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From left, Thomas D'Agostino (NNSA) and Ray Patterson (B&W Y-12) tour the recently completed HEUMF—a Herculean effort by 600 people to provide a facility for protecting the nation's enriched uranium.

HEUMF

The people getting the job done

Y-12 met a major milestone in August with construction declared essentially complete on the Highly Enriched Uranium Materials Facility (HEUMF). This accomplishment was the first significant milestone for Y-12 in its quest for a modernized Uranium Center of Excellence.

"The recently finished HEUMF sets a good example for the future of the NNSA [National Nuclear Security Administration]," said Thomas D'Agostino, NNSA administrator, during a recent visit to Y-12.

In less than four years, HEUMF has evolved from a rough graded site to the sophisticated, massive concrete-and-steel structure that will protect the nation's inventory of enriched uranium. The project's next milestone—turnover to Operations—is on track for March 2009 due to the hard work, considerable man-hours, brain power and perseverance by a number of dedicated individuals who have pulled together and brought their special talents to the job.

In a sponsor/management role are NNSA, Bechtel Corporation, Babcock and Wilcox and B&W Y-12. In the trenches, a number of functional areas are considered core team: Projects, Construction, Engineering, Project Controls, Operations, Quality Assurance, Testing, Security and Information Technology, Document Management and Procurement.

On the front line—and directly responsible for on-time construction completion—approximately 400 craft personnel from the Knoxville Building and Construction Trades

See HEUMF, pg. 4

Y-12 SCORES HIGHEST in project management

Y-12 received an excellent score from a July 2008 review to determine how well key National Nuclear Security Administration (NNSA) sites are meeting U.S. Department of Energy (DOE) requirements for managing projects. Y-12's score—39.1 out of a possible 40.0 points—is the highest DOE Headquarters has given to any site.

The review was primarily a documentation evaluation, and critical decision packages were the focus. Auditors compared the list of required documents with those that were actually prepared and submitted.

"It was a huge records review effort," said Shannan Lucero of Projects, "because we had to collect files from several document center locations, both on- and off-site." The activity lasted several months.

The DOE Headquarters review team also praised the document control system being used for the Uranium Processing Facility Project.

The team described the suite of software tools as a best practice and recommended it be considered for all Y-12 line-item projects and possibly by NNSA as the standard for project management.

"The results of this audit are outstanding!" said Dan Hoag, senior project director of the Y-12 Site Office. "Congratulations to all of you who made this happen. It was a joint effort, and I am very proud of the results."



From left, Lou Ann Ferguson, Shannan Lucero and Tom Morris of Projects and Mike Sabbe of Uranium Processing Facility Project Management helped prepare for the NNSA review.

Hampton to keep 'human' in Human Resources

Donna Hampton begins her new job at Y-12 with a simple plan for success: "Surround yourself with people smarter than you and let them do their jobs," she said.

Hampton moves from the job of Human Resources (HR) manager at Pantex to director of shared HR services for both Pantex and Y-12. The new position is based at Y-12 with regular travel to the Amarillo, Texas, site. Both Pantex and Y-12 are managed by B&W.

For Hampton, the move to east Tennessee is a homecoming of sorts. The Indiana native worked many years in this area as HR manager of Wackenhut and at Alcoa. Particularly at Alcoa, Hampton discovered, "I love working with unions. I respect and appreciate the value unions bring to an organization, what they do as representatives for employees."

Hampton also values difference. A self-described introvert in a people-focused profession, she said, "My experiences have taught me to seek out and encourage people completely different from me, to look for the different perspectives and ideas I might not have. I think we're all the richer for that."

Believing that "the people who do the work know the work," Hampton said the newly created HR organization will share the expertise of people at both Pantex and Y-12 to leverage resources and reduce costs while keeping high-quality services. The change "will probably be transparent to most employees" and involve steady, continuous improvement rather than sudden, dramatic shifts in the "already first-in-class work the people at both sites do."

One thing that people will notice, however, is a name change at Y-12: Human Capital will become Human Resources. "We need to keep the 'human' in Human Resources," Hampton said. "At the end of the day, we're responsible to our customer, our organizations and most of all, our employees. Our name needs to remind us of our focus."



Donna Hampton

Job training grant to HELP BUILD WORK FORCE

Governor Phil Bredesen and Tennessee Department of Labor and Workforce Development Commissioner James Neeley recently awarded \$50,000 to Y-12's Facilities, Infrastructure and Services (FI&S) organization to support Y-12's Joint Apprenticeship Program.

The grant funds will be used primarily to pay for training for apprentices, said Garry Whitley, Atomic Trades and Labor Council (ATLC) president. "We are partnering with established union training programs to supply the classroom training," he said.

"The apprentices will be trained at their respective local unions and will perform on-the-job training at Y-12," added Bill Klemm, FI&S vice president.

Approximately 50 apprentices will be hired this year in the following trades: air conditioning and refrigeration, boilermakers, electricians, insulators, iron worker/riggers, pipefitters, painters and welders.

"It is vital that we continue to train and upgrade the work force at Y-12 as the business demand for skilled employees outstrips supply," said Klemm.

He noted that the Tennessee Department of Labor and Workforce Development administers the Apprenticeship Assistance Program, which is designed to provide skills training for the building trades and other skills-related jobs in high-growth industries that face critical skilled worker shortages.

"The ATLC is glad to be a part of this program," said Whitley. "We plan to make it successful and hope other companies in Tennessee look at what Y-12 is doing and use us as a model program."

Wellness coordinator hits the ground running

Wellness coordinator—it's one thing employees asked for in the wellness survey conducted earlier this year. Now Y-12's first wellness coordinator, Levette Harris-Bethea, is here, and her excitement is easily felt when you meet her.

"I've got a fire inside me that wants to get things started now, but I have to do the paperwork and business side first," she explained.

The Maryville native is happy to be back to Tennessee. She graduated from the University of Florida with a degree in corporate wellness. She has worked in a hospital-based wellness center, taught group exercise/aerobics and high school wellness, and has been a nutritionist at a health department. "I want to bring some of the things I've previously done here," said the married mother of three.

She's already reviewed the wellness survey responses and knows employees want healthier choices. "Employees want more nutritious choices in the cafeteria and vending machines. While everything is good in moderation, healthier choices are also important."

Harris-Bethea was surprised at the survey results showing 571 employees want corporate discounts at local health clubs when the Y-12 Employees' Society already offers discounts to 180 Sports and Fitness and the Rush Fitness Complex. "I want employees to know what we already have established and to take advantage of what's already offered," she explained.

If you have questions for Harris-Bethea, contact her (3z8; 241-3968). She welcomes your input and ideas.



Y-12's apprenticeship program will help maintain our highly skilled work force. It's the first program of its kind at Y-12 in 15 years."

—Garry Whitley, ATLC president



Levette Harris-Bethea

GET READY WORK SAFELY

The eighth annual Readiness Workshop focused on understanding and clarifying key pending changes to improve the U.S. Department of Energy (DOE) order on startup/restart of nuclear facilities. B&W Y-12 hosted the August workshop, which was attended by more than 80 personnel from DOE, site offices and contractors responsible for operations of the Nuclear Weapons Complex. Ted Sherry, Y-12 Site Office manager, stressed the importance of the readiness process. “We are poised to make changes to the startup/restart order, and we want to do that in the right direction. As we prepared for the Highly Enriched Uranium Materials Facility startup over the last two years, we used a mock-up facility and applied lessons learned from other startups. The sooner we can move to new, modern facilities, the better. There is a sense of urgency, but we’ll do it safely. It is extremely important that the operators understand the systems operations and procedure execution. As a field manager and responsible owner of the facility, it is my job to provide oversight and watch readiness. We must communicate well.” Darrel Kohlhorst, Y-12 president and general manager, added, “If our procedures don’t run and we can’t get through the readiness process, it costs time and resources and could affect overall safety at Y-12.”

Y-12 preferred site for UPF

Administrator Thomas D’Agostino of the National Nuclear Security Administration (NNSA) visited Y-12 in October to announce his approval of the final environmental impact study on his plan to transform the Nuclear Weapons Complex to a 21st century national security enterprise.

“I wanted to travel to Y-12 to make this announcement because it is a great example of what we want to accomplish complex-wide,” D’Agostino said. Y-12 has a key role in the Supplemental Programmatic Environmental Impact Study (SPEIS) because it is the preferred site for the Uranium Processing Facility (UPF).

Public meetings to gather comments on the draft SPEIS were held earlier this year. Y-12’s meetings had a larger-than-expected turnout of more than 1,000 attendees at both the sessions.

“This is kind of where it [transformation] all started in my opinion . . . it’s [Y-12’s] the poster child,” D’Agostino shared.

The final SPEIS was published in the *Federal Register*. Any Records of Decision associated with this final SPEIS cannot be made until at least 30 days following its publication.

HEUMF, cont. from pg. 1

Council were employed through the construction subcontractor, Caddell–Blaine Joint Venture, and 17 subtier organizations.

During the four-year construction stage of the project, construction craft and non-manual personnel worked approximately 3,000,000 man-hours. In just the last seven months, approximately 1,000,000 man-hours were worked to ensure milestone completion and to accomplish the turnover of 42 of 62 major systems for system-level testing.

Other individuals and organizations responsible for project success include the Y-12 Site Office; B&W Y-12 core project management team; Bechtel Corporation field superintendents; quality control staff from Bechtel Jacobs Company and the Savannah River Site; and a number of Y-12 support organizations.

According to HEUMF Project Manager Ray Patterson, “Recognizing the many individuals who have contributed to HEUMF project success would be difficult. No one person or group of persons is responsible for getting this job done. Getting it done has been, and will continue to be, a team effort. And it’s a good team—a really good team.”

HEUMF FEATURES

Excavations 94,000 cubic yards

Backfill 55,000 cubic yards

Concrete 91,000 cubic yards

Rebar 5,800 tons

Steel 400 tons

Conduit 390,000 linear feet

Wiring 1,460,000 linear feet

Piping 62,000 linear feet

Heating, ventilation and air conditioning ductwork
19,000 linear feet



United Way campaign kicks off

Y-12 held its 2008 United Way kickoff in October with keynote speaker Robin Wilhoit from WBIR television. More than \$3,300 was raised in a silent auction, featuring gift baskets donated by employees. A site-wide bake sale generated more than \$1,600. "We thank all employees who donated," said Beth Green of Facilities, Infrastructure and Services and chair of this year's campaign.



What's
Happening

Y-12

Get your shot while they last

Occupational Health Services' flu shot campaign begins Nov. 11 at 7 a.m. Immunizations will be given in the medical department at the Jack Case Center.

For information on seasonal flu and the different types of flu, visit <https://home1.y12.doe.gov/pandemic/>.

Y-12 receives NSC awards

B&WY-12 received 10 awards from the National Safety Council (NSC).

Dave Neubauer, Safety manager, said, "Employees are getting involved through job walkdowns, behavior-based observations and involvement on employee teams. They are identifying the hazards and taking steps to implement controls or adjust behaviors to reduce the potential for accidents."

Michelle Reichert, vice president of Environment, Safety and Health, said, "Receiving recognition at the national level is always appreciated, but the real accomplishment is more of our co-workers going home each day without experiencing an occupational injury or illness."

NSC is an international public service organization dedicated to educating and influencing people to prevent accidental injuries and deaths.



See related story, pg. 8

Car and motorcycle show winners

- **Best in show**
Don Bridges' (pictured) 1955 Ford F100
- **Classic/antiques**
Doug Lawson's 1969 Camaro
Jeff Webb's 1950 Ford
- **Modern/custom**
Bill Stephens' 2006 Mustang
Melanie Ball's 1999 VW Beetle
- **Motorcycle**
Paul Hight's 2005 Big Dog Bulldog
Ted Justice's 2006 Harley
- **Green vehicle**
Maria LeTellier's 2007 Toyota Prius
Jeff Cravens' Action Bent Jet Stream Bicycle

NAILING DOWN QUALITY for waste containers



From left, Stan Thomas (Packaging Engineering), Richard Ware (ET&I), Sharon Gasaway (Transportation and Materials Management) and Ty Nemeth and Stan Tilley (both of Procurement Quality Assurance) walk through rows of recently received waste containers.

On the list of public safety issues, transporting radioactive waste to burial sites is near the top, and the integrity of shipping containers is essential. Recently, Y-12 has improved its method for purchasing such containers so that rejections and costly returns are almost nonexistent.

The improvement project was a joint effort among Engineering; Procurement Quality Assurance; Procurement; Equipment Testing and Inspection (ET&I); Waste Management; and Facilities, Infrastructure and Services.

“In the past, some vendors shipped us containers without all the required quality assurance,” said Walter North of Engineering. “We received them on site uninspected with incomplete paperwork, damages and incomplete fabrication.”

Y-12’s first improvement step was making sure container specifications were up to date. Next, the burden of quality assurance was placed firmly with the vendors. “They must have a formal quality program in place before we award a contract,” said Stan Tilley of Procurement Quality Assurance. “With each shipment, they must provide evidence that all containers have been inspected and meet specification.”

Periodic inspections are still performed at the vendor sites, using a new standardized inspection checklist.

The benefits to Y-12 are significant. In addition to savings in inspection time, customers are confident about using the containers, audits from the Nevada Test Site (where much of the waste is sent) are easier, and expensive shipping costs for rejected containers are reduced.

John Gertsen, vice president of Engineering, praised the effort: “This is an excellent example of people working together within a system to make quality improvements. It’s not always easy or simple, but improving quality can be done.”

SERVICE ANNIVERSARIES

October

48 years

Production: Marvin L. Sheffler

43 years

Applied Technologies: Jackie G. Gooch

42 years

Quality Assurance: Gordon D. Robbins

40 years

Applied Technologies: Jonathan S. Bullock IV

Engineering: Willie L. Duke

Production: Ray P. Ivey

Quality Assurance: Jerry S. Morgan and Paul H. Owens Jr.

35 years

Production: Melinda W. Bryan

30 years

Applied Technologies: Charlene B. Ratcliffe

Document and Property Management: Sara K. Hayden

Environmental Compliance: Russell H. Harden III

Facilities, Infrastructure and Services: Guy T. Hamrick and Harold E. McKamey

Information Technology: Janice B. Atwater and Donald T.

Dice II

Occupational Health Services: Verilyn F. Smith

Production: Alfred L. Duncan

Waste Management: Mitchell Owens

25 years

Engineering: William K. McElmurray

Facilities, Infrastructure and Services: Robert F. Bryan Jr. and Michael R. Smith

Human Resources: Karen H. Tipton

Information Technology: Elizabeth B. Nickle

Procurement Operations: Constance J. Collins

Quality Assurance: Vicki F. Belt

20 years

Directed Stockpile Work: Daniel J. Linehan

Engineering: Bruce D. Warrick

Facilities, Infrastructure and Services: Arnold G. Graves

Global Security: Deborah B. Newberry

Production: Gary L. Cottrell, Nathan D. Langley, Tanya M. Sidwell and Richard K. Weatherly

Quality Assurance: Louis W. Koester

Radiological Control: Michael L. Souleyrette

You better watch out...

And you better not cry because the Y-12 Employees' Society (YES) wants you to see Santa Claus at the 2008 holiday celebrations.

"Our goal is to provide cost-effective celebrations in today's budget-crunched atmosphere," said YES events director Rashaun Williams. "Like previous celebrations, we want to focus on employees and their children or grandchildren and show employees their work is appreciated."

Lisa Harris, YES president, added, "By having the events on site, we're able to save funds. We have these great facilities, and it makes sense to use them."

The first event, Dec. 11, will be for employees only and will be held in the Jack Case Center cafeteria after work (beginning at 4:30). "There will be heavy hors d'oeuvres and holiday music. Santa also will visit," Williams said. A shuttle will run from 1099 Commerce Park, New Hope Center and the west end to the cafeteria.

One new event this year is door-prize drawings. Employees must attend to register. The prizes will be gift cards, gift baskets and video game cartridges. "With the economic situation as it is," Harris said, "we thought gift cards would be an added attraction."

On Dec. 13, employees can bring their children or grandchildren to the New Hope Center event beginning at 2 p.m. "Of course Santa will be there too," Williams said. Other activities include a game area and a karaoke machine.

Employees' children (or grandchildren) also can register to win door prizes. "We'll have a drawing for toy store gift cards and game cartridges," Williams said.

Whichever event you attend, the outcome is hoped to be the same. "We want employees to fellowship with each other and enjoy the holiday season," Harris concluded.

A common thread

What you feel counts, and there's a group of employees who feel very good about themselves and their hobby. Textile arts, such as knitting, crocheting, tatting and quilting, are good for the soul and the community.

Stitching may seem complicated, but most textile artists insist that it is relaxing. Donna Bennett, who teaches classes at her store, Yarns Above, said, "It's a great stress relief." Amanda Crumby points out that complicated patterns can be good "brain exercise." Debbie Hunter enjoys the "feeling of creativity."

There are other benefits. Heather Cannon said, "With tatting, I found a sense of connection with the past." Becky Williams visits yarn stores in other countries: "I love to see and feel the different textures and shapes of yarn." Robin Spradlen (Y-12 Site Office) and Beth Eckerman like to be productive during otherwise idle times.

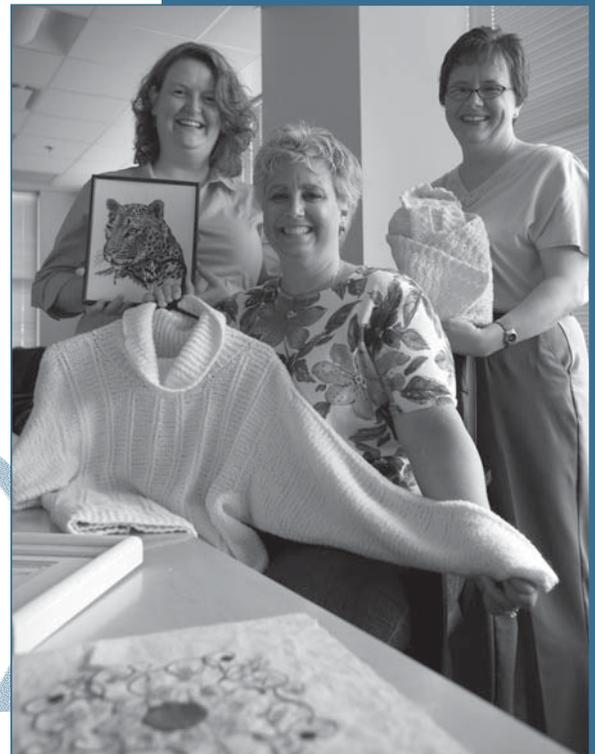
There's even a connection with working at Y-12. Deborah Davidson knows that reading and understanding patterns contribute to creativity and problem-solving. Those skills are necessary when a pattern, or a job, does not turn out as planned.

Y-12 textile artists contribute to the community—Shelly Toner donates quilts to Hospitality House, Terri Warren donates hats to the Love Kitchen and Tammy Rich has made afghans for women's shelters. Janet Bradshaw is vice president for the East Tennessee Chapter of Newborns in Need (NIN), a national charitable organization. Several Y-12 employees participated in this year's Day of Volunteering by working with NIN.

Y-12 textile artists can relieve stress and make a difference in the community. That's a good feeling that counts.

YES

From left, Heather Cannon, Shelly Toner and Janet Bradshaw show off some of their handiwork.



2008 Greater Knoxville Start! Heart Walk

Nov. 15

10:30 a.m., Market Square
Contact: Mary Benton, 576-7251

Buddy's Race Against Cancer

Nov. 16

3 p.m., World's Fair Park
Contact: Elijah Shekinah, 574-9162

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Safety on wheels

As a way to remind employees about the importance of traffic safety, Environment, Safety and Health sponsored a traffic safety expo in late September.

The informative and fun event included various vendors: AAA of East Tennessee; Drive for Life; motorcycle safety, sponsored by the Safety Department; the Oak Ridge Police Department; and Safe Kids of Knoxville.

Barry Dowdy of Production and Roger Keck of Programs and Quality walked away with prizes (motorcycle safety training provided by the Knoxville Rider Education Program) from the motorcycle safety training display.

Keck said, "I would not consider riding without taking a safety course first. I think motorcycle safety starts with the rider and how he or she operates the motorcycle, so a safety course should be the first priority."

The expo also featured a car and motorcycle show with more than 60 entries. Best-in-show winner Don Bridges said, "I was amazed at the number of cars in the show."

When asked why he participates in car shows, Bill Stephens said, "I have always had a love for cars, but it's also a great way to meet new people with the same interest."

Paul Hight of Production called the event "another good opportunity for fellowship with people across the plant. It is fun to talk with people."

Arresting development: Those "arrested" during the traffic safety expo are Debbie Reed (center, Engineering) and Ryn Etter (Human Resources). The Oak Ridge Police Department owns the above 1948 Plymouth.

