JANUARY 2024

SAVANNAH RIVER NUCLEAR SOLUTIONS

SRISTOday



This month

Staff Augmentation Summit • Engineering Mentoring Program • Golden Harvest Food Bank donation

to connect with our social media



Dennis CarrSRNS President and CEO

On the cover

NNSA Administrator Jill Hruby offers remarks at an all-hands meeting held on Jan. 8, for SRS federal employees.

Welcome

to the January 2024 edition of

SRNS Today

January presented yet another month of exciting events and terrific accomplishments throughout SRNS. To say I'm proud of the work we have done would be an understatement.

This month we played host to members of the National Nuclear Security Administration (NNSA) leadership team and the NNSA Council, including NNSA Administrator Jill Hruby. Participants toured both the Savannah River Tritium Enterprise and the Savannah River Plutonium Processing Facility to learn more about SRS missions. We were honored to host these esteemed visitors and stand ready to help and adapt during the transition of SRS to an NNSA landlord later this year.

We also strengthened our relationship with 25 staffing firms for fiscal year 2024 through the first SRNS Supply Chain Management Staff Augmentation Summit.

Support for our community continues to be outstanding, as SRNS presented the Golden Harvest Food Bank of Augusta with a check for \$40,000. Additionally, we kicked off our 2024 American Heart Association Heart Walk campaign. Our goal is to raise \$150,000 by March 22.

I hope you enjoy this month's edition of SRNS Today.

Dannis Can



Savannah River Nuclear Solutions, a Fluor and HII partnership company, is responsible for the management and operations of the Department of Energy's Savannah River Site, located near Aiken, South Carolina. The SRNS corporate and community offices are located in the renovated 1912 "Old Post Office" building in Aiken. The primary initiatives of SRNS are national security, clean energy and environmental stewardship. SRNS Today is published monthly by SRNS Corporate Communications to inform our employees and other stakeholders of the company's operational- and community-related activities. If you have questions or comments, please contact us at 803.952.6131 or visit our website.

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COMMON ACRONYMS

Savannah River Nuclear Solutions (SRNS) • Savannah River Site (SRS) • Department of Energy (DOE)
National Nuclear Security Administration (NNSA) • Savannah River Plutonium Processing Facility (SRPPF)
Central Savannah River Area (CSRA) • science, technology, engineering and math (STEM)



t the South Carolina Manufacturing Conference and Expo, SRNS was awarded the Transformational and Operational Excellence Award for record-breaking achievements in continuous improvement (CI) initiatives and operational excellence tools that generated over \$42 million in cost-savings during fiscal year (FY) 2023.

"This was a record year for SRNS and continuous improvement," said Perjetta "PK" Hightower, Director of Interface Management and Continuous Improvement. "SRNS engaged nearly 17% of its workforce with over 180 CI initiatives, achieving over \$42 million in savings — \$22 million of which was hard-dollar savings to be used to increase work scope."

The seventh annual event by the South Carolina Manufacturing Extension Partnership (SCMEP), brought over 200 companies from across the Southeast to the Greenville Convention Center. SCMEP is a nonprofit that connects manufacturing companies across South Carolina to benchmark best practices, training, Lean Six Sigma tools and CI initiatives. The Six Sigma methodologies identify opportunities for improvement within organizations by eliminating waste and increasing standardization.

"The continuous improvement team has partnered with SCMEP for nearly 15 years, so it is incredibly exciting to take home this award and to be one of the top manufacturing companies with over 500 employees," said Lisa Steed, SRNS CI Lean Six Sigma Specialist. "We will continue to transform both general employment activities and more specialized site-wide processes to be more efficient, costeffective and customer-driven."

The SRNS core CI team is comprised of certified Lean Six Sigma Black Belts and reinforced by divisional continuous improvement experts. SRS transformed many of its day-to-day operations by implementing the nationally recognized IDEAS™ (Individuals Developing Effective Alternative Solutions™) Program for employee suggestions. In FY23, over 250 implemented ideas have streamlined various work processes and generated over \$4.9 million in savings. an increase of over \$1 million from the previous fiscal year.



"This was a record year for SRNS and continuous improvement."

Perjetta "PK" Hightower, **Director of Interface Management** and Continuous Improvement



"The final return on investment for the IDEAS Program for FY23 was \$88.63, meaning that for every dollar spent on the IDEAS Program, the return was \$88.63 back to the company," said Blake Leaphart, SRNS CI Lean Six Sigma Specialist.

"These results are experienced by all — from the workers on the frontline to the senior management who report gains and savings to the Department of Energy," Leaphart said. "We are incredibly proud of this accomplishment."

In addition to the IDEAS program, SRNS utilizes operational excellence to ensure the functional success of its CI programs and to identify areas of improvement. Operational excellence tools include causal analysis, corrective action program, self-assessment program, performance analysis, independent evaluation board and the SRNS scorecard.

"SRNS CI initiatives and operational excellence tools have played a huge role in Savannah River Plutonium Processing Facility and the National Nuclear Security Administration capital projects and will continue to ensure the Site's processes are prepared to meet national security requirements," continued Hightower. "We will continue to strategically transform business and operation management systems to keep pace with changing needs — facilitating renewal of the workforce, missions and infrastructure at SRS to provide increasing value for the nation and community."



SRNS shares Education Outreach initiatives

Benchmarking visit brings Regional Science Bowl to Carlsbad, New Mexico

A guest from the Waste Isolation Pilot Plant (WIPP) recently visited SRS to benchmark the SRNS Education Outreach Program's successful STEM outreach programs, which have been in place with local schools since 2008.

Joy James-Foster, Ph.D., WIPP Education Outreach Lead, has followed SRS Education Outreach online for years, taking note of various STEMrelated programs. After virtually connecting with SRNS Education Outreach Program Lead Kim Mitchell, Foster traveled more than 1,400 miles from Carlsbad, New Mexico, to Aiken, South Carolina, to learn from SRS.

"The SRS Education Outreach Program caught my eye after WIPP's new contractor, Salado Isolation Mining Contractors, aimed to host the first Regional Science Bowl in our area as part of our community commitment plan," said Foster. "After multiple virtual meetings with Kim, I decided to take the chance in hopes that this program would



positively impact the underserved and rural populations of Carlsbad."

In addition to education outreach in their host communities, SRS and WIPP share respective roles in the DOE national cleanup mission, as defense-related transuranic waste shipments from SRS are shipped to WIPP for safe disposal.

"It is the sincerest form of flattery to have someone take note of our accomplishments and aim to mirror our community initiatives in another state," said Mitchell. "This was the next step in taking Joy's ideas to the next level while establishing a strong relationship with SRS."

Foster and Mitchell spent three days analyzing mock science bowls, listing the materials and labor needed to launch the initiative. They also toured University of South Carolina Aiken – the facility that has hosted SRNS Regional Science Bowls, for over 15 years.

The event tests high school students' knowledge in all areas of science and offers them a chance to be nationally recognized. SRS is one of only three sites to participate annually at the regional level since the DOE created the National Science Bowl in 1991.

"I am determined to connect our organization with the next generation of scientists, engineers and mathematicians," continued Foster. "This benchmarking session helped pave the way for WIPP to establish a strong program and regional science bowl and that is all thanks to this visit."

In addition to the Regional Science Bowl, SRNS Education Outreach programs include STEM that Travels, CSRA College Night, CSRA Regional Science and Engineering Fair, Innovative Teaching Mini Grants, various workshops and Site tours. Mitchell and Foster plan to continue future workforce development and education outreach initiatives at both DOE sites.

SRS Supply Chain hosts Staff Augmentation Summit

SRNS Supply Chain Management (SCM) recently hosted the first Staff Augmentation Summit to strengthen relationships with 25 staffing firms and provide upcoming process changes for fiscal year (FY) 2024. SRNS SCM closed out FY23 with over \$115 million awarded to staffing partners which exceeded all previous records.

"The summit provided a perfect roadmap of things we are changing this upcoming fiscal year and current tools and practices our supply chain utilizes," said Dave Dietz, Supply Chain Procurement, Senior Director. "We aimed to answer reoccurring questions from our staffing partners, maintain a high level of compliance with contract terms and regulations, and reduce overall onboarding cycle time."

The meeting increased subcontractor awareness of staffing process changes and documentation requirements for Basic Order Agreements (BOA) holders, sparked quality conversations, and developed opportunities to increase efficiency in onboarding techniques.

"Our team is always looking to enhance clarity for all stakeholders and fulfill requirements with qualified candidates that can obtain the appropriate level of clearance needed for employment," said Dietz. "By providing this two-way communication meeting between SRNS SCM and our staffing partners, we are meeting this need."

SCM, a third-party organization that specializes in handling the management of contingent or temporary labor resources on behalf of SRNS, is rolling out a Managed Service Provider (MSP) solution in FY24. The newly implemented Vendor Management System (VMS) will also help suppliers gain real-time visibility into orders, invoices and performance metrics.

OLH, Inc. Contract Administrator Tricia Chavous believed the meeting was a great opportunity to answer her underlying questions about the staff augment process changes in FY24.



"We are so thankful for the face-to-face time with the SRNS staff augmentation team," said Chavous, "I was able to get many of my questions answered on the new MSP model and formalities of the onboarding process. It was also nice to hear feedback from other peer companies that will be going through the same changes and updates."

SRNS MSP Project Lead Kyle Neira noted, "Once implemented, the MSP will improve cost effectiveness and shift the focus to suppliers' needs and candidate onboarding. The VMS will transform the supplier administration of submittals and orders into a more streamlined and mutually beneficial process."

"Our supply chain is aiming to reduce our involvement and administrative burdens by transitioning to a more modern and automated MSP," continued Dietz. "These changes will reduce overall cycle time to create accurate, consistent and verifiable metrics for the benefit of SRNS customers."

SCM plans to host meetings twice a year in FY24, to continue collaborative conversations with staff augment partner leads.

Program mentors next cohort of engineers

The SRNS Engineering Department will welcome its fifth cohort of mentees in February, as part of the Engineering Mentoring Program.

The six-month program gives employees the opportunity to interact and learn from mentors who have demonstrated substantial success at higher levels within the engineering organization.

Throughout the program, participants engage with their assigned mentors in both one-on-one and group sessions. Some mentors focus on a single mentee, while others prefer to mentor in group settings of two to five mentees. These sessions provide the mentee with the opportunity to receive support from both the mentor and other members of the group. All mentoring relationships are driven by the individual needs of the mentee. Mentees are also allowed to extend these relationships to longer terms formally through the program.

"Both the mentor and the mentee can gain valuable experience

through the program," said Bill Best, Engineering Mentoring Program Manager. "The program establishes an avenue for the mentee to grow within their career and opens a door for them to develop relationships with professionals within the organization. In turn, the mentor can enhance their leadership skills as well as continue progressing in their career."

Mentors are selected by members of the Engineering leadership team based on their work experience, skills and career background. The program currently has over 60 mentors who rotate throughout the different cohorts, with 12 more coming on board soon to assist with program growth.

Since its start in 2021, over 400 employees have successfully completed the program. Cohort five, scheduled to start in February, is expected to push the total to over 500.



SRS hosts NNSA Council and Administrators



ABOVE and BELOW: NNSA staff toured both Savannah River Tritium Enterprise and SRPPF.

LEFT: Members of the NNSA Council stopped for a photo during their January visit.





"It's critical for us to have the future of this Site be focused on these enduring missions: pit production, Surplus Plutonium Disposition and Tritium, among others."

Jill Hruby, NNSA Administrator



embers of the NNSA leadership team and NNSA Council got an insider's look at current and future SRS missions, as the Site hosted some of the most senior leadership officials in the Nuclear Security Enterprise.

At an all-hands meeting with SRS federal employees on Jan. 8, NNSA Administrator Jill Hruby said she was excited to visit SRS. Her remarks included the upcoming DOE Office of Environmental Management to NNSA landlord transition.

"It's a big deal to bring Savannah River into the NNSA family," said Hruby. "It was a big decision, and it's critical for us to have the future of this Site be focused on these enduring missions: pit production, Surplus Plutonium Disposition and Tritium, among others." Hruby also spoke at an "Evening with DOE Leadership" community event, held in North Augusta, South Carolina, and sponsored by the SRS Community Reuse Organization.

During the NNSA Council visit on Jan. 9, participants – including executive and contractor leadership from all NNSA sites and labs within the NSE – toured both Savannah River Tritium Enterprise and SRPPF to learn more about new and enduring SRS missions and attended briefings to discuss various NSE initiatives.

"It was a pleasure hosting Administrator Hruby, along with other members of the NNSA leadership team and NNSA Council," said Dennis Carr. "We are proud of the incredible work our employees are performing every day at this Site and look forward to continued support and collaboration with our NNSA colleagues across the Nuclear Security Enterprise, as we work together to advance our enduring missions and keep our nation safe."

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Third joint cohort of SRNS **Nuclear Operators graduate**

Twenty-two apprentices recently earned their Nuclear Fundamentals Technology Certificate from Denmark Technical College (DTC) after graduating from the SRNS Nuclear Operator Program. Designed to fill vacancies for mission-critical positions, the program has successfully transitioned three apprenticeship cohorts into full-time roles at SRS.

"The program provides an 'earn while you learn' opportunity that gives students the chance to provide for their families while supporting SRS goals and missions," said David Jackson, SRS Apprenticeship School Program Lead. "We are changing the lives of these students and aiding in the expansion of our workforce through this pipeline."

Since 2020, SRNS has strengthened its apprenticeship pipeline, after establishing its first partnership with Aiken Technical College. In May 2021, SRNS mirrored the program with DTC, a two-year college that primarily serves Bamberg, Barnwell and Allendale communities.

"SRS has a great need for apprentices in numerous job sectors to fufill our missions in national security and defense," said Dorian Newton, Ph.D., SRNS Deputy Director, Site Training. "Over 91% of our apprentices transition into full-time positions at the Site so we are extremely proud of the strides we've made with our partnering institutions."

The eight-month program allows students to spend two days a week at SRS for shadowing industry leaders, and two days a week at DTC for classroom instruction. DTC provides apprentices compensation for training hours, as well as full academic and financial support.

"It is truly amazing to know I can provide for my family and make a difference for my country," said Shanterra Hughes, who earned her nuclear fundamentals certificate. "The apprenticeship program prepared me for my transition into a facility position supporting national security missions."

DTC remains committed to providing speciality training in apprenticeship occupations that meet the SRS workforce needs. Plans are underway to add additional associate degree programs in Radiological Control Technology and Applied Mechatronics Technology.

Gold level recognition for a gold star company

The American Heart Association has once again awarded SRNS with Gold level recognition for its commitments to employee health and well-being, as measured in the Association's 2023 Workforce Well-being Scorecard.

The Scorecard evaluates areas such as mental health policies; organizational well-being strategies to address burnout; health equity measures; and employee financial resources to provide a comprehensive assessment of an organization's health culture. This year, 492 organizations completed the Scorecard this year; amongst those SRNS was distinguished with a prestigious gold status award, a remarkable achievement among industry leaders.

Research has shown that supporting the mental and physical well-being of employees is vital to driving productivity, engagement and successful business outcomes. By investing in a culture of health in the workplace, organizations can improve employee retention and bolster their organizational reputation.



"Prioritizing the physical and mental safety of our 6,700 employees isn't just a choice; it's our commitment to a thriving workplace," said Sean Alford, SRNS Executive Vice President and Chief Administrative Officer. "We are thankful to have received the award and recognition of Gold status, as it reinforces our dedication to creating a safe and supportive environment for everyone in our company."

First launched in 2016, the Scorecard was refreshed in 2022 to place a renewed focus on health equity and comprehensive organizational well-being. This free, web-based tool allows employers to regularly evaluate their health and well-being progress, identify areas of opportunity and see how their results stack up against their peers.

The American Heart Association has defined best practices to help employers build and retain a healthy culture within their workforce. Their Scorecard measures the extent to which the company has implemented those best practices. Companies recognized at the Gold level have achieved a score of 183-216 out of a maximum 230 points.

The Workforce Well-being Scorecard is a key component of the Association's Well-being Works Better™ platform, which helps business leaders unleash the power of a healthy, happy workforce. Distinct from traditional wellness programs, Well-being Works Better empowers employers to champion the mental and physical health of their employees and provides actionable guidance to meet the unique needs of their organization.

Highlighting the past, present and future

Explore Ellenton and Dunbarton on SRS historic tours

RNS is inviting approximately 900 members of the public to hop on board one of 16 remaining general driving tours and eight historic tours of SRS.

Visitors can gain an understanding about the DOE facilities, missions and workforce that changed the face of nearby counties and helped the United States during the Cold War. Guests also will learn about current and future DOE Environmental Management and NNSA missions at SRS.

The historic tours of Dunbarton and Ellenton are designed to educate and remind current SRS employees and the general public of the sacrifices the former residents of these towns endured during their displacement, which was necessary to make room for the building of SRS.

George Wingard, Program Coordinator for the Savannah River Archaeological Research Program and a historic tour guide, said, "My hope is those who visit come with an open mind and leave with the knowledge of how important the history prior to the SRS is to so many that had to be displaced, and that they still feel reverential about their former communities."

All SRS historic tours also include a walking tour of the SRS Curation Facility. This facility preserves and protects historic artifacts from both the Cold War, pre-acquisition history and prehistory.

It's important to share with the general public the national role the Site played to help win the Cold War. The work done early on created a strong foundation for the continued national security missions the Site continues today.

"Anyone can take something away from the tour," said Melissa Hanson, Curator, SRS Cold War Historic Preservation Program and a historic tour guide. "We often have employees who bring their family to see where they work. We have people who have just



Archaeological Research Program, explains the history of former homesites in Ellenton.

moved here and want to get a better understanding. We try to make the tour interesting and easily accessible."

Due to high demand, the number of historic tours has doubled this year; there will be eight available in 2024. Four tours will stop at the Dunbarton townsite. Four will be at the Ellenton townsite and include a driving tour of C Reactor. In addition, two full walking tours of the streets of Ellenton have been added this year. Those tours will feature the old townsite and several historic markers throughout the Fllenton area.

Each public tour can accommodate up to 34 people. Each historic tour has a limit of 50. All are filled on a first-come, first-serve basis. Anyone can sign up for the tour; however, participants must be 18 years of age or older and U.S. citizens. Participants must register separately for a tour.

Go to www.srs.gov and click on the registration button to get more information or sign up for a tour. For further assistance, call (803) 952-8994.



Upcoming public and historic tour dates

February: Thursdays, Feb. 1 and 15

Historic tours Tuesdays, March 12 and 19 Thursdays, March 14 and 21

Ellenton walking tours Thursday, March 28

April: Thursdays, April 4 and 18 May: Thursdays, May 9 and 23

June: Thursdays, June 6 and 20

July: Thursdays, July 11 and 25

August: No tours

September: Thursdays, Sept. 12 and 26

October: Historic tours Tuesdays, Oct. 8 and 15 Thursdays, Oct. 10 and 17

SRNS gives \$40,000 to Golden Harvest

In November, SRNS Executive Vice President and Environmental Management Chief Operations Officer Mike Swain presented a check for \$40,000 to Golden Harvest Food Bank of Augusta, Georgia.

The nonprofit serves 25 counties across Georgia and South Carolina by providing nutritious meals directly to the hands of those in need through over 300 agencies in local communities.

Swain, who also serves on the Golden Harvest Board of Directors, was honored that SRNS could provide support to an organization devoted to supplying quality meals to hungry individuals across the region.

"One in nine people in our area suffers from hunger," said Swain. "Golden Harvest is dedicated to ensuring that those who experience food insecurity can receive help. We are proud to do our part in supporting such an important cause."

The nonprofit has a reputation for efficient operations. Only 5% of donations received go towards overhead cost — leaving 95% to support a wide variety of programs such as Master's Table, Mobile Market, Student BackPack programs, Senior Food Box and more.

Committed to achieving their mission, Golden Harvest is working to bridge an 8.8 million meal gap across the counties it serves by 2030. To do this, the organization will lean on donors, volunteers and supporters like SRNS.

"Having partners like Savannah River Nuclear Solutions helps us sustain our model of giving," said Golden Harvest Corporate Development Officer Amy Graci. "Each year, we can count on the support of SRNS in helping us fight hunger in the local community. When we partner together, we make great things happen."



Officer Mike Swain (second from right) presents a check to the Golden Harvest Food Bank at their headquarters in Augusta, Georgia.

Habitat for Humanity groundbreaking ceremony



SRNS representatives Martha Ruthven (left) and Shawna Lloyd (second from left) recently attended a groundbreaking ceremony for Aiken County Habitat for Humanity's House #136. SRNS is a Blueprint Sponsor for the Habitat House. Also pictured are members of the family who will help build and will own the house.



Nick Weaver

AT SRNS: SRPPF Operational Technology Senior Program Advisor

IN THE COMMUNITY: 2024 AMP President

THE PEOPLE OF SRNS

Nick Weaver has worked on-site for the past 11 years and is currently an Operational Technology Senior Program Advisor for Savannah River Plutonium Processing Facility (SRPPF). He is also this year's Aspiring Mid-career Professionals (AMP) President. He received his Bachelor of Science in Computer Science from Augusta State University and Master of Science in Information Systems from University of Phoenix.

At SRNS, he supports various aspects of the SRPPF project, including advanced manufacturing technology, the incorporation of process controls, systems management, networking and infrastructure needs.

Weaver will be heavily involved with the local community as this year's AMP President. For more than a decade, AMP has not only involved professional growth but also outreach opportunities with United Way, American Heart Association and many local charities. Weaver volunteers for United Way, Celebrity Waiter and Heart Walk; and he encourages other Site employees to be involved.

"Always strive to be positive and see the best in people. It's better to approach a problem with a smile than with clenched teeth," said Weaver.

His hobbies are anime and video game collecting. He also enjoys family activities, including disc golf, axe throwing and the occasional hike in Hitchcock Woods. Born in Augusta, Georgia, raised in North Augusta, South Carolina, he currently lives in Aiken, South Carolina, with his wife Amanda and their son Alexander.

Kicking off the 2024 Heart Walk

The 2024 SRS American Heart Association (AHA) Heart Walk Campaign is officially underway and will run until March 22.

Site employees from SRNS, Battelle Savannah River Alliance (BSRA) and Savannah River Mission Completion (SRMC) recently met in preparation for the upcoming campaign.

During the kickoff meeting, participants were inspired by words of motivation and encouragement from AHA of the CSRA Development Director Marah Curry. They also gained insight on the influence the campaign has made across the CSRA and the nation.

"We are so appreciative of the efforts towards a world of longer, healthier lives. As we celebrate the centennial year of the American Heart Association, we need your continued support to help make bold moves into the second century," said Curry.

Curry went on to mention that heart disease remains the nation's No. 1 killer, claiming more lives than all forms of cancer combined. These statistics underscore the urgency of the AHA's mission. Every dollar raised contributes significantly to improving the health of the CSRA.

Over the next several months, SRNS, BSRA and SRMC will host a variety of fundraising events to support their company goals — BSRA with a fundraising goal of \$20,000; SRNS with a fundraising goal of \$150,000; and SRMC with a fundraising goal of \$36,000.



Last year, Site employees celebrated a successful campaign by raising over \$200,000. SRS contractors continue to lead contributions to the CSRA Heart Walk. Their efforts help improve cardiovascular health and stroke awareness in the local community.

The annual CSRA Heart Walk will take place Friday, March 22, at SRP Park in North Augusta, South Carolina. To sign up, visit the CSRA Heart Walk website. For questions, email HeartWalkCampaign@srs.gov.

We make the world safer.

Developing innovative approaches to deliver on our environmental commitments and nuclear materials challenges

Supplying products and services necessary to maintain the nation's nuclear deterrent

Securing nuclear materials to prevent unwanted proliferation

Transforming nuclear materials

into assets and stable wasteforms



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