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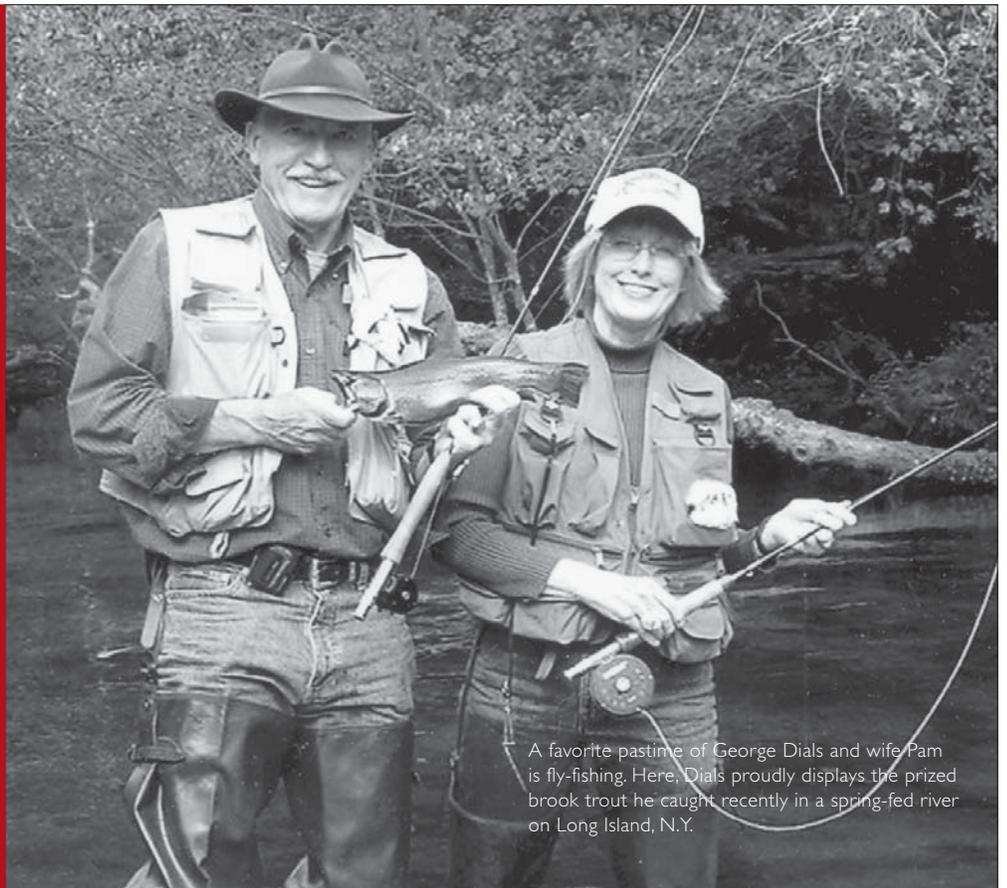
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A favorite pastime of George Dials and wife Pam is fly-fishing. Here, Dials proudly displays the prized brook trout he caught recently in a spring-fed river on Long Island, N.Y.

Dials: The man behind Y-12's leader

Life was hard at times growing up in a small coal-mining town.

"We hunted and fished to put food on the table," noted George Dials, B&W Y-12's president and CEO. "My mother fixed the best squirrel with gravy and biscuits," he recalled. At the same time, Dials couldn't be more grateful for his upbringing in West Virginia and the life lessons he learned.

"I didn't get here by my own design," said Dials. "I never would have been able to plan it. I've been blessed with amazing opportunities." Some of those opportunities include attending the United States Military Academy at West Point; becoming an Army ranger and paratrooper with assignments in Germany, Vietnam and Korea; and heading up coal and nuclear-waste companies.

"Life is like a lessons learned program," continued Dials. "I try to learn from my mistakes and keep focused on doing the right thing, and I remain a confident optimist."

Living by a strict honor code and having an upbeat outlook have buoyed him during challenging times. Dials recalled an occasion when his integrity was on the line. "I was asked to make decisions that would affect the well-being of the company I worked for," he said. "My management wanted me to do the political thing, not the ethical or right thing." Ultimately, he resigned from the position, unwilling to compromise his integrity for the company's bottom line.

That is what being a good leader is all about, said Dials. "You've got to be willing

“ Life is like a lessons learned program. ”

Strengthening CONTROLS

- Identify disposition of areas previously sampled that show contamination above Y-12's internal controls
- Establish a system to track samples
- Develop a system to track Industrial Hygiene's recommendations
- Establish a beryllium database

Caring hearts

5 counties

550+ angels

14 Building Coordinators

\$8,487 cash

65 volunteers

209 SPONSORS

\$4622.64 Single Shopping Bill

\$1,201 Single Donation

Improving beryllium protection

B&W Y-12 is taking steps to strengthen implementation of beryllium surface contamination controls at Y-12.

While B&W Y-12's program already provides a level of protection well beyond U.S. Department of Energy requirements, the DOE's Office of Inspector General looked at B&W Y-12's program and said there were things Y-12 could do better.

"The company has already started a multi-step program to address these improvements," said George Dials, president and CEO.

Some of these actions have already taken place. Others will be completed in the near future. Others actions, such as Y-12's established self-assessment activities, will continue on an ongoing basis.

"B&W Y-12 already has a program that exceeds DOE's regulatory requirements. We intend to make it even better," Dials said.

adopt 550 angels

It's no surprise when Y-12 employees show how caring they are, and the 2007 Angel Tree Program sponsored by the Y-12 Employees' Society was no exception. More than 550 angels from Anderson, Monroe, Morgan, Roane and Sevier counties were adopted.

"The response was overwhelming," said Angel Tree Program coordinator Lisa Harris of Public Affairs and Communications and YES local travel director. "We received \$8,487 in donations between YES and individual contributors in addition to the gifts bought for the adopted angels." Harris brought much enthusiasm and compassion to the program and developed the online registration for angels. "I thought an online 'adoption' would allow employees to select from a wider range of angels."

Jan Wuest of Human Capital was one of Harris' building coordinators, meaning she spread the word about the program and collected gifts. She said, "Every year my co-workers and I look forward to the Angel Tree Program. It helps us celebrate the real meaning of Christmas."

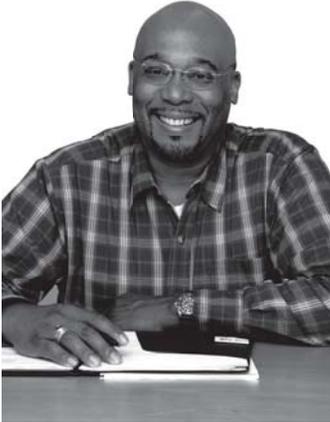
Harris, who is already looking forward to next year's program, said, "I had 65 volunteers. They shopped for angels not adopted, sorted the gifts by county and wrapped and delivered the gifts to the county contacts. The program would not have been such a success without the help of many behind the scenes."

One of Harris' shoppers was Pam Wright of Information Technology. "I usually participate in the Angel Tree by adopting an angel, buying what's requested, bringing in the gift and continuing on with my own family's holiday preparations. This year was different. I adopted an angel, but I also was invited to help shop for those who gave cash donations."

Wright continued, "It was the most fun I've had in years. The feeling of being able to be part of giving so much happiness to so many children has stayed with me. I will definitely be helping from now on."

Maybe you were an angel to a child in need this holiday season and feel like Wright: "I feel like I've got my junior angel's wings."

Stephens to add diversity to mix



Stephens' job is to add diversity to the mix, and diversity is defined more broadly than you might think. "It's more than race and gender," said Stephens. "It's also socioeconomic, professional, educational, where you're from, and your cultural background. What we want is to find the ideal mix that allows us to do the most in the smartest manner."

"I have the opportunity here to try to build something designed for the 21st century," said Ben Stephens, Y-12's new manager of Diversity and Equal Employment Opportunity/Affirmative Action Compliance. "The general EEO rules are more than 30 years old, and the challenge is not just where we are now, but where we'll be 25 or 30 years from now. Y-12 can build for the future by bringing the maximum talent, knowledge and quality to the work force." That means pulling in a wide cross section of people from not only the entire country, but the world.

Stephens comes to Y-12 from the Office of Naval Intelligence in Maryland, an environment that also faced the challenge of maintaining and recruiting a highly skilled work force.

Thus far, Stephens has found the transition from Washington, D.C., to Oak Ridge to be amazingly smooth. "It's been so warm and welcoming here—things have just fallen into place," he said. "It's a blessing to be here."

Y-12 prepares for a flu pandemic

Muscle aches and pains, sore throat, high fever, weakness and that just-let-me-go-back-to-bed feeling. All the symptoms point to the dreaded seasonal flu.

Sometimes good hand washing and hygiene are enough to prevent the spread of flu, but what if the nation were faced with a pandemic flu outbreak—a global event that can impact an estimated 40 percent of the population and can cause major disruption to normal activities? Would Y-12 be prepared?

"We've been preparing for such an outbreak for about 18 months," said Nancy Underwood, Occupational Health Services' Nursing supervisor. Underwood is working with a team developing Y-12's pandemic influenza preparedness plan based on recommendations from several national and local public health organizations.

"Y-12's plan deals with everything from identifying a pandemic coordinator to providing hand washing stations, tissues and receptacles for good hygiene to identifying critical functions required to maintain business operations during a pandemic," noted Underwood. "The plan will also provide sources of information about at-home care of ill employees and family members."

As with any emergency, Underwood emphasized, the more prepared the site is, the faster and better Y-12 can respond. Y-12's pandemic preparedness team includes representatives from Occupational Health Services, the Y-12 Site Office, Human Capital, Public Affairs and Communications, and Emergency Management. Other site organizations are being requested to provide information to the team as needed.

Underwood said the team is working to have Y-12's preparedness plan finalized in 2008. She noted that once completed, the plan would be posted on the Occupational Health Services website. In the meantime, visit the Centers for Disease Control and Prevention website or Pandemicflu.gov for reliable information.

Top 10 for better e-mail

Follow these tips to help make your e-mails less offensive and more readable.

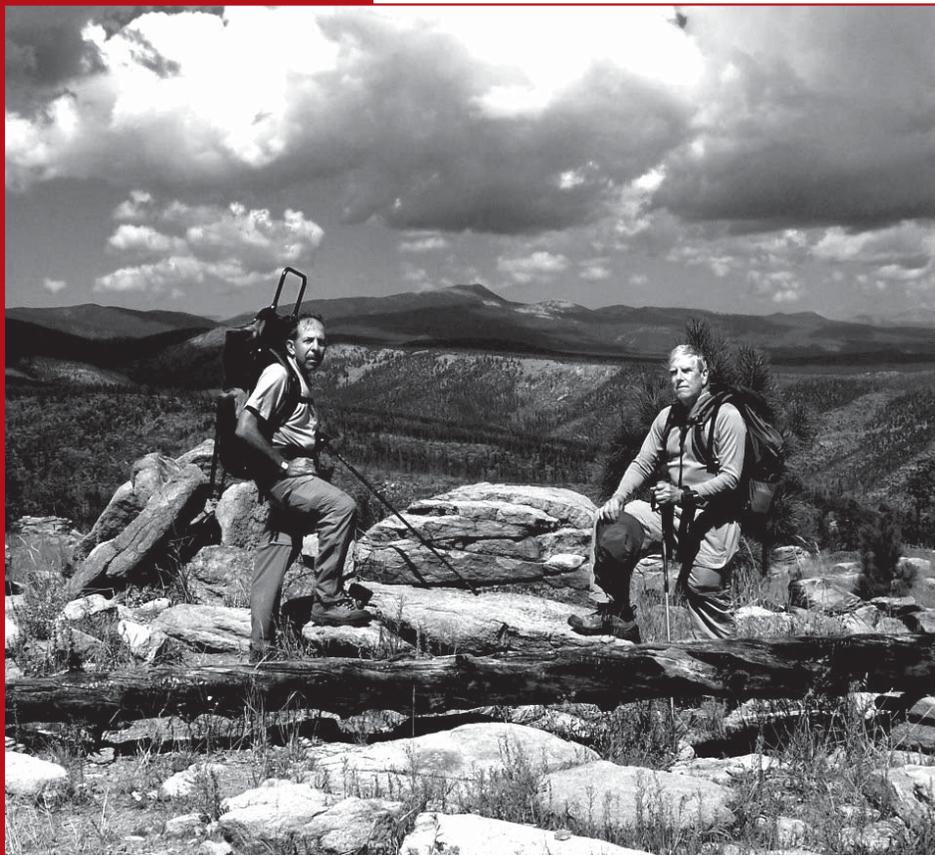
- 10 Use proper grammar.
- 9 Be concise and to the point.
- 8 Don't overuse the "reply to all" and "forward" features.
- 7 Do fill out the subject line.
- 6 Avoid long sentences.
- 5 Never write in all upper case or lower case letters.
- 4 Don't send e-mail jokes or chain letters.
- 3 Use the cc: field sparingly.
- 2 Answer all questions and preempt further questions.
- 1 Read the e-mail before you send it.

Perhaps one of the biggest mistakes made in today's workplace is trying to replace one-on-one conversation with e-mail. Remember that e-mail should not be thought of as communication. It is only a tool for sharing information. Real communication involves verbal and nonverbal feedback from the listener.

Users should also remember that e-mail can escalate ill feelings faster than face-to-face communication. It lends itself to venting anger. Research shows that people will write things in an e-mail message that they would never say directly to someone.

Dave and Terry's excellent adventure

Friends and co-workers Dave Bunton, left, and Terry Domm hike in the Carson National Forest in northeastern New Mexico.



Dave Bunton and Terry Domm are experienced backpackers, and they keep their sport interesting. Not content to limit treks to the Southeast, they and Larry Blair of Knoxville packed their outdoor gear and headed to the Carson National Forest in northeastern New Mexico last year.

The draw for Bunton of Engineering was exploring the extraordinary forests and meadows of the Valle Vidal Unit of the forest he had heard about from Domm's and Blair's previous trips. For Domm of Information Technology there was the lure of reconnecting with the great western landscape. All three had previously backpacked in the nearby Sangre de Cristo Mountains as Boy Scout leaders.

The Valle Vidal, located in northeastern New Mexico, rolls from about 8,000 feet high to the Little Costilla Peak at almost 12,585 feet high. To the south, sits imposing Baldy Mountain, which the three men climbed some years ago with the

“ Aside from the scenery and exercise, it was an opportunity to enjoy the camaraderie of friends, challenge myself and escape from day-to-day activities. ”

—Terry Domm, Information Technology

Boy Scouts. Baldy is one climb that Bunton refuses to tackle again, not because of its 12,441-foot height but because of its abrupt vertical rise.

Into thin air

The men traversed the lower elevations at first while getting acclimated to the thinner air. What they saw when they got into the back country were deer, black bear and hunters on horseback. What they did not see were other hikers. What they heard, particularly at night, were howling coyotes and bugling elk. Temperatures ranged from about 40 F to 70 F.

Formerly the area was used for logging, ranching and mining. The land was owned by the Pennzoil Company before being donated to the American people in 1982. Abandoned homes, corrals, barns and farm tools attest to life in the 1800s.

Bunton and Domm have made physical activity an integral part of their lives. “Adding a different experience gives us something to prepare for,” said Bunton, “and this trip was a wonderful way to be active and still reduce my blood pressure by 15 points!”

TO GO

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When a marathon just isn't enough

Thirty-two hours and 35 minutes into Minnesota's Superior Sawtooth 100 race, Quality Assurance's Susan Donnelly crossed the finish line in first place. She'd just run 102.6 miles—day and night, through old-growth forests and over rocky balds.

This is the eighth time Donnelly has run the race, and the second time she's won it. "It's a beautiful area, and the kind of place I wouldn't see unless I was running the course," said Donnelly, an issues management program manager.

A runner since her junior high days in Oak Ridge, for the past decade Donnelly has specialized in ultramarathons, which are longer—often much longer—than the mere 26 miles of a marathon.

"I first read about ultramarathons in the early 80s, and it hit me—I can do that; I want to do that," she said. She has now completed 60 "ultras" of 31 to 100 miles, and she was recently featured on the cover of *Ultrarunning*.

Taking it up a notch

For Donnelly, the 74-mile stretch from marathons to 100-milers was an obvious progression. "Marathons are always about faster. I'm not that fast; I never was."

Ultramarathons are a different kind of challenge. "There are almost no books on it. You learn from others, while running and from the discussion list on the net. People care for each other. They're friends. It's a group effort to get everyone to the finish line."

According to Donnelly, most ultramarathoners are people like herself—past marathoners who aren't racing for speed. "The median age is late 40s, mid-50s. A 71-year-old finished this last race."

As for the future, Donnelly said she'll keep running the same races. It's a running future that's likely to extend for several decades—and thousands of miles.



Ultrarunner Susan Donnelly completes about five 100-mile races a year.

Surplus coats tailored for homeless

One hundred and thirty-one excess government-issued jackets, lined with wool, were headed for the landfill.

“

I like to help people get going and get on their feet, whatever rut they're in.

”

—Kris, who is homeless and works at the Volunteer Ministry Center, gratefully received one of Y-12's donated coats.



From left: Mike "Dog" Randolph and Raymond Smith push excess coats to the Paint/Sign Shop.

Y-12's Laundry supervisor, Cathy Wilson, said they've been just sitting for years, and they're too small to fit most workers. With the cooperation of the U.S. Department of Energy, she's been donating surplus coats to the poor and homeless through the Volunteer Ministry Center for the past three years. But these coats had DOE labels and couldn't be released to the public.

Then the Paint/Sign Shop stepped in and Bonnie Reed and Jeff Barnard agreed to cover the DOE labels. In a matter of hours, the jackets were ready to be donated.

They joined the more than 700 coats and items of winter wear donated by Y-12 employees, who are the VMC's single largest

source of such items. When the second van load of coats was delivered in December, the hundreds of people who depend on VMC were very grateful for the extra warmth.

Kris

One of those people was Kris, who is a manager, technician, former business owner, United Way board member—and homeless.

A working resident of the VMC, Kris came to East Tennessee from his native Illinois almost three years ago. Before long, he discovered the VMC and accepted a job as an assistant manager.

Five things you didn't know about George Dials

- Commanded an infantry company in Vietnam
- Is an accomplished hunter and backwoodsman who has eaten groundhog ("It does not taste like chicken.")
- Played football for 16 years and rugby ("a thug's game played by gentlemen")
- Used to ride a motorcycle
- Is a decorated military veteran, receiving the Silver Star and Bronze Star

DIALS cont. from pg. 1

to make hard decisions. If you're doing good and meaningful work for the right reasons, people will follow you."

As Y-12's leader, Dials said he hopes his legacy will be a "transforming site and work force that will lead Y-12 to a long-term, secure future."

Reflecting on the past year, he said, "I believe employees are feeling better about where they are today; the optimism level is up, and they are working, like I am, to build the Y-12 of the future.

"I believe in our country, our people and our way of life," Dials continued. "I've been blessed with a strong family and faith and have great hope for the future. We all have opportunities here at Y-12 to make the world a better place for our kids and grandkids."

Calutron Girls vs. engineers

Did you ever wonder how the Calutron Girls came to Y-12? In the 1940s, General Leslie R. Groves approached Tennessee Eastman Corporation about supporting the war effort by operating the electromagnetic separation plant—or Y-12. The company agreed.

One of the innovative things they did was to hire women in both the protective forces and in operations. Hiring women was unusual at the time and caused a bit of consternation among the other groups depending on Y-12 to produce uranium 235.

These ladies were frowned upon by the scientists and engineers who designed this new concept of electromagnetic separation equipment that never had really been tested and was called California University Cyclotrons. They suggested Tennessee Eastman could get more efficiency from these complicated machines if they used more technical-minded people to operate them rather than “high schools girls.”

So, Tennessee Eastman took the challenge and set up a test. Scientists and engineers were placed on the control panel cubicles on one side of the control room and the young girls who normally ran the machines operated the control panel cubicles of the other half of the calutrons in the racetrack.

Who won? The Calutron Girls beat the scientists and engineers. They were practicing statistical process control without even knowing it. They did not move the controls until the meter hit a point where they had been trained to correct it. The scientists and engineers attempted to keep the meter exactly on the optimum reading and wound up adjusting the machine almost constantly.

Those ladies helped America and Y-12 during a crucial time of history.

Lee ‘on the lookout’

As asbestos program manager at Y-12, Chuck Lee of Facilities, Infrastructure and Services is focused on asbestos hazards. “I’m always on the lookout,” said Lee, who has been at Y-12 for 27 years. “My main mission is to ensure any activity that could disturb asbestos within the plant is performed with proper controls so no one is exposed. I also track removed asbestos material from cradle to grave.”

Fireproof and durable, asbestos was once a favored insulating material; however, asbestos fibers were proven to cause certain cancers, and Y-12 joined a nationwide push to contain them.

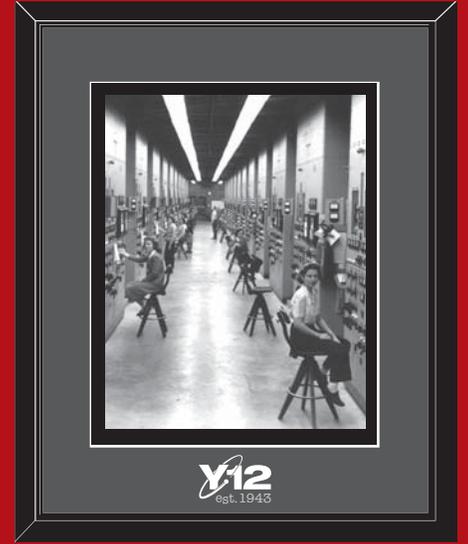
Lee has been involved in the asbestos program for 17 years. Under his leadership, Y-12 received accolades from one of B&W Y-12’s corporate parents, Bechtel National, Inc., for having the model program for all Nuclear Weapons Complex sites.

Lee is quick to share credit. *“I’m thankful for a great bunch of asbestos-trained workers* and for support from Industrial Hygiene and Radcon,” he said. “They are my extra set of eyes.”

The most satisfying part of his job? “It’s my involvement with people from every discipline plantwide and protecting personnel from exposure to asbestos.”

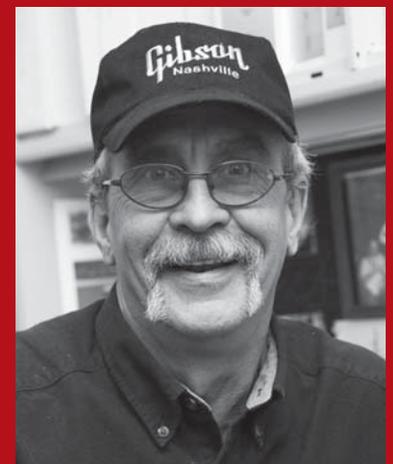
He must make certain that the asbestos program complies with federal, state and Y-12 codes governing all activities that involve disturbance, remediation or removal of asbestos-containing materials.

“Due to the size of Y-12 and the amount of asbestos-containing building materials involved in renovations and demolitions, it’s a never-ending challenge,” Lee said.



Next time you are in the Jack Case or New Hope centers, check out the historical photographs on display in the hallways.

What you do



counts

Lee’s interests outside of work include banjo playing, landscaping and remodeling.

Complex Transformation

Make plans to attend the National Nuclear Security Administration's public meetings on Complex Transformation.

Tuesday, Feb. 26
11 a.m. to 3 p.m.
and
6 p.m. to 10 p.m.

New Hope Center
602 Scarboro Road
Oak Ridge, Tenn.

Look for articles on YSource.

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Powell, TN

The mystery of the missing letters



Thanks to Tammy Graham (right) of Technology Transfer and Tom Bevins of Records, duplicate letters were presented to Martin (left) at a recent awards ceremony. Karen Dixon of Graphic Design Services recreated the letters.

Luckily, pride in a job well done is something that cannot be stolen.

Proud of all his work at Y-12, retiree James Martin displayed his framed patent award and recognition letters on the wall of his home office. But last fall he looked up—and the letters were gone.

On Sept. 10, 1974, Patent 3,834,687, titled “An Improved Method of Part Support for Machining Operations,” was issued to Martin for his technique that eliminated one step of the machining process previously required for a mirror finish. This technique resulted in a huge cost savings in the machining process for Y-12.

Martin then received two letters from Y-12. One congratulatory letter was issued Jan. 5, 1973, when the patent application was filed. This letter included a dollar bill framed with the letter. Back in those days, the award to the inventor by the contractor for the patent filing was just \$1 (today it's \$500). The other letter was issued when the patent was granted, Oct. 7, 1974.

Martin's career at Y-12 spanned 33 years from 1944 until 1977. In addition to the work for this patent, he helped make the moon box.

Ray Smith, Y-12 historian, explained, “Y-12 was chosen by NASA in the 1960s to build a special box to return rocks from the moon without contaminating them with the earth's atmosphere.” An example of the moon box Martin helped design for the Apollo program can be seen at the Y-12 History Exhibit Hall in the New Hope Center.

Now 93 years old, Martin contacted Y-12 when he realized his letters were missing. No one knows where the letters are now, or why they were stolen. But it doesn't take Sherlock Holmes to find out how much Martin's work is appreciated.