

● APRIL 2024

SAVANNAH RIVER NUCLEAR SOLUTIONS



SRNS Today

Our nation asked, and we will deliver.

SRPPF employees work toward the 'Deliver 2032' mission



SCAN ME
to connect with
our social media

This month

Retirement plan wins awards • Fire department rescue • United Way campaign success



Dennis Carr
SRNS President and CEO

On the cover

Workers use an aerial lift to hang a large American flag on the south facade of SRPPF, reminding employees and visitors of the important role the facility will play in keeping the nation safe.

Welcome

to the April 2024 edition of

SRNS Today

As I look back at the incredible work accomplished in April, I can't help but feel a tremendous sense of pride in what we do here at SRNS.

This month, SRNS unveiled our promise to meet our national defense needs with our "Deliver 2032" campaign. Together, we will work toward completing the SRPPF project by 2032 and move into the mission of producing plutonium pits in support of national security.

The priority of the United States is on this project to strengthen our nation's defense and deter our adversaries. We have the full support of our allies and partners and I know we won't let them down.

Our teams have taken another major step towards the 2032 goal-line with the installation of a temporary HVAC system in 226-F. We have set our sights on meeting our goal to deliver on time, and our teams in F Area are doing their part to make that vision a reality.

Our efforts during the 2023 campaign were also recognized by the United Way of Aiken County and United Way of the CSRA during their annual celebrations. SRNS was among the top honorees at both events receiving awards for our outstanding fundraising efforts. Thanks to our passionate employees, SRNS was able to raise over \$800,000! Well done, team!

I hope you enjoy our April edition of SRNS Today.



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.

savannahrivernuclearsolutions.com

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)



Workers prepare to lift a rooftop HVAC unit with a crane.

Installation of SRPPF temporary HVAC completed at SRS

The installation of a temporary HVAC system to provide temperature and humidity controls for SRPPF at SRS was completed in March.

“We are working steadfastly to accelerate work and accomplish milestones like this to meet schedule requirements for the SRPPF pit production mission,” said Dennis Carr.

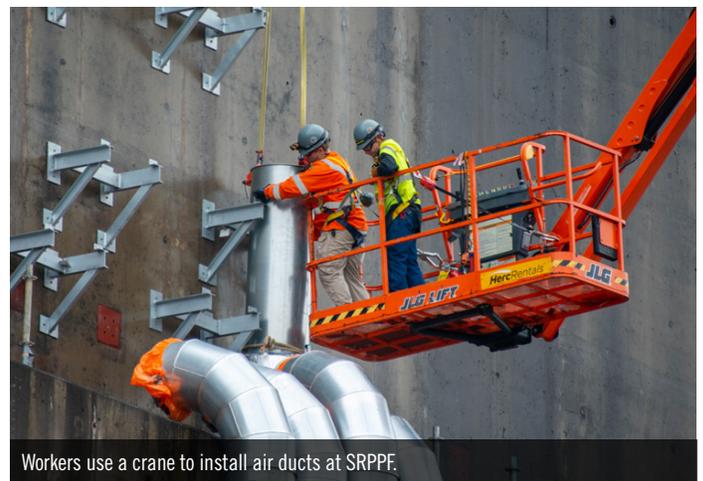
Once constructed and operational, SRPPF will produce the majority of plutonium pits for the NNSA in support of the nation’s nuclear deterrent.

“The pit production mission is a priority for the NNSA,” said Carr. “The Savannah River Site is already ramping up construction activities at SRPPF and preparing to support this enduring mission.”

The SRPPF Main Process Building is a 400,000-square-foot, seismically-qualified, concrete structure. It was originally designed to dispose of surplus weapons-grade plutonium, converting it into fuel assemblies for use in commercial nuclear power plants.

The temporary HVAC system was installed in preparation for future craft personnel who will be constructing SRPPF, so they have a suitable work environment. The system is designed to support cooling for workers inside SRPPF as they transform the structure into a production facility. It ensures a constant supply of clean, cool air for the workers; and the system provides air exchanges from the exhaust fans to ensure that the air does not become stagnant from construction work activities.

The HVAC project involved installation of 30-ton and 50-ton roof top units, as well as installation of indoor portable HVAC units, exhaust fans, portable indoor air curtains and internal ductwork to distribute the new cooling system.



Workers use a crane to install air ducts at SRPPF.

The temporary HVAC system was designed to fit the building and is designed to provide optimum temperature and humidity control. The system will be maintained, and the indoor ductwork will be modified as required to facilitate the complete buildout of SRPPF. Once the permanent HVAC system is installed, the temporary HVAC system will be phased out.

The plutonium pit production mission is an essential part of the NNSA’s long-term strategy for nuclear stockpile sustainment. Under federal law and to meet national security requirements, NNSA must be able to produce no fewer than 80 pits per year to maintain and replenish the nuclear stockpile. Responsibilities for manufacturing 80 pits per year will be shared between SRS and Los Alamos National Laboratory.

Student tour advances SRNS IT Youth Apprenticeship

SRNS Information Technology (IT) Youth Apprenticeship opportunity is underway after 16 area high school students toured IT facilities at SRS.

“We have worked closely with the Aiken County Public School District to give each of these high-performing tech students the chance to become the first IT Youth Apprentice,” said Tim Arnold, SRNS Senior IT Manager. “Employed students will complete their high school curriculum while gaining hands-on experience alongside our employees.”

North Augusta High School (NAHS) students enrolled in the Advanced Computer Services and Repairs, Dell Student TechCrew, perform daily tasks in advanced computer repair and diagnostics. In the past three years, NAHS TechCrew students have successfully repaired nearly 2,000 devices for the school district.

SRNS Education Outreach coordinated the tour of the PC Administration Facility and the Central Computing Facility for participating students. Students learned how computers are assembled, configured, and prepared for distribution to employees across the Site.

“The ultimate goal for this program is to hire youth apprentices to learn the ins and outs of our IT department,” said Sean Alford, Executive Vice President and Chief of Administration. “Any chance we have to connect with students at the high school level is a benefit to our organization and the job pipeline we are building, year after year.”

Jacob Lott, a prospective candidate for the apprenticeship, stated that he enjoys the complexity of computer repairs and was eager to tour some of the important IT facilities at SRS.

“I feel extremely honored to not only tour the Site, but to have the chance to interview for a paid-apprenticeship experience,” said Lott. “I’ve spent my entire life building computers from scratch with my family and playing games like Minecraft and Terraria. This apprenticeship is a rare opportunity that will allow me to utilize my computer skills.”

SRNS plans to make their selection for the Youth Apprenticeship by June 2024. The 12- to 15-month program will allow the participant to complete on-the-job IT training.

Apprenticeship School partnership supports talent pipeline

Since 2020, SRNS and the Lower Savannah Council of Governments (LSCOG) have partnered to provide a strong supply of safe and qualified personnel through registered apprenticeship occupations in support of mission-critical positions at SRS.

“Since the start of our partnership, LSCOG has supported over 24 registered apprenticeship occupations and contributed to workforce development at SRS,” said Dorian Newton, SRNS Director of Site Training.

In 2020, SRNS established a registered apprenticeship program to address attrition levels and create a pipeline that supports a healthy and thriving workforce. After expanding site-wide, the SRS Apprenticeship School has successfully graduated over 530 apprentices — 91% of which have accepted full-time positions at the Site.

“It’s a win-win for all involved,” said Booboo Roberts, SRNS Program Manager, Apprenticeship School and Pipeline Programs. “Our collaboration with economic development organizations have ensured the financial stability of our program that benefits the local community, area technical colleges, and SRS contractors.”

Through this partnership, funds from LSCOG have been used to enroll 75 Workforce Innovation and Opportunity Act (WIOA) participants and have provided over \$42,000 in supportive services to the program.

“This partnership continues to serve as an employment solution with local, regional and state-wide impact,” said William Molnar, LSCOG Executive Director.

“We are proud to support these programs as they improve access and success for diverse populations — leading to lifelong careers at the Savannah River Site.”

Established in 1967, LSCOG serves Aiken, Allendale, Bamberg, Barnwell, Calhoun and Orangeburg counties. Apprentices that live in the region are enrolled into WIOA — which funds the LSCOG-Workforce Division — to support their participation in the SRS Apprenticeship School. These funds are used for supportive and wrap-around services to include tools, uniforms, travel vouchers and need-related payments.



SRNS Production Operator Apprentice Brandon Watkins completes training funded by the Workforce Innovation and Opportunity Act.

Highlighting Site construction careers



A group of Barnwell County Career Center students studying construction and welding recently learned about career opportunities at SRS.

A group of high school students studying construction and welding at the Barnwell County Career Center recently learned about career opportunities at one of the largest construction projects happening in the nation – the SRPPF at SRS.

The students and their instructors toured SRS to learn about the Site's missions and the increasing demand for construction workers to support the SRPPF project, as SRS establishes an enduring pit production mission. Once constructed and operational, SRPPF will produce plutonium pits for the NNSA in support of the nation's nuclear deterrent.

"Students involved in the building and skilled trades programs at local high school career centers have promising career opportunities after high school," said Kim Mitchell, SRNS Education Outreach Lead. "There is a high demand for skilled craft positions, which led SRNS to enter into a Project Labor Agreement with the Augusta Building and Construction Trades Council. There are also supporting positions through the SRS Apprenticeship School."

SRS is constructing SRPPF through repurposing an unfinished structure on-site which allows the NNSA to make use of an existing seismically-qualified, concrete structure with numerous supporting facilities and existing infrastructure.

During their visit, students received a short overview of SRS and apprenticeship programs, toured the Waste Solidification Building (WSB) facility, and spoke one-on-one with craft employees who shared their career experiences in the construction and labor relations fields.

The students also heard from a senior construction manager within the SRPPF project, who told them that starting their careers as part of the SRPPF project could lead to a lifelong career in an exciting and in-demand industry.

"SRS is planning for an influx of craft workers as construction of SRPPF is gearing up," Mitchell said. "Over the coming years, thousands of

construction workers will play an integral role in transforming the 400,000-square-foot structure into a modern production facility."

Once construction is complete and upon reaching steady-state operations, it is expected that the SRPPF will require approximately 2,000 employees for its enduring mission.

The plutonium pit production mission is an essential part of the NNSA's long-term strategy for nuclear stockpile sustainment. SRS and Los Alamos National Laboratory are working toward the shared responsibility to produce 80 pits per year to maintain and replenish the nuclear stockpile.



Barnwell County Career Center students learn about the welding skills needed for construction projects during their tour of the Site.



LEARN MORE at www.srs.gov

Go to "Outreach" for links to "Education Outreach Program" and "Apprenticeship School"



John Hudson, Operational Technology Group Manager; Mason Edwards, Software Engineer; Jazmine Harvey, Software Engineer; Cristina Lugo, Team Lead, Software Engineers; Maggie Chapman, Application Owner, Records Integration and Mission Support Manager; Khaki Byers, Onboarding Team; Joseph Ebron, Project Manager; and Jon Wiley, Onboarding Team.

Onboarding Team enhances new employee experience

Efforts to enhance the onboarding process for new SRS employees supporting NNSA missions have recently included the launch of an innovative application called The Navigator.

According to the DOE/NNSA Fiscal Year 2024 Stockpile Stewardship and Management Plan, “The DOE/NNSA workforce is the Nuclear Security Enterprise’s most critical asset. DOE/NNSA and its management and operating (M&O) partners are working diligently to recruit and retain the workforce essential to meeting the enduring national security missions. M&Os are taking innovative approaches to training to meet the demands of onboarding numerous new hires.”

During the onboarding process, new employees hired to support NNSA missions — including the SRPPF, Pit Production Operations and the Nuclear Nonproliferation Program — attend orientation and training sessions, where they receive supplemental information beyond the topics covered in the required site-wide General Employee Training. These sessions are designed to enhance the knowledge related to the new employees’ specific job functions and to provide guidance on SRS culture, policies and work etiquette.

A team led by Maggie Chapman, Plutonium Programs - Mission Support and Records Integration, recently worked with Tritium Software Engineering - Operational Technology to develop a computer application to make the process even more effective. “The Navigator is a tool that is designed to assist in the onboarding process for all new SRPPF and Plutonium Programs employees,” she said. “It consists of useful checklists and reminders to improve communication and documentation protocols, all within one standardized platform.”

Chapman added that as Site growth continues, the onboarding process has become an increasingly critical component of successful mission performance. “Having this enhanced onboarding capability helps acclimate new employees into our nuclear culture and ensures that they feel welcomed, supported and prepared for their new

position,” she said. “It also simplifies the process for busy managers and facilitates communication between management and the Onboarding Team.”

The addition of the Navigator application includes checklist tabs and a Timeline in which these checklist items should be completed, from preboarding through the employee’s first 30 days on-site. There is also a Responsibilities table included in the Timeline, broken down by which action items are handled by the Onboarding Team and which items need management approval or action.

Throughout the onboarding process, new employees are encouraged to ask questions, seek clarification and share concerns. At the conclusion of the process, new employees receive a feedback survey, which is reviewed by the Onboarding Team, providing an opportunity to resolve any issues and incorporate employee suggestions.

“The onboarding process has been very involved, helpful and exceeded any expectations I could have had,” said DeAnna Barker, SCM Program Specialist, who completed the program last July. “All information covered was very thorough and informative, and all personnel I’ve encountered have been so helpful and kind. It is obvious SRS values setting up employees to be successful from the very first day. The staff responsiveness is invaluable and truly gave me confidence that I could successfully complete onboarding tasks during my first week on-site and continuously since my hire.”

Ruthie Garcia, Senior Operations Technical Training Specialist, who completed the new onboarding training program last May, agreed. “I appreciate the thought and preparation that’s been dedicated to the onboarding process,” she said. “It is obvious that there’s true commitment to create an efficient, welcoming experience for new employees.”

Since the Onboarding Team was established, beginning in March 2023, 439 employees have successfully completed the onboarding process.

SRNS retirement plans and financial education initiatives win awards

SRNS recently received the Pensions & Investments (P&I) 2024 Eddy Award and PLANSPONSOR's 2024 Best in Class 401(k) Plans recognition.

For 25 years, the P&I Eddy Award has identified and rewarded best practices in providing investment education to Defined Contribution Plan participants. SRNS, in partnership with Transamerica, placed second for investment education in the Defined Contribution Plan.

"The Defined Contribution Plan is a multi-employer retirement plan qualified by the Internal Revenue Service," said Cary Holbert, SRNS Benefits Manager and Committee Chairman. "We make it our mission to educate employees on this convenient and tax-effective opportunity that builds financial savings – now and in the future."

In 2017, Transamerica began providing record keeping services for the SRNS Defined Contribution Plan. The Savings and Pension Administrative Committee is responsible for oversight of the plan and is composed of eight representatives — five from SRNS, one from Battelle Savannah River Alliance and two from Savannah River Mission Completion.

"In 2023, the Financial Wellness Programs reached over 2,680 employees through financial outreach initiatives," said Holbert. "This was a 100% increase from the previous year. We will continue to focus on employees' long-term retirement health to ensure they are on track with industry standards."

To better educate employees, SRNS launched the "Plant the Seeds to Grow Your Retirement" campaign to enhance retirement planning engagement using Transamerica's OnTrack® retirement forecast tool.



Jennifer Ablan, Pensions & Investments (P&I) Magazine Editor-in-Chief, Chief Content Officer; Cherie Nelson, Transamerica Participant Communications Manager; Christopher Horton, SRNS Retirement Services Manager; Julie Tatge, P&I Magazine Executive Editor

"The campaign achieved notable success," said Christopher Horton, SRNS Retirement Services Manager. "We targeted employees at each stage of their retirement journey, which created significant improvements in employees' retirement outlooks."

SRNS was also a recipient of PLANSPONSOR's Best in Class 401(k) Plans for exceptional best practices in the Defined Contribution Plan. Four plans were selected out of 1,764 applicants.

"In 2023, 92% of employees participated in our 401(k) plan, generating a balance that is 29% above benchmark," said Danielle Harris, SRNS Retirement Services Analyst. "Our team does a fantastic job in utilizing various internal and external channels to support our employees' financial wellness for a brighter future."

Contributing to Edgefield County Youth Astro Camp

SRNS presented the Edgefield County Youth Empowerment Center \$5,000, as part of a sponsorship opportunity to support the center's 2024 Summer STEM/NASA Astro Camp that will take place this June.

The five-week event focuses on reaching into under-represented communities and sparking student interests in learning the unique basics of the NASA earth and space science, technology applications, engineering, rocketry, robotics and computer science programs.

Crystal Edwards, Executive Director of Edgefield County Youth Empowerment Center, said that she is grateful for this donation that will go towards promoting STEM education.

"[The] SRNS sponsorship helps to give young people from rural areas an opportunity to engage in STEM learning opportunities and foster a passion for science, technology, engineering and mathematics," said Edwards. "With this sponsorship, Edgefield County Youth Empowerment Center is able to ignite a spark in young minds,

shaping the innovators and STEM leaders of tomorrow. Thank you for your dedication to STEM education and belief in our mission to provide young people with the invaluable opportunities to learn, grow, and explore."

SRNS continues to support programs that increase STEM educational opportunities across the CSRA.

"The Edgefield County Youth Empowerment's STEM/NASA Astro Camp aligns perfectly with our vision of fostering a passion for STEM education among young minds," said Dennis Carr. "We are grateful for this partnership that is empowering the next generation of STEM leaders."

The center offers a variety of programs to students including: Girls Circle, After School "Matters," Triple P Parenting Program, and L.E.A.D. ME Boys Mentoring Program. To learn more about how SRNS supports local STEM education, go to SRS - Education Outreach Programs at www.srs.gov.



SRS employees called on to ‘Deliver 2032’

Craft workers install a 15x25-foot American flag on the SRPPF south side wall.



Craft personnel prepare to depart F Area at the end of their work day. It is expected that the SRPPF will require approximately 2,000 employees.



Working together to
DELIVER
2032



PROJECT COMPLETION
(CD-4 by 2032)

SUCCESS ACHIEVED TOGETHER



“Today, we live in a world with significant nuclear security challenges both at home and around the world. As a result, NNSA is being asked to do more than at any time since the Manhattan Project.” These were the opening remarks from NNSA Administrator Jill Hruby at the Nuclear Deterrence Summit conference, held in February in Washington, D.C.

SRS has been tasked with delivering a mission identified by NNSA as a national priority: completing construction of the SRPPF by 2032 in order to produce the bulk of the nation’s plutonium pits, a critical component of nuclear weapons, in support of nuclear deterrence.

A campaign to emphasize the importance of this 2032 completion date, also known as Critical Decision (CD)-4, is being rolled out across the Site.

In addition to strengthening the nation’s nuclear security posture, SRPPF will provide employment opportunities, as the Site ramps up efforts for hiring and training the workforce necessary to establish and sustain the SRS pit production mission. Upon reaching steady-state operations, it is expected that the SRPPF will require approximately 2,000 employees.

Installation of “Deliver 2032” signage has begun in F Area and other areas of the Site. In addition, large American flags are being hung on the SRPPF façade to remind employees and visitors of the role the facility will play in keeping the U.S., its allies and partners safe. A series of “Deliver 2032” videos will be released on a frequent basis to keep employees informed of progress and further illustrate how individuals and departments in all areas of the Site will contribute to the mission.

SRNS sponsors 10th annual FireK event



SRNS has been a proud sponsor of the FireK since 2019. FireK provides firefighters and their families with necessary resources to fight and minimize the risks of cancer.

Each year, firefighters gather for the annual FireK with the goal of raising funds to support the financial needs of firefighting families battling cancer. SRNS is a Platinum Sponsor of this event, donating \$2,500 to the cause each year.

FireK works to find no cost cancer screenings that meet the International Association of Fire Chiefs' recommendations, while offering resources to help mitigate or minimize exposure risks and increase survivability after diagnosis.

For the past five years, SRNS has proudly supported this event. Martha Ruthven, SRNS Senior Community Relations Specialist, stated, "SRNS is privileged to be able to contribute to these brave heroes and their families. We are deeply grateful for the opportunity to give back to our community."

"Without sponsors like SRNS, who helped us establish this event, FireK would most likely have never happened," said SRSFD Firefighter and FireK Founder Phillip Weathers. "Firefighters are 9% more likely to get cancer than the general public, and 14% more likely to die from a diagnosis. The heroes of FireK aren't the participants — they are the men and women of the fire service who find themselves fighting a cancer diagnosis with limited resources. We are also extremely grateful for the supporters who refuse to let them fight alone — you are also heroes."

This family-friendly event has opportunities for everyone to enjoy. There will be a fun zone with bouncy houses, a fire safety house, face painting, food and more. Races include USA Track & Field-certified 5k and 10k, a firefighter team run and the one-mile kids fun run.

For more information, visit: www.firekfivek.com.



Environment, Safety, Health and Quality Senior Vice President, Rick Sprague, stopped for a quick photo with the winners of the 2021 FireK race.



Firefighters and their families team up to support the FireK mission.

SRSFD performs water tower rescue

Earlier in March, the SRS Fire Department (SRSFD) responded to a call for help in Bamberg, South Carolina, to rescue a person in distress from a water tower.

According to SRSFD Chief Travis Scott, “None of the fire departments in the area had access to equipment capable of reaching the 100-foot water tower. Through our mutual aid agreement with surrounding communities, SRSFD was able to perform this technical rescue and assist the person down in a ladder truck.”

“SRNS holds the safety of employees and citizens in the surrounding communities as a core value,” said Rick Sprague, SRNS Senior Vice President, Environment, Safety, Health and Quality. “Our long-standing mutual aid agreements provide the resources and manpower necessary to help keep the Site and the community safe.”

SRS has been a part of mutual aid agreements with neighboring fire departments since 1989. Currently, the Site’s fire department has seven mutual aid agreements: Aiken County Emergency Services, the Aiken County Fire Department, Allendale and Barnwell Counties in South Carolina, Richmond and Burke Counties in Georgia, and South Carolina State Mobilization.

The mutual aid agreement between SRS and surrounding counties provides the community with ensured response in the event of an incident. The SRSFD responds to approximately 10 to 15 mutual aid calls each year. Mutual aid is reciprocal for SRS, meaning the SRSFD can also request the help of other local agencies should the Site need additional aid in an emergency.

“We have a highly trained and capable team prepared to assist the local area at a moment’s notice,” continued Scott. “SRSFD takes great pride in knowing our team is trusted to help protect and serve neighboring communities in their times of need.”



SRSFD personnel utilized their ladder truck in Bamberg County water tower rescue.



SRNS Engineering Volunteer Blythe Ferguson, right, uses Ruth Patrick Science Education Center’s “Zoom into Engineering” science kit during the “STEM That Travels” event at Millbrook Elementary.

‘STEM That Travels’

Bringing unique offerings to K-12 students

An ongoing SRNS partnership with the University of South Carolina Aiken (USC Aiken) Ruth Patrick Science Education Center (RPSEC) brings the “STEM That Travels” program to K-12 students in the CSRA.

Formerly known as “Traveling Science,” “STEM That Travels” introduces expert scientists and engineers from SRS to lead lessons in STEM in local classrooms. For four decades, SRNS Education Outreach and RPSEC have partnered to infuse a love for STEM in students’ minds through hands-on demonstrations and initiatives.

“The STEM demonstrations spark students’ interest in the Department of Energy’s mission-critical skills and careers,” said Cindy Hewitt, SRNS Education Outreach Specialist. “We aim to inspire students to follow career paths in STEM that will support a capable workforce in the future.”

SRS volunteers conduct demonstrations and experiments for teachers and students using science kits provided by RPSEC.

Kim Mitchell, SRNS Education Outreach Program Lead, believes the partnership goes beyond the traditional classroom experience and helps students discover their unique interests.

“This partnership enhances teachers’ abilities to provide hands-on math and science lessons with equipment and kits not always available to most schools,” said Mitchell. “Students have the opportunity to truly experience what it would be like to work in that field from real-world engineers or scientists.”

SRS recently donated \$10,000 to the Aiken Partnership Board to support USC Aiken – \$2,500 of which will be used to repurpose and upgrade the science and math kits housed at RPSEC. SRS volunteers can check-out themed kits for STEM demonstrations at various schools.

“Our volunteers constantly utilize RPSEC’s circuit boards, ‘Newton’s Toy Box’ and ‘Zoom Into Engineering’ kits to bring different experiences to local students,” continued Hewitt. “By providing the funding needed to repurpose the science kits, we will be able to impact more students in the future.”

SRNS “Stem That Travels” is an ongoing initiative that reaches eight school districts — six in South Carolina and two in Georgia.

SRNS recognized for successful 2023 United Way campaign

SRNS employees were recently recognized for their 2023 United Way campaign accomplishments at two local events.

United Way of Aiken County



During the United Way of Aiken County annual meeting and awards ceremony held at Newberry Hall in Aiken, South Carolina, SRNS was among the top honorees receiving the Highest Employee Achievement Award for contributing nearly \$400,000 to Aiken's campaign, and the Aiken Cup for the highest overall campaign.

In addition, two SRNS employees were presented with awards for their volunteer efforts during this year's campaign. Nick Weaver, Process Controls and Automation Engineering Senior Technical Advisor, received the Young Philanthropist of the Year award. Lisa Mead, 2023 SRNS Loaned Professional, was recognized for assisting businesses, schools, state agencies and county and city governments with their campaigns.

The celebration concluded with an announcement that a total of \$2,104,230 was raised during the United Way of Aiken County's 2023 campaign. This donation will support 30 partner agencies and 45 critical-needs programs.

United Way of the CSRA



On March 28, local businesses and volunteers gathered at the Augusta Marriott Convention Center for the United Way of the CSRA's 87th Annual Campaign Celebration. As part of the celebration, SRNS was presented with the Silver 2023 Campaign Champion award for raising more than \$200,000.

SRNS employees were also recognized for their service to the community. Lewis Arthur, SRTE Tritium Facilities Laboratories Manager and Morgan Welch, SRTE Discipline Scheduler, both received the Employee Campaign Manager of the Year awards for leading the Site's successful campaign efforts.

"This year, SRNS employees gave back to the surrounding communities by raising \$827,317, surpassing the company's goal of \$800,000," said SRS United Way Campaign Chair Lewis Arthur. "Through our generous donations, we are making a significant impact on the lives of people we live and work with every day." The United Way of the CSRA provides funding and support to programs in Georgia and South Carolina, serving over 250,000 people in communities across 12 counties.



SRNS Engineering Apprenticeship program builds a path for future engineers

The SRNS Apprenticeship Program continues to pave pathways for future workforce opportunities at SRS through engineering apprenticeships offered through the SRNS Apprenticeship Program. Established in 2021, the apprenticeship program provides paid on-the-job training and educational opportunities to enrolled college students seeking a degree in engineering.

During the program, apprentices work under their assigned supervisor, completing job tasks and observing workplace situations aligned with the framework most relevant to their desired engineering discipline.

Participants who successfully complete the program will receive a nationally recognized and portable credential from the U.S. Department of Labor and have an opportunity of being considered as a full-time employee at SRNS.

“The program is equipping future SRNS Engineers with the proper hands-on learning, mentoring and training needed for them to succeed in their career at Savannah River Site,” said Engineering Staffing & Development and Training Program Owner Carla Wheeler. “By gaining job-ready skills and experience, graduates of the program are setting themselves up to be viable candidates for a full-time position at the Site.”

While this program is focused on competencies rather than time, it's designed to cover approximately 2,000 hours or two years of training. Apprentices can graduate from the program in less than the allotted time, as long as they complete their required list of competencies. They must also receive their engineering degree from their accredited college.

Setting it apart from the SRS Apprenticeship School, this apprenticeship modeled program is designed to be independently managed and facilitated by the SRNS Engineering department and requires interested participants to apply for the position when a requisition is posted by Engineering managers.

If eligible for a position, apprentices are allowed to work part time in



Michael Mitchell, Mechanical Systems Engineering Manager, right, gives an overview of the SRNS Engineering Apprenticeship Program to an SRS employee.

their selected engineering position while completing their mandatory college coursework. The program welcomes students from local and distant colleges.

Aaron Karius currently attends the University of South Carolina Aiken (USC Aiken) and is enrolled in the Engineering Apprenticeship program with a focus on software engineering. He will complete his apprenticeship and graduate from USC Aiken this May.

“My time in this program has been invaluable in terms of gaining real-world experiences,” said Karius. “My team lead gave me the support and guidance I needed to further my knowledge and skills as a software engineer. Most importantly, I was able to gain a sense of confidence in completing task that seemed daunting when I first started the program.”

Since the beginning of the Engineering Apprenticeship program, 13 apprentices have successfully completed the program, and seven are expected to graduate this summer.

By providing the proper job training and educational opportunities, the program is fast-tracking apprentices into engineering positions at SRS, helping to fill a critical workforce need.



Augusta Chamber 'Women in Business'

During the Augusta Chamber Women in Business monthly event, a panel of local women working in the Aiken-Augusta area shared their expertise on overcoming challenges in the workplace. Standing as a group are Augusta Metro Chamber of Commerce Executive Vice President Angie Cox; Director of Innovation at the Georgia Cyber Center Lindsey Steinberg; SRNS Talent Acquisitions Manager Angela Martin; Augusta Chamber Women in Business Chair Kimberly Barker; SRNS Principal Information Security Specialist Shanteka Glover and Senior Quality Engineer at John Deere Luneta Louis.

Thinking outside the box

Engineering Academy pilot program provides unique training opportunity

SRNS personnel within the Engineering division at the Site recently initiated an innovative trial program in which Design Authority Engineers (DAEs) supporting the pit production mission accept internal temporary rotational assignments to gain experience in other areas of the Site.

The rotational assignments proof of concept for the program — known as Engineering Academy — was designed to allow DAEs to expand their existing knowledge and skillsets by immersing themselves in areas of the Site outside of their permanent assignments. During the pilot program, the Engineering Academy leveraged the Site's history and experience with nuclear operations to develop unique competencies through rotational assignments within existing facilities to support the future SRPPF.

Because each DAE is required to undergo training before becoming qualified within their specific area of assignment, the program allows for cross-training and sharing of knowledge and resources, serving as a type of internal knowledge transfer program.

"For this pilot, we were able to use our existing facilities to share resources, allowing SRPPF engineers to gain different perspectives while developing the core competencies needed to become fully qualified in other areas of the Site," said Carla Wheeler, Engineering Staffing & Development and Training Program Owner. "This allows our DAEs to obtain new skills that can be leveraged once they return to their permanent assignments within SRPPF and provides more diversity and flexibility all around."

Robert Jessee was the first DAE on-site to take on a rotational assignment as part of the Engineering Academy pilot, working in K Area Complex (KAC) from July 2022 to June 2023. Jessee said he accepted the role to gain more hands-on experience that he can use now that he has returned to his permanent role at SRPPF.

"I learned how DAEs serve as the technical conscience



Tristan Richardson is one of the first Design Authority Engineers to complete the Engineering Academy Pilot Program.

for the organization and how that's the most important role that a DA engineer has," he said. "The most rewarding part of my rotational assignment was gaining broader knowledge about the Site as a whole and getting perspective on our multiple missions and history."

In May 2023, DAE Tristan Richardson began a temporary rotational assignment in KAC as part of the Project Support Engineering Group. "I accepted the assignment because I thought it would be a great opportunity to see and experience another area and project on-site," Richardson said. "It was also a great opportunity to work as a civil DAE and gain skills that can be applied once I return to my original role."

"In both their temporary assignments, Robert and Tristan have developed valuable skills and on-the-job experience," said Paul Palmer, Chief Engineer for K and L Area Facilities. "All of these fundamental DAE skills will help Tristan, Robert and their teams be successful in executing the vital mission scope within their permanent roles."

Richardson urged his fellow DAEs to learn more about the Engineering Academy program. "I would say to seriously consider the opportunity because it allows you to network with engineers from other parts of the Site, learn about other projects and facilities at SRS and grow your skills beyond what you are working on in your role," he said.

Following the successful completion of the pilot program, the first SRPPF Cohort, an 18-month program consisting of five SRPPF DAEs, launched in March 2024. Wheeler said she hopes the program will be expanded to other organizations and groups on-site to help with attrition within the Engineering division. "We want to keep our people on-site and find ways to share resources across projects and areas to help engineers develop engineering judgment," she said. "This really is a win-win situation for everyone."



"The most rewarding part of my rotational assignment was gaining broader knowledge about the Site as a whole and getting perspective on our multiple missions and history."

Robert Jessee,
Design Authority Engineer





Carla Wheeler

AT SRNS: Engineering Staffing and Development Manager for SRNS, Engineering Training Program Owner for SRS

IN THE COMMUNITY: WIN, AMP, LIFT and SRNS Learning and Development Council

THE PEOPLE OF SRNS

Carla Wheeler is the Engineering Staffing and Development Manager for SRNS and Engineering Training Program Owner for SRS. She earned a Bachelor of Science degree in Mechanical Engineering from the University of South Carolina.

In her current role, she is responsible for the Engineering Leadership Development Program (ELDP), a multi-week program designed to help newly hired engineers acclimate into their new positions at SRNS.

When asked what she enjoys most about her job, Wheeler said, "After hiring and mentoring several employees throughout my career, I discovered I had a passion for helping fellow engineers achieve their career goals. Through the ELDP and training, the Engineering Staffing and Development team has assisted many engineers on-site with navigating their career path, which is critical to retaining a talented workforce. I am grateful to be a part of this mission and for the relationships I have developed along the way."

Wheeler is invested in the community and is active in multiple professional organizations across the Site including: Women in Nuclear (WIN), Aspiring Mid-Career Professionals (AMP), Leaders Investing For Tomorrow (LIFT) and the SRNS Learning and Development Council. She also volunteers at Midland Valley Church and participates in STEM events across the local community.

She resides in Aiken, South Carolina, with her husband and daughter. Outside of work, she enjoys snorkeling, gardening, volunteering in the community and spending time with her family and friends.

Mentorship Programs improves professional development and retention

The SRNS Talent Management team continues to enhance companywide mentoring efforts for professional development and employee retention.

"Nearly 60% of SRNS employees possess less than five years of on-site experience," said Nate Diakun, Talent Management Specialist. "Mentoring opportunities help to improve our organization and retain talent by creating professional relationships between compatible pairs."

According to Diakun, the 2023 SRNS Employee Engagement Survey found that many employees are looking to better align personal motivations with company missions. The Mentoring Circle Program, 1:1 Mentorship Program and Speed Mentoring events are three initiatives that are addressing the unique development needs of SRNS employees.

Hosted monthly by SRNS Talent Management, the Mentoring Circle Program matches groups of 14 employees with similar professional development interests. During the nine-month cycle, participants interact with SRNS executive and senior leaders, tour different areas of the Site, and hold career planning discussions.

"Mentoring circles provide a structured means for employees to gather, learn, grow and enhance professional relationships," said Diakun.

Established in 2022, the SRNS 1:1 Mentorship Program is a key initiative to improve knowledge transfer, add diverse leaders to the workforce and preserve critical SRS missions. Mentor-mentee pairs are developed through an application process and meet once a month for six months.

"SRNS has successfully graduated 180 employees from the 1:1 Mentorship Program," said Sean Alford, Executive Vice President and Chief of Administration. "We commend those that choose to enroll and further their capacity professionally as we continue to connect pairs outside of their own organizational spheres."

Beginning in 2024, SRNS will welcome speed mentoring events as the third mentorship opportunity available to employees. Modeled after speed dating, participants will have two to three minutes to engage with leadership on a variety of topics, using prepared questions and answers.

"Talent Management is excited to implement this new opportunity for employees," continued Diakun. "Speed mentoring events will facilitate accelerated learning from many respected leaders and help participants gain exposure to new advice."

FEATURE FRIDAY

The following employees were highlighted as part of the SRNS Feature Friday series on social media.



SCAN ME
to connect with
our social media



Lindsey Minnick
Process Controls and
Automation Engineer



Tracy Greene
Design Authority
Engineer



Shannon Shuford
Associate IT Technical
and Business Analyst



Jazmine Harvey
Software Engineer

SRNS

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



Savannah River
NUCLEAR SOLUTIONSSM