

Vol. 11

Issue 12

June 3, 2015

NRC Reporter

Protecting people and the environment

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REPORTER SUBMISSION INFO. FROM THE EDITOR

The *NRC Reporter* will be published monthly, on the first Wednesday of the month. The next issue of the *Reporter* will be published on July 1. **The deadline for submissions is June 24.**

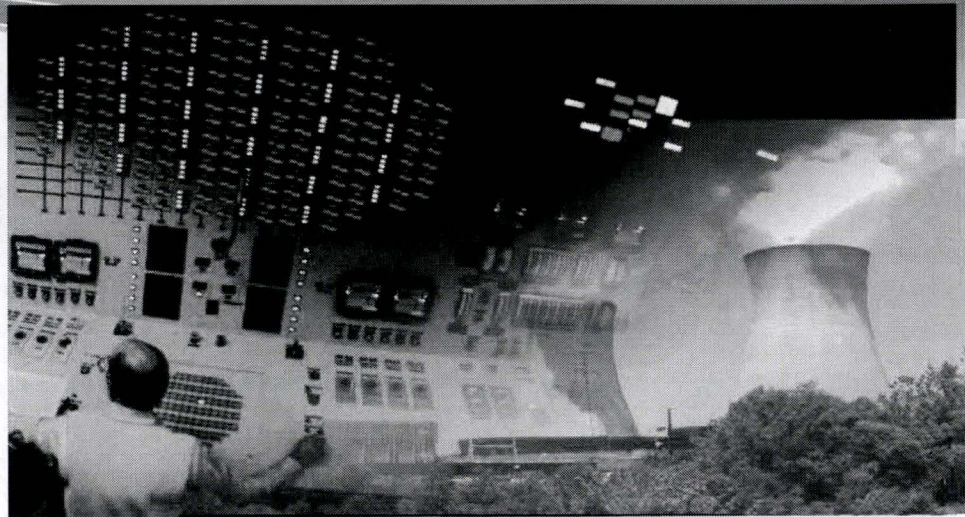
In order to continue having an informative employee newsletter, I encourage you to submit articles and photos to the *NRC Reporter* inbox via email to: NRCReporter.Resource@nrc.gov

Editor: [Karin Francis](#)

Layout: [Stephanie West](#)

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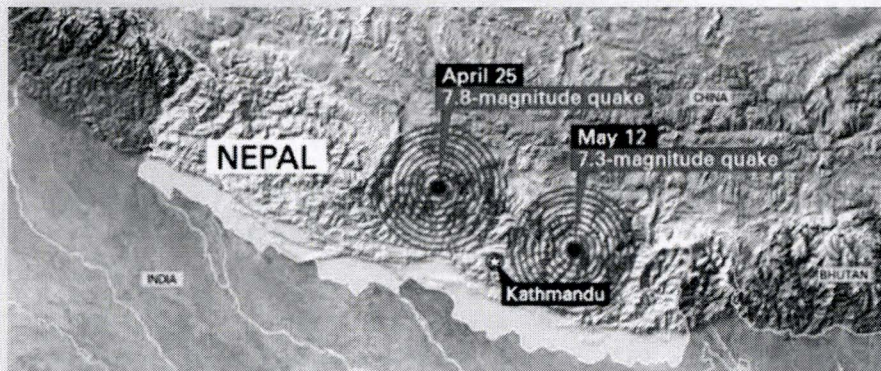
RES Spearheads Shared Workspace Pilot Program

By Joe Zabel, RES

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Nepal Earthquake Rescue and Relief 2015

By Kevin Thapa (CSO)



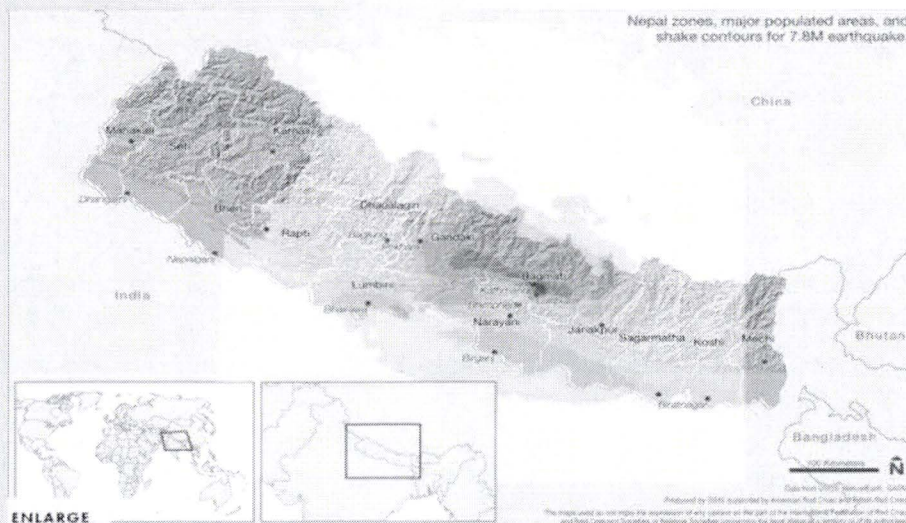
A major earthquake of 7.8 magnitude struck Nepal on Saturday, April 25, killing thousands and flattening centuries-old temples and buildings in the capital city of Kathmandu. The epicenter of the earthquake was at Lamjung village, 50 miles NW of Kathmandu. The authorities say that the earthquake was shallow, about 15 Km (9 miles) deep. Unfortunately, an aftershock with a magnitude of 6.7 occurred near Kathmandu (45 miles NE) on Sunday afternoon, April 26, which caused more damage to the buildings that withstood the first earthquake.

A 7.3 magnitude earthquake rattled the nation

on Tuesday, May 12, a powerful aftershock from the earlier earthquake. It was followed by more aftershocks, causing additional devastation. Again on May 16, another aftershock struck Nepal sending tremors across Bihar and parts of India. The total number of aftershocks has surpassed 650.

Initially, the rescue effort was limited to only certain accessible areas. Slowly, the rescue effort has reached the inaccessible countryside. People are still searching for family members buried under the rubble. Most are still afraid of going back to their homes since there have been on-going strong tremors every day. It is almost monsoon season in Nepal, which will complicate relief efforts and daily living.

NEPAL EARTHQUAKE FATALITY UPDATES (latest numbers we have): Over 9,000 people have died, 20,845 are injured, 350,000 (14 percent) homes have been destroyed, 500,000 homes are cracked and 8.2 million people are impacted by this massive Earthquake.

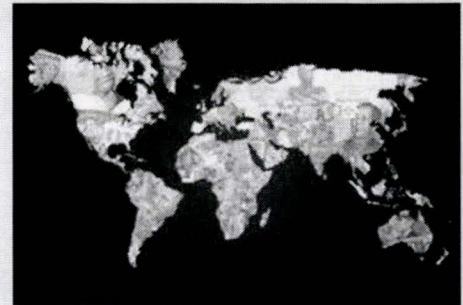


FY 2016 **External Training**
Data Call

The External Training Data Call is Out. The due date to submit external training requests for the first and second quarters (Q1 and Q2) of fiscal year (FY) 2016 is **June 9, 2015**. For guidance on how to submit your external training requests, please visit the [External Training Frequently Asked Questions \(FAQs\) SharePoint page](#).

International Travel Tips – Money Matters by Carlotta Coates, OIP

Do you recall hearing the phrase, “show me the money,” famously uttered by Cuba Gooding, Jr. and Tom Cruise, characters in the 1996 film Jerry Maguire? Back in 1996, when people traveled abroad, there were essentially two basic options for obtaining foreign currency for (or at) your international destination: take and exchange cash or take and exchange traveler's checks. This is no longer the case, but with bank fees rising every year and exchange rates in constant flux, it's hard to know what the best money management practices are when travelling abroad. When planning your next overseas trip, here are a few tips you may wish to consider:



Research currency conversions before you go. Make sure you do your homework before you travel to get a general sense of the conversion rate. Keep in mind the logic that local currencies follow. In Europe the system is decimalized, as in the U.S. There are a hundred “little ones” (cents, pence, grosz, stotinki) in every “big one” (euro, pound, zloty, lev). Only the names have been changed. Roughly determine what the unit of currency (euros, kroner, Swiss francs, or whatever) is worth in American dollars. For example, let's say the exchange rate is €1 = \$1.40. If a strudel costs €5, then it cost five times \$1.40, or about \$7. Ten euros is about \$14, and €250 = \$350. Before you know it, you'll be comfortable with the local currency.

Make sure your credit card will work in the country you're visiting. Many European banks have switched almost completely to the more secure chip-and-PIN technology, and fewer businesses abroad are accepting the outdated magnetic-strip cards.

Notify your bank or credit card provider about where and when you will be traveling. Sometimes banks think it is fraud if transactions or unusual spending patterns are suddenly occurring in France when you live in Maryland, and they may deactivate your card as a security measure.

Ask your credit card company about fees for overseas transactions. Hidden card fees can make that post-trip card statement a very unpleasant surprise.

Go to a bank or ATM in the country you're visiting. The conversion centers in the airport, in hotels, or around the cities tend to charge huge fees. You won't get charged as many fees at the ATM or the bank, and the conversion will be exact.

Get real. Always deal with reputable, established currency exchanges; in many countries it is illegal to do so otherwise. If you deal with people on the street who offer you an “unbelievable deal,” you run the risk of getting counterfeit currency or worse, such as getting arrested.

Always have local cash. Not every place takes credit cards, especially places like trains or buses, or small shops that do not cater to tourists.

Safeguard all credit cards. Any credit cards that are unnecessary or invalid overseas (e.g., gasoline, department store credit cards) should be left at home.

European key pads have only numbers. You'll need to know your personal identification number (PIN) by numbers rather than letters.

Loose change/coins. Spend them in the country you are visiting. If you have a pocket full of change, pay your hotel bill with them first, and then apply the balance to a credit card. Otherwise, you have a bunch of weighty souvenirs.

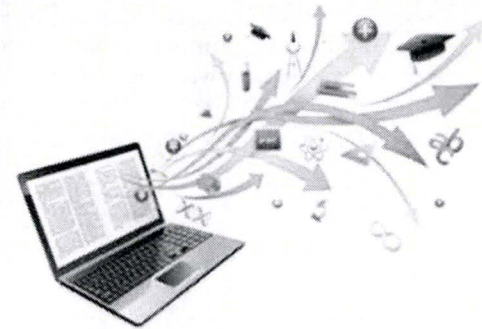
Check the country's entrance/exit fees. Some countries require travelers to pay in order to enter and/or leave the country. Keep in mind that some countries even require that you pay the exit fee in its national currency, and you may need to set this aside rather than spend all of your local currency before getting to the airport.

Don't over tip - research tipping practices for each country. Generally Americans tip 15-20 percent. Sometimes the tip is already included in the bill. If you're not sure whether (or how much) to tip for a service, ask your hotelier or the tourist information office. In addition, in some countries it is considered impolite to tip for certain services. For instance, in many — but not all — countries taxi drivers expect to be tipped, while others may not welcome this courtesy.

In summary, be prepared. The next time you're overseas and it's time to pay the bill, and you are asked to “show me the money,” you will have the confidence to do so, without embarrassment or something worse.

Affordable College Learning Opportunities for Federal Employees and Their Families

Are the high costs of college tuition keeping you from pursuing higher-level educational opportunities? Starting this summer, Federal employees, their spouses, and qualifying adult family members can potentially access more than 60 nationally-recognized online undergraduate and graduate certificate and degree programs from Champlain College, a not-for-profit private institution in Burlington, Vt. Champlain College is a leader in adult online learning and, since 2006, is regionally accredited by the New England Association of Schools and Colleges.



Last month, the U.S. Office of Personnel Management (OPM) and Champlain College entered into an agreement offering affordable, high-quality online learning programs for Federal civilian employees and their qualifying adult family members. Online programs in fields such as cybersecurity, digital forensics, human resources management, accounting and project management are all available through truED® from Champlain College. See www.champlain.edu/truedfed for more details. Excluded from the agreement are the on-campus undergraduate and graduate programs.

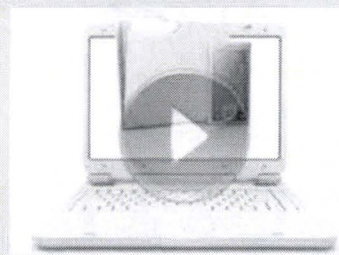
Federal employees and their qualifying adult family members who want to take advantage of these online learning degree and certificate programs will still have to apply for admission at Champlain College and must be accepted through the college's regular admission procedures. Once admitted, an academic advisor will discuss educational goals with the student, and the student can register for classes. Students can log onto their courses at their convenience. The course requirements will be clearly stated in the course syllabus on the first day of class. Once the class begins, the lectures and assignments are posted online. Tools for the courses include an assignment tool, a testing tool, and even email for contacting classmates and professors privately. The next webinar "Everything you want to know about truED®", is available for viewing on June 9 at 11:00 a.m. and 2:00 p.m. and is accessible from the college's link listed above.

Champlain College's truED® for Federal employees offers different subscription payment plans making the online learning tuition more affordable. Rather than standard tuition payments, you can pay a monthly subscription fee. By choosing a truED® subscription level, you can earn a degree or certificate that costs 70 percent less than their traditional tuition. The plans range from the Basic Plan at \$250/month for undergraduate education to the \$800/month Executive Plan for a master's degree in Executive Leadership. The agreement between OPM and Champlain College allows federal employees to complete an undergraduate certificate for \$3,000, a bachelor's degree for less than \$12,000, and one master's degree can even be completed for under \$10,000. The tuition subscription levels are described [here](#) in detail, and answers to frequently asked questions about truED® are available [here](#).

"By partnering with Champlain College, OPM is helping provide access to high-quality educational opportunities that will allow our dedicated Federal employees to advance their careers and contribute to their agencies' mission success." - OPM Director Katherine Archuleta, April, 20, 2015.

For more information, please contact OPM's Learning and Development Team via email at learninganddevelopment@opm.gov or Champlain College toll-free at (877) 887-3960, and via email at truEDFed@champlain.edu.

There's a New Mandatory Training in Town by Victoria Barrett, OIS



The Information and Records Management (IRM) Team in the Office of Information Services and the Office of the Chief Human Capital Officer (OCHCO) jointly developed the new Web-based NRC Records Management Training. This mandatory records training satisfies the agency compliance requirements set forth in the IRM regulations in the *Code of Federal Regulations*, as well as the Presidential Memorandum M-12-18, "Managing Government Records Directive." It informs the staff and contractors of their responsibilities when creating and maintaining records, thus minimizing time taken from mission-related duties.

The new and improved NRC Records Management online training incorporates changes that have occurred in the federal IRM industry in the past few years, such as redefining what is considered a Federal record, how to handle records created while teleworking or using one's mobile device, and the National Archives and Records Administration's (NARA) role governing records management. The training course is available in iLearn (Course ID_151144) and will be added to all users' accounts as mandatory training. The training must be completed by all NRC users by August 31, 2015, and every three years thereafter by April 30.

The IRM team worked diligently with OCHCO to condense the content of this online training. It should now take users less than 30 minutes to complete instead of the two or more hours it used to take to complete. For a list of topics included in the training and background on the IRM Program Plan, staff and contractors may reference the article on the IRM training, published in the NRC Reporter in March 2015 ([Volume 11, Issue 9](#)) for more information.

Region III's "Take Your Child to Work Day"

The Region III Office hosted "Take Your Child to Work Day" on May 7. Twenty nine children, ranging from ages 4 to 18, participated in the fun-filled event. The children participated in age-appropriate activities and, after a morning of experiments and an inspection scavenger hunt, they enjoyed a group lunch along with their parents. The Regional Administrator, Cindy Pederson, and the Deputy Regional Administrator, Darrell Roberts, presented the children with certificates to mark their participation in this very special event.

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NRC Celebrates Asian American and Pacific Islander Heritage Month

In celebration of Asian American and Pacific Islander Heritage Month, the Asian Pacific American Advisory Committee (APAAC) hosted its annual luncheon on May 5, 2015, in the TWFN auditorium. The theme was "Many Cultures, One Voice—Promoting Equality and Inclusion." It was well attended with approximately 120 guests. Commissioner Jeff Baran inspired the audience when he remarked, "[w]e are celebrating the outstanding accomplishments that nearly 19 million Asian Americans have made to our country." He offered his personal reflections on Chinese heritage, and shared how deeply the theme resonated with him.

The keynote speaker was Rear Admiral Jon A. Hill, Program Executive Officer, from the U.S. Navy. He spoke about the significance of the work conducted by the U.S. Navy, both in the U.S. and around the world, noting that "95% of global commerce travels on the high seas." He gave his perspectives on cultural diversity and commented on his Hawaiian and Chinese heritage, describing how his mother cooked a variety of dishes on different occasions. His motivating message: "[a]ll of you are different. Continue to celebrate diversity, learn another language, and tap into the total population."

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The event featured an Indian classical dance in the Bharatanatyam style by Hamsa Balaji of Nriyanjali Inc., Gaithersburg, MD. Ms. Balaji delighted the audience with two dances. The first, *Natesha Koutvam*, depicted the cosmic dance of Nataraja, the Lord of Dance (as described in Indian mythology) to establish goodness and peace. The second, *Thillana*, was a remarkable display of rhythms, poses, facial expressions, and intricate footwork.

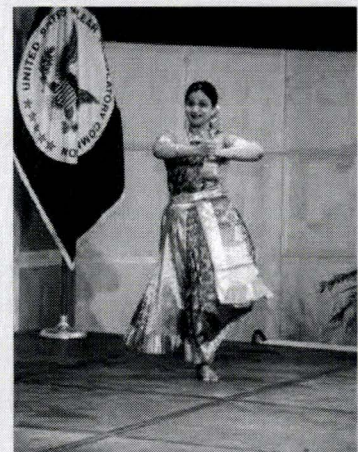
Many of the attendees enjoyed the box lunches featuring Indian cuisine, catered from *Spice Grill* of Germantown, MD. The lunch menu included delicacies such as: "Butter Chicken," "Saag Paneer," "Chana Masala," and "Samosa" (appetizer). It also included a dessert, "Gulaab Jamun."

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served as master of ceremonies for the event (b)(6)

(b)(6) (NRR) was the recipient of the 2015 EEO award, in recognition of the mentoring and advice given to APAAC over the years (b)(6)

(b)(6) (NRR) was the award presenter (b)(6) (ADM) (b)(6) and (b)(6) (NRR) presented an informative slide show featuring what APAAC is and what it does. The event concluded with remarks from Vonna Ordaz, the director of the Office of Small Business and Civil Rights.



Ms. Hamsa Balaji, dancer

Your Career - Powered by You – It's Up to You

by Karin Francis, OCHCO

No matter which career you are in, there might be times when you need some guidance to assist you in developing and realizing your goals. Maybe you are curious about your work strengths and would like to take an assessment. You may want to apply for an opportunity, and it's been a while since you've updated your resume. You might be wondering which type of resume you should use: functional, chronological, or perhaps a combination of both.

We offer solutions to these concerns and more from our HRTD (human resources training department) by continually providing and updating information on our NRC intranet and training-related Share Point sites, listing various learning resources that can enhance the knowledge and skills of employees, which in turn can affect career growth and development.

For individual career guidance, you might want to consider the Career Counseling Program, administered by HRTD, and available to employees at headquarters and the regions. Career counselors have master's and/or doctorate degrees and are experienced with assisting employees in developing career strategies and exploring career-related issues in a confidential setting. NRC employees can have up to five sessions with a

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career counselor, and can even take a Myers-Briggs MBTI® (Myers-Briggs Type Indicator), which is an assessment that provides a complete report indicating your work personality type and lists your career strengths and weaknesses. Career guidance is an employee development activity offered by HRTD. (It is not connected with counseling available through the Employee Assistance Program.) To sign up for career guidance, you will need supervisory approval and completion of a [registration form](#). For more information, contact [Karin Francis](#) of HRTD.

Career guidance and advice can also be obtained from a mentor. We are fortunate at the NRC to have many experienced leaders, executives, and subject matter experts willing to share their knowledge and give feedback to less-experienced employees. NRC also has a Mentoring Program, which can facilitate partnerships and offers opportunities for mentees to find mentors at events such as Flash Mentoring and seminars.

April 16 Flash Mentoring Event at HQ

All NRC employees are encouraged to prepare an IDP (individual development plan), a career roadmap, that is a living document that can change during the course of a career. Do you have an IDP? If you don't, your next question might be: how do I create one? The [IDP SharePoint site](#) has links to the Individual Development Plan Form (321) and additional sites, such as [GovLoop Academy](#), which offers an easily accessible twenty-minute online course on the development of the IDP. Opportunities are there for employee development, whether in the classroom, online, through courses listed in the iLearn catalogue, courses listed on other websites, or even by reading books accessed in iLearn's Books 24/7.

The training tab available from the NRC intranet site and the training and development tab from the OCHCO webpage list various links for learning opportunities. You might have heard about the emphasis on "Leadership at all levels". The [Leadership Academy](#) is a web portal that links employees with articles, videos, books, online training, and other offerings from the training catalogue of iLearn to assist employees with developing their individual leadership skills and effectiveness at all levels and stages of their careers. One example is the [Aspiring Leaders Certificate Program](#), which lists courses and activities available for senior staffers at GG-13 - 15 levels, potentially leading to advancement opportunities.

HRTD's Learning Transformation Team is developing creative hands-on virtual online courses accessible to employees at any time and any place. These courses are also cost-effective, as they do not require travel and classrooms. Classroom training is also available at headquarters; technical training is available through the Technical Training Center (TTC) in Chattanooga, Tenn.

Post-secondary level educational opportunities are now offered at discounts to Federal employees from respected institutions, such as University of Maryland University College and Champlain College. University of Maryland University College offers some classes and programs with up to a 25 percent discount on tuition. OPM has formed a new partnership with Champlain College for accredited online education. Almost all of the online programs qualify for the Federal discount at Champlain. Called truED®, this alliance even provides a subscription-level based program where a student can graduate potentially with no college debt. See the article on page 4 in this issue providing the specifics about this opportunity.

Your Career.
Powered by You.

Leadership at all Levels Competency Model – Part II of a series

Professional Development Tools and Support

HRTD provides multiple tools and support to help staff use the "Leadership at All Levels Competency Model" as a roadmap for their professional skill development.

NEW* Individual Development Plan (IDP) SharePoint Site

IDPs are written plans you develop in partnership with your supervisor that identify the training and learning opportunities you need to reach your professional developmental goals. HRTD's new IDP SharePoint site is a "one stop shop" for IDP assistance. The site contains templates, training videos, and other documents that will help you develop an IDP. Access "shared documents" on the [IDP SharePoint](#) site or contact Basia.Sall@nrc.gov.

NEW* Leadership at All Levels Competency Overview Worksheets

HRTD has also developed a two-page overview worksheet for each of the 32 competencies associated with the three professional development levels for staff identified on the Leadership at All Levels Competency Model. These sheets are available under "shared documents" on the IDP SharePoint site. Each sheet contains the following information: competency definition, sample behaviors that indicate attainment of the competency, and training options including online courses and Books 24/7 in iLearn, NRC classroom courses, and suggestions for learning opportunities outside the classroom. For more information, contact Dennise.Orlando@nrc.gov.

NEW* Classroom Training at the PDC

OCHCO/HRTD has added three new classroom courses to help staff develop skill in communication and interpersonal relationships, critical thinking, and conflict management. Multiple class dates of each of the three courses described below are available at the PDC starting in June 2015. Access iLearn for a detailed course description, session dates, and to enroll. Contact Dennise.Orlando@nrc.gov.

Critical Thinking for Problem Solving (ID_166145): This 2-day classroom course explores the dimensions of critical thinking and how to become a more creative problem solver.

Resolving Conflict through Effective Communication (ID_166144): This 2-day classroom course teaches you how to recognize and react appropriately to conflict in the workplace, as well as how to effectively communicate during conflict. (Supervisors and managers should take Conflict Management #1120)

How to Have Difficult Workplace Conversations for Staff (ID_3623): This interactive 2-day course teaches strategies and processes for conducting difficult conversations in a productive manner. (Supervisors and managers should take How to Have Difficult Workplace Conversations for Supervisor and Managers ID_171144)

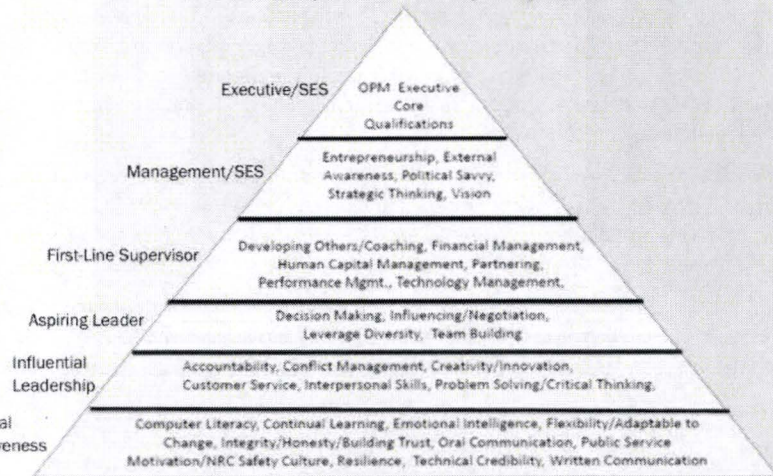
NEW* Aspiring Leaders Certificate Program (ALCP)

OCHCO/HRTD has launched a new certificate program for the NRC's Leaders' Academy ([Yellow Announcement](#)). The ALCP is a non-competitive leadership development program open to senior staff (recommend GG 13 – 15). It serves as a non-mandatory precursor to the Leadership Potential Program (LPP) to help interested NRC staff explore their desire to assume a supervisory position in the future. For further information, contact Basia.Sall@nrc.gov.

Career Counseling Program and NRC Mentoring Programs: HRTD offers two employee development programs that support professional development and career planning: the NRC Career Counseling Program and NRC Mentoring Program.

The [NRC Career Counseling Program](#) helps employees examine their career decisions and develop new career strategies for the future in a confidential setting. The [Mentoring Program](#) provides NRC employees an opportunity to discuss their career goals and aspirations with experienced NRC employees who volunteer to serve as mentors on a one-to-one basis. Contact Karin.Francis@nrc.gov or the HRTD webpage on the NRC intranet.

NRC Leadership at All Levels Competency* Model



*Competency is defined as a cluster of: skills, knowledge, and behaviors

NRO OCWE Working Group Sponsors Difficult Conversations Workshop

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On May 5, The Office of New Reactors (NRO) Open and Collaborative Working Environment (OCWE) Working Group recently sponsored a "Difficult Conversations Workshop" attended by about 150 employees from several agency offices. The workshop focused on empowering employees to engage in conversations that allow them to express their views in an open and receptive environment.

Reactor Operations Engineer Andrea Keim, who is a member of the NRO OCWE Working Group, presented at the workshop and led the effort to coordinate and finalize the agenda. The workshop included tips and techniques to diffuse difficult conversations and make them more positive and productive. It also featured three possible work-related scenarios

depicting difficult conversations, including those between a technical reviewer and a project manager, one between two staff members, and another between two technical staff members and a manager. Follow-up discussions on all three scenarios were held to help attendees and participants identify lessons learned.

"We thought it was important to focus on all of the issues that enter into a difficult conversation," explained Keim. "For instance, we spoke about how to properly prepare; how to initiate conversation; how to ensure that participants stay open-minded, calm, and respectful; and how to appreciate the other person's perspective."

Ms. Keim noted that the scenarios "made real" the emotions, unhelpful statements, and overall awkwardness that pervade difficult conversations. "We all know the uneasiness that takes place when the one of the participants doesn't speak, engages in destructive direction, and lets their emotions take over. We tried to provide ways to diffuse such situations and suggest several solutions, such as developing an action plan that the participants can create, discuss and agreed on to move forward."

She praised the contributions of the "NRO Actors Studio" members who brought the scenarios to life: Mark Tonacci, Rollie Berry, Fred Miller, Larry Burkhart, Terry Jackson, Wendell Morton, and Deanna Zhang. Not only did they develop the scenarios, but "they took their roles of presenting the challenges of difficult conversations seriously yet also had fun in conveying these challenges and any possible solutions to the audience," said Keim.

Branch Chief Brian Anderson, facilitator for the workshop, applauded the lively participants. "The OCWE Working Group put a lot of effort into creating such a great event, but workshops like this are most successful when the audience actively participates," he pointed out. "Our audience was energetic, engaged, and insightful, which made all the difference."

The NRO OCWE Working Group hopes to sponsor similar workshops in the future, offered Geotechnical Engineer Ricardo Rodriguez, co-chair of the group. "The purpose of our group is to identify and propose recommendations to management to empower staff at all levels to develop and maintain a high standard of involvement in NRO's open, collaborative problem-solving and decision-making environment," he said. "These types of workshops are ideal in identifying challenges and developing recommendations to address them. In fact, they help us promote and sustain the open and welcoming environment in which we work." For more information, please visit the NRO OCWE Working Group [SharePoint site](#).

Upcoming PDC Courses

If you are interested in any of these offerings, please log into [iLearn](#) and register. If you need assistance please call the PDC at (301) 287-0556.

Start Date	End Date	Item ID	Add'l Off.	Sch. Off.	Description
06/04/15	06/04/15	ID_135148			COR Workshop: Validation of Fee-Billable Contract & Agreement Costs
06/09/15	06/10/15	468			Site Access Training (H-100)
06/11/15	06/11/15	ID_122144	1		Verification of ITAAC Closure, Evaluation, and Status (VOICES) Training
06/11/15	06/11/15	ID_167144			FAIMIS Credit Card Training
06/15/15	06/19/15	1032			Westinghouse Technology Overview (R-201P)
06/15/15	06/16/15	ID_123145			Advanced Presentation Training
06/16/15	06/17/15	ID_1881			Understanding Radiation Health Risk Studies and How to Communicate Them
06/17/15	06/17/15	ID_2781			Information Technology (IT) Manager's Cyber Security Role-Based Training
06/23/15	06/24/15	968			AP1000 Introduction to Differences Course (R-107P)
06/23/15	06/24/15	1171			Performance Management
06/23/15	06/23/15	ID_47144			Spending Plan System (SPS) Class
06/25/15	06/25/15	1181			Employee Retention Tools and Techniques
06/29/15	06/30/15	ID_166145			Critical Thinking for Problem Solving
06/30/15	06/30/15	ID_2783			System Owner's Cyber Security Role-based Training
07/06/15	07/06/15	ID_182148			Psychological First Aid for NRC Responders
07/07/15	07/08/15	ID_179144			Project Management Essentials

"It's Graduation Time"

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ANNAPOLIS, Md. - (b)(6) of Phoenixville, PA (son of Thomas Dunn, Region I) successfully completed four years of challenging academic, physical, and professional military training, graduating from the U.S. Naval Academy, May 22, with a Bachelor of Science degree in Aerospace Engineering and a commission as a U.S. Navy Ensign. He is a graduate of Jackson Memorial High School in Jackson, N.J.

At the academy (b)(6) was a member of the sky and scuba diving clubs, and Drum and Bugle Corps. (b)(6) also participated in leadership training opportunities that included mountaineering on Alaskan glaciers, interning at the Johnson Space Center in Texas, and attending a semester at the U.S. Air Force Academy in Colorado as an exchange student. Chris' seamanship experiences beyond those at the Academy included time on the guided-missile destroyer USS Paul Hamilton DDG 60 and the Ohio-class nuclear powered fleet ballistic missile submarine USS Alabama SSBN 731 in Hawaii.

(b)(6) was one of over 21,000 applicants to the Naval Academy in 2011. While at the Naval Academy (b)(6) was selected as a 1st Regiment Honor Advisor and was promoted to the rank of Midshipmen Lieutenant Commander. (b)(6) received his service selection and will be traveling to Pensacola, Fla. for flight training to be a Naval Aviator. (b)(6) parents are very proud of his accomplishments and his dedication to serving his country.

(b)(6) recently graduated from East Hamilton High School. (b)(6) hopes to continue her education at the Tennessee Vocational Rehabilitation Center in Smyrna, Tenn. (b)(6) was awarded the Athlete of the Year for Southeast Tennessee Area 4 Special Olympics and was selected as the athlete to light the Olympic torch (pictured below right) for the area games on May 9 to officially launch the competition. (b)(6) has competed for many years in basketball, bocce, football, soccer, volleyball, track and field, swimming, bowling, horseback riding, and skating.

(b)(6) (pictured with (b)(6) below), a Reactor Technology Instructor at the TTC, along with other members of the Choo-Choo Chorus, sang the Star Spangled Banner to begin the festivities.

(b)(6)

"More Graduation Celebrations"

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Vol. 11

Issue 13

July 1, 2015

NRC Reporter

Protecting people and the environment

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REPORTER SUBMISSION INFO. FROM THE EDITOR

The *NRC Reporter* will be published monthly, on the first Wednesday of the month. The next issue of the *Reporter* will be published on August 5. **The deadline for submissions is July 29.**

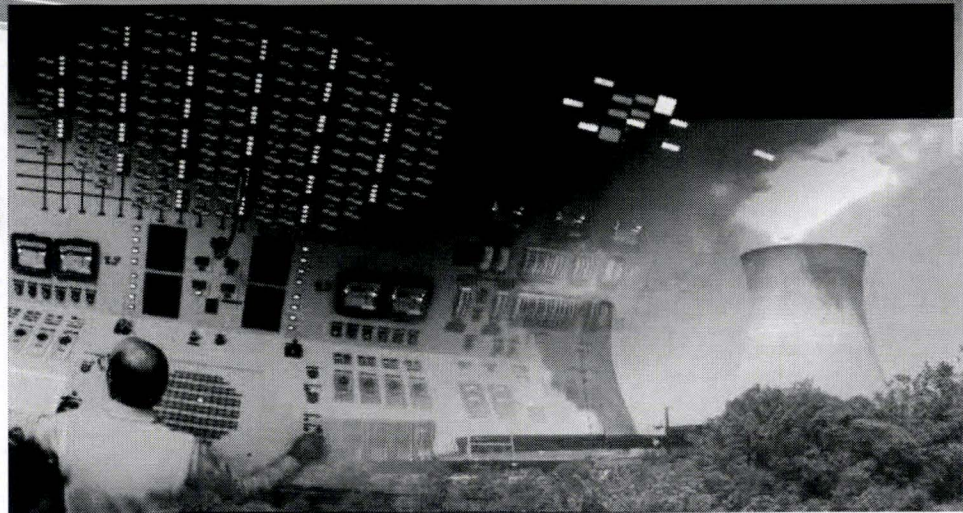
In order to continue having an informative employee newsletter, I encourage you to submit articles and photos to the *NRC Reporter* inbox via email to: NRCReporter.Resource@nrc.gov

Editor: [Karin Francis](#)

Layout: [Stephanie West](#)

[Reporter Archive](#)

[Reporter Calendar](#)



OIS Wins Award for Excellence in Case Management By Gwen Hayden (OIS)

(b)(6)

The Enterprise Solutions Branch within OIS was presented with a "*Global Award for Excellence in Case Management*" on the evening of June 23. This award recognizes innovation across a world-wide base of practitioners and focuses on the successful creation and implementation of strategic solutions that change business or government mission activities in a positive and profound way. Typically, the award is presented in ten

specialty areas each year. In addition to being among several others winning an award, NRC was also recognized as the overall winner. This award is sponsored by the *Workflow Management Coalition (WfMC)* and has existed since 2011. Prior winners of the award have included: Fleet One Bank, Bank of New York, TIAA CREF, Kirtland Air Force Base, HUD, UBS Bank, the Texas Attorney General, and many other domestic and foreign companies and governments.

OIS' Enterprise Solution Branch was nominated for their innovative work on the *Business Process Automation Stack (BPAS)*. The BPAS environment has provided a base for a number of innovative developments such as: the *Public Meeting Notice System (PMNS)*, *NUREG-0933 System* for Publication of Generic Issues, and the *SECY and EDO Systems of Tracking and Reporting (STAR)*. Additionally, OIS recently leveraged BPAS to build a pilot application called the *Review Management System (RMS)* for the Office of Research (RES), the Office of Nuclear Reactor Regulation (NRR), and the Office of New Reactors (NRO). RMS organizes the review process for technical reviewers, provides an effective way to capture and transfer knowledge, simplifies collaboration and oversight, automates workflows and concurrence processes, and provides the ability to auto-generate draft Safety Evaluation Reports (SERs). RMS is a step-by-step tool that provides reviewers the flexibility to organize each review to meet their specific needs.

Continued on p. 4

Meet the Performance Improvement Officer



Did you know the NRC has a "Performance Improvement Officer" (PIO)? The NRC Reporter recently sat down with the current PIO, Melanie Galloway, to learn more about this position. Melanie is the agency's Assistant for Operations in OEDO and serves as the PIO in a collateral role.

NRC Reporter: What is a PIO?

Melanie: The PIO is charged with leading an agency's organizational performance management program. I'd like to mention that is different than performance management at the individual level, which is done through the appraisal process. This position is actually required by law (it was instituted by the Government Performance and Results Modernization Act in 2010).

NRC Reporter: What do you do in this role?

Melanie: I serve the agency by furthering the appropriate use of data in agency decision making. I lead and guide agencywide efforts such as strategic planning, developing organizational performance plans, monitoring and measuring organizational performance results, and identifying needed improvements. **Continued on p. 4.**

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Pentagon Promotion Ceremony

(b)(6)

Ceremony Commemorates Fermi 3 License Issuance

The NRC team and invited guests recently participated in a ceremony commemorating the issuance of the Fermi 3 combined license in the TWFN auditorium. The license authorizes DTE Electric Company to build and operate an Economic Simplified Boiling-Water Reactor (ESBWR) at the Fermi site, which is adjacent to the company's existing reactor near Newport, MI.

The event also recognized the top-notch efforts of NRC staff in completing the safety and environmental reviews that led to the issuance of the license. Congratulations to all those whose hard work and expertise made the combined license a reality!

Sitting at the table (l to r) are Frank Akstulewicz (DNRL Director), Glenn Tracy (NRO Director), Ron May (DTE Executive Vice President, Major Enterprise Projects), Chairman Burns

Second Row: Adrian Muñiz, Paul Fessler (DTE), Commissioner Ostendorff, Commissioner Svinicki, Commissioner Baran

Third Row: Michael Brandon (DTE), Caroline Reda (GEH President and CEO), Tekia Govan, Ronaldo Jenkins, Jennifer Dixon-Herrity, Mallecia Sutton, David Hardwood (DTE) Peter Smith (DTE), Jessica Umaña and David Misenhimer



How One Advisory Committee Will Make a Difference

by Jonathan Evans (NRR)

(b)(6)

"Stand up and Make a Difference," the motto for the 2015 Asian American Government Executive Network (AAGEN, pronounced ah×gin) Leadership Workshop, was a rallying cry to all who attended the conference, especially for the attendees from the NRC's Asian Pacific American Advisory Committee (APAAC). AAGEN promotes Asian American and Pacific Islander (AAPI) leadership in the Federal government by providing their own Senior Executive Service development program as well as forum for the AAPI community. This year, AAGEN held their leadership workshop and banquet with over 190 participants from the Federal and private workforce on Thursday, June 11, 2015 at the Crystal City Double Tree Hotel. Numerous diverse opportunities were provided to learn about career advancement from optimizing resumes and Executive Core Qualifications to learning the intricacies of working with Congress. Attendees from the NRC found the mentoring and networking opportunities at the event invaluable to their knowledge base and their future success. A special thanks to ADM's Publications Branch who sponsored the production of the conference program books. The sponsorship enabled 10 NRC employees to attend this workshop for free. APAAC would like to share the wisdom and insights gained from this event, and encourages staff to ask the attendees about their experience.

BEHAVIOR matters

Behavior Matters workshops are underway!

If you have the opportunity, sign up for a workshop!

If you are not sure how to sign up for a workshop, talk with your supervisor.

**Be safe and
happy during
this 4th of July
holiday
weekend!**



OIS Award Continued

The strength of the BPAS environment is its flexibility and cost. The environment is built utilizing existing software components and a reusable user interface (presentation layer) comprised of "widgets," which can be thought of as small applications. They perform simple functions but can be arranged and re-arranged to suit the need of the application owner. Solutions built using this environment are typically three times faster and three to four times less expensive to create and to support.

The development and use of the platform for systems development has been a real game changer for the agency and has allowed the NRC to respond to critical challenges with greater speed. OIS thanks all of our partners across the agency for utilizing BPAS to support their mission requirements. Without their business and their willing participation during the solution development process, none of this work would have been possible. If our efforts have supported mission staff and improved their efforts, then we have done our job.

The award and the related case study will be published in the 2015 edition of the Adaptive Case Management (ACM) Excellence Series in November of this year.

From the wfmc.org website:

In 2011, WfMC inaugurated a Global Awards program for Adaptive Case Management (ACM) case studies to recognize and focus upon ACM use cases. Adaptive Case Management represents a new approach to supporting knowledge workers in today's leading edge organizations. ACM provides secure, social collaboration to create and adapt goal-oriented activities that enable informed decision-making using federated business data and content.

You can learn more about case study requirements and the finalists at www.adaptivecasemanagement.org.



PIO Interview Continued

NRC Reporter: What have you found most rewarding about being the NRC's PIO?

Melanie: I have found helping people to see the value of organizational performance management in moving the agency forward to be very rewarding. I have seen definite improvements over the past several years in the tools we use to measure our organizational performance. Across the agency, we are now using more meaningful, useful measures that more fully reflect the quality and outcomes of our work.

In addition, I am very fortunate to work with many dedicated staff and managers from across the agency, especially the Performance Improvement Panel, which is made up of Deputy Office Directors and Deputy Regional Administrators, and the Performance Management Working Group at the staff level.

NRC Reporter: What have you found to be most challenging about being the NRC's PIO?

Melanie: One area I have been focusing on is translating governmentwide approaches for organizational performance management to be more concrete and tangible for our use. For example, the current administration is very focused on using data and evidence to help improve an agency's organizational performance, so we have been incorporating that approach more fully into our processes and tools.

Another challenge is overcoming common misperceptions about the use of metrics, such as the resistance to being "red" on an indicator. We want to use indicators that show a range of results so we can have warning signs of attention or adjustments that may be needed. There is so much more value to focusing on having a solid plan of action for addressing a metric that may be "red," than using indicators that always stay "green." I really like this quote from Bill Bratton, former Commissioner of the New York Police Department: "No one got in trouble because the crime rate went up. They got in trouble if they didn't know why and did not have a plan to address it."

NRC Reporter: Is there anything else you'd like to share?

Melanie: I really want to emphasize that everyone in the agency plays an important role in the agency's organizational performance. How well the agency is performing depends directly on each person's contribution. NRC has an extremely talented, dedicated staff, and it truly takes all of us working together to meet our mission and be able to adapt to changes and challenges in our environment.

To learn more about organizational performance management, see the related [NRC Reporter article](#) on this topic (on page 8) and visit the [Share-Point site](#).

Radiological Confirmatory Surveys Using GPS Mapping During Decommissioning Inspections By Julio Lara, Region III

Region III Division of Nuclear Materials Safety (DNMS) provides regulatory oversight and inspection of facilities and reactor sites in various stages of complex decommissioning activities. One such facility is the Westinghouse Hematite former fuel-cycle facility located in eastern Missouri. The Hematite site is contaminated with licensed radioactive material in excess of natural background levels. The impacted area contains contaminated structures, systems and equipment, radioactive waste burial pits, and contaminated surface and subsurface soils, sediment, and surface water. Licensee remediation activities continue to reduce radioactivity at the site to levels that meet the release criteria for unrestricted use and will subsequently permit termination of the license.

As part of the Region's oversight and inspection efforts, the DNMS inspection staff relies upon a varied inventory of in-house radiation survey instruments, detectors, and technologies to conduct confirmatory surveys. Select instrumentation and detectors are configured in decommissioning survey kits for different applications and specialized uses, such as the detection of low energy beta and alpha isotopes, and low energy gamma i.e., Field Instrument for Detection of Low Energy Radiation (FIDLER). Survey kits that are assigned to decommissioning inspectors are typically configured with a Ludlum 2241-3 survey meter connected to a varied inventory of radiation detectors e.g., Ludlum 44-10 (gamma), 44-9 (alpha, beta, gamma), 44-38 (gamma energy compensated with beta window), and 43-93 (alpha and beta) used to perform confirmatory surveys of completed Final Status Surveys (FSS) at active material decommissioning sites such as Hematite. DNMS decommissioning inspectors use the Ludlum 2241-3 survey meter with a 44-10 Sodium-Iodide (NaI) "2 x 2" detector coupled with a Trimble GPS receiver to perform direct measurements in open land areas and collect biased and random samples. The laboratory analyses of samples collected by Region III inspectors are performed by Oak Ridge Institute for Science and Education (ORISE), managed by Oak Ridge Associated Universities (ORAU) for the Department of Energy (DOE). DOE contractor (Idaho Labs) annually audits ORISE's analytical program for the NRC.

The Region III DNMS office also maintains an inventory of other instruments such as:

- Floor Radiation Monitor Ludlum Model 239-1F with Model 2221 Analog Survey Meter with Alpha, Beta, Gamma Adjustable Height Floor 425 cm² Gas Proportional Detector
- Berkley-Nucleonics SAM-940 Portable Isotope Identifier
- Ludlum Model 3 with 44-38 and 44-9 detectors
- Ludlum Model 2403 with 44-38 and 44-9 detectors used primarily by the Material Inspection Branch
- Ludlum Model 19 MicoR meters
- Thermo-RadEye G – Pocket-size wide range survey meters with Alarming features
- Berkeley Nucleonics (BNC) Model 970 Universal Multi-Channel Analyzer (i.e., future purchase and capability to be used with current inventory of Ludlum 44-10s)

The inspection staff within the DNMS Materials Controls, ISFSI, and Decommissioning branch (MCID) is responsible for oversight of five reactor and several materials facilities in various stages of decommissioning. Contact Bob Orlikowski, MCID Branch Chief, for more information or questions.



Figure 1 - DNMS inspectors Navid Tehrani and Daniel Strohmeyer conduct instrument operational checks at the Region III office during preparations to visit the Hematite facility.



Figure 2 - DNMS inspector Daniel Strohmeyer conducts radiation surveys at Hematite facility using Ludlum 44-10 NaI 2x2 gamma detector coupled with Trimble GPS instrument.



Figure 3 - Gamma Walk Over (GWS) Survey Results at the Hematite Decommission Project.

Professional Development Opportunities Outside the Classroom — Part III of a Series

Many organizations, including the NRC, are striving for a learning mix of 70–20–10 where 70 percent of learning is attained on-the-job, 20 percent of learning occurs through networking, coaching, collaboration and other informal learning activities, and only 10 percent of learning is attained through formal training. Based on this perspective, 90 percent of your professional development should occur outside the classroom or online training course. For example, the following are some less formal learning activities that you may want to consider as you develop your Individual Development Plan:

- coaching from one's supervisor
- networking with peers
- watching strong performers
- finding a mentor
- sharing knowledge at a brown bag lunch, short seminar or workshop
- accessing a knowledge database that provides standard operating procedures or information on how similar issues have been handled successfully in the past
- using a job aid or performance support tool
- participating in a problem-solving group or special team project
- volunteering for a stretch assignment
- going on a rotation
- joining a community of practice
- attending or presenting at a professional conference or workshop
- reading books in iLearn 24/7 or reviewing articles in professional journals and websites
- watching DVDs or online videos on professional topics of interest

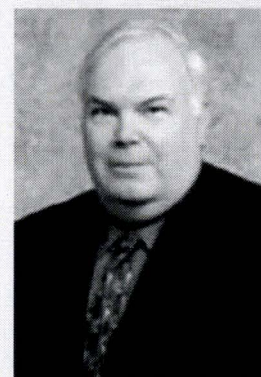
All of these activities will help you gain more knowledge and experience, which in turn will enrich your personal and professional development. Additionally, your mentor might have suggestions for activities which could also enhance your career.

Ask SME and Learn Session with Jim Wiggins

NRC's KNOWLEDGE MANAGEMENT PROGRAM



The latest knowledge management (KM) video featuring *Ask SME and Learn Session with Jim Wiggins* is available for viewing. Mr. Wiggins, former Director for the Office of Nuclear Security and Incident Response, retired on May 1, 2015, with 41 years of federal service, 35 of which were with the NRC.



Jim was often asked "what's the best way to get ahead in the agency to move toward an aspirational goal?" In response, Jim shared two thematic points:

"Know your aspirational goal. Decide what you want to do, what you aspire to be, and how you want to get there."

• "Don't sit and wait for someone to develop your career. Take charge of your own career and develop it yourself."

In the video you will hear more through his examples detailing how these points helped shape his career and advice for how to get where you aspire to be. You can view the video in full or in chaptered sections featuring Jim's career and his insights and experiences during some of NRC's pivotal events, including Three Mile Island, Davis Besse, and September 11, 2001.

The video can be accessed through ADAMS [ML15153A489](#) or iLearn ID [185144](#).

If you have speaker or topic ideas for future *Ask SME and Learn* sessions, please send them to [Christine Steger](#), KM Program Manager. To learn more about the agency's KM program visit the [KM Website](#).

ADM's Ice-Cream Social Promoting FEVS Participation

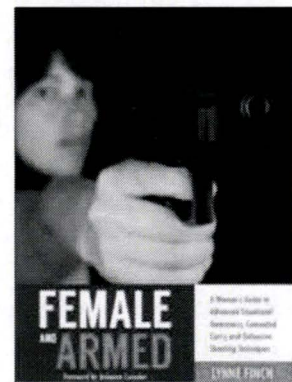
By May Ma (ADM)

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The senior leadership team in the Office of Administration (ADM) hosted an Ice-cream Social on June 2. Approximately two-thirds of the ADM staff was served various flavors of ice cream with numerous toppings. Senior management encouraged staff to attend by sending an email stating "Come one - come all! Please come down and join us for the ice cream social. Many of you have already completed the Federal Employee Viewpoint Survey and we thank you. For those who have not, please take time today to let your voice be heard. Time is running out. We really want to hear from you." Around 2:00 pm, the auditorium atrium was filled with cheerful greetings and delighted discussions among staff representing each division within the office. ADM had a FEVS participation rate of 69 percent, a 6 percent increase from 2014.



Lynne Finch, Senior Program Analyst in NRR/DORL, released her 3rd book in June. *Female and Armed, A Woman's Guide to Advanced Situational Awareness, Concealed Carry, and Defensive Shooting Techniques* from Skyhorse Publishing is now available at major retailers. In her spare time, Lynne is a multi-discipline firearms instructor and writes for various publications. She wrote *Female and Armed* after she received questions from readers who wanted more information on advanced defensive techniques following the publication of her first book, *Taking Your First Shot*. Ed Miller, also of NRR/DORL is featured in many of the photos assisting and acting as an aggressor. Christine Kundrat, ADM/PMMA, was the principal photographer for the custom photos. This was truly an NRC collaboration.



New NRC Toastmasters Club Officers Installed



L-R: Gwen Hayden (OIS), Karin Francis (OCHCO), Janice Owens (OIP), Durgaprasad "DG" Gangiseti (OIS), Jonah Pezeshki (NSIR), Kimberly Meyer-Chambers (OCHCO), Kevin Holmes (ADM). Not pictured: Jenny Weil (OCA)

At the June 18 meeting, members of the NRC Toastmasters Club celebrated the newly installed officers for the new Toastmaster year, which starts July 1. The new club officers are:

- President: Durgaprasad "DG" Gangiseti (OIS)
- VP, Education: Jonah Pezeshki (NSIR)
- VP, Membership: Kevin Holmes (ADM)
- VP, Public Relations: Kimberly Meyer-Chambers (OCHCO)
- Treasurer: Gwen Hayden (OIS)
- Secretary: Jenny Weil (OCA)
- Sergeant-at-Arms: Janice Owens (OIP)

The immediate past President, Farzad Aidun, from the U.S. Department of Education gave his final remarks. Karin Francis, the outgoing Area 65 Governor, conducted the officer installation ceremony. Following club tradition, the meeting attendees toasted the new officers with sparkling beverages. NRC Toastmasters Club achieved Distinguished Club status for the 2014 - 2015 year, a ranking from Toastmasters International for meeting membership, educational, and leadership goals. Area 65 achieved President's Distinguished Area status for the year.

New Records Management Training –
Learn Completion Due By August 31, 2015

“ Graduation Celebrations”

(b)(6)

It's Time to Meet Patrice Reid

Office/Location: Professional Development Branch, Human Resources Training & Development, Office of the Chief Human Capital Officer, Headquarters

Title: Senior Organizational Development Specialist

What I really do: I work with the organizational development team providing consultative assistance to the program and corporate offices as well as to the regions. In this role, I am responsible for leading activities in the area of organizational culture, change management, employee engagement, and survey action planning. I am also involved in the design, development, and implementation of agencywide interventions and organizational engagements -- all of which help to ensure that NRC remains one of the best places to work in the Federal government.

Time w/ NRC: I have been with the NRC for approximately two months.

Previous employers: Prior to working at the NRC, I was employed by the Veterans Health Administration in Orlando, FL as an organizational development psychologist; the Office of the Secretary of Defense at Patrick Air Force Base, FL as a senior research psychologist; and (b)(6) where I had my first hands-on experience as an organizational development specialist.

Biggest challenge: (b)(6)

Birthplace: (b)(6)

Favorite Restaurant: (b)(6)

Favorite sports: (b)(6)

Favorite vacation spot: (b)(6)

Favorite music: (b)(6)

Favorite TV show: (b)(6)

Favorite book: (b)(6)

Is there some aspect of your life you think NRC staff would be surprised to know about? (b)(6)

When I'm not working, I: (b)(6)

The person in history I would most like to meet: (b)(6)

The kind of car I would like to drive: (b)(6)

Most important influence in my life: (b)(6)

If I won the lottery: (b)(6)

Keys to success: (b)(6)

Any other item you would like to include: (b)(6)

NRC Reporter

Protecting people and the environment

Inside this issue:

- [INMM Fellow](#)
- [Summer Hires](#)
- [New BPI SharePoint Site](#)
- [Dress for Success Drive](#)
- [Army Birthday](#)
- [Plain Writing](#)
- [Celebration](#)
- [OCFO Open House](#)
- [Graduation](#)
- [It's Time to Meet...](#)

REPORTER SUBMISSION INFO. FROM THE EDITOR

The *NRC Reporter* will be published monthly, on the first Wednesday of the month. The next issue of the *Reporter* will be published on September 2. The **deadline for submissions is August 26.**

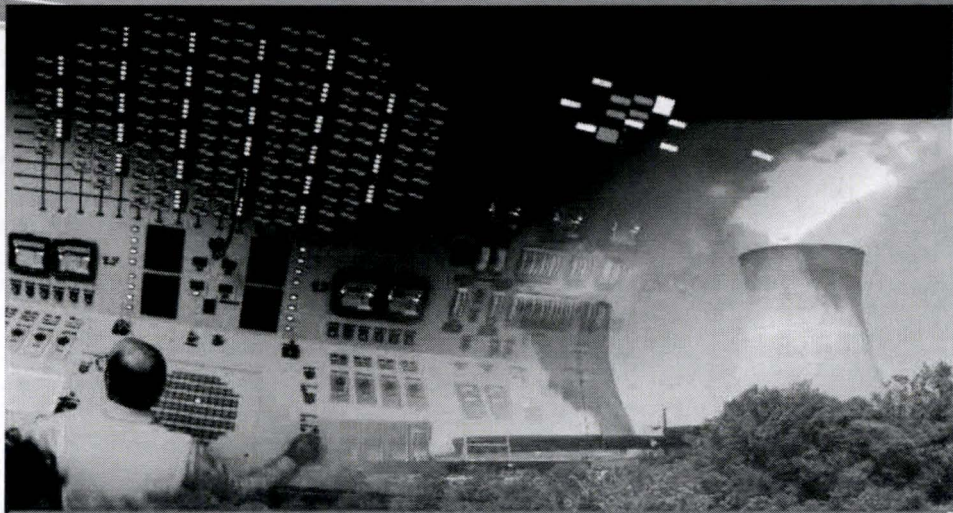
In order to continue having an informative employee newsletter, you are encouraged submit articles and photos to the *NRC Reporter* inbox via email to: NRCReporter.Resource@nrc.gov



Editor: [Karin Francis](#)

Layout: [Stephanie West](#)

[Reporter Archive](#)



NRC Receives CEAR and "Best-In-Class" Awards

Several agency representatives attended the annual Association of Government Accountants (AGA) Award Ceremony at the National Press Club in Washington, DC on May 20, where the NRC was recognized for its excellence in financial and performance reporting.

The NRC received its fourteenth consecutive *Certificate of Excellence in Accountability Reporting* (CEAR) Award for its [Fiscal Year \(FY\) 2014 Performance and Accountability Report \(PAR\)](#). The CEAR Award recognizes the NRC for giving clear insight into the agency's spending and program performance.

The AGA also recognized the NRC with a Best-In-Class award for having the "Most Comprehensive Schedule of Spending (SOS)" accounting report (PAR pages 151-153). As excerpted from the PAR: "The SOS is a summary and comparison of how the NRC spent money during FY 2014 and FY 2013. The SOS presents all budgetary resources and obligations incurred for the NRC... The obligations incurred include personnel compensation and benefits, contracts, agreements between Federal agencies, travel, training, grants, and bankcard purchases below the micro-purchase threshold."

In presenting the award, the AGA explained the elements of the NRC's SOS that made it stand out as "Best-In-Class":

"This agency's report presents the spending sections by program and provides explanations for each category in the "How the Money was Spent" section. Each line in the "What Money is Available to Spend" section provides detailed explanations of each line. The report also breaks the nonfederal portion of "Who Did the Money Go To" into different categories such as for profit, individuals, state and local government, and others."

The Best-In-Class awards are presented to agencies who have demonstrated excellence in specific reporting areas that are important to performance and accountability.

Congratulations to everyone at the agency involved in making the PAR an award-winning document!

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Joe Rivers Named Fellow of the Institute of Nuclear Materials Management (INMM)

By Marshall Kohen, NSIR



At the 56th Annual Meeting of the INMM in July 2015, Joe Rivers was elevated to the status of Fellow. Currently, there are fewer than thirty Fellows amongst the INMM's 1,100 members. The INMM is an international professional society dedicated to development and promulgation of practices for the safe, secure, and effective stewardship of nuclear materials through the advancement of scientific knowledge, technical skills, policy dialogue, and enhancement of professional capabilities. Nuclear materials management involves the production, use, storage, transport, handling, protection, accounting and other essential aspects involved with the essential elements of the civilian nuclear fuel cycle; most notably, uranium and plutonium. INMM members hold careers both in government and in the private sector, in fields ranging from facility operations to international safeguards, and from materials packaging, transportation, and disposition to nonproliferation and arms control.

Joe Rivers is the Senior Level Advisor on Security for the Division of Security Policy in NSIR. His areas of responsibility include material attractiveness related to the categorization of nuclear and radioactive materials with respect to construction of improvised nuclear devices and radiological dispersal devices, chemical security of high-risk chemicals, critical infrastructure protection issues, and developing a more risk-informed approach for the security

of nuclear facilities. He serves as the Chair of an IAEA Coordinated Research Project to develop Nuclear Security Assessment Methodologies for a wide range of nuclear and radioactive facilities. Mr. Rivers has thirty years of experience in nuclear safeguards and security. Prior to joining NRC, Mr. Rivers was Manager for the Nonproliferation Support Program in the U.S. Department of Energy (DOE). In that position, he was responsible for preparing DOE facilities to host international inspectors under a variety of arms control and nonproliferation treaties and initiatives. Prior to the position at DOE, Mr. Rivers served as Chief Scientist for Nuclear Safeguards and Security for Science Applications International Corporation. He is currently the President of the INMM's Northeast Chapter.

Behavior Matters Update by Lance Rakovan (OEDO)

As of July 31, 2015, we have completed 52 Behavior Matters workshops with staff and management from across the agency. In comparison, we conducted 30 Behavior Matters cafés total during Phase I, and we are nowhere near finished with the workshops! Thanks to all of you who have helped make this phase of the initiative so successful.

BEHAVIOR 
matters

We take your opinions into consideration in order to provide the best experience possible. In the past year, we have reviewed almost a thousand feedback forms from workshop participants. While the feedback has been overwhelmingly positive, there is always room for improvement. One suggestion that repeatedly pops up is for a demonstration of some of the techniques covered during the workshop, and we are looking to produce a few short videos to provide a visual example. There have been some mixed feelings on how supervisors should be participating, or if they should be taking separate workshops. We understand the concerns. However, we hope that supervisors and their staffs, taking the course together, will build trust and improve communication and cohesion within a group.

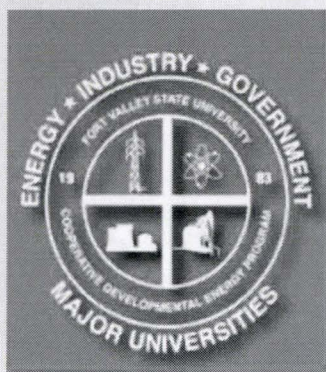
Unfortunately, the contract with our current organizational development contractor, Suntiva, comes to a close as FY15 ends. Because of this, we may have to put the workshops on a hiatus to bring new instructors up-to-speed. Given this, and the fact that we have primarily scheduled workshops by office or region, we wanted to provide staff (well, at least HQ staff) with the opportunity to sign up for an open enrollment workshop before the end of the fiscal year. Thus, we have placed an open enrollment Behavior Matters workshop in iLearn (Seminar ID_87143) for Thursday, Aug. 20, 2015, from 8:30 a.m. – noon, EDT, at the PDC, 3WFN 02A36. If we have enough interest, we will try to find a date to have a second open enrollment workshop before the end of September.

Once a new contractor is on board and ready to facilitate, we will resume scheduling workshops. There are a few offices that have not had an opportunity to participate in a workshop and more than a few requests from offices asking for additional workshops.

As always, your support of the Behavior Matters initiative is appreciated. If you have any questions about the initiative, please contact me. More details coming soon.

Behavior Matters workshop for HQ staff: Aug. 20, 2015, from 8:30 a.m. – noon, EDT, at the PDC, Classroom 3WFN 02A36. Register in iLearn, Seminar ID_87143.

NRC's 2015 Pre-College Symposium



Diversity Matters

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On Wednesday, July 15, 2015, NRC hosted its third Pre-College STEM Experiential Learning Symposium for 40 high school students participating in Fort Valley State University's (FVSU) Mathematics, Engineering and Science Academy (M-SEA) program. The Cooperative Developmental Energy Program (CDEP) started the M-Sea program in 1993 at FVSU, recruiting talented scholars for careers in the energy industry. The M-

SEA students study the fields of energy, mathematics, earth science, biology, engineering, and computer science. These students have to: (1) be recommended by a school counselor, principal, math or science teacher; (2) have an overall GPA of 3.0 or above on a 4.0 scale; and (3) have a B or above average in math and science subjects.

The symposium kicked-off with a warm welcome from Melody Fopma, Associate Director, Office of Small Business and Civil Rights (SBCR). The students then watched the video "NRC and Your Community." Michael Johnson, Deputy Executive Director for Reactor and Preparedness Programs, engaged the students with his background and a presentation on Nuclear Regulation. Presenters from NRO, NMSS, Region II, and SBCR highlighted the STEM professions that exist at the NRC and the requisite knowledge and training required for these professions. In addition, students received information on the programs offered by the Office of the Chief Human Capital Officer (OCHCO) and SBCR that exist to provide outreach and support to students. A huge bonus for the students were the tours of the Data Center provided by Kenneth Dunbar of the Office of Information Services (OIS, where students learned about the NRC's computer systems, applications, telecommunications, and storage systems.

FVSU is a recipient of an NRC grant under the Minority Serving Institutions Program (MSIP), administered by the Outreach and Compliance Program (OCCP), SBCR.

NRC Summer Hires by Auburn Mann (OCHCO) Summer Hire

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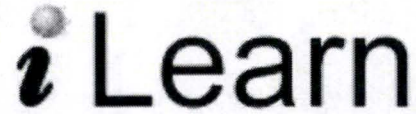
The NRC's Summer Hire program serves as a bridge between the academic and professional worlds offering many opportunities for bright and ambitious college students to gain experience and knowledge of the NRC. Each summer students are hired to assist with an assortment of projects in a wide range of offices and programs. This summer we have over 50 interns with a variety of backgrounds, ages, and education levels. "It is wonderful to see that we are able to give the summer hires an opportunity to learn about the NRC and to nurture the enthusiasm and motivation of potential future employees," said Elaine Raphael, Summer Hire Training Coordinator.

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New Training Classes at the PDC

The Office of the Chief Human Capital Office, Human Resources Training and Development (HRTD), announces the availability of new open enrollment training classes at the PDC on interpersonal skills and project management. These Management Concepts classes are currently available for registration in iLearn, and are being scheduled onsite in response to training needs identified in the external training data call. (Note: The project management classes will not be scheduled after March 2016. Staff are encouraged to take advantage of these learning opportunities while they are available.)



Project Management:

Project Management Essentials (ID_179144): 2-day classroom course introduces project management concepts and terminology, and teaches how to apply the basics of project management to your work. *September 28-29 & December 2-3, 2015; February 16-17, 2016*

Leadership and Communication Skills for Project Managers (ID_179145): In-depth 3-day course helps project managers access their own personal styles via the MBTI; describes barriers to team performance, reviews the stages of team development; and explains how to best motivate, resolve conflicts, and manage agreement. *December 14-16, 2015 & March 1-3, 2016*

Agile Project Management for the Federal Environment (ID_201144): In-depth 3-day course addresses the application of agile project management technologies at the Federal level. *January 25-27, 2016*

Interpersonal Skills:

Building and Sustaining Teams (ID_197145): 2-day course helps you build high-performing teams, sustain team excellence, and improve your skills as a team leader. *January 25-26 & March 6-7 2016*

Customer Service Skills and Techniques (ID_179146): 2-day course explores techniques for building outstanding customer relations, responding to difficult customers and recovering from service breakdowns. *November 23-24, 2015 & March 9-10, 2016*

Influencing Skills (ID_197145): 2-day course explains how the brain relates to your ability to influence others, and teaches techniques for building emotional intelligence, and strengthening relationships and networks. *January 19-20 & March 16-17, 2016*

New Share Point Site for the NRC Business Process Improvement Program

(b)(2)

Dress for Success Clothing Drive for Jubilee Jobs

The NRC Chapter of Blacks in Government (BIG) and the Advisory Committee for African Americans (ACAA) are sponsoring a "Dress for Success" clothing drive. The drive started on July 13, 2015, and will end on September 18, 2015. The purpose of the clothing drive is to support clients of Jubilee Jobs.

Jubilee Jobs is a non-profit organization that provides skilled job readiness and placement services to residents of the metro area who have struggled to find employment. Last year, Jubilee Jobs was successful in obtaining 1044 jobs for its clients.

BIG and ACAA want to provide new and/or gently used clothes, shoes, and accessories suitable for job interviews, on-the-job training, and jumpstarting a new career. Based on last year's successful drive, the NRC was able to donate clothing to support several clients of Jubilee Jobs over several months. This year's "Dress for Success" clothing drive will again support those attempting to enter or re-enter the workplace. Jubilee Jobs is especially in need of men's attire and accessories.

Recommended items:

Men: Dress shirts, ties, slacks, suits, cuff links, tie clips, shoes, belts, briefcases, and portfolios

Women: Blouses, skirts, shoes, slacks, belts, earrings, bracelets, briefcases, and portfolios

Receptacles will be available in the lobby area and garage of the OWFN and TWFN buildings. Please feel free to contact one of the following BIG/ACAA members for assistance with picking up items or to answer any questions you may have.

Contacts:

(b)(6)

Note: Tax receipts for all donations are available upon request.

For more information about Jubilee Jobs, visit its website at www.jubileejobs.org.

NRC Staffer Marks 50 Years with the Geological Society of America

(b)(6)

Army Birthday Celebration

by The Veterans Employment Resource Group

The Headquarters staff celebrated the Army's 240th birthday, Thursday June 11th, with remarks by Chairman Stephen Burns and a traditional cake cutting ceremony.

In his remarks at the very well-attended event, Chairman Burns praised the Army and its soldiers for their role in protecting the Nation. The Chairman noted that the ceremony also provided an important opportunity to recognize the more than 800 veterans on the NRC staff, and that he is grateful for their service to the NRC and the country. For the Commission, it is a priority to support our veteran military and to encourage efforts to ensure that veterans are well-represented throughout the Federal government.

Joining the Chairman cutting the cake were Susan Stuchell and James E. Vaughn of the Office of Nuclear Security and Incident Response (NSIR). Susan was the Senior Ranking Soldier present; having been commissioned in the Army as a Military Police Officer in May of 1979 and retired with 30 years of service in July of 2009. She was a ground breaker in terms of women in the military; she served at all levels of command up to Battalion Commander. She was deployed to Guantanamo Bay, Cuba in 2002, where her unit stood up Camp Delta.

James was the junior soldier in terms of paygrade. He retired with twenty years of Active service November 1, 2000. He served 10 years in the European Theater, 5 tours to Guantanamo Bay, Cuba, and a tour in Somalia.

It is a custom of the military to identify the senior and junior service members for the cake-cutting as a way to honor all service members.

Commissioners Kristine Svinicki and William Ostendorff also attended the ceremony.

The Army dates its official birth to June 14, 1775, when the Continental Congress authorized 10 companies of riflemen, approved an enlistment form, and appointed a committee to draft rules and regulations for the Army, according to an article by Robert Wright at the Center of Military History.

In his 2015 [YouTube Army Birthday Message](#), Secretary of the Army the Honorable John M. McHugh stated, "For more than 240 years, our Army has served America with extraordinary Soldiers, Families and civilians, who are committed to selfless service. Today, we celebrate the competence, character, and professionalism of these Soldiers – past and present – who make up our nation's premier all-volunteer Army. On this very special day, on behalf of a grateful nation, we'd like to wish all of you a very Happy Birthday."

The Army Reserve has its own birthday of 107 years to celebrate this year. According to the United States Army Reserve 2015 Posture Statement, the Army Reserve has 197,830 citizen soldiers with technical, specialized, and professional skills in logistics, transportation, training, health care, engineering, information technology, communication networking, and law enforcement, to name a few of the Reserve's capabilities. Since the events of 9/11/2001, over 280,000 Army Reserve Soldiers have mobilized and deployed to support the global war on terror and homeland security. There are approximately 16,058 Soldiers serving in direct support of Army Service Component Commands and Combatant Commands across the globe. [Data source](#)

There were several people who were key to the success of the celebration. They included Mickey Freeland, formerly of NSIR, originator of the idea for the celebration in 2007. James E. Vaughn of NSIR was this year's principal planner; the National Anthem was sung a cappella by Twana Ellis of the Atomic Safety and Licensing Board Panel (ASLBP); the narrator for the event was Barry Wray, Amanda Hall and Lorena Walls of NSIR were in charge of obtaining the cake and other refreshments; communications were led by Susan Stuchell NSIR and Cynthia Carpenter of ADM; and graphics/posters/multimedia banners were coordinated by Joanne Savoy of OIP.



DACA Lunch and Learn Events

The Diversity Advisory Committee on Ageism, in partnership with the Office of the Chief Human Capital Officer and the Employee Assistance Program (EAP), will sponsor two lunch-and-learn events. On Monday, Aug. 24, from 12-1 p.m., Jeannie Dougherty, EAP's on-site counselor will discuss "Alzheimer's and Diseases of the Mind." The next session will be on Tuesday, Aug. 25, from 12-1 p.m. Ms. Dougherty will discuss "Aging and Caregiving." Both sessions will be in 3WFN 8A 28.



In other words...please!

Pursuant to the standards of the Open Government Initiative of 2010, and under the executive authority of the President of the United States of America, the NRC and all other independent and executive agencies of the United States Government are required to generate written material, whether for publication or print or on an individual agency website or other location on the internet, that is comprehensible and usable for citizens of the United States.

In other words:

As part of the Open Government Initiative, the NRC must make information easier for the public to read and use.

That first sentence was a doozy. The average reading level of American adults is equivalent to grade 9, and according to the readability test in Microsoft Word, that first sentence was considerably north of the average. Don't worry though; the rest of this document scored an 8.

Generally, at the NRC, we want the grade level of a document to be 12 or lower. This means that a student in grade 12 can easily read it. While the first sentence is an exaggeration, there are NRC documents with grade levels much higher than necessary. Higher grade levels are common in industries that use technical terms. Certain phrases used in the nuclear industry can't be simplified, but you can still reduce the grade level without changing information. Part of our job as a Federal agency is communicating information to the public. Find your document's grade level and follow these tips to help get your message across.

To find a document's grade level:

Go to the **File** tab in Microsoft Word.

Select **Options**.

Select **Proofing**.

Check the box for **Show readability statistics**, and click OK.

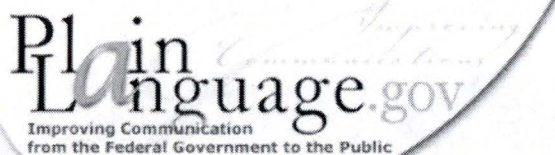
Then go back to your document and run a **Spelling & Grammar** check on your document; the readability statistics will follow.

Tips for lowering your grade level:

Use words with fewer syllables. For example, say "near" instead of "close proximity" or "part" instead of "component." Dictionaries and thesauruses are good resources for finding simpler synonyms.

Keep sentences under 20 words. The shorter the sentence, the easier it will be to read. Take out redundant words and unnecessary adjectives to reduce sentence length. Consider the sentence, "*Josie always writes boring, monotonous reports.*" The words "boring" and "monotonous" mean the same thing in this case. Since "monotonous" has more syllables than "boring," the improved sentence should read, "*Josie always writes boring reports.*"

Stick to one idea per sentence. Sentences with more than one main idea are hard to follow. Take the sentence "*Josie, the official report writer, decided to call in sick to stay home with her dog today.*" It meets the 20 word rule. It also contains more than one idea. Splitting it up "*Josie is the official report writer. She decided to call in sick to stay at home with her dog today*" gives each sentence a main idea.



Avoid passive sentences. In a passive sentence, the target of the action becomes the subject. In the sentence, "*Safety reports are written by Josie,*" the "safety reports" phrase becomes the subject. In an active sentence, the subject – Josie – performs the action. Therefore, the sentence should read "*Josie writes safety reports.*" The readability statistics will show you the percentage of passive sentences in your document.

Avoid jargon and excessive acronyms. Like most government agencies, the NRC uses many acronyms. If you need to write a phrase several times, write it out in

full the first time you mention it and use acronyms afterward, or use a suitable generic term. For example, instead of using the acronym PSDAR use "report." Avoid overly technical terms unfamiliar to your audience.

Lowering the grade level isn't the only way to make a document readable. Defining complex terms and using analogies when possible can help communicate difficult concepts. Breaking up long passages with headings and tables adds some organization to a document.

For more ways to improve readability, check out the Plain Language course available in [iLearn](#).



Celebrating-Ourselvesand Each Other

By Auburn Mann, OCHCO (Summer Hire)

(b)(6)

During the early afternoon of June 25, OCHCO employees gathered in a conference room chatting, laughing and lining up in front of a gorgeous assortment of decorated desserts. They sampled and voted on their peers' culinary proficiencies as part of an anonymous bake-off during the "Celebrating Ourselves... and Each Other" party.

According to an email memo originally disseminated on Tuesday June 10, the event was intended to "include opportunities to not only share the low-down on your latest project, but to also celebrate your life outside of work, to share some little known facts about YOU, and to show off your fabulous baking skills." As advertised, the bake-off was almost a marginal element of the early summer afternoon, with the main objective being getting to know each other better. "We work in the same office, supporting the agency, and yet with the separation of the two floors, many of us don't know each other," said (b)(6).

(b)(6) organized the event.

"We often get so wrapped up in our purpose of supporting the agency that we forget about ourselves," said (b)(6). "Wonderful things have happened within the OCHCO family over the past year: there have been births, marriages, graduations, new homes, etc. that few of us have had the opportunity to learn about."

There were photos of various employees' newborn children and grandchildren flashing on the screens around the room, and a celebration board where staff members could personally record their latest professional or personal highlights. In addition to the bake-off, there was a "Who Am I" game, hosted by (b)(6) which operated on the objective of participants guessing the name of a co-worker after announcing three little known facts about the individual. (b)(6) showed a humorous Jib Jab video starring five OCHCO staff (b)(6) singing and dancing to the music video of Pharrell Williams' *Happy*.

Each contestant's entry received a number and a category placement. There were cake, brownie, pastry, and "other pastries" categories. Attendees voted by marking the number of their favorite dessert. Among the winners were (b)(6) triumphed in the pastry category.

The winner of the overall prize and the cake category was (b)(6)



"The Prize"

Although (b)(6) noted that she was proud to receive the 2015 Bake-off Trophy (a Pillsbury Doughboy doll wearing a blue sash emblazoned with OCHCO), she was more appreciative of the party itself. The OCHCO "Celebrating Ourselves... and Each Other" event was a lot of fun, with friendly competition, delicious desserts, and entertaining activities that allowed us to learn more about our co-workers," said (b)(6).

UMUC ONLINE OPEN HOUSES for Federal Employees

Attend one of the ONLINE OPEN HOUSES for Federal Employees during the month of August to learn more about University of Maryland University College (UMUC) and the benefits available through the FED Program. This interactive WebEx session provides an opportunity to pose questions and receive real-time feedback.

Register for one of the dates below at www.umuc.edu/fed

Monday, Aug. 10, 2015, 2-3 p.m.

Tuesday, Aug. 11, 2015, 10-11 a.m.

Topics include:

- UMUC's more than 95 degree and certificate programs available 100% online!
- How to qualify for a 25% discount on out-of-state tuition for most programs
- Strategies for student success
- Five easy steps to get started

Information will also be posted on HRU.gov see (<https://hru.gov/Training/UMUC.aspx>)



OCFO Open House

The Office of the Chief Financial Officer (OCFO) held its first ever Open House event on June 10. The theme was "Summer Vacation" locations. The attendees had an opportunity to guess the OCFO Branch locations based on the decor. More than 200 agency employees attended the Open House. Between the food and fun, OCFO had an opportunity to share its mission and operations. OCFO thanks everyone who attended and made the event a success!

(b)(6)

New Records Management Training –
i Learn Completion Due By August 31, 2015

NRC Summer Hires Cont.

(b)(6)

To view a list of the 2015 Summer Hires, click [here](#).

ICE CREAM!!!

I Can Explore Career Tools, Resources, free courses, And the Media center (ICE CREAM) on Human Resources University (HRU). The HRU website lists information about career tools, such as HR career paths, individual development plans, resources on studio pages for mentoring, recruitment, and retirement. It includes over 60 free courses and a media center.

Summer is a perfect time to remember your **ICE CREAM** with HRU.gov.



“ Graduation Celebrations”

(b)(6)

It's Time to Meet Auburn A. Mann

Office/Location: OCHCO/ADHRTD

Title: Student Management Assistant Summer Hire

What I really do: I assist with various programs focused on training and staff development. So far I have provided ideas for the Leadership Academy, searched and compiled links to websites that offer information pertinent to ELS (Executive Leadership seminars), and I have assisted Office of the Chief Human Capital Officer (OCHCO) and other human resources staff with different projects.

Time w/NRC: This is my second month with the Nuclear Regulatory Commission.

Previous employers: (b)(6)

(b)(6)

Biggest challenge: (b)(6)

(b)(6)

Birthplace: (b)(6)

Favorite Restaurant: (b)(6)

Favorite sports: (b)(6)

Favorite vacation spot: (b)(6)

Favorite music: (b)(6)

Favorite TV show: (b)(6)

(b)(6)

Favorite book: (b)(6)

Is there some aspect of your life you think NRC staff would be surprised to know about? (b)(6)

When I'm not working, I (b)(6)

The person in history I would most like to meet: (b)(6)

The kind of car I would like to drive: (b)(6)

Most important influence in my life: (b)(6)

If I won the lottery: (b)(6)

Keys to success: (b)(6)

If you could do one thing to make the NRC better: N/A

Any other item you would like to include: (b)(6)

(b)(6)

(b)(6)

Members of the NRC's Asian Pacific American Advisory Committee (APAAC) attended the 2015 Asian American Government Executive Network (AAGEN) event on June 11. In the July issue, this photo accompanied the article about the AAGEN event. Inadvertently, the names of the attendees listed in the last row was missing. The full caption appears below. We regret the error.

(b)(6)

Vol. 11

Issue 15

September 2, 2015

NRC Reporter

Protecting people and the environment

Inside this issue:

- [Clothing Drive](#)
- [DC Summer Interns](#)
- [Length of Service](#)
- [New Student Corner Website](#)
- [HEPAC Events](#)
- [It's Time to Meet](#)

REPORTER SUBMISSION INFO. FROM THE EDITOR

The *NRC Reporter* will be published monthly, on the first Wednesday of the month. The next issue of the *Reporter* will be published on October 7. The **deadline for submissions is September 28.**

In order to continue having an informative employee newsletter, you are encouraged submit articles and photos to the NRC Reporter inbox via email to: NRCReporter.Resource@nrc.gov

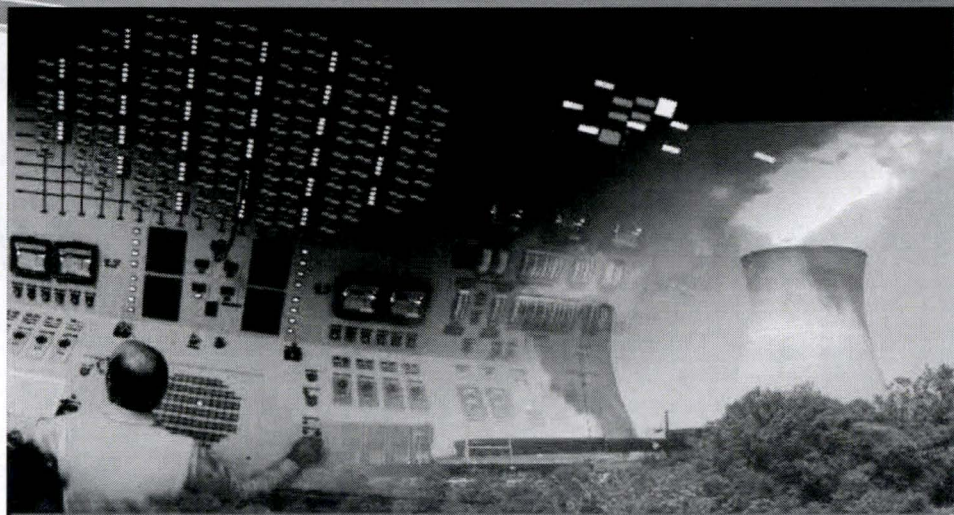


Editor: [Karin Francis](#)

Layout: [Stephanie West](#)

[Reporter Archive](#)

[Reporter Calendar](#)



NRC Has Strong Presence at NIRMA 2015 Conference

In August 2015, six NRC staff attended the annual Nuclear Information and Records Management Association's (NIRMA) conference in Summerlin, NV. Besides attending technical sessions hosted by industry representatives, the staff also presented at several sessions informing industry participants about the Federal perspective on records topics.

NRC's Controlled Unclassified Information (CUI) expert, Ron Gagnon, hosted a session on the program to:

- provide a brief history and a status update on CUI
- introduce the phased implementation plan for CUI in the Federal government
- educate NIRMA attendees on the challenges of moving from Sensitive Unclassified Non-Safeguards Information (SUNSI) to CUI at the NRC and within the industry
- inform attendees of the rulemaking process that the National Archives and Records Administration (NARA) has followed to implement the new law on CUI
- discuss the benefits of having a single, uniform classification of sensitive information across the government.

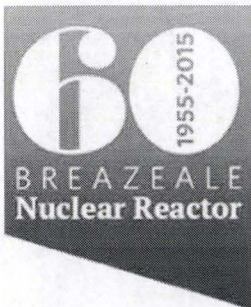
NRC's Agency Records Officer, Debbie Armentrout, and OIS' IT/IM Policy Branch Chief, Margie Janney, co-hosted a session with Steve Adams from NARA on Government Records/Document Issues Benchmarking. This session provided an update on the Federal Records Act and its impact on the nuclear industry, as well as other topics.

Debbie and Margie also hosted a Regulations Fundamentals session updating the industry on recent regulation changes, as well as assisted in hosting a follow-on Industry and Government Records/Document Issues Benchmarking session with several industry experts. *(Continued p. 7)*



Left to right: Debbie Armentrout, Darren Ash, Margie Janney, Victoria Barrett, and Ron Gagnon

Celebrating 60 Years Of Safe Reactor Operations at Penn State



On August 18, Michael Weber, Deputy Executive Director for Operations, participated in the recognition ceremony at The Pennsylvania State University of 60 years of safe and secure operation of the Penn State Breazeale Reactor. The reactor went critical on August 15, 1955, and was a key accomplishment in the early days of the United States Government's Atoms for Peace program. The Breazeale Reactor was the first reactor licensed by the Atomic Energy Commission (July 8, 1955) and its operators were the first reactor operators licensed by the AEC (August 12, 1955). This occurred following the significant amendments to the Atomic Energy Act in 1954 authorizing civilian operation of nuclear technology. Mr. Weber represented the



agency at a tour of the reactor and in the celebration that followed. In the photo is Susan Eisenhower, granddaughter of President Eisenhower, shown with Dr. Kenan Ünlü, who heads Penn State's Radiation Science and Engineering Center and also served as the Master of Ceremonies for the anniversary celebration. President Dwight Eisenhower visited the reactor before it went critical in June 1955 while attending commencement ceremonies led by his brother Milton Eisenhower, who was at the time president of The Pennsylvania State University. You can read more about the anniversary at <http://www.engr.psu.edu/rsec60/>.

BIG and ACAA Clothing Drive

The NRC Chapter of Blacks in Government (BIG) and the Advisory Committee for African Americans (ACAA) are once again sponsoring a "Dress for Success" clothing drive ending on or about Friday, September 18, 2015. The purpose of the clothing drive is to support clients of Jubilee Jobs. Jubilee Jobs is a non-profit organization that provides skilled job readiness and placement services to the unemployed in the Metro area who have struggled to find employment. Last year, Jubilee Jobs was successful in obtaining 1044 jobs for their clients. BIG and ACAA want to provide new and/or gently used clothes, shoes, and accessories suitable for job interviews, on-the-job training, and jumpstarting a new job and/or career for the Jubilee Jobs clients. Based on last year's successful drive, the NRC was able to donate clothing to support several Jubilee Jobs clients over several months. This year's "Dress for Success" clothing drive will again support those attempting to enter or re-enter the marketplace. Jubilee Jobs is especially in need of men's attire and accessories.

Recommended items:

Men: dress shirts, ties, slacks, suits, coats, shoes/dress socks, belts, accessories (cuff links, tie clips, jewelry, etc.)

Women: blouses, dresses, skirts, suits, shoes/stockings, slacks/belts, accessories (earrings, bracelets, necklaces, scarves, hair items)

Men and Women: briefcases/portfolios

Please feel free to contact any BIG/ACAA member for assistance to pick up your items or to answer any questions you may have. Also, receptacles will be available in the lobby of OWFN and TWFN buildings and garages.

If you would like to learn more about Jubilee Jobs, you can visit their website at www.jubileejobs.org.

BIG/ACAA Contacts:

Your donations are truly appreciated!

(b)(6)

Please note that tax receipts will be issued for your donations, upon request.

The Best in Me: An NRC Employee Uses Poetry to Inspire the World

(b)(6)

Successful Experiences for DC Summer Interns at NRC

(b)(6)

This marks the fifth year of NRC's participation in the DC Summer Youth Employment Program (DC SYEP), a short-term employment program sponsored and funded by DC Government for students who are residents of Washington, DC. NRC and other employers in the Washington, DC area volunteer to serve as host employers by providing structured job opportunities for students. This summer NMSS, NRR, RES, ADM, SBCR, and OCHCO hosted six of the DC interns providing meaningful work and projects giving the interns valuable hands-on learning experiences.

(b)(6)

(b)(6)

(Continued on p. 7)

Length of Service Anniversaries Between January 1, 2015 and June 30, 2015

45 Years

Carole A. Ariano

40 Years

Sonia S. Bozin
Tanya D. Champion
James M. Cutchin
Charles S. Hinson
Joanna E. Lilley
Jo A. Resner
Valerie A. Shannon
Elaine Sherman
John F. Stang, Jr.
Rowlene Wendoll

35 Years

Bruce L. Bartlett
Craig H. Bassett
Brian R. Bonser
Erulappa S. Chelliah
Tze-Jer Chuang
Susan M. Daniel
Roger L. Doornbos
Craig Z. Gordon
James R. Hall
Nancy P. Hane
John J. Hayes, Jr.
Grossly N. V. Hill
Jon B. Hopkins
Jeffrey B. Jacobson
Janice E. Kelsh
Chang-Yang Li
Yueh-Li C. Li
Katherine B. Lippard
Orysia M. Masnyk Bailey
Thomas K. McLellan
Chandu P. Patel
Richard M. Pelton
David Tiktinsky
John L. Watkins

35 Years Cont.

Leonard D. Wert, Jr.
George F. Wunder

30 Years

Eric E. Bowman
Ola Beatrice Cain
Michael J. Case
Heriberto Colon, Jr.
Sheila H. Dubose
Joseph G. Giitter
David J. Hartland
Laurie A. Heilman
David J. Hesch
Marcella J. Holmes
Patrick J. Isaac
Ronald A. Kopriva
Ann M. Mattila
Sharlene M. McCubbin
Scott W. Moore
Brenda L. Mozafari
Stacey L. Munroe
Drew Persinko
Terrise D. Ross
David P. Rule
Joseph M. Sebrosky
Richard A. Skokowski
Beverly J. Sweeney
Jeffrey A. Teator
Robert B. Webber
Loretta J. Williams

25 Years

John T. Adams
Michele L. Burgess
Cornelia Burkhalter
Ronald A. Burrows
Stephen C. Burton III
Lloyd M. Cain
James L. Cameron
Paul C. Cataldo

25 Years Cont.

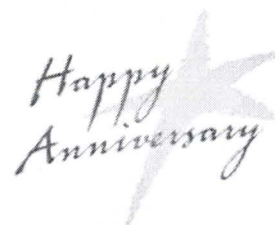
Stephanie M. Coffin
Shyrl A. Coker
Patricia M. Davenport
Jennifer L. Dixon-Herrity
Leslie A. Donaldson
Michael X. Franovich
Anne A. Frost
Ronald E. Gagnon
Patti A. Humphreys
Laurie A. Kauffman
Thomas A. Kevern
John W. Lubinski
Paula M. Magnanelli
Jeffrey D. Main
Circe E. Martin
Brian J. McDermott
John B. McKirgan
Mark S. Miller
Dominick A. Orlando
Tira D. Patterson
Colleen M. Picciotto
Deborah A. Piskura
Mark C. Roberts
Amy R. Salus
William T. Schaup, Jr.
Nirodh Shah
Theodore B. Smith
Edith A. Sparks
Gloria A. Stauffer
Donald L. Stearns
Bunna R. Te
Karen S. Valloch
Bernard H. White IV
Donald Williams II

20 Years

Cheryl Laverne
Alexander-Lewis
Malion A. Bartley

20 Years Cont.

John P. Boska
Jeremy Seth Bowen
Eugene Burdine III
Jeffrey Cruz
Robert C. Daley
Stephen C. Dinsmore
Victor L. Dricks
Marilyn L. Evans
Mark E. Franke
Roger D. Hannah
Roy E. Hickok
Carmean J. Hutton
Daniel E. Kimble
Vanessa Andrea Lamb
Louis Manning III
Cynthia K. Montgomery
Clifford G. Munson
Lora A. Nute
Blackshear
David W. Pstrak
Jessie F. Quichocho
David E. Roth
Stuart N. Sheldon
Eric J. Simpson
Charles R. Stancil, Jr.
Sheldon D. Stuchell
Linh N. Tran
Scott P. Wall



15 and 10 Year
Anniversaries Continued on
Next Page

Length of Service Anniversaries Cont.

15 Years

Melissa S. Ash
Bernadette D. Baca
Rochelle Cathleen Baval
Bradley S. Baxter
Susan J. Bellosi
David D. Brown
Kristy A. Bucholtz
Margaret Bucholz
Darrin C. Butler
James C. Corbett
Bradley J. Davis
Ira J. Dozier
Alejandro Echavarria
Vicki L. Foster
Daniel M. Frumkin
Zhengguang B. Fu
Linda M. Gersey
Kellyjean I. Grimes
Ivan C. Hall
Naeem Iqbal
Donna M. Janda
Shanlai Lu
James E. Neurauder
Kevin J. Nietmann
Yuri Orechwa
Jamila I. Perry
Robert Michael Rader
Paul S. Rades
Catherine L. Raynor
Ronald G. Rolph
William H. Russell
Gloria L. Saint
Michele M. Sampson
Alfred A. Sanchez, Jr.
Rebecca D. Stricklin
Gregory F. Suber
Russell B. Sydnor

15 Years Cont.

Omid Tabatabai-Yazdi
Caroline E. Tilton
Jon H. Wallo
Julie A. Ward
Wanda A. Wheatley
Anthony C. Wilson
Timothy Wilson

10 Years

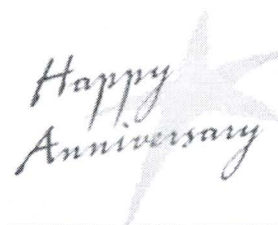
Sarah A. Achten
David W. Alley
Kenneth W. Armstrong
Matthew A. Bartlett
Royce D. Beacom
Matthew J. Bucher
Norbert N. Carte
John G. Cassidy
Richard Chang
Russell E. Chazell
Calvin H. Cheung
Prosanta Chowdhury
Anissa R. Coates
Ashley Michelle Cockerham
Ellery T. Coffman
David Curtis
Kristopher K. Cyrus
Karen E. Danoff
Vivian L. Dean
Joseph H. Deucher
Richard A. Ellsbury
Daphene R. Floyd
Julie Ann Frampton
Douglas L. Garner
Elena Greynolds
Jeremy R. Groom
Sally A. Hardy
Rolonda S. Jackson

10 Years Cont.

Heather M. Jones
Larry J. Jones
Natreon Jermain Jordan
Jure Kurtlesa
Mauri T. Lemoncelli
Haral S. Logaras
Rashaunda S. Mallory
Harold W. McKelvey
Paul Michalak
Daniel J. Mills
Jeffrey T. Mitman
Demetrius Murray
Kha D. Nguyen
Judy R. Petrucelli
Karen Elizabeth Pinkston
Blake A. Purnell
Lisa A. Quayle
Robert C. Randall, Jr.
Michael C. Reichard
John P. Reynoso
Ayanna K. Rice
Tammie N. Rivera
Stevie R. Ruffin
Steven M. Rutledge
Mohammad S. Saba
Maria L. Schofer
Margaret H. Sewell
Pamela J. Shepherd-Vladimir
Elizabeth A. Smiroldo
William D. Smith II
Michael A. Spencer
Jakob A. Steffes
Mackenzie Norell Stevens
Gerry L. Stirewalt
Stephen G. Subosits

10 Years Cont.

Velesia K. Swain
Gabriel J. Taylor
Tincy K. Thomas
Jennifer C. Tobin
Bridin Tully
Andrey Turilin
Marlayna G. Vaaler
Brenett U. Warren
Tonna S. Weaver
Kent A L Wood
Gary M. Young



Congratulations
to all, and
thank you
for your
dedicated
service.

NRC Celebrated the U.S. Coast Guard's 225th Anniversary

By Veterans Employee Resource Group (VERG)

The NRC celebrated the U.S. Coast Guard's (USCG) 225th anniversary on August 5, 2015, with several events throughout the agency. The day started with a "Coffee Muster" hosted by the Veterans Employee Resource Group (VERG). The event was held in the TWFN exhibit area and was well attended by the Commission and staff. It was a great opportunity for veterans and staff to gather, network, and tell stories over coffee and donuts.

At 11:30, the VERG held a USCG anniversary celebration in the TWFN exhibit area featuring Ms. Twana Ellis singing the National Anthem and Chairman Burns delivering the keynote address. The Chairman spoke of the diverse mission and history of the USCG, touching on their unique responsibilities among the uniformed services, which began with the collection of customs duties at the nation's seaports and has evolved to a role of law enforcement, drug interdiction, search and rescue, and marine safety. He noted that while primarily conducting domestic operations, the USCG has been involved with international conflicts such as supporting the Department of the Navy overseas as part of Operation Iraqi Freedom. Additionally, he expressed his and the Commission's support and appreciation for the veterans who continue serving at the NRC. Lieutenant Commander David Alley, USCG (Retired), NRR, represented the USCG by making the first cut of a cake emblazoned with the U.S. Coast Guard shield. It was a wonderful opportunity to recognize the service of all NRC veterans, specifically the vibrant history of the Coast Guard and was the first veteran service anniversary coordinated by the recently appointed VERG.



Region III also celebrated the USCG's anniversary with an event and presentation by Gail Christoffer-Baruch, VERG regional representative. Gail spoke of the Coast Guard ethos, their 11 statutory missions, which include: 1) ports, waterways and coastal security; 2) drug interdiction; 3) aids to navigation; 4) search and rescue; 5) living marine resources; 6) marine safety; 7) defense readiness; 8) migrant interdiction; 9) marine environmental protection; 10) ice operations; and 11) other law enforcement. She also talked about the valiant history of the USCG that included participation in several international conflicts. Following the program, Region III veterans and staff enjoyed camaraderie and remembrances over refreshments.

For more information about the VERG and how to participate in these activities, contact (b)(6)

(b)(6)

New Student Corner Website Getting Set to Launch

(b)(2)

DC Summer Interns Cont.

(b)(6)

NIRMA 2015 Conference Cont.

NRC's Chief Information Officer, Darren Ash, provided the keynote address on the final day of the conference. Darren discussed managing change at the agency, particularly focusing on Project AIM 2020. He also touched on the current initiatives in the information technology and information management areas, such as improvements to the Electronic Information Exchange platform and the recent achievements in the IRM program plan. Lastly, he shared some findings from NRC's recent audits and inspections, such as NARA's inspection of NRC's records program in the 2014.

The highlight of the conference was the selection of Margie Janney for NIRMA's Lifetime Achievement Award. NIRMA President, Rebecca Wessman, spoke about Margie's service to the nuclear industry for more than 23 years, beginning as an employee of TRW and continuing throughout her current career at the NRC. During her early years, Margie focused on advancing NIRMA's role in the nuclear industry and served as Treasurer on the Board of Directors from 1997-1999. As an NRC employee, Margie has significantly improved NIRMA's relationship with NRC, by promoting NIRMA's value to NRC, acting as the NIRMA ambassador with senior leaders at NRC, engaging NRC's senior leadership to attend the annual NIRMA conference, and actively participating in the relationship between NIRMA and NRC.

Upcoming HEPAC Sponsored Events

Professional Development Seminar: Individual Development Plan Workshop. The seminar will be an interactive workshop on developing Individual Development Plans (IDPs). Participants will learn more about the NRC tools to develop and maintain an IDP. Additionally, participants should bring their own IDPs to get feedback from their coworkers and management. Therefore, it is highly encouraged to attend in person!

Date: Tuesday, Sept. 8, 2015

Time: 12-1 p.m. EDT

Location: 3WFN Rooms: 1C03-05

If you cannot attend in person, please consider registering to attend remotely using the following "GoToWebinar" link: <https://attendee.gotowebinar.com/register/6886100955910668033>. For more information on this seminar, please e-mail or call Huda Akhavanik, 301-415-5253, or Basia Sall, 301-287-0582.

Latin American Music Showcase

Date: Monday, Oct. 5, 2015

Time: 12-1 p.m. EDT

Location: TWFN Exhibit Area

For more information, please e-mail or call (b)(6)

Hispanic Heritage Month Dinner

Date: Thursday, Oct. 15, 2015

Time: Meet and Greet 5:30 p.m./Dinner 6:30 p.m. EDT

Location: Paladar Latin Kitchen & Rum Bar, 11333 Woodglen Drive, Rockville, MD 20852

For more information, please e-mail or call (b)(6)



NRO Employees Receive Special Act Group Award

(b)(6)

Eleven members of NRO recently received a Special Act Group Award recognizing their efforts in developing the first Difficult Conversations Workshop. Sponsored by the NRO OCWE Working Group, the well-attended, well-received workshop was designed for staff to learn how to appropriately engage in difficult conversations and provided a forum to discuss the tools and techniques that can be used to successfully resolve conflict. The employees recognized were (b)(6)

(b)(6)

New OCHCO Initiative Coming Soon

(b)(2)

It's Time to Meet Reed Anzalone

Office/Location: The Nuclear Performance and Code Review Branch, NRR/DSS

Title: Reactor Systems Engineer

What I really do: I review the codes and methodologies submitted by fuel vendors and licensees to perform safety analyses, particularly specializing in codes involving core thermal-hydraulics. Practically, this means I have to do a lot of reading and writing, but I try to sneak some actual computational work in here and there.

Time w/NRC: 3.5 years (if we're counting those two summer internships)

Previous employers: (b)(6)

Biggest challenge: (b)(6)

Birthplace: (b)(6)

Favorite Restaurant: (b)(6)

Favorite sports: (b)(6)

Favorite vacation spot: (b)(6)

Favorite music: (b)(6)

Favorite TV show: (b)(6)

Favorite book: (b)(6)

Is there some aspect of your life you think NRC staff would be surprised to know about? (b)(6)

When I'm not working: (b)(6)

The person in history I would most like to meet: (b)(6)

The kind of car I would like to drive: (b)(6)

Most important influence in my life: (b)(6)

If I won the lottery: (b)(6)

Keys to success: (b)(6)

If you could do one thing to make the NRC better: (b)(6)



NRC Reporter

Protecting people and the environment

Inside this issue:

- [OPS Center Visit](#)
- [NRC QPR Meetings](#)
- [Leading Across Generations](#)
- [Revised MD 10.159](#)
- [An Opportunity to Give Blood](#)
- [It's Time to Meet](#)

REPORTER SUBMISSION INFO. FROM THE EDITOR

The *NRC Reporter* will be published monthly, on the first Wednesday of the month. The next issue of the *Reporter* will be published on November 04. **The deadline for submissions is October 26.**

In order to continue having an informative employee newsletter, you are encouraged submit articles and photos to the *NRC Reporter* inbox via email to: NRCReporter.Resource@nrc.gov

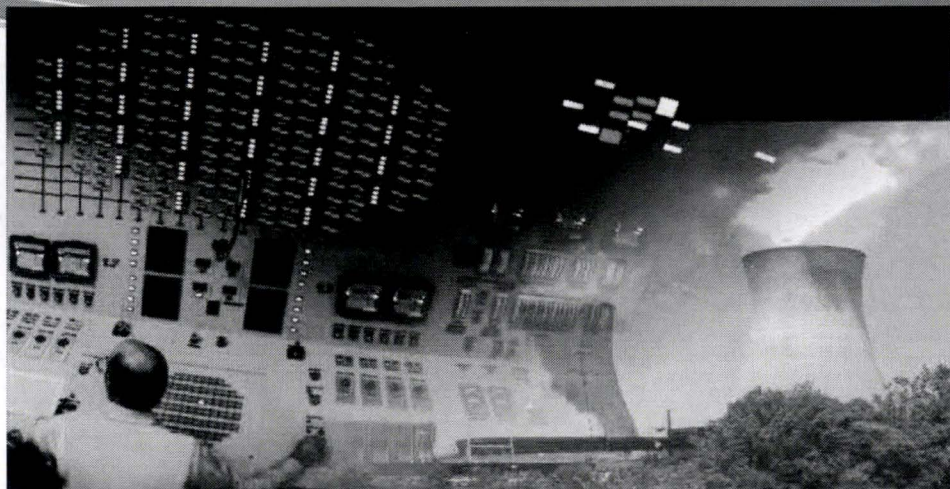


Editor: [Karin Francis](#)

Layout: [Joe Zabel](#)

[Reporter Archive](#)

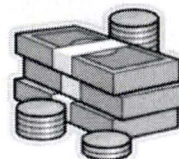
[Reporter Calendar](#)



Buyouts and Early Outs

Nancy Johns, OCHCO

The NRC has received approval from the Office of Personnel Management (OPM) and the Office of Management and Budget to offer early outs and buyouts for up to a total of 105 positions. The positions that generally are eligible would include full supervisor positions at the GG-15 level, employees performing corporate support functions, and Senior Project Managers at the GG-15 level. Only positions located at Headquarters and the Technical Training Center in Chattanooga, Tennessee, are covered. For a list of exclusions and the breakdown of positions eligible for each category, please visit the [OCHCO Early out/Buyout SharePoint site](#). The request was based on a number of factors, including a reduced workforce and budget constraints, the need to devote a larger proportion of positions and funds to operational rather than corporate work, and changes in the way the agency performs work. The agency has been working in partnership with NTEU in its planning and implementation. Typically, only small to moderate numbers of employees in an agency accept early outs and buyouts, and, although buyouts are not limited to separation by retirement, many people interested were already contemplating retirement.



Early outs and buyouts are intended to help the agency accelerate attrition, reshape the workforce faster to meet future needs, and relieve salary and benefit costs where the agency is reducing its overall workforce. NRC believes that it can accomplish workforce changes through its staffing approaches, workforce planning, and other strategies along with early outs and buyouts.

If you are in an eligible position and have been daydreaming about retirement or changing careers, this opportunity may be for you! Early outs and buyouts are entirely voluntary on the employee's part.

The accelerated attrition may also open opportunities for other staff to take on new challenges. For example, there may be reassignment opportunities if, for example, a disproportionate number of employees in one unit request the early out and/or buyout. There may also be opportunities to develop as departing staff engages in knowledge transfer with other staff or to learn a new role as NRC continues to reshape its workforce. To prepare for opportunities that may arise, employees should take the time to learn more about the NRC lines of business and the skills necessary to move forward. Numerous web-based and classroom training opportunities are provided online, at the Professional Development Center, and at the Technical Training Center. You are highly encouraged to talk with your supervisor to learn about career paths and prepare an Individual Development Plan. Now more than ever, it will be important for staff to become more versatile and embrace a willingness to perform new tasks or changing work processes as we strive to reshape our workforce, continuously improve our effectiveness and efficiency, and address upcoming budget challenges. For responses to questions, or for further information, contact:

EarlyOut@nrc.gov.

TN — Fifty Years as an Agreement State

Recently, our Chairman Stephen G. Burns wrote to Governor William Edward "Bill" Haslam congratulating Tennessee on its 50th anniversary as an Agreement State. The Atomic Energy Act of 1954, as amended, provides a statutory basis under which NRC relinquishes to the States portions of its regulatory authority to license and regulate certain radioactive materials. Tennessee became the 11th agreement state in August 1965 with the signing of the agreement between then Governor Frank G. Clement and the Atomic Energy Commission, the predecessor agency to the NRC. The most recent audit in 2012 deemed The Tennessee Department of Environment and Conservation, Division of Radiological Health adequate in protecting the public health and environment of its citizens. Tennessee's 50th year anniversary was recognized at the annual Organization of Agreement States meeting in August with a presentation from Commissioner William Ostendorff to TDEC Radiological Health representatives, including Beth Shelton, DRH-EFOM-Nashville; Ron Parsons, DRH-Central Office; and Debra Shults, DRH Director.



Former NRC Executives Visit NSIR OPS Center Marshall Kohen, NSIR

On September 21, 2015, ten former senior executives of the NRC visited the Emergency Operations Center in the 3WFN building. The tour was conducted by Brian Holian, Director of the Office of Nuclear Security and Incident Response, and his staff. This was an excellent opportunity for the former executives to see the enhancements that have been incorporated into the new Operations Center. It was also important for the staff to hear historical perspectives from the group to obtain an understanding of how much the agency has progressed over the years and to gain valuable lessons learned. The former executives in attendance were: Ed Jordan, Dennis Rathbun, Tom Murley, Joe Gray, Michael Cullingford, Jim McDermott, Larry Chandler, Mal Knapp, Ashok Thadani, and Dick Cunningham. The group was accompanied by Michael Weber, Deputy Executive Director for Operations for Materials, Waste, Research, State, Tribal, and Compliance Programs.

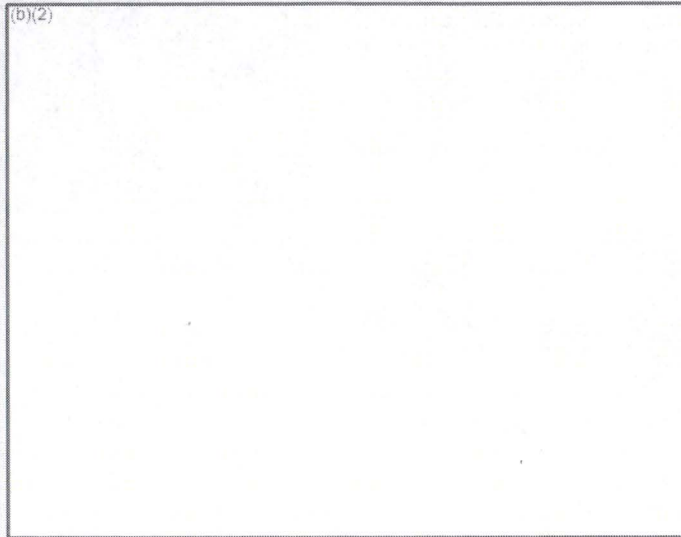


NRC's Quarterly Performance Review (QPR) Meetings

June Cai, EDO

Just as staff meet periodically with their supervisors to discuss their performance, the agency senior management meets quarterly to review agency performance as part of the "Quarterly Performance Review (QPR)" process. This process involves a full day meeting where all the offices in the agency come together to review and discuss performance results that cover all aspects of the agency's work. During the meetings, senior managers work together to focus on areas for improvement, collaboration, and resolving challenges.

This graphic shows the outcomes of the QPR process:



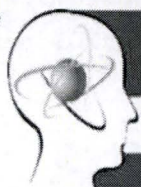
The most recent QPR meeting (for FY 2015 quarter 3) was held on September 3, 2015. Each business/product line in the agency presented their most current performance results, with particular focus on areas of challenge. Following the presentations, the senior managers discussed a range of cross-cutting topics in an open discussion format, including Project Aim 2020, improving use of performance indicators agencywide, and proposed indicators for diversity and leadership.



Staff are encouraged to review the [QPR Reports](#) and be familiar with the performance results for their business/product line. Staff can also review the [meeting summaries](#) to be aware of meeting outcomes.

Leading Across Generations: Multiple Generations in the Workplace

The Agency's Knowledge Management (KM) Program, the Diversity Advisory Committee on Ageism (DACA), and the Asian Pacific American Advisory Committee (APAAC) are sponsoring a panel discussion on the interactions of differing generations in the workplace. This event will kick-off KNOWvember (Agency's KM awareness month) on Wednesday, November 4, 2015, from 10:30 a.m. to 12:00 p.m. in the TWFN Auditorium. The objective is to promote greater understanding of how the views of different generations affect the work environment and to enhance collaboration between workers from different generations.



KNOWvember

NRC'S KNOWLEDGE MANAGEMENT PROGRAM

As a precursor to the event and to help guide the discussion, please take time to think about and answer these questions (and optionally e-mail the answers to [Christine Steger](#)):

1. What are some ways to improve how team members communicate and work with each other, bridging styles and differences?
2. What are some ways for engaging, motivating, and leading a multi-generational team?
3. What are some ways to capture existing intellectual capital and sharing knowledge within multigenerational workforce demographics?
4. How can we better attract and prepare for the next generation to enter the workforce?
5. What is one way the NRC can prepare our future leaders?
6. As individuals, we all have different communication and learning styles, but these styles have also been influenced by the generation in which we were born. How do think we can better understand different communication and learning styles? Do you think it is important, and if so, why?

Mike Weber, Deputy Executive Director for Operations for Materials, Waste, Research, State, Tribal, and Compliance Programs, will start the event. An overview of the demographics at the NRC and the five generations making up the workforce at the agency will be provided. A panel of NRC employees representing each of the five generations, who will provide their perspectives about their generation, will follow. The panel will also be an interactive event with attendees being able to submit their own questions for discussion. Panelists include:

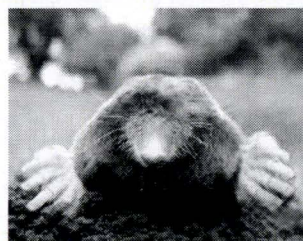
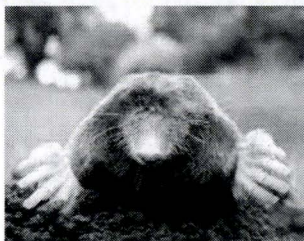
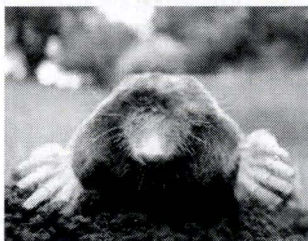
- Edward O'Donnell, Senior Geologist, Office of Nuclear Regulatory Research
- Maureen Wylie, Chief Financial Officer, Office of the Chief Financial Officer
- Kathryn Brock, Deputy Director, Division of Engineering, Office of Regulatory Research
- Jeffrey Riley, Security Specialist, Office of Nuclear Security and Incident Response
- Edward Nusinovich, NRC Co-Op, Student at University of Maryland

Biographies and photographs of the panelists are available at through this [link](#).

Additional details on the seminar will be provided through future [NRC Reporter](#) articles and Network Announcements. For more information, please e-mail [Christine Steger](#) in OCHCO.

For more information on DACA and APAAC, please go to the [Committee SharePoint sites](#).

National Mole Day



National Mole Day was created to foster an interest in chemistry and is celebrated on October 23 in the United States and around the world from 6:02 a.m. to 6:02 p.m. National Mole Day celebrates Avogadro's number (6.022×10^{23}), which is the basic unit of measurement in chemistry. NRC traditionally celebrates Mole Day. If you or your office hold activities to celebrate National Mole Day, please share your pictures with the *NRC Reporter* by submitting them to NRCReporter.Resource@nrc.gov. According to the National Mole Day Foundation, this year's theme is "May the Moles be with you."

NRC Group Awards

The Agency recently awarded about 600 Special Act awards to GG staff through the NRC Group Awards process. Offices submitted nominations of agency-wide team accomplishments that met the criteria for a group special act award as set forth in Management Directive 10.72 "Awards and Recognition." A panel of senior managers from throughout the agency along with a representative of NTEU reviewed and approved each of the following 23 group awards (the nominating Office is indicated in parentheses):

- Consolidation of the Administrative Assistants Contract (ADM)
- Consolidation of the NRC Headquarters Campus (ADM)
- Common Prioritization of Rulemaking (ADM)
- Work Group on Overseas Assignments (OCHCO)
- Chicago Bridge & Iron Lake Charles Allegations (NRO)
- Near-term Task Force Recommendation 2.1, Interim Expedited Seismic Evaluation Process Review (NRO)
- Review Management System Development (OIS)
- NRC Private Cloud (OIS)
- Agency Ethics Program (OGC)
- Yucca Mountain SER Review Team (NMMS)
- Southern Exposure 2015 (NSIR)
- Comprehensive Enforcement Training (OE & OGC)



- Decommissioning Licensing Work Associated with Closing of Kewaunee, Crystal River, San Onofre 2 & 3, and Vermont Yankee Plants
- Confirmatory Order GE-Hitachi Vallecitos Nuclear Center (NMMS)
- Defense of Agency Enforcement Action (OE)
- Agency-wide International Strategy Working Group (OIP)
- Special Inspection URENCO USA (LES) Facility (Region II)
- Watts Bar Mitigation Strategies Inspection and Order (Region II)
- Operator Licensing lessons Learned Review Team (NRR)
- Containment Protection Release Reduction Working Group (NRR)
- Mitigation of Beyond Design Basis Events Working Group (NRR)

Congratulations to everyone!

National Organization of Blacks in Government



National Organization of Blacks In Government®

BIG National Training Institute (NTI) Presentation Series 2015

The NRC Chapter of Blacks In Government (BIG) hosted two sessions entitled the "BIG NTI Presentation Series" on Thursday, September 10 and Wednesday, September 23. NRC staff who attended the BIG NTI provided presentations on their conference experience along with some useful nuggets that will help them in their careers.

If you are interested in the presentations and other information provided, please click [here](#).

35th Anniversary of the NRC Chapter of BIG

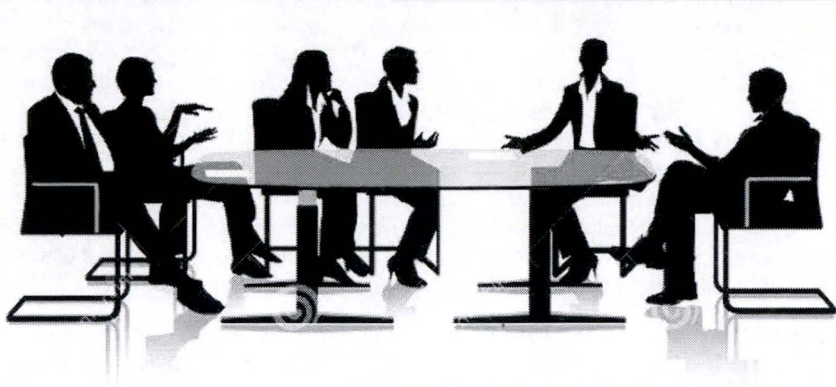
The NRC Chapter of Blacks In Government (BIG) will be celebrating its 35th Anniversary as a Chapter at the NRC on Thursday, October 8, 2015 from 12 noon to 1:30 pm in the TWFN Exhibit Area. Our keynote speaker is Mr. J. David Reeves, Immediate Past President of the National Organization of Blacks In Government (BIG). In addition, we'll have words from Mr. Matthew Fogg, retired Chief Deputy U.S. Marshal. Join us as we celebrate this special occasion with former members/past presidents as special guests of our Chapter.

If you have questions in regards to the 35th Anniversary celebration, contact (b)(6)

Revised Management Directive (MD) 10.159

"Differing Professional Opinion Program"

On August 11, 2015, the Executive Director for Operations (EDO) signed a revised Management Directive (MD) 10.159, "Differing Professional Opinion Program" (DPO). This revision reflects insights and addresses issues and feedback from previous program assessments and reviews (including employee feedback), the Office of the Inspector General Safety Culture and Climate Survey (SCCS), a business process improvement review, a benchmarking study, and the Internal Safety Culture Task Force Report. It is important to note that this was a rare opportunity in which employees were invited to provide comments on a management directive. After all, this is an employee program, so your involvement and feedback is critical to its successful implementation.



What we heard and what we did...

We received almost 250 comments from employees, offices, and regions. We carefully considered all of the comments, and while we didn't accept them all, we believe the revised guidance strikes a healthy balance that is in the best interests of the agency and is responsive to the needs of our staff.

The most significant enhancements include the following:

- The objectives and the roles & responsibilities were modified to reflect the agency's current activities.
- We clarified that the program applies to **established** positions that involve technical, legal, or policy issues (including administrative or corporate issues).
- We specifically identified a requirement that the issue must be related to the mission and strategic goals as they are addressed in the Strategic Plan.
- We revised the timeliness goals—120 calendar days for DPOs and 80 calendar days for DPO appeals. The MD guidance emphasizes that these are goals and that DPOs should be reviewed and dispositioned in a "timely" manner, consistent with the importance of prompt action on the issue, the safety significance of the issue, the complexity of the issue, and the priority of other work activities affecting the availability of participants.
- We received significant feedback suggesting that the process should be more independent. Therefore, we revised the guidance so that the Differing Professional Opinion Program Manager (DPO PM) establishes the DPO panel in cooperation with the assigned office manager, Director, Office of Enforcement (OE), and the submitter.
- The guidance emphasizes that the agency does not tolerate reprisal against anyone for engaging in the DPO Program. To assist employees who believe they have been retaliated against, a comprehensive list of avenues is included, such as Department of Labor (DOL)/Occupational Safety and Health Administration (OSHA) Whistleblower Protection and the U.S. Office of the Special Counsel.

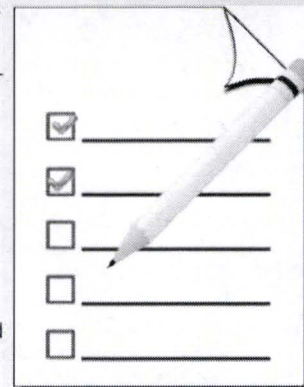
A summary of all changes in the final MD is included on the NRC's internal Web site. The DPO Web site also includes a variety of resources and aids to assist employees engaging in the DPO, including an overview, an interactive flow chart of the process, Frequently Asked Questions, and a listing of all closed DPO cases that detail the outcome of each case. In addition, the DPO Web site has a link to the 2014 DPO Assessment that identifies numerous planned actions designed to support continuous improvement of the process.

All employees are encouraged to question assertions and raise concerns or differing opinions so that we can make the best decisions possible. We are one of the few agencies, if not the only agency, that has several formal mechanisms to do so. While informal discussions should be a routine way of raising concerns and having discussions, employees should feel comfortable using any of our formal processes – Open Door Policy, Non-Concurrence Process, or the DPO Program.

We are always open to feedback and questions and encourage you to contact Renée Pedersen, Senior Differing Views Program Manager, on 301-415-2742, or Marge Sewell, the DPO Program Specialist, on 301-415-8045 or email DPOPM.Resource@nrc.gov.

2015 Federal Employee Viewpoint Survey

Thank you to everyone who took the time to respond to the Federal Employee Viewpoint Survey (FEVS) earlier this spring. This year the NRC had its highest survey response rate in nearly five years. With 74.5 percent agency participation, the data collected from FEVS reflects more comprehensive and credible feedback allowing for more focused action planning to address targeted areas within our organization. The FEVS feedback, along with data that will be collected from this year's NRC Office of the Inspector General Safety Culture Climate Survey (SCCS), will provide important insights on important aspects of your work experience, including: job satisfaction, prospects for advancement, safety culture, and relationships with colleagues and supervisors. Accordingly, the FEVS is a way for us to gain periodic feedback that can be used to strengthen action plans developed from the triennial SCCS. These surveys provide an opportunity to voice your opinions by providing genuine and candid input. The agency is committed to hearing what you have to say and sincerely believes that we are all accountable for making positive changes based on what is learned from your responses. However, positive change relies on sustained effort from individual contributions as well as focused action planning. Therefore, your ongoing involvement is key to our success!



The U.S. Office of Personnel Management (OPM) has unveiled a new website, UnlockTalent.gov, which is accessible to all federal employees. UnlockTalent.gov is a data visualization dashboard created by OPM in partnership with other Federal agencies, and as a part of the *People and Culture* goal of the President's Management Agenda. The overall purpose of the dashboard is to provide transparency of the FEVS results and to offer data-driven insights that can help agencies design initiatives that strengthen a culture of engagement and excellence.

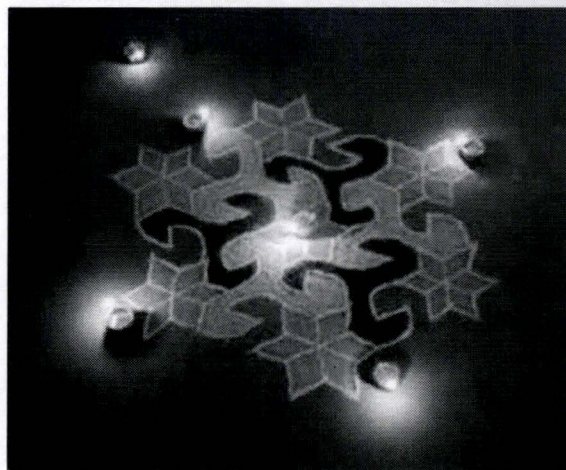
When you first access UnlockTalent.gov, you will be able to see high level FEVS results across government. By becoming a registered user, you will be able to see NRC's results for Employee Engagement as well as Global Satisfaction. You will also have access to the Community of Practice page, which includes tools needed to create strategies that lead to an inclusive work environment. For questions regarding your access to the dashboard, please contact unlocktalent@opm.gov.

If you have any questions regarding employee engagement, please contact Jason Lising at Jason.Lising@nrc.gov or 301-287-0569, or Patrice Reid at Patrice.Reid@nrc.gov or 301-287-0580. A list of FAQs can be found on the [NRC FEVS website](#) or the [Surveys and Continuous Action Planning SharePoint](#) site.

Celebrating Asian Indian Culture: Diwali Celebration

To celebrate the Asian Indian tradition of Diwali or "The Festival of Lights," a luncheon featuring delicious Indian cuisine (including vegetarian biryani, samosa, paneer tikka, chicken tikka, and dahi bhalla) served with an assortment of exquisite Diwali desserts and soda will be hosted on November 10, 2015, from 12:00 noon to 1:00 p.m. at the TWFN Auditorium. This is an Asian Pacific American community event.

This festival, with roots in the ancient Indian tradition, is now celebrated around the fall every year all over the world by Asian Indians. Diwali essentially means a string of lamps. Traditional earthen oil lamps (called *Diyaas*) are brilliantly lit to celebrate the significance of light over darkness. The celebration includes festive fireworks, lights, flower decorations, sharing sweets, and worship. While the story behind Diwali varies from region to region, the essence is the same — the awakening from darkness, as epitomized by the Sanskrit phrase "*Tamaso Maa Jyotirgama-ya*." The festival spiritually signifies the victory of knowledge over ignorance, good over evil, and hope over despair. This is also a celebration of cultural diversity and the positive human spirit.



If you are interested in attending the event, please RSVP and pay \$12 by cash or check to any of the contacts listed below.

(b)(6)

A Unique Opportunity to Give Blood

Andy Kugler, NRO

Yogi Berra might have said, "There's a place to give blood, when you can't give blood."

People may be deferred from giving blood, either permanently or temporarily, for a variety of reasons. It may be as simple as having travelled to a specific country. According to the Red Cross rules, when you are deferred, you cannot give blood.

For those of us living in the Washington D.C. area, there is a unique option. The Red Cross is always in need of donors for its Research Blood Program. Blood donated under this program is used to research issues such as storage and testing methods. Because it is never used for a transfusion, most people who have been deferred can give to the research program. Of course, if you can give blood through the normal process, you should do that because there's always a shortage of blood for transfusions.

Donations for the research program are by appointment only either downtown at the Red Cross National HQ, or at the Red Cross Holland Laboratory at 15601 Crabbs Branch Way in Rockville. At either location, the process for donating blood is pretty similar to that for a blood drive here at the NRC. The one difference is that most of the time the research program prefers apheresis donations. These take a bit longer, but only remove from your bloodstream the platelets needed for their work. This means that your body is less affected by the donation.

This is a great program that can allow you to help the Red Cross even if you've been deferred. If you're interested in joining the program, or if you have any questions, please call the staff at the Research Blood Program at (240) 314-3519.

It's Time to Meet: Matthew (Matt) T. Hardgrove

Office/Location: NRR/DSS/SRXB

Title: Reactor Systems Engineer

What I really do: I am a Reactor Technical Reviewer with the focus on neutron fluence methodology reviews,

10 CFR Part 54 Requirements for Renewal of Operating Licenses for Nuclear Power Plants scoping reviews for the Division of License Renewal, power uprates, and other reactor systems-related work.

Time w/NRC: Over 3 years

Previous employers: (b)(6)

Biggest challenge: (b)(6)

Birthplace: (b)(6)

Favorite Restaurant: (b)(6)

Favorite sports: (b)(6)

Favorite vacation spot: (b)(6)

Favorite music: (b)(6)

Favorite TV show: (b)(6)

Favorite book: (b)(6)

Is there some aspect of your life you think NRC staff would be surprised to know about: (b)(6)

When I'm not working, I: (b)(6)

The person in history I would most like to meet: (b)(6)

The kind of car I would like to drive: (b)(6)

Most important influence in my life: (b)(6)

If I won the lottery: (b)(6)

Keys to success: (b)(6)

If you could do one thing to make the NRC better: (b)(6)

Vol. 11

Issue 17

November 4, 2015

NRC Reporter

Protecting people and the environment

Inside this issue:

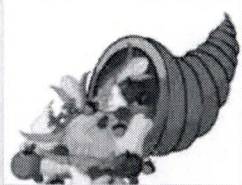
- ["NoogaStrong"](#)
- [Upcoming Learning Events](#)
- [Blood Platelet Donation](#)
- [November is Native American Heritage Month](#)
- [2015 Safety Culture & Climate Survey](#)
- [It's Time to Meet](#)

REPORTER SUBMISSION INFORMATION FROM THE EDITOR

The NRC Reporter will be published monthly, on the first Wednesday of the month. The next issue of the Reporter will be published on December 02.

The deadline for submissions is November 23.

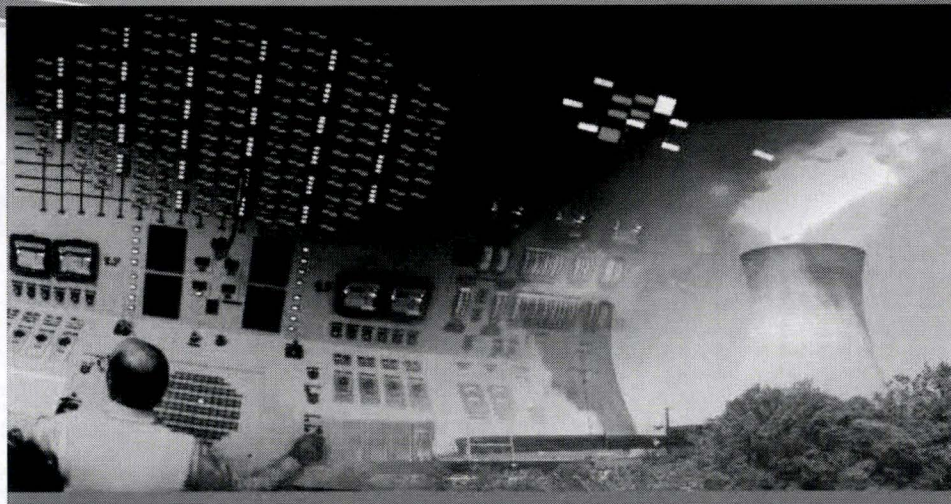
In order to continue having an informative employee newsletter, you are encouraged submit articles and photos to the NRC Reporter inbox via email to: NRCReporter.Resource@nrc.gov



Editor: [Karin Francis](#)

Layout: [Patricia Burbank](#)
[Patricia Sprogeris](#)

[Reporter Archive](#)



OE's First Peer Recognition Award

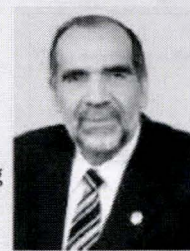
By Margaret Sewell, OE

(b)(6)

An Invitation from Hubert T. Bell, Inspector General Meredith Johnson, OIG

The Office of the Inspector General (OIG) held an entrance conference with the agency on September 4, 2015, for the sixth NRC Safety Culture and Climate Survey (SCCS). The survey was first instituted by OIG in 1998 and has been conducted regularly ever since. The 2015 survey is scheduled to run from November 23 to December 11, 2015.

Unlike the Federal Employee Viewpoint Survey sponsored by the Office of Personnel Management, the Safety Culture and Climate Survey is unique to NRC. Specifically, the survey questionnaire is based on direct input provided by staff and agency senior management through focus groups and individual interviews. OIG has contracted Towers Watson, a leading consultancy firm with extensive experience in designing, implementing, and analyzing surveys and survey data. Towers Watson has recently conducted focus group sessions at NRC headquarters and two regional offices and also conducted individual interviews with senior agency managers. The information gathered through these activities will be used to inform the survey.



The survey questions are designed to identify potential critical problem areas as well as areas of strength specific to NRC's safety culture and climate. Because the Safety Culture and Climate Survey has been regularly conducted at NRC since 1998, it provides valuable benchmarking opportunities to measure changes in employee views of the agency's safety culture and climate. Regular assessments of an organization's safety culture and climate are important because they have been found to influence outcomes of the organization's work and overall ability to meet its mission.

The purpose of the SCCS is to: (1) measure NRC's safety culture and climate to identify areas of strength and opportunities for improvement; (2) compare the results of this survey against results from prior years; and (3) provide benchmarks for the qualitative and quantitative findings against organizations similar in size and mission-related work.

Safety Culture and Climate refers to the complex sum of NRC's mission, characteristics, policies, and the thoughts and actions of its employees, which establish and support nuclear safety and security as overriding priorities. The safety culture of an organization is the product of individual and group values, attitudes, perceptions, competencies, and patterns of behavior that determine the employee's overall commitment to the organization's management of health and safety. Climate is a subset of the organization's culture and refers to employee attitudes about safety within the organization.

Each and every NRC employee contributes to the agency's safety mission regardless of position or job series. Specifically, all NRC employees impact, either directly or indirectly, the agency's ability to maintain a healthy safety culture and climate through their behavior, beliefs, and overall approach to work. Therefore, it is imperative, that each employee participate in and provide their honest feedback to the 2015 Safety Culture and Climate Survey.

National Institutes of Health Blood Platelet Donation Drive

(b)(6)

ADM

Did you know you have the power to Help Save a Life? Cancer patients at the National Institutes of Health are in critical need of life-saving blood platelet donations. Platelets are small cells that help blood to clot. Manufactured in the bone marrow and stored in the spleen, their job is to rush to the site of an injury. Once there, they form a barrier and help the damaged organ or blood vessel stop bleeding, and give the body a chance to begin healing. Now YOU too can provide life-saving platelets to NIH Clinical Center patients who need your help!

The NIH Department of Transfusion Medicine is sponsoring a **Blood Platelet Donation Drive** during the week of **November 9th 2015**, at their new facility at **5625 Fishers Lane in Rockville** (just minutes from the Twinbrook Metro station). NIH relies on donors to supply the more than 30,000 units that are transfused at the NIH Clinical Center yearly to patients undergoing treatment for cancer, organ and tissue transplants, and other diseases that require platelet therapy. You can read more about the miracle of platelet therapy at the [NIH Blood Bank Web site](#) for more information.

(b)(6)

NRC Staff have the opportunity to demonstrate their compassion and concern during this week-long donation drive. Traditionally, NRC staff have supported the platelet center's recruitment efforts. Donations by employees are covered in the NRC's Pay Administration and Leave Handbook 10.62, and normally up to 4 four hours of excused absence is permitted for platelet donations. Additional information on excused absence for donations may be found in Article 14 of the [Collective Bargaining Agreement](#) between NRC and NTEU.

For more information, please contact (b)(6) or call the NIH Plateletpheresis Center at (301) 496-4321 to speak to a recruiter, who can answer your questions and arrange a convenient time for your donation. In addition to daytime hours, evening and weekend hours are available.

Coming Soon: Release of the FY 2016 (Quarters 3 and 4) External Training Data Call

Danielle Hernandez, OCHCO

FY 2016 External Training Data Call**What is the second FY 2016 External Training Data Call?**

In November 2015, The Office of the Chief Human Capital Officer (OCHCO), Human Resources Training and Development (HRTD) will reach out to staff to identify third and fourth quarter fiscal year 2016 (FY16) external training (SF-182) requirements for centralized offices (excluding non-centralized offices such as ASLBP, the Commission, OGC, OI, and the regions). Similar to last year, supervisors will be asked to prioritize their staff's external training requests based on both relevance to the agency need and mission, as well as the impact of not receiving the training (e.g., succession planning). External training requests will be funded based on both their priority rating and the availability of funds.

The Employee's Role in the FY 2016 External Training Data Call

Use the following checklist to help you identify and plan your skill development:

1. Work with your supervisor to identify your developmental needs. An Individual Development Plan (IDP) is a critical tool to define your training needs with your supervisor.
2. External training should only be considered when the training needs cannot be met internally. To select the best-value training option, staff and supervisors should first assess whether internal training is available. To select the best-value training option, staff and supervisors should first assess whether internal training is available. Consider some of the development activities available to you at the NRC:
 - [Instructor-led courses at the PDC and TTC](#)
 - [Online courses through the iLearn catalog](#)
 - [Books24x7](#)
 - [Leaders' Academy](#)

For more activities, go to the [NRC's Training Page](#).

3. Formal training is not the only developmental strategy. Research shows that adults learn best from job-related experiences and interactions with others. You can use a variety of developmental activities from the [70:20:10 model](#) to accelerate your progress. The NRC embraces this learning approach and offers many developmental opportunities to support it:
 - [NRC Mentoring Program](#)
 - [Career Counseling Program](#)
 - Rotations and details
 - On-the-job training
 - Job shadowing
 - Lunch-and-Learns/Brown Bags
 - Working groups
4. If you find that the NRC does not offer the required training internally (in the classroom or online), work with your supervisor to determine whether an external training request is appropriate. Be mindful of the following when deciding if external training should be considered:
 - **Best Value** - External training courses should be evaluated and selected based on a combination of the following factors to ensure the best value: training cost, schedule availability, and geographic location. This applies to college courses and learning institutions as well, as they are typically not the lowest-cost option. For additional guidance on this topic, please see [External Training FAQs: University/College Courses](#).
 - **Enterprise-wide contracts** - Consider enterprise-wide contracts, as they are best value for the government. They enable cost savings and process efficiencies.
 - **Conferences** - Confirm that the conference is considered training by referencing [Title 5 of the Code of Federal Regulations 410.404](#).
 - **Travel** - Associated travel with an external training course will be funded from an office's travel budget (OCHCO does not track office travel budgets). The FY16 external training data call does collect travel costs that will be shared with the Office of the Chief Financial Officer (OCFO).

For additional information, including external training formulation data call job aids and FAQs, please visit the [External Training SharePoint](#) site or send an e-mail to TrainingSupport.Resource@nrc.gov.

Remember, your development and career are **Powered by You**

Your Career.
Powered by You.

Leading Across Generations: Multiple Generations in the Workplace**Christine Steger and Carmel Savoy, OCHCO****What is KNOWvember?**

The NRC dedicates the month of November as "KNOWvember" to acknowledge the agency's knowledge management (KM) successes and remind employees about the importance of KM. A number of events are planned throughout the month hosted by various offices across the agency. To see a full list of KM-related activities, view the [KM Calendar of Events](#).

Upcoming Events:**November 4, 2015 – "Leading Across Generations: NRC Panel on Multi-Generations in the Workplace"**

The KM Program, the Diversity Advisory Committee on Ageism (DACA), and the Asian Pacific American Advisory Committee (APAAC) are hosting a seminar with NRC panelists entitled "Leading Across Generations." The panelists represent five generations and will express their views on the interactions of differing generations in the workplace. For more information, reference the [NRC Announcement](#).

November 5, 10, 16, and 23, 2015 – KM Sessions with Mark Satorius

Prior to his retirement, former Executive Director for Operations, Mark Satorius, is participating in several KM events hosted by the Office of the Chief Human Capital Officer (OCHCO) and the Office of the Executive Director for Operations (OEDO). For more information about these upcoming events, please reference the [KM Calendar](#) and future NRC Announcements.

November 4, 9, 10, 17, and 20, 2015 – One-on-One Sessions with Mark Satorius

Mr. Satorius is also hosting one-on-one sessions to meet with staff to mentor and share his knowledge and experience. To reserve a meeting time and for more information, please reference the [NRC Announcement](#).

November 9, 2015 – WASH-1400 and the Origins of Probabilistic Risk Assessment (PRA) in the Nuclear Industry

The Office of the Secretary (SECY), OCHCO, and the Office of Nuclear Regulatory Research (RES) are sponsoring a seminar on the WASH-1400 study, "Reactor Safety Study, an Assessment of Accident Risks in U.S. Commercial Nuclear Power Plants," and the origins of probabilistic risk assessment (PRA) in the nuclear industry. Dr. Thomas Wellock (NRC Historian) and Dr. Robert J. Budnitz (RES Office Deputy Director and Director from 1978 to 1980) will present the seminar, which helps commemorate the 40th anniversary of the publication of WASH-1400. For more information, please reference the [NRC Announcement](#).

November 12, 2015 – Region I KM Seminar – Waste Isolation Pilot Plant Accidents: Peril of Complacency

Region I will be hosting a GoToWebinar with Gregory Suber, who is on rotation to Region I as the Acting Deputy Division Director for the Division of Reactor Safety. Mr. Suber will present on "Waste Isolation Pilot Plant Accidents: Peril of Complacency." The session will cover the history and root cause of two unrelated incidents that occurred at the Department of Energy's Waste Isolation Pilot Plant in February 2014. For more information, please reference the [NRC Announcement](#).

Contacts & Resources:

For more information about KM or the KNOWvember events, please contact [Christine Steger](#) or visit the [Knowledge Management](#) Web site.

NEW KM Guidance Available: NRC Employees Returning from Foreign Assignment

The Office of the Chief Human Capital Officer (OCHCO) and Office of International Programs (OIP), in collaboration with the program offices, developed recommendations and guidance to institute knowledge management (KM) practices to leverage and share knowledge and experience gained by NRC personnel returning from foreign assignments. This effort is the result of Commission direction in SRM for SECY-12-0150 dated July 24, 2013. Guidance is located in ADAMS: [ML5259A132](#).

Additional information is available on OCHCO's Web site on [International Assignments](#).

**NRC Paper Receives NURETH-16 Best Paper Award
and ANS THD 2015 Best Paper Award**
Tarek Zaki, RES

RES's Division of Systems Analysis (DSA) has much to be proud of!

A technical paper authored by Tarek Zaki and Peter Yarsky of DSA received the Best Paper Award at the 16th International Topical Meeting on Nuclear Reactor Thermal Hydraulics (NURETH-16). The paper, which was presented by Peter Yarsky at NURETH-16, also received the American Nuclear Society (ANS) Thermal Hydraulics Division (THD) 2015 Best Paper Award.

"Use of White Noise in TRACE/PARCS Analysis of ATWS with Instability," is based on work Peter and Tarek had performed in response to a user need from the Office of Nuclear Reactor Regulation (NRR). Many of their RES and NRR colleagues also contributed to this work, which is available in ADAMS.

The regulatory purpose of the paper was to study the reliability of the TRACE/PARCS prediction of instability onset and oscillation growth during an anticipated transient without SCRAM event leading to core instability (ATWS-I) by providing a source of noise in the simulation. The oscillation onset and growth are highly important effects impacting the safety margins predicted by TRACE/PARCS.

Tarek and Peter will be receiving the ANS THD 2015 Best Paper award in a session during the upcoming ANS Winter Meeting.

Congratulations!

(b)(6)

Professor No, Chairman of the Honors and Awards Committee of NURETH-16, presents the NURETH-16 Best Paper award to Tarek Zaki.

(b)(6)

Peter Yarsky, Tarek Zaki, and Ashley Smith celebrate the NURETH-16 award at the conference. Ashley was part of the NRR team that wrote the user need and contributed to the work.

**Asian Pacific American Advisory Committee (APAAC) Lunch n' Learn Seminar
on the Asian American Government Executives Network (AAGEN)
2016-2017 SES Development Program**

(b)(6)

NRO

You don't have to wait for the next NRC SES CDP to start getting ready. The AAGEN SES Development Program is a government-wide, 12-month, tuition-free program that offers executive development courses, coaching in mock interviews, individual mentoring, and career counseling for candidates to gain the skills to effectively compete for SES positions. It is open to ALL GS-15 equivalent level or higher who have at least one year of supervisory experience.

The program curriculum will consist of 2-3 days per quarter of class work, speakers and networking sessions. In addition, one mentor/mentee session per quarter will be scheduled. Each participant will be assigned a SES mentor who will provide guidance throughout the program. Other benefits include: SES application preparation, public speaking tutorials, leadership training, mentorship, and networking opportunities. The program will be held from April 2016 to April 2017. The AAGEN SES Development Program is accepting applications for its 2016-2017 class now through December 31, 2015.

What to know more? The NRC Asian Pacific American Advisory Committee (APAAC) is hosting an informational lunch n' learn seminar about the AAGEN SES Development Program on Monday, November 9, 2015 in O-16B4 from 11:30 a.m. - 12:30 p.m. The guest speaker is Dr. Vivian Chen, Deputy Assistant Administrator in the Office of Public Health Science, Food Safety and Inspection Service, USDA and strong supporter of AAGEN. See you there!

"NoogaStrong"

(b)(6) TTC

Did you know that every two seconds someone in the United States needs blood? More than 41,000 blood donations are needed every day (American Red Cross.org). On August 18th staff at the Technical Training Center (TTC) hosted a Blood Drive to honor the victims of the terrible tragedy that occurred in July in Chattanooga.

July 16th was a typical day at the TTC with several reactor technology, security, and health physics courses in progress, but the day quickly turned tragic when staff were notified that an active shooter had just fired on a recruiting station two miles away from the TTC. From there he went to the Navy Operational Support Center where he killed five servicemen and wounded three others. In the course of the medical emergency that followed, the medical teams utilized over 600 units of blood for the victims in an attempt to save their lives. The community had a large outpouring of memorials and fundraisers to support the families who lost loved ones on that day.

Inspired to make a difference, TTC staff members (b)(6) organized a Blood Drive at the TTC. On August 18th the Blood Assurance team arrived and within three hours, 31 units of blood were collected in remembrance of those who lost their lives that day. TTC Staff and students attending courses that week participated in the Blood Drive.

A slogan sprang up from the tragedy: we are "NoogaStrong." It is still visible today throughout the city of Chattanooga. The community banded together to support the families and the Blood Drive was just one way the TTC could give back to the community. Mementos from the community memorial are now on display at the TTC near the security classroom.

Do you want to make a difference? Contact the American Red Cross or your local Blood Drive organization to donate blood or to host a Blood Drive. "It Feels Good to Give!"

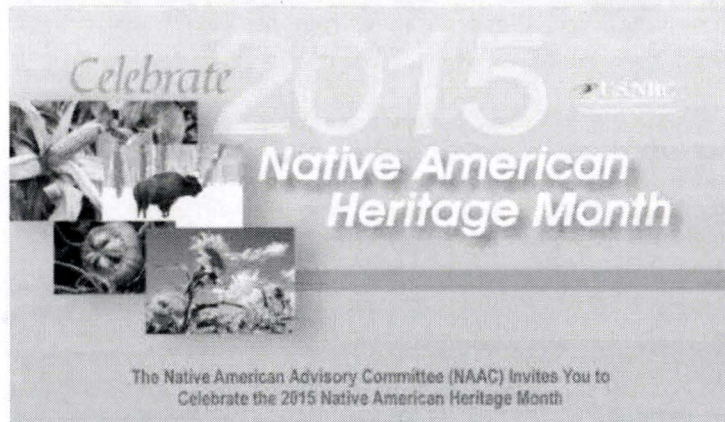
(b)(6)



Blood Drive Organizers (b)(6) of the TTC



November is Native American Heritage Month!



Thursday, November 5, NAAC Movie Presentation: "America Before Columbus - Part 2," Noon to 1:00 p.m. TWFN Auditorium

Tuesday, November 17, NAAC Luncheon with Ronald Johnson, Tribal Council President, Prairie Island Indian Community, discussing the topic, "Seven Generations: A Native American Leader's Perspective." You may bring your lunch or pre-order a lunch for \$12.75 from the NRC Café through a NAAC member in any of the three buildings at HQ:

(b)(6)

Upcoming Learning Events

The PDC can meet many of your training requirements. You can still register for these upcoming training classes (see list below). If you are interested in any of these offerings, please log into iLearn (<https://ilearnnrc.plateau.com/plateau/user/login.jsp>) and register. If you need assistance, please call the PDC at (301) 287-0556.

Upcoming Scheduled Offerings

Start Date	End Date	Item ID	Scheduled Offering Description
11/04/15	11/05/15	ID_1061	Pre-Retirement Planning: CSRS Only
11/04/15	11/05/15	1151	Motivating Others and Team Development
11/12/15	11/12/15	ID_206144	Course ID_206144 COST Activity Code (CAC) formerly known as Task Assignment Control (TAC)
11/16/15	11/18/15	ID_181145	Writing Statements of Work
11/17/15	11/17/15	ID_46143	Introduction to Derivative Classification
11/17/15	11/17/15	ID_47144	Spending Plan System (SPS) Class
11/18/15	11/18/15	1161	Coaching for Results
11/19/15	11/20/15	135	Gathering Information for Inspectors through Interviews
11/19/15	11/19/15	ID_200146	Processing and Publication of Federal Register Notices for Administrative Professionals
11/19/15	11/19/15	ID_27144	COR Conversations
11/23/15	11/24/15	ID_179146	Customer Service Skills and Techniques
12/01/15	12/02/15	968	AP1000 Introduction to Differences Course (R-107P)
12/01/15	12/02/15	1121	Recruitment, Behavioral Interviewing, and Selection
12/01/15	12/01/15	ID_222144	Severe Accident Progression-Hydrogen Generation, Combustion, & Mitigation
12/03/15	12/03/15	1181	Employee Retention Tools and Techniques

Two OCFO Staffers Win Toastmasters Contests

(b)(6)

OCHCO

NRC Toastmasters congratulate club members (b)(6) and (b)(6) of OCFO (b)(6) who won the "Table Topics" and (b)(6) won the "Humorous Speech" contests at the club level and at the next level, the area contest for Area 65 where they competed against the champions from other Toastmasters clubs in Rockville.

On September 3, contest master (b)(6) (OIS) emceed the "Table Topics" and "Humorous Speech" contests at the NRC Toastmasters club lunchtime meeting. For "Table Topics" each contestant had to provide a one to two minute answer to the same random question in speech format. To level the playing field, the other contestants were escorted out of the room, unable to hear the question or hear another speaker's "answer" before their turn to speak. For the Humorous Speech contest, the contestants give a five to seven minute original humorous speech; not a series of one-liners, nor a comedy routine. During her speech (b)(6) compared and contrasted her exciting experiences as a tax accountant versus the mundane duties of an actuary. Among the contest officials were three anonymous judges, and (b)(6) (NRO) served as the chief judge. The timer was

(b)(6) (NRR), the ballot counter was (b)(6) (NMSS), and the sergeant-at-arms was (b)(6) (OCHCO).

(b)(6)

NRR/NRO Grow Your Own Program Graduates

Angela Wu, NRR

On Thursday, September 10, 2015, the Office of Nuclear Reactor Regulation (NRR) and Office of New Reactors (NRO) celebrated the five recent graduates of the Grow Your Own (GYO) Program, a probabilistic risk assessment (PRA) analyst training and qualification program to certify qualified applicants as GG-14 Reliability and Risk Analysts. PRA is a structured, analytical process for identifying potential weaknesses and strengths of a plant design in an integrated fashion. It uses strong engineering analysis, operations, and statistical methods. Having graduates from the GYO program entering as Reliability and Risk Analysts helps fulfill our agency policy goals in using PRA to promote regulatory stability and efficiency and enhance safety.

Hearty congratulations to all of our new graduates!

(b)(6)

NRC Employees Share the Gift of Music with the Community

(b)(6)

OCIO

Five NRC employees (pictured at right) are members of the local Rockville Concert Band. The Rockville Concert Band has been performing for the local community since 1957. The band, a 501(c)(3) not-for-profit organization, currently has about 75 volunteer members and is always welcoming new members who love playing brass, woodwind, or percussion instruments. Join us at our regular 8:15 PM Tuesday evening rehearsals to learn more.

Upcoming free concerts, open to the public, include:

Sunday, November 22, 2015 @ 3PM
(music from British composers)

Sunday, December 20, 2015 @ 3PM
(holiday music)

All rehearsals and concerts are held at the F. Scott Fitzgerald Theatre in Rockville. For more information, please contact (b)(6)

(b)(6)

(b)(6)

Congratulations to Region II Graduate!

(b)(6)

The 2015 Safety Culture & Climate Survey—It's the cat's meow!

Jaclyn Storch, OIG



"Little" Owner: George Gusack, OIG

November 23 – December 11, 2015

**It's Time to Meet Ashley (Guzzetta) Smith**

Office/Location: NRR/DSS

Title: Reactor Systems Engineer

Time w/NRC: 5 years

Previous employers: (b)(6)

Biggest challenge: (b)(6)

Birthplace: (b)(6)

Favorite Restaurant: (b)(6)

Favorite sports: (b)(6)

(b)(6)

Favorite vacation spot: (b)(6)

Favorite music: (b)(6)

Favorite TV show: (b)(6)

Favorite book: (b)(6)

Is there some aspect of your life you think NRC staff would be surprised to know about? (b)(6)

When I'm not working, I (b)(6)

The person in history I would most like to meet (b)(6)

The kind of car I would like to drive: (b)(6)

Most important influence in my life: (b)(6)

If I won the lottery: (b)(6)

Keys to success: (b)(6)

NRC Reporter

Protecting people and the environment

Inside this issue:

- [Meeting Processes Made Simpler](#)
- [Diwali 2015 Celebration](#)
- [ACRS Knowledge Management](#)
- [R-II Veterans Day Event](#)
- [2015 Safety Culture & Climate Survey](#)
- [It's Time to Meet...](#)

REPORTER SUBMISSION INFORMATION FROM THE EDITOR

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In order to continue having an informative employee newsletter, you are encouraged submit articles and photos to the NRC Reporter inbox via email to: NRCReporter.Resource@nrc.gov

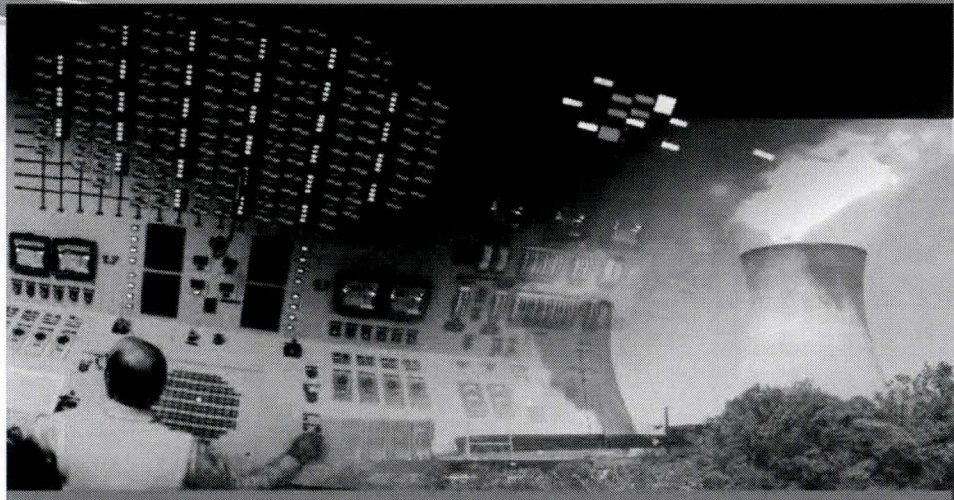


Editor: [Karin Francis](#)

Layout: [Patricia Burbank](#)
[Patricia Sprogeris](#)

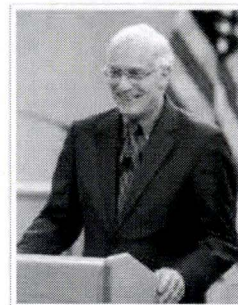
[Reporter Archive](#)

[Reporter Calendar](#)



Career Tips from a Former EDO Christine Steger (OCHCO) and June Cai (OEDO)

Over the past couple months, Mark Satorius, NRC's former EDO, conducted a number of knowledge management and one-on-one coaching sessions before he retires from the agency. Below are some highlights from the invaluable career advice he shared.



1. Broaden your experiences across the agency and take advantage of situational leadership opportunities, such as:
 - Working groups – volunteer to lead a team project or a portion of the project.
 - Rotations – look for these developmental opportunities to build in areas and skillsets that broaden your experiences.
 - Look outside the agency – take leadership roles outside of work, such as in community organizations.
2. Learn from both your best job as well as your worst. Even if you are in a job you may not necessarily enjoy, you can still learn from the experience and practice valuable skills. For example, Mark was once the president of his homeowners association, an experience he did not necessarily enjoy, but it taught him some valuable skills in dealing with challenging situations in a productive way.
3. Seek out a mentor and choose him or her in the same way you would choose a doctor or religious guide. Ensure you are comfortable with that person and that you have common ground and values.
4. Be prepared for opportunity. Mark has always believed in this equation:

Luck = opportunity meeting preparedness

Invest in yourself, so you can be prepared when the opportunity arises and set yourself up for success.

To read about Mark's reflections on leadership, visit his [Leadership Blog post](#).

A video is available in ADAMS of the Knowledge Management session: Ask SME and Learn - Career Journey of Mark Satorius: [ML15323A165](#).

TTC CFC Kick-off and Chili Cook-off/Halloween Party

(b)(6) (TTC)

SUCCESS! The TTC raised \$173 for the Chattanooga Area CFC through a Chili Cook-off raffle where we enjoyed a great variety of disparate Chilies.

(b)(6)

Everyone contributed to the event by supplying drinks, cookies, pies, salads, and goodies of every sort.

Special thanks to (b)(6) for sharing their personal experiences of support through The Cystic Fibrosis Foundation

and

(b)(6)

NRC's New Leadership Development Program a Big Success!**Basia Sall (OCHCO)**

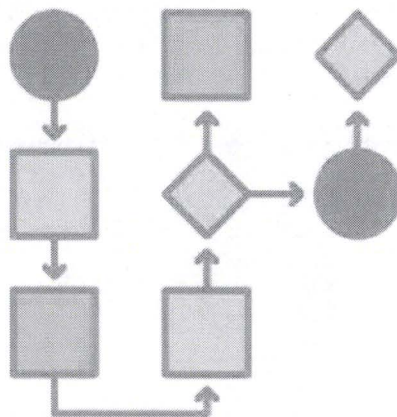
On April 2, 2015, the NRC Leaders' Academy launched a new leadership development program called the Aspiring Leaders Certificate Program (ALCP). Basia Sall, NRC's Leadership Development Program Manager, kicked off the ALCP with a webinar to discuss the basics of the program and how to register in iLearn (watch webinar [here](#)). Currently, there are 219 NRC staff enrolled in the ALCP and 26 NRC staff have successfully completed the program. If you would like more information about the program, please check out the [NRC Leaders' Academy SharePoint Site](#) or contact Basia Sall directly. Let's congratulate the staff that have completed the program and have invested in their individual development. Kudos!

Staff	Office	Staff	Office
(b)(6)	NRR	(b)(6)	OI
	NMSS		OIS
	EDO		R-II
	NRR		OIS
	ADM		NRR
	OIS		NRR
	NRO		OCHCO
	NRR		OIP
	OIP		NSIR
	NRO		NRR
	NSIR		NRR
	NSIR		OIS
	NRR		

Meeting Processes Made Simpler

Seth Coplin (OEDO)

(b)(2)



Public Meeting and Communications Support for Staff

June Cai (OEDO)

The agency has a variety of resources available to support staff in their public meetings and external communication efforts. This information is being shared in response to results from the San Onofre Nuclear Generating Station steam generator tube degradation event lessons learned evaluation (ML14276A478), which identified the need for increasing awareness of communications resources available and encouraging their use throughout the agency. Please contact one of the individuals listed below for assistance with using any of these resources.

Resources available include:

1. In-House Meeting Facilitator & Advisor Program

In addition to facilitating meetings, the trained facilitators in this program can assist with many aspects of meeting planning, such as developing format and agendas, determining logistics, creating presentation materials, as well as conducting outreach efforts. Information can be found at: <http://www.internal.nrc.gov/oedo/Facilitation/index.html>.

2. The Office of the Executive Director for Operations (OEDO) Communications Staff

OEDO has staff with extensive communications expertise who can assist with a variety of communication and outreach efforts. Offices are encouraged to consider reaching out for assistance, especially for high visibility topics, challenging situations, and/or when resources within the office are limited.

3. Contractor Assistance

OEDO has set up an enterprise-wide contract for offices to obtain assistance with public meeting planning and facilitation as well as other outreach and communication efforts. Offices who are interested in using this contractor's services will need to provide the funding and work with OEDO's contracting officer's representative to complete the contracting process.

4. Training Courses

Three courses on public meetings and delivering effective messaging to the public are currently or will soon be available: 1) "Conducting Effective Public Meetings" (new course for 2016, iLearn ID TBD), 2) "Basic Presentation" (iLearn course ID 123144), and 2) "Advanced Presentation" (iLearn course ID 123145). In addition, the agency has a range of other communications courses, in both classroom and online formats that can be found under the "Communications and Professional Skills" category in iLearn.

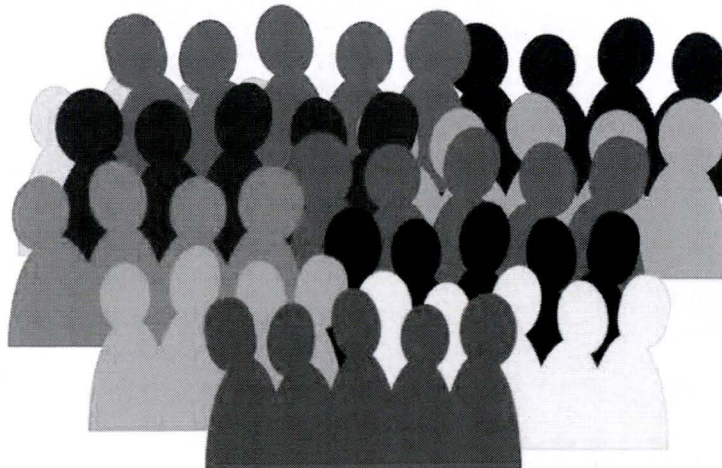
5. Communication Plan Guidance and Repository

The "Communication Tools and Plans" website (http://www.internal.nrc.gov/communications/comm_tools/guidance.html) contains detailed guidance, pointers, templates, and examples.

6. The Active Communication Plans SharePoint site

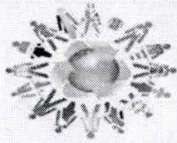
The Active Communication Plans SharePoint site: (<http://fusion.nrc.gov/edo/team/CPM/CommPlans/default.aspx>) is a repository for posting all active communication plans as well as storing inactive plans for reference and knowledge management. Communication plans should be uploaded, maintained, and used from this site to help with version control.

Questions? Contact Lance Rakovan at 301-415-2589, or June Cai at 301-415-5192.



Equal Employment Opportunity (EEO) Training Conference

Larniece McCoy Moore (SBCR)



Diversity Matters

The Office of Small Business and Civil Rights (SBCR) hosted the Joint EEO Counselors and EEO Advisory Committee Training Conference on Sep 2-3, 2015. The conference theme was "Diversity & EEO: Engaged in Change." On the first day of the conference, then-EDO Mark Satorius joined Vonna Ordaz, SBCR Director, and Melody Fopma, Associate Director, in offering their thoughts and appreciation for the services of all volunteers.

The first presentation was made by Rachel See, the Lead Technology Counsel for the National Labor Relations Board. Ms. See captivated the audience with her touching delivery on "Issues Facing the Transgender Community." Her outstanding and powerful presentation contained personal accounts as well as recent legal developments on the subject.

The second presentation was prepared by Janet Smith, President of Ivy Planning Group, which specializes in diversity, strategy, and change management. She engaged the audience with "Embracing Generational Differences." Her interactive presentation involved the audience and provided a few a-ha moments for all. Brian Champion, SBCR lead on the Diversity Dialogue Project, guided the open discussion on "Diversity and EEO at NRC during Changing Times," followed by an enthusiastic sharing of ideas by the participants. The latter part of the afternoon was no less engaging in providing valuable information on the Disability Rights Movement. The video presentation of the movie "Lives Worth Living - A History of the Disability Rights Movement in America" and the ensuing panel discussion shed light on the history and struggles that led to passage of Americans with Disabilities Act (ADA) of 1990.

On the second day of the conference, there were two break-out sessions for EEO counselors and Advisory Committee members in the morning. Joel Kravetz and Tony Barnes, SBCR, provided compelling and informative sessions on legal principles and EEO cases, as well as the importance of diversity and inclusion in the workplace. After lunch break, the afternoon session resumed with a plenary session of all participants and the Chairman remarking on the importance of all employees' personal engagement during NRC's changing times. Mark Maxin, OGC, offered invaluable insights with his presentation; "An Overview of Reprisal Theories under Federal Sector Employment Law" followed by the "Diversity Dialogue Project," another collaborative activity that required participation of all to come up with "unwritten rules" at the NRC, a very involving and eye opening activity.

The conference was deemed to be a success based on the feedback by participants. Please visit SBCR's SharePoint site for conference material and news on upcoming events.

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Arkansas Nuclear One Resident Inspectors Participate in Fall Festival**John Dixon (Region IV)**

As part of a community outreach effort, the resident inspectors at Arkansas Nuclear One had a fun day at the local Fall Festival on Halloween day in Russellville, AR. (b)(6) was the star of the show, demonstrating how to properly put on and take off anti-contamination gear, and checking the passersby with a Geiger counter to make sure no one was contaminated. Kids who stopped by loved guessing which common household items were radioactive, and even their parents sometimes learned something new (radioactive banana, anyone?)

ANO's (b)(6) made nuclear sugar cookies to give out; neon green iced sugar cookies with "electron" sprinkles on top. They were a delicious hit with the crowd.

Even (b)(6) got into the spirit, demonstrating the proper use of a hood for the crowd, and although he didn't seem as happy about wearing it as (b)(6) was, he loved the attention from all of his adoring fans!

The resident inspectors answered questions all day about the safety of the plant and the area surrounding it, emergency planning and evacuation, what radioactivity is and how it affects the people exposed to it, and many other questions from interested people in the community. The kids often wanted to know what makes things radioactive and what happens in the Geiger counter to make "that clicking noise." We even had someone stop by to ask if we knew what the occupational dose limit for the lens of the eye was (15 rem/yr, for those of you keeping track at home.)

Many of the folks who stopped by for a cookie or some candy stuck around to try using the Geiger counter, and took information home about the NRC and nuclear power. NUREG/BR-0474, "A Journey to Your Future. Make Discovering Your Career an Adventure" was popular with the kids who used the Geiger counter and discovered that the fire alarms in their houses were radioactive. The fall festival was a great way to talk to the community and listen to their praise and fears of the plant, and helped the people who live and work in the area to better understand who we are, what we do, and why our role is so important in the safety and security of nuclear power.

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2015 NRC OIG Safety Culture and Climate Survey

We ALL have a role in safety!
*Take the 2015 NRC OIG Safety Culture and
Climate Survey!*



Memphis—Owner:

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November 23-December 11, 2015



Department of Homeland Security's Domestic Nuclear Detection Office
Antonios Zoulis (NSIR)

Many of you may not be aware the NRC has an employee detailed to the Department of Homeland Security's Domestic Nuclear Detection Office (DNDO). DNDO's mission is to prevent nuclear terrorism by continuously improving capabilities to deter, detect, and respond to attacks, in coordination with domestic and international partners. Homeland Security Presidential Directive 14 and the SAFE Port Act of 2006 mandated the creation of the Global Nuclear Detection Architecture and charged DNDO with coordinating its development and implementing its domestic component. As part of those efforts, DNDO collaborates closely with other government agencies and is a jointly staffed office within the Department of Homeland Security.

The NRC plays an important role in national security with its licensing and oversight of nuclear and radiological materials in the United States. Antonios M. Zoulis, DNDO Liaison in NSIR, is currently detailed to the DNDO and supports the office by providing expertise on NRC's regulatory authority. "DNDO is concerned with nuclear and radiological material out of regulatory control," says Antonios. "NRC's mission is to keep it safe and secure within regulatory control. It's my job to keep those lines clearly defined and to develop areas to better communicate and collaborate on issues that support both of our missions." Antonios, as part of his role at DNDO, gave a presentation to DHS on the NRC titled "Who We Are and What We Do." Educating our partners in DNDO on what we do and how we regulate is one of the NRC Liaison's key functions.

In January, NRC staff from NSIR and NMSS will be providing a detailed briefing on nuclear and radiological material security and transport at DNDO. "No man is an island, and without support from folks at the NRC, my work at DNDO would be less effective," says Antonios. So, if the phone rings and some NRC guy is calling from a DC line...don't hang up! It's not a prank! It's probably Antonios Zoulis, DNDO Liaison from NSIR, calling to discuss a topic of mutual interest.

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Diwali Celebration Luncheon – 2015 at NRC
Bhasker (Bob) Tripathi (NMSS)

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The Honorable Chairman Burns, Commissioner Baran, EDO Victor McCree, numerous Office Directors, and over 170 NRC employees joined in the celebration of Diwali, held in the TWFN auditorium at HQ on November 10. Attendees enjoyed delicious Indian food, and were introduced to the history and significance of Diwali. Attendees enjoyed a wonderful Diwali slide show and a classical Indian sitar music video clip by the late Pandit, Ravi Shankar. The event was organized by: (b)(6)

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The word "Diwali" is derived from the (classic language of India) Sanskrit word *Dīpāvali*, formed from *dīpa* (दीप, "light" or "lamp" and *āvalī* (आवली, "series, line, row." *Dīpāvali* or Diwali thus means a "row" or "series of lights. It dates back to ancient times in India, possibly thousands of years, as a festival after the summer harvest in the Hindu calendar month of Kartika. The Vedic philosophy of India share the belief that there is something beyond the physical body and mind which is pure, infinite, and eternal, called the *Atman*. The celebration of Diwali as the "victory of good over evil" refers to the light of higher knowledge dispelling all ignorance, the ignorance that masks one's true nature, not as the body, but as the unchanging infinite and transcendent reality. With this awakening comes compassion and the awareness of the oneness of all things, and knowledge overcomes ignorance. It is the celebration of this inner light over our spiritual darkness, knowledge over ignorance, right over wrong, good over evil.

Sikhs and Jains also celebrate Diwali on the same night as the Hindus. The Diwali celebration includes millions of lights shining on housetops, outside doors and windows, and around temples and other buildings. Diwali is an official holiday in India, Nepal, Guyana, Indonesia, Myanmar, Mauritius, Malaysia, Singapore, Sri Lanka, Fiji, Suriname, Trinidad and Tobago, and Pakistan.

Diwali is one of the happiest holidays in India and one of the biggest shopping seasons involving significant preparations. People decorate their homes for the festivities with Rangoli, which are colorful folk art patterns created with colored rice, sand, or flower petals. They buy new clothes for themselves and their families, and gifts for family members and friends that typically include sweets, dry fruits, and seasonal specialties depending on regional harvest. Parents and elders tell children ancient stories, legends, and myths about battles between good and evil or light and darkness. Diwali was first celebrated in the White House in 2003 and was given official status by the United States Congress in 2007.

The NRC Diwali-2015 event was also televised to NRC regional Offices via VTC. The organizers thank all who volunteered, and the various EEO committees for their help, making this event brimming with joy, celebrating diversity. It was a stunning success.

Agency Holds 4th Quarter FY2015 Quarterly Performance Review (QPR) Meeting

June Cai (OEDO)

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On November 12, 2015, the agency held the FY 2015 4th quarter QPR meeting. Each business/product line presented their most current performance results, with particular focus on areas of challenge. Following the presentations, the senior managers held an open discussion on emerging topics of interest. Staff can review the [QPR Reports](#) to see the performance results for their business/product line and the [meeting summary](#) to be aware of meeting outcomes.

Region III Held a "Wear Pink Day" in October

Photo submitted by Gail Christoffer-Baruch (RIII)

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Capturing the Institutional Memory of the ACRS**Hossein Nourbakhsh (ACRS)**

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An ACRS meeting in 1970s when the ACRS was located in 1717 H Street NW., Washington, DC

Since 1957, the Advisory Committee on Reactor Safeguards (ACRS) has had a continuing statutory responsibility for providing independent reviews of, and advice on, the safety of proposed or existing reactor facilities and the adequacy of proposed reactor safety standards. As a part of its commitment to the NRC effort in knowledge management (KM), ACRS has begun an initiative to capture the institutional knowledge and memory of the Committee. An important motivation for this initiative is to increase the effectiveness and efficiency of the Committee's review process by providing easy access to the background information, insights, and understanding of the technical and regulatory issues.

ACRS APPROACH TO KNOWLEDGE MANAGEMENT

A combination of KM tools including document management, white papers, and an ACRS KM SharePoint Site are used to manage ACRS knowledge assets.

ACRS Record Management and Taxonomy

In the summer of 2008, archived historical documents related to the ACRS activities were recalled, scanned, and submitted to the NRC Agencywide Documents Access & Management System (ADAMS). As a result, the ACRS implemented a system to manage current and future ACRS records and knowledge assets. A taxonomy was developed to capture the ACRS institutional memory by the Committee's activities, functional categories, and technical disciplines. The documents and related items are captured in ADAMS utilizing this taxonomy.

White Papers and Articles

A series of white papers and articles on various topics are being prepared to discuss relevant regulations and regulatory processes, role of ACRS in the review process, insights from previous ACRS reviews, and international perspectives on each topic. The first few of this series include:

- Perspectives and Insights from ACRS Review of Staff's Safety Evaluation of License Renewal Applications, January 2010 (ML100220821).
- Perspectives and Insights from ACRS Review of Staff's Safety Evaluation of Power Uprate License Amendment Requests, January 2010 (ML100221146).
- Historical Perspectives and Insights on ACRS Activities and Recommendations with Respect to PWR Sump Performance, 2010 (ML15313A348).
- Perspectives and Insights on Transition to Risk-Informed Performance-Based Fire Protection Programs, 2012, (ML12046A887), Proceedings of the 11th International Probabilistic Safety Assessment & Management (PSAM 11) Conference, 25-29 June 2012, Helsinki, Finland.
- Insights and Perspectives on Severe Accident Regulatory Decisions, 2012 (ML15313A330), Proceedings of the International Meeting on Severe Accident Assessment and Management: Lessons Learned from Fukushima Daiichi, San Diego, CA, November 11-15, 2012, pages 183-195.
- Historical Perspectives and Insights on ACRS Review of AP1000 Design Certification, 2013 (ML 13122A443), Proceedings of the 21st International Conference on Nuclear Engineering (ICONE 21), July 29 - August 2, 2013, Chengdu, China.
- Historical Perspectives and Insights on ACRS Review of GE ABWR Design Certification, 2015 (ML15313A344), Proceedings of the 23rd International Conference on Nuclear Engineering (ICONE 23), May 17-21, 2015, China, Japan.

An effort is also underway to expand these white papers and articles to issue them as NUREG/KM reports.

ACRS KM SharePoint

Region II Veterans Day Event Celebrates Staff Members' Service

Roger Hannah (Region II)

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On Tuesday, Nov. 10, many Region II staff members gathered to recognize and honor all the men and women in the region who have served our country in the various branches of the military. Emceed by Senior Public Affairs Officer Roger Hannah, the ceremony included a stirring rendition of the national anthem by Enforcement and Investigations Assistant Linda Gibson and some unscripted and heartfelt remarks by former U.S. Navy officer and Acting Regional Administrator Len Wert.

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After the formal ceremony, the rest of the Region II staff got a chance to look at quite a few old uniforms, photos and other pieces of military memorabilia as they contemplated the importance of their NRC colleagues' service as well as that of others who have served and sacrificed as military veterans.

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It's Time to Meet Jim Hickey

(b)(6)

Office/Location: NRR/HQ

Title: Senior Level Advisor for Reactor Systems

Time w/NRC: 12 years, recently transferred to Headquarters from Region II

Previous employers: (b)(6) US Navy (b)(6)

Biggest challenge: (b)(6)

(b)(6)

Birthplace: (b)(6)

Favorite Restaurant: (b)(6)

Favorite sports: (b)(6)

Favorite vacation spot: (b)(6)

Favorite music: (b)(6)

Favorite TV show: (b)(6)

Favorite books: (b)(6)

(b)(6)

Is there some aspect of your life you think NRC staff would be surprised to know about? (b)(6)

(b)(6)

The person in history I would most like to meet: (b)(6)

(b)(6)

The kind of car I would like to drive: (b)(6)

Most important influence in my life: (b)(6)

(b)(6)

If I won the lottery: (b)(6)

(b)(6)

Keys to success: (b)(6)

Stop by my office anytime; O10C01.

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