need assistance please!

Importance: High

Hi Rian,

I cannot access the JP in FG and I'm assuming it's because we had not been working the A&E category jobs but will be doing so now per our discussion with Scott. That's why I'm reaching out – I can't access it in FG.

Thank you!

Val

Valerie Ebinger | Senior Account Manager

Email: vebinger@corsource.com

D: 503.726.4555 | C: (b)(6)

From: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Sent: Thursday, March 11, 2021 2:12 PM

To: Valerie Ebinger <vebinger@corsource.com>

Subject: RE: Need assistance please!

Hi Val,

Current CFTE who are affected by the rationalization won't receive communication until next week; however we do have some that are external candidates that are completing the onboarding process that are currently under one of the rationalized suppliers. The JP is: JP9669 – Relay Tech 2. You can review the API and bill rate in Fieldglass for your negotiation.

(b)(6) will let us know by 03/15 which supplier she has selected, and we will follow up with the supplier of her choice on next steps in onboarding.

Let me know if you have any questions!

Thanks,

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Valerie Ebinger <vebinger@corsource.com>
Sent: Thursday, March 11, 2021 1:20 PM
To: Supplemental Labor Office <SupplementalLabor@bpa.gov>
Subject: [EXTERNAL] Need assistance please!
Importance: High

I just received a call from a soon-to-be BPA contractor, who has accepted a position via APR Staffing, with a start date of 3/22. She said APR is no longer with BPA and she is reaching out per the list of suppliers she was provided from SLMO. She indicated she was told she has to make her decision by the 15th.

I was expecting to receive calls beginning Monday so was not prepared with any info (job detail) to discuss with her.

Where can I get info on the position, etc. so I can discuss with her? It's a Relay Technician in Vancouver.

Thank you!

Valerie Ebinger | Senior Account Manager

Email: vebinger@corsource.com

D: 503.726.4555 | C: (b)(6)

Connect with me on: [LinkedIn](#)

CorSource Technology Group | CorSource.com | [@corsource](#)

—
ClearlyRated Best of Staffing Award Winner Three Years In a Row!

From: Wilde, Tamara A (BPA) - NSP-4400-LL

Sent: Fri Mar 12 10:00:51 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Cc: Falcon, April L (BPA) - NSP-4400-LL

Subject: RE: Communicating with Rationalized Workers

Importance: Normal

Attachments: image005.png; image006.png; image001.png

Thanks, Scott. Looks like I'm in the clear with my upcoming assessments. I'll talk to April on Monday to make sure she checks hers.

Respectfully,

Tamara Wilde, NSP/4400-LL

Supplemental Labor Compliance Analyst

Bonneville Power Administration

Work: 360-418-2752; Cell: (b)(6)

tawilde@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Friday, March 12, 2021 9:59 AM
To: Wilde, Tamara A (BPA) - NSP-4400-LL <tawilde@bpa.gov>
Subject: RE: Communicating with Rationalized Workers

The ones who got cut are CRGT, Triad, VanderHouwen and APR Staffing.

Still in is ACS, Motus, Flux, (b)(4) Everest, Azad, Corsource, and First-Tek

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Wilde, Tamara A (BPA) - NSP-4400-LL <tawilde@bpa.gov>

Sent: Friday, March 12, 2021 9:56 AM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: Communicating with Rationalized Workers

Scott,

I forgot which all Suppliers made the cut. It looks like most of my upcoming assessments are with Flux, ACS, and (b)(4) employees, so those won't matter. I have one assessment scheduled with a CorSource employee and I can't remember which side of the line they were on. Can you send me a copy of the 10 suppliers who remain?

Thanks.

Respectfully,

Tamara Wilde, NSP/4400-LL

Supplemental Labor Compliance Analyst

Bonneville Power Administration

Work: 360-418-2752; Cell: (b)(6)

tawilde@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Friday, March 12, 2021 7:31 AM

To: Wilde, Tamara A (BPA) - NSP-4400-LL <tawilde@bpa.gov>; Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>; Couron, Elissa L (CONTR) - NSP-4400-LL <elcouron@bpa.gov>; Cutler, Taylor A (CONTR) - NSP-4400-LL <tasutherland@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>; Goodell, Elizabeth N (CONTR) - NSP-4400-LL <engoodell@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Keith, Nicholas R (BPA) - NSP-4400-LL <nrkeith@bpa.gov>; Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>; McCarthy, David C (BPA) - NSP-4400-LL <dcmccarthy@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Sasser, Jordan E (CONTR) - NSP-4400-LL <jesasser@bpa.gov>; Wilmarth, Stephanie (CONTR) - NSP-4400-LL <sxwilmarth@bpa.gov>; Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Subject: RE: Communicating with Rationalized Workers

Yes I would definitely give all the impacted workers a break from assessments. Let's let them get through the stress of the transition without piling on.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Wilde, Tamara A (BPA) - NSP-4400-LL <tawilde@bpa.gov>

Sent: Thursday, March 11, 2021 4:54 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>; Couron, Elissa L (CONTR) - NSP-4400-LL <elcouron@bpa.gov>; Cutler, Taylor A (CONTR) - NSP-4400-LL <tasutherland@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>; Goodell, Elizabeth N (CONTR) - NSP-4400-LL <engoodell@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Keith, Nicholas R (BPA) - NSP-4400-LL <nrkeith@bpa.gov>; Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmmarsh@bpa.gov>; McCarthy, David C (BPA) - NSP-4400-LL <dcmccarthy@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Sasser, Jordan E (CONTR) - NSP-4400-LL <jesasser@bpa.gov>; Wilmarth, Stephanie (CONTR) - NSP-4400-LL <sxwilmarth@bpa.gov>; Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Subject: RE: Communicating with Rationalized Workers

Scott,

Should April and I cancel any position assessments we have set-up for any impacted workers? I imagine if there are any whispers, neither she nor I want to be bombarded with questions. (I haven't really kept up and would have no idea what to say.) L

Just thinking...

Respectfully,

Tamara Wilde, NSP/4400-LL

Supplemental Labor Compliance Analyst

Bonneville Power Administration

Work: 360-418-2752; Cell: (b)(6)

twilde@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Thursday, March 11, 2021 3:57 PM

To: Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>; Couron, Elissa L (CONTR) - NSP-4400-LL <elcouron@bpa.gov>; Cutler, Taylor A (CONTR) - NSP-4400-LL <tasutherland@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>; Goodell, Elizabeth N (CONTR) - NSP-4400-LL <engoodell@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Keith, Nicholas R (BPA) - NSP-4400-LL <nrkeith@bpa.gov>; Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmmarsh@bpa.gov>; McCarthy, David C (BPA) - NSP-4400-LL <dcmccarthy@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Sasser, Jordan E (CONTR) - NSP-4400-LL

<jesasser@bpa.gov>; Wilde, Tamara A (BPA) - NSP-4400-LL <tawilde@bpa.gov>; Wilmarth, Stephanie (CONTR) - NSP-4400-LL <swilmarth@bpa.gov>; Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>
Subject: Communicating with Rationalized Workers

Hi Everyone,

Somehow our wires got crossed (or my wires got crossed) about communications with workers. So effective immediately, please do not contact any workers involved in rationalization until Monday 3/15. Including workers in the pipeline. I communicated to our 4 exiting suppliers that we would not communicate with impacted workers until that time, and we need to honor their ability to communicate with their workers before we do.

Sorry for any problems or inconvenience this might cause.

Thanks!!

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Savage, Claudia F (BPA) - NSSF-4

Sent: Fri Mar 12 11:03:56 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: APR staffing

Importance: Normal

Hi Scott,

Can you please pass along the communications sent to APR concerning the rationalization decision?

Thanks so much,

Claudia

Claudia F. Savage, 503-230-3243

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

Bonneville Power Administration

bpa.gov | cfsavage@bpa.gov

From: Neuber, Rian M (CONTR) - NSP-4400-LL

Sent: Fri Mar 12 12:12:36 2021

To: Mannen, Kimberly A (CONTR) - NSP-4400-LL; Hampton, Scott R (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL

Subject: RE: Supplier Inquiry: - BPA SLIM Program: New Requisition

Importance: Normal

Attachments: image002.png; image003.png

I like it, no edits.

Thank you Kim!

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Friday, March 12, 2021 12:10 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>
Subject: RE: Supplier Inquiry : BPA SLIM Program: New Requisition

Please see below – Any edits?

To: Remaining eight suppliers

Subject: BPA – Labor Category Information Effective 3/12/21

Valued Suppliers:

Effective today, the remaining eight suppliers have been added to all labor categories (A&E, IT, Tech/Prof, Admin) in Fieldglass. This means that:

- All non-craft suppliers will receive all non-craft JPs that we distribute from today forward.

- Candidates who are “in the pipeline” (meaning they were submitted by a rationalized supplier and are in the process of interviewing, accepting or onboarding for a new assignment) may contact you to represent them on a posting that is in a labor category you have historically not participated in.

- SLMO may redistribute currently posted JPs to all suppliers if candidates in the pipeline are looking for a new employer to represent them.

As Scott outlined in the scorecard meetings, you may accept or decline to participate on any job posting but you will have the opportunity participate on all if desired.

Please direct any questions to supplementallabor@bpa.gov. Thank you!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Friday, March 12, 2021 11:15 AM
To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>
Subject: RE: Supplier Inquiry: : BPA SLIM Program: New Requisition

It's fine with me. I'm surprised they are confused....but if they are then we should clarify.

And I'll go practice my communication skills.....

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>
Sent: Friday, March 12, 2021 10:51 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>
Cc: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>
Subject: Supplier Inquiry: : BPA SLIM Program: New Requisition

Hi there,

This JP was the one we were discussing yesterday when we received that inquiry from Corsource. I went ahead and distributed this JP to all suppliers per our conversation, but now Azad seems to be really confused.

I think we should send out one more valued supplier email that clarifies the following:

That suppliers will now be a part of every labor category (Scott I understand this is what you relayed to them I the scorecard meetings, but Azad is confused and it might not hurt to reiterate to everyone).

That candidates in flight may be contacting any supplier regardless of labor category

That currently posted JP's may be distributed to all suppliers if candidates in flight are looking for a new employer to represent them

I think sending out this communication would help reduce the amount of supplier questions.

Thoughts?

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: (b)(6)

Sent: Friday, March 12, 2021 10:38 AM

To: Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>

Cc: Supplemental Labor Office <SupplementalLabor@bpa.gov>; (b)(6)

Subject: [EXTERNAL] RE: BPA SLIM Program: New Requisition submitted Inquiry

Good morning,

We received the below Fieldglass New Requisition notification for BPA JP9669. Will there be a Chat Message to provide explanation / clarification in regard to this JP?

We would like to verify that AZAD should have received this JP as it is within the Scientific Labor Category and AZAD only patriciates in the IT Labor Category.

Additionally, will there be an updated response by date provided as the current date in Fieldglass is 2/15/2021?

Thank you for your help.

Best regards,

(b)(6)



(b)(6)

This electronic message (including any attachments) contains information which may be confidential, privileged or otherwise protected from disclosure. The information is intended to be used solely by the named recipient(s). If you are not a named recipient, any review, disclosure, copying, distribution or use of this transmission or its contents is prohibited. If you have received this transmission in error, please delete this message and please notify me immediately by replying to this message or by calling 503-617-9490 or toll free 1-800-406-1785.

From: fieldglass@fieldglass.net <fieldglass@fieldglass.net>

Sent: Friday, March 12, 2021 8:22 AM

To: (b)(6)

Subject: BPA SLIM Program: New Requisition submitted

New Requisition has been submitted. You are requested to respond as soon as possible. If you are unable to submit a qualified Job Seeker, please inform immediately.

The following URL will take you to the Details page:

https://www.fieldglass.net/job_posting_detail.do?id=z2101192222476275975092a&buyerCode=BPA

Details

Logged User Name: Admin, SLMO
Buyer: Bonneville Power Administration
Job Posting ID: BPAJP00009669
Job Posting Title: Relay Technician 2
Job Posting Start Date: 03/08/2021
Job Posting Number of Positions: 2
Site: Vancouver
Hours for Estimated Spend: 4,240.00

Posting Information

Job Posting Owner: Gage Marek

Comments

Comments To Supplier: See Additional Position Information document (attached) for supplemental information regarding specific requirements for the advertised position. Selected candidates must attend an in-person enrollment appointment to complete the required background investigation. Start date is contingent on timely successful security clearance completion and is subject to change. Candidates should be submitted at a bill rate reflective of their match to the skill requirements of the position. Bill rates are subject to review and determination of suitability by the SLMO and are subject to negotiation. Hours identified in the Job Posting/Assignment are not guaranteed. Billable hours per week may vary depending on BPA's needs (workload, schedule, deliverables, etc.). This Job Posting closes at 11:59pm Pacific Time, on the Respond By date listed on this JP. Candidates submitted after 11:59pm will not be accepted.

This notification was sent by the BPA SLIM system. If you have any questions regarding this notice, please contact the BPA SLMO Office at:

(360) 418-8321

Supplementallabor@bpa.gov

7 a.m.-4:30 p.m. Pacific

Please do not respond to this email.

(BPA, DC3-PDR-FAA-17, z21031216214781085076901)

From: Savage, Claudia F (BPA) - NSSF-4

Sent: Fri Mar 12 12:22:08 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: RE: APR Staffing Scorecard Documentation

Importance: Normal

Attachments: image001.png

Thanks so much, Scott. Kevin and I just spoke and he will be reaching out to you to confirm some of my thoughts, as well as his own.

Appreciate it,

Claudia

Claudia F. Savage, 503-230-3243

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

Bonneville Power Administration

bpa.gov | cfsavage@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Friday, March 12, 2021 11:11 AM
To: Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>
Subject: FW: APR Staffing Scorecard Documentation

As requested

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hampton, Scott R (BPA) - NSP-4400-LL
Sent: Friday, March 5, 2021 1:54 PM
To: Deb Sanders (Murray) <debsanders@APRstaffing.com>; steve.rhodes@aprstaffing.com; Joe Prats <Joe.Prats@APRstaffing.com>
Subject: APR Staffing Scorecard Documentation

First let me say I'm sorry. I know this will not be welcome news.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b)(2)

Call ID Number:

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Fri Mar 12 12:41:17 2021

To: Mannen,Kimberly A (CONTR) - NSP-4400-LL; Neuber,Rian M (CONTR) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL

Subject: RE: Supplier Inquiry: : BPA SLIM Program: New Requisition

Importance: Normal

Attachments: image001.png; image002.png

Looks great to me Kim

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen,Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>

Sent: Friday, March 12, 2021 12:10 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>
Subject: RE: Supplier Inquiry: : BPA SLIM Program: New Requisition

Please see below – Any edits?

To: Remaining eight suppliers

Subject: BPA – Labor Category Information Effective 3/12/21

Valued Suppliers:

Effective today, the remaining eight suppliers have been added to all labor categories (A&E, IT, Tech/Prof, Admin) in Fieldglass. This means that:

- All non-craft suppliers will receive all non-craft JPs that we distribute from today forward.
- Candidates who are “in the pipeline” (meaning they were submitted by a rationalized supplier and are in the process of interviewing, accepting or onboarding for a new assignment) may contact you to represent them on a posting that is in a labor category you have historically not participated in.
- SLMO may redistribute currently posted JPs to all suppliers if candidates in the pipeline are looking for a new employer to represent them.

As Scott outlined in the scorecard meetings, you may accept or decline to participate on any job posting but you will have the opportunity participate on all if desired.

Please direct any questions to supplementallabor@bpa.gov. Thank you!

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Friday, March 12, 2021 11:15 AM

To: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>

Subject: RE: Supplier Inquiry : BPA SLIM Program: New Requisition

It's fine with me. I'm surprised they are confused....but if they are then we should clarify.

And I'll go practice my communication skills.....

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Neuber,Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Sent: Friday, March 12, 2021 10:51 AM

To: Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Mannen,Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Kayton,Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

Cc: Neuber,Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>

Subject: Supplier Inquiry: : BPA SLIM Program: New Requisition

Hi there,

This JP was the one we were discussing yesterday when we received that inquiry from Corsource. I went ahead and distributed this JP to all suppliers per our conversation, but now Azad seems to be really confused.

I think we should send out one more valued supplier email that clarifies the following:

That suppliers will now be a part of every labor category (Scott I understand this is what you relayed to them I the scorecard meetings, but Azad is confused and it might not hurt to reiterate to everyone).

That candidates in flight may be contacting any supplier regardless of labor category

That currently posted JP's may be distributed to all suppliers if candidates in flight are looking for a new employer to represent them

I think sending out this communication would help reduce the amount of supplier questions.

Thoughts?

Rian Neuber

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

rmneuber@bpa.gov | P 360-418-2142

From: (b)(6)

Sent: Friday, March 12, 2021 10:38 AM

To: Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>

Cc: Supplemental Labor Office <SupplementalLabor@bpa.gov>; (b)(6)

Subject: [EXTERNAL] RE: BPA SLIM Program: New Requisition submitted Inquiry

Good morning,

We received the below Fieldglass New Requisition notification for BPA JP9669. Will there be a Chat Message to provide explanation / clarification in regard to this JP?

We would like to verify that AZAD should have received this JP as it is within the Scientific Labor Category and

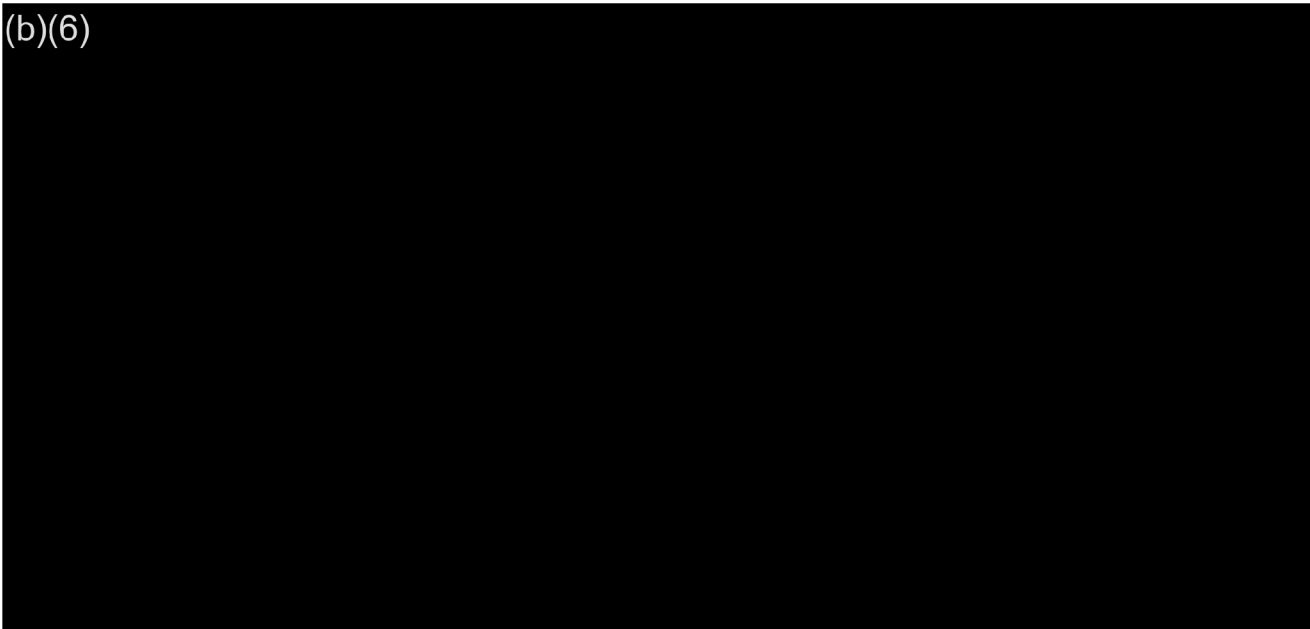
AZAD only patriciates in the IT Labor Category.

Additionally, will there be an updated response by date provided as the current date in Fieldglass is 2/15/2021?

Thank you for your help.

Best regards,

(b)(6)



(b)(6)

This electronic message (including any attachments) contains information which may be confidential, privileged or otherwise protected from disclosure. The information is intended to be used solely by the named recipient(s). If you are not a named recipient, any review, disclosure, copying, distribution or use of this transmission or its contents is prohibited. If you have received this transmission in error, please delete this message and please notify me immediately by replying to this message or by calling 503-617-9490 or toll free 1-800-406-1785.

From: fieldglass@fieldglass.net <fieldglass@fieldglass.net>
Sent: Friday, March 12, 2021 8:22 AM
To: (b)(6)
Subject: BPA SLIM Program: New Requisition submitted

New Requisition has been submitted. You are requested to respond as soon as possible. If you are unable to submit a qualified Job Seeker, please inform immediately.
The following URL will take you to the Details page:

(b)(2)

Details
Logged User Name: Admin, SLMO
Buyer: Bonneville Power Administration
Job Posting ID: BPAJP00009669

Job Posting Title: Relay Technician 2
Job Posting Start Date: 03/08/2021
Job Posting Number of Positions: 2
Site: Vancouver
Hours for Estimated Spend: 4,240.00

Posting Information

Job Posting Owner: Gage Marek

Comments

Comments To Supplier: See Additional Position Information document (attached) for supplemental information regarding specific requirements for the advertised position. Selected candidates must attend an in-person enrollment appointment to complete the required background investigation. Start date is contingent on timely successful security clearance completion and is subject to change. Candidates should be submitted at a bill rate reflective of their match to the skill requirements of the position. Bill rates are subject to review and determination of suitability by the SLMO and are subject to negotiation. Hours identified in the Job Posting/Assignment are not guaranteed. Billable hours per week may vary depending on BPA's needs (workload, schedule, deliverables, etc.). This Job Posting closes at 11:59pm Pacific Time, on the Respond By date listed on this JP. Candidates submitted after 11:59pm will not be accepted.

This notification was sent by the BPA SLIM system. If you have any questions regarding this notice, please contact the BPA SLMO Office at:

(360) 418-8321

Supplementallabor@bpa.gov

7 a.m.-4:30 p.m. Pacific

Please do not respond to this email.

(BPA, DC3-PDR-FAA-17, z21031216214781085076901)

From: Savage, Claudia F (BPA) - NSSF-4

Sent: Fri Mar 12 12:45:46 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Cc: Marsh, Solomonn P (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Limantzakis, Vasia A (BPA) - NSSF-4

Subject: Please halt both ADP and VanderHouwen's worker communications on Monday

Importance: Normal

Hi Scott,

I just finished speaking with Kevin Bell and we both agreed that we will need a few days to digest all the information requested by the two suppliers and the protest they have both filed. If you could please let your staff know that we are working as quickly as possible but to halt sending out the Transition letter for all workers at both ADP and VanderHouwen until you hear from us.

I'm hoping it won't take more than a week of delay.

Appreciate your support through this process,

Claudia

Claudia F. Savage, 503-230-3243

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

Bonneville Power Administration

bpa.gov | cfsavage@bpa.gov

From: Supplemental Labor Office

Sent: Fri Mar 12 12:50:13 2021

To: Cedergreen,Natalie K (CONTR) - NSP-4400-LL; Couron,Elissa L (CONTR) - NSP-4400-LL; Cutler,Taylor A (CONTR) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL; Gonzalez,Marcia A (CONTR) - NSP-4400-LL; Goodell,Elizabeth N (CONTR) - NSP-4400-LL; Hagedorn,William G (BPA) - NSP-4400-LL; Hampton,Scott R (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL; Keith,Nicholas R (BPA) - NSP-4400-LL; Longfellow,James N (BPA) - NSP-4400-LL; Marsh,Solomonn P (BPA) - NSP-4400-LL; McCarthy,David C (BPA) - NSP-4400-LL; Neuber,Rian M (CONTR) - NSP-4400-LL; Sasser,Jordan E (CONTR) - NSP-4400-LL; Wilde,Tamara A (BPA) - NSP-4400-LL; Wilmarth,Stephanie (CONTR) - NSP-4400-LL; Ziegler,Denise A (BPA) - NSP-4400-LL

Subject: FW: BPA – Labor Category Information Effective 3/12/21

Importance: Normal

Attachments: image001.gif

FYI below – this was distributed to our eight remaining non-craft suppliers.

Thanks.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Supplemental Labor Office <SupplementalLabor@bpa.gov>

Sent: Friday, March 12, 2021 12:49 PM

To: Supplemental Labor Office <SupplementalLabor@bpa.gov>

Subject: BPA – Labor Category Information Effective 3/12/21

Valued Suppliers:

Effective today, the remaining eight suppliers have been added to all labor categories (A&E, IT, Tech/Prof, Admin) in Fieldglass. This means that:

- All non-craft suppliers will receive all non-craft JPs that we distribute from today forward.
- Candidates who are “in the pipeline” (meaning they were submitted by a rationalized supplier and are in the process of interviewing, accepting or onboarding for a new assignment) may contact you to represent them on a posting that is in a labor category you have historically not participated in.
- SLMO may redistribute currently posted JPs to all suppliers if candidates in the pipeline are looking for a new employer to represent them.

As Scott outlined in the scorecard meetings, you may accept or decline to participate on any job posting but you will have the opportunity participate on all if desired.

Please direct any questions to supplementallabor@bpa.gov. Thank you!

Supplemental Labor Management Office

Bonneville Power Administration

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Fri Mar 12 12:55:12 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: RE: Supplier Meeting Presentation

Importance: Normal

Attachments: image001.png

Sure do – it is located here (it didn't like me trying to email it – shut my Outlook down): (b)(2)

(b)(2)

Rationalization starts on slide 60.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Friday, March 12, 2021 12:50 PM
To: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Subject: Supplier Meeting Presentation

Do you have a copy of the supplier meeting presentation from October, 2019? I would have introduced the rationalization concept to everyone....

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Fri Mar 12 13:05:15 2021

To: Savage, Claudia F (BPA) - NSSF-4

Cc: Marsh, Solomonn P (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Limantzakis, Vasia A (BPA) - NSSF-4

Subject: RE: Please halt both ADP and VanderHouwen's worker communications on Monday

Importance: Normal

Attachments: image001.png

No problem. We will shift into a holding pattern.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>
Sent: Friday, March 12, 2021 12:46 PM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Cc: Marsh, Solomonn P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Limantzakis, Vasias A (BPA) - NSSF-4 <vlimantzakis@bpa.gov>
Subject: Please halt both ADP and VanderHouwen's worker communications on Monday

Hi Scott,

I just finished speaking with Kevin Bell and we both agreed that we will need a few days to digest all the information requested by the two suppliers and the protest they have both filed. If you could please let your staff know that we are working as quickly as possible but to halt sending out the Transition letter for all workers at both ADP and VanderHouwen until you hear from us.

I'm hoping it won't take more than a week of delay.

Appreciate your support through this process,

Claudia

Claudia F. Savage, 503-230-3243

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

Bonneville Power Administration
bpa.gov | cfsavage@bpa.gov

From: Cedergreen,Natalie K (CONTR) - NSP-4400-LL

Sent: Thu Mar 11 15:07:28 2021

To: (b)(6)

Cc: Cedergreen,Natalie K (CONTR) - NSP-4400-LL

Subject: UPDATED DATE: Select New Employer No Later Than 03/18/2021

Importance: High

Attachments: image001.png

Hi (b)(6)

I wanted to let you know that we have updated your date to choose a new supplier to Thursday, 3/18. I hope this helps with the decision making process.

Good luck and let me know if you have any questions in the meantime.

TY~

Natalie Cedergreen

Program Support Specialist | CorSource

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

nkcedergreen@bpa.gov

M, W, F: 7:30-4:00 & T, T: 8:30-5:00

From: Cedergreen, Natalie K (CONTR) - NSP-4400-LL

Sent: Thursday, March 11, 2021 11:29 AM

To: (b)(6)

Cc: Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>

Subject: ACTION REQUIRED: Select New Employer No Later Than 03/15/2021

Importance: High

Hello (b)(6)

You have accepted a Relay Technician 2 position with APR. Unfortunately, APR is no longer part of the Supplemental Labor program at Bonneville Power Administration and as such you will need to select a new employer from the list below to remain in consideration for this position. Please contact one or more of the suppliers below to negotiate pay rate and non-monetary compensation.

Supplier Name

Contact Name

Phone

Email

Additional Info

ACS Professional Staffing

Stephanie Peri-Provine
Michael Sineth

360-930-6086
360-329-7754


stephaniep@acsprostaffing.com
michaels@acsprostaffing.com

(b)(4)

(b)(6)

AZAD Technology Partners

(b)(6)

A large black rectangular redaction box covers the majority of the page content below the first header.

CorSource Technology Group

Valerie Ebinger

503-726-4555

vebinger@corsource.com

Everest Consultants, Inc.

Dave Myers

503-941-4167

davem@everestinc.com

First Tek Dos, LLC

Pete Gibson

503-219-0625

pete.gibson@first-tek.com

Flux Resources (formerly DEA Onsite)

Kaycee Satava

Jordan Bertanzetti

Camille Woodin

503-317-5049

720-908-2363

503-547-5597

Kaycee.satava@workwithflux.com

Jordan.bertanzetti@workwithflux.com

Camille.woodin@workwithflux.com

Book a time to speak with Kaycee: <https://calendly.com/kaycee-satava/20minmeeting>

Book a time to speak with Jordan: <https://calendly.com/joxb/bpa?month=2021-03>

Book a time to speak with Camille: <https://calendly.com/camille-woodin/20min>

Motus Recruiting & Staffing, Inc

Emma Osborne

971-371-3490

emma@motusrecruiting.com

After you have reached an agreement with a new employer, please reply to this email no later than 3/15/2021 with the name of the employer you selected. **If you do not select a new supplier to represent you by the deadline indicated, your application will be voided.**

After we receive your response, you will receive an electronic DocuSign envelope to your personal email address (b)(6) that contains additional onboarding documents needed to transition to your new employer. Please complete these forms ASAP to prevent delays in processing.

If you have any questions, please email supplementallabor@bpa.gov or call our help line at 360-418-8321. To expedite our response, please put "Supplier Rationalization" and your name in the subject line of the email.

Thank you,

Supplemental Labor Management Office

Bonneville Power Administration

Natalie Cedergreen

Program Support Specialist | CorSource

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

nkcedergreen@bpa.gov

M, W, F: 7:30-4:00 & T, T: 8:30-5:00

From: Cedergreen,Natalie K (CONTR) - NSP-4400-LL

Sent: Thu Mar 11 11:47:33 2021

To: (b)(6)

Cc: Cedergreen,Natalie K (CONTR) - NSP-4400-LL

Subject: ACTION REQUIRED: Select New Employer No Later Than 03/15/2021

Importance: High

Attachments: image002.png

Hello (b)(6)

You have interviewed for a Engineer Tech 1 position with APR. Unfortunately, APR is no longer part of the Supplemental Labor program at Bonneville Power Administration and as such you will need to select a new employer from the list below to remain in consideration for this position. Please contact one or more of the suppliers below to negotiate pay rate and non-monetary compensation.

Supplier Name

Contact Name

Phone

Email

Additional Info

ACS Professional Staffing

Stephanie Peri-Provine
Michael Sineth

360-930-6086
360-329-7754

stephaniep@acsprostaffing.com
michaels@acsprostaffing.com

(b)(4)

(b)(6)

AZAD Technology Partners

(b)(6)

CorSource Technology Group

Valerie Ebinger

503-726-4555

vebinger@corsource.com

Everest Consultants, Inc.

Dave Myers

503-941-4167

davem@everestinc.com

First Tek Dos, LLC

Pete Gibson

503-219-0625

pete.gibson@first-tek.com

Flux Resources (formerly DEA Onsite)

Kaycee Satava

Jordan Bertanzetti

Camille Woodin

503-317-5049

720-908-2363

503-547-5597

Kaycee.satava@workwithflux.com

Jordan.bertanzetti@workwithflux.com

Camille.woodin@workwithflux.com

Book a time to speak with Kaycee: <https://calendly.com/kaycee-satava/20minmeeting>

Book a time to speak with Jordan: <https://calendly.com/joxb/bpa?month=2021-03>

Book a time to speak with Camille: <https://calendly.com/camille-woodin/20min>

Motus Recruiting & Staffing, Inc

Emma Osborne

971-371-3490

emma@motusrecruiting.com

After you have reached an agreement with a new employer, please reply to this email no later than 3/15/2021 with the name of the employer you selected. **If you do not select a new supplier to represent you by the deadline indicated, your application will be voided.**

If you have any questions, please email supplementallabor@bpa.gov or call our help line at 360-418-8321. To expedite our response, please put "Supplier Rationalization" and your name in the subject line of the email.

Thank you,

Supplemental Labor Management Office

Bonneville Power Administration

Natalie Cedergreen

Program Support Specialist | CorSource

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

nkcedergreen@bpa.gov

M, W, F: 7:30-4:00 & T, T: 8:30-5:00

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Fri Mar 12 14:00:43 2021

To: Cedergreen, Natalie K (CONTR) - NSP-4400-LL

Cc: Neuber, Rian M (CONTR) - NSP-4400-LL

Subject: RE: Important Rationalization Information

Importance: Normal

Attachments: image001.png; image002.png

Yes, fun stuff.

The offer for (b)(6) is easy, go ahead and extend it, and we will just have to transition them to someone else while they are in background check.

I would reach out to (b)(6) and tell her that The APR transition is going to be delayed (no reason to tell her why) and that she should hold off on searching for another supplier until we reach out to her again.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>

Sent: Friday, March 12, 2021 1:45 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Cc: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>

Subject: RE: Important Rationalization Information

Hi Scott,

Rian is already aware of one of these workers, but now that APR is contesting, both of my candidates are affected as I already sent both of them emails saying they needed to pick new suppliers. I'm not sure how to proceed at this moment. (b)(6) is in background with APR and already started looking for a new supplier – she has until the 18th. (b)(6) interviewed and the manager would like to select him, but an offer was not going to be extended until he chose a new supplier. Should I extend the offer to him through APR as we are doing with VanderHouwen? And should I tell (b)(6) to hang tight?

Fun stuff! Thanks for the help!

Natalie Cedergreen

Program Support Specialist | CorSource

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

nkcedergreen@bpa.gov

M, W, F: 7:30-4:00 & T, T: 8:30-5:00

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Friday, March 12, 2021 1:08 PM

To: Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>; Couron, Elissa L (CONTR) - NSP-4400-LL <elcouron@bpa.gov>; Cutler, Taylor A (CONTR) - NSP-4400-LL <tasutherland@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>; Goodell, Elizabeth N (CONTR) - NSP-4400-LL <engoodell@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Keith, Nicholas R (BPA) - NSP-4400-LL <nrkeith@bpa.gov>; Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmmarsh@bpa.gov>; McCarthy, David C (BPA) - NSP-4400-LL <dcmccarthy@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Sasser, Jordan E (CONTR) - NSP-4400-LL <jesasser@bpa.gov>; Wilde, Tamara A (BPA) - NSP-4400-LL <tawilde@bpa.gov>; Wilmarth, Stephanie (CONTR) -

NSP-4400-LL <swilmarth@bpa.gov>; Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Subject: Important Rationalization Information

Importance: High

Hey Gang,

APR is now challenging the rationalization. So we need to treat them exactly like VanderHouwen. Please do not do anything surrounding the transition or send information to any VH or APR worker on Monday. They are officially on hold. Quite likely for a week or more.

The only workers transitioning on Monday will be Triad and CRGT workers.

Thanks, if you have any one off items that you are unsure of today, please let me know in Lisa's absence and I'll try to help.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Cedergreen, Natalie K (CONTR) - NSP-4400-LL

Sent: Fri Mar 12 14:01:54 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Cc: Neuber, Rian M (CONTR) - NSP-4400-LL

Subject: RE: Important Rationalization Information

Importance: Normal

Attachments: image002.png; image003.png

Will do, thank you!

Natalie Cedergreen

Program Support Specialist | CorSource

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

nkcedergreen@bpa.gov

M, W, F: 7:30-4:00 & T, T: 8:30-5:00

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Sent: Friday, March 12, 2021 2:01 PM
To: Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>
Cc: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>
Subject: RE: Important Rationalization Information

Yes, fun stuff.

The offer for (b)(6) is easy, go ahead and extend it, and we will just have to transition them to someone else while they are in background check.

I would reach out to (b)(6) and tell her that The APR transition is going to be delayed (no reason to tell her why) and that she should hold off on searching for another supplier until we reach out to her again.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>

Sent: Friday, March 12, 2021 1:45 PM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Cc: Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>

Subject: RE: Important Rationalization Information

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Natalie Cedergreen

Program Support Specialist | CorSource

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

nkcedergreen@bpa.gov

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Sent: Friday, March 12, 2021 1:08 PM

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Subject: Important Rationalization Information

Importance: High

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Thanks, if you have any one off items that you are unsure of today, please let me know in Lisa's absence and I'll try to help.

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Mon Mar 15 07:36:47 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Cc: Kayton, Lisa A (BPA) - NSP-4400-LL; Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: Communication to BPA Managers & Remaining Suppliers

Importance: High

Attachments: Emails_031521.docx

Hi Scott – This morning, I'm supposed to be sending the eight remaining suppliers an email with the list of impacted workers and their APIs. The CSCs are also supposed to be sending managers who have impacted workers an email. Per conversations late last week, I will only be sending information for Triad and CRGT employees (which accounts for approx. 90 of the 250 impacted workers).

Our previously approved communications need to change in light of the protests for APR and VanderHouwen, but I'm not sure what or how much we can say. Can you take a look at the two communications and provide some edits?

Thanks for your help.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

Remaining Suppliers

Valued Suppliers:

BPA's contracts with APR Staffing, Salient CRGT, Triad and VanderHouwen are expiring in May and will not be renewed; this impacts approximately 250 current contract workers. SLMO will facilitate a transition for impacted workers which will allow them to select a new employer and negotiate a pay rate and compensation package. Later today, SLMO will notify impacted contract workers and provide them with the contact information for our remaining suppliers. You may start receiving inquiries from impacted workers at any time.

Attached are the following:

1. Transition Information (suppliers): This document outlines the transition process, rules, and timeline. Please carefully review ALL the information provided. **Failure to abide by the rules outlined will result in disqualification from the transition.**
2. Transition Information (workers): This is for your reference only and should not be distributed to any contract personnel.
3. Zip File (by labor category): This file contains the list of impacted workers, their APIs and the pertinent information you need to negotiate (Ex: Location, bill rate, pay rate, SCA, etc.).

Please thoroughly review all information attached. If you have any questions, please e-mail supplementallabor@bpa.gov. To expedite our response, please put "Supplier Rationalization" in the subject line of your email.

Thank you.

Managers:

Hi **Manager Name**:

As outlined in the February 2021 Manager's Briefing Packet, the Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor suppliers to better manage costs for BPA's contingent workforce program. Through an objective scorecard process, SLMO has determined the suppliers whose contracts will not be renewed.

The following contract workers on assignment in your organization are impacted by this change. They will be able to select a new employer and negotiate a new compensation package to continue their assignment at BPA:

- **Worker Name 1**

- Worker Name 2
- Worker Name 3

These workers' current assignments will continue as-is, just under a different employer. Their 3-year bill rate increase and 5-year re-compete dates will not change.

This transition requires NO ACTION by managers; please do not discuss the transition with workers. SLMO is communicating directly with impacted workers and is providing the information necessary for a successful transition. If impacted workers come to you with questions or concerns, please redirect them to their employer or to SLMO.

Please contact supplementallabor@bpa.gov with any questions or concerns. To expedite a response, please note "Supplier Rationalization", worker name and the BPA organization in the subject line of the email.

Thank you.

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Mon Mar 15 08:03:30 2021

To: Mannen,Kimberly A (CONTR) - NSP-4400-LL

Cc: Kayton,Lisa A (BPA) - NSP-4400-LL; Gonzalez,Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Communication to BPA Managers & Remaining Suppliers

Importance: Normal

Attachments: image001.png; Emails_031521 srh edits.docx

Yep,I think this is simple enough. You can make it read better if you like....

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>
Sent: Monday, March 15, 2021 7:37 AM
To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Cc: Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>
Subject: Communication to BPA Managers & Remaining Suppliers
Importance: High

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Thanks for your help.

Kim Mannen

ACS Professional Staffing

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

Remaining Suppliers

Valued Suppliers:

BPA's is encountering some procurement challenges with rationalization that is delaying implementation for a few suppliers. Because of that, we will be moving into a phased rationalization, with 2 suppliers going now, and the remaining 2 moving forward in the future. Cecontracts with APR Staffing, Salient CRGT, and Triad and VanderHouwen are expiring in May and will not be renewed; this impacts approximately 95250 current contract workers. SLMO will facilitate a transition for impacted workers which will allow them to select a new employer and negotiate a pay rate and compensation package. Later today, SLMO will notify impacted contract workers and provide them with the contact information for our remaining suppliers. You may start receiving inquiries from impacted workers at any time.

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Please contact supplementallabor@bpa.gov with any questions or concerns. To expedite a response, please note "Supplier Rationalization", worker name and the BPA organization in the subject line of the email.

Thank you.

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Mon Mar 15 08:10:31 2021

To: (b)(6)

Subject: RE: Hello

Importance: Normal

Attachments: image001.png; image002.png

Do you mind if I forward this to the CO?

(b)(5) + (b)(6)

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b)(6)

From: (b)(6)

Sent: Monday, March 15, 2021 8:01 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: RE: Hello

Morning Scott!

(b)(6)

(b)(6)

From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Monday, March 15, 2021 7:55 AM

To: Cedergreen, Natalie K (CONTR) - NSP-4400-LL <nkcedergreen@bpa.gov>; Couron, Elissa L (CONTR) - NSP-4400-LL <elcouron@bpa.gov>; Cutler, Taylor A (CONTR) - NSP-4400-LL <tasutherland@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>; Goodell, Elizabeth N (CONTR) - NSP-4400-LL <engoodell@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Keith, Nicholas R (BPA) - NSP-4400-LL <nrkeith@bpa.gov>; Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Marsh, Solomon P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>; McCarthy, David C (BPA) - NSP-4400-LL <dcmccarthy@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Sasser, Jordan E (CONTR) - NSP-4400-LL <jesasser@bpa.gov>; Wilde, Tamara A (BPA) - NSP-4400-LL <tawilde@bpa.gov>; Wilmarth, Stephanie (CONTR) - NSP-4400-LL <sxwilmarth@bpa.gov>; Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

Subject: Hello

I did a windows update over the weekend and was unable to log in this morning. After a brief chat with the help desk and a new installation of Citrix, all is well. Good Morning everyone! I hope you have a great day, and please don't forget. /h)(5)

(b)(5)

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Kuhn,Shana L (BPA) - NS-4400-LL

Sent: Mon Mar 15 08:12:48 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: RE: VanderHouwen Supplier

Importance: Normal

Attachments: image001.png; image002.png

Thanks for the update!


From: Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Sent: Monday, March 15, 2021 8:09 AM

To: Kuhn,Shana L (BPA) - NS-4400-LL <slkuhn@bpa.gov>

Subject: RE: VanderHouwen Supplier

(b)(5)



(b)(5)

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Kuhn, Shana L (BPA) - NS-4400-LL <slkuhn@bpa.gov>

Sent: Monday, March 15, 2021 7:58 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

Subject: FW: VanderHouwen Supplier

Importance: High

Another...

From: (b)(6)
Sent: Sunday, March 14, 2021 3:55 PM
To: Kuhn, Shana L (BPA) - NS-4400-LL <slkuhn@bpa.gov>
Subject: VanderHouwen Supplier
Importance: High

Good Afternoon Shana,

Please find the attached letter in support of my consultant company.

VanderHouwen has shown outstanding stewardship throughout my career in numerous ways.


The letter documents their role in reaching out to the community and helping those in need.

I have been with them over 8 years and have had 4 contracts through them. BPA is the fourth contract.

Please reconsider rationalizing them.

Thank-you,

(b)(6)



From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Mon Mar 15 08:19:49 2021

To: Savage, Claudia F (BPA) - NSSF-4; Bell, Kevin (BPA) - LG-7

Subject: FW: Hello

Importance: Normal

Attachments: image002.png; image003.png; [EXTERNAL] APR Staffing Vendor update

Thought you two should see this.....

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: (b)(6)

Sent: Monday, March 15, 2021 8:01 AM

To: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
Subject: RE: Hello

(b)(6)



From: Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>
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(b)(5)

Scott R. Hampton

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b)(6)

From: Deb Sanders (Murray)

Sent: Sun Mar 14 20:37:44 2021

To: APR Human Resources

Cc: Deb Sanders (Murray); Tiffany Flores

Subject: [EXTERNAL] APR Staffing Vendor update

Importance: Normal

Attachments: image001.png; image002.png; image003.png; image004.png; image005.png

Hello Everyone,

It is with a heavy heart that I am sending this email. Due to the Rationalization process, BPA has determined that APR Staffing will no longer be a part of the Supplemental Labor program at BPA effective the end of May 2021.

While we do not agree with the determination made by BPA and are endeavoring to be reinstated as a vendor, unless you hear otherwise from us a transition appears to be forthcoming.

All of us at APR Staffing have been honored to work with and support you and your careers over the last 15 years. Myself and Kate will be available to help answer any questions regarding the process in reviewing other vendors, selection, benefits, insurance or anything else needed.

BPA's Supplemental Labor Management Office (SLMO) is reducing their supplier pool and unfortunately, APR Staffing is impacted by these reductions. This means you will be required to select a new employer to continue your assignment at BPA. SLMO will be sending a communication to your BPA email address [on Monday, March 15th](#) to help guide you through this process.

Please remember:

- Communication about this transition, actions required, and timeframes will come directly from SLMO. It is important that you keep an eye out for these communications and act on them by the deadlines provided.
- Please discuss any questions about the transition with us, your new employer or SLMO. We are all here to assist you and to help make this transition as seamless as possible. Please **do not** discuss the transition with your BPA workplace manager.

We wish each of you well during in your careers, health and happiness to you and your families. Again, its been an honor for me to work as a team with you. I will assist with any questions or needs you have, and hope to stay in touch.

Most Sincerely,

Deb

[Click here for a listing of Open Positions](#)