

# the Y-12 times

A newsletter for employees and friends  
of the Y-12 National Security Complex

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## A look ahead



President and General Manager Darrel Kohlhorst expects "a tough few years ahead," and in anticipation of future budget cuts, Y-12 management recently implemented steps to reduce costs.

## Focus remains on safety, security and efficiency

The *Y-12 Times* editors Amy Alley and Heidi Spurling recently sat down with B&W Y-12 President and General Manager Darrel Kohlhorst to review the past year and look ahead to 2012. Here are the highlights.

### 2011 contributions

"I want to thank Y-12 employees for the tremendous efforts they made this year in exceeding expectations [see November 2011, *The Y-12 Times*]. We had a significantly better year in safety performance [see table, pg. 2]. In fact, I accepted a National Safety Council award on behalf of the employees at the last President's ES&H Forum."

### Budget outlook

"We have great support from the administration — the president's office on down — and the Department of Defense. Congress is in a very difficult place of figuring out how to attack our nation's budget issues. The 2012 budget is uncertain at this point, so the best thing we can do is position ourselves to have the best possible options when a clearer picture emerges.

"We've frozen hiring and are reducing or, in many cases, eliminating overtime. Supplies are ordered on an as-needed basis. Travel is being restricted. These actions will allow us to more easily make adjustments once the nation's FY 2012 budget is approved. The sooner the FY 2012 budget is passed, the more clarity we will have on Y-12's situation, but it's important now that everyone do their part to ensure we're spending money wisely."

### Post Retirement Program (PREP)

"PREP is a new tool that helps both employees and managers. It helps us reduce our costs while retaining our valuable experienced employees. The program allows retiring

exempt and nonexempt employees 65 and older to transition into retirement while working one day per week and sharing their expertise with newer colleagues.

“We’ve got a good pilot group signed up to participate — 26 employees are taking advantage of this program. That’s about 18 percent of those eligible. I’m excited to see how those employees like it. This program will help us maintain skills and talents that Y-12 needs.”

### Potential layoffs?

“We are not planning any reductions in force at this time. We are doing everything we can to handle potential budget shortfalls with other reductions — travel, overtime, hiring. I can say we are not planning a voluntary separation package.

“When layoffs happen, you have to eliminate jobs and then reduce the resources. We will work extremely hard to reduce costs before layoffs are considered. A reduction in force is absolutely our last choice.

“The 2013 budget will go to Congress in February. We expect budget cuts to continue, so we’ve got a tough few years ahead, but we’ll work together as a team to minimize impacts to our operations and employees.”

### Eyes on task

“In times of change or challenge, it’s easy to get distracted. I want employees to keep safety and security in the forefront. Look for efficiencies in your work and send suggestions to your managers.

“We have a great mission. Y-12 makes a difference in the lives of others around the world. As we close 2011, remember how many depend on us to make the world safer. Y-12ers should really be proud of the work they do, and the great year we had in 2011. Let’s keep our focus on continuing that track record in 2012.”

### Fiscal 2011 safety statistics

- 11** fewer first aids
- 8** fewer recordable injuries
- 211** fewer days of restricted work
- 370** fewer days away from work

Safety performance in fiscal 2011 was better than 2010.

## Readying the site for a new generation

Paul Hight, who has worked at Y-12 for 36 years, has been named executive director of Governance and Business Services Transformation, a new position aimed at eliminating unneeded work requirements so resources can be focused on core missions.

“When I first heard the term ‘governance transformation,’ it didn’t mean very much,” Hight said. “But the more I learned about it, the more I wanted to be a part of this. It’s important for all of us at Y-12 and across the Nuclear Security Enterprise.”

Hight’s enthusiasm for this effort goes beyond wanting to find ways to reduce costs and work more efficiently. With a son graduating soon from the University of Tennessee with an engineering degree, he feels the weight of responsibility for the next generation. “We are building a sound future for our children, not a legacy problem for them to deal with. We are creating something they can build on.”

In his new position, Hight has primary responsibility for executing Y-12’s Governance Transformation Implementation Plan. The ultimate goal is to improve performance, efficiencies and accountability to free staff to work on mission-critical activities. “By removing requirements and aspects of implementing procedures that add no value, we create more efficient ways to accomplish our missions,” Hight said.

“There are also phenomenal opportunities in the technology world, especially in information technology,” Hight said. “For example, by moving to electronic procedures we could quickly ensure the correct procedure is being used, all reference material is

immediately available, the user’s training is current and the tools being used are within calibration. This also would eliminate some of the most fundamental human errors.

“Governance transformation will drive Y-12 toward a more modern work environment and create a stronger, more efficient Y-12 for future generations,” Hight said.



Paul Hight (with family pet Allie) wants his son Brad’s generation to inherit a stronger, more efficient Y-12.

# Life Fair



While visiting Y-12, radio talk show host Hallerin Hilton Hill (in suit) gets a little bit of aerobic training when participating in the Pedometer Dance of the In It To Win It game.



Bill Bass, world-renowned forensic anthropologist, shares a reason for not smoking. Bass recalls teaching an anatomy lab where the lungs used came from coal miners. While the lungs weren't damaged by the same toxins, he said the damage to the lungs was similar.



Crystal Sharp (left) of Facilities, Infrastructure and Services tries the Stack It Up portion of the In It To Win It game while LiveWise athletic trainer Kayla Kroeschen times the results.

## Speakers, entertainment highlight new event

More than 2,100 employees attended the Life Fair Oct. 26 at the New Hope Center and learned about health-care benefits, received a flu shot, heard a speaker or saw co-workers burn some calories when playing the In It To Win It game.

Communications Services Mary Bryant appreciated the benefits vendors being on-site. "It's great to have representatives here who can answer any questions I have."

Bill Bass, world-renowned forensic anthropologist and founder of the University of Tennessee's Forensic Anthropology Center (the Body Farm), kicked off the event. "It's difficult for me to talk about longevity doing what I do. I think it's because the people I deal with are dead," Bass joked.

After Bass, radio talk show host Hallerin Hilton Hill took the stage to share how he tackles his diabetes. "I needed to commit – just mentally – take that step," Hill said of changing his eating and exercise habits. "I love feeling good now. I love how I feel after a good workout."

Hill later emceed the In It To Win It game when 18 teams of Y-12 employees burned calories while having fun. Some of the games included Pedometer Dance, Drop the "O" and Stack It Up.

Ginger Davis of Information and Records enjoyed the fair. "It was kind of a stress reliever and was fun, a learning experience and entertaining. My favorite moment was watching the different strategies the teams used in trying to accomplish the objectives of the games."

### In It To Win It Winners' Circle

**First place:** West End Girls (Peggy Campbell, Gail James, Tiffany Malone, Amanda Dunlap, Damita Mason, Tegwyn Berry and Elizabeth Bourne)

**Second place:** Team Safety (Raylene Edwards, Gina Fitzmaurice, Jennifer Emch, Dale Stewart, Dave Neubauer, Doug Perry and Teresa Petty)

**T-shirt contest:** Medical Misfits (John Fisher, Alieshia Monday, Susan Logan, Nancy Oliver, Christie Barbee, Sherry Hatmaker and Krissy Knight)

#### Door Prize Winners

**\$600 gift card to Wilderness Resorts:**

Tegwyn Berry

**Apple iPad:** Celia Townsend

**Wii and Wii Fit:** Brian Tackett

**Various books donated by The Mayo Clinic:**

E. M. Hobbs, Tracey Miller, Darlene McGuire and Steven B. Jones

# Live Wise

in 2012

New resolutions are being made as 2011 comes to a close. Many involve losing weight, getting in shape or generally living a healthier lifestyle. Some may even involve making sure work time is balanced with creative and stress-relieving activities once employees pass the blue line.

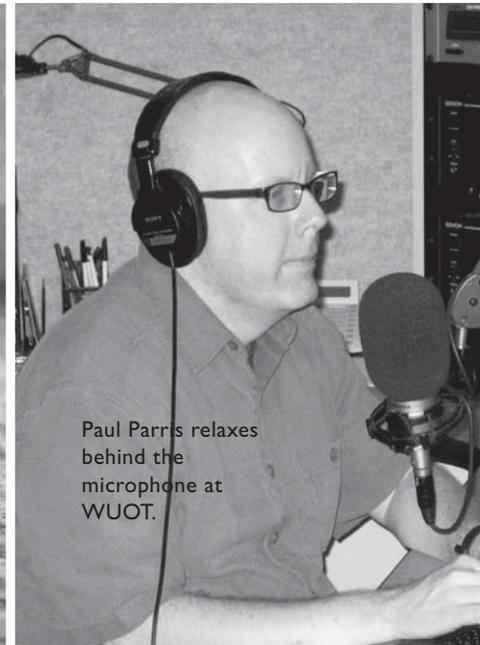
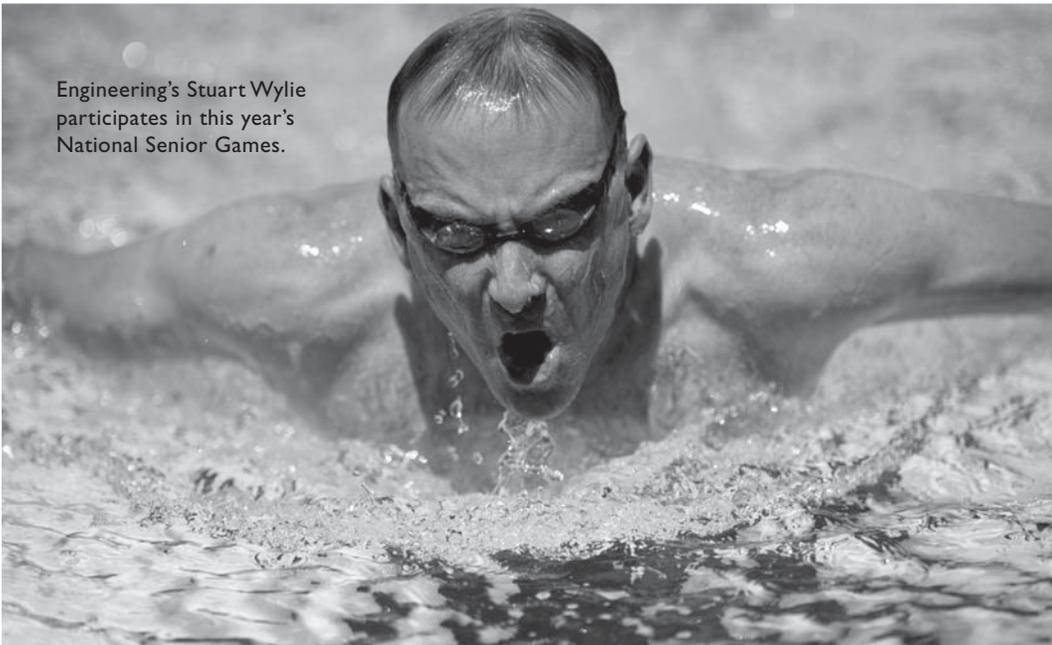
Some Y-12ers aren't sitting back and waiting for Jan. 1 to kick start their resolutions. Members of the on-site Weight Watchers sessions from the Jack Case and New Hope centers have lost a combined total of nearly 2,000 pounds this year.

In addition to improving physical health, LiveWise urges Y-12 employees to find an activity to help keep their work-life balance.

These Y-12ers have found their creative outlets. What will yours be in 2012?



Engineering's Stuart Wylie participates in this year's National Senior Games.



Paul Parris relaxes behind the microphone at WUOT.

Y-12's LiveWise program encourages everyone — no matter your age or fitness level — to step up and do something to improve your health and well-being.

As Stuart Wylie of Engineering neared 50, he started to notice his age for the first time — an ache here, a problem there. "I was at the early stages of seeing my health impact the way I live," Wylie said. "I didn't want it to become something more serious."

Wylie started swimming at the YMCA. For him, exercise for the sake of exercise or for some vague notion of health is "too intangible," however. He started setting goals for himself and began weight lifting at Y-12's LIFE centers, just to reach his swimming goals.

Eventually, though, Wylie's routine fell victim to the curse of many workouts: boredom. Rather than use this as an excuse to stop exercising, Wylie looked into competitive swimming and started participating in the U.S. Masters Swimming Program on the University of Tennessee campus and, ultimately, in the National Senior Games.

To compete at this year's competition in Houston with nearly 15,000 other AARP-eligible athletes, Wylie first had to qualify at the district and state levels. "Once I qualified for nationals, my goal was not to be last in any events," Wylie joked. He achieved that goal in all four of his freestyle swimming events.

He noticed that his workouts increased his daily energy. "I get more done at work and at home. I'm more alert and in a better frame of mind," he said, "I have more desire to do things rather than go home, flop down on the couch and watch TV."

Many Y-12ers head to a LiveWise Center to a quiet room and speaking to listeners through soothing time each week. "Sometimes lightning has been fascinating by the radio since I was a kid. You obviously find enjoyment in it."

Information Technology's Parris has been a DJ roommate who had been interning for the station. "I've done odd jobs to get through college, but this was actually found interesting," Parris said.

He began by hosting an all-night rock show. "I've done jazz music, has been hosting a jazz segment since I've been here. The people over the air is what I call a fun hobby," he said.

"Here at work, I deal with a lot of people that are stressed. I'm alone in a room with a microphone and a boom. It's very relaxing," he explained.

LiveWise's Kayla Kroeschen said, "We all have hobbies. It's good to find a hobby you can use as a stress reliever."



We all know exercise is an important part of a healthy lifestyle. The LiveWise staff encourages Y-12ers to be active whether at work or at home. Jenny Jefferis, a LiveWise athletic trainer, said, "We've made it more convenient to work out when you're on-site, but if you prefer an off-site location, check out the Y-12 Employees' Society website for discounts to local fitness facilities."

Tom Dice of Business Services and Performance Assurance has maintained a healthy workout regimen for 35 years. As the Zumba fitness phenomenon took off, he was eager to sign up and give it a try.

"I took my first class at the Rush Fitness Complex and within six months, I became an instructor. It's simply a lot of fun and in a 50-minute class, some participants can burn more than 800 calories," Dice said.

He leads approximately 30 sessions each month, balancing multiple Rush locations and the YMCA with both Zumba and Yoga classes. He's also participated in several benefit functions in support of Susan G. Komen for the Cure and the YMCA.

"The key is to have a good time," Dice explained. "The exercise is centered around predominately Latin-inspired music, which really gets you moving. Some people can be self-conscious or shy, though, so I tell my participants to simply keep moving, keep smiling. You don't have to know the steps; you just have to keep moving to shed calories."

A full list of vendor discounts, including the YMCA, can be found on the YES website.

According to Tom Dice, Zumba encourages everyone to "ditch the workout, join the party."



Charlotte Brown displays the small-scale town she created. She used weathered, discarded barn wood and her imagination to construct "Charlotte Town."

clear their minds, but planning a show in a radio microphone is Paul Parris' most just strikes you," said Parris of his calling. "I've When you stick with something for so long,

DJ at WUOT in Knoxville since 1982, when his on recommended him to management. "I'd was the first job I had doing something that I

from 11 p.m. to 7 a.m. but, with a love of e the late 1980s. "To share my interests with e said.

roughout the day. When I go to the station, nch of buttons. It's just me and the air. It's

re to balance work with our daily lives. It's ducer."

LiveWise encourages employees to find a focus outside of Y-12 to create a work-life balance and enhance their lives.

Charlotte Brown's creation called "Charlotte Town" includes a small-scale general store, church, grist mill, two barns and multiple cabins. The buildings vary in size but are generally less than three feet tall. "I did very little measuring; I just built them from the plans in my head. I couldn't wait to get home each day and get in my workshop," she said.

When Brown managed to tear herself away from her tools, she scoured antique shops for miniature accessories including rocking chairs, rugs, oil lamps, trees and stoves. She even added ivy, moss and aged hay to make the buildings look entirely realistic both inside and out.

"I've kept this a secret for three years," Brown said. "I'd spend my nights and weekends in my workshop cutting each shingle, window, chimney and stair so it fit perfectly." In September she was the featured artist at the Home Design and Remodeling Show in Knoxville.

Brown urges others to find their happiness in life and pursue it. "I get lost in it," she said. "I just want to build. For me, the buildings can take a person back to a time when things were simple. I get so much pleasure from creating them."

## *The treasure hidden in the bookcase*

When Cathy Waitinas was cleaning out a bookcase at home a few months ago, she came across a stack of her mother's papers. She carefully unfolded one of the fragile pages to find a poem (at right) written by her mother, Bernice Russell, in December 1946.

What struck Waitinas the most, aside from the uncertainty conveyed in the poem, was the building number penciled at the bottom of the paper: 9204-2 — the same building where Waitinas now works as a procedure coordinator.

"Wow! I was blown away," Waitinas said. She now had another piece of the puzzle to help her reconstruct her mother's job during World War II. Russell, like most Y-12 workers at the time, knew she was helping the war effort, but she didn't know how. Her job, it turns out, was to monitor and adjust the controls of one of the calutrons used to separate uranium for the first atomic bomb used in warfare.

After the war ended, it was "mission accomplished" for Y-12. There was no longer a need for most of the workers. Russell wrote "Twas the Day after Christmas" in December 1946 when layoffs at Y-12 were imminent.

"The only work going on at Y-12 was in Building 9731, and only a handful of workers were needed to separate stable isotopes," said Ray Smith, Y-12's historian. "The mood of despair was felt by these workers who saw the writing on the wall . . . their jobs, good jobs at that, were soon to be gone."

Of the more than 22,000 Y-12 workers in August 1945, fewer than 3,000 remained by April 1947. Russell was among those without a job.

During that despondent Christmas of 1946 when Russell wrote the poem, could she ever have imagined that Y-12 would have an enduring national mission almost 70 years later? Would she ever have dreamed that her own daughter would work at Y-12 for 32 years and counting?



## *Twas the Day after Christmas*

*Twas the day after Christmas  
When all through Y-12  
Many rumors were stirring  
No one himself.*

*Everyone was concerned  
with a memo from "Dock"  
which notified all  
of being lost sheep in his flock.*

*We have visions of a bonus  
and vacations with pay  
and in my estimation  
now..that's all hay.*

*Already I've heard  
nearly everyone say  
"I have no place to go  
and no place to stay."*

*We worked in Y-12  
and help win the war  
We sold our furniture  
and then sold our car.*

*Our deferments prevented us  
from being soldiers or a job  
and now my dear children  
we haven't a job.*

*Wrote Dec. 28, 1946  
Beta-9204-2 Y-12*

# Around Y-12 ...



## DECEMBER

### 44 years

Engineering: Clark E. Hamilton  
Plant Services: Wallace R. Johnson

### 43 years

Analytical Chemistry: Thomas T. Adams  
Engineering: Robert R. Bigelow  
Resource Management: Benny L. Doyle

### 40 years

Maintenance Execution: Clifton D. Guider

### 35 years

Analytical Chemistry: Pamela W. Gardner  
Communications Services: Linda L. Cantrell  
Development: David K. Mee and  
Larry M. Woodard

Document and Property Management:

Barbara J. Ratledge

Engineering: Ernest L. Lamb and

Ronald D. Wall

Quality Programs: Walter K. Hyatt

Radiological Control: Douglas A. Estes

Resource Management: Theodore A. Adkins II,  
John K. Dugger and Carlon G. Fitzhugh

### 30 years

Development: Sam W. Brown

Production: Edward E. Chatman Sr.

Quality Assurance: James D. Carnes

Resource Management: Yulonda G. Wilson

Stockpile Programs: Thomas L. Hudson Jr.

### 25 years

Development: Larry R. Mooney

Engineering: Michael L. Gambrell

Physical Security: Rhonda G. Goley

Projects: David E. Lind

Resource Management: Wallace N. Dulling Jr.

### 20 years

Accounts Payable, Travel, and Treasury:

Linda S. Lambert

Communications Services: H. Brett Pate

General Accounting: Donna M. Ethridge

Engineering: Deborah J. Davidson and

Cynthia A. Gunn

Ethics and Internal Audit: Janet P. Mincey

Information Technology: Frank P. Hammit

Maintenance Support: Jerry D. Moore

Material Management: Dwayne A. White

Nuclear Materials Control and Account:

Wanda L. Somers

Production: George S. Thurmer

Resource Management: Phillip T. Houser and

Jeffrey S. Smith

- **Mark your calendars for the 2011 Y-12 Employees' Society holiday parties.** The employee party is Dec. 15 from 4 to 6:30 p.m. in the Jack Case Center cafeteria. Y-12 employees will be eligible for prizes, including \$100 gas cards and three iPads. As in previous years, names will be randomly drawn. The children's party is Dec. 17 at the New Hope Center, 2 to 6 p.m. If you would like to volunteer at the children's party, contact Amanda McKinney (576-6924; a3e).
- **Y-12 received 14 National Safety Council awards for achievements in 2010, as well as the 2011 Occupational Excellence award, which was received for the eighth straight year.** Y-12's total lost workday case incident rate was less than 50 percent of the Bureau of Labor Statistics for like industries. Other groups recognized included Business Services and Performance Assurance, Program Planning, Environmental Management, Depleted Uranium Production, Uranium Processing Facility, Potable Water Systems Upgrade Project, three American Recovery and Reinvestment Act-funded projects, Facility Management and Programs, PrYde Program, Construction and Production Facilities.
- **Jim Donnelly from the Y-12 Site Office and Jan Jackson of Y-12 Environmental Management were recognized for their contributions to the National Nuclear Security Administration's Defense Programs as Employees of the Quarter.** Donnelly, YSO environmental compliance engineer, was recognized for his outstanding oversight of activities required to comply with the DOE Site Treatment Plan for the Oak Ridge Reservation. Jackson, manager of Sustainability and Stewardship, was recognized for outstanding performance on the Just In Case project (see pg. 8), the last remaining outside tooling storage area at Y-12.
- **For the fourth consecutive year, inspectors with the Tennessee Department of Environment and Conservation, Division of Solid Waste Management, completed their inspection without identifying any noncompliance findings.** "This accomplishment would not be possible without the diligent efforts of waste generators, environmental officers, and Waste Management and Environmental Compliance personnel," said Brad Skaggs, Solid Waste Compliance manager.
- **Y-12 welcomed about 300 environment, safety and health professionals to the Energy Facility Contractors Group ES&H working group meeting in mid-October.** The general session Oct. 19 featured Patricia Worthington, director, Office of Health and Safety, U.S. Department of Energy, and Commissioner William C. Ostendorff with the U.S. Nuclear Regulatory Commission. Worthington, a strong supporter of the Voluntary Protection Program, shared insights about the importance of having a safety culture.
- **B&W Y-12 received awards from the Tennessee Chamber of Commerce and Industry at the 29th Annual Tennessee Chamber Environmental Conference Oct. 7 at Montgomery Bell State Park.** B&W Y-12 received the 2011 Hazardous Waste Management Award and the 2011 Water Quality Award. B&W Y-12 also received two achievement certificates in the air quality and solid waste management categories.
- **B&W Y-12 was recognized Oct. 26 as a Gold-level award recipient of the American Heart Association's Fit-Friendly Companies program.** "We've focused in the past year or so on improving wellness opportunities for our work force through our LiveWise program. It's great to be recognized by the American Heart Association," Deputy General Manager and Senior Vice President Bill Klemm said.

## In memoriam

**D**ianne D. Hamblen of Budgets passed away Oct. 22. She had 33 years of company service.

"Dianne became a good friend the longer we worked together," said Robbie Landis, who worked with Hamblen in support of the Plant Directed Research, Development and Demonstration Program. "She always had the answers I needed or knew exactly where to find them, and I leaned on her a lot."

"She just had a way of interacting with people that put you at ease and didn't judge, and that left you open to learn from her and be affected by her passion and intellect," said co-worker Sherri Childress.

Vicky Marrow, another co-worker, said, "I will always remember Dianne as a kind, compassionate person with a ton of energy!"

The Coalition of Oak Ridge Retired Employees held its annual membership meeting Oct. 17, with more than 250 retirees, several elected officials and media members in attendance. Steve Cates, Jim Hackworth and Dwight Morrow were elected to the board. More details can be found on the CORRE website ([www.corre.info](http://www.corre.info)).

## Y-12 weather info 241-1212

**Y-12 external website**  
<http://www.y12.doe.gov>

**Y-12 Twitter account**  
<http://twitter.com/y12nsc>

**Y-12 Facebook website**  
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# A man with a plan

As a Y-12 construction superintendent, Carlos Mynatt had a plan for everything. Besides required documentation, Mynatt wrote pages of plans to guide him through daily decision-making activities.

His planning method worked well. In September, Construction finished removing 2.1 million pounds of waste from the Just-In-Case storage yard on schedule and with zero injuries. Mynatt, who retired from Y-12 upon completing the project, credits Construction's success to a good plan and a great team.

"We had a plan, and we worked the plan," Mynatt said of the work plan he and Construction Manager Rick Whitson developed.

Planning began in August 2010 and actual waste removal began in January 2011. Whitson said, "Carlos was a very effective leader during the project's execution, keeping everyone involved appropriately informed of costs, schedule, subcontract services, etc."

Construction loaded and removed all waste items, except four weighing more than 40,000 pounds that were subcontracted to a crane service. The project progressed as expected even though the work was located in the protected area, where delays commonly occur because of security measures. Construction's experience working the 58 Yard cleanup project contributed to the project's smooth progression. Additionally, all crew members had security clearances, eliminating the need for escorts.

Mynatt's prior experience included working at nuclear plants throughout the eastern U.S., as well as automotive plants. What stood out about Y-12? Mynatt said, "Y-12 has a higher safety culture than any other place I've worked."

After years of construction planning, Mynatt's retirement plan is much simpler: spend time with family and go fishing.



Cleared to go: Construction Superintendent Carlos Mynatt retired from Y-12 after completing the Just-in-Case Yard cleanup project.