



SRS Citizens Advisory Board
Strategic & Legacy Management Committee

CAB PRESENTATION SRR RECRUITING & RETENTION

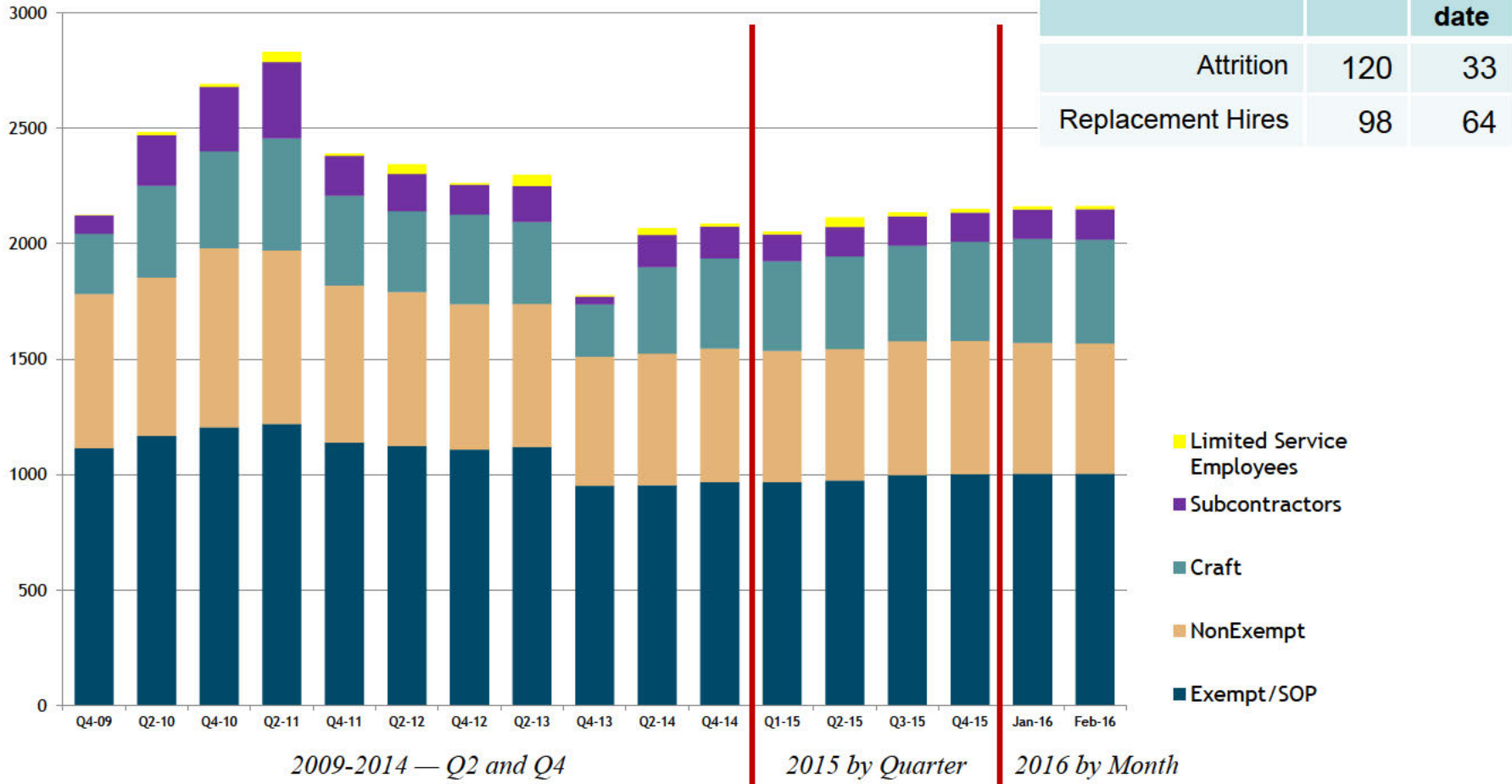


LaVoris A. Curry
SRR HR Director
April 13, 2016

We do the right thing.

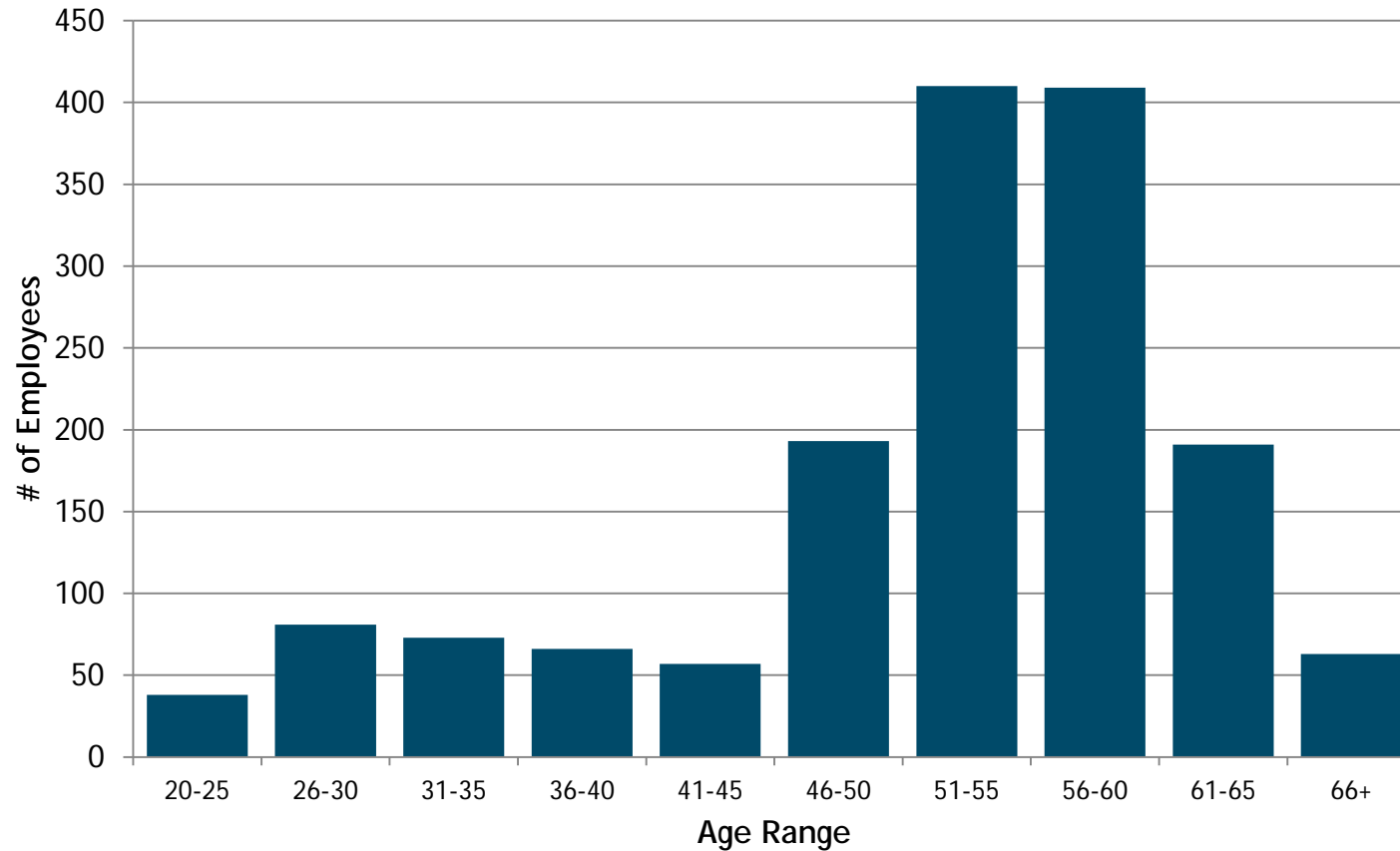
SRR Headcount

(December 31, 2009 through February 29, 2016)
 All data at end of period



We do the right thing.

SRR Employee Age Distribution



We do the right thing.

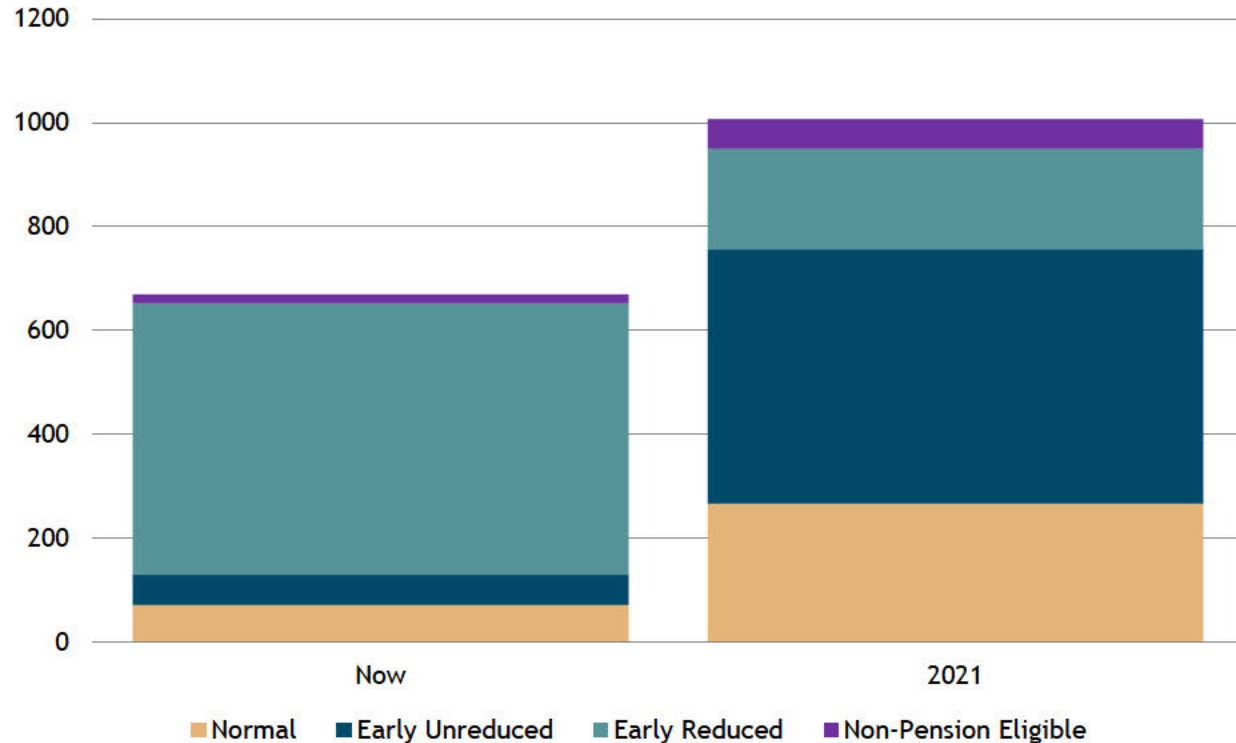
669

employees eligible to retire **today** with full or reduced benefits

1,007

employees eligible to retire with full or reduced benefits in **5 years**

SRR Employees Retirement Eligibility



Normal - Pension Eligible for Normal Retirement (Age 65 and 15 years of service)
 Early Unreduced - Pension Eligible for Early Unreduced Retirement (Age 58 and 27 years of service)
 Early Reduced - Pension Eligible for Early Reduced Retirement (Age 50 and 15 years of service)
 Non-Pension Eligible - Non-Pension Eligible (Age 65)

We do the right thing.

- **Human Resource Challenges**
 - Recruitment in critical skill areas
 - Production Operators
 - Electrical & Instrumentation (E&I) and Maintenance Mechanics
 - Feeder group to First Line Manager (FLM) and Work Control Planner vacancies
 - RadCon Inspectors
 - Shift Operation Managers
 - Engineers (entry and mid-levels)
- **Aging Workforce - perceived industry and national challenge**
 - Average Age = 52
 - Median Age = 54
 - 43% Retirement Eligible
- **Young talent recruitment and retention**
- **Unease about future stability**
- **Knowledge retention and transfer**

We do the right thing.

- **Attrition management strategy being implemented**
 - Minimize/limit hiring to “normal attrition critical skill replacement”
 - Remaining needs met through construction craft, staff augmentation, corporate reach-back and critical subcontracts

- **Strategies being implemented/evaluated include:**
 - Hiring Waves - Anticipating future gaps and proactively hiring in critical skill areas
 - Retirement Feathering - Reduced schedules, assignment changes and knowledge transfer

Make SRR the employer of choice at SRS