



NPO-Y12  
P.O. Box 2050  
Oak Ridge, TN 37831

Department of Energy  
National Nuclear Security Administration  
Production Office  
Oak Ridge, Tennessee 37831

NPO-Pantex  
P.O. Box 30030  
Amarillo, TX 79120



June 14, 2012

MEMORANDUM FOR DISTRIBUTION

FROM: STEVEN C. ERHART  
MANAGER  
NNSA PRODUCTION OFFICE

SUBJECT: Stand-Up of the National Nuclear Security Administration Production Office

Effective June 18, 2012, the National Nuclear Security Administration (NNSA) Production Office (NPO) will begin operations. This correspondence is intended to provide recipients with information on the new organization and includes details on how to communicate with NPO. The NPO will be responsible for oversight of the Pantex Site and the Y-12 National Security Complex and will manage the transition to the combined nuclear production contract. Federal staff responsible for program, contract administration, and project oversight will be located at both the Amarillo, Texas and Oak Ridge, Tennessee sites.

The e-mail address for NPO is [NPO-Correspondence@npo.doe.gov](mailto:NPO-Correspondence@npo.doe.gov). General written correspondence to the NPO Manager should be addressed to P.O. Box 2050, Oak Ridge, Tennessee 37831. The main phone number for the NPO Manager is (865) 576-9850. Specific contact information for Deputy NPO Managers and Assistant Managers is attached along with the NPO Organization Chart.

Also attached for your information are the NPO Organization Chart, NPO Functional Organization Chart, NPO Mission Statement, NPO Governance Framework, and recent editions of the new NPO newsletter, called "NPO News." A new external website for NPO has been established and is available at [www.nnsa.doe.gov/NPO](http://www.nnsa.doe.gov/NPO). For additional information regarding this new organization, please contact Steven Wyatt, NPO Public Affairs Manager, at (865) 576-9918 or [wyattsl@yso.doe.gov](mailto:wyattsl@yso.doe.gov).

Attachments

1. NPO Organization Chart
2. NPO Functional Organization Chart
3. NPO Mission Statement
4. NPO Governance Framework
5. NPO Newsletters

SUBJECT: Stand-Up of the National Nuclear Security Administration Production Office

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N. Miller, NA-1  
D. Cook, NA-10  
A. Harrington, NA-20  
K. Donald, NA-30  
C. Bishop, NA-EA  
B. Diamond, NA-GC  
R. Raines, NA-APM  
J. Krol, NA-40  
D. Fremont, NA-70  
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M. Lempke, NA-00  
C. Lersten, NA-MB  
R. Osborn, NA-IM  
D. Nichols, NA-SH  
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K. Davis, Manager, LSO  
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D. Dearolph, Manager, SRSO

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SUBJECT: Stand-Up of the National Nuclear Security Administration Production Office

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Jarrett Atkinson  
City Manager, City of Amarillo

Dave Kupferer  
Defense Nuclear Facility Safety Board  
Oak Ridge Site Representative

The Honorable Dan Looten  
Mayor, Panhandle

SUBJECT: Stand-Up of the National Nuclear Security Administration Production Office

Wayne Andrews, Jr.  
Defense Nuclear Facility Safety Board  
Oak Ridge Site Representative

U.S. Army Corps of Engineers  
Tulsa District

Gwendolyn Keyes Fleming, Regional  
Administrator  
US Environmental Protection Agency  
Region 4

Franklin Hill, Director  
US Environmental Protection Agency  
Region 4 Superfund Division

Sam Coleman, Acting Regional  
Administrator  
U.S. Environmental Protection Agency  
Region 6

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U.S. Environmental Protection Agency  
Region 6 Superfund Division

Jack Hanley, M.P.H., Environmental Health  
Scientist Agency for Toxic Substances and  
Disease Registry

Zak Covar, Executive Director  
Texas Commission on Environmental  
Quality

Brad Jones, Regional 1 Director  
Texas Commission on Environmental  
Quality

Commissioner Robert J. Marineau, Jr.  
TN Department of Environment &  
Conversation

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DOE Oversight Division

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Tennessee Department of Safety

Commissioner Bill Hagerty  
Tennessee Department of Economic  
& Community Development

James Bassham, Director  
Tennessee Emergency Management Agency

Alan Zaslow  
Tennessee Emergency Management Agency  
East Region Office

Steve Payne, Director  
Anderson County Emergency Management  
& Homeland Security

Howie Rose, Director  
Roane County Emergency Management &  
Homeland Security

W. Nim Kidd, Chief  
Texas Division of Emergency Management  
Texas Department of Public Safety

Steven C. McCraw, Director  
Texas Homeland Security

Tom Kilgore  
President & CEO  
Tennessee Valley Authority

John D. Woolery  
General Manager, B&W Pantex

Darrel P. Kohlhorst  
President & General Manager  
B&W Y-12

Johnny O. Moore  
Manager, ORNL Site Office

SUBJECT: Stand-Up of the National Nuclear Security Administration Production Office

Lee Brooks  
General Manager & Sr. Vice-President  
WSI-Oak Ridge

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Hispanic Chamber of Commerce of East  
Tennessee

Robert Eby, Director  
USEC, Inc.

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Oak Ridge Site Specific Advisory Board

Mr. Leo H. Sain, President  
UCOR

Steve Jones, President  
Atomic Trade & Labor Council

Michelle J. McNutt, Site Manager  
UCOR

Bobby Parker, President  
International Guards Union of America,  
Local 3

Larry C. Kelly, Acting Manager  
Department of Energy, Oak Ridge Office

Ray Whitehead, President  
Knoxville Building & Construction Trades  
Council

Johnny O. Moore, Manager  
Oak Ridge National Laboratory Site Office

Dr. Joe DiPietro, President  
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Dr. Jimmy G. Cheek, Chancellor  
University of Tennessee, Knoxville

Andy Page, Director  
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Dr. Gary Goff, President  
Roane State Community College

Walter L. Warnick, Director  
Office of Scientific and Technical Info

David Bradshaw, President  
Oak Ridge Heritage and Preservation  
Association

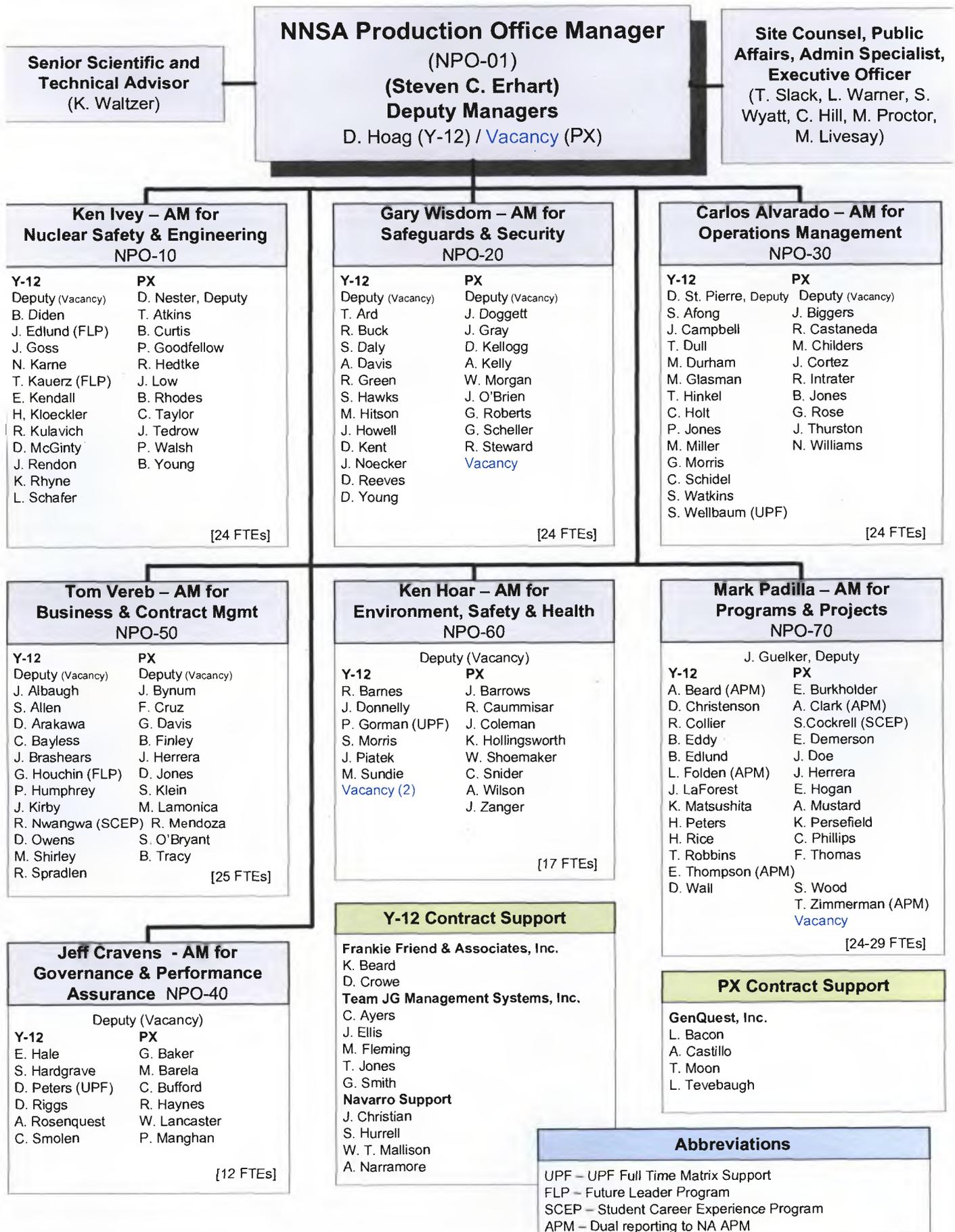
Lawrence Young, President  
Community Reuse Organization of East  
Tennessee

Samantha Pack, President  
Energy, Technology, & Environmental  
Business Association

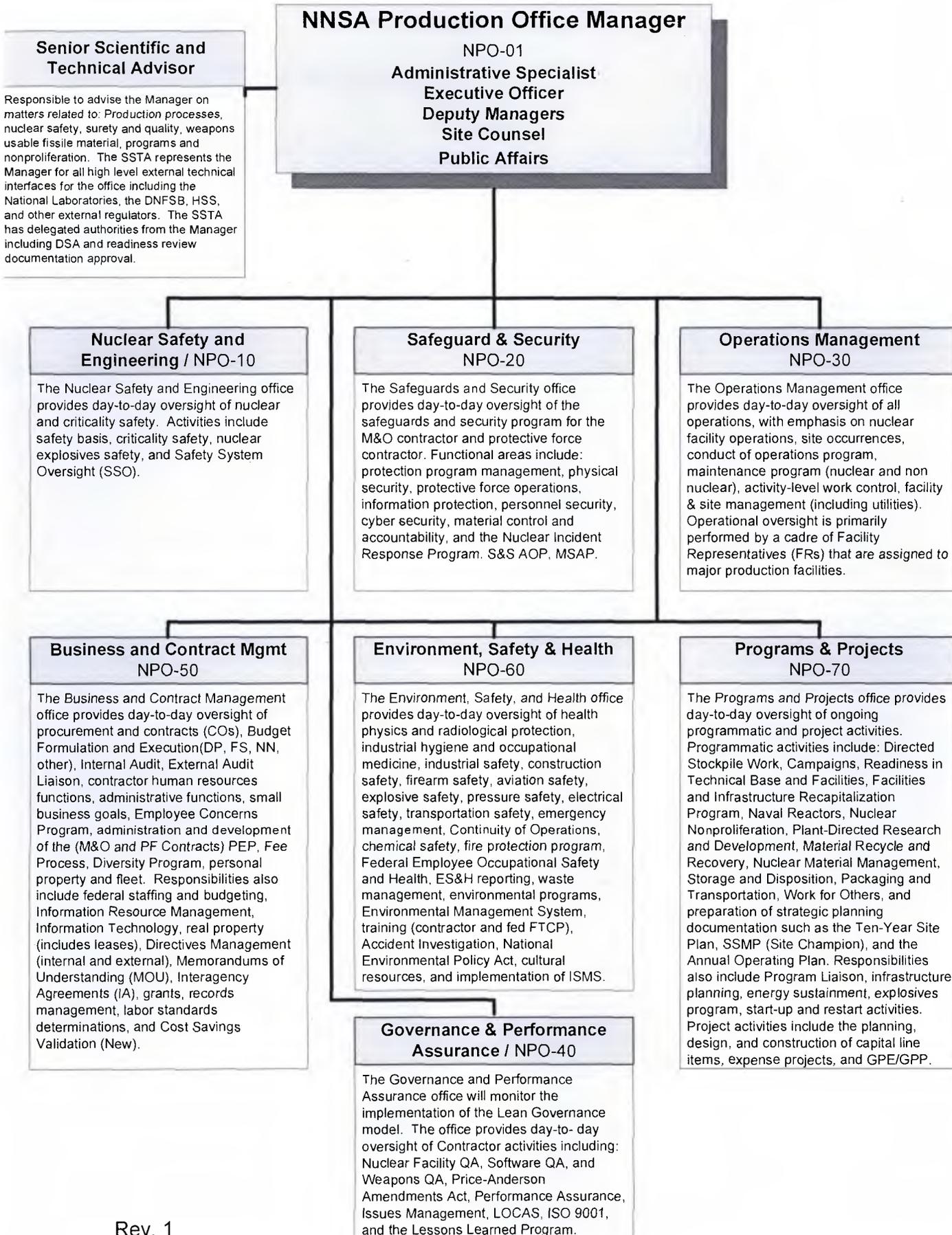
Jim Campbell, President  
East Tennessee Economic Council

Parker Hardy, President  
Oak Ridge Chamber of Commerce

NNSA Production Office Organization



NNSA Production Office Organization



## **NNSA Production Office Mission Statement**

*“Enhancing and ensuring the future of the Nuclear Security Enterprise through effective nuclear production operations”*

### **Mission**

Execute effective contract management and oversight to safely and securely maintain the nuclear weapon stockpile for the Nuclear Security Enterprise; provide enriched uranium for naval, research, and isotope production reactors, and support nonproliferation activities to reduce the global nuclear threat.

### **Vision**

Make the world safer by maintaining our nation’s nuclear deterrent and reducing global nuclear security threats.

### **Core Values**

#### **Excellence**

- Exceed our customer’s expectations
- Lead the NNSA in the pursuit of continuous improvement
- Make NPO the employer of choice

#### **Commitment**

- Place NPO goals over personal preferences; act in the best interest of NPO
- Safety, security and protection of the environment are of the utmost importance

## **Innovation**

- Encourage creativity and new ideas
- Lead NNSA in our approach to lean governance
- Reduce cost and increase efficiency through technology and business process improvements

## **Teamwork & Communication**

- Achieve common goals by working together
- Be accountable and trustworthy
- Foster strategic partnerships with our contractors and stakeholders
- Share information and ideas; give others the benefit of the doubt
- Encourage expressions of opinions and seek open communication

## **Integrity & Professionalism**

- Do what you say and say what you mean
- Value the diversity of our most important resource, our people
- Treat others the way you want to be treated
- Represent the office well
- Maintain a work/life balance
- We embrace the highest standard of ethical behavior with honesty, integrity, respect, and accountability in all of our interactions and activities

### Vision:

NPO will create a corporate governance model to achieve and maintain the highest levels of performance/reliability in meeting mission objectives while ensuring safety, security and quality.

### Principles of NPO Governance:

- 1) Governance is a system that assures mission accomplishment.
- 2) Governance is a strategic partnership between NNSA and the contractors
- 3) Governance is focused on contractor performance at the systems level
- 4) The goal of Governance is to effectively evaluate and accurately measure system performance to ensure safe and security mission accomplishment
- 5) Governance planning and conduct are prioritized on those areas that pose the most risk to nuclear safety, nuclear security, and mission accomplishment which may include some transactional oversight based upon a risk management decision
- 6) Governance fosters a highly reliable culture through transparent NNSA and contractor oversight and assessment programs, activities, and results
- 7) Governance uses feedback for continuous re-evaluation of oversight activities to ensure appropriate focus, level of activity, and quality of oversight/assessments
- 8) Governance incorporates a common risk methodology based on past performance, strength of contractor assurance system, open incidents and issues, and the potential to impact the mission, nuclear safety, and nuclear security.

### Inputs to the Governance model:

- Strategic Plan(s)
- Operations Plan(s)
- HQ and Site Office Performance Objectives
- Production Control Documents (or equivalent)
- Contract(s)
- Requirements (DOE Orders, NAPS, etc.)
- External assessment and inspection reports
- Past Governance results; internal assessment results
- Manager's focus areas
- Contractor metrics and CAS products

### Outputs of Governance Model:

- Improved contractor performance
- Assurance of safe and secure mission accomplishment
- Flow of key information to senior management
- Event and incident reports
- Performance Evaluation Plans
- Performance Evaluation Reports [for S&S, serves as Annual Survey Report]
- Site Integrated Assessment Plan, including site Master Assessment Schedule
- Individual assessment reports and issues, when appropriate
- Semi-annual or quarterly performance reports or feedback to contractors
- MSAP for S&S



Volume 1, Issue 1  
March 2012

## Debut of first issue of NPO News

By Steve Erhart

This marks the first issue of the “**NPO News**,” a new publication for federal and subcontractor employees at Pantex and Y-12. It replaces the existing “**Y-News**” publication that has been published for Y-12 Site Office employees for almost a decade and establishes a new publication for the Pantex staff.



Steve Erhart

other better as we move through the transition and consolidation of the two federal offices.

This is an excellent time to create a new vehicle for employee communications as we rapidly move toward the standup of the new organization. The standup plan for the NNSA Production Office has been approved by NNSA Headquarters and the leadership at both sites are working through several actions to complete the plan.

*Story continued on page 2*

### In this issue...

Confused on the rules governing political activity in and outside the workplace? See the “Ethics Queen” column on the Hatch Act, on page 4.

The primary focus of this newsletter is on the consolidation of the two offices and to supplement other

employee communications. It is also intended to help employees at the two geographically dispersed offices to get to know each

## Communications key to organizational success

Employee Advisory Teams (EAT) at the Pantex and Y-12 Site Offices are now in the process of getting established as part of an effort to enhance communications and share ideas between management and staff at both offices.

“The concept of the EAT is simple — a volunteer team of employees meeting peri-

odically to provide input in the form of ideas, concerns, etc., to management for their consideration,” said Steve Erhart, Manager of the NNSA Production Office. “The actual idea of such a team came to me in the form of a suggestion from a member of the Pantex Site Office,” he added.

the two teams have been held and both teams will develop charters. Each team will select a team leader and a management representative who will serve as the conduit for information and ideas between the employee group and the Leadership Team.

Initial planning meetings for

*Story continued on page 3*



## NPO News & Notes:

### Y-12 Site Office employees recognized for CFC campaign

Employees at the Y-12 Site Office have been recognized for their contributions to the Combined Federal Campaign (CFC). In a recent luncheon held for CFC key workers, the Y-12 Site Office (YSO) was recognized as the top agency per capita for the Fall 2011 campaign in Oak Ridge. YSO also received first place in percentage of participation among area federal agencies.

During the 2011 campaign, YSO employees raised \$46,286, which is over 37% of all the money raised by Federal agencies in Oak Ridge. Additionally, YSO had 21 employees who donated more than \$1,000 or one percent of their base pay, which is approximately 26% of the YSO workforce. **Greg Houchin**, Business Analyst, **Trey Kauerz**, QA/Nuclear Criticality Safety Engineer, and **Christy Holt**, Maintenance Engineer, served as YSO's key CFC workers for this year's campaign. Both Houchin and Kauerz were recognized as being among the Top Key CFC Workers in the campaign held this past fall.



"The great generosity of YSO employees, coupled with the outstanding efforts of YSO's key CFC workers, resulted in a successful and award winning campaign," said **Dan Hoag**, Acting Manager of the Y-12 Site Office. "I am proud of the effort of the YSO staff and the work of our key CFC workers who helped make the campaign an outstanding success," he added.

2011 marked the 50<sup>th</sup> anniversary of the CFC, which President Kennedy established as the only authorized solicitation of employees in the Federal workplace on behalf of charitable organizations in 1961. Today the CFC is one of the world's largest and most successful annual workplace giving campaigns. Each year, donations by Federal employees raise millions of dollars to support over 25,000 eligible charitable organizations that provide health and human service benefits throughout the world.

#### NPO News, continued from page 1:

I am very pleased with the team effort that has gone into this effort by leaders at both site. Much has been accomplished in a relatively short period of time, but there is much more work to be accomplished to complete the consolidation.

*NPO News* will also focus on employee achievements, awards, and recognitions in the federal workforce and major site achievements. It will include standing features on classification and ethics, calendar items of interest, and information on diversity events at both sites. Suggestions on stories of interest and other content for the newsletter are appreciated and should be sent to Steve Wyatt at Y-12 ([wyattsl@yso.doe.gov](mailto:wyattsl@yso.doe.gov)) or Brenda Finley at Pantex ([bfinley@pantex.doe.gov](mailto:bfinley@pantex.doe.gov)).

Also, included in this edition is a copy of the NNSA Production Office "Mission Statement." This was one of the key achievements of the recent Pantex and Y-12 Leadership team retreat. The Mission Statement (on pages 6-7) has been shared with federal employees at both sites and comments have been received and incorporated into this final.

I am very excited about the opportunity that we have ahead of us in standing up the NPO and the direction we are going with this effort. We are doing something that will have a lasting and important impact on NNSA, both today and long into the future. The work we are doing to establish this new organization will indeed enhance and ensure a viable future of the Nuclear Security Enterprise.

**Steve Erhart**  
**Manager,**  
**NNSA Production Office**

## NPO News & Notes:

### Nominees selected for Facility Representative of the Year Award

**John Thurston** and **Jason Campbell** have been selected as the nominees for the national DOE "Facility Representative of the Year" award for the Pantex and Y-12 Site Office.



**John Thurston**

**John Thurston** has served as a qualified DOE Facility Representative at the Pantex Site Office since 2008. John is assigned responsibilities for day-to-day oversight of nuclear weapon assembly and disassembly as well as operations of the weapon tooling warehouse. These assignments require John to maintain a detailed working knowledge of Conduct of Operations, a broad range of plant manufacturing and maintenance processes, authorization basis, engineering practices and quality and safety standards. John has consistently provided high quality analysis of safety and operational events to Pantex Site Office management. His contribution to the improved safety of the Pantex Plant, his determination to understand operating issues, his questioning attitude and his keen powers of observation earned him this year's nomination from Pantex.



**Jason Campbell**

**Jason Campbell** has been named as YSO's nominee for the annual DOE "Facility Representative of the Year Award." Jason is responsible for the oversight of assembly, disassembly, and quality evaluation operations. Among his numerous and significant contributions, Jason is recognized for his efforts to improve conduct of operations performance in the facilities that he oversees. His inquisitiveness while observing contractor activities has uncovered numerous inadequacies in procedure execution and operational performance. Jason's diligent oversight was instrumental during preparations for a DNFSB response related to concerns over the development and execution of technical procedures. In addition to driving improvements in operations, Jason also developed a new approach to training materials that will be used as part of the Technical Qualification Program at Y-12. Jason is recognized for his superior expertise, technical ability, and knowledge in uranium purification, and he is highly regarded as a leader in the Facility Representative program.

**Communications, continued from page 1:** At Y-12, **Greg Houchin**, Business Analyst, has volunteered to lead the EAT effort as the team is being formed. **Tom Vereb**, Assistant Manager for Program & Business Management, was chosen as the management representative. "We have had one initial meeting; our second meeting was held on March 28," said Houchin.

The first Pantex EAT meeting was held on March 29. The agenda consisted of working on the Charter and discussing Team organization and meeting frequency.

**Dave Nester**, Assistant Manager, Nuclear Engineering, and **Del Kellogg**, Lead, Information Protection Team/PXSO Classification Officer, both volunteered to be the Management Representative and EAT Lead, respectively.

**Right: YSO employees are shown participating in the second meeting of the Employee Advisory Team meeting.**



## *Anonymous Letters to "The Ethics Queen"*



### **Dear Ethics Queen:**

With the election coming up in November, I'm not sure what I can and can't do with respect to supporting my candidate. Any words of wisdom?

*P. J (Political Junkie)*

### **Dear PJ:**

The Hatch Act limits certain political activities of Federal employees both on and off duty. (Members of the Senior Executive Service, are subject to further restrictions and should contact the Ethics Queen for additional guidance.) Violations of the Hatch Act may result in disciplinary action, up to and including removal.

The term "political activity" means doing something in active support of or opposition to a political party, a candidate for partisan political office (e.g., President, senator, representative, state or local legislature or office), or a partisan political group (e.g., "Historians for Smith"). Examples of political activity that would violate the Hatch Act if done while on duty or using Government property include: circulating a candidate's nominating petition within your office; using the PC in your office after work to produce a brochure in support of a candidate's campaign; sending e-mail invitations to campaign events to friends within the agency; and using NNSA's Internet connections to forward e-mail messages received from a partisan campaign or someone supporting a partisan candidate.

Permissible political activity under the Hatch Act would include voting for the candidates of your choice; expressing opinions about candidates and issues; assisting in voter registration drives.

For a more comprehensive view of what the Hatch Act allows and disallows, please review the list of Hatch Act **Do's** and **Don'ts** shown below and review the latest DOECAST found at: <https://yso.y12.doe.gov/sites/YSO/legal/Shared%20Documents/Forms/AllItems.aspx>.

*The Ethics Queen*

**Terri Slack,  
Y-12 Site Counsel**

**Upcoming NPO Events:**

- April 4:** “Friends of Pantex” visit to Pantex
- April 5:** Congressman Steve Womack (R-Ark) visit to Y-12
- April 6:** Y-12 visit by staffers with the U.S. Senate Armed Services Committee—Strategic Forces
- April 11:** Nuclear Weapons Stakeholder Partnership Meeting at Pantex
- April 9-20:** Voluntary Protection Program assessment at Y-12
- May 19:** Y-12 Volunteer Day

**Farewell to Geoff Beausoleil**

A party was held last week in honor of **Geoff Beausoleil** who is leaving Pantex to become the Manager of the Sandia Site Office. Onlookers noted that it was hard to tell what Geoff enjoyed more at his farewell bash — the jokes, or the sombrero.

Good luck, Geoff, in your new assignment!





***“Enhancing and ensuring the future of the Nuclear Security Enterprise through effective nuclear production operations”***

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***Continued on page 7***



## Mission Statement, continued from page 7

### Integrity & Professionalism

- Do what you say and say what you mean
- Value the diversity of our most important resource, our people
- Treat others the way you want to be treated
- Represent the office well
- Maintain a work/life balance

**NPO News** is published each month for Federal and subcontractor employees at Pantex and Y-12. Story ideas, suggestions and feedback are encouraged. Brenda Finley, Terri Slack and Rebekah Nwangwa contributed to this edition.

**Steven Wyatt**  
**NPO News Editor**  
wyattsl@yso.doe.gov  
(865) 576-9918



Volume 1, Issue 2  
May 11, 2012

## Monette joins Pantex as Acting Dep. Manager

**D**ebbie Monette has joined the Pantex Site Office as Acting Deputy Manager. She began her detail in early April and replaces Geoff Beausoleil who recently was named Manager of the Sandia Site Office.

"Given Debbie's tremendous breadth of knowledge and expertise of NNSA activities, we feel very fortunate to have her here at Pantex," said Steve Erhart, NNSA Production Office Manager. I especially appreciate her input and assistance in helping me to

stand up the NNSA Production Office."

In her permanent assignment Monette serves as the Deputy Assistant Deputy Administrator for Stockpile Management. The mission of Stockpile Management is to develop, direct, and oversee the research, development, design, and production activities to maintain and enhance the safety, control, and effectiveness of the nuclear weapons stockpile.

"I am thrilled and honored to be part of the tremen-

dous Pantex team with the opportunity to work with all of you as we directly contribute to our nation's security," said Monette. "I am also pleased to be here during this very exciting time to help the NNSA move forward to the Enterprise operation concept through the standup of the NPO. These are very exciting and crucial times for our nation's nuclear stockpile. Both Pantex and Y-12 are at the forefront of this transition."

*Story continued on page 6:*

### In this issue...



**S**teve Erhart, NPO Manager, has the first in continuing series of columns on his perspectives on ensuring success of our new organization. See page 2.



## Jack Case Center achieves HBSB compliance

**I**n just five months, the Jack Case Center (JCC) at Y-12 has achieved compliance with a national building standard for energy sustainability by reducing energy consumption by nine percent. Since 2007 – the year JCC went into operation -- the facility has reduced total energy consumption by 21.4 percent.

*Story continued on page 4:*



Above: Y-12's Jack Case Center

# Keys to NPO Success (Part 1)

By Steve Erhart

In this and the next several editions of **NPO News**, I'm going to give some of my perspectives on ensuring success of our new organization. I will talk exclusively about people (never been in an organization without them); how we think, interact and communicate; and how we can be pulled together or pushed apart. Technical competence and problem-solving skills are definitely important in our line of work but the right environment must be established and nurtured or even the "best and brightest" people will not be effective. I hope you find these columns informative and useful. I hope they spur you on to more thinking and discussions within your work teams on how we can inspire, encourage and hold each other accountable for making the NNSA NPO the best organization in the federal government.



## Part One: Alignment

Do we want the same things and do we have a shared understanding of what we all need to be doing to get those things? Seems simple enough, read the mission and vision statements and off we go, right? But who is the "we" I'm talking about here? Is it PXSO and YSO? Does it include the contractor (s)? How about NNSA/HQ? How about (gasp), the DNFSB? Sorry about the overuse of the rhetorical question here but I obviously believe we can and should work to align all of these entities toward the same goals - even if we have distinctly different roles.

So what do we want? I believe most people will publicly claim allegiance to the mission itself. Our mission is vital to national security and the safe, secure and high quality execution of all mission deliverables is at the heart of what we all (should) want. If we don't believe in what we are doing, we should be doing something else. I used the word "publicly" above to leave open the possibility that this mission allegiance may not run as deep in everyone. This is due to several factors, the most likely being the lack of a common understanding of what the actual mission is. For now, that is o.k. - a starting point. We build from there. If we get enough of us going the same (and hopefully right) direction, others will follow over time.

So if the success of NPO is defined as safe, secure and high quality delivery on mission commitments (and I define it that way) then failure is defined as not achieving these goals. But true alignment is more than being able to recite the same mission and vision statements. True alignment is evident where everyone's fortunes literally rise and fall together - I expect the contractor should define success as I have above. Individuals within an aligned organization "feel" something when any part of the organization succeeds or any part fails. Do we share with our contractors and HQ program or project counterparts in the successes or failure experienced at our sites? As federal employees do we think our job is done after we have pointed out areas of non-compliance or do we keep engaged until performance improves and product is delivered? Are we content with identifying deficiencies or do we also help identify corrective actions that address underlying latent organizational weaknesses and actively support the contractor through the necessary changes? As someone I really respect once asked me: "Are you more interested in being right or in being effective?" Do we all pitch in to work problem areas that could affect mission output even if the area falls outside our area of expertise? It's easy to become and stay aligned when everything going great but what happens when things get a little dicey or a little uncomfortable? Do we run back to our safety or comfort zones or do we stay engaged and committed for the common good? My feeling is reflected in the commitment section in the NPO Core Values.

Obviously my definition of alignment involves some risk. Not the "hold my beer and watch this" type of risk, but the risk that comes with putting yourself out there - with trusting and asking to be trusted. Trust is hard earned and sometimes fragile but absolutely essential. Without trust, this all just talk. We can develop and nurture trust through continual, honest communication. I suggest we start from the premise that we are ALL (M&O contractors, NNSA HQ

*Column continued on page 6*

## NPO News & Notes:

### Peters and Manghan Named Federal DP “Employees of the Quarter”

**Harry Peters** and **Peter Manghan** have been named the Defense Programs “Employees of the Quarter” for Y-12 and Pantex.



Harry Peters

Peters has served as the Uranium Processing Facility (UPF) Federal Project Director for YSO since 2004. He is recognized for his integral role in the recent development of a Critical Decision 1 package and recommendation for a path forward to address issues related to the FY 2013 budget. Following a request from NNSA’s Deputy Administrator of Defense Programs, the UPF project team provided a response within 30 days on how to execute the project while ensuring Y-12 facility risks are addressed and milestones are achieved. Peters provided key direction to the UPF project team to ensure their response was timely and well-prepared.

He also identified an approach for completing the construction of the UPF and installing the highest priority Building 9212 capabilities. This approach allows for an early transition out of the 9212 facility and supports the selected alternative for the UPF project for reaffirmation of Critical Decision 1.



Peter Manghan

Before joining YSO in 2000, Harry served as a project manager with the DOE Oak Ridge Office. He received a B.S. degree in civil engineering from the University of Tennessee. He has over 40 years of experience in nuclear project management related to DOE and commercial nuclear power programs.

**Manghan** works effectively and collaborates successfully with diverse groups at Pantex and other NNSA sites. He works professionally and diligently with the Department of Defense (DoD), NA-10 Program Managers, and representatives from the United Kingdom. Peter maintains the Quality Instruction List for all items with delegated acceptance stamping. He resolves shipping and receiving nonconformance issues with the other site offices, design agencies, DoD, and the United Kingdom Ministry of Defense. Peter works enthusiastically to ensure that our military receives the items they need to support our nation’s defense.

Peter has a wealth of background knowledge from both his days in the U.S. Air Force and the Pantex Plant. He freely shares important background information with both his supervisor and coworkers. His willingness to share has helped Peter to provide cross-training to newer engineers at the Pantex Site Office. This has been a great benefit in these times of reduced resources that give the site office additional flexibility to continue performing its mission. Peter is self-motivated, resourceful, and has resolved issues independently without compromising mission goals.

### Cinco de Mayo luncheon at Pantex



Pantex Site Office employees recently celebrated **Cinco de Mayo** with a fiesta style luncheon. Mexican food, music, swinging to the “Chicken Dance” and breaking the piñata were highlights of the celebration.

Contrary to widespread popular belief, Cinco de Mayo, celebrated on May 5, is not Mexico’s Independence Day (which is actually celebrated on September 16). Cinco de Mayo is celebrated in U.S. cities with a significant Mexican population and regionally in Mexico, primarily in the state of Puebla, where the holiday is called *El Día de la Batalla de Puebla* or the “Day of the Battle of Puebla.”

Left: **Ashleigh Wilson** tries her best to burst the piñata! **Wilson** is a general engineer with Pantex Office of Environmental & Site Engineering Programs.

## NPO News & Notes:

### Lamonica graduates from Executive Leadership Program

**M**aria Lamonica, Budget Analyst with the Pantex Site Office, recently graduated from the Executive Leadership Program. The nine month program, which concluded with a graduation ceremony held in April, included training on developing effective leadership skills using tools such as self-evaluation, team building exercises, and external awareness.



Above: Maria Lamonica (right) is shown with her supervisor, Becky Tracy at the Executive Leadership Program graduation.

The Executive Leadership Program is a federal government-wide program under the direction of the Graduate School USA Center for Leadership and Management.

“The ELP has been an amazing and impacting experience, especially at this point in time in my Federal career,” said Lamonica. The self-discovery assessment tools, curriculum topics, instructors, guest speakers, individual and team learning activities, tours, executive interviews, and the opportunity to develop lasting friendships with other federal employees across the nation, have enriched my perspective of leadership in the federal government,” she added.



Above: Installation of a “smart strip” at Y-12’s Jack Case Center

### Jack Case Center, continued from Page 1:

The 400,000 square foot facility is Y-12’s first building to meet High Performance and Sustainable Building (HPSB) compliance, which is intended to create more efficient and environmentally friendly work areas. Under Presidential Executive Order, buildings associated with federal operations that are greater than 5,000 square feet in size will be HPSB compliant. Y-12’s New Hope Center is also in compliance, but had already met the requirements through LEED (Leadership in Energy & Environmental Design) Certification.

“This facility was built to be very energy efficient-- we knew it would be a challenge to achieve a higher level of energy efficiency,” said Dan Hoag, Acting Manager of the Y-12 Site Office. “This effort has shown that with a little creativity, and everyone working towards the goal, it can be accomplished,” he added.

“As the stewards of federal facilities we strive to achieve substantial energy savings and avoided costs from improved efficiency” said Robert “Dino” Herrera, Deputy Associate Deputy had a positive impact for both Y-12 and NNSA and the Jack Case Center will account for 29 percent of NNSA’s progress towards this year’s HPSB goals.” Herrera is currently serving as Acting Deputy Manager for the Y-12 Site Office.

Story continued on page 5:

## “A Political Pioneer”

By Angela Mustard  
Diversity Manager, Pantex Site Office

**M**ay is Asian-Pacific American Month. Angela Mustard, of the Pantex Site Office, provides the following article on a political pioneer who opened the door for Asian Americans to enter U.S. politics.

Dalip Singh Saund made history in 1956 when he became the first Asian, first Indian, and first Sikh elected to Congress. Born in India in 1899, Saund came to the United States in 1920 to study at the University of California, Berkeley, where he earned a doctorate degree in mathematics. The Hindustani Association of America was active at Cal Berkeley; after two years, Saund was elected as its national president.



**Dalip Singh Saund**

Despite being highly educated, Saund discovered that his career options were limited due to anti-immigrant feelings in the U.S. As a result, he worked in farming for the next 20 years. At the same time, Saund began fighting discriminatory laws against Indians. In 1949, he and other Indians finally earned the right to become U.S. citizens.

In 1950, he was elected as a California District Judge. Saund was no ordinary justice of peace. He refused to go along with the longtime tradition of allowing the existence of a notorious Westmorland red light district. Instead of routine fines functioning as license fees, he routinely decreed jail sentences for prostitutes. He suspended the sentences if it appeared they were discouraged from returning.

Since they came mostly from Mexicali, across the border, he encouraged the Border Patrol to raid the houses and charge the prostitutes with vagrancy. He gave the stiffest sentence, a fine of \$1,000 and a year in the county jail, to the "vice queen" of the town. Her husband, on the same charge, skipped bail and fled. Within Saund's time the red light district had disappeared.

In 1956, was elected into the House of Representatives. As a freshman Congressman, he was appointed to the House Foreign Affairs Committee. He served three terms in the House of Representatives, working to improve U.S.-Asian relations. As a Congressman, Saund made some notable contributions. In February of 1961, he led a House delegation of 11 members to the first conference of the Mexico-United States Inter-parliamentary Group in Guadalajara. Many believe he was almost prophetic in his views about channeling foreign aid through central governments. He was convinced it would lead to corruption and fought to add the Saund Amendment to the Foreign Assistance Act of 1961 over the objections of the Kennedy administration.

Saund's political career was cut short when he suffered a stroke while campaigning for a fourth term. Still, he opened the door for Asian Americans to enter U.S. politics.

**Jack Case Center, continued from page 4:** The Jack Case Center, which houses some 1,200 Y-12 federal and contractor employees, was built with many energy-efficient measures already in place. Motion-activated bathroom fixtures have helped keep water conservation in check. Lighting fixtures utilize highly efficient fluorescent lamps, exterior walls are insulated, and all exterior windows are made from double-paned, insulated, low-emissivity glass. After the building was occupied in 2007, other steps were taken to reduced energy use. Night and weekend thermostat setbacks adjusted off-shift temperatures by five degrees. Where applicable, incandescent lamps were replaced with LED lamps and the facility was maintained for efficient operations. According to the Executive order, however, the Y-12 facility had to reduce energy usage another 9 percent. To achieve this higher goal to meet HPSB compliance, a campaign was launched in October 2011 to encourage greater energy conservation. Actions taken included the installation of motion-activated light switches, air temperature adjustments during off-shift hours, use of WattStoppers for computers and residual loads, increased use of task lighting, and a reduction in potable water use for irrigation.

**Upcoming NPO Events:**

- May 15: Industry tour at Pantex for ProForce contract**
- May 17: Industry tour at Y-12 for ProForce contract**
- May 22: YSO All Hands Meeting**
- May 23-24: Tennessee Valley Corridor Summit Spring Meeting, Somerset, Kentucky**
- June 12: "Bring your Child to Work Day at Y-12**
- June 15-16: Secret City Festival, Oak Ridge**
- June 16: Secret City Festival tour at Y-12**

**Key to NPO Success (Part 1), continued from page 2:** management and program or project managers, DNFSB staff, Congressional staff, etc.) patriots. We assume we all have good intentions. In short, we give each other the benefit of the doubt (under Teamwork and Communication in the NPO Core Values). We have to get to know each other in order to trust each other. We need to think of as many ways possible for building this trust between ourselves, our partners, customers and stakeholders. Trust is the cornerstone of alignment.

Where there is risk there is also reward. I hope you see the huge, once in a lifetime opportunity we have here to build something special together. I hope we will not settle with just paper reorganization and being essentially "on the same page," but will strive for something deeper, more resilient, and more permanent.

In upcoming columns I will talk about system thinking and about managing cultural differences.

**Steve Erhart  
Manager,  
NNSA Production Office**

## NPO News & Notes:

### Congressman Womack (R-Ark) tours Y-12



Congressman Steve Womack (R-Ark) recently toured the Y-12 National Security Complex. As part of this visit, Womack visited the Highly Enriched Uranium Materials Facility. From left to right is Darrel Kohlhorst, B&W Y-12 President & General Manager, Congressman Womack, and Dan Hoag, Acting Y-12 Site Office Manager. Congressman Womack is a member of the Energy and Water Development subcommittee.

**NPO News** is published each month for Federal and subcontractor employees at Pantex and Y-12. Story ideas, suggestions and feedback are encouraged. Brenda Finley and Rebekah Nwangwa contributed to this edition.

**Steven Wyatt**  
**NPO News Editor**  
 wyattsl@yso.doe.gov  
 (865) 576-9918

### Acting Deputy Manager, continued from page 1:



Debbie Monette

Monette previously served as the Senior Advisor for Environment, Safety Health; as Director, Office of Technical Services; and as Assistant Deputy Administrator for Strategic Planning, Resources and Integration. She also served as the Assistant Manager for National Security for the NNSA Nevada Site Office. She has worked for over 20 years as a weapons program engineer and manager for nuclear weapons systems for concepts, design, development, production, surveillance and dismantlement, and nuclear materials accountability and budget.



Volume 1, Issue 3  
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## DOE VPP Star Flag presented to Y-12

The Y-12 National Security Complex now flies the DOE Voluntary Protection Plan Star flag following a ceremony held last week at Y-12's New Hope Center to recognize this important safety achievement.

The VPP flag was presented to Y-12 by Dan Hoag, NNSA Acting Site Manager. "Achieving DOE-VPP Star status is a significant achievement for B&W Y-12," Hoag said. "It is a symbol of excellence in the pursuit of health and safety. It represents a strong commitment by Y-12

*Story continued on page 4*



**Above:** Y-12 officials raise the VPP Star Flag in a ceremony held last week. From left to right is Steve Jones, President, Atomic Trades & Labor Council, Dan Hoag, Acting YSO Site Manager, and Bill Klemm, B&W Y-12 Deputy General Manager.

## NPO Grand Opening Ceremony just days away

On Monday, June 18, the NNSA Production Office will be open for business. The Grand Opening Ceremony to recognize this historic achievement will be held on Tuesday, June 19.

The Grand Opening Ceremony will include a three way video conference between Pantex, Y-12 and NNSA Headquarters. Remarks will be made by

NNSA Administrator Tom D'Agostino, Neile Miller, Deputy Administrator, Dr. Donald Cook, Deputy Administrator for Defense Programs, and Michael Lempke, Associate Principal Deputy Administrator.

The theme of the ceremony is "Honoring the Past, Celebrating the Future" and will focus on the accomplishments of both the Pantex

and Y-12 Site Offices over their many years of operation and the future opportunities for NPO. And in true Tennessee and Texas tradition, the event will include a barbeque lunch, followed by birthday cake to celebrate the occasion.

At Y-12 the event will be held in the Jack Case Center in Conference Room

*Story continued on page 5:*



## NPO Assistant and Deputy Assistant Manager selections announced

The selection of NPO Assistant Managers and Deputy Assistant Managers was recently announced by Steve Erhart, NPO Manager. The assignments are effective on June 18, with the NPO opening.



Ken Ivey



David Nester



Gary Wisdom



Carlos Alvarado



Donat St. Pierre



Ken Hoar



Tom Vereb



Mark Padilla



Johnnie Guelker



Jeff Cravens

**Ken Ivey** is the Assistant Manager for Nuclear Safety and Engineering. He has been an Assistant Manager at YSO for over 12 years in the areas of engineering, safety & health, environment, programs, operations and security.

**David Nester** is the Deputy Assistant Manager for Nuclear Safety and Engineering. He has 20 years of experience in the area of nuclear explosives and nuclear material safety including extensive experience in the safety basis of Pantex operations.

**Gary Wisdom** is the Assistant Manager for Safeguards and Security. He has over 30 years of experience as a security professional in DOE as a contractor and federal employee in the areas of technical, physical, and cyber security, MC&A, and pro force management.

**Carlos Alvarado** is the Assistant Manager for Operations Management. He has over 20 years of experience in nuclear facility operations and oversight within the DOE complex for weapons operation, enrichment operations, and D&D.

**Donat St. Pierre** is the Deputy Assistant Manager for Operations Management. He has 13 years of experience as a leader and contributor for operations and security oversight. He previously served as the YSO Assistant Manager for Safeguards and Security and also served as Acting Assistant Manager for Operations at Y-12.

**Ken Hoar** is the Assistant Manager for Environment, Safety and Health. He has over 15 years of experience in the ES&H field at DOE and has a proven track record for accomplishing significant safety objectives, including achieving VPP Star Status at Pantex.

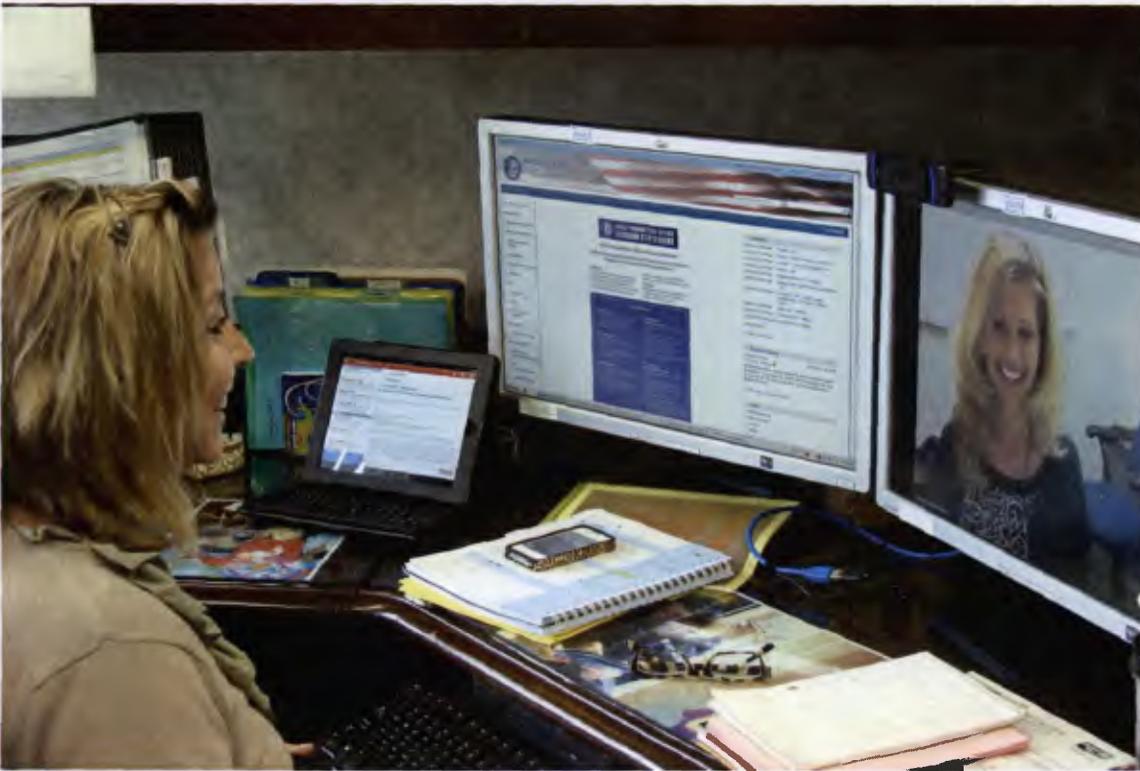
*Story continued on Page 6*

## NPO News & Notes:

### NPO takes full advantage of the latest in NNSA's IT Arsenal

As the NNSA stands up its newest organization, the NNSA Production Office (NPO) is already using some of its latest technologies to enhance the collaborative efforts between the NPO's two geographic locations in Amarillo, Texas, and Oak Ridge, Tennessee. This effort is also intended to enhance and maximize the mobile worker environment at each site.

Users at both production office locations now have wireless networking capability for government and personal mobile devices, along with desktop video conferencing, and collaboration tools Microsoft SharePoint and Lync. These technologies are helping to bridge the physical gap between the single organization, NPO.



**Above:** Melinda Proctor, Administrative Assistant at the Pantex, uses a variety of new IT tools now available to federal employees at Pantex and Y-12. She is shown holding a video conference with YSO's Mary Helen Hitson using Microsoft Lync software. Her left-hand screen displays the new NPO SharePoint site. Other tools in this photo that reflect the evolving IT environment include a government iPad displaying government e-mail using Good technology and a personal iPhone.

The recent installation of a new ultra secure wireless system at both sites allows government computers to connect to their sites' mission applications, while allowing personal wireless devices to connect to the Internet. NNSA's wireless project, which also includes deployment of wireless capability at Los Alamos and Lawrence Livermore National Laboratories, was identified as one of the "Select Initiatives" in NNSA's latest Strategic Plan. To reduce the cost of NNSA's wireless project, all four sites are using the same plans to ensure interoperability and to use a single contract to achieve bulk discounts on "procurements associated with this project," said Travis Howerton, NNSA Chief Technology Officer.

*Story continued on page 4*

## NPO News & Notes:

**DOE VPP Star Flag presented to Y-12, continued from page 1:** employees, the unions and management to continually strive for a safe workplace.”

DOE-VPP encourages and recognizes excellence in occupational safety and health protection and closely mirrors the Occupational Safety and Health Administration’s (OSHA’s) VPP. Available to all contractors and subcontractors in the DOE complex, DOE-VPP outlines areas in which participants can surpass compliance with DOE orders and OSHA standards.



B&W Y-12 President & General Manager Darrel Kohlhorst, B&W Y-12 Deputy General Manager and Senior Vice President Bill Klemm, and Atomic Trades and Labor Council President Steve Jones accepted the flag. Congressman Chuck Fleischmann (R-TN) participated in the event along with many other local and regional elected officials and business leaders.

Y-12—supported by the Atomic Trades and Labor Council, Knoxville Building and Construction Trades Council, and United Steelworkers—began its official pursuit of DOE VPP Star status in January 2011.

**Susan Morris** of the YSO staff played a key role in the review and submittal of the VPP application to HSS and served as the primary point of contact for YSO with HSS throughout the process of achieving DOE VPP Star Status.

Above: Dan Hoag helps hand out ice cream to Y-12 employees as part of the celebration to recognize the VPP achievement.

**NPO takes full advantage, continued from page 3:** “These wireless networks are the first phase in a multi-year effort to roll-out wireless technology strategically throughout the NNSA. This multi-site effort will continue over the next few years and this technology is expected to result in significant cost savings and enhanced communication capabilities.”

In addition to wireless technology, NPO is also rolling-out “Good” Technology to accommodate employees in a mobile environment, especially those using government and personal iPhones and iPads. Good Technology is a secure application that allows employees to access email and calendars at any time and from anywhere. Applications such as Good and others are helping NNSA to move forward to a “Bring your own Device” (BYOD) environment, one that allows employees to bring personally-owned mobile devices to their place of work, and using those devices to securely access privileged government resources such as email, file servers, and databases.

“Through NPO’s recent deployment of Microsoft Lync and desktop cameras, employees are able to conduct desktop video conferences and to work collaboratively on documents and presentations between Pantex and Y-12,” said Jim Bynum, who leads NPO’s efforts in Information Technology. “Providing interconnectivity to computer networks and applications between the two sites is a complex process that will evolve over time. Sharing common information is a key requirement throughout NPO. SharePoint, another tool in NNSA’s latest information technology arsenal has been deployed to allow all NPO employees to access, create and to edit common information across sites immediately,” Bynum added.

The stand-up of the NNSA Production Office that spans multiple locations and achieving cost reductions is no small undertaking. Leveraging information technology, which is one of NNSA’s most valuable assets, is an important tool in achieving the goals of “One NNSA.”

## NPO News & Notes:

### “Wall of Heroes” honors Pantex employees for their military service

On May 16, Pantex honored employees for their military service with a flag ceremony and luncheon. The annual Armed Forces Day Celebration included the unveiling of the “Wall of Heroes,” which depicts active duty Pantex employee and those who have served in Operations Enduring Freedom, Iraqi Freedom and Noble Eagle.

There are approximately 900 veterans among the Pantex workforce. Recognized at the event was Pantex Senior Project Manager and U.S. Navy Seabee Capt. David Will, who is just three weeks back from his nine-month deployment in Afghanistan – his third tour of duty in six years.

“I believe we are blessed to have the jobs we have and to do the work we do here at Pantex – to serve our country. It’s a blessing to serve,” said Steve Erhart, NNSA Production Office Manager.

“But blessing requires sacrifice....someone, somewhere always sacrifices something so that blessings can occur. It’s selflessness instead of selfishness. Our nation’s service men and women all sacrifice their freedom to ensure ours. Their willingness to make the ultimate sacrifice for our freedom is at the heart of the blessings we all enjoy.”

The Pantex Fire Department Honor Guard conducted the flag-raising ceremony. The event featured speakers from both the Pantex Site Office and B&W Pantex and included guest speaker retired Navy Capt. and Supply Chain Management Division Manager Mike Tryon.

**NPO Grand Opening Ceremony just days away, continued from page 1:** E2 C11 and at Pantex, the ceremony will be held at the 12-36 Main Conference Room. As part of the ceremony, Neile Miller will be present at Pantex and Michael Lempke will be at Y-12. Steve Erhart will serve as the MC for the event.

“This is a really big deal not only for the future of NPO, but for NNSA as a whole, said Steve Erhart, NPO Manager. “It is important for us to take time to celebrate this important milestone. I’m also pleased that both Neile Miller and Michael Lempke will join us for this celebration,” he added.

**Editors Note:** Steve Erhart’s monthly column on his perspectives on ensuring success of our new organization will return in next month’s edition following the startup of NPO operations.



**Above:** Steve Erhart, NNSA Production Office Manager, speaks with Pantex Senior Project Manager and U.S. Navy Seabee Capt. David Will who recently returned home from a tour in Afghanistan. In the background, the Pantex “Wall of Heroes” poster displays photos of all Pantexans who have served or who are currently serving their country.

**Upcoming NPO Events:**

**June 15-16: Secret City Festival, Oak Ridge**

**June 16: Secret City Festival tour at Y-12**

**June 18: NPO operational**

**June 18-19: Michael Lempke visit to Y-12**

**June 19: Neile Miller visit to Pantex**

**June 19: NPO Grand Opening Ceremony**

**June 25-25: NPO Management retreat**

**NPO Management Team selections, continued from page 2:**

**Tom Vereb** is the Assistant Manager for Business and Contract Management. He has over 30 years of experience in federal business, contract and financial management, including serving as a comptroller for the Department of Defense. He joined YSO in 2008 after completing a 27 year career in the U.S. Air Force.

**Mark Padilla** is the Assistant Manager for Programs and Projects. He has over 24 years experience in the nuclear security enterprise, including extensive work in the formulation and execution of a multi-billion dollar budget and in the management of programs.

**Johnnie Guelker** is the Deputy Assistant Manager for Programs and Projects. He has over 30 years of experience as a manager of federal projects for DOD, DOE, and NNSA. He is certified as project management professional and has achieved a DOE Level 3 federal project director certification.

**Jeff Cravens** is the Assistant Manager for Governance and Performance Assurance. He has 12 years of experience in evaluating the performance of contractor operations in the areas of nuclear operations, criticality control, emergency management, and work control. Before joining DOE, Cravens spent five years working at several naval shipyards in refueling operations.

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**Steven Wyatt**  
**NPO News Editor**  
wyattsl@yso.doe.gov  
(865) 576-9918