

Y-12's newest operational facility starts business

The Purification Facility, the first major production facility built at Y-12 in more than 30 years, is now operational.

Startup of the facility came with several surprises (for example, incompatible materials, extremely sensitive monitoring systems and lesser design issues) that influenced schedule. According to team member Gary Lovelace, the PPTF staff "worked extremely hard and expended many intense hours" to make the facility fully operational. The small, highly qualified professional group of technical and craft personnel worked quickly and efficiently to begin operations in record time.

Only four months after completion of the National Nuclear Security Administration's Readiness Assessment and authorization to operate, PPTF was making product and has since successfully finished initial batch runs.

Shift Technical Advisor Reed Mullins attributed PPTF's operational success to the "excellent team support" the project received throughout the process and Y-12 personnel, especially the maintenance organization, who were actively responsive to whatever needs have arisen.

Mullins recognized the East End Multi-Craft Group and Construction, both of which not only corrected far-reaching design issues in record time, but also used

their expertise and availability to avert possible additional problems.

PPTF's successful operation proves that Y-12 has the management and organizational expertise to design, construct and operate new facilities using improved technology and enhanced safety features.

The new facility became a reality in 2001 when the Y-12 Site Office approved the project. The facility went through the various project life stages (design, procurement, construction, equipment installation, system testing and readiness) with Operations Manager Bron Johnston monitoring and providing Manufacturing input, as well as learning the facility and systems literally from the ground up. The knowledge Johnston gained was applied to execution of the start-up plan, first use

and initial operations as systems were fine-tuned to achieve production status.

Johnston's next challenge is to provide insight to two other facilities, owing to his experience and lessons learned in starting up the PPTF. If Johnston can apply his experience effectively, the facilities stand to avoid many of the project issues that befell the PPTF. Brad Mattie is slated to take Johnston's place at the PPTF.

PPTF remains an excellent example of Y-12 teamwork, responsiveness and ingenuity at its most effective. In the words of former NNSA Y-12 Site Office Manager Bill Brumley in his letter authorizing PPTF to start operations: "I would like to thank BWXT Y-12 and the Purification Project Team for their commitment to the mission on a job well done."

Construction celebrates a million!

The BWXT Y-12 direct-hire Construction team recently celebrated a significant milestone it reached in February—working 1,000,000 hours without a lost-time injury.

Knowing what to do and how to react are essential to safety and security at Y-12. The individual local union members deserve special thanks for embracing Y-12's safety programs. Participation in the Building Everyone Safe Tomorrows behavior-based safety program is proof of what labor and management can achieve when they work together.

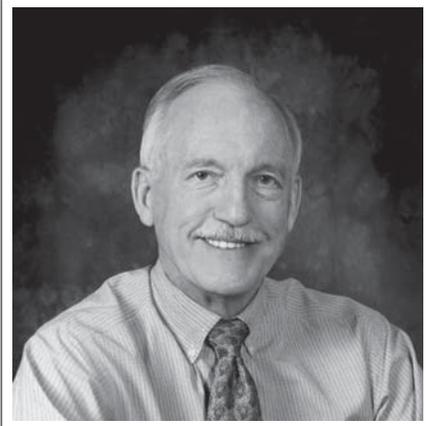


Pictured left to right: Dennis Grove, Projects; Diane Grooms, Equal Opportunity/Concerns; Michelle Reichert, Environment, Safety and Health; Larry Cumberland, Facilities, Infrastructure and Services; George Jones, National Building Trades Southeast director; and Steve Liedle, deputy general manager for Defense Programs.

WHAT'S INSIDE

Dials on Y-12's challenges	2
Cash in on free money How your 401(k) savings stack up	5
Grin and "Bear" It Changes coming to Bear Creek Road	8

Responding to the challenges



George E. Dials

This is an exciting time for my wife Pamela and me as we transition to Oak Ridge and get acquainted with the dedicated work force and management team here at the Y-12 National Security Complex. In addition to the privilege I feel being here, I also feel the strong

sense of responsibility that accompanies the job. In large measure it's the same responsibility and duty we all have—one of stewardship.

Stewardship defined is the careful and responsible management of something entrusted to one's care. Stewardship sums up, in one word, the core of our mission at Y-12. The U.S. Government, and through them, every citizen in our country, has entrusted to us the responsibility to safely, securely and cost-effectively manage the Y-12 Complex.

At Y-12, stewardship is more than just watching costs and meeting contract terms: It is executing our mission while ensuring the safest, most secure and most efficient environment possible for our employees and America.

Every one of us has an awesome responsibility. Each employee has a major impact on this stewardship, and in the

short time I have been here, I have seen pride and diligence in the work force's commitment to it.

Good stewardship also encompasses providing a safe workplace for our employees, full compliance with governing laws and regulations, and being good corporate citizens by supporting the community and protecting the environment.

I am encouraged and energized by the challenges and opportunities I find at Y-12. We should challenge ourselves and others to continue to make progress in the areas we have already identified and to constantly search for other areas needing improvement.

With tenacity, courage and persistence, we will ensure a bright future for Y-12 and contribute to the well-being of our communities and the national security of our great nation.

And the Telly goes to ... Award-winning videos shot at Y-12

Video and Videoconference Services was notified recently that four of its programs won at the 27th annual Telly Awards, and two other programs won at the WorldFest-Houston International Film Festival.

Receiving the Telly Awards were the "2005 Year in Review" and three features on the 2005 United Way Campaign: "Rib Cook-Off," the "Chilly Chili Cook-Off" and the "Help the Smokies" activity.

The Telly Awards honor outstanding local, regional and cable television commercials and programs as well as video and film productions. The Telly Awards program receives more than 12,000 entries each year.

Award-winning programs at the WorldFest-Houston International Film Festival included the "Y-12 PRYDE" video that won a silver award and the "Help the Smokies" feature that garnered a bronze award in a competition among thousands of international entries.

WorldFest is one of the oldest and largest film and video competitions in the world.

The next time you are at a Y-12-sponsored event and spot a video camera, smile! You may be on the next award-winning video produced by some of Y-12's finest.



A winning team

Video and Videoconference Services recently garnered four Telly and two WorldFest awards for several Y-12-produced videos. "It's encouraging to know that the product we deliver to Y-12 is equal to or better than our industry competitors," said John Ridley, team leader of Video and Videoconference Services.

LEAD by example



Mike Renner, Mark Richey (both sitting), Dan Tracy, Jason Hatfield and Bill Tindal (standing) recently participated in BWXT's LEAD Institute to hone their leadership skills. The goal of the LEAD Institute is to provide managers with new skills to lead people, manage systems, build and work on winning teams and make positive changes both organizationally and individually.

New facilities change landscape

Change is a good thing, and Y-12's landscape recently changed when the East End Records Storage Facility and the Vehicle Maintenance Facility were opened for business. These new buildings are part of Y-12's modernization efforts.

Dismantling warheads at faster pace

Workers at the Y-12 National Security Complex are dismantling nuclear warheads faster than ever before to comply with arms-control agreements and reduce a backlog of old warheads.

"Historically, it's been viewed as sort of filler work. That has changed this year," said Dan Linehan, a manager in the plant's Directed Stockpile Work organization.

According to *[The] Y-12 Report*, the plant's quarterly publication, as many as seven retired weapon systems are targeted for dismantlement during the next five years.

That includes components from air-dropped bombs; Minuteman I and III intercontinental ballistic missiles; Lance tactical missile; and Spartan surface-to-air-missile, the report states.

The report notes that the U.S. nuclear arsenal is being revamped to comply with arms-control agreements and to address national-security requirements.

"The Moscow Treaty of 2002 commits the U.S. and Russia to a total of 1,700 to 2,200 deployed warheads each by the end of 2012," *The Y-12 Report* states. "The question is how and where to dispose of the surplus materials in a safe, secure and environmentally sound way."

—Condensed from *The Oak Ridger*.

Report receives international award

The Y-12 Report, a quarterly publication produced by Public Affairs and Communications, has garnered an International Excellence Award from the Society for Technical Communication. To be submitted to STC's international competition, the entry must have received the Distinguished Award at the chapter level. The International Excellence Award is the latest, and highest, award received.



Secret City Festival brings tourists to Oak Ridge

Oak Ridge's Secret City Festival offered an opportunity for a glimpse behind the fence at the Y-12 National Security Complex. More than 15,000 visitors and residents participated in the festival. As a part of the events held June 16–18, public bus tours traveled through Y-12.

The movie *Secret City: The Oak Ridge Story—1945–2006, Part 2* premiered at Tinseltown Theater June 15.

Secret City: The Oak Ridge Story—The War Years, which features the early history of Y-12 as well as the rest of the Manhattan Project in Oak Ridge, premiered at last year's festival. Copies of the first part of the movie can be purchased at the American Museum of Science and Energy.

BWXT Y-12 is a principal sponsor of both the festival and the film.

PIPs boost efficiency in manufacturing

Working more efficiently in Manufacturing isn't an option—it's a necessity. The current workload and the program increases expected in upcoming years call for Y-12 to do more in less time.

To work on areas where changes can have the most impact, a team of Manufacturing representatives and two Six Sigma Black Belts from Productivity and Process Improvement was formed last September. Since then, the Process Improvement Project team has been rigorously evaluating processes for improvement opportunities; talking with managers, supervisors and operators to attain buy-in for improvements; and completing process changes that collectively are making a big difference.

One pinch point was the ability of enriched uranium operations to accept a certain number of items each week. To improve efficiency, laboratory analyses have been moved upstream, which allows immediate processing in the next facility and eliminates several processing steps.

"We have a tremendous challenge in front of us, but good progress is being made, and I am confident that our actions will allow us to meet the future production demands."

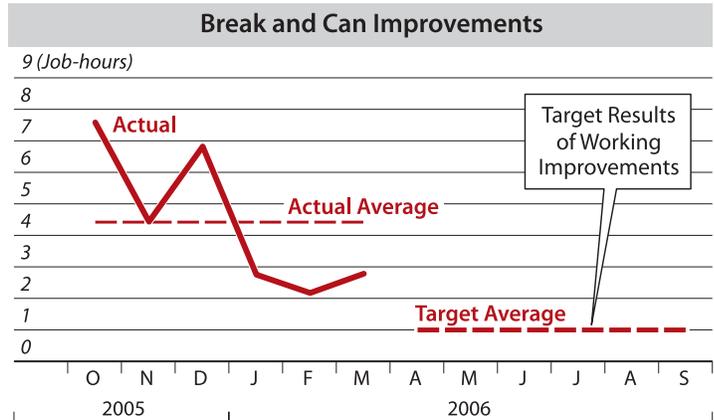
—Les Reed

Manufacturing director

Other changes involve material surveillance requirements. Modifications to surveillance plans are allowing more people to do hands-on work instead of simply observing.

Bill Tindal, EU Metalworking Production manager, said, "We are implementing improvements that come directly from the work force. The PIP teams recognize the value that comes from the experience and input of our hands-on workers."

Another way of freeing up observers is by using engineered controls. A portable local alarm placed on a con-



Improvements similar to those experienced in the break and can area can be seen in multiple manufacturing operations.

tainer of components ensures that workers are warned of any tampering as long as they are within earshot. The prototype alarm is on site and others are on order.

Finally, improvements are targeting efficient use of resources. Operators are being cross trained for flexibility in using equipment. Breaks and lunches are being alternated so equipment is continuously operated for about 7 hours a day.

Interim approval for participating in the Human Reliability Program allows new participants to engage in productive work quicker. The previous six-month wait has been whittled down to approximately 90 days; further improvement is anticipated.

Robbie Cordani, Manufacturing's productivity advisor, said, "More people are doing productive work, and we're moving more product through the process each week. The efficiency gains are real."

Other disciplines supporting the improvements are Safeguards and Security; Engineering; Nuclear Materials Control and Accountability; Analytical Chemistry; Industrial Hygiene; Planning, Integration and Control; and Facilities, Infrastructure, and Services.

5 tips to better e-mail

In today's world, we have many ways to communicate. One way that is popular and sometimes hated at the same time—e-mail.

Are you a good e-mailer or a bad e-mailer? If you're one of the latter, then you might want to follow some of these suggestions to make your e-mails less offensive and more readable.

- Use proper grammar.
- Don't use emoticons.
- Do fill out your subject line. Make your subject line brief and to the point. Try to let your receiver know exactly what your e-mail is about.
- Never write in all upper case or all lower case letters. It's hard to read and annoys the reader.
- Don't send e-mail jokes to people.

TIPS!

Are you saving for rainy (retirement) days?

Life is good for Y-12's Mason Maclean.* He's 45 years old with 23 years of company service and has \$81,500 in the BWXT Y-12/UT-Battelle joint retirement and savings plan—more commonly known as the 401(k) savings plan. But Maclean often wonders how his savings stack up against his co-workers. Is he contributing enough?

Maclean is one of the more than 10,500 active and retired BWXT Y-12 and UT-Battelle employees participating in the joint 401(k) plan. BWXT Y-12's participation rate in the 401(k) plan is 89 percent, which beats the national average of 77 percent of eligible employees who participate in their 401(k) plans.

Cash in on 'free money'

Maclean, like many Y-12 employees, knows that there are good reasons to contribute to the 401(k) plan. For one, it's hard to pass up the lure of "free money" in the form of matching company contributions. The company matches 6 percent of pay (the first 2 percent at 100 percent and the next 4 percent at 50 percent). Maclean also likes the opportunity to save pre-tax dollars, and he can choose from up to 12 investment options. And it's an easy way to save for retirement.

It's hard to imagine why anyone would not want to participate in the 401(k) plan. In fact, we simply can't afford not to. For many of us, our personal savings in a 401(k) plan will be the primary source of income in retirement. Whether you're a new hire, a long-timer or somewhere in between, it's not too late to participate. At a minimum, experts suggest contributing at least enough to get the company-matched contribution.

Another widely accepted recommendation is to increase your contribution as your salary increases. Currently, Y-12's non-highly compensated employees (those making less than \$95,000) can contribute up to 60 percent of their pay to their 401(k) plan. Highly compensated employees can contribute up

to 16 percent of their pay. The pre-tax dollar limit for 2006 is \$15,000. Those who are age 50 or above in 2006 can contribute an additional \$5,000.

Diversification, owning different types of investments, is what many consider one of the most important investment strategies. "By diversifying or dividing your money among many investments, such as stocks of many companies representing many different sectors of the economy, you run less risk of

losing a large percentage of funds when a single stock or sector suffers a decline," said Patty Crabtree, who handles the day-to-day administration of the savings program.

One of the quickest ways to deplete a "nest egg" is by dipping into savings. Crabtree cautions about borrowing against your savings. "When you borrow money from your vested account balance, you will repay loan amounts, plus interest (currently, prime rate plus one percent)," explained Crabtree. "However, many people fail to take into con-

sideration the rate of return on the borrowed funds that they may have earned if the borrowed amount had remained in the plan."

By the numbers

So, how does Maclean's savings account balance compare with the BWXT Y-12/UT-Battelle employee average savings account balance? The BWXT Y-12/UT-Battelle total average account balance is \$130,900. Here's a breakdown by age:

21 to 30: \$13,993	51 to 60: \$148,458
31 to 40: \$45,452	61+: \$192,457
41 to 50: \$97,907	

To start contributing to the savings plan, change your contribution percentage or review your investment options, contact Citistreet: <https://oakridge.csplans.com/> or call 1-888-472-8348.

* *Mason Maclean is fictional for purposes of this story.*



Longer lives impacting retirement

According to Grace Wong on CNNMoney.com, life expectancy has increased 30 years in the past century. What that boils down to, she says, is that someone who was born in 1900 would only be expected to live 47 years, but someone born in 2002 would be expected to live 77 years.

The number of centenarians (those who reach the age of 100) could exceed 1 million by the year 2030 and top 4 million by the year 2050, according to U.S. Census estimates. According to the Census, there are now 60,800 centenarians.

The impact? Wong says that if a couple wants an annual retirement income of \$85,000 and intends to no longer work after age 65, they'll need to have \$838,000 in their savings as a supplement to what they will get from Social Security (that assumes a 7 percent rate of return and 4 percent inflation rate) for 20 years. But if that same couple lives to age 100, then they will need one-and-a-half times that much (\$1.3 million) in order to maintain that lifestyle in their retirement.

Start each day with plenty of sole searching

It's official. The Y-12 shoe policy is here to stay.

In a memo to employees, President and General Manager George Dials said, "I want to take this opportunity to emphasize that my number one priority is safety. The starting point for safety at BWXT Y-12 is the expectation that every employee will go home in the same, or better, condition than when they arrived."

The shoe policy, announced last fall, has had a positive effect on reducing the number of injuries associated with inappropriate footwear. There has not been a single incident involving a slip, trip or fall related to inappropriate shoes.

"It is my expectation that Y-12 employees, subcontractors, vendors and visitors will fully implement and comply with the recommendations outlined in the policy.

"By working together, we demonstrate our commitment to the overall safety of each employee. Taking proactive steps to prevent accidents and incidents helps to ensure a safe work environment while preserving the trust and respect of the work force, the public and the community," Dials said.



Y-12 Employees' Society *Say YES to yes*

YES, I have a question

The Y-12 Employees' Society organizes recreational, charitable and community service activities available to employees and their family members. Benefits of YES include sporting and recreational events, trips, discounts to area vendors and attractions, an online classified ads service for employees, retirees and subcontractors to Y-12 and fundraising events to support area charities.

Below is the YES contact list. If you have questions, contact a YES officer or submit a question online at the YES website, <http://www.y12.doe.gov/community/yes/>. If someone isn't available, another YES officer can help you.

President	Ala Montgomery	574-0493
Vice president	Sylvia Davis	576-7296
Publicity	Alice Brandon	576-2963
Discounts	Gina Davis	241-1517
Travel	Lisa Harris	576-2658
Events	Naila Howell	574-1481
Team sports	Pete McKenzie	574-3624
Membership	Patrick Mountain	574-8392
Management liaison	Mike Monnett	241-5872

4/10 schedule to stay

Following a successful trial period, the 4/10 work schedule has become a permanent shift for all salaried employees. Senior management reviewed schedule and safety performance, positive employee feedback, and productivity improvements associated with the new shift and believes the 4/10 work schedule to be an improvement to Y-12's customer and employees in general.

Salaried functions and salaried employees must continue to support plant operations as required regardless of shift assignments. With production facilities operating five days per week, support on Fridays as a normal day of production will still be necessary.

Red Cross thanks Y-12

The American Red Cross recognized Y-12 and its employees recently for silver-level sponsorship of the Red Cross Appalachian Chapter as well as for contributions totaling almost \$50,000 for relief efforts following Hurricane Katrina.

Scott Chippendale, Conduct of Operations, was recognized for his efforts in support of local operations as Disaster Services chairman.

Steve Liedle, deputy general manager for Defense Programs, accepted plaques on behalf of all Y-12 employees who supported Red Cross last year.

MAY

55 years

Manufacturing: James E. Thompson Jr.

43 years

Engineering: James P. Kois

35 years

Engineering: Ben M. Adkins

Information and Materials Division:

Edwena L. Crowe

Manufacturing: James G. Vandergriff

30 years

Engineering: Arville M. Billings Jr. and Calvin T. Peters

Facilities, Infrastructure and Services:

Gary M. Bolin, Terry M. Hitson, J. C.

Nelson, Larry D. Noe, Wilbur A. Sims,

Ronald R. Wilson and Richard E.

Woodward

Financial Management: Linda A. Neal

Manufacturing: John T. Altum,

Donald G. Dickey, Hugh D. Hubbs Jr.,

William F. Johnson, Karen S. McIntosh,

William T. Northcutt III and Ronald S.

Smith

National Security Programs: Karen M.

Dixon

Quality Assurance: James P. Davis

25 years

Facilities, Infrastructure and Services:

Willard R. Newman

Human Resources: Talanda A. Dobson



Manufacturing: Kenneth W. Porter

20 years

Human Resources: Carol L. Johnson

Manufacturing: Frederick L. Lawson

JUNE

45 years

Engineering: James N. Abele

40 years

Projects: William C. Anderson

35 years

Facilities, Infrastructure and Services:

Ronald L. Anderson

30 years

Applied Technologies: Charles J. Agle Jr.

Contracts and Special Initiatives:

Denis M. Kelleher Jr., Connie H. Malarkey and Benjamin Thomas Jr.

Directed Stockpile Work: Carl E. Cardwell

Engineering: Gary P. Haynes, Michael

Oakley, William D. Simpson,

Byron H. Singletary, Gary L. Williams and Mark A. Wilson

Environment, Safety and Health: Gary L. Bean and Harold E. Toppins

Facilities, Infrastructure and Services:

Jerry R. Borum, Teddy D. Currier, Billy M. Hyde, Charles T. Kittrell, Richard A.

Lovegrove, Stephen D. Martin, Charles R. Myers and Vernon P. Nelson

Financial Management: Bessie M. Jowers and Geneva R. Parker

Manufacturing: Donald F. Coker, Elmo Goins, Vernon Lowe, Steven W. Roddy and Deborah L. Walker

Quality Assurance: Von C. Huffstetler

25 years

Applied Technologies: Lilla B. Cunningham

Contracts and Special Initiatives: Clifford K. Cobb and William B. Matthews III

Engineering: Dennis L. Aslinger

Manufacturing: Jeniece V. May

National Security Programs: Sherry L. Smyrl

Planning, Integration and Control:

William R. O'Neil

Quality Assurance: Robert R. Chambers Jr.

20 years

Engineering: Keith D. St. Onge

National Security Programs: Duane L. Bias

Obituaries

Raymond C. Bridges



Raymond C. Bridges, an electrical engineer in Facilities, Infrastructure and Services, passed away May 2. He had been a Y-12 employee for more than 29 years.

He was a member and deacon of Trinity Baptist Church and past master counselor of Order of DeMolay for Boys.

He was a very loving, devoted and caring helper. His ministry was to help people. Survivors include: wife, Linda; sons, Barry and Michael; daughter, Michelle Worley and husband Scott; grandchildren, Courtney, Brianna and Alex Bridges; and Bryce Worley.

Larry M. Dickens



Larry M. Dickens, a licensing executive for Y-12 in Contracts and Special Initiatives, passed away May 8.

He was a graduate of Oak Ridge High School, North Carolina State University and Boston University.

Dickens served in the United States Army, the Tennessee Army National Guard and the United States Army Reserve for 28 years before retiring as a lieutenant colonel.

Survivors include his wife, Dianne; sons, Jody and John; and mother, Peggy O'Neil Stuart. He had a striking love for his family, friends, community and country and served all of them tirelessly.

Is Bear Creek Road a 'bear' for Y-12 commuters?

All the activity on Bear Creek Road in recent weeks may have given some Y-12ers the urge to claw something.

But according to Larry Bornstein of Security Projects, Y-12 is working hard to minimize the impact on plant personnel. "Most of the work affecting traffic is performed during off hours or on weekends," he said.

Bornstein added, "We know how important it is to communicate any traffic changes in a timely manner." Indeed, project personnel frequently use YSource to let commuters know what to expect as they enter or exit the plant.

So what IS happening on Bear Creek Road? Most of the construction activity is part of a security improvement project focused on controlling traffic flow.

The project, which is scheduled for completion in early July, will include installation of vehicle barriers, traffic gates and vehicle arresting systems (large gates, similar to those at railroad crossings) as well as enhancements at certain portals. The segregators and gates are tools to enable more effective traffic control by Protective Force personnel.

This project is one piece of Y-12's efforts to meet evolving requirements. So please continue to grin and bear it as Y-12 further enhances its security posture.



These vehicle barriers are just one of many changes motorists will notice in the next few months.

Employee pay stubs available online

Access your eStub at <https://home1.y12.doe.gov> and then click on the eStub link at the top of the page. eStub is completely secure.

BWXTymes

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<http://www.y12.doe.gov/news/bwxtymes.php>

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