

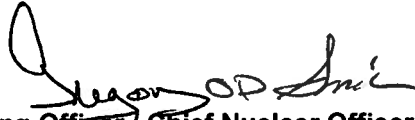
## memorandum

### Organizational Change Announcement

To: All Management

From: Gregory OD Smith, Chief Operating Officer / Chief Nuclear Officer

Date: November 30, 2009

A handwritten signature in black ink, appearing to read "Gregory OD Smith", is positioned above the "From:" line.

Up to this point our focus has been on completing the design and construction and getting ready for operations. Our organizational structure has worked well to achieve these goals as we approach First Cascade on Line (FCOL).

It is time to begin the transition to our next phase of combined operations and facility expansion. Therefore, I am pleased to make the following announcements:

- Effective immediately, Dave Sexton will report to me as the Chief of Staff. In this position he will have standing authority as the acting COO/CNO during my absence from the site. Further, he will lead a number of strategic and short-term initiatives essential to our continued project success and transition to operations
- Brian Robinson will continue to report to me as the Vice President of Engineering and Design Authority for the site. Other changes will be occurring in Engineering as the organization staffing levels adjust to a reduced work scope in 2010 while maintaining close ties to construction and site expansion
- Effective December 15, 2009, Stephen Cowne will become the Deputy Director of Operations reporting to Theo Botter
- Gary Sanford will transition to the Director of Quality & Regulatory Affairs and relieve Stephen Cowne on December 15, 2009. Gary's plant expansion group will be phased out as a result of this organizational change with the engineering component moving to Engineering and the other components moving with Gary to Quality & Regulatory Affairs, and
- Perry Robinson will have the new position of Vice President of Compliance / General Counsel. Quality & Regulatory Affairs, Performance Assessment, Radiation Protection, Environmental Compliance, Employee Concerns and Legal will be under his new position. This organizational change will become effective once the Licensing Basis Documents are revised to reflect the new organization but no later than January 1, 2010.

Over the next few months additional organizational changes will be announced as we proceed into 2010. These moves are intended to support our continuing alignment with the operation and project organization models at the other URENCO sites.

GODS-09-043

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