

**Quarterly  
Employment and Training Report  
Calendar Year 2021, Quarter 4  
October 2021 to December 2021**

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

*Prepared for*

**U.S. Environmental Protection Agency  
Region 9  
Superfund Division  
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**ATTACHMENT 1 METRICS DATA (CONFIDENTIAL BUSINESS INFORMATION)**



## 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 2021 (2021-Qtr4), cumulative totals for the Calendar Year 2021 (2021 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, \$1.5 Million a Tribal Colleges and Universities Program (TCUP) Grant with the National Science Foundation in 2021. Supporting the implementation of the grant, Tetra Tech continues to be an active member of NTU’s Engineering Advisory Board, meeting with faculty to help achieve program accreditation, discuss the development of additional courses to expand NTU’s environmental engineering degree program. Tetra Tech is also continuing to partner with NTU to offer a 40-Hour Occupational Health and Safety Administration (OSHA) Hazardous Waste Operations (HAZWOPER).

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.

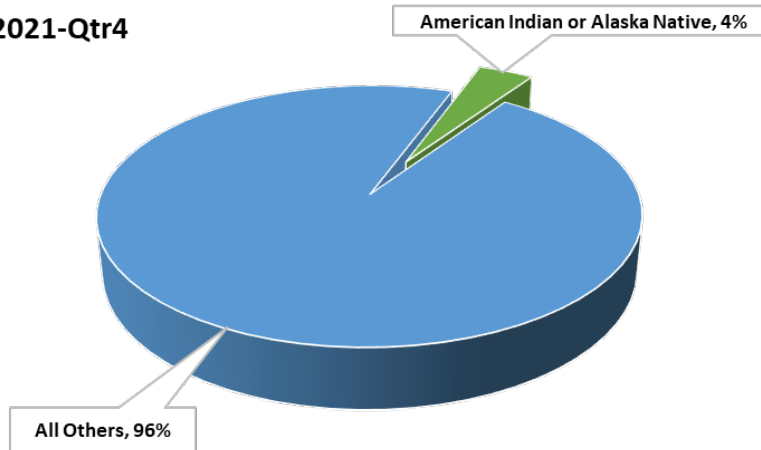


## 2.1 Employees that Worked on RAES

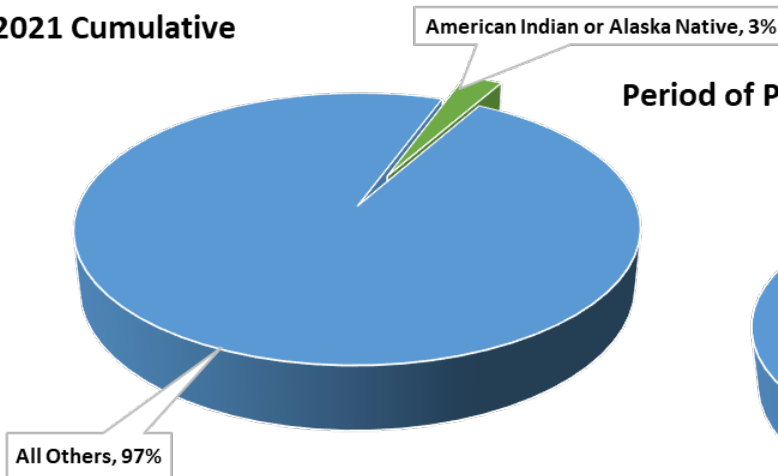
The graphics in this section show the number of employees who self-identify as American Indian or Alaska Native, as well as all other employees working on RAES, for this quarter, cumulative for Calendar Year 2021, and cumulative for the period of performance.

Employees Working on RAES Projects

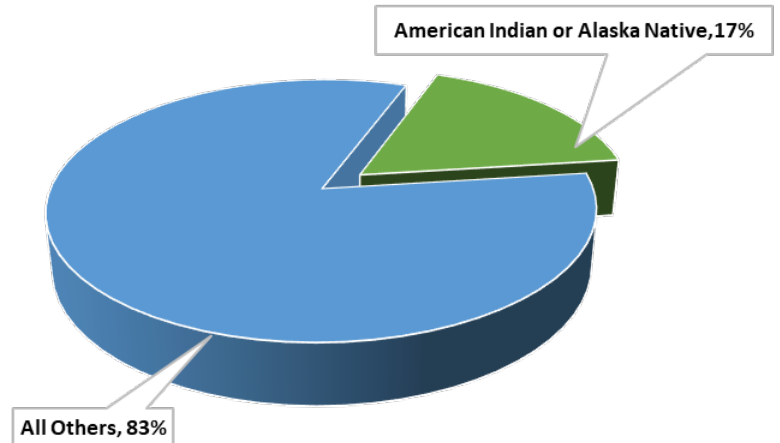
2021-Qtr4



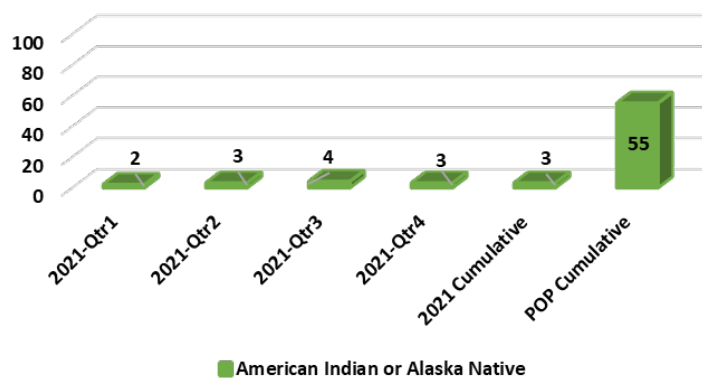
2021 Cumulative



Period of Performance Cumulative



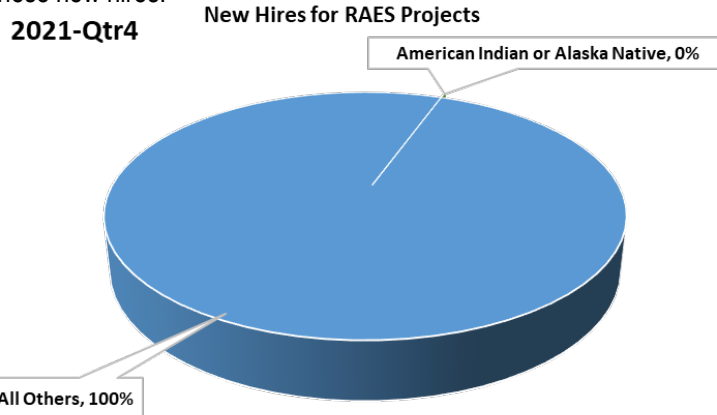
American Indian or Alaska Native Employees Working on RAES Projects



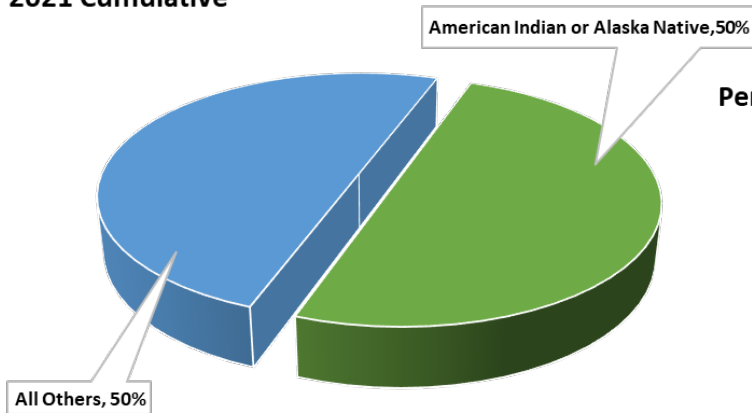


## 2.2 New Hires

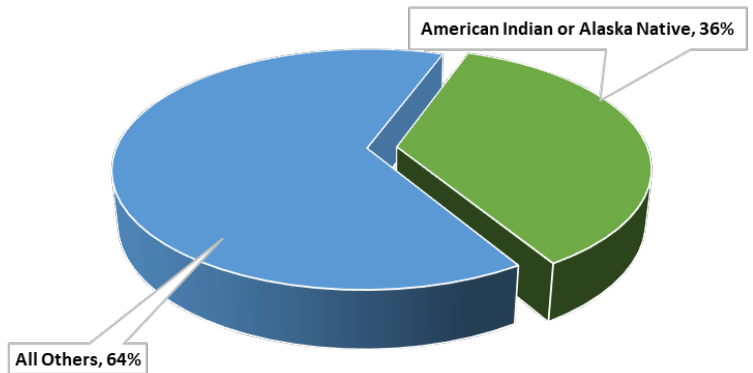
There was 1 new hire for the RAES contract made during this quarter in Calendar Year 2021. This new hire does not self-identify as being of American Indian or Alaska Native ethnicity. There have been 28 cumulative hires under RAES for the Period of Performance, of which 10 self-identify as being of American 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.



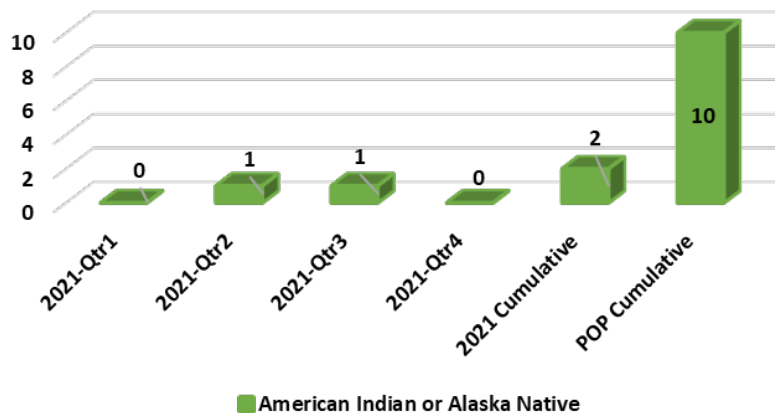
### 2021 Cumulative



### Period of Performance Cumulative



### American Indian or Alaska Native New Hires for RAES Projects

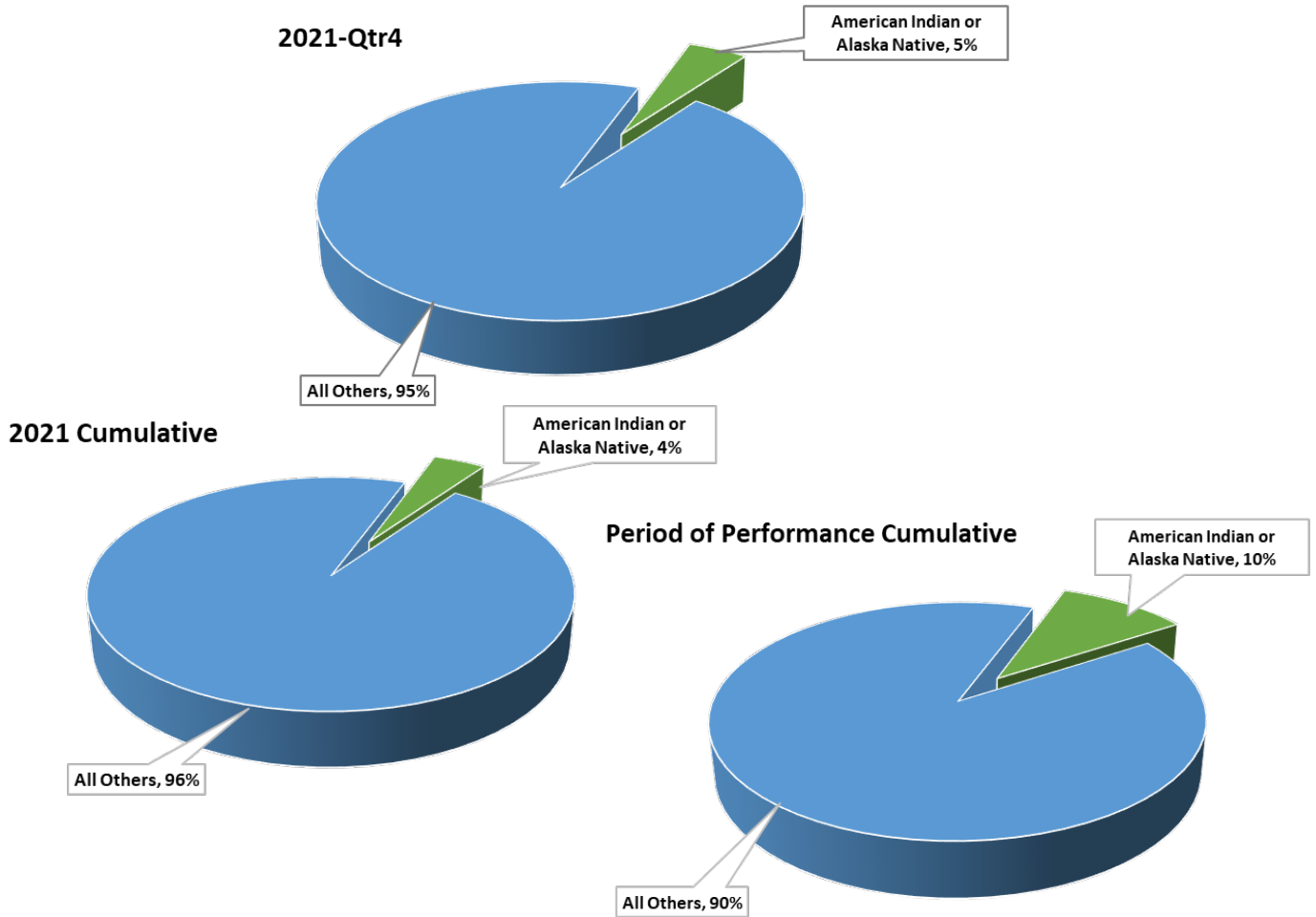




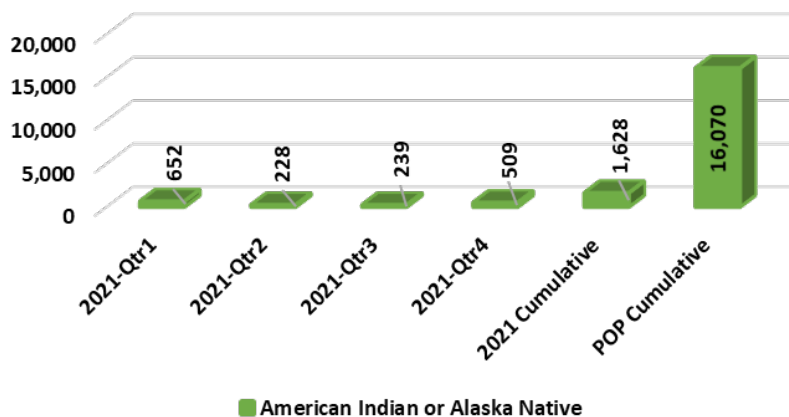
### 2.3 Employee Work Hours

Similar to Section 2.1 of this report, the following graphics represent self-identifying American Indian or Alaska Native employees on the Tetra Tech Team that have billed 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



American Indian or Alaska Native Employee Hours Worked on RAES Projects

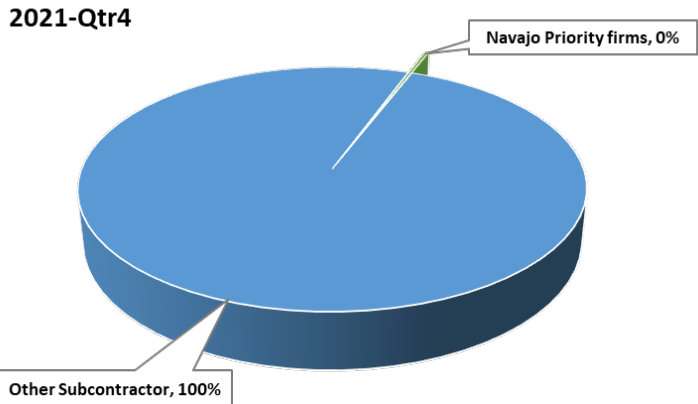




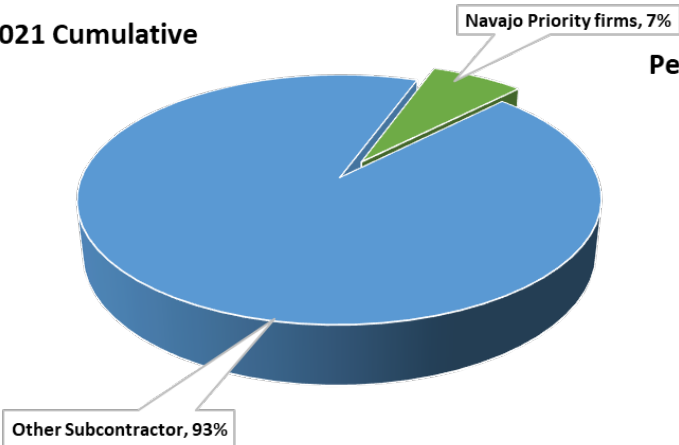
### 3.0 SUBCONTRACTING

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.

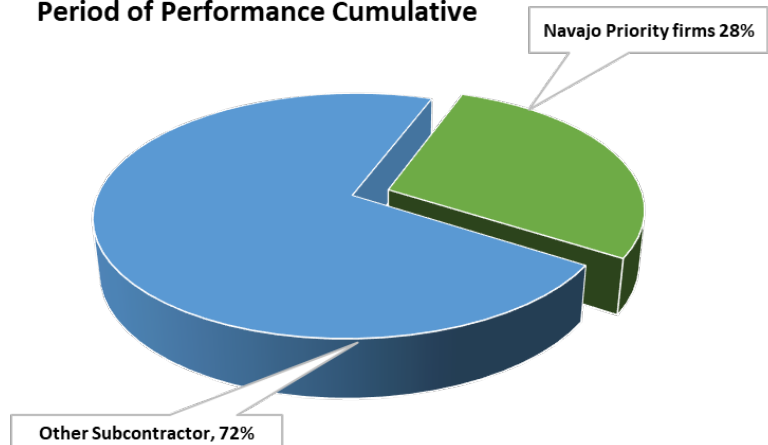
Subcontracting Dollars Spent on RAES Projects



2021 Cumulative



Period of Performance Cumulative



American Indian or Alaska Native Subcontracting Dollars Spent on RAES Projects







## 4.0 TRAINING

The Tetra Tech team held 3 internal training courses for Tetra Tech employees. The first training course topic was “Engineering Evaluation/Cost Analysis (EE/CA) Training”. This was a 4-hour course, with 14 employees attending, of those 14 participants, 3 self-identify as American Indian or Alaska Native. The second training course topic was for health and safety” with 1 employee attending. That participant does not self-identify as American Indian or Alaska Native. The third training course was “Project Management Level 1”. This was an 8-hour course with 1 employee attending. That participant self-identifies as American Indian or Alaska Native.

