

**Quarterly  
Employment and Training Report  
Calendar Year 2021, Quarter 3  
July 2021 to September 2021**

**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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**November 10, 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 third quarter of Calendar Year 2021 (2021-Qtr3), 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, \$2.5 Million a Tribal Colleges and Universities Program (TCUP) Grant with the National Science Foundation in 2021. Supporting the implementation of the grant, Tetra Tech is an active member of NTU's Engineering Advisory Board. While working on the Advisory Board we helped to advise and develop NTU's environmental engineering degree curriculum. On September 2, 2021 NTU received accreditation for their new program that will allow the students to earn a BS degree in environmental engineering. Tetra Tech is also worked with NTU to offer a 40-Hour Occupational Health and Safety Administration (OSHA) Hazardous Waste Operations (HAZWOPER) course in 2021. We also participated in their Fall employment exposition speaking with students about environmental careers and potential internships in 2022.

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.

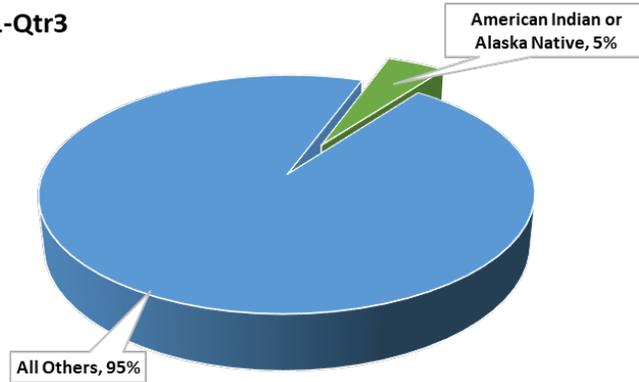


## 2.1 Employees that Worked on RAES

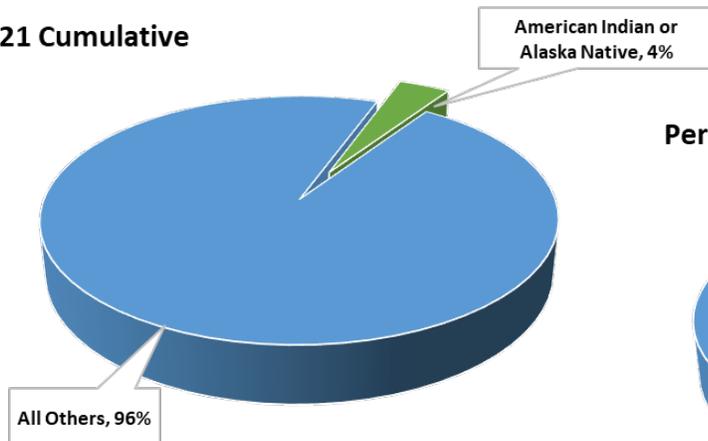
The graphics in this section show the number of employees who self-identify as American Indian or Alaska Native, as well as all other employees working on RAES, for this quarter, cumulative for Calendar Year 2021, and cumulative for the period of performance.

Employees Working on RAES Projects

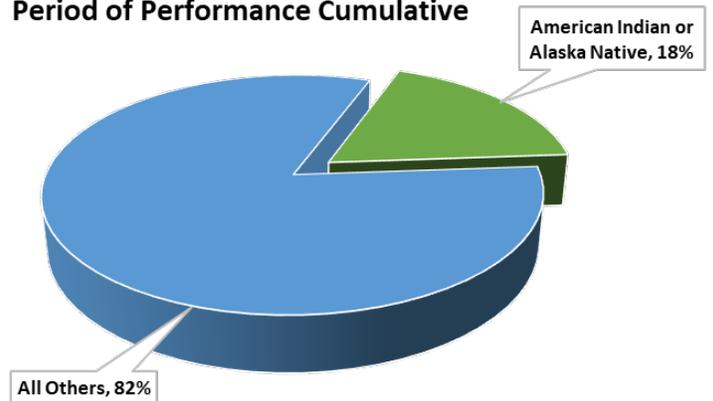
2021-Qtr3



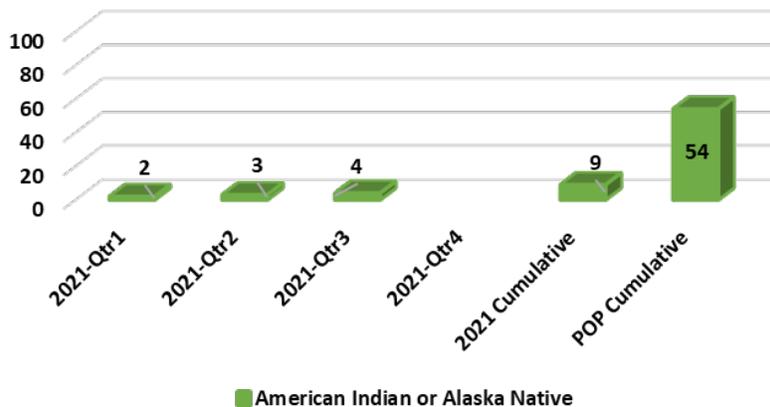
2021 Cumulative



Period of Performance Cumulative



American Indian or Alaska Native Employees Working on RAES Projects



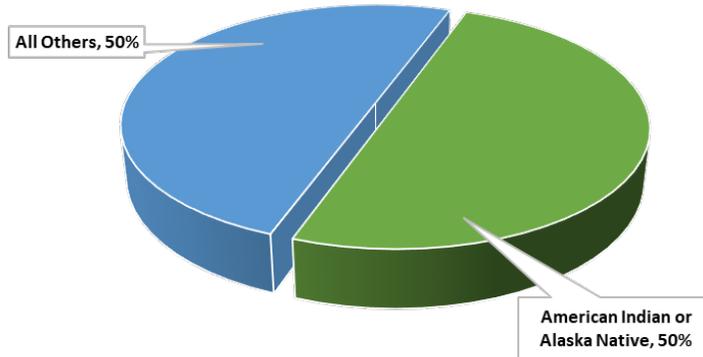


## 2.2 New Hires

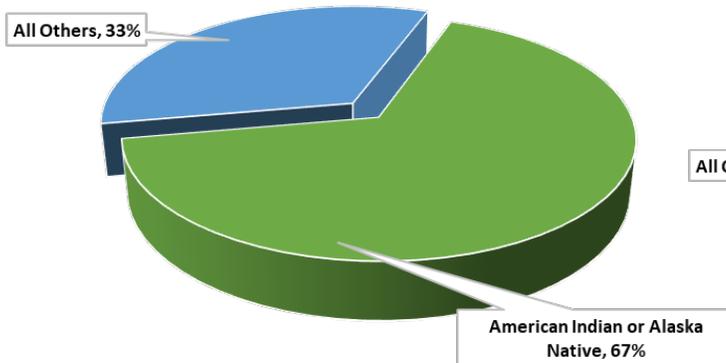
There were 2 new hires for the RAES contract made during this quarter in Calendar Year 2021, of which 1 self-identifies as being of American Indian or Alaska Native ethnicity. There have been 27 cumulative hires under RAES for the Period of Performance, of which 10 self-identify as being of American 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.

New Hires for RAES Projects

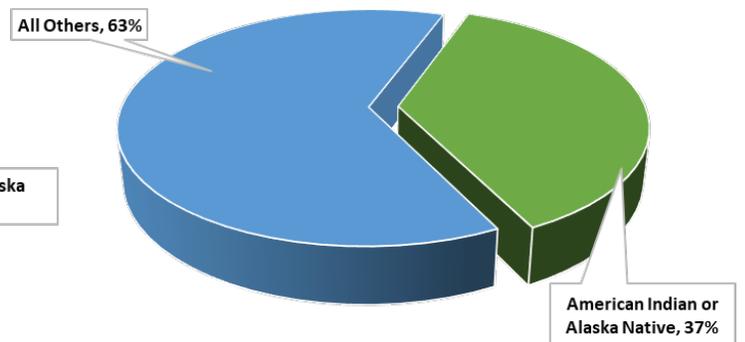
2021-Qtr3



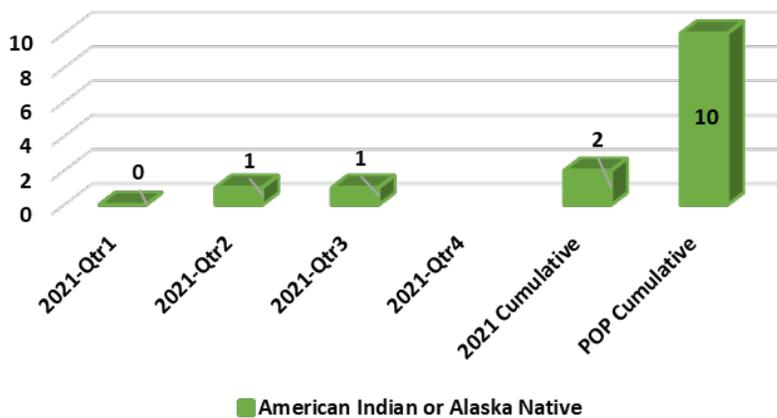
2021 Cumulative



Period of Performance Cumulative



American Indian or Alaska Native New Hires for RAES Projects



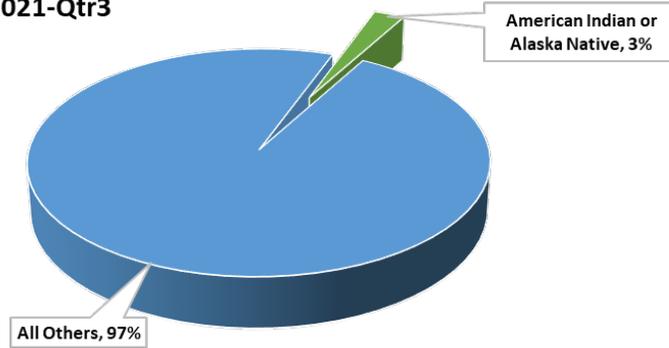


### 2.3 Employee Work Hours

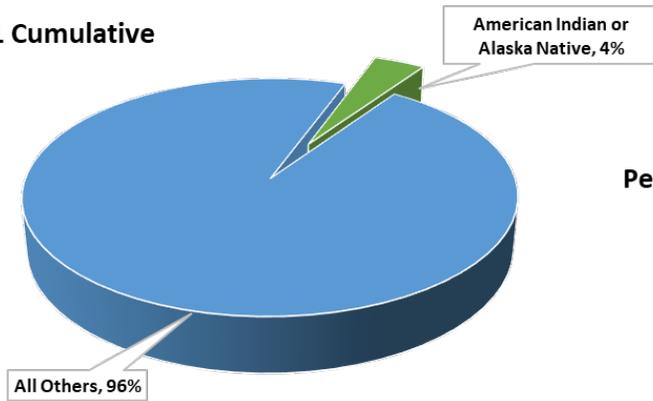
Similar to Section 2.1 of this report, the following graphics represent self-identifying American Indian or Alaska Native employees on the Tetra Tech Team that have billed hours on the RAES contract. The graphics below represent the hours for self-identifying American Indian or Alaska Native employees.

Employee Hours Worked on RAES Projects

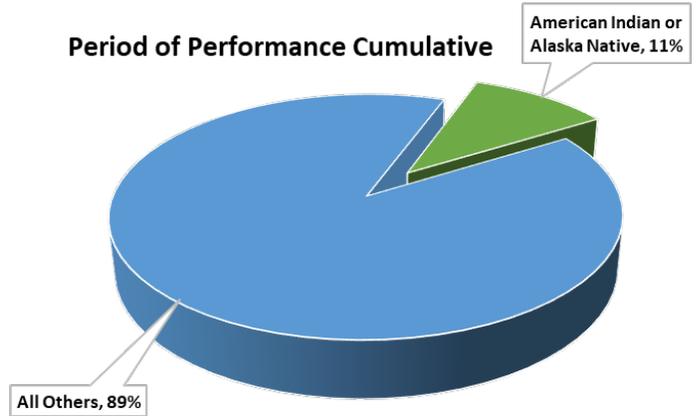
2021-Qtr3



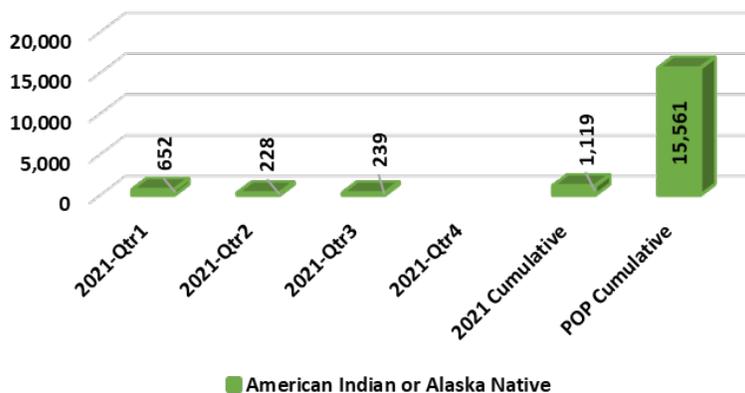
2021 Cumulative



Period of Performance Cumulative



American Indian or Alaska Native Employee Hours Worked on RAES Projects

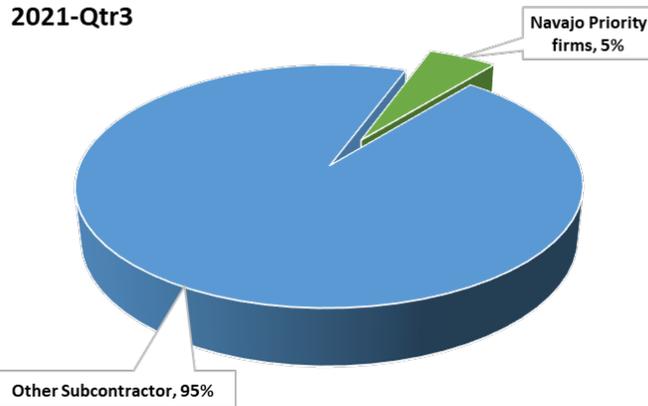




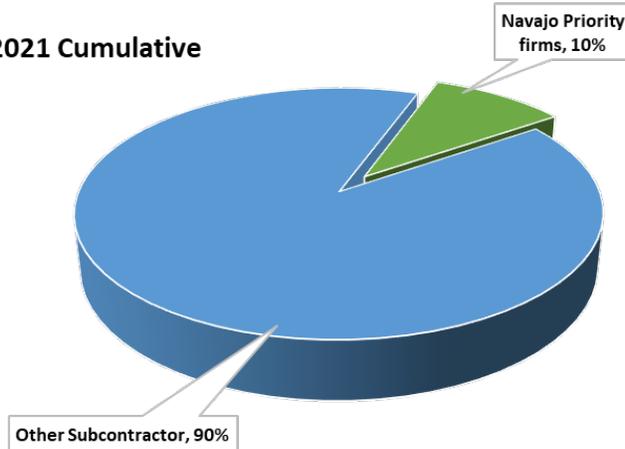
### 3.0 SUBCONTRACTING

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.

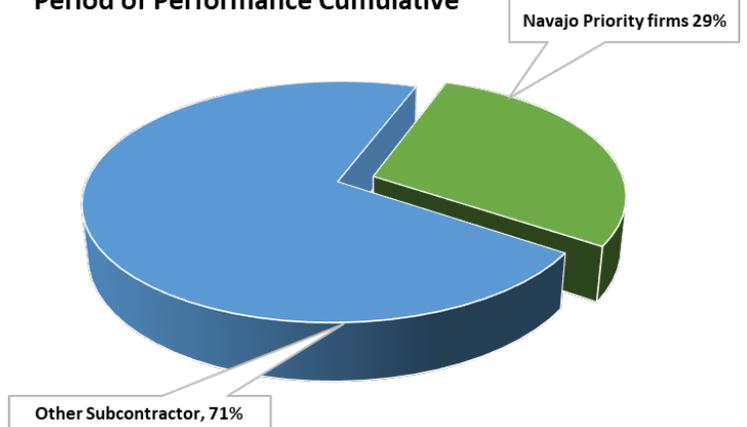
Subcontracting Dollars Spent on RAES Projects



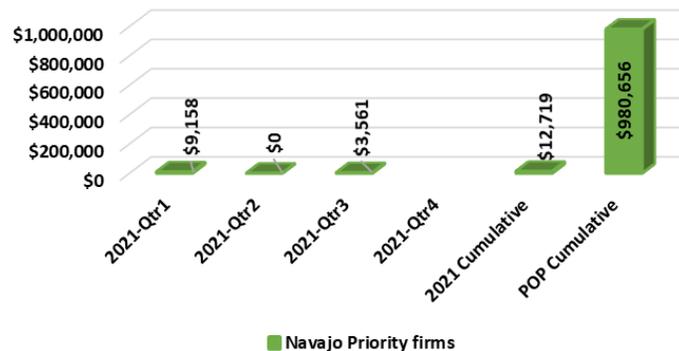
**2021 Cumulative**



**Period of Performance Cumulative**



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





## 4.0 TRAINING

The Tetra Tech team held an internal training session for Tetra Tech employees, the training session topic was “Effective Communication”. This training was a half-hour session, with 32 employees attending, for a total of 16 training hours for employees during this reporting quarter. Of those 32 participants, 2 self-identify as American Indian or Alaska Native.

An additional training session was held for Tetra Tech employees, the training session topic was “Abandoned Uranium Mine Training”. This training was one and a half-hour session, with 2 employees attending, for a total of 3 training hours. Of those 2 participants, both self-identify as American Indian or Alaska Native.

