

**Quarterly
Employment and Training Report
Calendar Year 2020, Quarter 4
October 2020 to December 2020**

**Response, Assessment, and Evaluation Services
(RAES) Contract No. EP-S9-17-03**

Prepared for

**U.S. Environmental Protection Agency
Region 9
Superfund Division
75 Hawthorne Street
San Francisco, CA 94105**

Submitted by

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February 5, 2021





1.0 INTRODUCTION

The U.S. Environmental Protection Agency (USEPA) has identified three areas of metrics regarding the Response, Assessment, and Evaluation Services (RAES) contract to report on a quarterly basis. These metrics relate to:

1. Employment
2. Subcontracting
3. Training

The metrics presented in this report are for the fourth quarter of Calendar Year 2020 (2020-Qtr4), cumulative totals for the Calendar Year 2020 (2020 Total), and cumulative totals through this Period of Performance (POP Total). POP Total constitutes all metrics from contract award to present. The employment data in this report represent Tetra Tech staff and our Team subcontractors. Subcontracting data in this report represent our Team subcontractors and all vendors, including laboratories. Laboratory subcontracting is not included when Tetra Tech evaluates the percent of subcontracting metrics in our performance against goals in our RAES Navajo Employment and Training Plan.

Federal law allows for the voluntary collection of information regarding American Indian or Alaska Native (not Hispanic or Latino) ethnicity but does not allow firms to inquire further. Therefore, Tetra Tech has provided this report in compliance with current Equal Opportunity Employment Commission (EEOC) requirements regarding voluntarily self-identification of race/ethnicity and gender. Within this report this classification category will henceforth be referenced as "American Indian or Alaska Native".

Since award of the RAES contract, Tetra Tech has worked closely with Navajo entities to create employment and training opportunities. To this end, Tetra Tech and Navajo Technical University (NTU) entered into a Memorandum of Understanding (MOU) in May 2018. Working with NTU since that time, we have supported their efforts to grow engineering and environmental sciences programs that build Navajo graduate's capabilities to address the legacy of abandoned uranium mines. With the support of Tetra Tech through our MOU, NTU won a 5-year, \$3.5 Million a Tribal Colleges and Universities Program (TCUP) Grant with the National Science Foundation in 2020, and Tetra Tech is an active member of NTU's Engineering Advisory Board. Tetra Tech is also working with NTU to offer a 40-Hour Occupational Health and Safety Administration (OSHA) Hazardous Waste Operations (HAZWOPER) certificate course in 2021.

Consistent with RAES contract Appendix C, Section 9 Employment and Training Report, the following metrics are provided in the sections below:

- 2.0 American Indian or Alaska Native Employment
 - 2.1 Employees that Worked on RAES
 - 2.2 New Hires
 - 2.3 Employee Work Hours
- 3.0 Subcontracting
- 4.0 Training

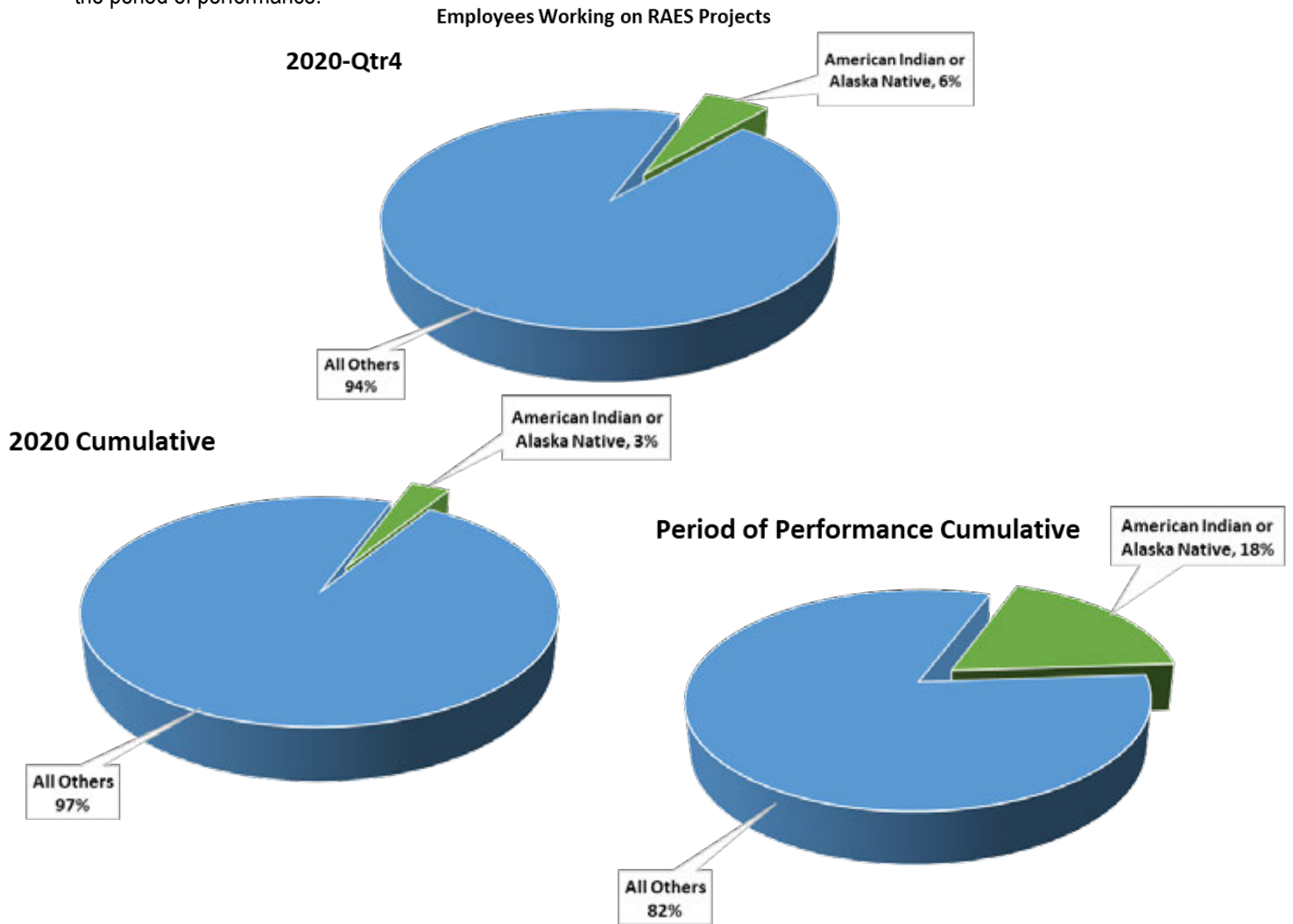
2.0 AMERICAN INDIAN OR ALASKA NATIVE EMPLOYMENT

Tetra Tech is committed to providing meaningful employment opportunities through a three-phased strategy: (1) directly hiring American Indian or Alaska Native individuals under Tetra Tech and our Navajo-owned team subcontractors; (2) procuring vendor services from companies that have received designation as Navajo-owned companies to support work elements under the contract; and (3) providing direct employment through focused outreach. Our goal is to provide direct economic benefits to Navajo-owned firms and American Indian or Alaska Native individuals by committing 10 percent of awarded contract work in services and staffing.

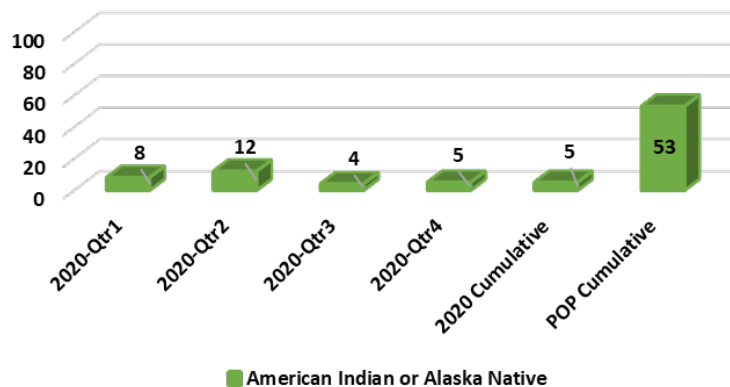


2.1 Employees that Worked on RAES

The graphics in this section show the number of employees who self-identify as American Indian or Alaska Native, as well as all other employees working on RAES, for this quarter, cumulative for Calendar Year 2020, and cumulative for the period of performance.



American Indian or Alaska Native Employees Working on RAES Projects

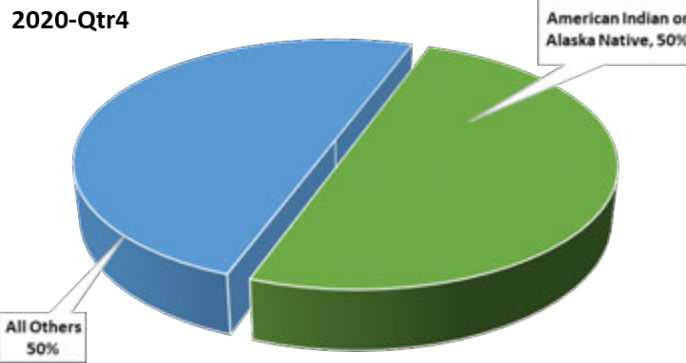




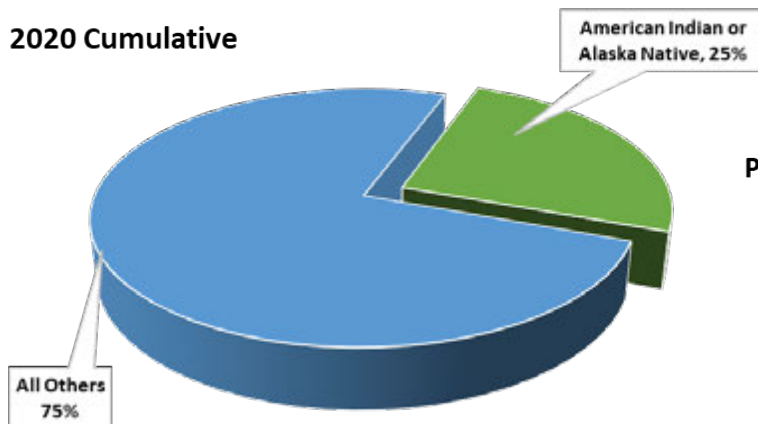
2.2 New Hires

There were 2 new hire for the RAES contract made during this quarter, of which 1 self-identifies as being of American Indian or Alaska Native ethnicity. There have been 4 cumulative hire under RAES for Calendar Year 2020. There have been 24 cumulative hires under RAES for this Period of Performance, of which 8 self-identify as being of American Indian or Alaska Native ethnicity. We have included only those new hires that have been hired primarily for the RAES contract. The graphics below provide a breakdown of these new hires.

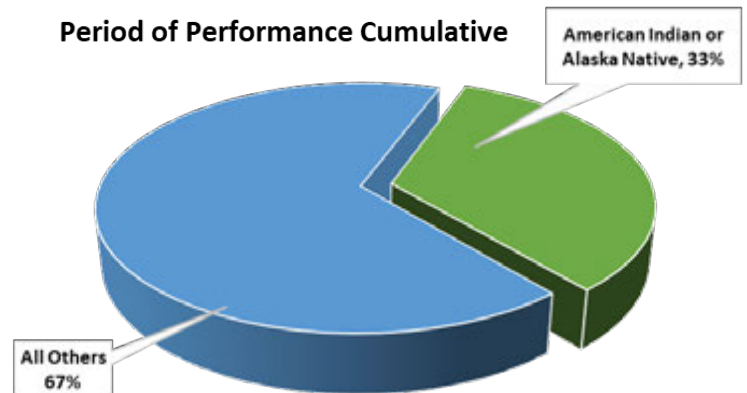
New Hires for RAES Projects



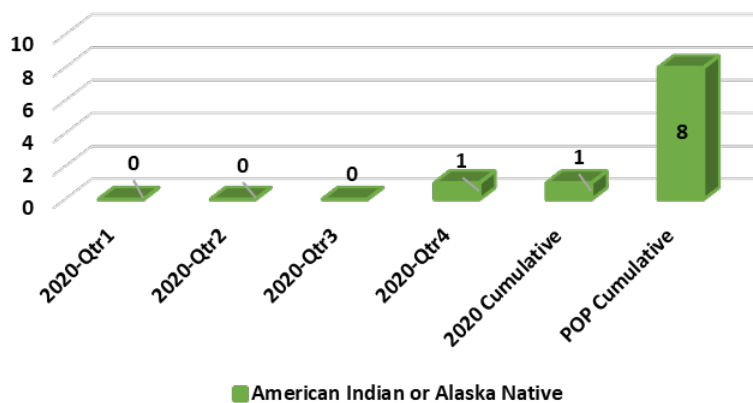
2020 Cumulative



Period of Performance Cumulative



American Indian or Alaska Native New Hires for RAES Projects



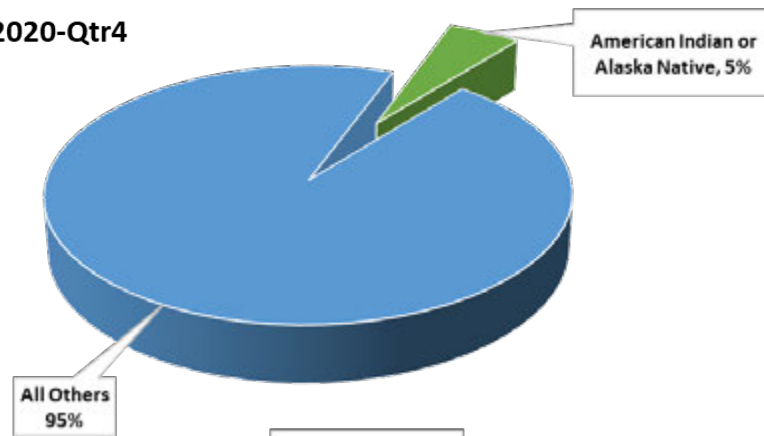


2.3 Employee Work Hours

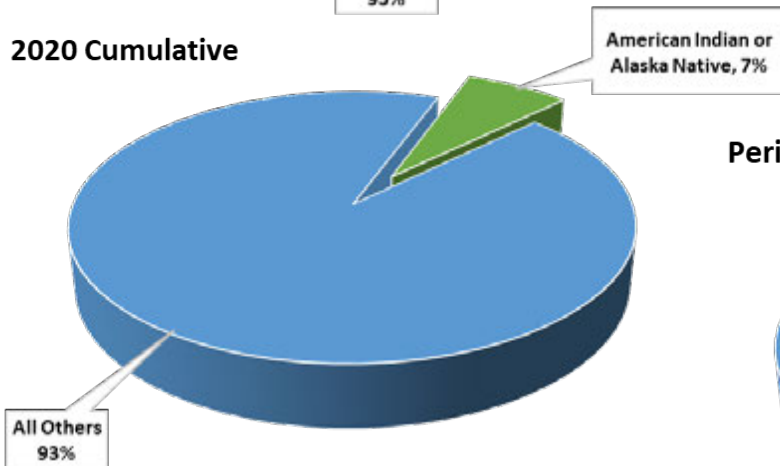
Similar to Section 2.1 of this report, self-identifying American Indian or Alaska Native employees on the Tetra Tech Team bill hours on the RAES contract. The graphics below represent the hours for self-identifying American Indian or Alaska Native employees.

Employee Hours Worked on RAES Projects

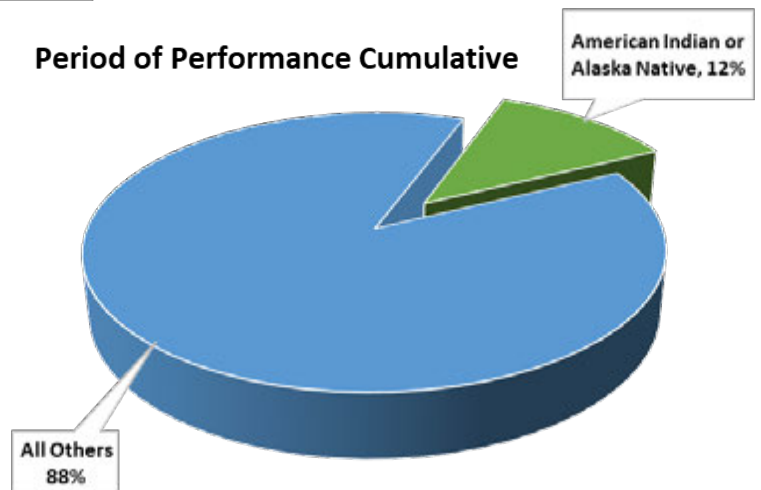
2020-Qtr4



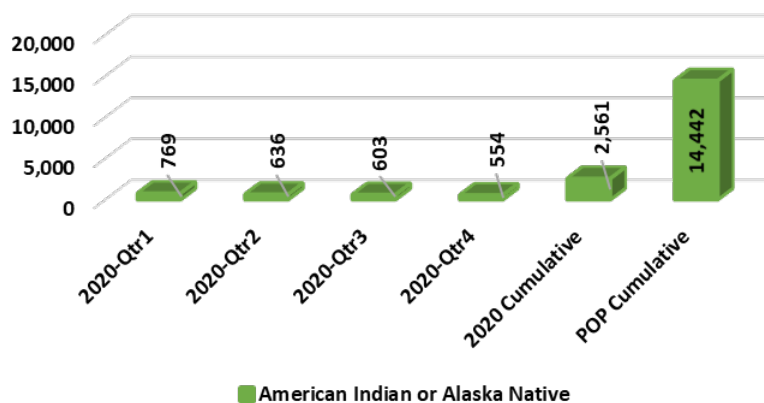
2020 Cumulative



Period of Performance Cumulative



American Indian or Alaska Native Employee Hours Worked on RAES Projects

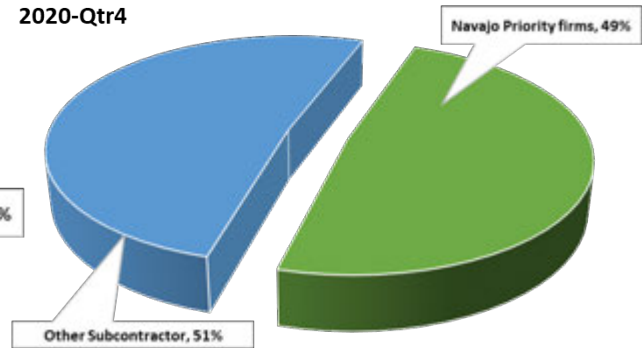




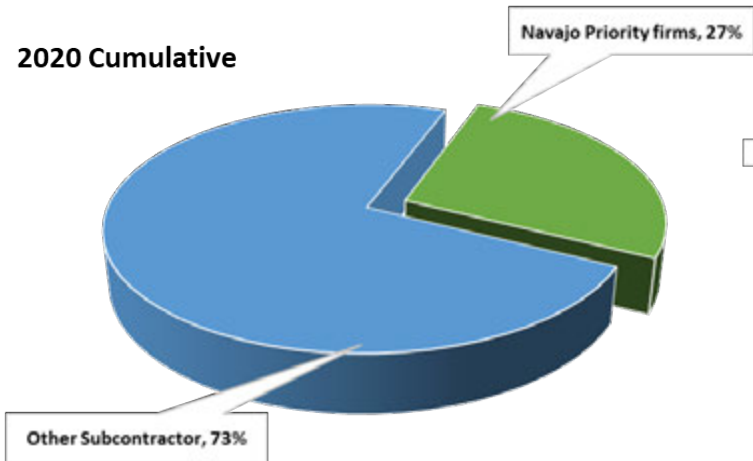
3.0 SUBCONTRACTING¹

For the purpose of reporting subcontracting, Tetra Tech considers Navajo Priority 1 and Navajo Priority 2 firms designated by the Navajo Nation Division of Economic Development Business Regulatory Department to be “Navajo Owned Firms.” While we have included laboratory subcontracting dollars in the metrics of this report, laboratory subcontracting is not included in Tetra Tech’s subcontracting goals under RAES because EPA agreed that no qualified Navajo Priority 1 or 2 laboratories currently exist. The total dollars spent on subcontractors and Navajo Priority 1 and 2 subcontractors is provided in the graphics below. For the purpose of this report, Tetra Tech considers vendor services and supplies under this “Subcontracting” metric.

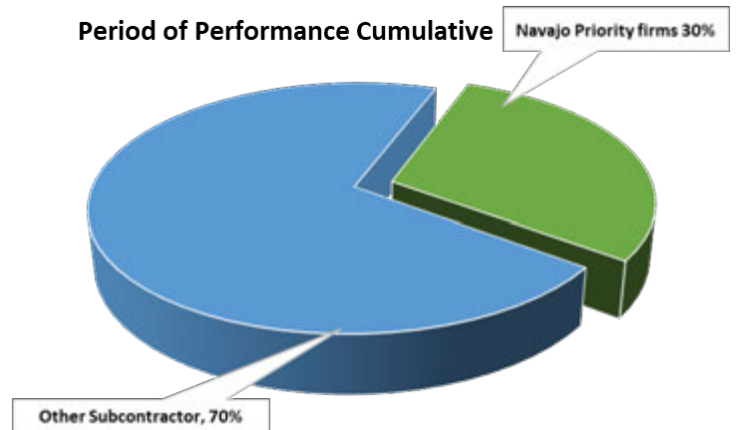
**Subcontracting Dollars Spent on RAES Projects
2020-Qtr4**



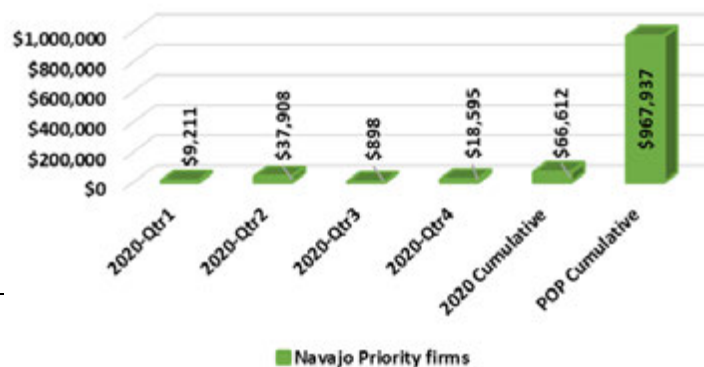
2020 Cumulative



Period of Performance Cumulative



**American Indian or Alaska Native Subcontracting
Dollars Spent on RAES Projects**



¹ Reporting of Subcontracting as required by EPA under this report should not be compared to the subcontracting goals identified by Tetra Tech in our RAES contract Navajo Employment and Training Plan.



4.0 TRAINING

The Tetra Tech team held one 30-minute training on Site Assessments for Abandoned Uranium Mines for 23 employees. Of the 23 employees trained, 2 self-identify as American Indian or Alaska Native. The training covered the field and analytical techniques used and the applicability to documenting the findings.

