Beryllium study under way in Denver

Current and former Y-12 employees may have received a letter from the National Jewish Medical and Research Center in Denver, Colo., asking for participation in a medical research study to look at the relationship between genetic factors and development of beryllium sensitization and chronic beryllium disease.

The Y-12 study will focus on genetic markers in combination with exposure to determine if they explain why some people are at higher risk of developing beryllium sensitization or CBID.

This study is a joint effort between National Jewish Medical and Research Center and researchers at Oak Ridge Associated Universities. Participation is voluntary.

Sometimes gadgets and security don’t mix

We all appreciate technology that makes our lives a little easier. However, some electronic gadgets may make our lives more difficult at work because of the security risk posed by some new technology.

Cellular telephones are prohibited in Y-12-owned, leased or rented space unless they are issued by the government or BWXT Y-12. Non-government or non-BWXT Y-12 issued cellular telephones must be secured in the owner’s private vehicle within Y-12 parking areas and must be powered off at all times within the Blue Line (229 boundary) of the Complex.

Personal digital assistants with voice recording devices, thumb drives and ink pens that can be used as data scanners are other prohibited devices at Y-12.

Please be mindful of these possible information threats and do not bring them with you to work. Employee awareness is vital to protecting our facilities, personnel and sensitive information. If you have any questions on prohibited articles, contact O.J. Sheppard at 574-1594.

Finance Chili Beans win Chilly Chili Cook-off

You may have heard two new facilities in Y-12’s modernization phase being compared to fighting turtles and wondered what was meant by the comparison.

In an interview with Knoxville News Sentinel journalist Frank Munger, Y-12 President and General Manager Dennis Ruddy explained the two-turtle concept and nickname.

“Just the concept of fighting turtles because they can hunker down and protect themselves,” Ruddy said. “They’ll be as hard as anything you can imagine.”

Many security-related issues were considered when the buildings were designed as part of Y-12’s modernization and footprint downsizing. As Ruddy employees know, most of the Complex’s buildings date back to the Manhattan Project,

One facility, already under construction, is slated for completion in 2007. At first glance, the second turtle-like facility, known as the Uranium Processing Facility will be virtually identical to the first facility.

As Ruddy noted, the concept is to replicate the building to save design and analysis costs thus substantially decreasing the cost of the second building.

As Ruddy noted, “It’s the right thing to do from a safety and security standpoint.”

With those factors in mind, these turtles’ shells will be difficult to crack indeed.

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Though the UPF is in an earlier phase, the plan is solid. And, regardless of our nuclear defense needs, this modernization proposal makes sense.

So far the turtles have kept their shells intact. But Ruddy’s explanation is an early indication of the security plan Y-12 will be following when the buildings are complete.

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So far the turtles have kept their shells intact. But Ruddy’s explanation is an early indication of the security plan Y-12 will be following when the buildings are complete.
There is not a person at the Y-12 site who is not a communicator. Some of us are very good at it and some of us not so good at it. How well you communicate can have a positive or negative effect on an organization and the organization’s mission and goals.

Good communication requires a communication plan. Even if you cannot put your plan to paper, at least think about the message you are trying to get across and how you want to effect that message, and your expected outcome. At least, think it through because you do want your message to be clear and understood.

I take being an effective communicator very seriously. Other than the many face-to-face meetings and encounters that are part of my normal work day, I also conduct various meetings that go up and down as well as across the organization. These meetings include round table meetings, manager’s meetings and supervisor meetings. Regardless of the meeting forum, my expectation is that there be effective communication and that every employee feel informed. A well-informed organization is a successful organization.

While we have always had systems in place to voice and document concerns, issues and accolades, the Nu More Surprises Program has become a comprehensive tool for effective communication within an organization. Over the last year, the Nu More Surprises System has generated more than 6,000 items for review and discussion. This system continues to be enhanced to ensure timely response for both oral and written follow-up.

Our successes this past year have hinged on how well we have communicated within the organization and with our customers. We have a lot of things to be proud of because we have made some significant accomplishments. There is still a lot to be done and together, with effective communication, we will continue to be held up as “the plant to be like.” In order to maintain this characteristic, continue to identify issues and problems and effectively communicate them.
A calutron girl remembers

One of the personal recollections to be included in the documentary “Secret City – The Oak Ridge Story” will be that of Gladys Owens, one of the calutron girls. Owens worked at Y-12 during the early years and would like to complete an oral history interview. For more information about Oral History interviews at Y-12, please contact Jennifer Dixon at 576-5715.

Weapons work makes Y-12 valuable

“Y-12 has had a more significant impact than the atomic bomb,” said Ruddy. “We protect the largest concentration of (enriched) uranium in the world, and that means that we are keeping it from falling into the wrong hands. This is important for maintaining global stability.”

Habitat house dedicated

“The Habitat House was dedicated in honor of Margo Burum, who lost her home in the tragic fire that destroyed the First Christian Church in Oak Ridge, Tennessee,” said Maj. Jerry W. Goldsmith, Deputy Director of Y-12. “Margo and her husband, Steve, are very much loved in the Oak Ridge community, and we were honored to have the opportunity to help them build a new home.”

Y-12 technologies highlighted

Marty Beckerman of Applied Technologies explained the Virus Propagation Analysis Tool in the latest “Technology Quarterly” supplement to the Knoxville News Sentinel.

Other Y-12 technologies highlighted include the large-chamber scanning electron microscope, high-speed machining and microwave technologies.

Habitat house dedicated

“Houses don’t just get wished into place,” said Parrish. “We’ve worked with professionals and volunteers to help us build a new home for Margo and Steve. The Habitat for Humanity organization has been instrumental in making this possible.”

Y-12’s Vikings

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Other Y-12 technologies highlighted include the large-chamber scanning electron microscope, high-speed machining and microwave technologies.
New requirements for uncleared people entering Y-12

Uncleared subcontractors, employees from other U.S. Department of Energy sites and visitors needing access to Y-12 must now provide acceptable proof of U.S. citizenship before entry will be approved.

The second part of the new requirement is the application of tamper-indicating devices to badges. Uncleared employees and nonemployees who hold a DOE/National Nuclear Security Administration photo badge must have a TID affixed to the badge.

These activities will be performed at the Y-12 Visitors Center at 104 Union Valley Road.

Uncleared employees of BWXT Y-12, Wackenhut Services Inc. and the Y-12 Site Office with photo badges do not have to provide proof of citizenship since this was appropriately done when they were hired. These individuals simply present their badges to have the TID applied. Specifically, the following people must provide citizenship documentation:

- Visitors
- Uncleared subcontractors of BWXT Y-12, YSO and other NNSA sites
- Uncleared employees from other DOE sites (e.g., UT-Battelle, East Tennessee Technology Park and Oak Ridge Associated Universities)

Uncleared foreign nationals who have been previously approved for Y-12 access must report to the foreign national visits and assignment coordinator at the Y-12 Visitors' Center for document verification and TID application.

Once applied, the TID should not be tampered with or removed by anyone other than Y-12 Personnel Security employees. If removed, the TID will no longer valid and access to the Y-12 site may be impacted.

Access to the site is defined as entry inside the 229 boundary, or “blue line.”

Entry requirements for Y-12 off-site leased facilities remain unchanged.

Specific information concerning off-site building access may be obtained by contacting the appropriate building manager or organizational representative.

Visitors’ hosts, requesting organizations and subcontract technical representatives are responsible for informing visitors of the requirements for documenting U.S. citizenship before their arrival at Y-12.

Those who hold a Q- or L-category badge are not affected by the change and their badges will not have a TID. Proof of their citizenship was verified during the clearance investigation process.


Acceptable proof of U.S. citizenship:
- Birth Certificate (certified copy with raised and/or colored official seal)
- Certificate of Naturalization (Immigration and Naturalization Service form N-400 or N-801)
- Certificate of U.S. Citizenship (INS form N-560 or N-561)
- Report of Birth Abroad of a Citizen of the United States of America (INS form FS-240)
- U.S. passport (active or expired)

WAMP initiative graduates first class

Y-12 employees comprised the first class for the 20-week engineering management training program that is part of the WAMP (Workforce Aging Management Program) initiative.

The program is taught by the New Economy Institute, a conglomeration of some 35 universities and community colleges and seven technology centers located in the Tennessee Valley Corridor. Funding for the program is part of the WAMP initiative, which was the brainchild of Rep. Zach Wamp.

“When we announced this program, I knew it would yield great things—these graduates are a shining example,” said Wamp.

The participants received training that fosters personnel development and strengthens technical leadership. Wamp said the program provides essential retraining, especially in the areas of information, engineering, transportation, construction and industrial technologies, as well as targeting recruitment efforts and technology transfers.

“While Y-12’s modernization efforts regarding the creation of physical structures are moving forward, we cannot disregard the need for the knowledge and talent to operate them,” said Wamp. “As the work force that won the Cold War and launched us into space reaches retirement age, this program will help replace these great minds with a trained and capable work force for the future in an almost seamless transition.”

After successfully completing their coursework and an examination, students received certification in Engineering Management from the New Economy Institute and the American Society of Engineering Management.

If you would like more information regarding Y-12’s participation in the engineering management training program, contact Pam Horning (hzp; 241-5297).

OPM awards contribution to e-Government initiative

Members of Y-12’s Technical Computing organization were recently recognized for their contributions to the e-Government Initiative in support of the U.S. Office of Personnel Management’s achievement of a green score on the President’s Management Agenda.


Team members not pictured are Elaine Allen, Frances Butler, Mark Ward, Bianca Begoli, Edmon Begoli and Tom Dier, all from Technical Computing.

Bad Signs! Trains? What trains?

Jerry Alderholdt of Facilities, Infrastructure and Services submitted a bad sign that may have had him singing Johnny Cash’s “I hear that train a comin’.” Alderholdt’s submission is posted in the back of the men’s change house at 9204-1. The sign reads, “EMERGENCY EXIT ONLY WATCH FOR TRAINS.” At some time, this sign served as a very important reminder to employees, but it is extremely dated now.

If you notice a confusing or outdated sign, forward the location of the sign with a brief description of the wording to Melissa Leinart (mml; 574-1621). If your example is chosen to appear in a future issue of the BWXTymes, you will receive a Y-12 golf umbrella.

Top: Pam Deathridge (right) of Engineering receives certificate of completion from Rodney Grubb (left) of the American Society of Engineering Management. Bottom: Andy Huff (right) of Engineering receives his certificate.
Lessons learned sparks inter-site learning

While performing your job you decide that you have learned something that might benefit other Y-12 organizations or even other U.S. Department of Energy and National Nuclear Security Administration sites. You submit the information through the lessons-learned process (Y11-1151) and consider it all part of a day’s work.

John Sorbo, Safeguards and Security Assessment program manager, followed that scenario and produced some exciting results...and a few more days of work.

After reenacting a self-assessment program for his division, a discussion occurred at NA-70 with NNSA’s Bill Desmond, who suggested that the experiences should be shared as a lesson learned. In a summary of the division’s self-assessment program, Sorbo stated that “management expectations...must be adequately defined, communicated, understood and enforced” with the goal of identifying and reporting issues to management. He also touted the benefits of training provided by the Quality Assurance division to enable employees to perform assessments.

He noted that several S&S staff members also completed a lead assessor qualification imparted by QA.

Across the country, Dan Pollo at Lawrence Livermore National Laboratory saw that Y-12 had already addressed some issues that his site was currently facing and began a dialogue with Sorbo. Noting that his management “really liked the idea of an informal self-assessment working group to help facilitate the exchange of ideas and information.” Pollo and Sorbo made concrete plans to do just that. Pollo was specifically interested in attending an S&S management assessment workshop taught by Vaughn Hooks and Kathie Hendley of the Quality Assurance organization.

Pollo and his colleagues, Ray Ancira and Kent Oelrich, did visit Y-12 and participated in the assessments workshop. While there, the group also learned about the Issues Management Prioritization and Review Board, S&S’s issues management process (which included the division’s issues management board and internal tracking system) and the site’s Corrective Action Planning System.

Ancira declared the visit to Y-12 “a major success in terms of allowing us to assess and understand [your] security assessment program—it not only reinforced the importance of methodical assessment principles but allowed us to see how a quality assessment plan benefits an entire DOE facility.”

After the visit, Sorbo commented that “it’s rewarding to know that the work you’ve done can benefit your colleagues at other sites. Hopefully, this is the beginning of a mutually beneficial relationship for the organizations at both sites.”

Fundamental 5—Open Communication

Fundamental 5, “Open communication resolves conflict,” is championed by Asa Kelley, Projects division manager. From an early age, we’re all taught the importance of open or effective communication. As children, we’re taught the importance of telling the truth. As teens in high school, we’re taught the importance of learning to communicate effectively.

To ensure success in our daily communications, both the sender and the receiver must assume responsibility for “getting the message right” and ensuring an appropriate response. If either party fails to get the message right, failure occurs and a conflict may result that requires resolution.

It’s human to make mistakes. I’ve made my share. But on the positive side, I take pride in trying to not make the same mistake twice. I also know that by practicing those things that ensure good communication and less conflict, I can feel better at the end of the day about what I’ve accomplished at work and what I have to look forward to tomorrow.

OPEN COMMUNICATION RESOLVES CONFLICTS

- Plan communication and tailor it to the audience.
- Don’t make assumptions about what is known.
- Listen.
- Pay attention to body language.
- Be honest, straightforward and clear.
- Limit communication to only those people who need the message; communicate that message face-to-face if at all possible.
- Provide information essential for completing tasks; avoid providing superficial information that can lead to confusion and conflict.
- Don’t play games or pursue hidden agendas.
- Use a common language.
- Practice good teamwork skills; find common ground when there is conflict.
- Learn from mistakes and strive to communicate more effectively.

If you have questions about the Fundamentals, please contact Dave Alger (rald, 574-4859) or review the Fundamentals Web site at http://home1.y12.doe.gov/ysource/fundamentals.shtml.

Secure education

“IT just makes sense to use these forums as one cost-effective method to provide for the continuous education of our employees.”

Arguably, people are the most important part of any security program. Safeguards and Security has chosen to enhance this component through the virtual forums provided by the American Society for Industrial Security. As noted on the ASIS Web site, these 90-minute forums are delivered using "state-of-the-art technology to save...time and money.”

By paying the registration fee for these monthly sessions, S&S provides access to the latest information on such topics as assessing workplace threats of violence, facility security, vulnerability assessment, digital video motion systems and cross-training. In fact, many of these sessions are of interest to disciplines outside of security, such as human resources and psychology.

Since S&S began sponsoring these sessions, not only have they hosted employees from different Y-12 divisions but also Oak Ridge National Laboratory, Wackenhut Services Inc.-Oak Ridge and the National Nuclear Security Administration’s Y-12 Site Office.

John Woods of S&S notes, “Our hope in presenting these programs is to provide as many opportunities as possible for the professional development of S&S personnel. People are the driving force behind the successful implementation of a compliant S&S program at Y-12—the better educated the workforce, the better the program.”

S&S began sponsoring these sessions.

Dana Jennings Davis of Human Resources attended the ASIS seminar on “Safe Hiring Audi-Integrating Implementing and Measuring Due Diligence.” She found the seminar to be “interesting” and “a good one.”

For more information on the forums, visit the ASIS Web site (http://www.asisonline.org/education/programs/virtual/virtual.xml) or contact Kathy Meng (kkm, 574-2841).
Year in Review

COMMUNICATIONS
- Conducted an all-hands meeting for employees
- Hosted Secretary of Energy Spencer Abraham's visit and major media event for the nuclear materials and equipment removed from Libya
- Improved communication with the No More Surprises system
- Improved communication with roundtable sessions with employees and monthly meetings with supervisors and managers
- Increased use of YSource (site's news-driven intranet) 40 percent

MODERNIZATION/INFRASTRUCTURE IMPROVEMENTS
- Accrued private sector financing (alternate financing) totaling more than $100 million for two new Y-12 buildings
- Completed the Partition Facility and the OESite Records Storage Facility
- Demolished 30 buildings (including the former Administration Building) totaling 114,582 square feet
- Completed numerous maintenance projects
- Completed three Plant Directed Research, Development and Demonstration projects and initiated 27 new PDRD projects, targeting full 2 percent budget allocation
- Hosted the first combined ADAPT and Stockpile Readiness Campaign

SAFETY
- Worked 6,000,000 hours without a lost-
  workday-away injury
- Implemented new review processes and hazard analysis tools as a part of Saltless Direct Oxide Reduction corrective actions
- Held Complex-wide research and development forum for review of common safety issues
- Implemented behavior-based safety—Building Everyone Safer Tomorrows, or BEST
- Continued the Integrated Safety Management System
- Hosted the fourth annual Safety Expo with more than 8,000 attendees

SECURITY
- Completed a critical decision-0 package for the Security Improvement Project
- Hosted an Independent Project Review
- Supported the Energy Systems-Advisory Acquisition Board activities, resulting in an approved ED 40
- Expanded major preparation effort for implementation of the new Human Reliability Program to replace the Personnel Security Assurance Program
- Implemented iris recognition and keyless entry technologies
- Completed triage actions to provide revised Design Basis Threat implementation required by the National Nuclear Security Administration

PERSONNEL DEVELOPMENT
- Averaged 95 percent in invitation acceptance and 86 percent offer acceptance rate
- Employed 57 summer interns and coop students
- Hired 50 new college graduates, 56 percent of new college graduates hired were minorities and women
- Enhanced mentoring program
- Achieved all milestones in Restructuring Initiative
- Significantly reduced training deficiencies
- Implemented Site Training Access Requirements—STAR—that limits facility access based on completion of a core set of 10 training courses
- Introduced the Y-12 Fundamentals

COMMUNITY INVOLVEMENT
- Organized second annual Day of Volunteering where more than 300 employees and family members supported community projects
- Rotated financial support by providing more significant donations to selected organizations

PRODUCTIVITY/PERFORMANCE
- Completed free Plant Directed Research, Development and Demonstration projects and initiated 27 new PDRD projects, targeting full 2 percent budget allocation
- Hosted the first combined ADAPT and Stockpile Readiness Campaign

SAFETY
- Conceived new equipment
  - SPJ Bag Borers
  - Large-chamber scanning electron microscopes
  - Four Coordinate Measuring Machines with integrated gloveboxes
  - 2-MeV X-ray machine
- Procured new equipment
  - Processed Direct Oxide Reduction corrective actions
  - Held Complex-wide research and development forum for review of common safety issues
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COMMUNITY INVOLVEMENT
- Contributed to the Oak Ridge High School modernization fund

Y-12 IN THE NEWS
- Received shipment of Libyan nuclear weapons materials, event attended by Energy Secretary Spencer Abraham and the White House Press corps, including CNN, CBS, NBC, Fox News, ABC, and BBC
- Hosted Lt. Gen. Frank Libutti, Department of Homeland Security for Information Analysis and Infrastructure Protection under secretary
- Conducted a tour of Y-12 for Russian visitors
- Supported the Energy Systems Advisory Board activities, resulting in an approved CD-0

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IMPROVEMENTS
- Accrued private sector financing (alternate
  financing) totaling more than $100 million for
  two Y-12 buildings
- Completed the Purification Facility and the
  ORNL Site Records Storage Facility
- Demolished 30 buildings (including the former
  Administration Building) totaling 114,582
  square feet
- Achieved improved performance in Conduct
  of Operations, evidenced by reduced numbers
  of occurrences and safety basis violations
- Completed major CONOPS improvement
  initiatives
- DOE/ALS on-site assessment of Y-12 external
  dosimetry program resulted in no deficiencies
  or concerns
- Reopened Bear Creek Road

PRODUCTIVITY/PERFORMANCE
- Completed five Plant Directed Research,
  Development and Demonstration projects and
  initiated 27 new PDRD projects, targeting full
  2 percent budget allotment
- Received approval for Highly Enriched Uranium
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- Hosted the first combined ADAPT and Stockpile
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  Security Improvement Project
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  Acquisition Board activities, resulting in an
  approved CD4
- Expanded major preparation effort for
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  Program to replace the Personnel Security
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- Completed 95 percent in invitation acceptance
  and 86 percent offer acceptance rate
- Employed 55 summer interns and coop
  students
- Hired 50 new college graduates, 56 percent of
  new college graduates hired were minorities
  and women
- Increased mentoring program
- Achieved all milestones in Restructuring
  Initiative
- Significantly reduced training deficiencies
- Implemented Site Training Access
  Requirements—STAR—that limits facility
  access based on completion of a core set of
  10 training courses
- Introduced the Y-12 Fundamentals

PERSONNEL DEVELOPMENT
- Completed 2000 kVA Power Supply subproject
  of the Facilities Capability Assurance Program
  Refurbish Power System/Distribution System
  Line-Item Project on schedule and
  significantly under budget
- Involved as major participant in planning
  and organizing NNSA Future Technologies
  Conference
- Pursued new funding for highly enriched
  uranium disposition activities
- Played crucial role in developing plan for
  additional 5.9 MTU of surplus off-specification
  high-enriched uranium to DOE/NNSA
  interagency agreement with the Tennessee
  Valley Authority
- Won bids for low-enriched uranium proposals
  developed for Atomic Energy of Canada LTD,
  Korea Atomic Energy Research Institute and
  Romania
- Published the Jupiter icy moons Orbiter
  program
- Exceeded small business utilization goals
- Demonstrated 40 percent improvement in the
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  CNN, CBS, NBC, Fox News, ABC, and BBC
- Hosted RENI Frank Libutti, Department of
  Homeland Security for Information
  Analysis and Infrastructure Protection
  under secretary
- Welcome Rep. Zach Wamp at the guntry
  mill tour. United Way Kick-Off and the
  ribbon-cutting ceremony of the Off-Site
  Records Storage Facility
- Conducted a tour of Y-12 for Russian
  visitors
- Hosted Regional Homeland Security
  Conference where Major Gen Jerry D.
  Humble, Director of the Office of Homeland
  Security for the state of Tennessee,
  participated
- Exhibited Y-12 programs at the Tennessee
  Valley Corridor Summits
- Advertised Y-12 technologies in “Technology
  Quarterly” of the Knoxville News Sentinel
- Participated in a documentary about Oak Ridge
  for WBB News
- Exhibited Y-12 technologies to President
  George W. Bush
- Participated in a two-part series of Y-12
  for WBIR 10 News
- Exhibited Y-12 technologies to President
  George W. Bush
- Produced a Y-12 cookbook, Katy's Kitchen:
  Initiative
- Participated in a documentary about Oak Ridge
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  George W. Bush
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**Lessons learned sparks inter-site learning**

While performing your job, you decide that you have learned something that might benefit other Y-12 organizations or even other U.S. Department of Energy and National Nuclear Security Administration sites. You submit the information through the lessons-learned process (YILS-Y-12) and consider it all part of a day’s work.

John Sorbo, Safeguards and Security Assessment program manager, followed that scenario and produced some exciting results—and a few more days of work.

After reorganizing a self-assessment program for his division, a discussion occurred at NAA’07 with NNSA’s Bill Desmond, who suggested that the experiences should be shared as a lesson learned. In a summary of the division’s self-assessment program, Sorbo stated that “management expectations—with adequate defined and communicated, understood and enforced—will be the goal of identifying and reporting issues to management. He noted the benefits of training provided by the Quality Assurance division to enable employees to perform assessments. He noted that several S&S staff members also completed a lead assessor qualification imparted by QA.

Across the country, Dan Pollo at Lawrence Livermore National Laboratory saw that Y-12 had already addressed some issues through the lessons-learned program, Sorbo stated that “management expectations must be adequately defined, communicated, understood and enforced with the goal of identifying and reporting issues to management. He also noted the benefits of training provided by the Quality Assurance division to enable employees to perform assessments. He noted that several S&S staff members also completed a lead assessor qualification imparted by QA. After the visit, Sorbo commented that “it’s rewarding to know that the work you’ve done can benefit your colleagues at other sites. Hopefully, this is the beginning of a mutually beneficial relationship for the organizations at both sites.”

**Fundamental 5—Open Communication**

Fundamental 5, “Open communication resolves conflict,” is championed by Asa Kelley, Projects division manager.

From an early age, we’re taught the importance of open, or effective, communication. As children, we’re taught the importance of telling the truth. As teens in high school, we’re taught the importance of learning to communicate—effectively.

At Y-12, we are tasked with protecting national security interests and ensuring America’s future; so we really have an obligation to communicate—effectively. To ensure success in our daily communications, both the sender and the receiver must assume responsibility for “getting the message right” and ensuring an appropriate response. If either party fails to get the message right, failure occurs and a conflict may result that requires resolution.

It’s human to make mistakes. I’ve made my share. But on the positive side, I take pride in trying not to make the same mistake twice. I also know that by practicing those things that ensure good communication and less conflict, I can feel better at the end of the day about what I’ve accomplished at work and what I have to look forward to tomorrow.

If you have questions about the Fundamentals, please contact Dave Alger (dla, 574-4845) or review the Fundamentals Web site at http://home1.y12.doe.gov/ysource/fundamentals.shtml.

**Open Communication Resolves Conflicts**

- Plan communication and tailor it to the audience.
- Don’t make assumptions about what is known.
- Listen.
- Pay attention to body language.
- Be honest, straightforward and clear.
- Limit communication to only those people who need the message; communicate that message face-to-face if at all possible.
- Provide information essential for completing tasks; avoid providing superficial information that can lead to confusion and conflict.
- Don’t play games or pursue hidden agendas.
- Use a common language.
- Practice good teamwork skills; find common ground when there is conflict.
- Learn from mistakes and strive to communicate more effectively.

**Securing education**

Arguably, people are the most important part of any security program. Safeguards and Security has chosen to enhance this component through providing virtual forums provided through the American Institute for Industrial Security.

As noted on the ASIS Web site, these 90-minute forums are delivered using “state-of-the-art technology to save...time and money.”

By paying the registration fee for these monthly sessions, S&S provides access to the latest information on such topics as assessing workplace threats of violence, facility security, vulnerability assessment, digital video motion systems and crisis management. In fact, many of these sessions are of interest to disciplines outside security, such as human resources and psychology.

Since S&S began sponsoring these sessions, not only have they hosted employees from different Y-12 divisions but also Oak Ridge National Laboratory, Wackenhut Services Inc.-Oak Ridge and the National Nuclear Security Administration’s Y-12 Site Office.

John Woods of S&S notes, “Our hope in presenting these programs is to provide as many opportunities as possible for the professional development of S&S personnel. People are the driving force behind the successful implementation of a compliant S&S program at Y-12; the better educated the workforce, the better the program. It just makes sense to use these forums as one cost-effective method to provide for the continuous education of our employees.”

Dana Jennings Davis of Human Resources attended the ASIS seminar on “Safe Herring Audit: Implementing and Measuring Due Diligence.” She found the seminar to be “interesting” and “a good one.”

For more information on the forums, visit the ASIS Web site (http://www.asisonline.org/education/programs/virtual/virtual.xml) or contact Kathy Meng (kkm, 574-2584).
Bad Signs! Trains? What trains?

Jerry Alderholdt of Facilities, Infrastructure and Services submitted a bad sign that may have had him singing Johnny Cash’s “I hear that train a comin’.” Alderholdt’s submission is posted in the back of the men’s change house at 9204-1. The sign reads, “EMERGENCY EXIT ONLY! WATCH FOR TRAINS!” At some time, this sign served as a very important reminder to employees, but it is extremely dated now.

If you notice a confusing or outdated sign, forward the location of the sign with a brief description of the wording to Melissa Leinart (ext. 574-1621). If your example is chosen to appear in a future issue of the BWXTymes, you will receive a Y-12 golf umbrella.

WAMP initiative graduates first class

Y-12 employees comprised the first class for the 20-week engineering management training program that is part of the WAMP (Workforce Aging Management Program) initiative. The program is taught by the New Economy Institute, a conglomeration of some 35 universities and community colleges and seven technology centers located in the Tennessee Valley Corridor. Funding for the program is part of the WAMP initiative, which was the brainchild of Rep. Zach Wamp.

“When we announced this program, I knew it would yield some great things—these graduates are a shining example,” said Wamp.

The participants received training that fosters personnel development and strengthens technical leadership. Wamp said the program provides essential retraining, especially in the areas of information, engineering, transportation, construction and industrial technologies, as well as targeting recruitment efforts and technology transfers.

“While Y-12’s modernization efforts regarding the creation of physical structures are moving forward, we cannot disregard the need for the knowledge and talent to operate them,” said Wamp. “As the work force that won the Cold War and launched us into space reaches retirement age, this program will help replace these great minds with a trained and capable work force for the future in an almost seamless transition.”

After successfully completing their coursework and an examination, students received certification in Engineering Management from the New Economy Institute and the American Society of Engineering Management.

If you would like more information regarding Y-12’s participation in the engineering management training program, contact Pam Horning (hzp; 241-5297).

OPM awards contribution to e-Government initiative

Members of Y-12’s Technical Computing organization were recently recognized for their contributions to the e-Government Initiative in support of the U.S. Office of Personnel Management’s achievement of a green score on the President’s Management Agenda.


Team members not pictured are Elaine Allen, Frances Butler, Mark Ward, Buanca Begoli, Edmon Begoli and Tom Dice, all from Technical Computing.

OA visit scheduled for spring

The Office of Independent Oversight and Performance Assurance has scheduled its spring visit to Y-12. The Safeguards and Security division has started in-progress review sessions and will continue sessions each Wednesday beginning at 7:50 a.m. in the large conference room at Guard Headquarters (Building 9710-5).

The Safeguards and Security division manager, Butch Clements, is very proud of Y-12’s employees’ understanding of handling classified information and materials. He commented that “Y-12 has made tremendous progress... and the employees are responsible for our excellent security posture.”

Clements noted that many employees will have the opportunity to interface with the OA inspectors in the coming months. When interacting with the inspectors, he advises that employees “make sure the inspectors understand your commitment, as well as that of your fellow employees, to protect the assets at this site.”

If you would like to schedule a briefing for your organization, please contact John Woods (woq, 241-9595).

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A calutron girl remembers

One of the personal recollections to be included in the documentary “Secret City — The Oak Ridge Story” will be that of Gladys Owens, one of the calutron girls. Owens worked at Y-12 in Oak Ridge in the early years and would like to complete an oral history interview, please contact Jennifer Dixon (jen; 576-5715).

BEST
Building Everyone Safe Tomorrows

This past summer, Paul Hargreaves of Applied Technologies began experiencing significant wrist pain. “It was growing increasingly intense when I was using the computer keyboard,” said the Technical Computing employee. “I really didn’t know what to do.”

Then Steve King, a fellow AT employee and BEST (Building Everyone Safe Tomorrows) observer, came by Hargreaves’ office to ask if he could watch him work for a few minutes. King quickly noted several ergonomic concerns with Hargreaves’ work area including workstation setup, computer monitor height and keyboard positioning.

After documenting his findings, King helped Hargreaves get in touch with Lea Foxworth of the Industrial Hygiene department’s ergonomics group. Through the efforts of BI and the excellent support of Bob Ervin, Hargreaves’ supervisor at that time, he was able to get a new workstation, computer monitor risers and keyboard tray.

“Several weeks after I began using these new items, I noticed a dramatic lessening of my wrist pain,” said Hargreaves. “I was certain it wasn’t due to the shots or prescriptions that the orthopedic doctor had given me, because one month after these treatments had begun there was still absolutely no lasting relief!”

Hargreaves was convinced that the ergonomic solutions were the difference in his recovery. His former ambivalence toward the behavior-based safety program has been replaced by a strong belief in the value of the BEST observations!

Y-12 technologies highlighted

Did you miss out on submitting recipes to last year’s edition of Katy’s Kitchen: Y-12 Secret Recipes? Then submit your recipes now! An addition to the cookbook will be available for purchase later this year with proceeds benefiting United Way. Send recipes to Amy Bush (b7a) or Elaine Warren (vw3); fax 574-2829.

You may have seen some familiar faces on 10 News’ Live at Five recently. Check out the video at http://www.wbir.com/LiveatFive/laf.aspx?storyid=22854.

Weapons work makes Y-12 valuable

“Protect the largest concentration of enriched uranium in the world,” Ruddy said proudly. “That means that we possess the facilities that are capable of producing large quantities of highly enriched uranium—which can be used for the production of nuclear weapons.”

V-12 gained international attention last year with its participation in the project that removed Libya’s weapons of mass destruction. Some of that country’s uranium stocks and uranium-enrichment equipment were brought to Oak Ridge for storage and detailed analysis.

Paul Longworth, deputy administrator of the National Nuclear Security Administration, visited Oak Ridge in mid-December and he continued to sing Y-12’s praises for its work to disarm Libya. “I think it is important in support of nonproliferation efforts worldwide,” Longworth said.

“The same capability that Y-12 used during the Cold War and uses today to process uranium has great application to detecting clandestine programs, detecting compliance with treaties and building systems that can ensure facilities are safeguarded so that a compliant country won’t divert its nuclear materials to a clandestine program,” the federal official said.

—Condensed from the Knoxville News Sentinel, Jan. 12, 2005

Y-12’s Vikings


The engineers, known for the day as the “Knoxville Knorsemen,” participated in Southern Exposure 4 Cardboard Sled Race, a benefits for the Helen Ross McNabb Center, a regional, not-for-profit provider of mental health care services. Forty-five teams raced their creative cardboard sleds at Ober Gatlinburg.

The men dressed for the part; Stinson wore a traditional Viking helmet, Osborne sported a freegunnenar Mohawk version and Cloud donned a black wig underneath oversized moose antlers. Williams was ill on race day.

“This was our first sled, but we have learned from a few mistakes and are already working on next year’s design. We’ve even modeled one candidate in a CAD package,” says Stinson.
New records facility is out of sight

Y-12’s new records facility is not only out of sight—it’s off site. The records now have a new home in a 30,000 square-foot facility BWXT Y-12 is leasing from Scientific and Technical Resources of Oak Ridge. This building is the first of its kind in the Y-12 complex.

In his remarks, Wamp stated that Y-12 is modernizing by “taking down buildings and building state-of-the-art facilities to take their place.” The new records facility is one such building and allows for storage and preservation of records that date back to the early days of Y-12.

“Y-12 is on a move and is looking to the future with very specialized records-keeping,” Wamp said. During a tour of the facility, Wamp said that Y-12 records employees face the same preservation challenges as the Library of Congress.

The facility has multiple areas with specialized humidity and temperature controls. The “cold storage” room is kept at 35°F to preserve the film and X-ray media. The room that houses frequently used records is automated for ease and safety.

Robin Redd, the facility’s environmental health and safety manager, said that the new records facility is part of Y-12’s efforts to be environmentally responsible.

“Together with effective communication, we will continue to be held up as ‘the plant to be like.’ In order to maintain this characteristic, continue to identify issues and problems and effectively communicate them.

Danny’s desk

There is not a person at the Y-12 site who is not a communicator. Some of us are very good at it and some of us are not so good at it. How well you communicate can have a positive or negative effect on an organization and the organization’s mission and goals.

Good communication requires a communication plan. Even if you cannot put your plan to paper, at least think about the message you are trying to get across and how you want to make sure that message is understood. I take being an effective communicator very seriously. Other than the many face-to-face meetings and encounters that are part of my normal work day, I also conduct various meetings that go together.

We need to continue to identify issues and problems and effectively communicate them. Person at the Y-12 site who is not a communicator. Some of us are very good at it and some of us not so good at it. How well you communicate can have a positive or negative effect on an organization and the organization’s mission and goals.

New faces for ES&H

Have you noticed anything different in the Environment, Safety and Health Division? As one of the few divisions with people who frequently interact with other employees, you’re likely to come in contact with new faces.

Craig Ferguson was recently promoted to ES&H division manager. “Our department strives to manage the Industrial Safety department and EIO restart and led several successful safety programs such as the behavior-based safety process (BSP) and Zero Accident Council. Some recent ES&H highlights since accepting his new position include the remarkable six million hours worked without a workday-injury and the lowest occurrence of injuries in the last 14 years at Y-12.” Ferguson will be the first to tell you that all of these accomplishments are a result of employees taking their jobs, their safety and their coworkers’ safety very seriously.

Other new members of the ES&H team are: Burt Tackaberry, Behavior-based Safety department manager; Owen Stevens, Environmental Compliance department manager; Dr. Otis Cosby, medical director; Banks Boston, Waste Operations department manager and Dr. Linda Shidler, Human Reliability Program staff psychologist.

Whether it involves a trip to Occupational Health Services, a Fire Department response, Radiological Health Services or a Public Health Commission, these employees play an important role at Y-12 and are always available to provide the appropriate guidance and support. ES&H employees are some of the most highly trained, qualified and professionally recognized employees in the DOE complex.

Service Anniversaries


20 Years


25 Years

Information and Materials Division: Marlan L. Clinton Manufacturing: Philip H. Glenn

30 Years

Coordinating the Event: Ronald D. Cates Manufacturing: Jerry T. Watson and Richard E. Vrats


35 Years

Safeguards and Security: Rachel M. Hayes Quality Assurance: Marrell B. Jones

20 Years

Environmental, Safety, and Health: Martha L. Lewis Projects: Earl G. Hess Jr.
Beryllium study under way in Denver

Current and former Y-12 employees may have received a letter from the National Jewish Medical and Research Center in Denver, Colo., asking for participation in a medical research study to look at the relationship between genetic factors and development of beryllium sensitization and chronic beryllium disease.

The Y-12 study will focus on genetic markers in combination with exposure to determine if they explain why some people are at higher risk of developing beryllium sensitization or CBID.

This study is a joint effort between National Jewish Medical and Research Center and researchers at Oak Ridge Associated Universities. Participation is voluntary.

Sometimes gadgets and security don’t mix

We all appreciate technology that makes our lives a little easier. However, some electronic gadgets may make our lives more difficult at work because of the security risk posed by some new technology.

Cellular telephones are prohibited in Y-12-owned, leased or rented space unless they are issued by the government or BWXT Y-12. Non-government or non-BWXT issued cellular telephones must be secured in the owner’s private vehicle within Y-12 parking areas and must be powered off at all times while within the Blue Line (229 boundary) of the Complex.

Personal digital assistants with voice recording devices, thumb drives and ink pens that can be used as data scanners are other prohibited devices at Y-12.

Please be mindful of these possible information threats and do not bring them with you to work. Employee awareness is vital to protecting our facilities, personnel and sensitive information. If you have any questions on prohibited articles, contact O.J. Sheppard at 574-1594.

Finance Chili Beans win Chilly Chili Cook-off

Y-12 modernizes with the turtle concept

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Finance Chili Beans win Chilly Chili Cook-off

Y-12 bean counters showed they know more about beans than counting when they were awarded first place at the Chilly Chili Cook-off held Jan. 22, as part of the United Way Campaign. Finance Chili Beans Susan Spangler, Larry Wiker, Tina Pippin, Stella and Doyle Bayless, John Strader and Glenn Kizer cooked the winning chili. The judges, Frank Murphy, Oldies 95.7/106.7; Willie Golden, Oak Ridge City Councilman; Bob Bardorf, The Soup Kitchen; Paul Parsons, Oak Ridge Observer; Larry Lewis, Battalion Chief, Oak Ridge Fire Department and Joseph Clanton, NHC Homecare, taste-tested more than 30 different types of chili. Second place was awarded to Front Office Chili (Dennis and Donna Ruddy and Nancy and Dave Johnson); the Y-12 Engineering Chili Bandidos (Dennis Barreira, Chris Sear, Jenny Oldham, Jim Miller and Mike Bittner) won third place.

The event, attended by residents from surrounding counties (including Knox County Mayor Mike Ragland), raised almost $5,000 for the 2005 campaign.

The People’s Choice chili was prepared by Les Chefs Critical Chili Cookers: Glenn Goebel, David Rayker, Fred Crowmer, Vern Thomas, David Mosby, Julie McIntiff, David Campbell and Who Kelly.

The event, attended by residents from surrounding counties (including Knox County Mayor Mike Ragland), raised almost $5,000 for the 2005 campaign.

The Finance Chili Beans from left, Larry Wiker, Doyle Stella, Dennis Barreira, Chris Sear, Jenny Oldham and Dave Johnson won first place. The Y-12 Engineering Chili Bandidos (Dennis Barreira, Chris Sear, Jenny Oldham, Jim Miller and Mike Bittner) won third place.

The event, attended by residents from surrounding counties (including Knox County Mayor Mike Ragland), raised almost $5,000 for the 2005 campaign.

You may have heard two new facilities in Y-12’s modernization phase being compared to fighting turtles and wondered what was meant by the comparison.

In an interview with Knoxville News Sentinel journalist Frank Munger, Y-12 President and General Manager Dennis Ruddy explained the two-turtle concept and nickname.

These new facilities will be of hard-shell formation to meet the top priority in the Y-12 modernization program—increasing security.

“It’s just the concept of fighting turtles because they can hunker down and protect themselves,” Ruddy said. “They’ll be as hard as anything you can imagine.”

Many security-related issues were considered when the buildings were designed as part of Y-12’s modernization and footprint downsizing. As Y-12 employees know, most of the Complex’s buildings date back to the Manhattan Project.

One facility, already under construction, is slated for completion in 2007. At first glance, the second turtle-like facility, known as the Uranium Processing Facility will be virtually identical to the first facility.

As Ruddy noted, the concept is to replicate the building to save design and analysis costs, thus substantially decreasing the cost of the second building.

Though the UPF is in an earlier phase, the plan is solid. And, regardless of our nuclear defense needs, this modernization proposal makes sense.

As Ruddy noted, “…the right thing to do from a safety and security standpoint.”

With these factors in mind, these turtles’ shells will be difficult to crack indeed.