

What you want to know

More than 30 randomly selected employees were asked, "If you could ask President and General Manager Darrel Kohlhorst one question, what would you ask him?" Eleven employees responded to the request; six questions and answers are shared here. The remaining questions and answers will be published in the January issue of *The Y-12 Times*.

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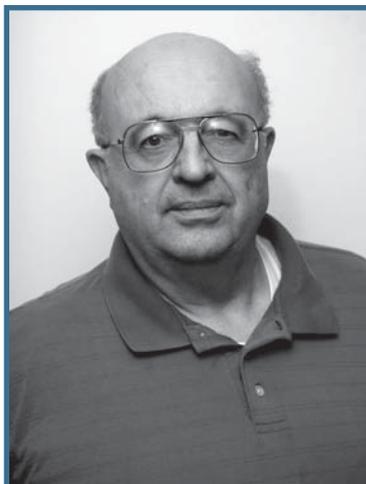
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Santa's elves at work



Q: How optimistic are you concerning continued funding for the UPF [Uranium Processing Facility], given the upcoming change in administrations? —Tom Lewis, Benefits Accountant

A: The UPF need and design are constantly challenged by review teams. We continue to successfully make the case that UPF is both required for the future of nuclear weapons and nuclear material processing and that the design is substantiated based on need. The National Nuclear Security Administration agrees with this and is working hard with Congress to make sure funding is secured. We recognize with declining budgets, this will continue to be a tough sell.



Q: What advice would you give an employee looking for a new job assignment at Y-12? —Cheryl Cecala, Applied Technologies

A: First, don't hesitate to talk to your supervisor about a career change. Sometimes, there may be opportunities within your division that the supervisor may know about. Watch the job posting area on YSource. Opportunities at Y-12 for all job openings below the president's staff level are posted. I think a diverse work experience makes an employee more effective and efficient. I encourage employees to seek out new opportunities in their careers.



Q: Who is responsible for maintaining the retirement fund at 100 percent? Would it be DOE or the contractor? —Faye Thompson, Quality Assurance

A: The contractor. The contractor is responsible for managing the retirement fund. If the assets fall below a certain percentage of the liabilities, then a contribution would be required. That contribution would come out of our operating budget, thus reducing the dollars available for the site. Prior to this year, the retirement fund has been in good shape; no contribution has been required. With the stock market declines in recent months, we'll have to revisit whether a contribution will be necessary in the future.

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MORE QUESTIONS



Q: What do you see as the overall future of Y-12 and how do you see it being impacted by the current economic problems? —Eugene Harmon, Transformation and Projects

A: The future of Y-12 continues to be strong. The need for the nuclear deterrent continues to be one of our nation's strategic defenses. We continue to process nuclear materials for other customers (Naval Reactors, research and test reactors, both foreign and domestic commercial and nuclear power plants).

Also recognized is the need to clean up Y-12's excess facilities. Recently, the U.S. Department of Energy received Critical Decision 1 approval for the Integrated Facilities Disposition Program. The approval will allow for preliminary design of the cleanup program. The program is integrated with Oak Ridge National Laboratory (ORNL) as they, too, have sites at Y-12 and ORNL that need to be cleaned up.

This program is anticipated to be funded at several hundred million dollars a year, which will add to Y-12's opportunities. Although the U.S. Department of Energy's acquisition strategy (how they contract to do this work) hasn't been determined yet, the knowledge of Y-12 workers will be required to transition these excess facilities to be decontaminated and decommissioned.



Q: With a new administration in the White House what can you do, as president of B&W Y-12, to ensure that our plant receives the funding and overall support to maintain leadership and success in our mission? —Amy McAtee, Analytical Chemistry

A: The National Nuclear Security Administration (NNSA) and the Y-12 Site Office are working hard with congressional representatives to ensure Y-12 is appropriately funded. Our congressional representatives are very interested in the impacts of funding—or lack of funding—on our employees. As the new administration transitions into power, NNSA will be required to go back to Washington, D.C., to make the case for Y-12. We do expect there to be some changes, but we also know the new administration understands the need for a strong nuclear deterrent.



Q: Where do you see the future of the apprenticeship program going? How do you think it will affect the company as a whole (maybe include some advantages and disadvantages of the program)? —Jessica Buffalo, Trades

A: The apprenticeship program is important as we forecast Y-12's future and see the loss of skills and knowledge that come from retirements. We must make sure that we have captured this knowledge with individuals starting their careers at Y-12.

One advantage of the program is the opportunity for a journeyman to pass on years of experience at Y-12, and sharing that knowledge provides Y-12 with the best opportunity to continue safe operations at a reasonable cost to the government.

A disadvantage is that we have to find a way to fund this program. Bringing in a new cadre of apprentices each fall puts pressure on our operating budget; we need to make sure we can fund the new salaries. The recent \$50,000 grant we received from the state of Tennessee did offset the cost for a portion of the apprentices' training this year.

MORE ANSWERS

Living and giving unites Y-12

The 2008 United Way campaign was a great success for Y-12. The kickoff began with Robin Wilhoit of WBIR as the speaker, and the enthusiasm continued from there—silent auctions and bake sales at several locations, book fairs, weeks of caring, even vice presidents as waiters all contributed to the success of the campaign.

Beth Green, this year's United Way coordinator, said, "I personally believe United Way is the best way to help the most people. The United Way agencies provide many services to our communities not available through any other avenues."

This year's campaign increased Leadership Givers by 18 percent, increased corporate giving by \$5,000 and had an overall increase in employee participation by 4.8 percent.

In addition to the money raised from special events, Y-12 collected 2,387 pounds of nonperishable food and delivered it to Second Harvest Foodbank. Employees donated more than 500 coats, pairs of gloves, socks and caps for the Volunteer Ministry Center during the United Way Coats for the Cold drive. Additional items were collected for Florence Crittenton Agency and Aid to Distressed Families of Appalachian Counties.

Green said, "The Y-12 family never ceases to surprise and amaze me."

Special event results

- Silent auctions: \$7,388
- Book fairs (April, August and November 2008): \$3,691.60
- Bake sales: \$1,920.06
- Kickoff (drinks and t-shirts): \$410.54
- Coin wars: \$1,156.29
- Second Harvest donations: \$2,791.22
- Vice president lunch tips: \$266.02

Past knowledge preserved for future

As part of Y-12's Knowledge Preservation Program, Finis (Pat) Patton, Gordon Fee and Bill Wilcox were recently interviewed. Their combined recollections and process knowledge bring alive the decades during which these three men helped build Y-12.

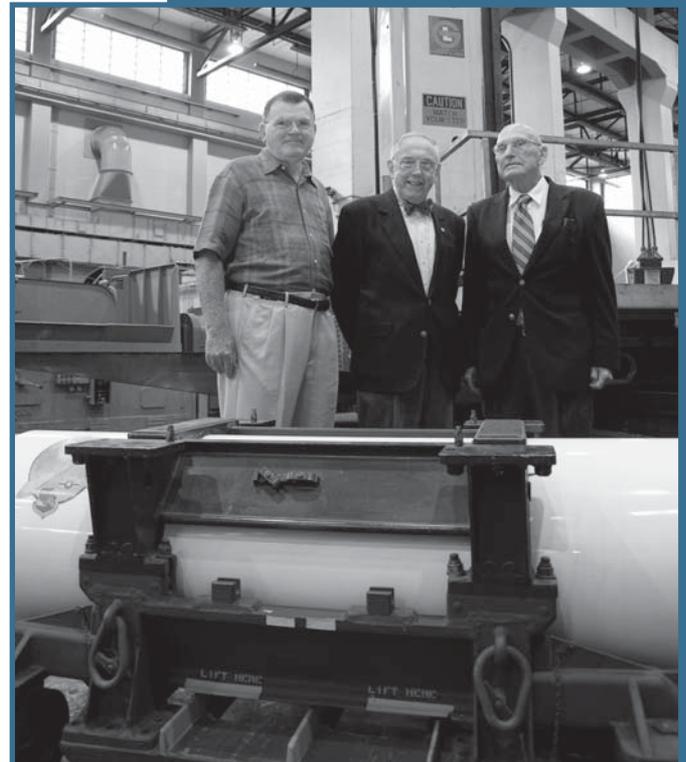
Patton described developing a process Y-12 used during the Cold War. His knowledge of the particular materials, structures and chemicals was essential to researching and building the chemical separation technology that enabled Y-12's principal role in defending the U.S. at a critical time in history.

Fee, who was a Y-12 plant manager for nine years, encountered three monumental challenges simultaneously—environmental issues, Cold War production demands and the White House security crisis. Fee's approach was "just get it done," and he knew the people to do it. For Fee, there was "never a question of not delivering" the requested item or plan, regardless of how sudden the summons.

Wilcox served many decades at Oak Ridge plants as a chemist. Tennessee Eastman recruited him in 1943 for the Manhattan Project. At Y-12, Wilcox researched and conducted the series of chemical experiments central to calutron technology.

Paul Wasilko of Environment, Safety and Health moderated the session, with John Gertsen (Engineering), Ray Smith (Public Affairs and Communications) and Bob Presley (Engineering) conducting the interviews.

Patton concluded, "People will forget what you did; they will never forget how you did it." These distinguished, dedicated men remain an example today.



From left to right, Gordon Fee, Bill Wilcox and Pat Patton. Historian Ray Smith said, "These men lived through the most tremendous upheavals and challenges in Y-12 history and kept the plant on track."

Why you enjoy the holiday celebrations



“The Y-12 Employees’ Society sponsored two great holiday celebrations for employees. I want to thank the organization for helping celebrate our accomplishments and fostering fellowship around the holidays.”

—President and General Manager Darrel Kohlhorst

“We enjoy bringing our children to celebrate the Christmas season with friends and co-workers. Just being able to come out and enjoy the Christmas atmosphere and to work for a company that let’s their employees celebrate Christmas is more than some people get to experience.”

—Stacey Richesin, Benefits Service Center

“With two young children, we are always looking for entertainment for the kids. It’s nice to have a safe place, which you can feel comfortable taking your family for a holiday celebration.”

—Steve Shults, Engineering

“Attending the Y-12 holiday celebration has been a tradition in my family. The first one I attended was nearly 50 years ago. It is a nice time to show off my grandchildren, meet my co-workers’ families and reflect on another year of things to be thankful for.”

—Mona Royster, Facilities, Infrastructure and Services

“Lucas [who won the Battleship game] smiled, grabbed it from me and said, ‘It’s GREAT! Thank you.’ Our family would love to thank the people who organized and helped with the Y-12 Christmas party. We had a good time and had lots of fun.”

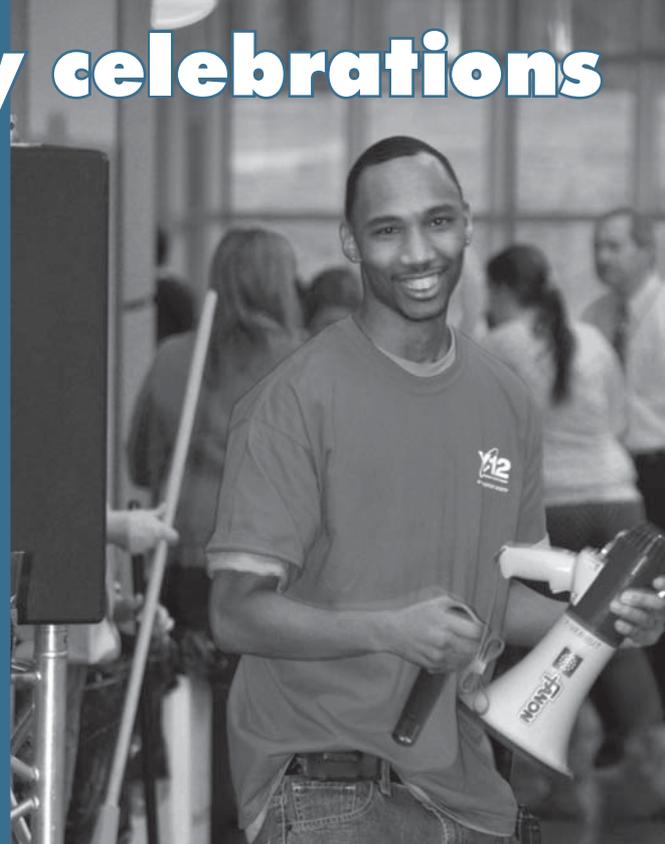
—Kevin Heaton, Radiological Control

“The holiday celebration has become an annual highlight for me and several of my grandchildren. They really love seeing where ‘Mamaw’ works, meeting the friends I tell them about and being a part of the Christmas hustle and bustle that the party provides!”

—Ginny Miles, Benefits Management

“I am so glad the children’s party was on a Saturday instead of a weekday. Someone needs a huge attaboy for that!”

—Krissy Knight, Environment, Safety and Health



Donation to the history hall

Bill Sergeant, who served as a Manhattan Project World War II soldier, a Korean War veteran and the Atomic Energy Commission security director, recently donated two flags and a unique photograph to the Y-12 History Exhibit Hall.

Sergeant donated both an Atomic Energy Commission flag and an Energy Research and Development Administration flag. These unique items are proudly displayed to the right of the entrance of the exhibit hall, along with the photograph showing Sergeant leading the parade March 19, 1949, when the gates to Oak Ridge were first opened to the public.

Butch Clements, vice president for Safeguards, Security, and Emergency Services, awarded Sergeant a plaque of thanks for his service to our nation.

Sergeant's daughter, Barbara Hood of Procurement, said her father was overwhelmed by the gratitude shown to him for his donation.

Ray Smith, Y-12 historian, said, "We are proud to accept these historic artifacts for the Y-12 History Exhibit Hall, but even more proudly, we applaud people such as Bill Sergeant. He is a true servant leader."

If you have historic artifacts you would like to see displayed in the Y-12 History Exhibit Hall, contact Jennifer Dixon (jen; 576-5715) or Ray Smith (srd; 576-7781).



Bill Sergeant (left) presents Y-12 historian Ray Smith with an Atomic Energy Commission flag.

Y-12 celebrates SCSU accreditation

Y-12 managers helped celebrate the accreditation of South Carolina State University's (SCSU's) Nuclear Engineering Program at a special ceremony in Orangeburg, S. C., in October. Y-12 has played a critical role in helping the school upgrade its hard science programs through the U.S. Department of Energy's Mentor-Protégé Program.

In receiving an award of appreciation for Y-12's support, John Gertsen, vice president of Engineering, said, "... we look forward to the positive impact of future nuclear engineering graduates on companies throughout the country."

Gertsen emphasized this is the first time in 30 years a nuclear engineering degree program at any U.S. college has been accredited by the Accrediting Board for Engineering and Technology. "Considering the current high demand for young nuclear engineers, Y-12 and the nation will benefit from the pool of nuclear engineers that SCSU will graduate," he said.

Edwena Crowe, manager of Document and Property Management; Gloria Mencer, manager of the Mentor-Protégé Program; Chris Robinson, manager of Safety Analysis Engineering; and Weldon Hammond of the Socioeconomic Programs Office also attended the celebration.

The observance was a milestone in the partnership that began in late 2004. The following year, Ken Lewis (then in Y-12's Engineering) began a full-time assignment at SCSU to bring in resources and strengthen educational opportunities at the Historically Black and Colleges and Universities school. Lewis is currently dean of the College of Science, Mathematics and Engineering Technology.

The Mentor-Protégé Program agreement with SCSU was recently extended.

“

We are very proud to be a part of SCSU's great achievement.”

John Gertsen, vice president, Engineering

Ways to avoid the BLUES

Shopping, parties, out-of-town guests. It all adds up to holiday fun, but for many, it can also mean holiday blues.

Glenn Bridges of Engineering admits to feeling a little stress during the holidays when he thinks about all that needs to be done. The stress fades, though, when he thinks about his children and grandchildren. “You don’t have to look very far to see the joy in their faces. Remember, they like you for who you are, not what you have. Christmas is about what you give—love and friendship.”

To combat holiday stresses, Patrick McCoy of Public Affairs and Communications dives into the holiday festivities. “Putting up several hundred lights outside and making a real effort to get a nice tree are ways to participate in the holidays. Decorating and throwing a party help me avoid feeling the sense of isolation that creeps in when I think about loved ones who have moved on.”

Information Technology’s Gayla Bailey offers this advice: “Make use of available resources. By resources I mean friends, family, exercise, reading material from reliable medical associations, and most especially, do not be afraid of making an appointment with a mental health care professional. Start with Dr. Reynolds and his staff here at B&W Y-12, or visit another doctor or trained professional of your choice.”

Rob Richmond of Engineering said, “It seems to me that when you feel everything is becoming too much to deal with, it’s time to stop, sit down, take a few deep breaths, exhale slowly and take some time for yourself.”

Employees seem to agree that shifting their focus to the joys of family and friends are great ways to lighten the holiday blues.

Fighting the blues?

If so, schedule an appointment with Russ Reynolds or Linda Shissler (576-9956).

In memoriam

Rodney Lucas, a chemical Operator in Production, passed away Nov. 20. He had been an employee of Y-12 for 32 years.

Dan Lawson, also of Production, remembered, “Rodney was a dedicated and hard worker. He always seemed to have a smile on his face. He always did what was asked of him in the workplace and never refused to do a job no matter how difficult it was. He was fondly thought of by his fellow co-workers.”

Trim your waste

Between Thanksgiving and New Year’s Day, Americans’ excessiveness hits an annual high, especially where waste is concerned. We throw out 25 percent more garbage than we do the rest of the year. That’s a million extra tons of garbage per week.

So this year, consider some of the tidbits below, provided by *The ULS Report* (ULS means use less stuff), to trim your waste.

- If every family saved and reused just two feet of ribbon per year, enough ribbon would be saved to tie a bow around the entire planet. When unwrapping gifts, poke two holes in a paper plate and feed the ribbons through so they are easy to find and reuse later.
- The more than two billion holiday cards sold in the U.S. each year could fill a football field 10 stories high. Try using recycled paper products and send e-cards when possible. For cards you do receive, recycle them by using them as gift tags.
- If every American throws away just one tablespoon of mashed potatoes, it adds 16 million pounds of waste to landfills. If that’s unimaginable in your family, think of it this way: One discarded spoonful of cranberry sauce amounts to over 14 million pounds. Make only as much as you need and eat moderately.
- Reduce the number of bags thrown out by carrying your own, whether you’re shopping for gifts or groceries.

For more holiday pollution prevention tips, visit <http://www-internal.y12.doe.gov/pp2/p2-holiday.html>.

Horsing Around

To a certain group of Y-12 employees, owning a horse provides unexpected benefits.

Marcus Phillips of Facilities, Infrastructure and Services (FI&S) and his wife own Split Pond Stables in Philadelphia, Tenn. His relationship with horses makes him appreciate his job. Phillips said, "Working at Y-12 affords me the opportunity to enjoy what I like to do outside of here."

Betty Robinette (FI&S) agreed. She owns 11 horses, and they make her very committed to Y-12: "I need my job to feed them."

Jim Bunker (FI&S) has five horses. He has learned "they are a pleasure to watch running through the field and to be around, but you need to always respect them."

Floyd (Safeguards, Security, and Emergency Services) and Fran Bowers (Programs and Quality) own boarding and training stables. They are the only Tennessee members of the American Vaulting Association and are licensed to teach Equestrian Vaulting. Fran's association with horses helps her read body language and think from another perspective. "I have more patience with people whom I work with and I'm better at explaining and teaching."

Pam Wright (Business Services) and husband Jim each have a horse. Wright said, "Having the bond I have with my horse helps me relax, lowers my blood pressure and rejuvenates me. It's like going to the gym for some people—I may be tired when I walk in, but by the time I leave the barn I have more energy than when I arrived."

The benefit works both ways—when they got Jim's horse, Midnight Spirit, he was so underweight that they weren't sure he would survive. Wright reported, "In four months, he's gained almost 200 pounds and is ... well, healthy as a horse."



Pam Wright relaxes with Midnight Spirit, her husband Jim's gelding, who they rescued and returned to health.

SERVICE



ANNIVERSARIES

December

41 years

Engineering: Clark E. Hamilton

Facilities, Infrastructure and Services: Wallace R. Johnson

40 years

Engineering: Robert R. Bigelow

Facilities, Infrastructure and Services: Benny L. Doyle

Quality Assurance: Thomas T. Adams

35 years

Emergency Services: John P. Fry

Engineering: Sam E. Hamblen

Facilities, Infrastructure and Services: Donald G. Muldrew

30 years

Budgets: Carol C. Langley

Engineering: Michael L. Elmore

Facilities, Infrastructure and Services: Dennis L. Watkins

Information Technology: Teri S. Ball and Paul S. Smith

Production: Debra A. Avery, Jerry W. Keck and Judith K. Skeens

Quality Assurance: Peter L. Petrowski

Safety: James D. Cunningham

25 years

Engineering: Ronald T. Barnett and Young Y. Chan

Facilities, Infrastructure and Services: William H. James

Human Resources: Mary M. Wilson

Quality Assurance: Denise L. Huffine and Carl E. Lowry

Utilities Management: Gregory I. Griffin

20 years

Facilities, Infrastructure and Services: Michael L. Guinn

Industrial Hygiene: Cynthia B. Justice

Safeguards, Security, and Emergency Services: Andrew J. Jackson

In memoriam

Sunny Day of Environment, Safety and Health passed away Nov. 19. He was a safety engineer and had been an employee of Y-12 for 18 years.

Safety's Raylene Edwards said, "Our beloved co-worker was truly a 'sunny day.' He always had a smile on his face, and his boisterous personality was infectious." *Knoxville News Sentinel* columnist Sam Venable said Sunny "was a lifelong cut-up with a smile welded to his lips."

You've Rung in the New Year, Now Wring Out the Post-Holiday Stress

Jan. 13
9212 Conference Room 1
11 a.m.

Jan. 20
Jack Case Center
E2.C11, noon

Contacts:
Drs. Russ Reynolds
and
Linda Shissler
576-9956



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Oak Ridge, TN 37831-8245

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Being an elf is rewarding

The holidays tend to be a very busy—and expensive—time for most people. So why do Y-12 employees respond so generously to the Y-12 Employees' Society Angel Tree?

Sissy Durden (bottom elf), who serves as the coordinator for Construction, admitted, "I watched the different angel trees over the years and always just let it slide, because at Christmas we tend to make sure our own families are well gifted until we are totally out of funds.

"Last year was the first time I participated, and when I saw the magnitude of children needing specific clothes in the different counties, I was overwhelmed."

Durden helped again this year and has recruited co-workers to help as well. "When it was over, I remember thanking God for touching the hearts of so many Y-12 employees who gave so much of their money and time to reach out to the little angels."

Becky Williams (top elf) of Public Affairs and Communications helped shop for the angel tree for the first time last year. "I was overwhelmed by the generous outpouring of gifts and money from Y-12 people for the children. Pushing the buggies through the checkout lines made me feel excited, like an elf helping Santa pack his sleigh. There's a whole world of children out there dreaming of getting something nice for Christmas. It felt good helping make dreams a reality for a few."

Human Resources' Sheila Garrett has been working with Y-12's Angel Tree for three years but has been an angel sponsor for the past 17 years. When she remembers the angel tree, she said, "I think of this often. One particular angel only asked for socks and shoes. How sad that a child should have to worry about and ask for the basic necessities."

This year's Angel Tree Program helped more than 750 angels from five surrounding counties.