

CONTRACTOR REQUIREMENTS DOCUMENT
DOE O 486.1, DEPARTMENT OF ENERGY
FOREIGN GOVERNMENT TALENT RECRUITMENT PROGRAMS

Regardless of the performer of the work, the contractor is responsible for complying with the requirements of this CRD, in accordance with the conditions and definitions contained in the Order. The contractor is responsible for flowing down the requirements of this CRD to R&D or Demonstration subcontracts, at any tier, to the extent necessary to ensure the contractor's compliance with the requirements, where the subcontractor's work within the scope of the DOE contract is performed on or at a DOE/NNSA site/facility, including DOE/NNSA/contractor leased space.

1. With respect to the work being performed under this contract, the contractor must utilize due diligence to ensure that neither it nor any of its employees, applicable subcontractor employees or joint appointees, working at any level, participate in a foreign government talent recruitment program of a foreign country of risk while performing work within the scope of the DOE contract. The contractor must file reports with DOE on a quarterly basis stating whether it or any such employees or joint appointees are participants in a foreign government talent recruitment program of a foreign country of risk, or whether the contractor has a reasonable basis to report such employees or joint appointees as a participant in a foreign government talent recruitment program of a foreign country of risk.
2. The contractor must notify the Office of Intelligence and Counterintelligence within 5 business days upon, at any time during the term of the contract, including options and extensions, learning that it or any of its employees, applicable subcontractor employees, or joint appointees are or are believed to be participants in a foreign government talent recruitment program of a foreign country of risk.
3. Upon filing quarterly reports in accordance with paragraph 1, or providing notifications in accordance with paragraph 2, the contractor will be notified by the contracting officer whether, based on DOE review, it or any of its employees, applicable subcontractor employees or joint appointees, are participants in a foreign government talent recruitment program of a foreign country of risk covered by this CRD. Following notification by the contracting officer, the contractor must take appropriate action to ensure that, within 30 days of notification, neither it nor any such employees or joint appointees are participants in a foreign government talent recruitment program of a foreign country of risk while performing work within the scope of the DOE/NNSA contract.
4. Failure by the contractor to reasonably ensure that neither it nor any of its employees participate in a foreign government talent recruitment program of a foreign country of risk may result in DOE/NNSA exercising contractual remedies in accordance with federal regulations and the terms of the contract.
5. The contractor must flow this provision to R&D or Demonstration subcontracts at any tier where the subcontractor's work within the scope of the DOE contract is performed on or at a DOE/NNSA site/facility or DOE/NNSA/contractor leased space. To the extent corporate resources are made available under the contract or subcontract, the individuals

made available as corporate resources must be included and reported by the contractor. This provision does not apply to ministerial corporate resource support (e.g., HR, legal, travel personnel, timekeeping personnel, benefits, etc.).