

Get to know Y-12's new president and general manager

BWXTymes staff recently sat down with George Dials to talk about his new job as Y-12's president and general manager.

The interview started with a tough question of interest to most Y-12 employees: Will you be a Big Orange fan? Laughing, Dials said, "As long as UT isn't playing Army! My senior year at West Point, Army had a near-perfect record with two losses: One was to Notre Dame, the other UT."

Thoughts about Y-12

Dials was complimentary of the site and people. "The people are great. I've had a lot of fun going into the areas and seeing the operations. I'm delighted to be here, and I look forward to contributing to the team," he said.

After hearing recent comments by Linton F. Brooks, administrator of the National Nuclear Security Administration,

about Y-12 being an important component in a modernized Nuclear Weapons Complex, Dials said he was glad he had joined the Y-12 team.

"His talk confirmed the wisdom of my decision to come here," he said.

Dials recognized Y-12 has to accomplish a multitude of missions with a constrained budget. "I'm convinced we have a long-term future; that's why I'm here."

When asked what he thought Y-12's biggest asset is, Dials quickly responded, "The people. No question. The modernization occurring at Y-12 is exciting, but without the people, there wouldn't be much here."

After attending a ceremony for employees with 30+ years of company service, Dials commented on the employees' commitment and loyalty. "They've contributed a lifetime of serving our national interests."

Thoughts about change

"To improve, you must change," Dials said. "Over time, we—collectively and individually—have to change to get better." He said that change must bring with it definable improvement. "We have to strengthen our future and renew the work force as we go along and train the next generation of workers. I'm pleased with the mix of people I see at Y-12."

Time with family

Dials and his wife, Pam, are still looking for their East Tennessee home, but they are excited about settling in and

Four things to know about George Dials

1. "Collectively and individually, safety is important every day. At the end of the day, return home in the same, if not better, condition than when you reported to work."
2. "I like and value people. Y-12's people are its most important resource, and I have a reputation for being a good leader of people."
3. "I have high expectations and standards professionally, ethically and morally. I know Y-12 will exceed my expectations."
4. "I've got a lot to learn. I want to meet and talk to each of you."

participating in local activities like fly fishing and golfing.

"My wife and I are fishing enthusiasts. We love fly fishing, and I've been told about the good fishing areas here." Dials said that Mrs. Dials is an excellent golfer while he just likes to play.

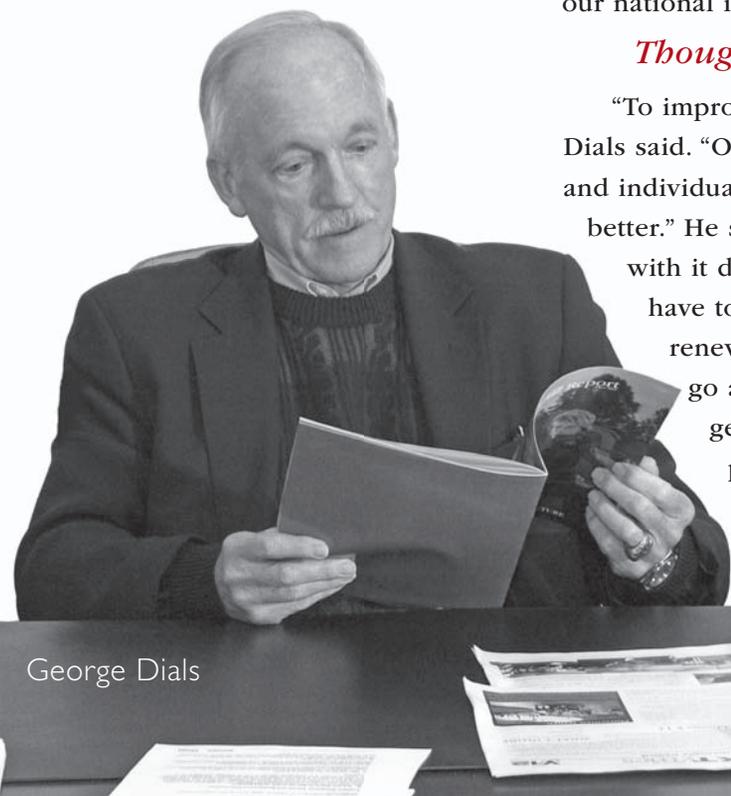
They have a son and a daughter, both of whom live with their families in New Mexico. They also have two granddaughters and two step-grandsons. The couple looks forward to introducing their family to East Tennessee.

"We're excited about being here. I'm having a lot of fun," he said.

Dials said his new position "is a huge job, but with my background and experience, I'm up to it!"

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George Dials

Managers brainstorm on improvements

What happens when a group of managers get together to discuss change? Brainstorm and come up with more than 100 ideas of potential improvements to Y-12. At least that's what happened at the December Senior Management Retreat in Gatlinburg when managers from Y-12, the Y-12 Site Office and National Nuclear Security Administration headquarters met.

Michelle Culp, manager of Productivity and Process Improvement, said the meeting was a good forum to discuss changes that would help the site operate

more productively. "We're really having to dig in to find opportunities to close the gaps in our budgets and resources," she said.

The result of the brainstorming was a prioritized list of actions with 8 of the 100 actions declared immediate "go do's" with a target to complete in one week.

Back at Y-12, those assigned actions quickly rediscovered that changes don't come easily—even for senior managers. For some actions, such as those dealing with the Human Reliability Program,

changes required approval from YSO and NNSA headquarters. Y-12 managers are persisting, and positive results from these efforts are expected soon.

One initiative—reducing delivery of nonessential mail—has been completed and is realizing benefits. Mail carriers can be reassigned to areas of particular need, such as handling classified mail.

Eleven other actions were identified to be completed in the following one to six months. The remaining opportunities for improvement will be evaluated by the Y-12 Productivity Council.

Letter to the editor

Below is a letter of thanks from Met and Charlotte Fomich, parents of Katrina Fomich of Engineering. Several Y-12 employees recently visited the Fomichs in Slidell, La., and helped repair their home that was severely damaged by Hurricane Katrina.

Our house in Slidell was among many damaged by flooding during the hurricane [season]. After six months, progress on repairs consisted of a gutted shell of bare walls and concrete floors. Getting repair workers is difficult because of the great demand for them. So, we were surprised and grateful for the offer by Y-12 employee Mike Henley, his wife Kathy, and co-workers John Thompson, Tom Cady and our daughter Katrina Fomich to install sheetrock throughout our house.

The crew arrived on Feb. 24 at 5 p.m. after a long highway trip of approximately 10 hours. Upon arrival, they jumped out of their vehicles, grabbed their tools and immediately began working for several hours that night. They returned on Saturday morning, worked throughout the day moving furniture and boxes, installing insulation, hanging sheetrock and doing some electrical repairs. Work continued on Sunday, Monday and Tuesday. Their energy and determination were boundless. The only people complaining of sore muscles were the homeowners.

We don't know when this work would have been accomplished without the help of these volunteers. We want to say "thank you" to Mike, Kathy, John, Tom and Katrina for their help. Mike and his crew were real morale boosters. It was heartwarming to experience their generosity. We consider ourselves fortunate to have them as new friends.



The Fomich family (from left to right, Katrina holding Gato, Met, Charlotte and Michael) appreciate the support given them.

From left to right are photos of the team in action: Mike Henley of Manufacturing, Kathy Henley, Mike's wife, and John Thompson of Facilities, Infrastructure and Services.



School goal reached

The Oak Ridge Public Schools Education Foundation has reached its goal of \$8 million to support the renovation of Oak Ridge High School.

Pat Postma, chair of the fund drive, announced that the Education Foundation has met its goal.

“We set out to raise \$8 million for the high school and \$4 million for the ongoing endowment fund, and I can’t tell you how thrilled I am that we have achieved our first goal for building the school,” said Postma, retired dean for executive education at the University of Tennessee College of Business.

“... a special thanks goes to BWXT Y-12, which increased its pledge last week by \$100,000 to get us within \$12,000 of our goal ...” Postma said.
—Condensed from *The Oak Ridger*, March 13, 2006



Ala Montgomery and Doug Mullins (far right) give Emmette Thompson of Mission of Hope the truckloads of soup and crackers Y-12 employees donated.

YES answers call to help others

The Y-12 Employees’ Society collected canned soups and boxed crackers for the Mission of Hope, a Knoxville-based organization that began in 1996 to provide assistance, aid, resources and hope to those who live in the poverty-stricken areas in rural Appalachia.

YES collected two pickup truckloads of soups and crackers—plus \$500 in monetary donations—and gave them to Mission of Hope executive director Emmette Thompson late last month.

Doug Mullins, who frequently works with the Mission of Hope, said, “The Mission of Hope will share these donations with 41 small pantries it serves in southeast Kentucky and northeast Tennessee. The organization is very thankful for what they received from Y-12.”

—Condensed from *The Oak Ridger*, March 6, 2006

Y-12 scientist magically appeared in Pigeon Forge ✨

Ed Ripley, a Y-12 nuclear metallurgist and resident magician, helped host more than 350 magicians March 2–4 in Pigeon Forge during the Winter Carnival of Magic Convention. ✨

“This year, both shows were different and included internationally known performers and award-winning acts,” said Ripley. “Johnny Thompson, who performed [at] the Saturday night show, is a regular cast member on the A&E show *Criss Angel Mindfreak*.”



Nuclear chief shares vision

Linton F. Brooks, administrator of the National Nuclear Security Administration, visited the East Tennessee Economic Council to share his vision for the future of the nuclear weapons stockpile.

Brooks [said] the end of the Cold War didn’t end the importance of nuclear weapons—but the size and composition of our stockpile can and should change.

Brooks said Y-12 will continue to be a key player in the development of the Reliable Replacement Warhead. Reliable Replacement Warheads are more easily manufactured at fewer facilities with “safer and more environmentally benign” materials and have been redesigned for reliability, security and easy maintenance.

“Transforming the nuclear weapons complex to be more responsive will allow us to continue this trend while preserving our ability in an uncertain world. We will continue to rely on the dedication and expertise of the men and women of Oak Ridge and on the support of the surrounding communities.” —Condensed from *The Oak Ridger*, March 6, 2006

The message is clear: Y-12 soldiers are proud to serve

Casey Benzel, Technical Computing

What was your most recent assignment?

I attended a 5-month-long field artillery officer basic course. In September, I supported a command and control cell for the Tennessee National Guard units in Grand Isle, La.

What is the most rewarding part of being a soldier?

The lifelong friends that you make.

Where have you been stationed?

From 1991 until 1993, I was stationed with XVIII Airborne Corps Artillery, Fort Bragg, N.C. Since 1993, I've been with 1-181 FA, Tennessee Army National Guard.

What is your rank/position with the 1/181 FA?

I'm a second lieutenant platoon leader for a multiple launch rocket system platoon, B Battery 1-181, in Chattanooga.

What was the hardest part of your recent experience?

Attending officer candidate school was the most mentally and physically challenging experience I have ever encountered.



Casey Benzel

Terry Long, Radiological Control

How did serving in Iraq affect your patriotism?

I was proud to be able to serve my country and the duty I was trained to perform.

Do you think America is making progress in Iraq?

Yes, the majority of the people are happy to see us. I believe in time they will begin to realize more the worth of the gift of freedom.

How do Iraqi citizens feel about America?

The majority of the people are happy to see us, especially the children.

What do you appreciate most about living in America?

The ability to enjoy the freedoms of act and voice and limb provided in this country is often underappreciated. The risks daily to keep us safe should be much more.

What did you miss most?

My family and friends, and Mom's home cooking.

What was the first thing you wanted to do (greet your family) when you returned home?

Eat pizza! We ordered one as soon as we settled in. When ordering pizzas, it took almost three hours to arrive.

What was the most rewarding thing of being a soldier?

The most rewarding part was meeting and working with other soldiers who were fine soldiers and now are great friends.

Where were you stationed? For how long?

I was stationed in Mississippi for training for 6 months.

What was the hardest part of your recent military experience?

The loss and injury of friends and fellow soldiers.

This month, we highlight returning soldiers Carla Decker, a lieutenant colonel with the Regimental Support Squadron/278th Regimental Combat Team, and Terry Long, a sergeant also with the 278th. Both share thoughts on returning home. We also highlight Casey Benzel with the B Battery 1-181, who has completed officer training.

If you're a Y-12 soldier and would like to share your story, please contact Amy Bush (b7a) or Heidi Spurling (bs7).

Terry Long hands out medical supplies to Iraqis during his deployment.



Long is one of many soldiers who guards Iraq.



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Terry Long

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months, then in Iraq for 12 months.
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s during our deployment.

Carla Decker, Technical Computing

How did serving in Iraq affect your patriotism?

Serving in Iraq has strengthened my sense of patriotism. You see a lot of things that make you really appreciate the freedoms we enjoy daily as Americans and often take for granted.

From a soldier's standpoint, what are your feelings about America pulling out of the war now given Iraq's current status?

From my perspective, I see America pulling out of Iraq in both an appropriate timeframe and manner. Our mission was to help the Iraqi people to rebuild their country, government and lives. We accomplish that daily by training the Iraqi Army and helping local communities rebuild their infrastructure and re-establish their leadership through education, assistance, and supporting their ability to vote on who their next leaders at all levels will be. As these goals are accomplished, fewer troops will be required.

Do you think that America is making progress in Iraq?

Yes, I do feel we are making progress. I often ask in return if they think we're making progress, and the answer I often receive is "I don't know; all we hear are the bad news stories." I feel that the American people are not getting a balanced picture of the progress the U.S. is making in Iraq.

Of the Iraqi citizens you've met while in Iraq, how do they feel about America and our presence in their country?

Most Iraqis view the American presence in Iraq with mixed emotions. The Iraqis and Americans are working hard to ensure a stable government and nation are created in which the Iraqi people can thrive and grow.

What do you appreciate most about living in America?

Simply put: freedom.



Carla Decker



Long and his unit frequently guarded Iraqi roads.



New federal chief named at Y-12

Ted Sherry [is] the new federal manager at the Y-12 National Security Complex, a spokesman confirmed. Sherry, 42, deputy manager at the National Nuclear Security Administration's Oak Ridge office for the past four years, will succeed Bill Brumley, who [retired March 3].

Linton Brooks, administrator of the NNSA, announced Sherry's selection in a message to employees.

"I am looking forward to working with Ted in this important position," Brooks said in the message distributed to federal and contractor employees.

Sherry came to Oak Ridge from the government's operations in Albuquerque, N.M., where he headed the nuclear explosive safety program.

Before joining the NNSA, Sherry worked at Department of Energy headquarters in Washington. He also served in the U.S. Navy as a nuclear submarine officer and certified nuclear engineer.

He holds degrees in electrical engineering from West Virginia University and business administration from the University of Maryland.

—Condensed from *The Knoxville News-Sentinel*, March 1, 2006



Ted Sherry

Restore your body and mind

The warm sun and bright flowers that come with spring often bring a sense of renewal for people's bodies and minds. We all want to be the best we can be, but we sometimes don't take the time to help ourselves. Below are some suggestions to rejuvenate yourself, keep things moving and even shed a few pounds.

- Walk to meetings. Not only will you be helping the environment by not burning gasoline, but you'll be helping yourself mentally and physically.
- Take the stairs instead of the elevator if possible.
- Join a gym or use the Y-12 Fitness Center in Building 9710-3.
- Take a walk during lunch to clear your mind.
- Eat a healthy lunch. It's the best way to limit the calories and fat you eat during the day.
- Stall snacking. If you get hungry for a snack, do something else and see if your desire to eat goes away.
- Do some gentle exercises like neck rolls, shoulder shrugs, etc., to help your muscles feel better and destress you.
- Move around and get your energy flowing to avoid the slumps that are caused by sitting still for too long.

Row, row, row your boat

Get out your cardboard and duct tape for the Second Annual Dogwood Arts Festival Cardboard Regatta that will be Sunday, April 23, at Melton Hill Lake. You can join the fun by helping the BWXT Y-12 team or by entering your own seaworthy vessel. Acclaimed cardboard engineer Preston Cloud will serve as captain of the Y-12 craft. Contact Cloud (pcq; 241-6054) if you'd like to participate in this fun event.

Y-12 Employees' Society

Say **YES** to **yes.**

Have you taken advantage of the YES discounts?

The Y-12 Employees' Society offers sports, trips and discounts. One of the recent discounted events was the YES night with the Knoxville Ice Bears on Feb. 18, when the Ice Bears took on the Fayetteville Fire Antz.

If you take advantage of these discounts, you may be a winner like Zack Spickard, age 8, son of Randy Spickard, National Security Programs.

Zack played the "Chuck-a-puck" game and left a winner. When asked what he thought about the game, Zack said, "Oh, I thought it was really cool. During half-time, they lay out these targets and you try to get the puck in the middle. I went down to the bottom floor, and they gave me two pucks. I was way off with the first one, but the second puck went right on the target, and I won a gift certificate for a new pair of shoes!"

Zack said he enjoyed watching the game because he plays hockey and some of his coaches play on the Ice Bears team.

Visit the YES website (<http://www.y12.doe.gov/community/yes/>) for information on upcoming events and a listing of discounts available to you as a YES member.

Utilities projects are alive and well

“I would call it a minor miracle,” said Mike Davenport of Engineering referring to the fact that three line-item projects—potable water system upgrades, compressed air upgrades and steam plant life extension—are still alive. “Because of competing government funding priorities,” he said, “I would not have been surprised to lose funding for at least one of these projects.”

The projects are indeed moving forward within budget and on schedule. The PWSU project has received approval to begin Title I design, the CAU project is in construction and the SPLE project is in Title II design. What’s kept them afloat is that engineers have found creative ways of saving costs and time.

For example, avoiding replacing more underground piping than necessary in the potable water system was a significant money saver. Rebecca Spiva, project engineer, said that another effect on cost was locating the water tanks near the center of the plant. The tanks will be elevated by support legs to ensure the required water pressure.

For the CAU project, to save costs a current building is being converted for reuse. Equipment was requisitioned during design to save time and avoid problems with fit during construction. To avoid draining main water lines to the compressor, engineers will plug parts of the system using nitrogen freezing.

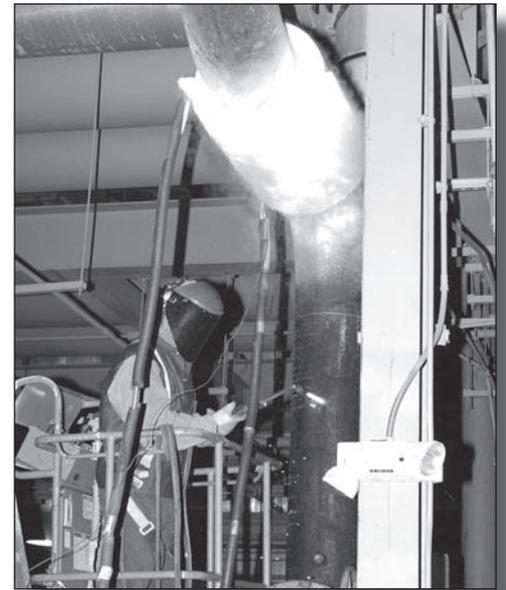
As for the SPLE project, engineers are speeding up design approval and interfacing better with the architect-engineering

firm. Fred Felte, the project engineer, said, “An important element of the project is collecting and reviewing information from designers at multiple locations. We realized we had to rely more heavily on electronic file transfer.” To that end, Engineering worked

with Records Management, Procurement and

the A-E to develop a system that allows quick review, filing, storage and retrieval of vendor data.

Perhaps these projects are examples of tenacity. They are certainly examples of engineering creativity and problem-solving. Davenport said, “I’m excited about how far these projects have come. We’re solving problems, demonstrating excellent stewardship of the funding we have and making improvements that will help other projects.”



A worker cuts the brine piping with the nitrogen freezing blanket in place.

Productivity council focuses on continuous improvement

Change is a word you hear frequently around Y-12 these days, and one party responsible for change is the newly formed Y-12 Productivity Council.

The council is a designated group that focuses on productivity improvements in the areas that will generate the “most bang for the buck.” Members represent every division, and Michelle Culp, manager of Productivity and Process Improvement, is the chair of the council. “Our immediate charge is to evaluate potential initiatives in light of the site’s commitments, budget and resources,” she said.

The council and Y-12 senior managers are in lock step. “Y-12 has some significant goals for completing work this fiscal year,” said Steve Liedle, deputy general manager. “Designating the Productivity Council is one of the steps our managers have taken to ensure they stay closely engaged in productivity initiatives to enable us to meet those goals.”

The council meets biweekly, prepares a list of top 10 initiatives for discussion at the general manager’s meeting and

keeps division directors informed of its activities. In evaluating new projects, council members review a business case, consider program impact, filter out “no-go’s” and then rank the project on priority. The crucial question: “Is this what we need to bridge the gaps in commitments, budget and resources?” Suggestions not selected go into the pipeline for future consideration.

Robbie Cordani, Manufacturing’s representative, said his organization is reviewing and implementing seven of the top 10 initiatives. “One project we’re working on is to conduct security surveillances more efficiently so we maximize use of technology and minimize staff time,” he said.

Culp encourages anyone with a bright idea for cost savings to bring it to the council’s attention through his or her division’s representative. “The council is a way to bring high visibility to a suggestion where the program impact is significant and where the appropriate level of effort can be applied.”

Employees are ‘eyes and ears’ of PSS

On your way to your office, you notice an abnormal odor. Is it nothing? Perhaps. Should you call the Plant Shift Superintendent? Absolutely.

Tim Morris, PSS manager, wants “to help the plant keep small problems small.”

Lorry Ruth, Emergency Services manager, knows employees are hesitant to call. “There’s a perception that contacting someone outside your work group simply opens your department to scrutiny.”

Both Ruth and Morris assert that finger-pointing is not the PSS’s goal. In fact, the PSS has no evaluation function. Morris says, “We want to be a reciprocal resource ... and provide a resource to you while you serve as a resource to us.”

The need for that reciprocity is obvious. The PSS on duty monitors a

constant influx of information, including more than 1,500 alarms, metrological and weather conditions and national news. Staying on top of that information doesn’t leave much time to walk around the site. For that reason, the employee population is the “eyes and ears” for the PSS. “If something doesn’t look, smell or feel right, call the PSS. [Y-12 employees] are our early warning system,” Ruth said.

Y-12 has eight qualified and certified PSSs. However, don’t let the group’s small size fool you; they have more than 180 years of Y-12 experience among them with more than 225 years of nuclear experience, including Nuclear Navy and nuclear power experience.

The group’s Y-12 experience runs the gamut—operations, security, quality assurance, maintenance and utilities.

Each PSS is supported by a control center assistant.

Not only are those personnel serving as PSS experienced—10 years of experience is required for entry—they are well trained. Once selected, each PSS must complete six months of training and must requalify every two years and participate in an evaluated Emergency Management drill or exercise yearly.

Contacting the PSS is good business practice, but in some cases, it’s a requirement. You must notify the PSS (574-7172) when you are working off shift or see, hear, etc., any abnormal condition.

For 14 hours a day and on weekends, the PSS is the general manager’s representative on site. There’s no doubt that the torch is passed to capable hands.

Visitor center relocates

The Y-12 Visitor Center, including Personnel Security services, Y-12 Badge Office, Clearance Processing and Citizenship Operations, moved to 701 Scarboro Rd. Offices are located on the second floor. Hours are from 6 a.m. to 4:30 p.m. Monday through Thursday.

BWXTymes

Volume 6, No. 3

March 2006

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