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Be informed!
Get involved!



A recent announcement by the National Nuclear Security Administration (NNSA) on its Complex Transformation plan was favorable for Y-12. Tom Smith, division manager of Strategic Planning and Transformation, explains the process and how it will affect Y-12.

See FUTURE, pg. 7

Kohlhorst named new general manager

B&W Y-12 has named Darrel Kohlhorst president and general manager of the Y-12 National Security Complex. Kohlhorst previously served as senior vice president and chief operating officer of B&W Y-12. He replaces George Dials, who assumed the role of executive vice president within the B&W organization but will remain in Oak Ridge.

“During his professional career, Darrel has continuously demonstrated his abilities as a visionary leader,” said S. Robert Cochran, president of B&W Technical Services Group. “Darrel’s depth of technical knowledge and diverse experience, coupled with the understanding of Y-12’s complex environ-

“ We have the hardest working work force in the Nuclear Weapons Complex, and I’m confident in Darrel’s leadership and your willingness to follow a good leader.

—George Dials

ment, makes him the best person for this challenging position. I am confident that Darrel will keep Y-12 headed in the direction of meeting milestones and exceeding production performance, both safely and securely.”

Kohlhorst has been directly engaged in developing and implementing process improvements at Y-12 and has effected increased production throughout.

In handing over the reigns to Y-12, Dials said to employees, “It’s been my distinct honor and pleasure to serve at Y-12. What you do is tremendously important and counts immensely in our nation’s ability to lead the

Rowing for a good time

Safety Analysis Engineering's Bruce Wilson and his daughter Barbara Ulreich won a bronze medal at the U.S. Rowing Masters National Championship in August.



Bruce Wilson of Safety Analysis Engineering has one of the most desirable physical characteristics for a competitive rower—he's tall. Although height isn't a requirement, it does help.

Maybe that's one reason he has participated in the sport all his adult life, beginning in 1962 when he entered Syracuse University. Since 1995, he and his wife have been members of the Oak Ridge Rowing Association, competitive rowers at the masters level and licensed rowing officials.

Last spring, Wilson was co-director of the Annual Women's National Collegiate Athletics Association Rowing Championship, the first time the event was held in East Tennessee.

Last August, he competed in five races and won three bronze medals in the 2007 U.S. Rowing Masters National Championship. The event has been held in Oak Ridge four times.

Why is the location at the Oak Ridge Marina so popular? Because Oak Ridge is situated between two valleys, there's little wind. With little interference from larger boats, conditions make for a glassy water surface—and speed. Oak Ridge is also the only place in the country where spectators can view the whole length of the race from the surrounding greenway.

With the influx of participants and spectators, the regattas are great for the Oak Ridge economy. And the sport is an excellent cardiovascular and team-building activity. "Rowing helps people understand how essential every person is to the success of the group," said Wilson.

Wilson encourages other Y-12ers to give the sport a try. He's recently begun teaching learn-to-row classes, which could be a good way for the uninitiated to get acquainted with the sport. "And remember—being tall is not a requirement!" he said.

Feeling SAD?



If you are often more down or blue in the winter than in the spring and summer months, you may have **Seasonal Affective Disorder**, or SAD, a condition that can cause feelings of depression, lethargy and fatigue.

Doctors believe SAD or winter depression is probably caused by the body's reaction to a lack of sunlight. According to Occupational Health Services' Dr. Linda Shissler, "Research suggests Seasonal Affective Disorder is at its worst later in the winter, probably February or March."

There are easy ways you can cope with SAD, such as opening the blinds and making your home brighter, going outdoors on sunny days, exercising regularly or taking a trip to a warm location.

If these tips don't help your SAD feelings, contact your personal doctor or Occupational Health Services' Shissler or Dr. Russ Reynolds, who adapted the "What you do counts" motto to "What you feel counts." The campaign reminds everyone to remain mindful of their emotions.

"We want employees to know there is help available both at Y-12 and in the community," Reynolds said. "There is no reason to not ask for help."

This campaign may be the lift you, a co-worker or family member needs. For more information, call Shissler or Reynolds at 576-9956.

More than a numbers thing

“
... we're working
on improving the
travel system ...
”

—Brenda Hunter,
Internal Audit division
manager

White explained, “IA can become involved in a project while it's in progress or after it has started. It is more helpful to become involved while the project is in progress so we can prevent problems from happening.”

One example is when Y-12 auditors worked with Human Capital and the Chief Financial Officer Division on ways to improve or streamline business activities. “Through a collaborative effort with the CFO, we're working on improving the travel system to prevent employees from making repeated mistakes, thus reducing the number of travels that have to be audited,” Hunter explained.

“With decreasing budgets, we encourage everyone to help improve processes and make Y-12 more effective and efficient,” Hunter said.

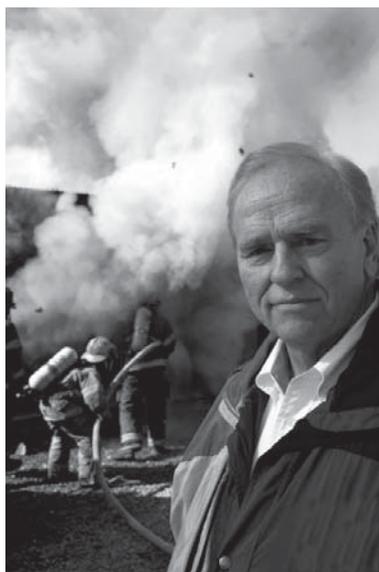
If you have questions, contact Hunter (iib; 574-3058) or White (auw; 576-1487).

For the second year in a row, Y-12's Internal Audit received an outstanding rating for service from the National Nuclear Security Administration's Albuquerque Service Center. “We're proud of being recognized with the service center's highest rating,” said auditor Jim White.

Audit—a word people are usually skittish about—is a good thing employees should use to their benefit to improve work processes.

“Internal Audit is a resource for employees,” Brenda Hunter, Internal Audit division manager, said. “We provide preventive maintenance [help determine what controls should be in place] and help identify questions or breakdowns in operations.”

What you do



counts

“After sensational murders like those of Nicole Simpson and Jon Benet Ramsey, investigators realized we need to have better crime scene management,” said National Security Program's Dan Baker, who's serving as the executive director of the Law Enforcement Innovation Center.

Baker: Y-12's own CSI

Dan Baker's 25 years with the Dayton, Ohio, police force included running the Violent Crimes Bureau. That experience serves him well in his current position as executive director of the University of Tennessee's Law Enforcement Innovation Center (LEIC); Baker is an executive on loan from Y-12's National Security Programs.

LEIC is best known for the National Forensic Academy, which trains law enforcers from all over the country to analyze crime scenes.

LEIC also includes centers for cybercrime investigation, homeland security training, community education and regional community policing. In Fiscal Year 2007, LEIC trained more than 2,600 participants, who logged more than 53,000 hours of training.

Since Y-12 first loaned an executive director to LEIC six years ago, Baker says the program has grown from four to 25 people, with more than 100 consulting experts and contractors. The National Forensic Academy has trained personnel from 46 states and The District of Columbia.

“The NFA makes a real difference in how crime scenes are handled. The course raises the standards and capabilities of the graduates as they look for solutions to crimes,” said Baker.

**B&W Y-12
\$37 million
management fee
marks
awarded**

B&W Y-12 earned \$37.8 million in fee—82.4 percent of available fee—for the management and operation of the Y-12 National Security Complex for Fiscal Year (FY) 2007.

This is the sixth consecutive year that B&W Y-12 has improved its fee earnings for its performance as the management and operations contractor for Y-12.

George Dials, former president and CEO, said, “The fee that B&W Y-12 earned for its management of Y-12 is the result of a lot of hard work by our employees at all levels in the company. The evaluation of our performance by the NNSA [National Nuclear Security Administration] is a testament to the dedication and commitment to excellence of our employees.”

Ted Sherry, NNSA's manager of the Y-12 Site Office, said in a letter to George Dials that B&W Y-12's performance was rated as “good.”

Overall, Sherry said, FY 2007 was a year of significant accomplishments for B&W Y-12.

All Y-12 employees should be proud of this year's award fee earnings because our communities will benefit. The amount of money B&W Y-12 gives back to the community is tied to the amount of the award fee B&W Y-12 earns.

by design

Security

With HEUMF literally on the Y-12 horizon and UPF in its design stages, an effective security strategy is crucial.

While several of us are enjoying our work environments in Jack Case and New Hope, the Protective Force continues to enhance and improve its strategies in response to the challenges presented by our new uranium structures: the Highly Enriched Uranium Materials Facility (HEUMF) and the Uranium Production Facility (UPF) as well as future facilities.

“You might never have considered defending the facilities’ contents and personnel, but both facilities incorporate radically different environments in which material will be consolidated, stored and eventually produced in an entirely new manner,” said Jeff Knott of Safeguards and Security. “To ensure security at HEUMF, for example, physical barriers and fighting positions have been incorporated to allow effective response with significantly fewer people.”

New facilities and tactics lead to new training requirements. For maximum effectiveness in this new environment, the ProForce needs time to practice the tactics before the facility is loaded—or occupied with material.

A training facility is required to meet this challenge and is in the planning stages. This new facility will be configured to replicate the security features and physical structures of HEUMF, UPF and future facilities. Also, this facility will provide opportunities for improved individual offensive and defensive tactical engagement, team tactical movements and command-and-control training. The facility will be equipped to prepare security forces for the advanced technological features integrated into the new Y-12 facilities.

So, as you look at HEUMF, know that its built-in protection and defense have been carefully planned and conscientiously executed.

EM: a ‘top-tier’ program

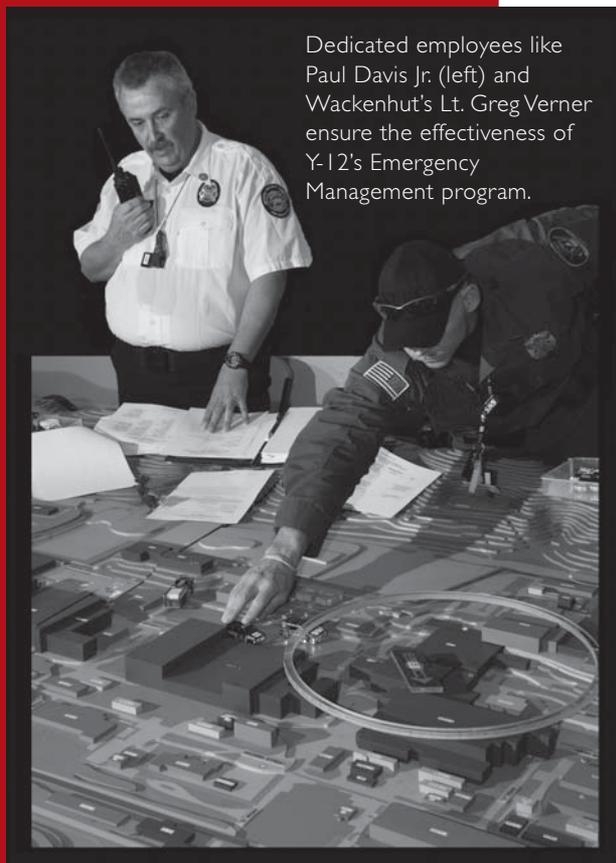
The team lead for a recent independent oversight inspection described Y-12’s Emergency Management (EM) program as a “top-tier” program that was clearly one of the two best in the U.S. Department of Energy Complex.

In touting this significant accomplishment, Butch Clements, vice president of Safeguards and Security, praised the leadership of Robert Gee, EM manager, and Lorry Ruth, Emergency Services manager, as well as the contributions of the great team they have assembled.

Clements also noted the many employees of Y-12 and Wackenhut Services, Inc.—Oak Ridge staffs who support the program and provide cadre members to the Technical Support and Emergency Operations centers.

It takes at least 400 people to staff Y-12’s Emergency Response Organization (ERO), and Gee and Terry Nore of EM have nothing but praise for those contributors. Nore, who has 30 years of EM experience at DOE sites and in the military, lauded Y-12’s people and program as the best he’s seen. Most remarkable, said Nore, is the dedication and desire of the staff and ERO cadre to continuously improve the program. “No one has the maintenance mentality,” he noted.

There is a theme here, and that is what you do counts. Whether it’s the steady contributions of EM staff and ERO cadre members, support from Cindy Bailey and Jean Mounger in the Audit Center, oversight by Scott Hawks of the Y-12 Site Office, or the pre-fire planning provided by Luis Revilla and Ralph Honeycutt in Fire Protection, it’s the people who make the difference.



Dedicated employees like Paul Davis Jr. (left) and Wackenhut’s Lt. Greg Verner ensure the effectiveness of Y-12’s Emergency Management program.

Operations Center is ‘one-stop shop’

A power outage, a portal closure, an incident of security concern—all are examples of important security events that must be communicated. From its corner in the Plant Shift Superintendent’s Office, the Safeguards and Security Operations Center (SSOC) is a security communications “one-stop shop,” gathering information from across Y-12 and routing it to those who need it.

February 1 marked four months since Safeguards and Security (S&S) launched the SSOC at the request of Butch Clements, S&S vice president. According to Steve Macklin, SSOC team lead, Clements wanted a central location where any manager could get a “security-at-a-glance” report. Three months later, personnel are showing more interest in the information the center handles.

“When an alarm malfunctions, for example, it affects many disciplines, so more than just Security Systems need to know what’s going on,” Macklin said. “Or someone may encounter a Personnel Security-related issue and report it to supervision but not Personnel Security. Supervision knows to contact Security, so the first call may be to SSOC. SSOC records and reports the issue, closing the loop with Personnel Security.”

SSOC staff meet every morning with the PSS about the prior day’s security events and prepare a daily report. After briefing Clements, staff finalize the report for distribution.

“We address issues and follow up on open items,” said K. J. Maddux of S&S. “We’re the point of contact to find the appropriate person if that person hasn’t already been contacted.”

Maddux shares staffing duties Monday through Friday with S&S’s Chris Rogers. Steve Holder and Kevin Webber, also of S&S, are backups.



Steve Macklin (left) and Chris Rogers review a daily report in the Safeguards and Security Operations Center.

Four STARs shine



The STAR recipients for this quarter add to the constellation of employees who provide stellar contributions to Y-12’s security. Safeguards and Security awarded STARS to Keith Weatherly, Tom Read, Tommy Northcutt and Joey Lloyd.

Production’s **Weatherly** was nominated by two Safeguards and Security staff members for balancing security requirements and production goals. Herb Huffstetler of

Performance Testing particularly praised Weatherly’s assistance in scheduling performance tests with minimal disruption to operations.

Read, the Safeguards and Security Design Authority Representative, was selected for his significant contributions over the last two years in establishing configuration management for security systems. In praising Read’s performance, Ron Gainey of Program Analysis and Evaluation said, “It is rare to find an individual who takes his responsibilities as seriously as Tom.”

Finally, **Northcutt and Lloyd** of Production were recognized for their collaborative efforts in maintaining and encouraging effective interfaces between Production and Safeguards and Security.



From left, Tom Read, Tommy Northcutt and Joey Lloyd (seated) are the STAR Award recipients this quarter. Not pictured: Keith Weatherly.

February is Black History Month. What does that mean to you?

It's a special time to appreciate the opportunities available and use our words to uplift and not berate, to inspire and not pass judgment, to be generous and humble and not self-important or self-seeking.

—Anonymous Y-12 employee

Black History Month is a time where people should reflect on the intelligent and strong black leaders. They not only molded the future of the black community, but they also showed how great the human spirit can be, even in oppression.

—Rashaun Williams, electrical engineer

It's a time to celebrate courage and persistence of the human spirit. It symbolizes equality and celebrates differences. And most importantly, it's a time to look at how far we have come and how we can continue to move forward in advancing justice for all. For me, Black History Month signifies the importance of freedom independent of race, gender or status.

—Elicia Hunt, Human Capital consultant

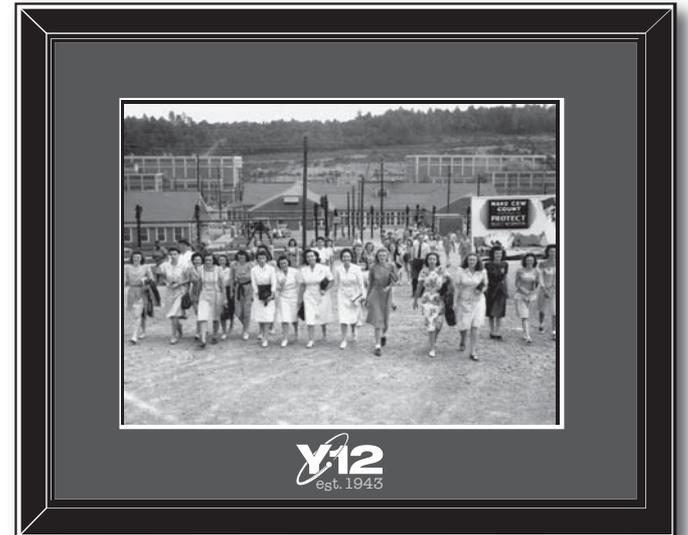
Shift change

One of the more famous photographs Ed Westcott, Manhattan Project official photographer, took was of the ladies leaving Y-12 during the shift change. Westcott was standing in the bed of a pickup truck looking south from about where the fence is now behind Building 9106.

The two large buildings in the background are Buildings 9201-2 on the left and Building 9201-1 on the right. In the near background on the left is the first Administration Building, 9704-1, and on the right is Building 9711-1. The sign just behind the people walking and on the right side of the photograph contains the letters "CEW," which stood for Clinton Engineer Works.

A large mural of the photo is displayed in the Jack Case Center cafeteria. A smaller image mounted beside the mural identifies five ladies in the photograph (Lillie Allred, Dorothy Coker, Marie Guy, Agnes Houser and Alice Piercey) who, along with Westcott, attended the ribbon-cutting for the Jack Case Center.

Interestingly, one man in the photograph was identified as Elwood B. Cox, the grandfather of Applied Technologies' Jeff Parrott. When Parrott recognized his grandfather in the famous photograph, he said it made him proud of his heritage.



Turner Construction donated a 20-foot by 50-foot mural that is on the cafeteria wall in the Jack Case Center.

SERVICE



ANNIVERSARIES

January

42 years

Engineering: Charles T. McLoughlin

41 years

Chief Financial Officer Division: James W. Cox

Quality Assurance: John B. Stephens

40 years

Engineering: Donnie R. Norris

Production: Charles G. Gamble

Quality Assurance: Andrea K. Zava

35 years

Document and Property Management: Lynda D. Bailey

Facilities, Infrastructure and Services: Michael E. McKeethan

30 years

Document and Property Management: Thelma G. Cain

Engineering: Stephen P. Foulk, Connie M. Miller and Rodney B. Smith

Information Technology: Nora C. Welsh

Production: Hugh L. Clark, Robert E.

Ferguson, Donald G. McKerrick and

Richard N. Mowery

Program Planning: Fred D. Williams

Quality Assurance: Charles T. Olmstead

25 years

Facilities, Infrastructure and Services: Scott H. Skofield and Dennis D. Watson

Production: Jeffrey L. Gossett and

Roger L. McCullah

Public Affairs and Communications:

John V. Buck Jr.

20 years

Applied Technologies: Douglas A. Roberts

Engineering: Deninson G. Barreira

Facilities, Infrastructure and Services: Kelvin L.

Farley and Michael C. Martin

Quality Assurance: John T. Hoffarth

free world. We have the hardest working work force in the Nuclear Weapons Complex, and I'm confident in Darrel's leadership and your willingness to follow a good leader."

Kohlhorst praised Dials' efforts in reaching out to local communities and for improving morale at Y-12. "We owe George a great debt," he said, "and I'm pleased to see he's going to be staying in Oak Ridge."

Kohlhorst joined the B&W Y-12 transition team in 2000, when the company was awarded the management and operations contract of the facility. While at Y-12, he has held positions as division manager for manufacturing, deputy general manager for operations, and most recently senior vice president and chief operating officer of the facility.

A native of Lima, Ohio, Kohlhorst holds a bachelor of science degree in aeronautical engineering from The Ohio State University and a master of engineering in applied mechanics from the University of Virginia. He attended the executive MBA program at Northeastern University.

What is the Supplemental Programmatic Environmental Impact Statement?

The Supplemental Programmatic Environmental Impact Statement (SPEIS) is one of the tools that NNSA uses to evaluate alternatives to make the Nuclear Weapons Complex smaller and more efficient. It's prepared in accordance with the National Environmental Policy Act and primarily evaluates the environmental impact associated with the alternatives. It's also the primary vehicle for getting public input.

What alternatives are being evaluated for the future of the Nuclear Weapons Complex?

Four alternatives are being evaluated.

1. **No Action:** No major change to the missions assigned to NNSA sites.
2. **Distributed Centers of Excellence:** Retains the three major SNM functions (plutonium, uranium, and weapon assembly/disassembly) at up to three sites.
3. **Consolidated Centers of Excellence:** Consolidates the three major SNM functions (plutonium, uranium, and weapon assembly/disassembly) at one or two sites.
4. **Capability-based:** Maintains basic capabilities for manufacturing components but with a reduced production capability at existing or planned facilities.

In this draft, NNSA has established its preferred alternative as the Distributed Centers of Excellence with Y-12 being the Uranium Center of Excellence and maintaining its current missions.

What does the recent "Preferred Alternative" announcement mean?

It means that based on alternatives analysis up to this point, NNSA believes the Distributed Centers of Excellence alternative represents the most efficient and cost-effective approach to Complex Transformation. We also believe it is an indication of confidence in Y-12's transformation plan.

What happens now?

A series of 19 public hearings will take place across the country. The public hearings in Oak Ridge are at New Hope Center on Tuesday, Feb. 26, at 11 a.m. and 6 p.m.

After that, NNSA will evaluate the public's input and then issue a final SPEIS around the end of July. A Record of Decision (ROD) is projected in November. The ROD will be based on the SPEIS outcomes as well as many non-environmental factors that must be considered.

What does this mean to Y-12 employees and the community?

This process will determine what role and NNSA missions Y-12 will perform in the future. It will have a great impact on our transformation plans. Participate in the public hearings and send your comments to ComplexTransformation@nnsa.doe.gov. For more information, go to <http://www.complexttransformationspeis.com/index.html>.

• Black History Month is a time to learn about the people and events that contributed to the idea of what we as Americans call freedom.

—Ryan Hay, process engineer

• There have been so many civil rights leaders who have made the way so African-Americans share the same laws, rights and ownership of this country. Equality is my generation's inheritance and black history month is a benefit of that.

—Lee Jones, Building Services chief steward

• Black history is very colorful, exciting, surprising and beneficial not just to blacks but to all races. I encourage everyone to take time to learn as much as possible about his or her history and background as often as possible, not just on one given day.

—Jeri B. Floyd, Project Controls analyst

• Black History Month has provided me with many African-American role models who have made significant contributions throughout the world.

America must plan, implement and capitalize on all of its human resources to ensure a stronger and safer tomorrow, by encouraging people to view their future from their windshield, not their rearview mirror.

—Jerry Foster, training manager

Y-12's future

Your attendance at NNSA's public hearings on Complex Transformation is essential to Y-12's future.

Tuesday, Feb. 26
11 a.m. and 6 p.m.

New Hope Center
602 Scarboro Road
Oak Ridge, Tenn.

Look for articles on YSource.

Send your comments to
ComplexTransformation@nnsa.doe.gov
prior to April 10.

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Time with the President



"I was very proud," said Terry Byrd (left) who attended the White House Christmas Party with his daughter Leslea (far right). Also shown are President George Bush and First Lady Laura.

How often does a Y-12 employee get to party with National Security Advisor Stephen Hadley, CNN's Wolf Blitzer, former CBS anchor Bob Schieffer, and the President and First Lady Laura Bush? Of course the answer is not often, but for Terry Byrd of Web Communications, the chance came in December.

It's not your average employee who attends the annual White House Christmas Party for the staff and Press Corps. But Byrd had an inside connection. His daughter, Leslea Byrd, is in the White House Office of Communications, where she works with the news media, speech writing and press releases.

Terry said about 300 people attended the Dec. 13 party in the White House State Dining Room.

After eating, the Byrds were formally presented to the President and First Lady. "We had a little card with our names on it. We handed the card to the U.S. Marine Corps officer who did an about-face, took two steps and then announced us: 'Leslea Byrd and her father, Terry Byrd!'"

"President Bush said it was good to see me and asked how things were going back in Oak Ridge. Mrs. Bush thanked me for sharing Leslea with them," said Byrd.

After chatting a few minutes about Terry's work, President Bush praised Leslea and said that she takes good care of him.

For Terry, of course, not even the President could outshine his daughter. "The most amazing thing was watching Leslea interact with all those famous people," said Byrd.