



United Way

Making a difference in someone's life is what the BWXT Y-12 United Way Campaign is really about.

2003 United Way Campaign

Fellow employees,

United Way is our opportunity to show our neighbors with special needs that the BWXT Y-12 team is willing to lend a hand in supporting the programs they will depend on during the coming year. United Way supports services that help people every day, all year.

Through a network of volunteers and donors, the United Way confronts real problems in our community—problems such as child abuse, homelessness and mental illness. In addition, United Way helps ensure services to our friends and neighbors—sometimes to our own family members—who need them.

More than ever, it's important that we remember the people in our communities who would not get the help they need without the United Way services. Many of these services depend on BWXT Y-12 efforts, because we are one of the largest contributing companies in East Tennessee.

A co-worker will be meeting with you soon to give you full details on the United Way campaign. Your continued support of this worthwhile cause is greatly appreciated.

Dennis R. Ruddy
President and General Manager

Microwave material processing agreement will save energy



Dennis Ruddy (left) and Harbans Singla, president of MS Technology, sign the microwave material processing agreement.

A license agreement for two microwave material processing technologies that will save energy and improve product quality has been signed by BWXT Y-12 and MS Technology Inc. The technologies were developed at the Y-12 National Security Complex.

BWXT Y-12 has licensed to MS Technology, located in Oak Ridge, a technology for melting and casting metals using microwave energy and for separating adhesively bonded components using microwave energy.

These technologies save energy, reduce cycle time and improve quality compared to conventional techniques for performing the same tasks. The technology involves the use of microwave energy, microwave-susceptible materials and uniquely designed crucibles and molds to melt and cast metal in a microwave chamber or to debond components.

The advantages of this technology include significantly reduced energy consumption, improved metal cleanliness and productivity, improved safety, smaller equipment size and infrastructure and reduced wastewater treatment needs for production and operations.

MS Technology plans to set up a prototype microwave processing facility in Oak Ridge to further develop these technologies and to showcase the technology to potential clients.

Dennis Ruddy, president and general manager of BWXT Y-12, said, "This license agreement represents a significant step in BWXT Y-12's program to become a leader in the development of advanced material processing technologies using microwave energy."

Ruddy said the agreement "demonstrates what an extraordinary resource the skill and knowledge existing at Y-12 is for the United States and that it offers a great opportunity to take knowledge and use it to help support industry."

Y-12 set to refurbish W76 weapon

The Y-12 National Security Complex is implementing actions necessary to begin refurbishment of W76 warheads in the U.S. weapons stockpile. The refurbishment project will keep Y-12 busy for the foreseeable future, with delivery of the first production unit planned for 2007.

"Refurbishing the W76 will require Y-12 to upgrade or restart some processes and equipment shut down at the end of the Cold War," said Tom Fisher, W76 (and W87) program manager in the Directed Stockpile Work division. "Together, Y-12 and the design agencies are identifying and resolving any age-related issues with the W76. Key remaining questions concern reusing or remanufacturing certain components."

A W76 Life Extension Program could use some of the technologies and equipment provided for other Life Extension Programs as well as those technologies being devel-

oped and deployed by Campaigns to meet National Nuclear Security Administration stockpile support mission requirements. One of these technologies is the Casting Advisor system for predicting how much material is needed to ensure that a cast blank contains the minimum material to make a specified part-ensuring the part is in the blank.

The submarine-launched Trident intercontinental ballistic missile carries the W76 warhead. First produced in 1978, the W76 warhead is the principal nuclear weapon deployed by the U.S. Navy.



The Trident missile, equipped with the W76 warhead, is the United States' principal submarine-launched ballistic missile.



Jim Mulkey

Y-12 welcomes Mulkey to management team

Jim Mulkey has joined BWXT Y-12 as the division manager of the Center for International Threat Reduction. He has more than 30 years of engineering and management experience associated with nuclear power plant design, construction, start-up, operations and quality assurance. His experience includes the U.S. Department of Energy, the Naval Reactors Program, the Nuclear Regulatory Commission and the Tennessee Valley Authority.

In his most recent position, Jim Mulkey served as director of the Office of International Nuclear Cooperation for the Defense Nuclear Nonproliferation office within the National Nuclear Security Administration for the Department of Energy. In this position, he was responsible for expanding the nonproliferation scope of the organization to other areas of the world that pose a threat to the continued peaceful use of nuclear technology. The major activity of the office is the elimination of weapons-grade plutonium currently being produced at three operating Russian nuclear reactors in two Siberian cities.

Mulkey received his bachelor's and master's degrees from the University of Tennessee. He and wife Judy have one son who is attending college in Maryland.

The BWXT Y-12 Community Relations Council



In June 2002, BWXT Y-12 launched the Y-12 Community Relations Council. These 20 volunteers are charged with facilitating greater information exchange between management at Y-12 and the communities in and around Oak Ridge.

We would like to thank these dedicated individuals who have volunteered to listen, learn and voice their perspectives.



Ken Green
Educator
CRC Co-chair



Homer Fisher
Community Leader
CRC Co-chair



Katy Brown
Community Leader



Dr. Charles W. Bruton Jr.
Physician



Melody Channell
Roane State



Frank Chmielewicz
Community Leader



Mike Cuddy
Business Neighbor



Laura Davis
Emergency Responder



Amy Fitzgerald
Oak Ridge
City Government



Glen Galen
Business Neighbor



Willie Golden
Oak Ridge City Council



Sheree Henry
Community Leader



Tyler Johnson
Woodland
Neighborhood



Terry Olberding
NNSA Representative



Linda Ponce
Congressional
Field Office



Ted Sherry
NNSA Representative



Sam Snow
Y-12 Retiree



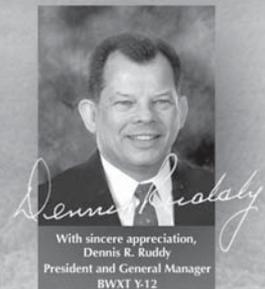
Tom Tuck
Business Neighbor



Anita Vines
Community Leader



Tim Waddell
Business Neighbor



With sincere appreciation,
Dennis R. Ruddy
President and General Manager
BWXT Y-12



Savings Program enhanced

The investment options within the Savings Program have been enhanced. Everyone has different and changing needs when it comes to retirement. So to assist you in meeting your goals for retirement, the Savings Program has added a new investment option and changed one existing option.

As of June 23, 2003, you have access to 12 investment options. To allow for further diversity among the investment options, the Goldman Sachs Small Cap Value Fund is being added to the Savings Program. A value fund seeks to provide long-term growth through investment in what the fund manager believes are undervalued companies that have a favorable outlook.

The Intermediate Bond Fund will remain as an investment option within the Savings Program. However, the mutual fund will change to the Wells Fargo Montgomery Total Return Bond—Select Fund. Balances in the Intermediate Bond Fund were automatically transferred from the prior mutual fund to the current fund on

June 20, 2003. Your balance in the Intermediate Bond Fund remained fully invested during the transfer, and you will retain the dollar value of that balance, including any earnings. The transfer will be reflected as a “sell” and a “buy” under this investment option on your second-quarter statement. This change will not count as one of your allowable transactions for the year.

A detailed newsletter and fund fact sheets were mailed to your address of record by CitiStreet on June 9, 2003. If you would like to make changes to your investment elections or transfer existing balances, simply access the Savings Program Web site (<http://oakridge.csplans.com>) or call the Information Line [1-888-I-SAVE-IT (1-888-472-8348)].

As always, if you have any questions regarding your benefits, please contact the OneCall Service Center at 865-574-1500 or toll free at 1-877-861-2255.

NMA fetes honorees

Five Y-12 employees were recognized at the National Management Association annual awards.

Craig Ferguson of the Environment, Safety and Health organization received the New Manager of the Year Award. This award is presented to recognize new managers who have shown outstanding promise and leadership in the field and to encourage continuing contributions to the field of management.

Burt Tackaberry of Indirect Programs received the Distinguished Service Award. This award is presented to a senior manager in recognition of substantial continued contributions to the growth and development of the company and community.

Pat Carson of Public and Governmental Affairs received the Chapter Service Award recognizing a demonstrated desire and dedication to the achievement of the Oak Ridge Reservation NMA Chapter goals.

Tom Ford of the Environment, Safety and Health organization received the Leadership Award. This award recognizes an Oak Ridge Reservation NMA manager for exemplary leadership within the company.

Joy Nix of Administrative Services received the Administrative Professional of the Year Award. This award is presented for

commitment to the profession through outstanding leadership as an integral part of the management team.



Standing left to right are National Management Association recent award winners Joy Nix, Burt Tackaberry, Pat Carson, Tom Ford and Craig Ferguson.

“If you refuse to accept anything but the very best, you very often get it.” —W. Somerset Maugham



Volunteer d



“When I think of the joy and excitement in the eyes of those we helped, I know that Volunteer Day was a great success.” — Mary Bates, Public and Governmental Affairs



“Our group was wonderful—we worked hard, had fun and completed a beautiful landscape project for Oak Ridge High School and our community.” —Tina Pippin, Financial Management



1. BWXT Y-12 employees contributed to various community activities in surrounding communities.
2. Judy Johns of Safeguards and Security worked at the Society Animal Shelter.
3. Larry McCullough of Planning and Infrastructure worked at the Ronald McDonald House in Knoxville.
4. Dennis Ruddy and his wife, Donna, and Mary McNeilly, director of the Oak Ridge High School, worked on books.
5. Wayne Burlingame of Enriched Uranium, Environmental Compliance and Risk Management, and Rick Technical Support hoist the Y-12 historic sign to its new base with mulch and landscaping.
6. Y-12 volunteers enjoy a picnic lunch at the Science Energy after a morning of work.
7. Gail Toddings of Records and Administration worked at the YWCA in Oak Ridge.
8. Jane Miller of Public and Governmental Affairs worked at the Community Relations Council on Oak Ridge High School.
9. From left to right, Dave Mosby of Procurement and Administration and Purchasing, and Eckerman of Communications Services worked on the Adopt-A-Street Program.
10. Jim Barnes, manager of Workforce Development, worked at the Red Cross of Oak Ridge.
11. While their parents volunteered for various projects, a group of children had a great time attending Kids Kamp at Oak Ridge.
12. Y-12 volunteers helped coordinate the landscaping project.
13. Steve Weaver of Human Resources worked at the Company and Lynn Carroll of Planning worked at the Emory Valley Center.

lay

heart and muscle for various projects on Volunteer Day.

Community sweeps at the Humane

Integration trims hedges at the

receive instructions from Kathy at the Public Library, while shelving

Operations, Mick Wiest of Hughes of Manufacturing Historical sign as they work to put in a

at the American Museum of Volunteering in our communities.

Administrative Services pulls weeds at

ental Affairs works with members of the landscaping project in front of

jects, Johnnie and Steve Buckley and Hannah Craig, daughter of Beth

Diversity, trims hedges in front of

various projects, these children had the Children's Museum of Oak

the Girls, Inc., "Fun Run."

Robin Swindell of Bechtel Jacobs and Integration paint a room at

"Having lost both a husband and father to cancer, I truly understand the struggles families face as they try to provide the best care for their family member. The Hospitality House is an invaluable service to patients and families as they deal with these serious health conditions." —Pam Williamson, Human Resources



8

"Several staff members told us that our work really meant a lot to them. However, I think those of us who worked left feeling even more appreciative of the opportunity to help." —Emily Nunn, Human Resources



9



10

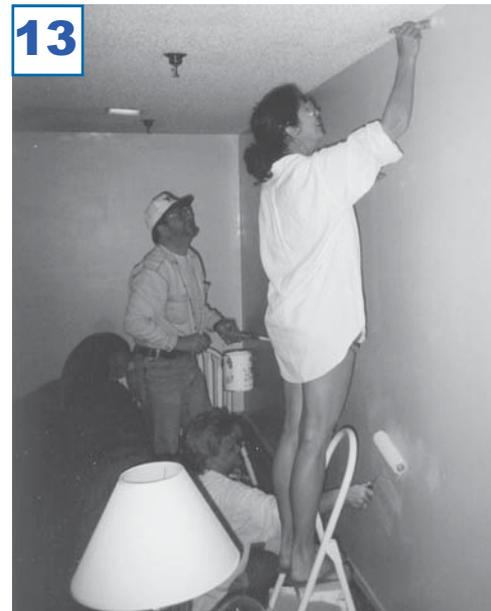


11

"I had been interested in volunteering at the YWCA for some time but had not made the effort to go. The Y-12 Day of Volunteering left me no more excuses. It was a fun and rewarding experience. Friendships were formed that will last well beyond that day." —Peggy Hughes, Planning and Integration



12



13

"It is great to see how much can be accomplished in such a short time when a team works together toward a common goal." —Doug Mullins, Manufacturing

Service Anniversaries – July

40 years

Administration and Purchasing: Frances H. Hickey, Betty B. Wilkerson

35 years

Engineering: Don A. Carpenter

Facilities, Infrastructure and Services: Jerry L. Peddicord

Manufacturing: Millard N. Wilkerson, Jr., Arthur W. Williams

Quality Assurance: Ronald P. Allen, William B. Johnson, Edward W. Wester

30 years

Engineering: Janis H. Stout

Manufacturing: Bobby W. Parker

25 years

Engineering: Michael E. Davenport, David E. Harvey, Terry C. Howell, Larry T. Reed

Environment, Safety and Health: Timothy J. Denton

Facilities, Infrastructure and Services: James R. Ammons, Roger E. Barnes, Darrell L. Chadwick, Kenneth B. Layden, Carl T. Lyster, John S. McGaha, Johnny C. McMillan, John J. Miller IV, Ralph L. Ridenour, Rodney N. Scarbrough, James R. Sexton, Michael A. Ward, Finley J. West Jr.

Human Resources: Faye S. Ellis

Manufacturing: Kenneth W. Cook, Thomas W. Esmond, Charles H. Fritts, Robert E. Goins, Harry E. Henderson Jr., Anthony F. Jessing, Gloria J. Jones, Robert C. Mashburn, J.C. Morgan, Michael C. Napier, Robert D. Owens, Regina C. Vance, Curtis P. Vowell

Planning and Integration: Vanda J. McAuley

Quality Assurance: Royden A. Jacobus

20 years

Facilities, Infrastructure and Services: Tegwyn L. Berry, Marion W. Wampler

Financial Management: Larry B. Creekmore, Mary E. Sadler

Human Resources: Olga P. Henley, Laura D. Lyles

Manufacturing: Noel R. Helton, James F. Justice, Mark R. Stair

Planning and Integration: Daniel E. Tracy

Safeguards and Security: Lindsey L. Pyatt

Davis selected a fellow of engineering society

Dale Davis, program manager at BWXT Y-12, has been named a fellow of the National Society of Professional Engineers.

NSPE's board of directors established the fellow recognition program in 2000 to honor active members who have demonstrated exemplary service to the engineering profession, NSPE and the community.

Davis, a Knoxville resident, has worked at the U.S. Department of Energy's Oak Ridge Complex since 1977. Currently he is a senior manager in a nuclear nonproliferation program at the Y-12 National Security Complex.

Davis earned a bachelor's degree in aerospace engineering from Virginia Tech in Blacksburg. He is a 25-year member of NSPE, has served as vice president and president of the Tennessee Chapter and was for 15 years a member of the state board of directors.

NSPE represents individual engineering professionals and licensed engineers across all disciplines. NSPE serves some 60,000 members and the public through 53 state and territorial societies and more than 500 chapters.



Question: *What is the JIT form number for Matching Gifts to Colleges and Universities? I have word-searched every way I can think of and don't find it. Thanks.*

Answer: The Matching Gift Program guidelines and form can be found on YSource under the M listings. The program also can be found via a link from the Public and Governmental Affairs internal Web site. Please call Pat Carson at 241-8356 for additional information.

Question: *After attending the charging practices awareness training, I have a question. Was this training intended for non-exempt and hourly employees only? It appears as though weekly and hourly are being targeted. I say this because monthly employees are not required to indicate time of arrival or departure. Please explain.*

Answer: The charging practices training is intended for all employees, just like Ethics and General Employee Training.

MEDIC Blood Drive

A total of 245 employees donated to the Y-12 MEDIC Blood Drive held June 2 through 5. Winners of the drawing are Willie "Bo" Jackson, Leonard R. Hooks, Roger Mills and Matt Feldman.

Following are upcoming Blood Drives.

September 22 through 25 - Mobile Unit and 9201-3 (second floor)

December 15 through 18 - Mobile Unit and 9201-3 (second floor)

Smith: A profile of Y-12's HR manager

Steve Smith, BWXT Y-12's Human Resources division manager, moved from BWXT Pantex in Amarillo, Texas, where he spent two years as head of human resources. Smith was a member of the transition team established in 2000 when BWXT took over the Y-12 contract. In the spring of this year, he moved to east Tennessee permanently and began work at BWXT Y-12.

"It's the goal of the senior managers and counterparts to help reduce transaction costs to make BWXT Y-12 affordable. We need to compress the time it takes to put new systems in place.



Steve Smith

That'll help us move everything along more quickly. We want people to help solve problems and raise issues and agree when the problems are fixed or the issue is resolved," said Smith. "Our best job security is to provide high-quality products and services to our customers at good value."

Smith is a lifetime certified senior professional in human resources and has worked in the field for about 25 years. He also has work experience in production control, safety, security and government contracting. Before moving to Amarillo, he worked as the Human Resources division manager for BWXT Services in Lynchburg, Va.

Originally from Virginia, Smith graduated from the University of Richmond with a bachelor's in industrial management and from Lynchburg College with a master's in personnel management. Smith and his wife, Frances, have three sons, and they are expecting their first grandchild in October.

MetLife changes the payment schedule

Beginning July 1, 2003, MetLife will process repetitive orthodontia payments during the last month of each three-month period rather than monthly. The new process will not affect the total benefit amount—only the manner in which those benefits are processed.

The new standard will apply to orthodontia work started on or after July 1, 2003, and has no effect on courses of orthodontia treatment started earlier. The three-month periods begin following the initial placement of the orthodontic appliance and are not based on a calendar year. The estimated length of treatment as indicated by the orthodontist determines the number of payments to be issued with a maximum of eight payments.

For more information, contact the OneCall Service Center at 865-574-1500 (1-877-861-2255 for long distance) or the MetLife Customer Service Unit at 1-800-942-0854.



Making music



Alex Zucker (right), co-president of the Oak Ridge Symphony, presents a plaque to Dennis Ruddy, President and General Manager of BWXT Y-12, in appreciation of company's continued support.

New initiatives for injury reduction



Are you leading the way to improve safety this summer?

A group of Y-12 National Security Complex employees has come together to formulate a plan to reduce occupational injuries at Y-12. This group is working with representatives from hourly ranks, Environment, Safety and Health, Manufacturing and Facilities, Infrastructure and Services to reduce injuries at Y-12.

Based on our most common types of injuries, namely strains and sprains, summer-related injuries and ice/snow-related injuries, new and different approaches have been developed for injury reduction.

Specific activities and program features include:

- targeted safety meetings for high-risk employees to combat strain, sprain and repetitive-motion injuries;
- new "Buzz Busters" program for elimination of stinging insects (call Sam White at 574-0480 when insects or nests are sighted);
- new Safety Shed and bulletin board posters focusing on injury reduction information;
- sidewalk safety messages in high-traffic pedestrian areas to combat slip/fall injuries;
- "Burma Shave"-style safety slogan signs to be placed in high-traffic locations;
- a Safety Road Show, which includes visits by ES&H personnel to the cafeteria and break areas to share injury reduction information; and
- winter weather activities, including preparing for and coping with snow and ice.

For more information on this initiative, contact Dale Stewart at 576-0396.

Students learn how machinists train

Chris Bien of Immersive Engineering Inc. demonstrates the use of the Applied Instructional System for Machinists to Tennessee Governor's School for Manufacturing students. AISM is an anywhere, any time training system developed by BWXT Y-12 and Immersive Engineering. From right, Oak Ridge High School students Janet Fleischer, Dustin Travaglini, Ryan Reddick and Eduardo Aramayo explore AISM. The 30 students in the Governor's School for Manufacturing attend a four-week program at The University of Tennessee, Knoxville, where they learn about the engineering, technology and business strategies that govern manufacturing. Students from the Governor's School for Manufacturing have been learning about Y-12 manufacturing since 1996.



Time killers at work

In his book, *The 26-Hour Day—How to Gain at Least 2 Hours a Day with Time Control*, author Vince Panella lists the top time-snatchers on the job:

1. Telephone/e-mail
2. Surfing the Web
3. Interruptions
4. Socializing
5. Procrastination
6. Personal disorganization
7. Cleaning your desk
8. Inability to say no
9. Lack of delegation
10. Indecision
11. Unimportant paperwork and reading
12. Poorly planned meetings
13. Television and video games

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Other contributors:

Kathy Fahey	Patrick McCoy
Vicki Hinkel	Brett Pate
Kathryn King-Jones	Sandra Schwartz
Betty Martin	Heidi Spurling
Tommy Maxwell	Bill Wilburn

Bldg. 9109, MS 8245 • Oak Ridge, Tennessee 37831

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