

Vol. 12

Issue 1

January 6, 2016

NRC Reporter

Protecting people and the environment

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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 February 3. The deadline for submissions is Monday, January 25.

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

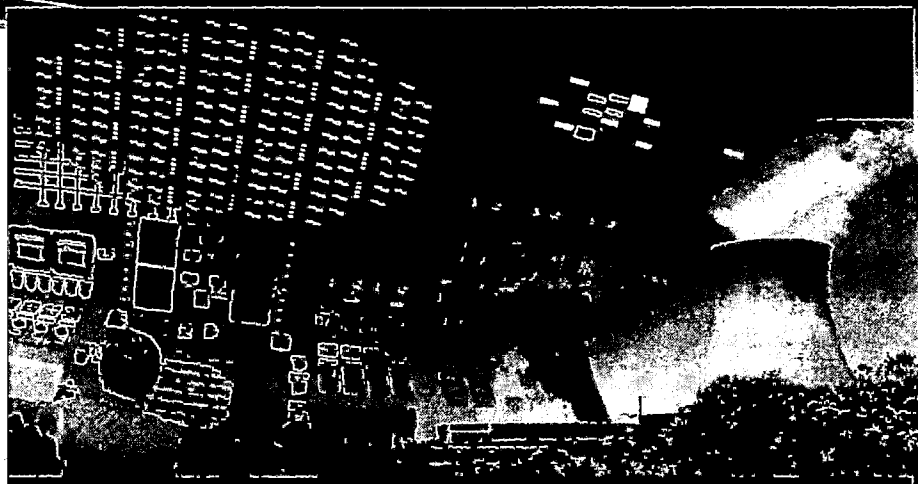


Editor: [Karin Francis](#)

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

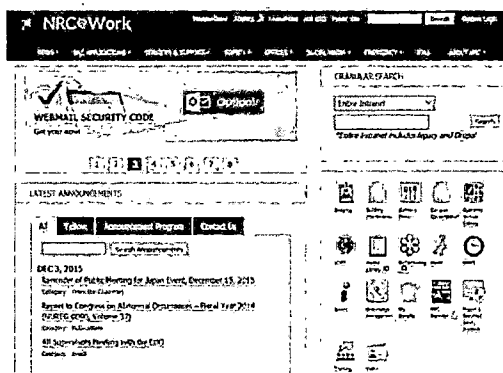
[Reporter Archive](#)

[Reporter Calendar](#)



New Intranet Homepage to Launch in February 2016

Adam Glazer, OCIO



With 2016 upon us, a new look and feel for the NRC intranet will help usher in the New Year. The updates to the intranet, from its cosmetic changes to improvements to the website's navigation, have not been made in a vacuum. The OCIO Intranet Redesign Team is working diligently in preparation for its debut, soliciting feedback from NRC offices and working with a user experience designer.

More than just a facelift, the Intranet Redesign Team is using Drupal, a web content management system, to standardize the intranet's look and manage content. Drupal is an open-source content management framework that is used by three percent of all websites worldwide, including many federal sites such as whitehouse.gov. The effort required to maintain the intranet will be simplified. Global changes (to links, navigation, etc.) will be easy to manage, and as old content is replaced with new, Drupal will archive older material.

The intranet homepage will be the first web page to go live. This will also include an update to the system used to display and send agency announcements. Once the homepage is available, the process of migrating the individual offices will begin. The Intranet Redesign Team will be timing and coordinating migration activities with the Office Web Liaisons (OWLs) across the agency.

If you have any questions about the Intranet redesign effort, please contact a member of the Intranet Redesign Team, either individually (Alex Pena, Elena Greynolds, Adam Glazer) or via IntranetUpgrade.Resource@nrc.gov.

"Networking Lunch and Learn"

Brought to you by SBCR, FWPAC (Federal Women's Program Advisory Committee), and ACLGBT
(Advisory Committee for Lesbian, Gay, Bisexual, and Transgender Employees)

Upcoming Networking Event; a Friendly Engagement with Those Who Know Best!

WHO, WHAT, WHERE, WHEN?!?

The Office of Small Business and Civil Rights,
FWPAC & ACLGBT cordially invite YOU!

"Networking Lunch and Learn"

Wednesday, January 20, 2016

12:00 noon to 1:00 PM TWFN Auditorium

****Refreshments and Cake Provided!****

Keynote Speaker
Jennifer Golder, SES



**Accompanied by Small Group
Discussion Leaders**

Discussion Leaders: S. Stewart-Clark, D. Meyer, A. Boland, G. Wilson, MJ Ross-Lee, M. Weber, M. Muessle,
V. Ordaz, D. Jackson, P. Henderson, C. Carpenter, D. Ash, J. Uhle, J. Marshall, T. Hsia, T. Holahan, B. Clark

"Operation Needy" Donations
Valerie Shannon, OPA

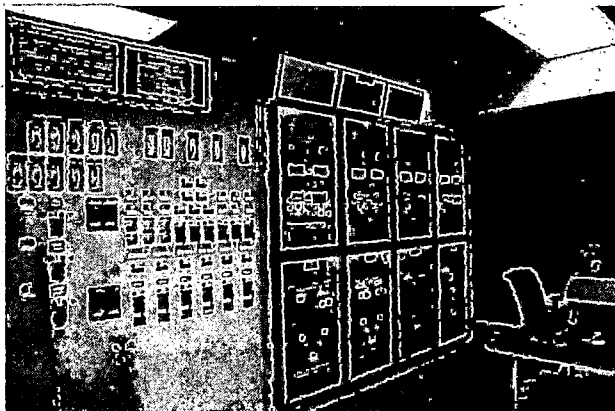


Thank you!

Thank you to everyone who contributed to the Operation Needy food drive this year. Through your generosity, 33 boxes of food were collected and delivered to the Damascus Lions Club on December 16, where many families benefit from donations like those collected through Operation Needy.

Combustion Engineering Simulator Upgrade

Steve Cochrum, TTC



The TTC just completed a major upgrade to the Combustion Engineering (CE) simulator. From March through September, TTC simulator engineers and reactor technology instructors finished the installation and testing of new simulator hardware, software, and display systems. Included in this upgrade was a new set of state-of-the-art reactor protection system cabinets implemented entirely with touch screens (see picture), an all-digital annunciator display system, and a completely new input/output (I/O) system.

This upgrade is significant because it will both improve the capability of current CE simulator training and reduce the cost and complexity of future simulator improvements. These modifications add the value of replacing older, harder-to-maintain (many times obsolete) analog cabinets with modern, interactive displays; allowing the NRC to extend the life of the full-scope simulators while reducing maintenance costs and maintaining training value. Successfully used for training in September and October, the upgraded CE simulator received rave reviews from both instructors and students.

Better Email Subject Lines

Daniel Frumkin, NRR

To:

NRC Staff

Write Better Subject Lines!

B **I** **U** **Aa** **A⁺** **A** **↗** **≡** **≡** **≡** **≡** **≡**

Have you ever had a problem getting people to read your emails? Maybe it is your subject line.

Of course, we all know that according to NRC email etiquette, we should use, "Action," "Query," and "FYI," to start our subject lines to indicate your desired response (page 23 of the Handbook for MD 3.57 Correspondence Management ML14191B160). Here are a few more tips to get responses to your emails.

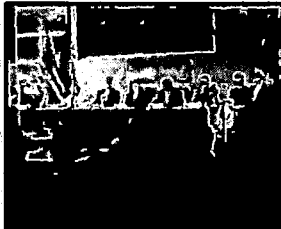
1. Write the subject line first (so you don't forget it). Then read it again at the end of your message and make sure the subject line matches your content.
2. Be clear and specific about the topic of the email. If the topic changes when you reply to or forward an email, consider changing the subject line. This may impact email threads, but if the topic changed - change the subject line.
3. Place most important words at the beginning. Subject line space is often limited; so be direct with your text. Instead of, "Meet us in the cafe next Tuesday at 12 noon for the office party," try "Office party next Tuesday, 12 noon at the cafe."

Use thoughtful and meaningful subjects to improve communications.

Knowledge Management Videos Available from KNOWvember Sessions

Christine Steger, OCHCO

The following videos are now available in ADAMS for viewing:



Leading Across Generations: NRC Panel Discussion on Multi-Generations in the Workforce

Video: [ML15342A041](#)

Speakers: Traditionalist: Edward O'Donnell (RES) and Thomas Matula (NMSS); Baby Boomer: Maureen Wylie (OCFO) and Donald Carson (NRO); Generation X: Kathryn Brock (RES) and Haile Lindsay (NMSS); Generation Y/Millennial: Jeffrey Riley (NSIR) and Sophie Holiday (NMSS); Generation Z: Edward Nusinovich (NRC Co-Op, UMD)

Description: An NRC panel discussion, perspectives from of nine NRC employees, on the interactions of differing generations in the workplace. The session provides a greater understanding of how the views of different generations affect the work environment, and perspectives on how to enhance collaboration between workers from different generations.



RES KM Seminar: WASH 1400 and the Origins of Probabilistic Risk Assessment in the Nuclear Industry

Video: [ML15348A211](#)

Speakers: Dr. Thomas Wellock (NRC Historian) and Dr. Robert J. Budnitz (RES Office Deputy Director and Director from 1978 to 1980)

Description: Speakers discuss 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. The session helps commemorate the 40th anniversary of the publication of WASH-1400.



Region I KM Seminar: Waste Isolation Pilot Plant (WIPP) Accidents: Peril of Complacency

Video: [ML15334A053](#)

Speaker: Gregory Suber (Branch Chief NMSS) Mr. Suber was Acting Deputy Division Director for the Division of Reactor Safety in Region I during the recording of this seminar.

Description: The session covers the history and root cause of two unrelated incidents that occurred at the Department of Energy's Waste Isolation Pilot Plant in February 2014. The first event was an underground fire that was caused by non-safety related mine equipment. The second incident was a radiological release resulting from the breach of a waste container packaged and shipped from the Los Alamos National Laboratory. Both incidents are explored and common themes underpinning the incidents are discussed.



Ask SME and Learn - Career Journey of Mark Satorius

Video: [ML15323A165](#)

Speaker: Mark Satorius (Former Executive Director for Operations)

Description: Former Executive Director for Operations, Mark Satorius, shares his insight and experiences throughout his career during this knowledge management session.

Ask SME and Learn with Mark Satorius - Career Seminal Events

Video: [ML15344A319](#)

Speaker: Mark Satorius (Former Executive Director for Operations)

Description: Former Executive Director for Operations, Mark Satorius, shares his insight and experiences on NRC seminal events, such as Reactor Oversight Process Development, Davis-Besse Reactor Pressure Vessel Degradation, and Impact of September 11, 2001.



Chat and Learn Brian Sheron, Office Director, Office of Nuclear Regulatory Research

Video: [ML15323A159](#)

Speaker: Dr. Brian Sheron (Former Director, Office of Nuclear Regulatory Research)

Description: During this session, Dr. Sheron shares his experiences and insights from his 42-year NRC (and AEC) career. Dr. Sheron retired from the NRC on November 1, 2015, with 42 years of Federal service.

NRR's Pie Wars Raise Over \$1,300 for CFC

(b)(6) NRR

In an effort to raise awareness for the Combined Federal Campaign (CFC), on December 9, NRR held an event called "Pie Wars!" During the event, (b)(6) all took a pie (or two) to the face raising over \$1,300 for CFC!

(b)(6)

The way it worked was as follows: nine NRR managers volunteered to potentially have a pie thrown in their face. Leading up to the event, NRR members filled up "jars" representing each of the managers who volunteered, with donations for the CFC. Additionally, raffle tickets were sold for a chance to throw a pie at a manager. Going into the Pie Wars finale, (b)(6) took 1st place for the most money in his jar, with (b)(6) taking 2nd and 3rd place, respectively. But the pies were still anyone's game! The person with the highest amount of money in their jar got the option to match that amount and pass the pie to any of the other participants. This continued until someone elected to "receive" the pie. Once the first pie was thrown, the round started over at the 2nd highest jar and so on, until all three pies had been thrown. Thanks to (b)(6) we even had an impromptu bonus round that raised \$120 on the spot for a 4th pie!

(b)(6)

(b)(6)

The NRR Keyworkers would like to thank all of NRR for their enthusiastic participation and continued support for CFC!

ACAA Upcoming Event "Harriet Tubman: DEFENDER" the play

(b)(6)

OIP, and

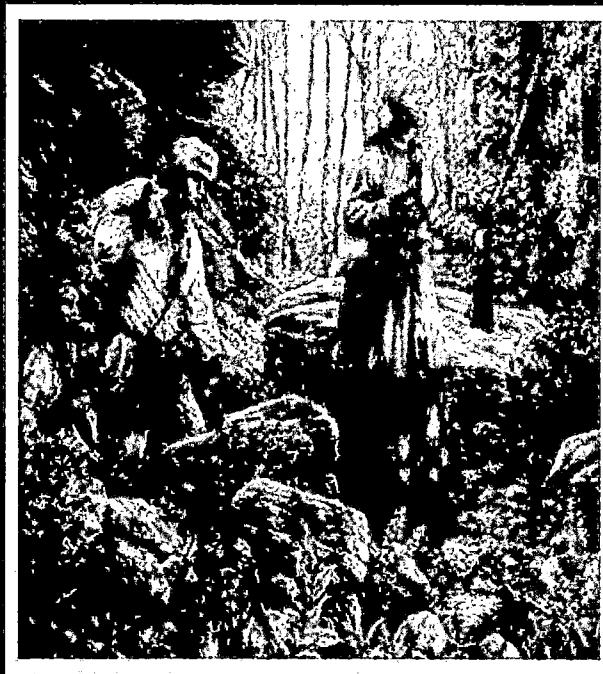
(b)(6)

OEDO



The Advisory Committee for African Americans
Along With Heralds of Hope Theater Company, Presents

"Harriet Tubman: DEFENDER" the play



Written and Produced By: PERCY W. THOMAS
Harriet Tubman Portrayed By: EUNICE SEAGRAVES

TWFN AUDITORIUM

February 18, 2016
5:30pm - 8:00pm

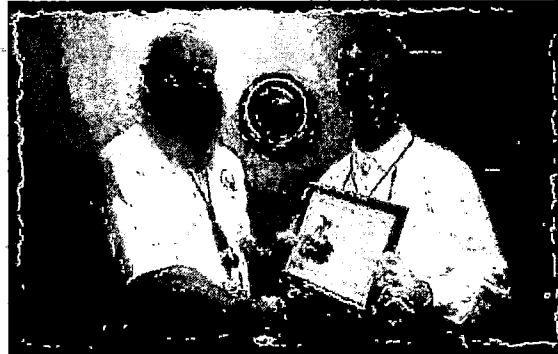
BUILDING CONTACT

(b)(6)

HR Emerging Leaders Forum Staff Graduates, OCHCO



(L to R) John Palguta of the Partnership for Public Service and Dariele Taswell, Andrey Korsak, and Savi Jaigobind, all of OCHCO



(L to R) Steve Cochrum congratulating Russ Lewis, TTC (HRTD/OCHCO)

Recently, four OCHCO employees graduated from the Emerging HR Leaders Forum, a professional development program led by the Partnership for Public Service. The Forum brings high-performing Federal human capital professionals together monthly to learn and share best practices that lead to an improved federal workforce. The course includes eleven three-hour sessions through the program year touching on key leadership competencies needed to innovate and deliver results in the Federal government, focusing on skills for leading people and teams, strategies for improved employee engagement, and building high-performing organizations. The participants concentrate on improving leadership, communication, and analytical skills through a series of facilitated activities and peer collaborations. The Partnership brought in numerous guest speakers from both the Federal and private workforce who gave honest accounts of their careers and success stories. During the sessions, there were discussions concerning key challenges such as driving innovations and achieving results. Throughout the year, we also heard from experienced current and former Federal human capital leaders. It was refreshing and inspiring to hear how senior leaders faced and overcame barriers during their leadership journeys.

All participants were required to complete and present a successful capstone project to culminate the program. To practice our leadership skills, we worked in teams identifying and addressing a critical human capital challenge.

The Partnership's flagship, fully online cohort was Russ Lewis of the TTC. He utilized a number of the Collaborative Learning Environment (CLE) Tools that the agency is working to put into place, such as Adobe Connect for the interactive medium and Moodle as the base architecture. According to Russ, "the opportunity to network with peers across the Federal government along is a basis for recommending the course to others... not to mention the excellent topic learning and application opportunities." His team's capstone project was the development of a Human Resources and Development (HRD) common training repository, a proposed link within the Office of Personnel Management's (OPM) HR University. They brought together some industry best practices by making sure the information was properly vetted, available, and user-friendly for the benefit of the Federal workforce. More information will be forthcoming in a future article.

For their capstone project, Andrey Korsak's team focused on assessing the skills and competencies in an organization by using survey tools and OPM's existing competency models. As a result, they piloted a skills survey at NRC's Human Resources Training Department's (HRTD) Learning Operations branch to identify skill gaps and developmental needs. Andrey found that there were many lessons learned. "The key lesson for me was that developing leadership skills requires daily practice. Developing leadership skills is similar to working out to keep your body healthy. If you stop practicing your leadership behaviors that matter, they'll deteriorate."

Dariele Taswell was part of the Honesty Team. Their capstone project was onboarding in the Federal Government. She worked with staff from USDA, the State Department, Coast Guard and FBI. "Everyone that I worked with was great and I really enjoyed the experience... I was out for the entire summer for maternity leave, but my group filled me in when I returned." Dariele recommends that everyone in the HR community should participate in the Forum.

Savi Jaigobind worked together with a team to implement a telework program that served to increase workplace efficiencies and improve overall work-life balance. Her team identified the need for a telework program at the FBI. They reviewed best practices across other Federal agencies and designed a survey for managers and employees that focused on the possible impacts of teleworking. The team analyzed the survey results and presented their recommendations to the subject matter experts at the FBI. She notes that she "had the opportunity to network with people in the Federal HR community and worked with subject matter experts from a variety of backgrounds."

Upcoming Event: 2nd Annual ACAA Spoken Word Poetry Contest

Join Us for the 2nd Annual "ACAA Spoken Word Poetry Contest"

Date: Thursday, January 14, 2016

Time: 12:00pm – 1:00pm

Location: TWFN Auditorium

AFRICAN AMERICAN HISTORY MONTH 2016

WEEKS: FEBRUARY 8 TO FEBRUARY 14, 2016 | 3PM-6PM | HARRIS COUNTY COURTHOUSE



Seminar: Celebrating 25 Years of NRC's Principles of Good Regulation, January 19, 2016 Jazel Parks, RES

The Office of the Secretary of the Commission (SECY), the Office of the Chief Human Capital Officer (OCHCO), and the Office of Nuclear Regulatory Research (RES) are sponsoring a seminar to celebrate the 25th anniversary of NRC's Principles of Good Regulation. The event will highlight the development and use of the Principles for a quarter century.

In 1991, the Commission established NRC's Principles of Good Regulation to focus the agency on ensuring safety and security while appropriately balancing the interests of NRC's stakeholders, including public and licensees. These principles include: Independence, Clarity, Openness, Reliability, and Efficiency (ICORE). This seminar provides an opportunity to understand what prompted the agency to develop the principles, how they were developed, and how they have been applied by the NRC over the last 25 years.

Michael Weber, Director of RES, will host the seminar, which will feature Dr. Thomas Wellock (NRC Historian) and Dr. Kenneth Rogers (Former NRC Commissioner). The seminar will take place on Tuesday, January 19, 2016, from 9:00 a.m. to 11:00 a.m. in the TWFN auditorium. Please join us for the seminar and help celebrate the 25th anniversary of the Principles of Good Regulation.

For more information, contact [Holly Cruz](#), 301-415-1053, RES, or [Christine Steger](#), 301-287-0578, OCHCO.

25 Years of NRC's Principles of Good Regulation

January 19, 2016, 9:00 am to 11:00 am, TWFN Auditorium

FWPAC Donates Thanksgiving Food and Holiday Toys

(b)(6)

OCFO

**Diversity Matters**

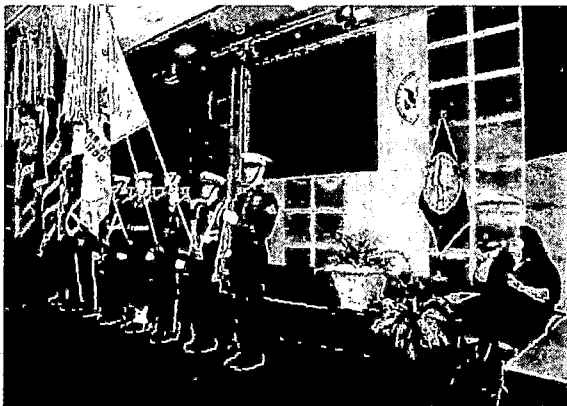
The City of Rockville collects non-perishable food to make Thanksgiving Baskets for local families who need a helping hand this holiday season. The City also collects new toys and sets up a "toy shop" for parents who need some help providing gifts for their children during the holidays.

In November 2015, the Federal Women Program Advisory Committee (FWPAC) Board sent out a call for donations. The FWPAC members were showered with donations for this excellent community outreach activity to help give back to the community we are blessed to work in every day.

FWPAC collected baskets of non-perishable food and new toys through November 18 and delivered them to the City of Rockville. Here are the pictures that showcase the generosity and goodwill of NRC staff.

**Veterans Day Celebrated at HQ****Kreslyon Fleming, OCHCO**

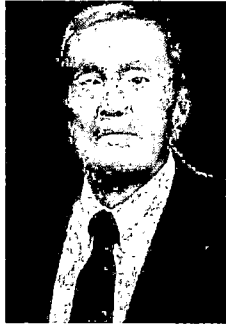
On Wednesday, November 4th, the agency held its annual HQ Veterans Day program at 1:00 p.m. in the Auditorium. As attendees entered the auditorium, they were greeted with a slide show of our agency's own veterans in uniform in various social settings and combat zones.



Rear Admiral Arthur J. Johnson, USN,
Retired

The honor guard from the joint base of ceremonial and special events office from Anacostia-Bolling did the presentation of colors. Kimberly Gaskins from the Office of Nuclear Regulatory Research provided a soul-stirring rendition of the national anthem.

Rear Admiral Arthur J. Johnson, USN, Retired, gave the keynote address. He was introduced by (b)(6) from SBCR, who shared memories from (b)(6). Admiral Johnson reminded us of the importance of diversity and inclusion and the unique perspective that veterans bring to the workforce. The recently retired director of the Decommissioning Uranium Recovery and Waste Program branch of NMSS, Larry Camper, served as the Master of Ceremonies and recognized the Wounded Warriors we currently have interning at the agency. The 50 minute program concluded with closing remarks from DEDM, Glenn Tracy.

Event: February 11, 2016 – Remembering Judge Alan S. Rosenthal

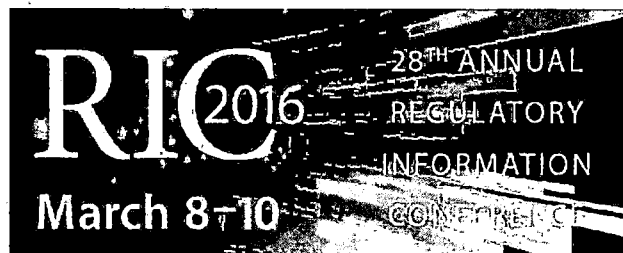
In remembrance of Judge Alan S. Rosenthal, who passed away on September 25, 2015, the Advisory Committee for African Americans (ACAA) will be showing the video from the 2013 African American History Month Dinner—for which Mr. Rosenthal was the keynote speaker—from 12:00 to 1:00 p.m. on Thursday, February 11, 2016, in the TWFN Exhibit Area. The video is about 35 minutes long.

In 1972, Judge Rosenthal assumed the position of Chairman and Chief Administrative Judge of the Atomic Safety and Licensing Appeal Panel of the Atomic Energy Commission, later the Nuclear Regulatory Commission (NRC), a position he held until 1988. In 1991, he accepted an appointment to the then General Accounting Office's Personal Appeals Board. In 1999, Mr. Rosenthal returned to the NRC as an Administrative Judge on its trial-level tribunal, a position he held until June 2012.

Judge Rosenthal served a vital role in the landmark case of Brown vs. the Board of Education of Topeka, Kansas, in 1954. During his speech at ACAA's dinner, February 2013, he talked about his detail with the Office of the Solicitor General for the purpose of preparing a draft of the brief for the United States on the question of appropriate relief.

Feel free to bring your lunch to this event. Light refreshments will served.

If you have any questions, please contact (b)(6)



It's Time to Meet...Shadi Ghrayeb

(b)(6)

Office/Location: NMSS/TWFN 4D18

Title: Nuclear Engineer

What I really do: Perform confirmatory calculations for storage and transportations systems

Time w/NRC: 25 months

Previous employers: Department of Energy, (b)(6)

(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)

(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)

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

(b)(6)

(b)(6)

(b)(6)

Vol. 12

Issue 2

February 3, 2016

NRC Reporter

Protecting people and the environment

Inside this issue:

- Upcoming Safety Culture and Climate Survey Activities
- Innovations in Training: A Distance-Learning Success!
- Force on Force Workshop
- NRC Librarian - Public Servant for Fifty Years

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 March 2. The deadline for submissions is Monday, February 22, 2016.

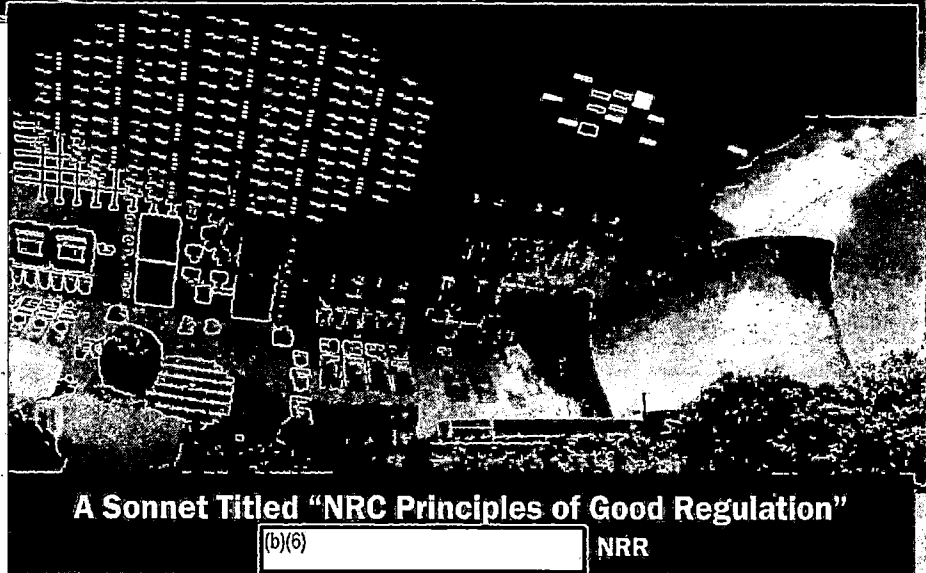
In order to continue having an informative employee newsletter, you are encouraged to submit articles and photos to the NRC Reporter inbox via email to: NRCReporter.Resource@nrc.gov



Editor: Karin Francis

Layout: Patricia Burbank
Patricia Sprogeris

Reporter Archive



We strive to demonstrate INDEPENDENCE

As we work from day to day

Another attribute we do possess is OPENNESS

This we do in every way

Although some may say we can improve our CLARITY

We believe we are quite clear

And at every opportunity we exhibit EFFICIENCY

These principles we hold dear.

We know this is the best place to work

Our five principles guide us well

Regarding our duties, we never shirk

Long live the Regulator, we yell

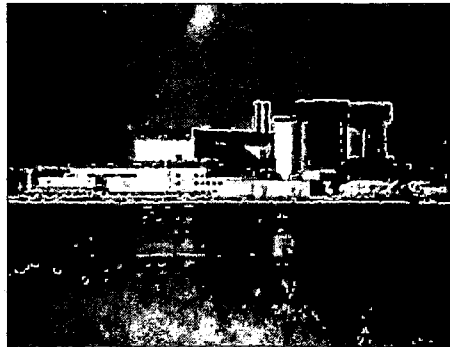
Good Regulation is everything to me

And the sonnet ends here with the principle RELIABILITY

Presented by the author on January 14, 2016 at the 2nd Annual "Spoken Word and Poetry Contest" held by ACAA (Advisory Committee for African Americans)

Braidwood Station, Units 1 and 2, Licenses Renewed

Lois James, NRR



The NRC has renewed the operating licenses for the Braidwood Station, Units 1 and 2, for an additional 20 years. NRR Office Director Bill Dean presented the commemorative certificate and the renewed operating licenses to the applicant during a signing ceremony held at Headquarters on January 27, 2016.

The plants' operator, Exelon Generation Company, LLC, submitted the license renewal application in 2013. Braidwood Station, Units 1 and 2 are pressurized water reactors located 20 miles from Joliet, Illinois. The renewed licenses will now expire in 2046 for Unit 1 and 2047 for Unit 2.

After reviewing the license renewal application and the aging management programs, the staff concluded that the applicant had effectively demonstrated the capability to manage the effects of plant aging and met the requirements for issuance of a renewed license. The NRC issued the Safety Evaluation Report, Related to the License Renewal of Byron Station, Units 1 and 2, and Braidwood Station, Units 1 and 2 - Docket Nos. 50-454, 50-455, 50-456, and 50-457 - Exelon Generation Company, LLC (NUREG-2190, Volumes 1 & 2) in December 2015.

The NRC met with the Advisory Committee on Reactor Safeguards Subcommittee on December 3, 2014, and with the Full Committee on September 10, 2015. On September 21, 2015, the Advisory Committee on Reactor Safeguards issued its letter recommending approval of the license renewal for Braidwood Station.

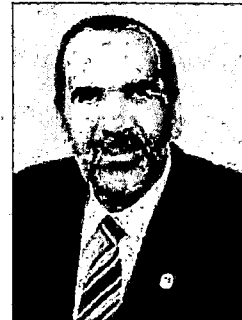
Based on the Byron and Braidwood Stations being located in different areas of the State of Illinois, the staff needed to complete separate and distinct environmental reviews for each station. The environmental review for the Byron Station was completed in July 2015, and the renewed licenses were issued in November 2015. The environmental review for the Braidwood Station required additional information as a result of an endangered species potentially located in the river near the station. The environmental review for the Braidwood Station was completed in November 2015, permitting the renewed licenses to be issued in January 2016.

The Braidwood Station, Units 1 and 2, reactor licenses are the 82nd and 83rd reactor licenses renewed by the NRC.

For additional information on the Braidwood Station license renewal review, please contact Lois James, 301-415-3306.

Upcoming Safety Culture and Climate Survey Activities

Jaclyn Storch, OIG



Inspector General Hubert Bell

The Office of the Inspector General (OIG) and its independent contractor, Towers Watson, will present two briefings on Tuesday, February 23, 2016, on the results of the 2015 Safety Culture and Climate Survey (SCCS).

Towers Watson will present the survey results at a closed briefing session for the Commissioners and senior agency managers from 9:30 to 11:30 a.m. ET in the Commissioners' Conference Room on the first floor of One White Flint North. The second briefing will be open to all NRC employees and will be held in the Commissioners' Conference Room from 1:30 to 3:30 p.m. ET. This briefing will be transmitted agencywide via video teleconferencing, broadband, and webinar services. Look for network announcements for details.

The 2015 survey was held November 23 - December 31, 2015, and was the sixth survey Towers Watson conducted on behalf of OIG. All survey responses are confidential and will be presented in aggregate so that no responses can be attributed to a particular individual. Only those organizations meeting the response rate threshold of 10 responses will be reported.

Towers Watson will also host Results-to-Action Workshops, scheduled for March 22-23, 2016, from 8:30 a.m. - 4:00 p.m. ET at the Professional Development Center in Three White Flint. Designated office champions and analysts will attend the Results-to-Action workshops. Provided by Towers Watson, the workshops will provide champions and analysts training involving the survey results reporting tool and will provide insights on how to develop appropriate action plans that correspond to survey results. The workshops will also provide an opportunity for offices to consider their respective 2015 Federal Employee Viewpoint Survey results in addition to the SCCS results.

Replacement Reactor Program System (RRPS) Newsletter - Winter 2015

From NRR

Check out the [Replacement RPS Newsletter - Winter 2015!](#)

In this issue you will find information regarding:

- Reactor Program System (RPS)
- Legacy RPS
- Replacement RPS
- RRPS Features
- Collaboration

Please send any comments to RPSReplacement@nrc.gov.

The Safety Culture and Climate Survey Results Briefings: February 23, 2016.
Jaclyn Storch, OIG

The Safety Culture and Climate Survey Results Briefings:
February 23, 2016



"Lincoln," owner: J. Storch, OIG

Be there or be square.

Innovations in Training: A Distance-Learning Success!**Anissa Coates, NRO; Deanna Warner, NSIR; Tamra Thompson, HRTD**

On January 13, 2016, the Administrative Assistant Task Force (AATF) and Region II piloted a distance-learning version of the NRC Correspondence Management classroom course, using GoToTraining. In this time of budget challenges, the AATF still needs to meet its mission of providing quality training to administrative professionals to ensure that documents meet the high standards of the NRC. When Region II identified 10 administrative professionals that needed this course, the decision was made to leap into the unknown with a spirit of adventure.

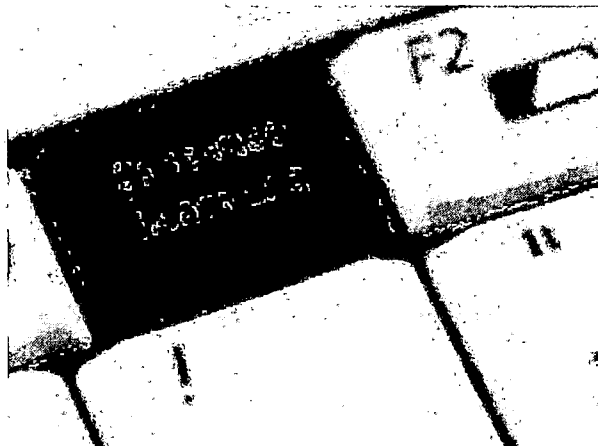
It was the first attempt of its kind for NRC to take a non-technical classroom class that requires specific group interactions and see if it could work remotely. Materials were prepared and sent to Region II; exercises were adjusted to accommodate the new delivery system; the trainer and two members of the AATF spent hours practicing, and anticipating errors to ensure we could adjust on the fly during the actual training. Cameras and headsets were provided to the participants and instructor.

As the class participants logged in, they could see each other and the instructor. Some chose to use their cameras; others preferred to just view the instructor. About 30 minutes were spent getting everyone used to all the tools available in GoToTraining, including writing directly onto the screen, sharing screens, and different ways to converse with each other and the instructor. The participants were lively and engaged. Some dialed in from home, others from their office, others from a training room.

At the end of the day, the participants were asked to provide feedback on the experience. Universally, the participants felt this was an experience they would gladly repeat. Comments included:

- "Great way to get the training in a cost-effective way."
- "Loved being able to see the instructor and other participants."
- "Exercises worked!"
- "This worked very well for me. I hope more training will be offered in this way."
- "This instructor is wonderful and keeps us engaged."

A special thanks to Region II for their unstinting support, including the unflappable Bridget Evans, Dave Ferguson, and Tom Easum. Danielle Hernandez (HRTD), Anissa Coates (NRO), and Deanna Warner (NSIR), and our trainer, Jennie Ruby of Management Concepts, worked collaboratively to ensure the success of this first-ever online learning event. Jody Hudson, Deputy Chief Human Capital Officer, remarked, "I see more of this type of delivery in our future. Thanks for the pioneering work and willingness to innovate with new approaches."



ACAA Upcoming Event "Harriet Tubman: DEFENDER" the play

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OIP, and

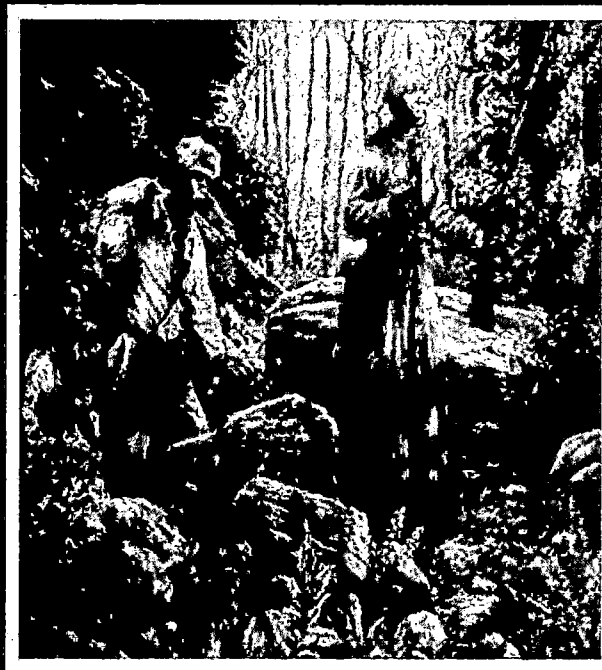
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OEDO



The Advisory Committee for African Americans
Along With Heralds of Hope Theater Company, Presents

"Harriet Tubman: DEFENDER" the play



Written and Produced By: PERCY W. THOMAS
Harriet Tubman Portrayed By: EUNICE SEAGRAVES

TWFN AUDITORIUM

February 18, 2016

5:30pm - 8:00pm

BUILDING CONTACT

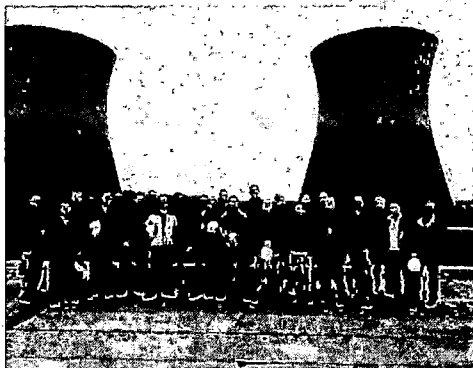
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Force on Force Workshop

Jefferson Clark, NSIR

Collaboration is the cornerstone of any successful NRC program, and the NRC's security inspection program unites the regulatory rigor of NRC security inspectors with the world-class skills of the servicemen of the U.S. Special Operations Command (USSOCOM). This program enables the NRC to conduct effective Force-On-Force (FOF) inspections to assess the physical protection measures of operating nuclear plants and Category 1 fuel cycle facilities. The USSOCOM participants assist NRC inspectors as subject matter experts during these inspections by helping evaluate site security forces and systems, and providing an independent evaluation of the mock adversary force's performance. The servicemen advise the adversary team on appropriate tactics to complete the missions.

In November 2015, the Security Performance Evaluation Branch in the Office of Nuclear Security and Incident Response held its annual workshop at the Technical Training Center (TTC) in Chattanooga to familiarize new USSOCOM participants with current procedures and recent updates in the FOF inspection program. The workshop helps the USSOCOM participants understand the differences between military missions and protecting civilian critical infrastructure. The agenda included an overview of the NRC, roles of the advisors during an inspection, responsibilities of the advisors on their interactions with the mock adversary force, and recent changes within the inspection program. The training also included briefings on the Design Basis Threat from the Intelligence Liaison and Threat Assessment Branch, in order to ensure that the exercises are realistic and representative of the current threat environment.



Approximately 25 members attended the three-day event that included a tour of the Bellefonte Nuclear Plant in Hollywood, AL. The tour at Bellefonte showed the inspectors and the advisors the configuration and locations of equipment not normally accessible at an operating power plant. The NRC TTC has a memorandum of agreement with the Tennessee Valley Authority to use the Bellefonte facility for educational tours.

This program has also provided the NRC with a pipeline of highly qualified security specialists. As servicemen with experience in this program transition out of the military and seek civilian employment, they might apply for positions with the NRC. Cliff Roundtree, a retired soldier who participated in this program and one of the newest NRC FOF inspectors, noted, "As a qualified inspector and former advisor, my former career enables me to be an effective member of the inspection team." Johnathan Downey, a Senior Facilities Security Specialist at headquarters, and Christopher Jewett, a Physical Security Inspector in Region IV, are also former USSOCOM advisors that have since retired from the military and continue to protect the nation with the NRC.

Paul Gallien, NRC Librarian – Public Servant for Fifty Years

Anna McGowan, OCIO



(Seated) Left to right: Jo Ann Resner, Paul Gallien, Anna McGowan
(Standing) Left to right: Sardar Zuberi, Bebbie Rhodes, Lee Wittenstein, Kathleen Dunsavage, Mary Mendiola, Anne Perrera

Paul Gallien, Office of the Chief Information Officer (OCIO), celebrated fifty years of federal service on December 5, 2015. Mr. Gallien began his federal service at the National Oceanic and Atmospheric Administration (NOAA) Library, where he worked for 22 ½ years, as a cataloguer. In 1988, he moved to the Technical Library at the NRC, where he has worked ever since. Mr. Gallien has catalogued many of the items in the Technical and the Law Libraries so that they are readily available to agency staff through the Online Catalog, on the Technical Library's Intranet site. He has been a key player in ensuring that there is a smooth transition from one generation of online catalog to the next; during his tenure, the Technical Library has had three online catalog systems and is preparing for a fourth. Currently, he is working with his colleagues in the User Services Branch to draw up the requirements for the next version of the online catalog. From his years of experience with the existing collection, Mr. Gallien provides practical knowledge at the weekly collection development meetings so that the Branch staff can learn why certain materials are central to the agency's mission and understand why we collect the materials we do. Mr. Gallien is always willing to teach his newer colleagues about cataloguing practices and procedures so that their own experience is augmented. He is now working closely with the Branch's newest librarian to document these processes as part of our internal Knowledge Management Program.

Mr. Gallien, (b)(6)

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Mr. Gallien is also a (b)(6)

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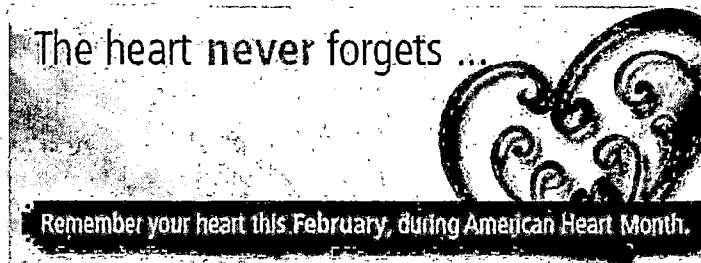
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accomplishments when you visit the Technical Library (12 B9):

Please feel free to congratulate Mr. Gallien on his

American Heart Health Month at NRC

Tracy Scott, OCHCO



February is American Heart Health Month, and in keeping with that topic, the NRC Headquarters Health Center topic of the month is Heart Health.

The Health Center will begin biometric screenings in February for the "Know Your Numbers" campaign. The screening will include:

- Total Cholesterol
- HDL Cholesterol (Good)
- LDL Cholesterol (Bad)
- Triglycerides
- Glucose
- Blood Pressure
- Body Mass Index
- Body Fat Percentage

Screenings are being offered on February 9 and 10, as well as February 17 and 18, and will be conducted from 7:00 a.m. to 11:00 a.m. on each of these dates. Screenings are by appointment only. Those being screened must fast for eight hours before their scheduled appointment and are asked to drink plenty of water.

To make an appointment for a screening, contact the Health Center at 301-415-8400. You may also visit the Health Center (O-2E13) or the Fitness Center (T-112) for more information on the topic of the month.

Biometric screenings are also being offered at region offices and the Technical Training Center this month. Please contact the Health Center or your health and wellness representative for more information.

In case of a heart attack, prompt treatment is important. Call 911 if you experience these symptoms:

- Chest discomfort in the center of the chest that lasts more than a few minutes or that goes away and comes back. It can feel like uncomfortable pressure, squeezing, fullness, or pain.
- Discomfort or pain in the upper body, in one or both arms, the back, neck, jaw, or stomach.
- Shortness of breath, with or without chest discomfort.
- Cold sweat, nausea, or lightheadedness.

In addition, everyone needs to know that women experience symptoms that may be different from those of men during a heart attack. Women may experience some symptoms more often than men, such as shortness of breath, nausea/vomiting, and back or jaw pain.

You can find a variety of valuable heart health hints on the Health Center's home page. In addition, the Health Center's Wellness Calendar for February contains a list of scheduled events related to health, wellness, and employee assistance, as well as a link to the group exercise calendar in the NRC Headquarters Fitness Center.



Update on Experiences in Japan from Mansfield Fellow Mahmoud Jardaneh, NRO

Mahmoud (MJ) Jardaneh has completed six months of the year-long Mansfield Fellowship Program, which started in July 2015. More about the program can be found in a previous issue of The Reporter by following this [link](#). At the start of the Fellowship, Mahmoud spent two months in intensive language and cultural immersion while living with a Japanese family in Kanazawa, Ishikawa. After completing the immersion, he moved to Tokyo and was placed with various Japanese organizations based on the proposal he had submitted as part of the application process for the Fellowship.

Mahmoud has just completed four months with the Japan Nuclear Regulation Authority (JNRA). During this period, he worked alongside Japanese counterparts in various organizations within JNRA. Initially, he worked in the Office of Public Relations where he shared information about the NRC's approach to public communication and learned about Japan's efforts to improve public involvement in the regulatory process. He then completed a placement with the Earthquake and Tsunami Division. During this placement, he participated in the day-to-day activities of the technical staff, attended hearings and meetings, and participated in a geological survey inspection in and around the Shimane nuclear power plant. Additionally, he completed placements in the Regulatory Standards and Research Division and the Nuclear Regulation Policy Planning Division. During these placements, Mahmoud faced numerous questions covering many of the activities that fall under NRC's jurisdiction. For example, he was asked about Event Notifications, molten-core concrete interaction, hardened vents, NRC staff interaction with Congress, seismic and flooding analysis, rulemaking process, generic communications, recruitment and retention of staff, licensing and decommissioning, and many other broad-reaching technical and administrative questions. To provide accurate answers to these inquiries, Mahmoud was able to draw on information gained from his training and experiences at NRC, completed online research, and ask for assistance from technical matter experts in Headquarters and the Regional Offices to obtain or confirm answers to the questions.

The last placement at JNRA was at the Boiling Water Reactors Division, where he observed JNRA's approach to complete technical reviews, followed the progress of clean-up activities at Fukushima Daiichi, and participated in a pre-start inspection at Takahama. Additionally, MJ visited Rokkasho Nuclear Fuel Fabrication Facility, observed the annual National Disaster Prevention Drill at Ikata, drafted several technical papers on various topics, and made presentations to JNRA's Commissioners, managers, and staff.

Following this placement, Mahmoud will complete other placements at the Ministry of Economy, Trade, and Industry; Ministry of the Environment; Ministry of Foreign Affairs, Japan Nuclear Safety Institute, Japan Atomic Energy Agency, National Risk Research Center, Fukushima prefectural government, Toshiba Corporation, and the National Diet. The planned placements are in organizations that have a direct relation to nuclear energy and material regulation, or research in Japan.

Mahmoud looks forward to returning to NRC where he can use the experiences gained to inform NRC policies and enhance cooperation between the United States and Japan.

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Geologic survey at Shimane Nuclear Power Plant with Commissioner Ishiwatari and JNRA staff. MJ is in the center.

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Staff meeting with the Policy Planning and Standards Division of JNRA, MJ is in the foreground.

NRC's Principles of Good Regulation



Principles of Good Regulation

The NRC adheres to the following Principles of Good Regulation

Independence: Nothing but the highest possible standards of ethical performance and professionalism should influence regulation. However, independence does not imply isolation. All available facts and opinions must be sought openly from licensees and other interested members of the public. The many and possibly conflicting public interests involved must be considered. Final decisions must be based on objective, unbiased assessments of all information, and must be documented with reasons explicitly stated.

Openness: Nuclear regulation is the public's business, and it must be transacted publicly and candidly. The public must be informed about and have the opportunity to participate in the regulatory processes as required by law. Open channels of communication must be maintained with Congress, other government agencies, licensees, and the public, as well as with the international nuclear community.

Efficiency: The American taxpayer, the rate-paying consumer, and licensees are all entitled to the best possible management and administration of regulatory activities. The highest technical and managerial competence is required, and must be a constant agency goal. NRC must establish means to evaluate and continually upgrade its regulatory capabilities. Regulatory activities should be consistent with the degree of risk reduction they achieve. Where several effective alternatives are available, the option which minimizes the use of resources should be adopted. Regulatory decisions should be made without undue delay.

Clarity: Regulations should be coherent, logical, and practical. There should be a clear nexus between regulations and agency goals and objectives whether explicitly or implicitly stated. Agency positions should be readily understood and easily applied.

Reliability: Regulations should be based on the best available knowledge from research and operational experience. Systems interactions, technological uncertainties, and the diversity of licensees and regulatory activities must all be taken into account so that risks are maintained at an acceptably low level. Once established, regulation should be perceived to be reliable and not unjustifiably in a state of transition. Regulatory actions should always be fully consistent with written regulations and should be promptly, fairly, and decisively administered so as to lend stability to the nuclear operational and planning processes.



Vol. 12

Issue 3

March 9, 2016

NRC Reporter

Protecting people and the environment

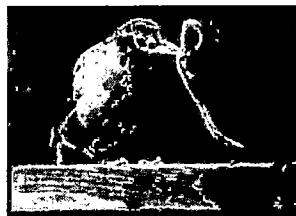
Inside this issue:

- [Upcoming Safety Culture and Climate Survey Activities](#)
- [Your Voice, Your Vote: Upcoming 2016 FEVS Survey](#)
- [Length of Service Awards: July - December 2015](#)
- [It's Time to Meet...Matt Emrich](#)

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 April 6. The deadline for submissions is Monday, March 28, 2016.

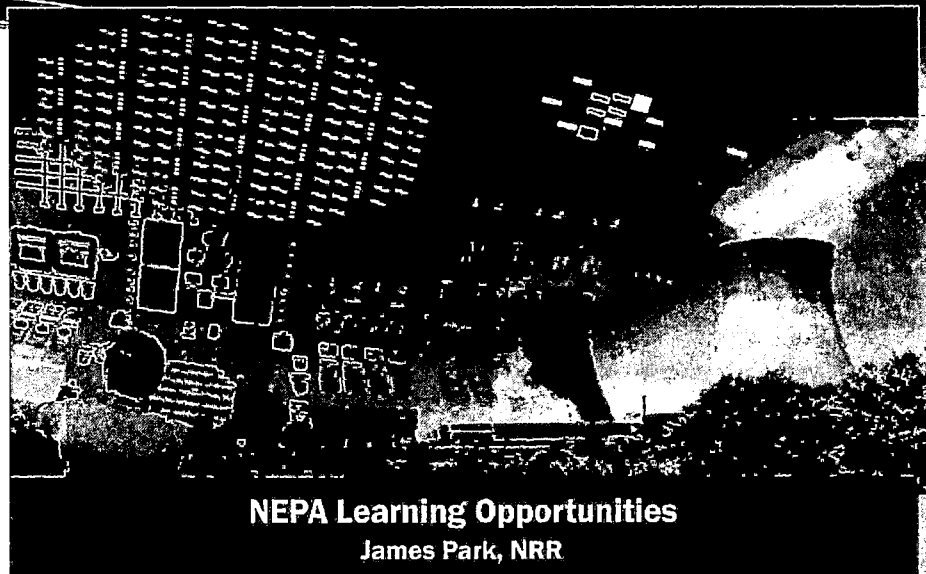
In order to continue having an informative employee newsletter, you are encouraged to submit articles and photos to the NRC Reporter inbox via email to: NRCReporter.Resource@nrc.gov



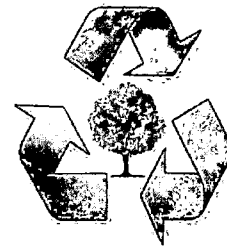
Editor: [Karin Francis](#)

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

[Reporter Archive](#)



The National Environmental Policy Act of 1969 (NEPA) requires Federal agencies to account for environmental effects in the planning and execution of their actions. Two learning opportunities offer interested staff the chance to learn more about NEPA and how NRC implements NEPA. On March 17, 2016, "Environmental Review Overview for Materials Licensing Actions" (iLearn Course 798) will be given at the headquarters PDC and available via VTC. This class provides an in-depth discussion of NEPA at NRC, giving participants (1) the regulatory requirements for environmental reviews; (2) the basic concepts of an environmental review; and (3) the types of environmental review documents that NRC prepares. The course focuses on materials licensing actions.



Don't have time for a full-day class or just want the basics on NEPA? Then "NEPA for the Uninitiated" (iLearn Course ID_149145) might be your ticket! This one-hour class, to be offered on April 21, 2016, in the PDC, will provide attendees with the who, what, when, where, why, and how of NEPA at the NRC. This session also will be available via VTC.

If you have questions about these classes, please send an email to: TrainingSupport.Resource@nrc.gov.

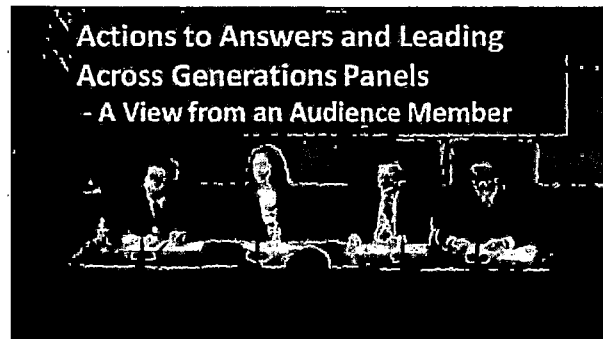
From the EPA website:

"The National Environmental Policy Act (NEPA) process begins when a federal agency develops a proposal to take a major federal action. These actions are defined at [40 CFR 1508.18](#). The environmental review under NEPA can involve three different levels of analysis:

- ◆ Categorical Exclusion determination (CATEX)
- ◆ Environmental Assessment/Finding of No Significant Impact (EA/FONSI)
- ◆ Environmental Impact Statement (EIS)"

Actions to Answers and Leading Across Generations Panels – A View from an Audience Member

Daniel Frumkin, NRR



I learned a lot from the agency's Actions to Answers and Leading Across Generations panels. If you didn't get to experience them live, the videos are available for you to watch online (Leading Across Generations - [ML15342A041](#), Actions to Answers - [ML16004A065](#)). I observed a few themes from the Actions to Answers panel: inclusion, active engagement, and trust. From the Leading Across Generations panel I heard that we should be open to different styles of communication and work practices when working with different generational staff. To summarize the panels in a single word, we need the "courage" to try new things to improve the organization.

Regarding inclusion from Actions to Answers, when management involves volunteers to disposition FEVS survey results, morale improves. Also, periodic sharing of accomplishments, such as sharing a monthly list of documents issued, or holding weekly status meetings above the branch level, were seen as ways to include staff in activities and improve morale.

I learned about active engagement from Actions to Answers. For example, I began to understand that many of the NRC's processes, such as the open door policy, only capture the "squeaky wheels." Staff need to speak up when they see something worthy of change and managers need to reach out to staff continuously for feedback. For example, the presenters encouraged managers to "walk the halls" and find opportunities to hear staff's thoughts after briefings on non-technical topics, such as staff perception of the organizational climate.

From Actions to Answers, I also learned that when staff trusts that they have the latest information, they feel more engaged and can focus better on their work. Also, when managers trust staff to meet with and present to senior managers, the quality of work improves and provides staff with a greater feeling of accomplishment.

From the Leading Across Generations panel, I learned that next generation staff does not view the work place as a desk they sit at from 9 to 5. They can work from anywhere at any time. But I also learned that new staff may not feel comfortable sharing their preferences with other staff, so there is an opportunity to listen to find out how new staff prefer to work. Not every new staffer preference will fit into the NRC workplace models, but many will and it is up to the existing staff and managers to try to accommodate the flexibilities of the new staff as much as possible.

Obviously, there were many more ideas and lessons to be gleaned from these panel discussions. As an audience member, I wanted to share a teaser of the information from the panels if you find time to view the videos. At the foundation of these ideas is that both managers and staff need to have the courage to make change. Courage is needed for staff to share their ideas and concerns, courage is needed for managers to listen and take meaningful action, and having this courage will help the NRC to continue to be a "Best Place to Work."

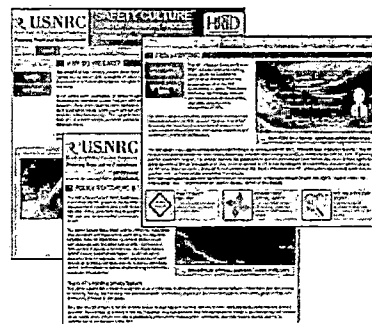
Safety Culture Learning Resource Updated

Doug Tharp, TTC

If you're not a big fan of "read this page and click the 'next' button" training, you're not alone. As more and more training moves online to reduce travel costs and make learning available anytime and anywhere, OCHCO/HRTD is making efforts to ensure that clicking "next" is not the only interaction with the learning content that you'll experience.

The Learning Transformation Team within OCHCO/HRTD has redesigned the Safety Culture Reactor Oversight Process (ROP) training (iLearn Course 1055) to replace 140 clicks of the "next" button with a video-based learning experience. The learning content is available in five short (2-9 minute) narrated, graphical videos. More importantly, the learning does not stop with the videos and you won't have to go back to iLearn for a quick refresher or to look up a reference.

In addition to the video-based course in iLearn, the team developed a fully interactive web resource that includes everything you need to know about safety culture, links to other resources including manual chapters and inspection procedures, definitions of terms and traits, and even case study examples of cross cutting issues in inspection findings. In addition to all of these resources, it includes the training videos in a searchable format. Now, instead of re-watching the whole 9 minute video, you can search for a key term or concept discussed in the video and jump right to that spot. We hope you enjoy these resources and look forward to your feedback and suggestions as we continue to update learning resources in innovative ways to better support your learning, development, and performance needs.



Shivani Mehta at the Pinnacle



Shivani Mehta climbed to the summit of Mt. Kilimanjaro, elevation 19,341 feet on February 16. Ms. Mehta is a Fire Protection Engineer, in the Fire Research Branch, RES.

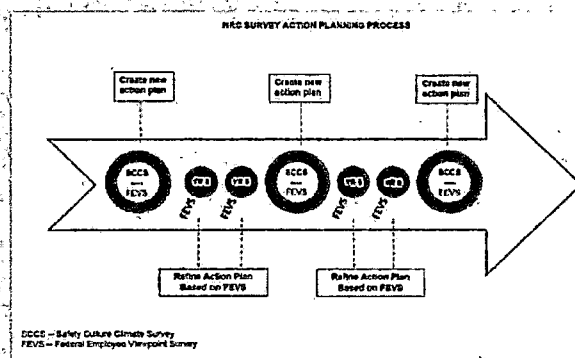
Your Voice, Your Vote: Upcoming 2016 Federal Employee Viewpoint Survey

Jason Lising and Patrice Reid, OCHCO/HRTD

Election years remind us of the civil liberties we enjoy and the freedom to participate in a process in which you can express your opinions and make your voices heard.

At the NRC, we are regularly solicited for feedback in an effort to gain independent and diverse perspectives on ways to improve our work environment and gain meaningful insights about our employees and their work experience. One such mechanism is our workforce surveys. The NRC participates in two workforce surveys measuring employee perceptions of the work environment: the Office of Personnel Management's (OPM) Federal Employee Viewpoint Survey (FEVS) and the NRC Office of the Inspector General Safety Culture and Climate Survey (SCCS). The FEVS is mandated by OPM regulations and is conducted annually. The SCCS is administered by NRC's Office of the Inspector General approximately every three years. These surveys provide unique, but also overlapping insights on the NRC workplace that together build a comprehensive picture of employees' experiences with their job, supervisors, and work units.

To ensure that employees' voices are heard, it is important to engage in the action planning and implementation process. This is a critical step to ensuring that survey feedback is transformed into meaningful action. The offices and regions are therefore expected to create new action plans every three years, identifying action items from both the SCCS and FEVS as depicted in the graphic below:



Each year, when the FEVS is administered, the offices/regions are expected to use the new data to refine and recalibrate their action plans. The SCCS provides unique insights – above and beyond the FEVS – surveying various topics that are specific to the NRC's culture and safety mission.

Every NRC employee has a responsibility in improving the work environment. Your candid feedback on your work experience in addition to your involvement in implementing your office's/region's action plan is critical to making change possible. Action planning is an ongoing process marked by various milestones and continuous data inputs. Discrete actions may be considered complete in an action plan, but ultimately the goal is to keep improving the work environment at all levels within the organization. It is therefore important to recognize that cultural changes take time to manifest and require ongoing and consistent effort by all.

The distribution of FEVS data is entrusted to the offices and regions. Office Directors, Regional Administrators, their respective Deputies and assigned Culture Champions and Analysts are provided access to OPM's data and analysis website through which they can retrieve their respective results, as well as access the agency's overall results. The Culture Champions are managers or high-level staff that have been identified to lead results-driven actions in their respective offices or regions. Similarly, the Culture Analysts are staff members responsible for analyzing the survey data and assisting Champions. Please visit the Survey Action Planning site ([Culture Champions-OD-RA-Deputies Master](#)) to find out who your respective points of contact are.

If you have any questions regarding the FEVS process, 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. You can also visit the [NRC FEVS website](#) or the [Surveys and Continuous Action Planning SharePoint](#) site for more information and additional resources.



NMSS and NSIR Working Level Meeting with DHS/DNDO Duncan White, Timothy Mossman, Antonios Zoulis, and Monika Coflin, NSIR

In the December 2015 *NRC Reporter*, an article highlighted the Department of Homeland Security's Domestic Nuclear Detection Office (DNDO) and its mission to prevent nuclear terrorism by continuously improving capabilities to deter, detect, and respond to attacks, in coordination with domestic and international partners. As part of those efforts, DNDO collaborates closely with other government agencies and is a jointly staffed office with the NRC, Department of Defense, and Department of Energy, as well as staff from within the Department of Homeland Security (DHS), including Coast Guard, Customs and Border Protection, and others. 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, currently detailed to the DNDO from the Office of Nuclear Security and Incident Response (NSIR), invited subject-matter experts from NRC's Offices of Nuclear Material Safety and Security (NMSS) and NSIR to provide detailed presentations to the DNDO staff on the broad and complex topic of radiological material security and transport. Specifically, the presentations covered multiple topics regarding 10 CFR Part 37, "Physical Protection of Category 1 and Category 2 Quantities of Radioactive Materials," transportation safety and security, and the Integrated Source Management Portfolio. "It was a valuable exchange of information from both NMSS and NSIR," says Antonios. "Our goal was to educate the DNDO folks on what and how we regulate material security and transportation and hopefully that will spur more ideas and thoughts on how we can better collaborate in the future." NMSS is working with the DHS/DNDO Joint Analysis Center to support real-time adjudication of alarms and issues related to material licensing. This meeting provided an opportunity to further those discussions and gave the team members an opportunity to interact and foster team building.

(b)(6)



NRC Staff Present to DNDO Staff at DNDO Headquarters in Washington D.C.

(b)(6)



From Left to Right Back Row: Paul Goldberg, (NMSS), Adelaide Giantelli (NMSS), Gary Purdy (NSIR), Gerard Jackson (NSIR), Duane White (NSIR), Vince Williams (NSIR), Antonios Zoulis (DNDO Liaison, NSIR), George Smith (NMSS), Susan Stuchell (NSIR); Front Row: David Pstrak (NMSS), Margaret Cervera (NMSS).

New Medical Director at NRC Health Center

Eileen B. Greenwald, MD



As of October 1, 2015, the NRC Health Center started operating under a new contract. A new Medical Director and Lead Nurse came on board, and we are pleased that Patricia McAdams, RN, Joanie Machovina, RN, and Vernetta Wallace, administrative assistant, chose to remain on staff at the clinic.



Dr. Eileen B. Greenwald is the new Medical Director. She is board-certified in Occupational Medicine, a branch of Preventive Medicine. She began her medical education by earning a B.S. degree in Biology from Case Western Reserve University in Cleveland, Ohio. She later graduated from the George Washington University School of Medicine and Health Sciences and completed a Transitional Internship at Eisenhower Army Medical Center in Fort Gordon, Georgia. She then worked as a general medical officer in the U.S. Army for about 4 years. Once she finished her military obligation, she completed her residency in Occupational and Environmental Medicine at HealthPartners Institute for Medical Education in St. Paul, Minnesota. She has since worked as a clinical occupational medicine specialist in both private industry and hospital settings. She is happy to be back in the DC metro area as a native of Silver Spring and North Potomac, MD.

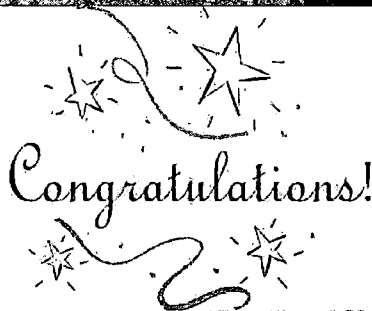
Mary Ferguson, RN, BSN is the new Lead Nurse in the NRC Health Center. She graduated from the University of Akron, Akron, Ohio, with a Bachelor's Degree in Nursing. Mary has had an extensive and diverse career in nursing, including Occupational/Employee Health (Lead Nurse at the National Science Foundation (NSF); Public Health (Project Director for the Cuyahoga County (OH) Lead Poisoning Prevention Program); and multiple hospital-based assignments. Mary relocated to the Metropolitan DC area in 2006, and is pleased to be part of the NRC community. As a reminder, the NRC clinic offers the following services:

- Emergency diagnosis and treatment
- Physical examinations and related services
- Walk-in evaluation and treatment for minor illnesses and injuries
- Administration of allergen serums and other prescription injectable medications ordered by private physician
- Blood pressure monitoring
- Occupational injury/illness examination
- Health promotion and education services
- Health maintenance and disease prevention screening programs
- Flu immunizations
- Other immunizations, including travel, and government travel consultations
- Counseling and Information regarding various medical topics, i.e. mental health, nutrition; specific medical questions, private physician and specialist referrals

Please visit the NRC Health Center Website (<http://www.internal.nrc.gov/HR/health.html#servhq>) for more details regarding the services offered at the clinic. Please feel free to stop by the Health Center if you have any health and wellness concerns that you would like to discuss. Dr. Greenwald and the nurses are always available for consultation and assistance on health matters.

Length of Service Awards (continued)

July - December 2015



50 Years of Service

Paul W. Gallien

40 Years of Service

Andrew L. Bates
 Tojuana Fortune Grasty
 William J. Froehlich
 Donald E. Funk, Jr.
 Maryann L. Grodin
 James R. Larsen
 John F. Munro
 Edward Odonnell
 Douglas V. Pickett
 Chester G. Trybus

35 Years of Service

Jeanne M. Atkinson
 Pamela S. Baer
 Lynn M. Berger
 George P. Bollwerk III
 Edna Dyal
 Richard Gibson, Jr.
 Edwin M. Hackett
 James Hilliard
 David A. Holman
 Richard J. Laufer
 Bertus Lee
 Michael P. Lee
 Geary S. Mizuno
 Jacob Philip
 Constance C. Schum
 George Thomas
 Sheryl Villar
 Blake D. Welling
 Jackie E. Whitten
 Mona S. Williams
 Mitzi A. Young

30 Years of Service

Timothy L. Alston, Jr.
 G. S. Barber
 Anne T. Boland
 Robert K. Caldwell, Jr.
 Gregory J. Chicca
 Richard P. Correia

Cynthia E. Dekle
 Thomas R. Farnholtz
 Jay D. Graham
 George M. Hausman
 Kia L. Jackson
 Kenneth J. Karwowski
 Edward L. Kulzer
 Michael A. Kunowski
 Joseph L. Lopez
 Patrick L. Loudon
 Maria C. Maier
 Karen A. McCallie
 Gerald J. McCoy
 James F. Melfi
 Renee M. Pedersen
 David L. Pelton
 Peter J. Prescott
 Timothy I. Pulliam
 Lenora A. Reyna
 Sami S. Sherbini
 Albert N. Tardiff, Jr.
 Emarsha S. Whitt
 Carolyn T. Woods
 Maureen E. Wylie

25 Years of Service

Mary T. Adams
 Eric J. Benner
 Kathleen A. Brosky
 Lawrence J. Burkhart
 Pamela M. Bush
 Leonard M. Cline
 Joseph Colaccino
 Julie A. Crutchley
 Robert B. Elliott
 Yawar H. Faraz
 Margaret O. Gold
 Gilberto L. Guerra, Jr.
 Patricia T. Hall
 John D. Hanna
 Dana M. Harrison
 Cheryl A. Hausman
 David Holley
 John T. Hull
 Michele F. Janicki
 Ronaldo V. Jenkins
 Kimberly B. Jones
 Elaine M. Keegan

Length of Service Awards (continued)

July - December 2015

Yong S. Kim
 Scott J. Langan
 Penny A. Lanzisera
 Stephen F. Lavie
 Peter J. Lee
 Joseph D. Maynen
 James Medoff
 Cheryl A. Miotla
 Michael C. Modes
 Aby S. Mohseni
 David S. Muller
 Duc T. Nguyen
 James D. Noggle
 Joan Wart Olmstead
 Andrew S. Pessin
 Thomas N. Pham
 Dorothy J. Pierluissi
 Paul F. Prescott
 Sara E. Reed
 Christopher M. Regan
 Cynthia A. Rheaume
 Claire E. Robb
 Paige A. Rosado
 Tracy W. Scott
 Diane P. Screnci
 Kristine L. Svinicki
 David T. Tang
 Anita M. Tannenbaum
 Doreen E. Turner
 Richard H. Turtill
 Michael L. Wasem
 Dorothea M. Washington
 Kathy D. Weaver
 Derek A. Widmayer
 Donna M. Williams
 Marian L. Zabler

20 Years of Service

Zeynab Abdullahi
 James B. Baptist
 Nancy T. Boyd
 David R. Bradfield, Jr.
 Christopher L. Brown
 Thomas E. Burton
 Michael C. Cheok
 Michael James Clark
 Eddy L. Crowe
 Debra M. Damiano
 Anh Dang
 Kevin C. Fowler
 Rebecca L. Gitter
 David E. Humerick
 Andrea T. Keim
 Stephen S. Koenick

Richard S. Ousley
 Mark H. Salley
 Cayetano Santos, Jr.
 Galen D. Smith
 Sandra Valencia
 Megan J. Williams
 Michael D. Williams

15 Years of Service

Brenda A. Akstulewicz
 Ryan D. Alexander
 Josephine A. Ambrosini
 Randy Archer
 Deborah Armentrout
 Joseph M. Ashcraft
 James B. Biernik
 Anna Bradford
 John P. Burke
 Elise C. Burkett
 Tyesha Y. Bush
 Michael L. Chambers
 Shihsing Chang
 Mahesh L. Chawla
 Melanie Maymi Checkle
 Sunny H. Chen
 Aladar A. Csontos
 Tamsen S. Dozier
 Clarissa L. Evans Brown
 Alan L. Frazier
 Michael R. Gartman
 Jamie F. Green
 Neale J. Griffis
 Michelle M. Hammond
 Ronald J. Harrington
 Donald G. Harrison
 Sarenee C. Hawkins
 Thomas James Herry
 Julie L. Hughes
 Douglas G. Huyck
 Margaret A. Jarney
 Robert K. Johnson, Jr.
 Rebecca L. Karas
 Lee J. Klos
 Rayomand J. Kumana
 Chia-Ling Lee
 John Lehning III
 Mark Patrick MacDonald
 Michael D. McCoppin
 Patricia D. McGrady-Finneran
 Robert J. Murray
 Adam D. Nielsen
 William C. Ostendorff
 Janice E. Owens
 Justin C. Poole

Length of Service Awards (continued)

July – December 2015

Tamara D. Powell
 Jordan T. Pulaski
 Deani A. Riffle
 Bahman A. Rowhani
 Barbara P. Sall
 Kimberly A. Sargent
 Mary Y. Scott
 Girija S. Shukla
 Glenda P. Somerville
 Sherrie Taylor
 Charles Teal, Jr.
 Joseph E. Turner
 Sylvia E. Valencia-Smith
 Shakur A. Walker
 Deanna L. Warner
 Brian D. Wittick

10 Years of Service

Odunayo A. Ayegbusi
 Valerie E. Barnes
 Sergiu S. Basturescu
 Kristen E. Benney
 Elizabeth M. Bowlin
 Jonathan O. Brown, Sr.
 Eric C. Brusoe
 Bruno L. Caballero
 Helen Chang
 Amia N. Closs
 Levar S. Cole
 Samantha Crane
 Elizabeth D. Deahl
 Latricia B. Debnam
 Michael G. Donithan
 Jennifer A. Dudek
 Kenneth J. Dunbar
 Thomas P. Easum
 Danielle M. Emche
 Randall W. Fedors
 Karin A. Francis
 James M. Gilmer
 James David Golden
 Allen J. Gross, Jr.
 Jin-Ping Gwo
 Sharon B. Haggerty
 Gwendolyn B. Hayden
 Shawanna R. Heath
 Christoph N. Heilig
 Sandra L. Herrick
 Brittain E. Hill
 Tanya E. Hood
 Eugene E. Huang
 Michele D. Kaplan
 Diem T. Le
 Hien M. Le

Ekaterina Lenning
 Rui Shen Li
 Siva P. Lingam
 Shivani N. Mehta
 Israel A. Melendez
 Patrick A. Moulding
 Lauren Ashley Killian, Ning
 Mark D. Notich
 John G. Parillo
 Martin J. Phalen
 Luc T. Phuong
 Andrew J. Pretzello
 Melissa L. Ralph
 Farideh E. Saba
 William C. Schuster IV
 Jesse L. Seymour
 Balwant K. Singal
 Richard K. Skinker
 Mary Baty Spencer
 Bonnie K. Stohr
 John M. Thomas
 Mark E. Tonacci
 Thomas J. Wengert
 Laura M. Willingham
 Priya P. Yadav
 Peter J. Yarsky
 On-H. Yee

You did it!
Congratulations

Veterans Employee Resource Group
Susan Stuchell, NSIR

The Veterans Employee Resource Group (VERG) is here to help Veterans transition to Federal civilian employment and enhance NRC Veterans experience as employees. Established under Executive Order 13518, the VERG consists of your fellow employees: some Veterans, some family members, and some friends who are all interested in supporting and helping Veterans transition to life here at the NRC. We're also here to support the coworkers and managers of Veterans who are deployed.

How can we help? We can assist Veterans with the Retirement Buy Back Program, completing an Individual Development Plan; completing applications for leadership programs, rotations, and promotional opportunities; or, just answering questions about the organizational culture here at the NRC. We can help managers and coworkers by providing guidance on keeping in touch with deployed Veterans.

What can you do? If you're a Veteran, contact one of our members listed below or stop by at one of our meetings, usually held at 11 a.m. on the 4th Wednesday of the month in OWFN 16B4. If you are a manager or co-worker with a deployed co-worker, we're ready to help with any questions you may have about how to best support your Veteran.

Leadership:

Lynne Finch, NRR, Chairperson

Amanda Hall, NSIR, Vice Chairperson

Andrea George, NRR, Secretary

Theodore Smith, NMSS, IT Coordinator

Sid Fowler, OGC, and Joyce Merilos, OGC (Co-Leads, Veteran Outreach)

Jim Beardsley, NRO (Lead, Veteran Professional Development)

Thomas Hipschman, RIV (Lead, Regional Subcommittee)

SES Executive Sponsors: Chris Miller, NRR and Bob Caldwell, NRO

NEW! Leader at All Levels Certificate Program (LCP)

Dennise Orlando, OCHCO/HRTD

The Office of Chief Human Capital Officer, Human Resources and Training and Development Division (OCHCO/HRTD) is pleased to announce implementation of the Leader at All Levels Certificate Program (LCP), a new professional development certificate program for staff (GG 7-12). Similar to the Aspiring Leaders Certificate Program (GG 13-15 staff), the LCP provides employees the opportunity to acquire and strengthen the fundamental competencies that promote leadership at every level of the organization. The LCP program supports Project AIM and agency-wide talent management, as well as encourages diversity in the NRC leadership pipeline.

The LCP addresses the following skills in self-awareness and self-management. These competencies are listed in the NRC Leader at All Levels Competency Model, and are critical for establishing a solid foundation of skill that supports an employee's current and future performance.

- Continual learning
- Written communication (*grammar/punctuation and writing*)
- Oral communication (*effective oral communication and presentation skills*)
- Emotional intelligence
- Conflict resolution
- Problem solving/critical thinking
- Customer service
- Influencing

The LCP is a self-paced program that consists of classroom and self-paced online courses. Headquarters staff are required to attend two classroom training courses. (*Note: Online alternatives are identified for regional staff*). All the participants then have the flexibility to select classroom or self-paced online courses in order to fulfill the remaining program requirements. In addition, all participants are required to initially complete an IDP signed by their supervisor. The IDP serves as the blueprint for the employee's process through the LCP learning activities, and opens the door for a meaningful discussion on professional development.

HRTD will be sent a monthly report listing all staff who have completed the program. An e-mail will be sent to the employee's office management referencing their completion and provide a completion certificate to the employee's direct supervisor.

Access the Leader at All Levels Certificate Program SharePoint site for guidance on enrollment and program completion requirements. Contact Dennise Orlando, Sr. Instructional Systems Specialist (Dennise.Orlando@nrc.gov) or Basia Sall, Leaders Academy Program Manager (Basia.Sall@nrc.gov) with questions about curriculum content. Contact the iLearn team at TrainingSupport.Resource@nrc.gov if you have a problem accessing the curriculum or completing one of the courses.



Motivational Speaker Event at HQ in April, co-author, *Team of Teams*

Coming soon to the NRC: Chris Fussell, former Navy Seal, and co-author of *Team of Teams*

Date: April 5, 2016

Time: 3:00 p.m. – 4:00 p.m.

Where: TWFN auditorium (it will also be broadcast to the regions, and the TTC)

Topic: Transformational Change Management

Who Can Attend: Open to all NRC employees

Brought to you by OCHCO/HRTD



Chris Fussell, of the McChrystal Group

Rulemaking Training

Dawn Forder, ADM

In April 2016, the Rulemaking Coordinating Committee at the NRC is offering rulemaking training at the PDC. This training has been occurring in the spring and fall for several years, and is taught by NRC staff who are experts in rulemaking. The NRC staff who have taken the training have said it is "a good foundation for rulemaking," and found that it is "extremely relevant...of value to all NRC staff."

These courses can be taken by any NRC employee who wishes to gain knowledge about the rulemaking process.

"Rulemaking at the NRC" (Course ID_37143) is a 2-day course that offers an overview of the statutory bases, policies, and procedures for rulemaking at the NRC, including key documents related to rulemaking activities. This course is scheduled to be held on April 26-27, 2016.

"Advanced Rulemaking at the NRC" (Course ID_68146) is a 1-day course that provides advanced instruction on several aspects of rulemaking, including backfitting and issue finality, regulatory analysis, public involvement in the rulemaking process, and responding to public comments. This course is scheduled to be held on April 28, 2016.

"Specific Topics in Rulemaking" (Course ID_68145) is a 1-day course that provides an overview of several topics supporting the rulemaking process: (1) the development of guidance documents to support rulemaking, including regulatory guides and NUREGs; (2) effective date, compliance date, and implementation language for regulations; (3) periodic rulemaking reports and the Common Prioritization of Rulemaking; (4) Agreement State compatibility requirements; and (5) incorporation by reference and voluntary consensus standards. This course is scheduled to be held on April 29, 2016.

In addition, **"Advanced Specific Topics in Rulemaking: Writing Amendatory Language and Regulatory Text"** (Course ID_68144) will be held on April 29, 2016. This is a 1-day, hands-on course that provides advanced instruction on developing amendatory language and regulatory text to meet the publishing requirements of the NRC and the Office of the Federal Register.

Staff also may take a Web-based course, **"Backfitting and Issue Finality"** (Course ID_212144), which provides an overview of backfitting and issue finality requirements. This course is available online through iLearn.

If you would like to attend these courses, please register in iLearn.

For answers to questions regarding the courses, please e-mail or call Jennifer Borges, 301-415-3647, or Christian Leatherbury, 301-415-3479.

It's Time to Meet...Matt Emrich

(b)(6)

It's Time to Meet: Matt Emrich**Office/Location:** OCHCO/HRTD**Title:** Acting Chief, Professional Development Branch

What I really do: Normally, I provide technical training to the agency staff regarding BWR Technology at the Technical Training Center in Chattanooga, TN. Currently, I am on rotation as the chief of the Professional Development Branch in OCHCO/HRTD, supporting the branch members so that they can continue to provide the agency all of the great services that they have to offer in the areas of professional and organizational development.

Time w/NRC: 4.5 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)

(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)

**Celebrate National Nutrition Month
NRC Health Center**

NRC HEALTH CENTER

**CELEBRATE NATIONAL
NUTRITION MONTH**

Tuesday, March 22, 2016

12:00 - 1:00 pm

Room TWFN 07A01

(includes VTC to Regions/TTC)

***Join Jennifer Reilly, RD,
returning for a guest appearance***

"A FRESH SPIN ON VEGGIES"

***Learn how to create healthy
delicious veggie dishes using
fresh ingredients in a new and
exciting way.***



WE LOOK FORWARD TO SEEING YOU

If you would like to attend this event at HQ, call the Health Center on 301-415-8400 or email at Health.Center@nrc.gov to reserve a seat.

NRC Safety Culture OE and OCHCO/HRTD

The NRC prides itself in hiring the best talent to fulfill our safety and security mission. Our success depends on capable and dedicated employees that we recognize as our greatest asset. We are a dynamic group of individuals – highly respected for our expertise and knowledge. We rely heavily on our technical expertise and collective level of knowledge in the regulatory decisionmaking process.

We make the best decisions when our employees collaboratively exchange their diversity of thoughts, knowledge, and experience in the regulatory process. This method of decisionmaking is sometimes perceived as slow and cumbersome but the benefits to ensuring protection of people and the environment far outweigh its shortcomings.

Over the years, the NRC has developed policies that encourage employees at all levels to share differing views on matters pertaining to the agency's mission. NRC uses a multi-tiered system for the management of scientific/professional disputes. If informal collaboration is not successful in agreeing and resolving issues, NRC encourages employees to use the Open Door Policy, the Non-Concurrence Process (NCP), and the Differing Professional Opinion (DPO) Program. This approach provides increasing levels of formality to air differences. The broad Open Door Policy is the least formal and does not require documentation. The NCP requires documentation and is part of the standard concurrence process, while the DPO Program is most formal and provides for a high level of agency review. Employees can also opt to express their views through the 2.206 Petition process, the Generic Issues program, the Lessons Learned program, and other means such as contacting the National Treasury Employees' Union. NRC believes that the existence of multiple channels for expressing and evaluating concerns strengthens agency performance.

Since January 2015, we have received 17 non-concurrences and 1 differing professional opinion. We also recently received a 2.206 petition by a group of our employees. Actions such as these reflect an environment in which the NRC is committed to free and open discussion of differing views towards the development of sound regulatory decisions.

In light of the recent Federal Employee Viewpoint Survey (FEVS) and Safety Culture and Climate Survey (SCCS), and in the spirit of continuous improvement, the Office of Enforcement in collaboration with the Office of the Chief Human Capital Officer have taken and plan to take multiple actions for strengthening these avenues for raising concerns. More information will be distributed in the near future as action plans in response to the SCCS/FEVS are developed.

NRC: Our Culture

We foster a culture in which all employees live the NRC's values, demonstrate a positive safety culture, and adhere to the Principles of Good Regulation to support the NRC's mission to protect public health, safety, and the environment. The NRC culture includes a system of shared values, beliefs, and behaviors that demonstrate our collective commitment to emphasize safety as the overriding priority in our regulatory decisionmaking, and that recognizes the important role each of us plays in NRC's success.

We are committed to creating and sustaining a positive work environment to ensure we remain a model regulator.

Vol. 12

Issue 4

April 6, 2016

NRC Reporter

Protecting people and the environment

Inside this issue:

- [Project Aim at Work](#)
- [Take the Lead in Your Development](#)
- [The Future of Learning](#)
- [It's Time to Meet...Seth Coplin](#)

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 May 4. The deadline for submissions is Monday, April 25, 2016.

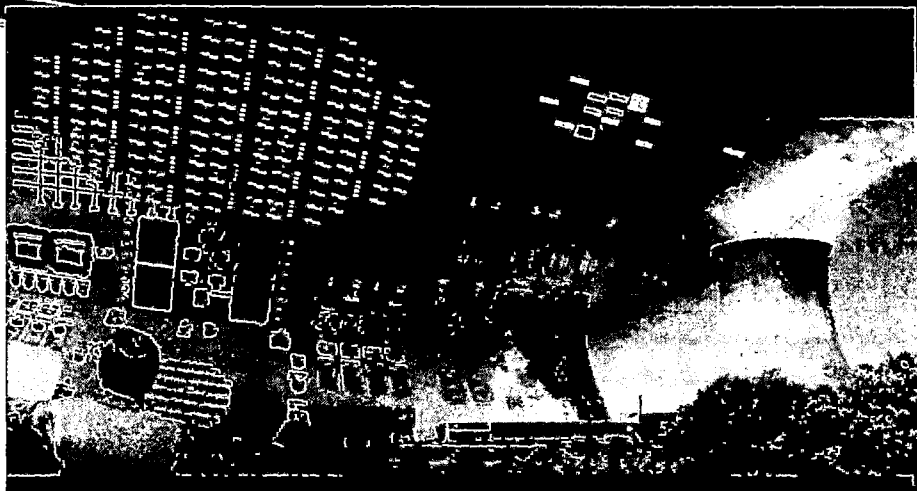
In order to continue having an informative employee newsletter, you are encouraged to submit articles and photos to the NRC Reporter inbox via email to: NRCReporter.Resource@nrc.gov



Editor: [Karin Francis](#)

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

[Reporter Archive](#)

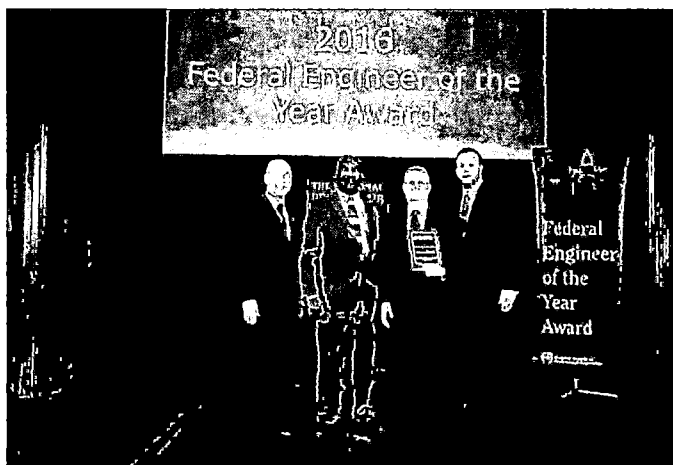


Anthony Ponko, NRC's 2016 Federal Engineer

Tanya Parwani-James, OCHCO

Congratulations to Anthony Ponko from Region III. Anthony was recognized as the U.S. Nuclear Regulatory Commission's Engineer of the Year at the 2016 Federal Engineer of the Year Awards ceremony. Anthony is a Senior Construction Inspector in the Construction Inspection Branch 2 of the Division of Construction Inspection. The awards ceremony and luncheon took place at the National Press Club in Washington, D.C., on February 26. The award is sponsored annually by the National Society of Professional Engineers (NSPE) - Professional Engineers in Government. Nominees from across Federal government are recognized at this event.

Each Federal agency winner was presented with a plaque by the NSPE president and a representative from the recipient's agency. Anthony was accompanied by his Division Director, Jimi Yerokun.



Judges also determine ten finalists, known as the "Top Ten," from which they select the overall Federal Engineer of the Year. To see a complete list of all Federal agency winners, click here:

<http://www.nspe.org/sites/default/files/resources/pdfs/psg/2016%20FEYA%20Agency%20Winners%20Announced-Top%20Ten.pdf>

Project Aim at Work

Project Aim Team, OEDO



Add/Shed/Defer Pilot

A centerpiece of Project Aim is the common prioritization of the agency's workload and the re-baselining proposals sent to the Commission in late January. While re-baselining is a one-time effort, the Project Aim Team drew on the common prioritization to revise the NRC's "add/shed/defer" process for reallocating resources to deal with emergent (unbudgeted) work.

On February 24, the team put that revised process to the test with a tabletop pilot exercise. The scenario was ripped from the headlines: Waste Control Specialists (WCS) intends to apply this spring for a consolidated interim spent fuel storage facility. Since the WCS application is not budgeted in FY 2016, NMSS will need to find resources to initiate its environmental and safety reviews.

"In the past, a program office would simply absorb emergent work or shift resources from its own product lines," explains Rani Franovich, the Project Aim Team member who organized and conducted the pilot exercise. "The revised add/shed/defer process involves finding lower-priority work across the agency that could be dropped or delayed. This should result in a more sensible shift in resources and should boost Project Aim's goal of increasing agility."

Participants quickly focused on a dilemma: "The common prioritization is static, but over time as our workload changes, priorities will change, too," says Trish Gallalee, a business process improvement specialist on the Project Aim Team who facilitated the exercise. "The group came up with a streamlined approach to make the add/shed/defer process sustainable over time without repeating the resource-intensive common prioritization every time something new comes up."

The Project Aim Team is now incorporating recommended refinements to the add/shed/defer process that will leverage the common prioritization methodology without the effort and expense.

Re-Baselining

The Project Aim Team also submitted two SECY papers as part of the one-time agency re-baselining effort, the second part of Task 5 after common prioritization. The first paper, SECY-16-0009, "Recommendations Resulting from the Integrated Prioritization and Re-baselining of Agency Activities," provided the Commission with 151 agency tasks that could be shed (dropped), deferred to a later date, or completed with fewer resources. If approved by the Commission and successfully implemented, these efforts could save \$49.5 million in contractor dollars and 187.3 Full Time Equivalent (FTE).

The second paper, SECY-16-0035, "Additional Re-baselining Products," lists longer-term efficiencies that would save additional resources over the next few years. This paper also lists projected changes in the agency's workload for fiscal years 2018 and 2019.

Centers of Expertise

The Commission approved formation of four "Centers of Expertise" (COEs) in SRM-SECY-15-0143, issued February 22. The COEs will centralize agency specialists in allegations (within OE), technical specifications (in NRR), external hazards evaluation (in NRO) and rulemaking (in NMSS). The COE working group is developing implementation guidance to be issued by OEDO, probably near the end of April, to assist the offices in implementation. The first three COEs are expected to be in place by the end of this year, with the rulemaking COE in action by the end of calendar year 2017.

The COE concept is not new to the NRC. The agency currently uses the model across business lines in the areas of vendor inspection; electrical engineering, and allegations (the new allegations COE will expand on the current shared arrangement between NRR and NRO by including the allegations programs currently under NMSS and NSIR). Similarly, the agency previously consolidated the materials program for Region I and Region II within Region I, and the fuel cycle inspections and new construction programs in Region II.

"When properly implemented, COEs can improve our agency's agility by making it easier to shift resources or work assignments to respond to changes in workload," says Dave Skeen, executive sponsor of the COE working group. "They can also streamline decision-making and promote knowledge management, while standardizing processes across offices."

Are you registered to vote?

(b)(6) NSIR

With this being an election year, the agency will be advising employees on adherence to the Hatch Act that addresses political activity of government employees. One aspect permitted by the act is to support voter registration. The members of the Diversity Advisory Committee on Ageism (DACA) will be working with the League of Women Voters to set up headquarters voter registration tables during lunch. Watch for future announcements. We hope you exercise your right to vote and chose the candidates of your choice.

Voter Information:**Maryland Early Voting:**

http://www.elections.state.md.us/voting/early_voting.html

Maryland Voter Registration:

http://www.elections.state.md.us/voter_registration/application.html

Virginia Absentee Voting:

<http://elections.virginia.gov/casting-a-ballot/absentee-voting/>

Virginia Voter Registration:

<http://elections.virginia.gov/registration/how-to-register/>

Pennsylvania Voter Registration:

<https://www.pavoterservices.state.pa.us/Pages/VoterRegistrationApplication.aspx>

Pennsylvania Early Voting:

<http://www.rockthevote.com/get-informed/elections/state/pennsylvania.html>

New Telework Program Web Page**Jeanne Dempsey, OCHCO**

The Office of the Chief Human Capital Officer (OCHCO) has launched a new Telework Program Webpage!

This new webpage consolidates information related to telework into place. On this new page, you will find the following information:

- Employee and manager responsibilities
- Eligibility requirements
- Types of telework
- When to submit new forms
- How to terminate an agreement
- Best practices
- Emergency office closure

In addition, there are links to templates for Special Circumstances Work at Home Request and Full-time Telework Request. Please take a look and give us your feedback! If you have any questions about the Telework Program, please contact Richard Stanfield, OCHCO, on 301-287-0738, or email Telework.Resource@nrc.gov.

2016 Older Americans Month and Luncheon

(b)(6)

RES

**2016 Older Americans Month and Luncheon**

NRC celebrates Older Americans Month (OAM) in May. This year's theme is: "Blaze a Trail." It emphasizes the ways older adults are reinventing themselves through new work and new passions, engaging their communities, and blazing a trail of positive impact on the lives of people of all ages.

In keeping with the OAM theme, the Diversity Advisory Committee on Ageism (DACA) is underscoring blazing the trail to wellness during a luncheon on Monday, May 2, 2016, from 12:00 noon to 1:00 p.m. in the TWFN Auditorium.

The event will highlight healthy living with a presentation by the luncheon speaker, Prisma Anderson. Prisma is an American Council on Exercise Certified Personal Trainer, Licensed Zumba Fitness Instructor, and Corporate Health and Fitness Spokesperson for Kaiser Permanente Mid-Atlantic Region.

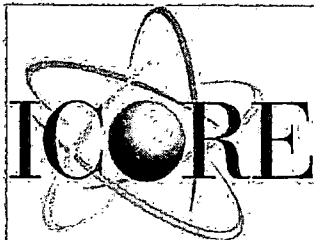
Prisma's presentation will be available to staff in the regions and the TTC via VTC.

A buffet of luncheon meat and salad sandwiches will be available for purchase via DACA committee members. If you are interested in ordering lunch, you may contact any of the following members:

(b)(6)

DACA seeks to ensure that age discrimination is not a factor in the selection, promotion, placement, training, career development, and performance recognition of all present or prospective employees age 40 and over.

Celebrating 25 years of the Principles of Good Regulation Holly Cruz, NRR



In celebrating the 25th Anniversary of the Principles of Good Regulation, the agency launched a logo contest to select a design that best captures the spirit of the Principles. The voting ended on February 26 with the selected design winning a 60% overall rating.

The new ICORE logo was revealed and displayed during the Regulatory Information Conference (RIC). During opening day, a technical session featuring NRC and industry perspectives was conducted highlighting "25 Years of NRC's Principles of Good Regulation." If you missed it, don't worry, a video recording of this session will be available in the near future.

And the Winner Is...

The winning logo was designed by (b)(6). We had an opportunity to talk with (b)(6) about the design and congratulate him on his logo victory!

• **What influenced or inspired you for the design?**

(b)(6) I felt the ICORE design should reflect the agency, so I applied elements of the NRC logo and font to the identity to make that visual connection.

• **What does your design process entail?**

(b)(6) I always try to think of the audience and purpose for the design. I believe a design must communicate clearly to the viewer. That clarity needn't be a literal or obvious approach to the creative process. It is said that the goal of a (b)(6) is to "make the complex simple and the simple complex." That is my objective.

• **How long have you been a (b)(6)?**

(b)(6) 30 years.

• **What do you enjoy most about your job?**

(b)(6)

(b)(6)

Agency Principles of Good Regulation Seminar – Recording Available!

The agency continues to celebrate the Principles throughout the year. In January, a seminar was held featuring Dr. Thomas Wellock, NRC Historian, Dr. Kenneth Rogers, Former NRC Commissioner, and Dr. Gail Marcus, Former Commission Staff. The seminar provided an opportunity to understand what prompted the agency to develop the principles, how they were developed, and how they have been applied by the NRC over the last 25 years. The seminar video and presentations can be accessed in ADAMS: ML16048A579.

New Webpage!

A new webpage was developed to provide further information about the Principles and links to related graphics and images for agencywide use. Access the [Principles of Good Regulation Link](#).

Share Your Story!

If you have a story you would like to share about how you "put the principles into practice," what the Principles of Good Regulation mean to you, or how you have been inspired and guided by them over the years, please send them to [Holly Cruz](#) for consideration in the *NRC Reporter*.

Should you have any questions, contact [Holly Cruz](#), 301-415-1053, NRR, or [Elaine Raphael](#), 301-287-0542.



NRC Employees Participate in Government-Wide IT Solutions Challenge: Exploring how to create skill-sharing opportunities across the government

Rob Robinson, ADM



I had the good fortune of recently being selected to participate in the inaugural Information Technology Solutions Challenge (ITSC), cosponsored by the Federal Chief Information Officer's (CIO) Council and the Chief Acquisition Officer's (CAO) Council. The ITSC was a government-wide, 6-month initiative that gave mid-level professionals (GS-9s-13s) in IT and IT acquisition the opportunity to collaborate to identify and propose solutions to prevailing challenges in Federal IT. Ultimately, 39 participants from 19 agencies formed six teams to identify opportunities for improvement in technical, acquisition, and human capital arenas.

My group and I found the ITSC opportunity to be such a beneficial tool to our development that we focused our project on finding new ways to create more skills sharing opportunities for federal employees, specifically for Federal IT. The problem we identified was Federal IT professionals consistently rank lowest in engagement among mission critical positions—based on FEVS (Federal Employee Viewpoint Survey) data. We believed that a government-wide skills sharing platform could promote a workforce model that can: create more engaging work for employees (break up the routine by giving an opportunity to work on something new or a passion project); develop new skills and build connections through experiential training as opposed to classroom training; and save tax dollars by providing experiential training and human resources to projects in need of specific skill sets for short periods of time.

Ultimately, the fruits of our research led us to a platform developed by GSA and 18F (a digital services agency within GSA) called "Open Opportunities." Open Opportunities is a platform where managers from any agency can post projects and solicit interest from staff throughout the government to assist them in completing those projects. These projects are usually short term (though not always) and only require 20% or less of an employee's time. Open Opportunities has been up and running since 2014, and the response has been overwhelmingly positive as hundreds of projects have been seen through to completion. Both managers and staff users have either used the program on more than one occasion or responded that they would if the right opportunity came up again.

Generally speaking, the idea of a government-wide skills sharing platform such as Open Opportunities takes us one step closer to working as "One Government." What the ITSC taught us was that many of the NRC's problems are not unique to the NRC and that there are opportunities to collaborate with others to find more practical and efficient solutions.

Some of the benefits to a manager from posting a project on Open Opportunities would be that instead of soliciting for a team of contractors, you could essentially build a team of federal "contractors" to help you accomplish a particular project. You wouldn't be spending money on this team but would benefit from their expertise and more staff hours to support your project. From the staff perspective, one of the advantages of participating in an Open Opportunities project would be that you may get an opportunity to work on something related to your field but that you don't get the chance to work on at the NRC. For example, as a Contract Specialist at the NRC, I won't have many opportunities to work on a construction contract. However, my expertise as an series 1102 could still be useful to an acquisition team at GSA working on a new award for construction. By applying to participate in that project, I'd get the experience of actually working on a construction contract, as opposed to only discussing it in the theoretical in some classroom training. Before Open Opportunities, the only way I could get this experience would be to leave the agency, either through a formal rotation or a new position. But this way I'd be able to do this without leaving my agency. Finally, the benefit to the Government as a whole would be improved employee engagement, diminished skills gaps in the Federal workforce, and improved workforce agility.

This unique, skill-sharing opportunity was without a doubt the most important career development opportunity of my career. While I only dedicated 20% of my time to ITSC activities, the benefits gained from the experience were significant. Over the 6 months, we occasionally had working days which were full 8-hour days. Though much of those days were dedicated to working with our teams on our projects, we would have seminars on topics like design thinking, AGILE methodology, and behavioral insights. These seminars were led by other federal employees, typically members of the Performance Improvement Council, and were intended to help us approach project management and problem solving from new perspectives. The information from these sessions was incredibly beneficial within the context of the ITSC, but I've found they also had an impact on my approach to my daily duties as a Contract Specialist.

In addition to these seminars, I found great benefit in the opportunity to collaborate with individuals from other agencies. Working outside of the vacuum of the NRC and its practices, I was able to learn about how other agencies approach accomplishing their mission and apply some of those best practices to my work here. In addition, I found that just having the opportunity to work on something fresh and new helped break up my daily routine actually rejuvenated my enthusiasm for work, and stimulated my mind in new ways.

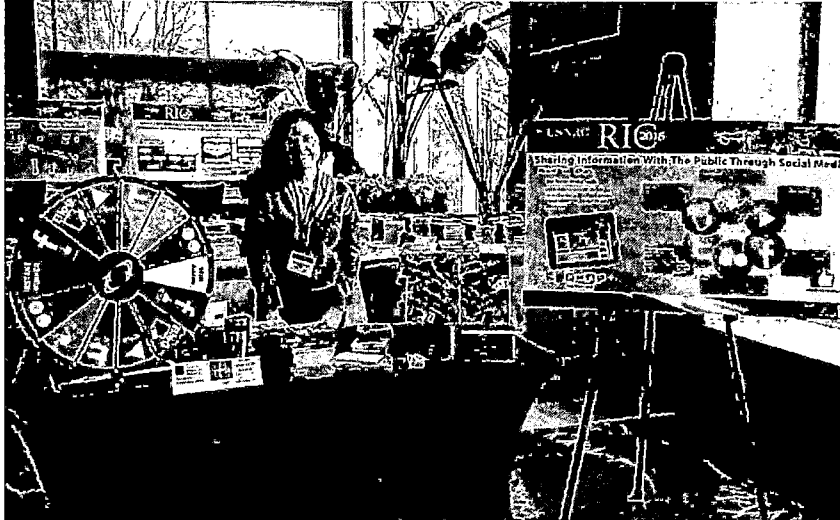
It's difficult to encapsulate the entirety of our project in the limited space I have here, but if Open Opportunities sounds intriguing at all, I'd encourage you to contact me, Rob Robinson, at Richard.robinson@nrc.gov, or to take a look at Open Opportunities (or even enroll!) by visiting <https://openopps.digitalgov.gov/>.

(b)(6)

Working Group members with ITSC Sponsors. Pictured (L to R): Richard McKinney (CIO - DOT), Darren Ash (former CIO-NRC), Rob Robinson (NRC), Tony Scott (Federal CIO); Working Group members, and Lori Zimet (NRC).

NRC's Social Media Program on Display at RIC 2016

Stephanie West, OPA



Emily Krause, a volunteer from OCAA gets ready to meet and greet participants on opening day of the RIC.

It's something that's universally acknowledged, but not absolutely embraced by the nuclear community we encountered at RIC 2016. I'm talking about social media. If you had the opportunity to come by the OPA booth at the conference this year, you already know one of our goals was to raise awareness about our use of social media tools.

We rolled out the social media wheel at RIC 2015 and enhanced it a bit for RIC 2016. Conference attendees could spin the wheel for a chance to win prizes generously donated by staff and the EWRA. It was a fun way to highlight our social platforms.

Response to our use of social media was a mixed bag. Some who chanced a spin admitted they didn't use social media, while others were quite social savvy. And if I'm being honest, some people just wanted to win a delicious candy bar. Volunteers hosting our booth discussed the merits of the NRC social media program.

When we had the chance to explain why we're using social media, people at least listened and acknowledged that we made some good points. For example, social media is everywhere, so we really can't afford not to have a presence in spaces where so many people flock. Social media also offers unique opportunities to connect with people who care about what we do and gives us the chance to humanize our organization. And you can bet that in a crisis situation, social media will be a vital tool for us to disseminate credible information and to get a sense of what concerns people the most.

In addition to raising awareness about social media from our booth at the RIC, we live tweeted from the conference. We piloted live tweeting at RIC 2015 using the RIC Twitter account. This year, we wanted to give even more people access to the conference. So we live tweeted from the main NRC account, which has more than 7,100 followers. I dashed around with laptop in-hand from one session to another, tweeting interesting snippets from remarks by our Chairman, Commissioners, and EDO as they spoke. I also attended several technical sessions and, with the help of my OPA colleagues, tweeted what we hope were relevant and informative comments from the speakers. It gave our Twitter followers a live glimpse inside our largest and most attended conference.

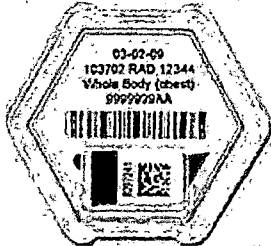
We sent 81 tweets in two and a half days. Usually it takes months to log that many tweets. Those tweets were retweeted 111 times. That's more retweets in two and a half days than the same number of tweets the agency made from October to December 2015. That means that over the course of the conference, our followers shared our tweets with their followers more than they had in a previous three month period. It means they were engaged. We think that makes the effort a success.

We'll keep looking to maximize our use of social media in ways that make sense for our agency, because it just doesn't make sense not to put these powerful tools to good use.

Check out the NRC's social media efforts by navigating to the public website and clicking on the icons in the "Stay Connected" section.

International Travel Tip – Is a Dosimeter and Whole Body Count Needed?

Carlotta Coates, OIP



Q: Should I take an U.S. Nuclear Regulatory Commission (NRC) dosimeter with me on foreign travel, and do I need a whole body count?

A: As most of you know, a dosimeter is a device that measures exposure to ionizing radiation and is used to record occupational radiation dose of record. It is the policy of the NRC to maintain radiation doses to NRC employees and members of the public participating or conducting NRC business at levels "As Low As Is Reasonably Achievable" (ALARA) and below the limits established in MD 10.131, "Protection of NRC Employees Against Ionizing Radiation." Regardless of whether your NRC business is domestic or international, the NRC is committed to the safety and health of its employees.

An item that may be overlooked when preparing for travel is whether or not to take an NRC-issued dosimeter or/and to have a whole-body count performed (pre and post trip). For anyone whose business involves observation or utilization of radioactive material and/or radioactive sources during your NRC-sponsored domestic or international trip, it is strongly recommended that you discuss your travel plans with your respective radiation safety officer (RSO). For example, if travelling to foreign nuclear reactors, facilities and/or laboratories, including as part of an Integrated Regulatory Review Service (IRRS), NRC strongly recommends that staff carry an NRC-issued dosimeter, even if the foreign operator can also be expected to provide such devices to you. If the foreign traveler already has a NRC-issued dosimeter, the RSO may issue a new dosimeter to be used solely for your international duties. This will provide you and the RSO with what doses you received domestically and what doses you received internationally. These doses will be tallied for your annual whole body exposure. Depending on your work being performed, the RSO will make a determination if neutron monitoring would be needed. The goal is to accurately and completely document the occupational doses of NRC employees. If the traveler is going overseas to only attend a meeting, then a dosimeter and whole body count may not be necessary.

In order to accurately and completely evaluate an exposure to radioactive material, it is necessary to perform a whole-body measurement (count). Typically it takes 15-60 minutes to perform the measurement depending on the level of accuracy needed. Through the use of multiple radiation detectors (NaI and GeLi), a whole body counter measures the activity of radioactive material an employee has internally. The difference between a pre- and post-measurement will provide the NRC with accurate and detailed accounting of the radioactive material that may have been internalized during the assignment. Therefore, a whole-body count may be necessary before and after your international travel depending on the type of work you will be doing. If you routinely participate in operations that may involve loose radioactive material or visit facilities or locations that are known to be radioactively contaminated (i.e. Chernobyl, Fukushima, etc.), then it is suggested that you have a pre-trip whole-body count prior to your next assignment. Please discuss your travel plans with your respective RSO as soon as possible, so that the RSO can ensure that you have the proper dosimetry and provide assistance in scheduling a time to perform the whole-body count prior to your departure.

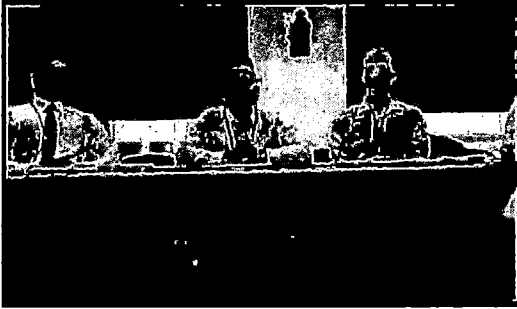
Contact the RSO at <http://fusion.nrc.gov/nmss/team/RSO/Lists/RSO%20List/AllItems.aspx> as part of your pre-travel preparation activities (pre-travel check list) for precautions for traveling with a dosimeter. Each employee will typically be assigned a personal dosimeter and a control dosimeter. The control dosimeter typically accounts for in-situ exposures such as high altitude flight, potential carry on exposure, etc. It is recommended that individuals hand carry dosimeters and DO NOT allow them to be irradiated in carry-on baggage scanners. NEVER pack your dosimeter in checked baggage as it may be irradiated to x-ray and neutron irradiation nationally and internationally.



Take the Lead in Your Development

Eva Brown, NRR

The Office of Nuclear Reactor Regulation (NRR), along with the rest of the NRC, is focusing on diversity of opinion. As individual contributors to the mission of the agency, we often strive to specialize in a technical discipline or program. With the need to streamline the agency, staff should also look at diversity within themselves, not only to support the needs of the agency but to support upward mobility in one's own career.



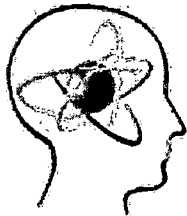
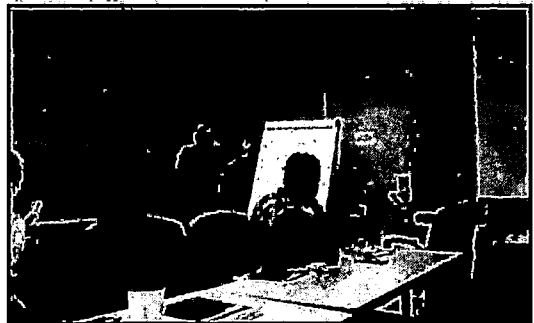
Currently, NRR is working to support personal diversity in a few ways. First, the initial project manager (PM) and technical staff qualification programs are being revised to reflect an understanding of both Title 10 of the *Code of Federal Regulations* (10 CFR) Part 50 and Part 52. Mandatory continuing training, such as the "Fundamentals of Reactor Licensing for Technical Reviewers (G-121)" course, has been developed to reinforce regulatory knowledge and management expectations, and a similar effort for PMs is in development. Second, NRR is gradually revising office instructions by including references to similar 10 CFR 52 processes and regulatory practices to reflect the eventual return of new reactors to NRR. These efforts may not have a direct impact on some individuals. However, as the agency shrinks, there are less resources, and there may be fewer opportunities for training and career promotions.

When you get a few minutes, take the opportunity to refresh your Individual Development Plan (IDP). For those in developmental programs, an IDP may be a routine requirement; for others, it may seem like a daunting task. Think of it as a developmental roadmap for the next 1-5 years. It is a proactive way to plan for your near- and long-term goals. Even if you do not plan to look for a new position within that timeframe—which the *Safety Culture and Climate Survey* seems to suggest is a common view among staff at the NRC—it is important to have an IDP and to update it at least annually. You never know when an opportunity will present itself, and oftentimes a lack of foresight can prevent you from having the knowledge or the skillset needed to step up. Check out the agency's [IDP SharePoint site](#) for additional information on how to create your personal IDP.

Despite the immense technical and regulatory talent the NRC already possesses, there is always room for improvement. Take the time to browse the [iLearn catalog](#) for courses that can help you improve or learn new skills. Consider a [rotation](#) within or outside of your office to develop a skill that you are interested in exploring. Keep up with your discipline. The NRC [Technical Library](#) has both current and back issues of multitudes of technical journals and books. Keeping up-to-date or even freshening up a bit can only help one's development.

NRR offers PM and technical reviewer-focused training sessions most Fridays at 10:00 a.m., typically in OWFN-09B04. During the sessions, time is spent going over regulatory skills, processes, and programs. This year, adding to the current offerings of Qualification Jeopardy, Scavenger Hunt, and Qualification Feud, are a few new opportunities: NRR Feud, NRR Pyramid, NRR Charades, and NRR Hangman. Feel free to stop by. Thomas Edison once said, "Opportunity is missed by most people because it is dressed in overalls and looks like work." I promise that our 10:00 a.m. Friday sessions look nothing like work. For additional information, contact [Eva Brown](#), Senior Project Manager, NRR.

For additional information about the agency's KM program, visit the [KM Website](#).



Working with Native American Tribes: New Online Course Now Available

Dennise Orlando, OCHCO/HRTD

The Office of the Chief Human Capital Officer, Human Resources and Training (OCHCO/HRTD), in partnership with the the Office of Nuclear Material Safety and Safeguards Division of Material Safety, State, Tribal, and Rulemaking Programs (NMSS/DMSTR), are pleased to announce implementation of a new online course entitled "*Cultural Sensitivity Training: Engaging Native Americans in NRC's Mission*" (ID_232144). This 1-hour online course provides Tribal protocol training to NRC managers and their staff who have a functional role in Tribal communication or interactions. In addition, the course is suitable for all staff because it provides an interesting examination of how the history, culture, and spiritual beliefs of Native Americans impacts the NRC's interactions with designated Tribal members.

Designed to raise employees' awareness of Native American Tribes, the course is seasoned with video interview bites that expound on lessons learned by NRC staff via first-hand, in-the-field experience. The course also contains a video that defines and explores "Tribal Sovereignty and Tribal Trust Responsibilities" based on the U.S. Constitution and Federal Law. The course content specifically:

- Explores the relationship between Tribal Nations, the Federal Government, and the NRC's mission
- Defines the Indian-NRC consultation process and provides guidelines for Working with Tribal Native American Governments
- Provides specific tips and techniques for working with tribal governments, such as initiating dialogue with a Tribal Nation, meeting planning, project management, and reservation etiquette.

Cultural Sensitivity Training: Engaging Native Americans is accessible in iLearn. Employees can access the entire course, or only the modules they are most interested in, at a time and place convenient to their schedule. Contact Dennise Orlando, OCHCO/HRTD, Dennise.Orlando@nrc.gov or Patricia McGrady-Finneran, NMSS/DMSTR, Patricia.McGrady-Finneran@nrc.gov with questions about training or the course content. Contact the iLearn team at TrainingSupport.Resource@nrc.gov if you have a problem accessing or completing the course.



The Future of Learning

Tom Harriman, TTC

We have all seen the dramatic change in how we gather, collect, and consume information. The abilities of our mobile devices have given us new tools to communicate with our friends, co-workers, and family. Think about it, if you need some tidbit of information, how do you find it? You can get it right at your fingertips by "Googling" it! In fact, Google reports that on any average day there are 3.5 billion search queries or approximately 40,000 per second ([Google Stats](#)). Our reliance on technology for information and learning is expanding at an expedient rate, and our ability to learn at the point of need has become a reality in our everyday lives. As we put this into perspective, if technology and the way we conduct our personal lives outside of the work environment is ever-changing, can we use the same approach to our learning at the NRC?

To gaze into the future crystal ball, the Learning Transformation Initiative has been working to establish the tools and processes to allow us to learn collaboratively and not be limited to just one method for our learning. Imagine an environment where you can share what you learn and discover new information in an interactive and engaging way. Collaborative learning allows us to learn from each other and broaden our experiences and skills. Members of a workforce with a strong sense of community are more productive and happier.

The Office of the Chief Human Capital Officer has started piloting learning activities using a Collaborative Learning Environment (CLE) as a learning tool. Staff at the Technical Training Center (TTC) converted the Fundamental Health Physics course from a 2-week in-classroom training to a blended course using both an online and classroom approach. The course was held in the fall of 2015 with 18 students using the NRC's CLE. Following the online portion, the students attended the laboratory portion of the course at the TTC, where they applied their online learning using practical laboratory exercises. The course not only received positive feedback from the students but also resulted in a more efficient and effective use of resources while meeting the needs of the staff.

The Learning Transformation Initiative continues to make efforts in researching and developing courses using this new environment and approach for learning. More learning activities are on the horizon, including the Introductory Health Physics Course (H-117) and Power Plant Engineering course. As we learn how to transform our current learning activities to more collaborative experiences, we will realize the benefits of learning together.

References:

⇒ <https://www.linkedin.com/pulse/importance-collaboration-todays-workplace-murali-krishna>

⇒ <http://www.internetlivestats.com/google-search-statistics/>



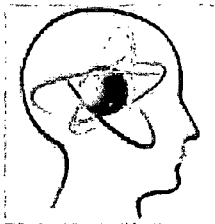
Region III Employee Honored by Orland Park Mayor
Karin Francis, OCHCO/HRTD

(b)(6)

Mayor Daniel J. McLaughlin of Orland Park, IL, honored (b)(6) at a ceremony on November 2, 2015. (b)(6) were lauded for hosting the Moving Vietnam Memorial Wall which was displayed in the Orland Park Village Center on October 1 - 4, 2015, receiving the Community Pride Award. The Moving Vietnam Memorial Wall is a half-sized replica of the Vietnam Memorial Wall that is located on the National Mall in D.C. The Moving Vietnam Memorial Wall is a traveling memorial temporarily displayed in various towns all across the U.S. (b)(6) spent two overnights at the Moving Wall. They supervised the volunteers who read the names of those listed on the wall, assisted visitors, and fed free lunches to the veterans in attendance.

**KM (KNOWLEDGE MANAGEMENT)**
For you and coordinated by OCHCO/HRTD

If you have a Knowledge Management success or best practice you want to share in the next *NRC Reporter*, please send an email to [Elaine Raphael](#). For additional information about the agency's KM program, visit the [KM Website](#). Interested in participating in KM events around the agency? Check out the [KM Calendar](#) of events.



At DSRA's Quarterly Anniversary Celebration, You CAN Have Your Cake and Eat It Too!!!**Robert Jaslinski, NRO**

Last year, NRO's DSRA (Division of Safety Systems and Risk Assessment) explored opportunities for the staff to come together in a relaxed environment to decompress and become better acquainted with their colleagues. While many organizations celebrate employee birthdays, DSRA recognized that some people could be sensitive to sharing or celebrating their birthdays. They decided to celebrate the NRC anniversary date marking when DSRA employees joined the agency.

"We celebrate each quarter, recognizing those staff who joined the NRC in that particular quarter," explains Division Director John Monninger. "The staff members(s) who joined the previous quarter host a surprise event for the staff with an anniversary in the current quarter. We recently held our fourth such event, and the fanfare surrounding the celebrations has become more intense – in a fun way – every time."

He adds that each event also includes a "competition," with a trophy presented to the winner for that quarter. The trophy is then rotated to the winner of the next quarterly anniversary celebration. This past month DSRA's quarterly anniversary celebration rose to new creative heights with the unveiling of a trophy-winning "nuclear reactor cake" conceived and created by baker extraordinary (b)(6) a chemical engineering graduate of the University of Maryland, and her proud Mom (b)(6)

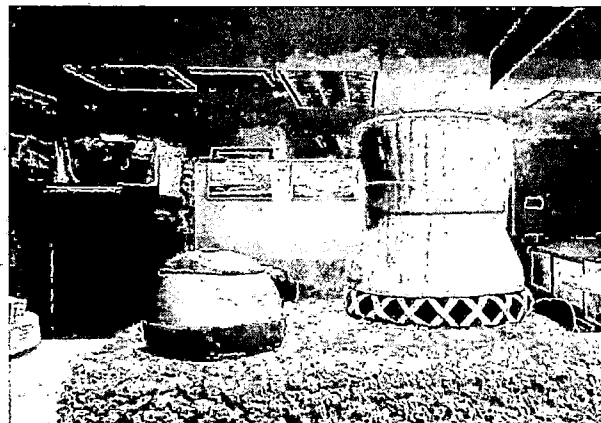
(b)(6)

The chocolate with butter cream icing "nuclear reactor cake" was a sight for both sore and hungry eyes. It included a cooling tower, a PWR containment, and an auxiliary building that was second to none in the limited but extremely challenging history of nuclear edifice baking. The "working" cooling tower featured a large hole at the top of the cake that contained a glass cup inserted inside a 20-ounce Styrofoam cup. The glass cup held dry ice that, along with water, produced a "steaming effect". The red lights at the top of the cake's cooling tower were safety warning lights to alert aircraft.

"Other than helping with the butter cream icing, the cleanup, and consulting with my colleagues to determine the proper scaling, (b)(6) designed and created the entire cake on her own with an exacting recipe and a great deal of organization," beams (b)(6) "She loved doing this and getting a chance to use her very artistic approach to baking."

Based on the enthusiasm and appetite shown by (b)(6) colleagues (b)(6) latest effort was a culinary and aesthetic hit. In fact, upon viewing and tasting the cake, NRO Office Director Jennifer Uhle called NRC Chairman Stephen Burns to invite him to the celebration and sample (b)(6) confectionery creation. Not reluctantly, he did so.

(b)(6)



The trophy-winning cake.

It's Time to Meet...Seth Coplin

(b)(6)

Office/Location: White Flint 3, 2nd Floor C8

Title: Business Process Improvement Specialist

What I really do: Lead working groups to tackle tough issues to improve process inefficiencies. And I email.

Time w/NRC: 9 years as of President's Day

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)

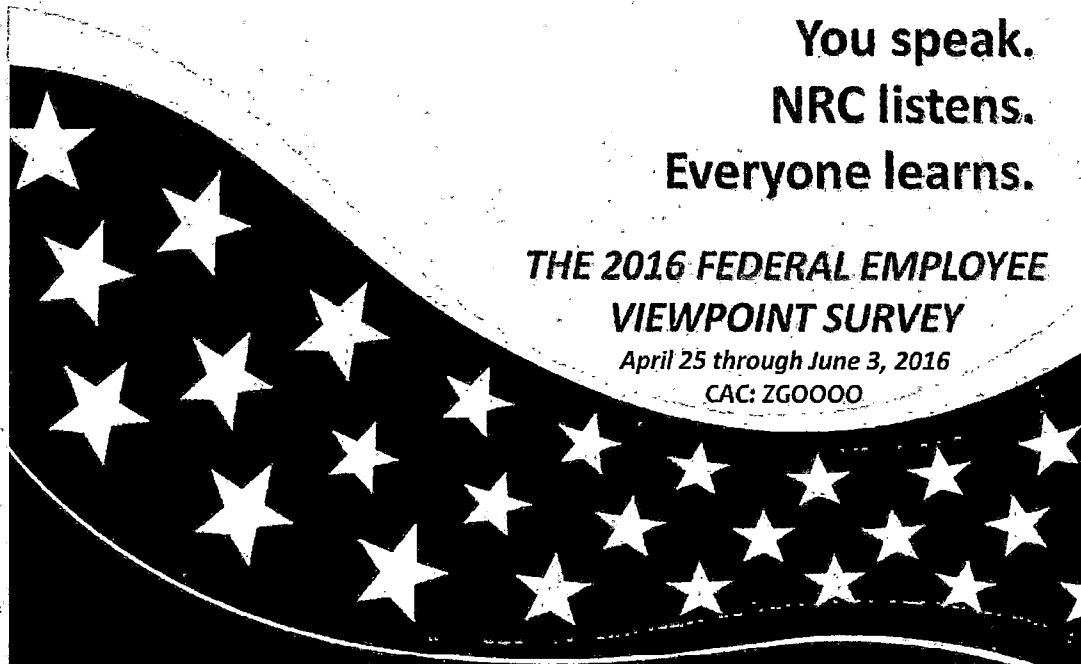
The kind of car I would like to drive: (b)(6)

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

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

Keys to success: (b)(6)

The 2016 Federal Employee Viewpoint Survey



**You speak.
NRC listens.
Everyone learns.**

**THE 2016 FEDERAL EMPLOYEE
VIEWPOINT SURVEY**

April 25 through June 3, 2016

CAC: ZG0000

**YOUR VOICE, YOUR VOTE! FEVS 2016
Make Your Opinion Count. Take the Survey.**

Vol. 12

Issue 5

May 4, 2016

NRC Reporter

Protecting people and the environment.

Inside this issue:

- [Tell Us Your Story](#)
- [Group Flash Mentoring Pilot Event](#)
- [FEVS](#)
- [It's Time to Meet...Jeannie Fry](#)

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 June 1. The deadline for submissions is Monday, May 23, 2016.

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

NRCReporter.Resource@nrc.gov

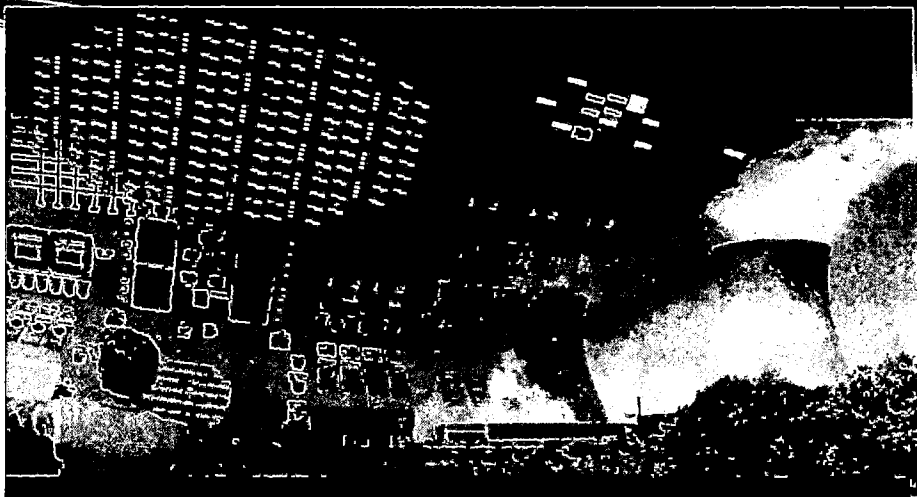
Thank you for your support.



Editor: [Karin Francis](#)

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

Reporter Archive
Reporter [Calendar](#)



Staff Collaborate on NRC NEPA Implementation Book for the Technical Library

Zahira Cruz, NMSS



On April 6th, NRC staff donated the compendium, "Environmental Analysis and Decision Making: The National Environmental Policy Act (NEPA) at the NRC" to the Technical Library located in TWFN 02B09. The record information of the book is KF3775.29E59 2015 and it can be accessed electronically in ADAMS as ML16103A342. Pursuant to NEPA, the NRC performs environmental reviews across a spectrum of regulatory activities to accomplish our mission. To foster understanding of NEPA, in 2008 the NRC partnered with Duke University to provide high quality NEPA training to the staff. Co-sponsored by the Council on Environmental Quality, the environmental leadership program offered the NRC first-rate training with access to outstanding talent in the environmental field. NRC staff from across the Agency (not just those in environmental positions) were provided the opportunity to pursue graduate-level professional certification in the implementation of NEPA through the Duke Environmental Leadership Program. Earlier this year, a compendium was developed containing the capstone papers written by those NRC staff members who completed the entire 5-year program and obtained a professional certificate in the implementation of NEPA. It is a lasting knowledge management tool that will be a resource for future generations of staff. We are proud of all of the agency staff who contributed to the compendium and received the certificate.

For more information, please contact Zahira Cruz at 301-415-3808 or Zahira.Cruz@nrc.gov.



Invitation from the Records and Information Management Team

Marianne Narick, OCIO

April was Records and Information Management Month (RIMM). As it heralds in Spring, it is the perfect time to conduct your "records" spring cleaning and organizing. The NRC records and information management team invites you to set aside a day to PURGE your filing cabinets, and shared and personal drives, as well as your email, of duplicate documents, inactive files, and documents that have reached the required retention period.

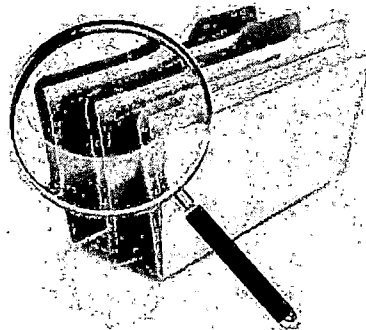
A review of your records retention schedules will help you determine what permanent records can be boxed up and MOVED to offsite storage, regardless of media (paper, electronic, CD's, thumb drives), and what documents or files scheduled for destruction can be processed. It is also a great time to clean out email boxes too, deleting all of those old lunch invitations, flyers for seminars, and all the old stuff that has no relevance anymore and was never considered a record in the first place!

As a Federal employee, you have three basic obligations regarding Federal records including:

- 1) The creation of records needed to conduct government business, record decisions and actions taken, and document activities that you are responsible for;
- 2) The maintenance of these Federal records so that information can be found when needed;
- 3) Carrying out the disposition of Federal records under your control in accordance with NRC records retention schedules and Federal regulations.

Federal records enable and support the fulfillment of the NRC mission. Effective records management contributes to the smooth operation of NRC programs by making the information needed for decision-making and operations readily available. This also helps the NRC deliver services in a consistent and equitable manner. Apart from these benefits, good records management facilitates effective performance of activities throughout the NRC and protects the rights of the NRC, its employees, and its customers. Continuity of operations in the event of a disaster depends on good records management, as does the protection of records from inappropriate and unauthorized access, and protection and support for litigation. Besides all of that, Federal records management is the law. Many statutory requirements dictate compliance in archival, audit, and oversight activities. Finally yet importantly, good records management allows for quicker retrieval of documents and information from files, so it makes your job easier!

Often the most difficult part of managing records is deciding what actually constitutes a Federal record, and then what Federal records can be deleted or destroyed, what needs to be kept and stored and for how long, and what records should be transferred per National Archives Records Administration, NARA. The NRC Records Management SharePoint site provides detailed information and guidance on records management at <http://www.internal.nrc.gov/ois/divisions/irsd/records-mgt/index.html>. In addition, basic records management training is available through ILearn. For further assistance, the information and records management staff can provide the full range of consultation services from organizing your paper and electronic records/files, conducting records inventories, creating file plans, to writing and modifying records schedules. Please email records.resource@nrc.gov or contact the Agency Records Officer, Debbie Armentrout, to request assistance or consultation.



Tell Us Your Story

(b)(6) NSIR



DIVERSITY ADVISORY COMMITTEE ON AGEISM

OLDER
AMERICANS
MONTH

BLAZE A TRAIL: MAY 2016

Are you a trailblazer? Tell us your story!

This May, in honor of Older Americans Month, the Diversity Advisory Committee on Ageism, (DACA) wants to recognize the ways older adults continue to shape our nation by blazing trails, working to advocate for their peers, themselves, and their communities. These visionaries, volunteers, and leaders are giving back, starting anew, and redefining aging.

Help DACA celebrate and inspire trailblazers by sharing your story. We want to hear about how you innovate, reinvent, and make your mark in ways both big and small. Do you support your neighborhood, office, or family? Do you make work better for others? Perhaps you lead a local club or class, or you are learning a new craft. The possibilities are as varied as the people who work here at the NRC.

Whether it is focused on the personal or the public, your story is worth telling. Submit your story to DACA by October 1, 2016, via email to either (b)(6). Photos may accompany stories.

Stories and storytellers will be honored by DACA either through an NRC event or *NRC Reporter* article later this year.

Note: Stories, photos, and videos submitted, along with your name, may be featured in the *NRC Reporter* or other inside NRC media outlets. By submitting a story, photo, or video, you grant DACA the right to publish or display your submission.

CONGRATULATIONS, GRADUATE!

Featuring (b)(6)

(b)(6)

(b)(6) is graduating May 21 from the United States Military Academy at West Point. (b)(6) graduates with a BSME, and has been selected to serve at Fort Benning, GA in the Infantry. (b)(6) is also marrying his better half, (b)(6) two weeks after graduation in (b)(6).

Asian American and Pacific Islander Heritage Month

(b)(6) NRR



(b)(6)

In honor of Asian American and Pacific Islander Heritage Month, a luncheon sponsored by the Asian Pacific American Advisory Committee (APAAC) and the Office of Small Business and Civil Rights will be held on May 25, 2016, in the TWFN Auditorium from noon to 1:00 p.m. EDT. The theme for this year's celebration is "Walk Together, Embrace Differences, and Build Legacies."

Congressman Mark Takai of the U.S. House of Representatives, representing the 1st district, from the state of Hawaii will deliver the keynote speech. The event will also feature a musical performance featuring the traditional Chinese instrument, Guzheng, by Ms. Huilan Chen.

Buffet style lunch will be served featuring-Hawaiian cuisine from Honu Hawaiian BBQ at \$12.50 per person. The lunch will feature:

Meat items: Chicken, Beef and Fish

Vegetarian items: Tofu and Veggie assortments

The meal will include rice, salad, dessert and a beverage.

You may also bring your own lunch.

Please RSVP to one of the individuals listed below by May 20, 2016, with cash payment of \$12.50 or check payable to (b)(6)

(b)(6)

This event will be accessible by VTC to all regional offices and the bridge line information is below:

(1-888-982-4612, passcode: (b)(6)

Event Contact: (b)(6) SBCR, via e-mail or on (b)(6)

Group Flash Mentoring Pilot Event

Karin Francis, OCHCO/HRTD

**Mentoring***Your Career
Powered By You*

HQ employees who have not yet found a mentor might be interested in the upcoming Group Flash Mentoring pilot event. Mark your calendars!

Date: Thursday, June 2, 2016

Location: 3WFN 02A36 (PDC classroom)

Time: 9:00 a.m. to 11:00 a.m.

This will be similar to a regular flash mentoring event, but in a group format. What this means is that in small group settings, mentees will be able to meet two mentors for six 15-minute sessions. There will be six tables set up in pods, with two mentors and four staffers at each table. After each 15-minute session, the time will be called and the mentors will move to the next table, until each table is visited. (Due to the background noise, this event is not available by VTC.)

The event starts at 9:00 a.m. The mentees must register in [iLearn](#) for the Group Flash Mentoring Event, Seminar ID_257145, scheduled offering #608277 in order to participate. The mentors can sign in and their names can be added to iLearn later.

Session 1: 9:15 - 9:30 a.m.

Session 2: 9:32 - 9:47 a.m.

Session 3: 9:49 - 10:04 a.m.

Session 4: 10:06 - 10:21 a.m.

Session 5: 10:23 - 10:38 a.m.

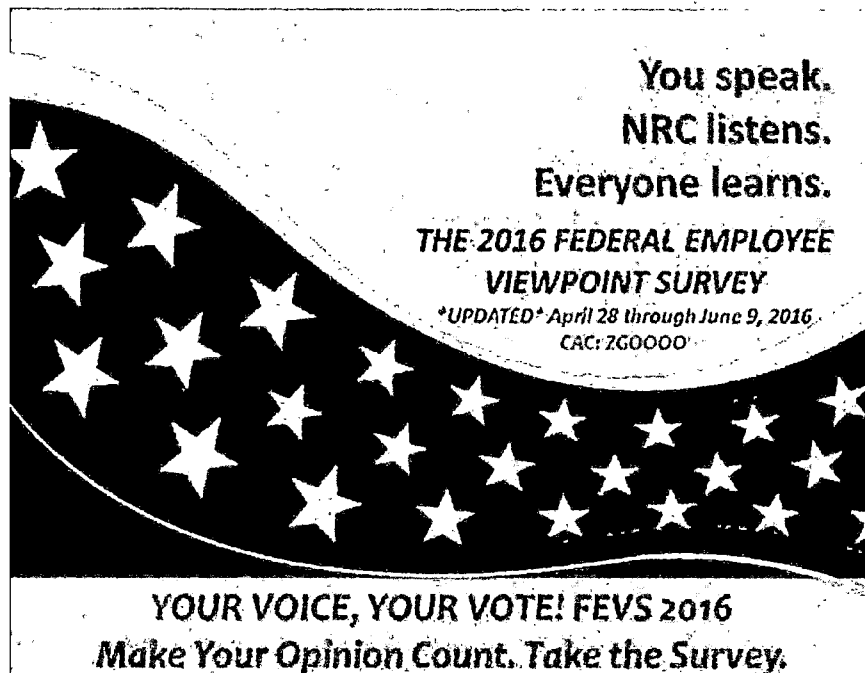
Session 6: 10:40 - 10:55 a.m.

If staff want to stay and talk and/or make appointments they can do so since the room has been reserved until noon.

MENTORS: We are looking for at least 12 mentors in different fields/offices to mentor the 24 mentees. Backup mentors are also needed in case there are any last minute cancellations. Contact Karin Francis (301) 287-0575 to register as a mentor.

Mentoring is a positive developmental relationship where one person invests their time and know-how to enhance another person's growth, knowledge, and abilities. The NRC Mentoring Program is designed to foster a mutually rewarding and beneficial experience resulting in knowledge exchange and personal growth.

Federal Employee Viewpoint Survey (FEVS)
Jason Lising and Patrice Reid, OCHCO/HRTD



If you have any questions regarding the FEVS process, an update of the [Frequently Asked Questions](#) document is available. You can also contact Jason Lising at Jason.Lising@nrc.gov or 301-287-0569, or Patrice Reid at Patrice.Reid@nrc.gov or 301-287-0580. More information and additional resources can be found on the [NRC FEVS website](#) or the [Surveys and Continuous Action Planning SharePoint](#).

NRC Technical Library Staff Compile Chernobyl Reference Guides

Sardar Zuberi, OCIO

As we mark the thirtieth anniversary of the nuclear accident at the Chernobyl nuclear power plant, the staff of the Technical Library has searched the agency's online catalogue to compile a number of different reference guides for various publications in the Library collection that focus on different viewpoints about the incident. Many of the publications were published within the first five years after the accident but there are more recent publications as well.

How can you find Chernobyl Nuclear Power Plant Accident documents in the agency's online catalogue, Voyager?

Begin by using the User Services Branch's Intranet site to locate the NRC Technical Online Catalog. Enter the term, "Chernobyl" in the Quick Search box on the left side of the page and then, select the "Subject" option from the drop-down menu box beside it. The search will retrieve the list of relevant subjects. Each subject heading will also indicate how many titles we have, under that subject, in the library. Here is a list of subject headings to use in a search on this topic.

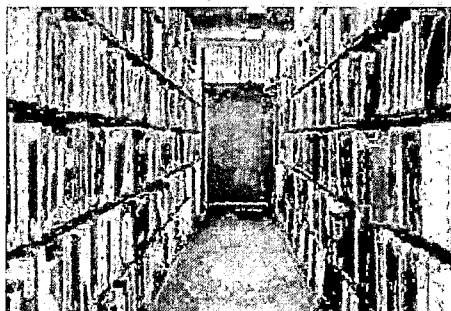
Chernobyl Nuclear Accident (main heading)

Sub-headings:

- Environmental Aspects
- Economic Aspects
- Health Aspects
- Economic Aspects—Sweden
- Economic Aspects—Ukraine
- History
- Observations
- Maps
- Art
- Social Aspects
- Public Opinion
- Psychological Aspects
- Political Aspects
- Government Policy
- Radioactive Contamination
- Radiative Pollution
- Reproductive Ability
- Cytogenetic Effects

You can also search Voyager for Chernobyl titles by using the "Keyword" option. This will give you a result of almost a hundred titles in the Library collection.

The new Chernobyl Reference Guides will be posted on the Branch's Intranet site, under "Publications" on the left-hand navigation bar. There are seven of them, including: "Health Effects", "Environmental Effects", "International Publications" and "NUREGs". Please feel free to use them when you are gathering information on Chernobyl.



It's Time to Meet...Jeannie Fry

(b)(6)

It's Time to Meet: Jeannie Fry

Office/Location: Office of the Chief Human Capital Officer/HRTD 3WFN/02C04

Title: Training Centralization Project Manager

What I really do: Help staff with their external training requests.

Time w/ NRC: 25 years

Previous employers: N/A

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)

When I'm not working: (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)

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

Keys to success: (b)(6)

NRC Reporter

Protecting people and the environment

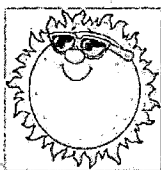
Inside this issue:

- [Brief Like Bezos](#)
- [Are You Getting the Credit You Deserve?](#)
- [Congratulations, Graduate!](#)
- [What if King Arthur had not Married Guinevere?](#)

REPORTER SUBMISSION INFORMATION FROM THE EDITOR

The NRC Reporter is published monthly, on the first Wednesday of the month. The next issue of the Reporter will be published on July 6. The deadline for submissions is Monday, June 27, 2016.

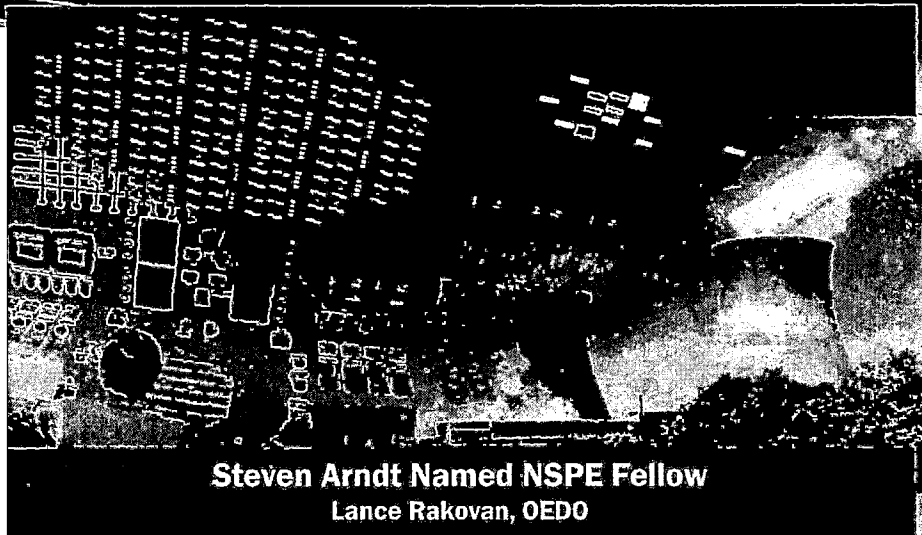
In order to continue having an informative employee newsletter, you are encouraged to submit articles and photos to the NRC Reporter inbox via email to: NRCReporter.Resource@nrc.gov. Thank you for your support.



Editor: [Karin Francis](#)

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

[Reporter Archive](#)
[Reporter Calendar](#)



Steven Arndt Named NSPE Fellow Lance Rakovan, OEDO

Steven Arndt, Senior Technical Advisor, NRR, has been selected by the National Society for Professional Engineers' (NSPE) Board of Directors to advance to the distinguished grade of NSPE Fellow in recognition of his "vast and diverse contributions" to the engineering profession. All Fellow nominations are reviewed by the NSPE Council of Fellows Executive Committee prior to being



considered by the NSPE Board of Directors. With his selection, Steven becomes the only known engineer to be awarded the Fellow rank award by the NSPE (the largest and only professional organization serving all disciplines of engineering in the United States), the American Association for the Advancement of Science (the largest organization of scientists in the world), the American Nuclear Society, the American Society of Mechanical Engineers, and the American Society for Quality.

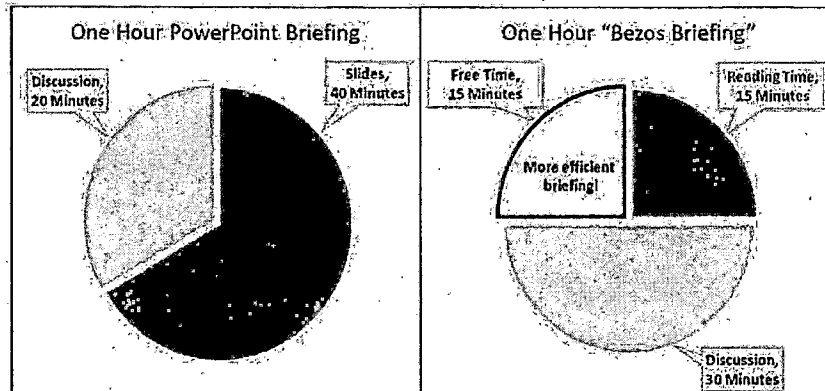
Throughout his thirty-five years of work as an engineer in the nuclear industry, Steven has been an educator, consultant, and regulator, with extensive experience in risk assessment, nuclear power plant simulation and thermodynamics, severe accident analysis, nuclear power plant instrumentation and control (I&C), and software theory. Steven joined the NRC in 1988 as a member of the staff of the Advisory Committee on Reactor Safeguards. Later that year, he left the agency to take a position as a professor of mechanical engineering at the U.S. Naval Academy. In 1990, he returned to the NRC, working in the NRC Response Center before being transferred to the NRC's Technical Training Center (TTC) in Chattanooga, TN in 1992. While at the TTC, Steven worked on the new probabilistic risk assessment training program and was one of the agency leads for the support to Russian and Ukrainian regulators following the Chernobyl accident. In 1998, he returned to headquarters as the Chief of the Human Factors Branch in RES. From 1999 to 2007, he worked in both the severe accident arena (as the project manager for both the MELCOR and SCADAP codes) and in the area of digital I&C. Steven was appointed to his current position as Senior Technical Advisor in NRR in 2007. Before coming to the NRC he was a professor and consultant in the nuclear industry.

When asked about this award, Steven said he was happy to be so honored, but that it would not have been possible without the opportunities he has had at the NRC to work in a number of different technical disciplines and make important contributions alongside other outstanding scientists and engineers.

Steven holds a B.S. in engineering physics and an M.S. and Ph.D. in nuclear engineering from The Ohio State University, where he was honored by the faculty of the College of Engineering in 2004 as a Distinguished Alumnus. Steven also holds an M.S. in reliability engineering from the University of Maryland. In 1996, he received the NRC Meritorious Service Award for Engineering Excellence. Steven is a registered professional engineer and was appointed by the Governor of Maryland in 2006 to the Maryland State Board for Professional Engineers, where he currently serves as its Chair. In 2012, he was awarded the Federal Engineer of the Year Award, the first engineer from the NRC ever to receive this honor.

Brief Like Bezos

Daniel Frumkin, NRR



Jeff Bezos, founder of Amazon.com, famously banned PowerPoint from his briefings. What does he do instead?

(As you read along you will realize that at the NRC we already use some of these techniques, such as using POP (purpose, outcome and process) and preparing briefing books. However, we can take these ideas further to make briefings, and meetings in general, shorter and more effective.)

At Amazon, there are three steps in each briefing. They are: 1) the preparation of a narrative; 2) reading time at the beginning of the meeting; and 3) discussion.

1. **Preparation of a Narrative.** Before each meeting, the presenter writes a narrative or essay on the topic, rather than developing a PowerPoint slide "deck." The narrative must include a description of the problem, why the problem is important, and the recommended solution. For a complex briefing, a complete narrative will also explore other possible, but not recommended, solutions. This is similar to the POPs that we use at the NRC, but rather than using bullets, the narrative uses paragraphs (and verbs!) to tell the story of the problem, why the problem is important, and what we should do about it.
2. **Reading Time.** The narrative is not provided before the meeting, so time must be set aside for participants to read the narrative for the first five to fifteen minutes of the meeting. Seriously, how often do meeting participants read materials before meetings? An advantage of providing a full narrative is that attendees are interested in different parts of the narrative and may jump around. For example, a participant who is very familiar with the topic may start reading the solution, or someone who is new to the topic would start at the beginning of the essay. Try doing that with a PowerPoint deck!
3. **Discussion Time.** Most briefings spend more time on supporting information than they spend on the solution. Does that really make sense when you have the participants only for limited time? In a "Bezos" meeting, all the supporting information is included in the narrative and can be quickly read. This leaves more time for discussion and nuance.

A "common" one-hour meeting would have 40 minutes for the slides, supporting information, etc., followed by 20 minutes for discussion. All slides are covered, whether they are needed or not. In a "Bezos" meeting, there would be 15 minutes to cover the supporting information during the reading time, followed by 30 minutes of discussion. And there would be 15 minutes to leave early because your new meeting format is so efficient. This more effective, and you even have more time for discussion.

The clear disadvantage to this briefing technique is that it is much harder and time intensive for the presenter to prepare. It takes more time to form a cogent essay (Bezos requires six pages!) than to plunk bullets into a PowerPoint deck. Actually, this can be really an advantage, because the presenter will be better prepared for the meeting since they have put more time and effort into preparing. To paraphrase Admiral H. Rickover, "weaknesses overlooked in PowerPoint bullets become painfully obvious when put into an essay."

Why not try this? As a staffer, I have structured briefings like this and participants didn't even notice the difference. And you know what? The attendees got right to the point, without rehashing the supporting information. As more managers request briefings to be structured like this, soon we can all be "Briefing like Bezos!"

DHS Domestic Nuclear Detection Office (DNDO) Presentation
Antonios Zoullis, NSIR



DHS DNDO Presentation



June 14, 2016, TWFN Auditorium Presentation: 1–3pm
Interactive Exhibit on the TWFN Lawn: Noon–1pm & 3–4pm

2016 Federal Employee Viewpoint Survey (FEVS)

**You speak.
NRC listens.
Everyone learns.**

**THE 2016 FEDERAL EMPLOYEE
VIEWPOINT SURVEY**

UPDATED* April 28 through June 9, 2016
CAC: ZG0000

YOUR VOICE, YOUR VOTE! FEVS 2016
Make Your Opinion Count. Take the Survey.

New NRC Staff Network for Professional Development

(b)(6)

of the NRC Technical Women's Network

(b)(6)

A group of NRC staff members have been working together for some time now to create the NRC Technical Women's Network. The purpose of the Network is to provide a place for targeted professional development activities as well as mutual support. The founding members started this Network because we identified a need for a particular type of training/seminars, as well as a supportive network environment that was not available at the NRC. We wanted to discuss how mid-career women in the technical areas could better prepare themselves to be competitive for advancement, such as for leadership positions. We also wanted to create the opportunity to practice those skills in a low-risk setting.

Recognizing that there is a widespread interest, we decided to create a network that could serve and benefit the entire agency staff instead of pursuing individual training opportunities or small, insular, group discussions.

NTWN (pronounced "N-TWIN") activities will provide:

1. Education and discussion of current professional development topics in order to raise awareness of the skills needed for advancement, with a particular focus on the traditional roadblocks and common issues for women
2. Opportunities to practice business skills in order to equip women to overcome challenges to advancement with practical tools and experience, and
3. Networking in order for women to connect with their peers and others for mutual support and relationship building

Although the activities will focus on topics that are of particular interest to women in the technical fields in Grades 13-15, everyone and anyone with an interest in a given topic is welcome, and diverse perspectives are valued and encouraged. The Network will be holding its first two events in the near future. The first, "Drop-in with NTWN," will be a meet-and-greet in the TWFN exhibit area on June 28. The next is the official kick-off event on July 28. This event will focus on "First Impressions," and will include an overview of the network and its goals as well as a mini-workshop on presenting your own positive first impression. Announcements with details are forthcoming.

For more information on the group, including a Prospectus with Frequently Asked Questions, please see the Network's SharePoint site: <http://fusion.nrc.gov/functions/team/EEQ/NTWN/SitePages/Home.aspx>.

To join the e-mail distribution list or become part of our planning meetings, please e-mail NTWN.Resource@nrc.gov. We look forward to working together!



Are You Getting the Credit You Deserve?

By Tammy Flanagan, Government Executive

Reprinted from *Government Executive* magazine, April 7, 2016 issue, with permission obtained by Jeanne Dempsey (OCHCO).

In my experience, among the most confusing topics for federal employees planning for retirement is the issue of service credit and service credit deposits.

This is an important topic because service credit plays a very important role under both the Civil Service Retirement System and the Federal Employees Retirement System. The dollar amount of your basic retirement benefit is determined by the total years and months of creditable service (and unused sick leave) that you have on the date of your retirement from federal service. This, along with your high-three average salary, is used to calculate your basic retirement annuity.

Some employees are not aware that they haven't received credit for certain periods of service until they are about to retire. Since your creditable service determines when you are eligible to retire as well as the amount of your benefit, you can quickly see why it is important to understand if you have any issues early on in your career.

Here are some of the most common service credit situations that can interfere with the calculation (and sometimes the eligibility requirements) for CSRS and FERS:

- Civilian federal service that was not subject to CSRS or FERS retirement withholding. This might have been an entry level appointment, seasonal appointment, temporary position or a summer job with a federal agency. In many cases, this service would have only been covered by Social Security tax withholding.
- Civilian federal service that was covered by CSRS or FERS withholding, but the retirement contributions were later refunded because you had a break in service and withdrew the money from the retirement fund.
- Active-duty military service.
- Work schedules other than full-time, such as intermittent, part-time or "when actually employed" appointments.
- A period of leave without pay that lasts more than six months in a calendar year.
- Prior federal service that has not been documented in your official personnel folder.
- A change in your retirement plan from CSRS to FERS or CSRS to CSRS Offset.

If any of the above situations apply to your service history, then you need to be sure you understand how they will affect your retirement eligibility and the computation of your future benefit. To be sure there are no discrepancies or unnecessary delays in your retirement plans, make sure there is adequate documentation showing the beginning and ending dates of each period of federal service on file in your official personnel records. (By the way, it's a good idea to keep your own personal copy of these records.)

In any of the following situations, you should contact a retirement specialist at your agency's human resources office:

- You see that your retirement coverage has changed over the course of your career and you are not sure how the change will affect your annuity payment. Your retirement coverage is shown on your Standard Form 50 (Notification of Personnel Action) forms. (It's usually box number 30.)
- You've worked less than a full-time work schedule at times during your career or you have had excessive periods of leave without pay.
- You've determined that you may owe a deposit or a redeposit for a period of service that was not covered by retirement deductions, for active duty military service or for a period of refunded service.



OCFO Branch Celebrates Bring Your Child to Work Day

Michelle Curtis, OCFO

(b)(6)



David Holley, Chief – Internal Control and Planning Branch, OCFO.

On April 28, OCFO's Internal Control and Planning Branch (ICPB) participated in "Bring your Child to Work Day" with a morning of career activities for their children. The children ranged from 7-11 years of age and the event aligned itself with the Bring your Daughters and Sons to Work Day National Organization Initiative. The children began their workday with a work assignment sheet for each of them in their respective parent's office. They met with each member of ICPB to introduce themselves and picked up various office supplies to furnish their workspaces. The children were then escorted to a conference room that staff arranged as a "work space." The morning was filled with activities and games that described the NRC careers as well as exercises that required the children to work together to find solutions. Snacks and drinks were provided to ensure that our junior NRC colleagues remained energized throughout the morning. At the end of the day, the children were escorted to the Branch Chief's office to tell him what they had learned. They were so excited to share their dreams! Each child received a Certificate of Completion and a gift bag filled with toys. Needless to say, they think that the NRC is definitely a great place to work!

Another NRC Sweep at the Area 65 Spring Contests

(b)(6) OCHCO

NRC Toastmasters congratulate members (b)(6) (OCHCO) and (b)(6) (ADM) for their wins at the Area 65 Spring speech contests that were held on April 7th at Host International corporate headquarters in Bethesda, MD. (b)(6) won the International Speech contest for her speech exhorting parents to pay attention to the online activities of their children. She cited some recent examples as well as her own family's near miss with some adults who were trying to lure someone to LA on false pretenses. (b)(6) won the Speech Evaluation contest where he gave a thoughtful and positive evaluation for the Area 65 Director's speech. (b)(6) also provided meaningful suggestions on how she could improve her speech for the future. This was (b)(6) first time competing at the Area 65 Speech Evaluation contest, and he is a new Toastmaster and the current Vice President of Membership of our club. The NRC Toastmasters Club is one of six clubs that comprise Area 65. Area 65 is one of several Areas, which comprise Division F. Division F is comprised of clubs in Areas 61 - 66. District 36 has seven divisions: A - G, and is comprised of over 200 clubs that are located in parts of NW, Washington, D.C., all of Montgomery County, MD, and a portion of Prince George's County, MD. Toastmasters International is an international organization comprised of members of clubs from all over the world, covering all the continents. At the Toastmasters International convention held every summer, the best contestants from all over the world compete in the English language for the world champion title.

The club nomenclature as designated by Toastmasters International
NRC Toastmasters Club (club #4266), Area 65, Division F, District 36

(b)(6)

(b)(6)

(b)(6)

On May 1st, at U.S. Pharmacopeia in Rockville, Maryland, (b)(6) received 3rd place in the Division F Toastmasters Speech Evaluation contest, where he competed against the winners from Areas 61, 62, 63, 64, and 66.

An explanation of the progression of the contest levels in Toastmasters during the Spring International Contest season, with number 5 being the highest level:

1. Club level: Contests are first held at the various Toastmasters clubs all over the world. The winners from the club level progress to compete at the local Area Level.
2. Area level: The winners from the Area levels progress to compete at the Division level.
3. Division level: The winners from the different Divisions progress to the District level.
4. District level: The winners from the District level progress to the Toastmasters International convention where the District winners compete in the various regional semi-final contests and the winners from the semi-final contests compete in the final round of the contest as the ten finalist contestants from all over the world at the Toastmasters International Speech Competition.
5. The Toastmaster International Speech Contest is won by the world champion of the International Speech Contest after competing against nine other finalists and the world champion holds the title for a year until the process starts again in the following Spring, and another world champion wins the International Speech Contest at the annual Toastmasters International convention.

Another NRC Sweep at the Area 65 Spring Contests (continued)

Partial group photo after the Area 65 Speech Contest April 7th - NRC Toastmasters club has 30+ members

(b)(6)



Additionally, (b)(6) is the (b)(6) over six Toastmasters clubs: Booz Allen Rockville, Department of Health and Human Services, Montgomery County Government, Parklawn, Rockville Regents and USPS speakers. NRC Toastmasters were in attendance supporting and assisting him at his Area 62 Contest in April. (b)(6) (OCFO) was the speaker that was evaluated by the Area 62 contestants during its Speech Evaluation contest.

The NRC Toastmasters Club at headquarters typically holds meetings from 12:00 noon to 12:55 p.m. on the first and third Thursdays of the month. Look for the General Announcements to verify the date, time and location. The club supports the mission of the agency by providing opportunities to learn and practice communication, briefing, and leadership skills in a positive and supportive environment.

RES Honored Kenneth Hamburger the Employee of the Month
Joe Zabel, RES

Left to right: Kenneth Hamburger and Mike Weber

Kenneth Hamburger received a certificate from Office Director Mike Weber, naming him RES Employee of the Month for February 2016. Kenneth was recognized for his outstanding performance of a number of time-critical tasks in the Fire Research Branch outside of his normal responsibilities. He supported the effort to complete NUREG-1824 Supplement 1, a fire model verification and validation report by taking the lead in checking and updating the engineering graphics to ensure high quality and accurate figures for the final report. He coordinated this work with the joint NRC/EPRI writing team to develop a quality product. Kenneth also volunteered to assist a fellow staff member in reviewing an extensive amount of research. With limited oversight, he successfully represented the NRC and supported communication of this work at a fire protection industry meeting. Finally, Kenneth updated the user interface and database of NUREG/KM-0001 Three Mile Island Information Digest using his programming skills and web-development ability to update the interface and increase its overall quality.

NRO

(b)(6)

win Gold and Silver Medals at Pan-American Judo Championship

Robert Jasinski, NRO

(b)(6)



NRO Division of Engineering, Infrastructure, and Advanced Reactors (b)(6) recently competed as part of the USA National Judo team in the Pan-American Judo Championships in Havana, Cuba. Continuing their legacy of excellence in the sport, they won a gold and silver in two kata categories for mixed teams.

Judo is a Japanese sport derived in 1882 from several martial arts that strives to redirect an opponent's force against them in applying a technique and also allows a person to apply their full force without injury to the opponent. Competition in kata involves performing a pre-determined set of techniques with a partner. A goal in kata is to make the technique look effortless by capitalizing the opponent's actions. (b)(6) has practiced judo since she was seven years old when her father was her first teacher. Congratulations, (b)(6)

(b)(6)

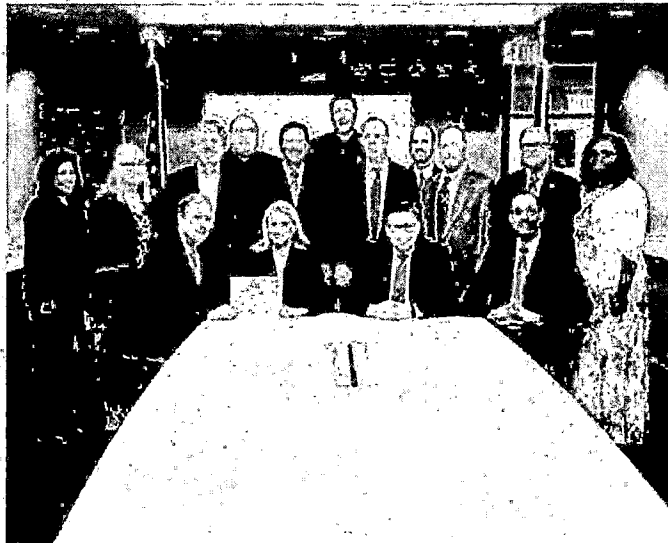
Congratulations, Graduate!

(b)(6)

(b)(6)

(b)(6) Office of Commissioner Ostendorff), graduated from the University of Virginia on May 21, with a B.S. degree in Physics (b)(6) will be attending Rice University in the fall to pursue a Master's degree in Nanoscale Physics.

(b)(6)

NRO Signing Ceremony for PSEG Site Early Site Permit, May 12, 2016

Pictured, from left to right, are Anita Ghosh, Jennifer Dixon-Herrity, Bill Levis, PSEG, Jamie Mallon, PSEG, George Wilson, Jennifer Uhle, Skip Sandoni, PSEG, Ken Erwin, Allen Fetter, Mark Delligatti, John Segala, Dave Robillard, PSEG, Mike Johnson, Prosanta Chowdhury, and Tomeka Terry.

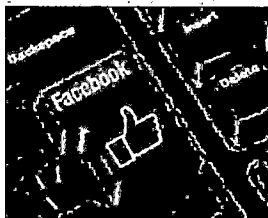
Sharing a Bit About You With the NRC's Facebook Audience

Stephanie West, OPA

NRC employees do serious and technical work. It comes with the territory. But what do they do when they are not in the office? Well, we discovered that Shivani Mehta from RES climbed Mt. Kilimanjaro, NMSS's Kimberly Gaskins was the 2015 Ms. Wheelchair Maryland, and Julie Crutchley in NRR and Rick Hasselberg in NSIR were winners of Channel 4 NBC Washington's 2015 Snow Stick Challenge sporting the best snow hats. So, we made them famous on the NRC Facebook page. We want to keep it going.

Part of the goal of the agency's social media program is to engage our audience and get them interested in our mission. One way to do this is to let them know a little bit about the employees who work here. The hope is that the more the public knows about us as "regular people," the more confidence they will have in what we do as NRC employees. Using Facebook to accomplish this is both practical and effective. As you probably already know, people enjoy sharing details about their own lives and learning about the lives of others through social media. The Facebook posts we have done that showcase NRC employees inside and outside their work lives have been successful triggers for positive engagement. They are also a good counterpoint to our more usual technical and regulatory content.

So, if you have a significant personal or professional accomplishment, or something you think is interesting that you are willing to share with the NRC's audience on Facebook, please contact Stephanie.West@nrc.gov. Don't be shy!



NRO - Clinch River Nuclear Site ESP Application

Robert Jasinski, NRO



Pictured are, from left to right: Allen Fetter, Jeff Perry, Mallecia Sutton, Tim Beville (DOE), Joe Shea (TVA), Mark Delligatti, Tami Dozier, Peter Hastings (TVA), Andy Campbell, Pat Vokoun, Jennifer Uhle, Carlos Gonzalez, Dan Stout (TVA), Sherri Buchanan (TVA), Bob Caldwell, Jennifer Dixon-Herrity, Tomeka Terry and Laurel Bauer. Congratulations to the entire team!

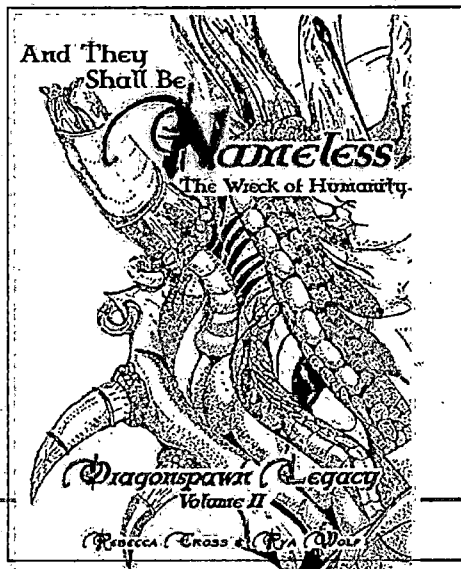
What if King Arthur had not Married Guinevere?

(b)(6) NRR

(b)(6)



those with the blood have the power



The Dragonspawn Legacy books, co-authored by (b)(6) of NRR (writing as Rebecca Cross), are now available on Amazon. com. Here is some of the behind-the-scenes scoop:

How did this get started?

(b)(6)

What is the plot, in a nutshell?

Here's the blurb from one of the publishing websites: The legendary necromancer Merlin is given the chance to thwart the evil that had invaded the kingdom of Camelot and caused its ruin. To do this, two women are needed from the Draconian bloodline of the Council of Twelve. Free-spirited Jasin Tamariz and reserved Tatiana Richfield, former college roommates and best friends, have absolutely no clue what they're in for.

What if King Arthur had not Married Guinevere? (continued)

What inspired the title?

The title comes from the fact that our two characters, being women, would never be accepted into the Round Table brotherhood, and so they pass themselves off as unknown knights. With direction and training from Avalon, they head for Camelot and the Pentecost tournament that will accept victors into the brotherhood. While journeying, they get into several scrapes, and they save some lives. Some of their triumphs are picked up by bards, who start calling them the Nameless Knights. No one has never seen their faces (they're very careful), and no one knows their names. They keep it that way while on the road to Camelot... and Camelot has naturally heard of them by the time they get there. The rest we leave to you.

Because the book was so long, we had to split it into two novels – hence, the subtitles “The Quickening” and “The Wreck of Humanity.”

Did you get an agent, or did you self-publish?

I've been trying for years to get this picked up. After 35 rejections (all of them saying they're not taking on anyone but published authors, ha!), I did a little research on self-publishing. It doesn't have the stigma that it used to. I went with two online companies – Amazon CreateSpace and Smashwords. Amazon takes care of both Kindle and trade paperback versions, and Smashwords takes care of a whole bunch of other e-book versions – such as Apple and Barnes & Noble Nook – and converts the text for foreign e-readers like Oyster and Kobo. After figuring out the process, we managed to get Part 1 up in June 2015, and Part 2 came out in November 2015.

Who did the cover artwork?

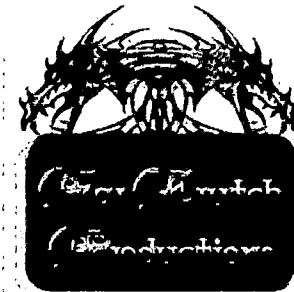
(b)(6) did the paintings in the background – she has an art degree from Hood College – and I did the titles.

Why are you using pen names?

Simply for identity protection. I realize it makes it hard to realize that the work is ours, but we were advised to do so by a friend who has been self-publishing for years. My pen name is Rebecca Cross – Rebecca after my (b)(6)

(b)(6) is an old English name combining “cross” and “lea” (meadow), so I just took the “cross” part (b)(6) and her name is (b)(6) so she took the “lea” part and made it “Rya.” Her (b)(6) which is the (b)(6) translation of “wolf.” So – Rya Wolf.

We have a partnership, Far Crutch Productions. Here's our logo... I'm the green dragon (b)(6) is the blue one.



Anything else in the works?

Of course! Our next novel, *Dragon Resurrection*, is just about finished. I'm fine-tuning the chapters right now. This one takes place 18 years after “The Wreck of Humanity.” Our cubbyholes are bursting at the seams with material.

Where can we find you online?

I've hyperlinked our locations to make it easier.

Amazon.com

Smashwords.com

[FarCrutch Productions](http://FarCrutchProductions.com) Website (Google Blogspot)

[Facebook](https://www.facebook.com/FarCrutchProductions)

[Twitter](https://twitter.com/FarCrutchProductions)

[Pinterest](https://www.pinterest.com/FarCrutchProductions)

Vol. 12

Issue 7

July 6, 2016

NRC Reporter

Protecting people and the environment

Inside this issue:

- [University Tuition Discounts for Feds](#)
- [Fire Protection Toolkit](#)
- [APAAC Luncheon Celebration](#)
- [RES Employee of the Month Completes NSDP](#)

REPORTER SUBMISSION INFORMATION FROM THE EDITOR

The *NRC Reporter* is published monthly, on the first Wednesday of the month. The next issue of the *Reporter* will be published on August 3. The deadline for submissions is Monday, July 25, 2016.

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



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[Patricia Sprogeris](#)

[Reporter Archive](#)
[Reporter Calendar](#)



Compiling the Data on NRC Social Media Efforts

Stephanie West, OPA



SOCIAL MEDIA 2015 REPORT



You can take a look at what we're posting on NRC's social media sites any time. You'll find photos from NRC events or posts showcasing employee's professional accomplishments. We often explain complex processes and nuclear concepts in layman's terms, and make announcements in 140 characters or less. In any case, we're always interested in how our content performs with our audience. To that end, we've put together a [2015 social media report](#).

In the report, you'll find highlights showing, for example, that "shares" of our YouTube videos tripled in 2015. You'll learn that we're researching potential new social media tools like Instagram and Storify, and that we're continuing to look for opportunities to simulate social media during drills and exercises.

The report also focuses on some key metrics developed by the General Services Administration and adapted to the NRC's social media program. These metrics measure things such as audience growth, content views, and perhaps most importantly, engagement – sharing, commenting, and retweeting. Our analysis showed, for example, a 20 percent increase in our Twitter following in 2015. We also had more than 160,000 views of blog content with "Putting the Axe to the Scram Myth," published in 2011, continuing as the most viewed blog on our site. NRC Facebook posts in 2015 generated more than 12,000 engagements including clicks, likes, comments, and shares.

We included a special focus section in the report that showed how posting human interest and "just for fun" topics on the blog and Facebook have been successful triggers for audience engagement. The section also analyzed how including images with tweets increased audience interactions with content. From this we learn that while our audience is certainly interested in our technical and regulatory content, on social sites they appreciate a lighter tone as well.

Feel free to check out the report. As always, we welcome your suggestions and input for content on NRC's social media platforms. Contact Stephanie.West@nrc.gov.

International Executive Guest Speaker Series**Carlotta Coates, OIP**

In today's global environment, more and more of us interact with colleagues and stakeholders who represent various cultures. To optimize our relationships with people from different cultural backgrounds, we all must understand how our cultures influence our interactions and experiences. In this session, we will discuss cultural attributes, common misperceptions, and how to benefit from the opportunities associated with global diversity.

To develop and enhance NRC employees' skills and effectiveness in interactions with foreign nationals, the Office of International Programs (OIP), in partnership with the Office of Chief Human Capital Officer, Human Resources Training and Development (OCHCO/HRTD), is developing an international training program that serves as a resource for the specialized skills needed to succeed in an international environment. One part of this program is the International Executive Speaker Series (IES). This speaker series is focused on international competencies, such as diplomacy, cultures and customs, and resourcefulness.

The next session of the IES series, "Global Scope of Diversity," will be held on July 21, 2016, from 10:00 a.m. - 11:30 a.m. in the TWFN Auditorium. The guest speaker is Ms. Janet Smith, co-founder and President of Ivy Planning Group, a 26-year old management consulting and training company that specializes in global diversity, strategy, and change management. She regularly advises Fortune 500 companies and government agencies on cross-cultural issues and managing global teams.

The rise of technology and global communication has exposed us to new cultures, new opportunities, and new challenges. Traditional views of diversity take on new dimensions and require us to use different lenses when we think of global diversity today. To optimize our relationships with people from different cultural backgrounds we all must understand how our cultures influence our interactions and experiences. Ms. Smith will answer the question, "What do I need to know when interacting across global differences"?

It is estimated that the NRC visits partner countries on Commission business at least 125 times per year and a significant and growing part of NRC's work involves joint work assignments with our counterpart regulatory officials overseas. Being able to develop trust and confidence with your foreign hosts can make the difference in international engagements. In her presentation, Ms. Smith will provide a framework and skills for successful intercultural interactions on how to adapt your communication style to that of your colleagues from other countries, and how to increase cooperation on a culturally diverse team.

All employees are invited to attend this presentation. Please register in [iLearn](#) using course ID_265147.

This event will be accessible by VTC in all regional offices and the Technical Training Center (TTC). Regional and TTC employees should check their Web site for VTC locations.

Door prizes will be available for those in attendance. OIP will provide its world-renowned assortment of desserts for all headquarters attendees to enjoy.

Region III Co-Workers Volunteering at Feed My Starving Children

(b)(6)

(b)(6)

from Region III spent a few hours volunteering on June 18 at Feed My Starving Children in Aurora, IL. Along with about 75 other volunteers from the local area, they packed 31,536 meals in two hours, enough to feed 86 kids for a year.

**From the Weekly Update of the Maureen and Mike Mansfield Foundation
May 19, 2016**

(b)(6)

Late last month Mansfield Fellow Mahmoud Jardaneh (U.S. Nuclear Regulatory Commission) completed a placement with the Fukushima Prefecture government, where he learned about the government's efforts to return life to normalcy following the 2011 nuclear accident. During this placement, he visited the still-evacuated Okuma town and the off-site emergency response center, which was the command center for directing the response to the Fukushima accident until the town was evacuated. Mr. Jardaneh witnessed conditions in Okuma, saw the damage caused by the earthquake, and learned about efforts to manage wildlife in the evacuated town. He also visited the temporary housing areas where evacuated residents continue to live until permanent housing options are available.

Also during this placement, Mr. Jardaneh visited the newly constructed off-site emergency response centers for Fukushima Daiichi and Daini nuclear power plants, the Naraha Remote Technology Development Center, and the Fukushima Environmental Creation Center. He also received briefings about the management of radioactive waste, learned about cleanup activities in the towns contaminated by radiation, and visited the Fukushima Daiichi nuclear power plant site, where he checked the in-ground ice-wall constructed to minimize flow of contaminated water into the ocean. The photo above shows Mr. Jardaneh with accompanying Fukushima Prefecture staff at a temporary contaminated soil storage site. Later this month, Mr. Jardaneh will begin a placement in the office of Mr. Kaneshige Wakamatsu, State Minister for Reconstruction and member of the House of Councillors.

Aspiring Leaders Certificate Program Completions

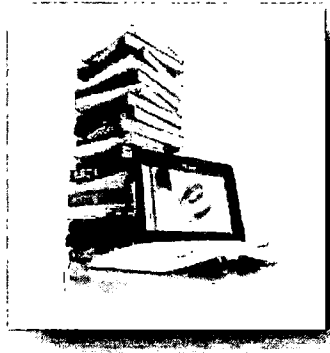
Basia Sall, OCHCO/HRTD

The NRC Leaders' Academy is pleased to report that the Aspiring Leaders Certificate Program (ALCP) continues to be a popular development program here at the NRC. As of June 1, 2016, there are over 300 NRC staff enrolled with 97 of them completing the program. Since the last announcement of completions in the December 2015 edition of the *NRC Reporter*, the following staff have invested in their individual development and successfully completed the program. Let's congratulate them! To learn more about the program, please visit the [ALCP SharePoint Site](#) or contact Basia Sall, Leadership Development Program Manager, directly.

Staff	Office	Staff	Office
HUDA AKHAVANNIK	NMSS	JOSE JIMENEZ GUZMAN	NRO
JOANNE ANDERSON	R-I	THOMAS KOVAL	OCIO
ELIZABETH ANDREWS	R-I	HARRY KROMER	NRO
JEANNETTE ARCE	NSIR	CHRISTOPHER LALLY	R-I
BERNADETTE BACA	R-IV	ANDREW LETOURNEAU	NSIR
DIANA BETANCOURT-ROLDAN	R-III	SHELBY LEWMAN	OGC
ARACELI BILLOCH COLON	NRR	JEFFERY LYNCH	NMSS
JENNIFER BISHOP	R-III	AMANDA MARSHALL	NSIR
ALLYCE BOLGER	R-I	ALFREDO MATOS-MARIN	R-II
DANIELLE BURNETTE	OCIO	NICHOLAS MCMURRAY	NRO
BETHANY CECERE	NSIR	LAURA MICEWSKI	NRO
NATASHA CHILDS	R-II	BARRY MILLER	NRR
JAMES COYLE	CFO	CARLYLEAMARYLLIS NELSON-WILSON	CFO
LEIRA CUADRADO	NMSS	LISA NICHOLS-STRECK	ADM
CHON DAVIS	RES	MICHAEL NORRIS	NSIR
JEANNE DION	NRR	JAMES O'DRISCOLL	NRO
STEVEN DOWNEY	NRO	RAJU PATEL	NRO
NORA EMBERT	R-I	MELISSA RALPH	NSIR
MATTHEW EMRICH	OCHCO	KATHLEEN RAYNOR	ADM
TIFFANY FIELDS	ADM	BRANDON REYES	R-I
RAE FINCH	NRR	ALONZO RICHARDSON	NSIR
KEVIN FOLK	NRR	AUDREY RIVAS	ADM
WILLIAM GARDNER	NRR	CARLA ROQUE CRUZ	NRR
ANDREA GEORGE	NRR	MARIA SCHOER	EDO
GEROND GEORGE	R-IV	ABHIJIT SENGUPTA	R-II
JAWANZA GIBBS-NICHOLSON	CFO	JEFFREY SHELDON	CFO
LAUREN GIBSON	NRR	COURTNEY ST PETERS	NRO
JASMINE GILLIAM	R-II	ERIC STAHL	IP
JERMAINE HEATH	NRO	ERIC STAMM	R-II
JEFFREY HERRERA	NSIR	DARIUSZ SZWARC	R-III
MATTHEW HISER	RES	EMIL TABAKOV	ADM
VICTORIA HUCKABAY	NRR	JOHN VASSOS	R-III
GUIA IRANI	SBCR	JOHN VERA	NMSS
ALFRED ISSA	NRO	DANIEL WARNER	NRR
		ANTONIOS ZOULIS	NSIR

Expanded Higher Educational Discounts for Federal Employees

Karin Francs, OCHCO/HRTD



Federal employees and sometimes spouses, domestic partners, and adult dependents can take advantage of discounted college tuition at more accredited higher learning institutions. Recently, the Office of Personnel Management (OPM) announced a new agreement for discounted tuition between OPM and Penn State World Campus (Penn State online) on June 14. In May, OPM announced tuition discount agreements with Excelsior College and Central Michigan University. You may already know that Champlain College and University of Maryland, University College offer discounted tuition for federal employees, spouses, and adult dependents.

Federal employees, their spouses and legal dependents are now eligible for a 5% tuition reduction to attend Penn State World Campus, the online campus of Penn State, a premier public research university. Penn State World Campus offers degrees (undergraduate and graduate) and certificates in mission-critical programs in cybersecurity, acquisition, human resources, auditing, economics, and STEM (science, technology, engineering and mathematics). The Middle States Commission on Higher Education accredits Penn State. For more information, click on this link: <http://www.worldcampus.psu.edu/?cid=CPC017757&gclid=CJfig7F0MOCFugkhgod0QALNOE>

Excelsior College, also accredited by the Middle States Commission on Higher Education, offers online degree programs for Federal employees, spouses, and domestic partners. The application fee is waived and there is a 20% discount on bachelor's degree courses and a 15% discount on master's degree courses. Among the offerings are degrees in cybersecurity, accounting, electrical engineering technology, and nuclear engineering technology. Click on this link for more information about the degrees and programs: <http://www.excelsior.edu/web/partners/education#tabbed-nav=tab1>

Central Michigan University waives its application fee and offers all Federal civil service employees, spouses, and qualifying adult dependents a 15% tuition discount for online programs and classes at satellite locations. Central Michigan University is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools. Among the degrees offered are Bachelor of Science in Administration, Master of Public Administration and certificate programs in cybersecurity (undergraduate and graduate). For more information about this school and programs, click on this link: https://www.cmich.edu/global/fed/Pages/default.aspx?utm_source=redirect

Champlain College, accredited by the New England Association of Schools and Colleges, Inc., waives its application fee and offers 70% tuition discounts for Federal employees, spouses, and adult dependents on various online degree and certificate programs. What is unique about Champlain is that it offers subscription plans at different price points. Students can pick the subscription plan that is appropriate for their budgets. Payments are made monthly, thereby possibly eliminating the need for student loans. Champlain College offers associate's and bachelor's degrees in accounting and certificate programs in specific fields in accounting. Champlain also offers bachelor's degrees in cybersecurity and various other programs. For more information, click on this link: <http://www.champlain.edu/truedfed>

University of Maryland University College has 90 different programs offering bachelor's and master's degrees, and certificates. In addition to a 25% discount for out of state tuition, there is an application fee waiver for Federal employees, spouses, and adult dependents. Some of the programs do not qualify for the discounted tuition. The Middle States Commission on Higher Education accredits University of Maryland University College. See link: <http://www.umuc.edu/federal-government/>

You can also email any questions to learninganddevelopment@opm.gov. *Government Executive* featured an article about the new opportunities at Excelsior College on May 10, 2016, see link: <http://www.govexec.com/pay-benefits/2016/05/new-partnership-give-feds-college-discount-will-stress-customization/128188/>.

Army's 241st Anniversary Celebrated at HQ

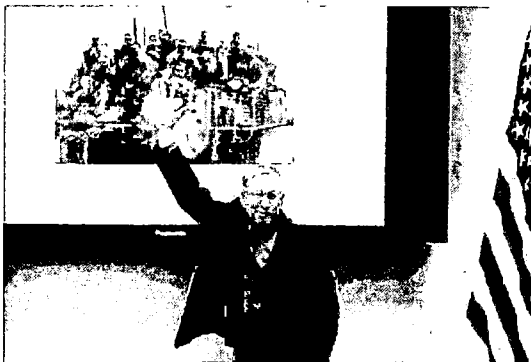
Lynne Finch, NRR



Left to right, Army Sgt. First Class James Vaughn (Ret.), Commissioner Ostendorff, Army Col. Susan Stuchell, (Ret.)

The NRC commemorated the U.S. Army's 241st Anniversary with a celebration in the TWFN Exhibit Area on June 14. Commissioner Ostendorff delivered the keynote address and shared photos of family members who had served or are serving in the Army. Col. Susan Stuchell and Sergeant First Class James Vaughn, U.S. Army (Retired), and both currently working in NSIR, represented the senior and junior Army representatives, in keeping with military tradition, and were joined by Commissioner Ostendorff for ceremonial cutting of the cake with a sabre.

The event was supported by the NRC Veteran Employee Resource Group (VERG).



Fire Protection Toolkit

Naeem Iqbal, NRR



The Fire Protection Toolkit (ADAMS Accession No. [ML16039A056](#)) captures the knowledge, experience, regulatory, licensing, and technical documents related to nuclear power plant fire protection. Regional inspection staff can use the Toolkit to quickly and easily find just the right document they need to support inspection activities. The Toolkit will be a common reference for reactor inspectors and headquarters staff so they can work with the same information.

Naeem Iqbal of the Office of Nuclear Reactor Regulation (NRR), Fire Protection Branch (AFPB) staff developed the Toolkit to be universally available. This Toolkit provides the advantage of a single paperless repository containing electronic documents for fast and reliable access. The Toolkit uses hyperlinks to the ADAMS documents and NRC SharePoint sites for ease of use. The Fire Protection Toolkit does not include pre-decisional and security related documents, but it does link to ADAMS and SharePoint site documents that may contain non-publicly available information and are for internal use only. The Toolkit links will be updated periodically with the most current version of fire protection regulatory and technical documents. This Toolkit is maintained internally by NRR/AFPB staff.

Concise and Meaningful
Section Titles

↓

NFPA 805 Triennial Fire Protection Inspection – Reports and Schedule

Full Accession Number
Provided and Hyperlinked

↓

NFPA 805 Triennial and Integrated Fire Protection Inspection Reports and Summary of Findings, ADAMS Accession No. [ML16035A316](#) (Periodically Updated)

NFPA 805 Transition Implementation Schedule and Triennial Fire Protection Inspection Dates, January 20, 2016, ADAMS Accession Nos. [ML16056A387](#) and [ML16035A321](#) (Periodically Updated)

NRC Triennial Fire Protection Inspection Reports – Public Access SharePoint portal:
<http://kors.public.nrc.gov/NRC%20Fire%20Protection%20Inspections/Forms/Triennial%20Inspection%20Report.aspx> (Periodically Updated)

Includes Useful External
and Historical References

Key References
Periodically Updated

The U.S. Government Accountability Office (GAO), in its report, [GAO-13-743](#), "Nuclear Power: Analysis of Regional Differences and Improved Access to Information Could Strengthen NRC Oversight," made three recommendations to improve NRC's oversight processes regarding identification, resolution, and tracking of inspection findings.

Recommendation 3 states that, "To help the NRC staff more efficiently use past experiences in its oversight activities, the NRC Commissioners should direct agency officials to evaluate the challenges inspectors face in retrieving all relevant information on plant performance and previous oversight activities, and improve its systems accordingly to address these challenges."

The Fire Protection Toolkit will support meeting this recommendation.

For more information, or questions regarding the Fire Protection Toolkit, please contact Naeem Iqbal, Fire Protection Engineer, Division of Risk Assessment (DRA)/NRR at: (301) 415-3346, Naeem.Iqbal@nrc.gov.

David L. Rudland to Receive Highest Award from ASME, PVP

David L. Rudland, Ph.D., Chief, Component Integrity Branch, Division of Engineering, Office of Nuclear Regulatory Research will be receiving the prestigious S.S. Chen award on July 20 at the honors and awards gala at the 2016 Pressure Vessels & Piping Conference, ASME (American Society of Mechanical Engineering). This award is the highest award the Piping and Pressure Vessel Division of ASME can give. The award is for "unusual outstanding voluntary service to the Pressure Vessels and Piping Division (PVP) marked by outstanding performance, prolonged and committed service, devotion, enthusiasm, and faithfulness."

Dr. Rudland is also the 2015-2016 Chair of the Materials and Fabrication Administrative Committee, PVP, ASME.

PRESSURE VESSELS & PIPING DIVISION Founded in 1966

https://community.asme.org/pressure_vessels_piping_division/default.aspx



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June 7, 2016

David Rudland
United States Nuclear Regulatory Commission
21 Church Street, Room 5C14, Mail Stop: CSB-5CA24
Rockville, MD 20853

Dear David,

On behalf of the ASME Pressure Vessels & Piping Division, I am pleased to congratulate you on being named to receive the S. S. Chen PVP Outstanding Service Award for 2016.

Formal presentation of the award will be made during the Honors & Awards Gala at the 2016 Pressure Vessels & Piping Conference. The Gala will begin at 5:00 pm on Wednesday, July 20th, 2016 at the Hyatt Regency Vancouver - Vancouver, British Columbia, Canada. Seats at the front of the Gala banquet room will be reserved for you and your guests.

Once again, congratulations from the Pressure Vessels & Piping Division. We look forward to seeing you at the Conference.

Sincerely yours,

Trevor Seipp
Chair, Honors & Awards Committee
ASME Pressure Vessels & Piping Division



APAAC Luncheon Celebration

(b)(6)

NRR

(b)(6)

In celebration of the National Asian American and Pacific Islander Heritage Month, the Asian Pacific American Advisory Committee (APAAC) held its annual luncheon on May 25, 2016, at the TWFN auditorium. APAAC co-chairs (b)(6) NMSS) and (b)(6) (ADM) hosted approximately 100 attendees. "Walk Together, Embrace Differences, Build Legacies" was the theme of the event that showcased Hawaiian culture. Traditional garlands (Lei) were presented to the guests as a welcome gift.

The keynote speaker was Beth Mizuno, Deputy Assistant General Counsel from OGC. Beth is of (b)(6)

(b)(6) In her speech, Beth presented a touching tribute to the 442nd Regimental Combat Team, a distinguished Japanese American unit that fought in World War II. She also presented a slide show that featured the men from the 442nd who were awarded the Medal of Honor. In her narrative, she highlighted the rift caused by Pearl Harbor among the Japanese American soldiers from Hawaii and the Japanese American soldiers from the U.S. mainland and how their staunch patriotism eventually brought them together. She also described vividly the 442nd's most famous battle, "the Rescue of the Lost Battalion," in Europe, in which the 442nd gallantly rescued fellow Americans. Her conclusion was poignant. She said, "[a]s with all veterans, we owe them a great debt. They proved their loyalty and they fought against racism and discrimination and, in that sense, they fought for all of us."

The event included a musical presentation by Ms. Huilan Chen of Rockville, MD, who delighted the audience with two pieces of music on the traditional Chinese instrument, "guzheng." The APAAC volunteers served the buffet-style Hawaiian lunch that included a variety of meat dishes, rice, salads, and homemade Hawaiian cookies.

(b)(6) was the distinguished recipient of the EEO award for his dedicated contribution to diversity and inclusion spanning many years. The event organizing team included APAAC volunteers from many offices including NRR, NRO, RES, NMSS, OCFO and, ADM. The event concluded with remarks from Melody Fopma, Associate Director, SBCR.

(b)(6)

Huilan Chen of Rockville, MD playing the guzheng

APAAC Luncheon Celebration (continued)

(b)(6)



(b)(6)



(b)(6)



Did you know?**Eileen B. Greenwald, MD, MPH – NRC Health Center****Soy (or Soybean)**

–is a type of legume (plants that produce pods that split open naturally along a seam to reveal a row of seeds) that humans have been eating for almost 5000 years. Some other familiar legumes include beans, peas, peanuts, lentils, and alfalfa.

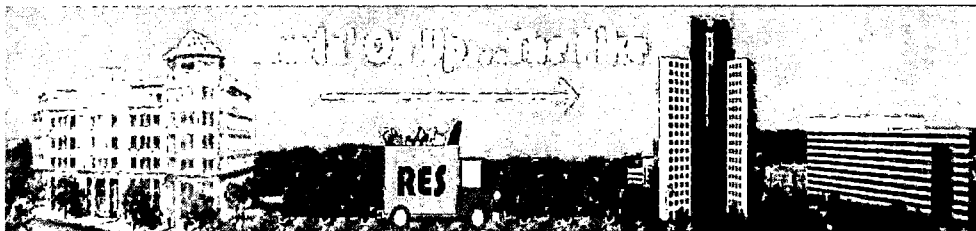
–is high in protein, and the protein from soy is equivalent to the protein found in animal-based foods.

–is one of the most common allergy-triggering foods.

–is not a food source to which you are more likely to be allergic, just because you are allergic to other legumes such as peanuts.

–is believed to have the potential to cause thyroid problems in people, especially in people with iodine deficiency.

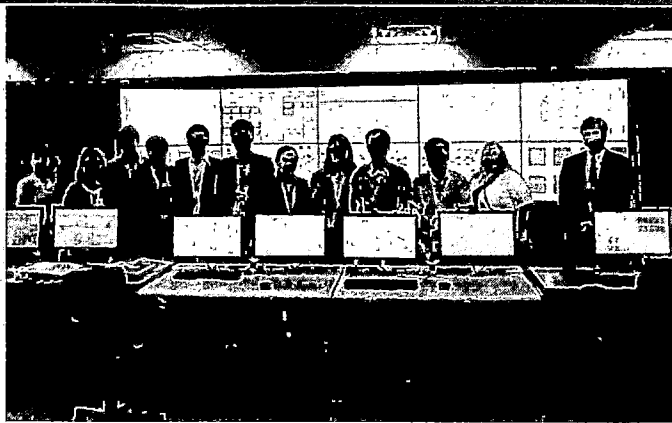
Please feel free to stop by the Health Center if you have any health and wellness concerns that you would like to discuss. Dr. Greenwald and the nurses are always available for consultation and assistance on health matters.
(301) 415-8400

RES Celebrates 1st Year Back at HQ

On June 22, 2015, The Office of Research moved from Church Street in Rockville back to Headquarters. We are enjoying our work on the 10th and 9th floors of TWFN! Thanks for making it a reality and helping to bring RES back to the main campus.

VARANS Visit the TTC

Jeff Griffis, TTC



Members of the VARANS group in one of the TTC's advanced digital simulators. On the far left is Karen Kaldenbach from ORNL, who coordinated the tour between Vietnam and the NRC. On the far right is Scott Egli, Chief of the TTC's Specialized Technical Training & Support Branch.

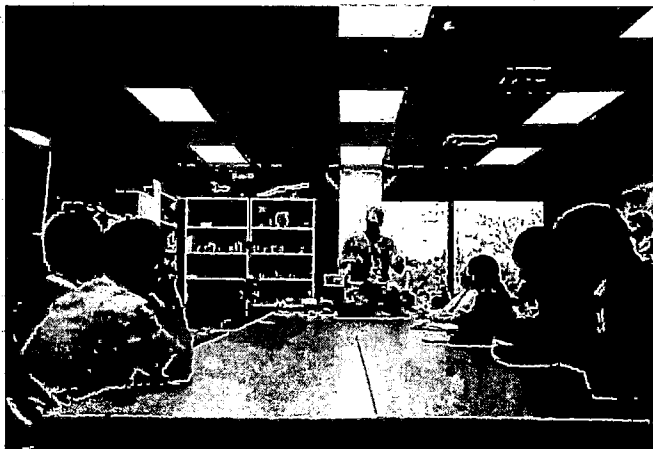
On June 9, NRC's Technical Training Center (TTC) hosted seven staff from the Vietnam Agency for Radiation and Nuclear Safety (VARANS). Personnel from Oak Ridge National Lab (ORNL) and the US Department of Defense (DOD) Defense Threat Reduction Agency (DTRA) accompanied the VARANS staff members.

Vietnam already regulates the use of certain nuclear materials within its borders, and the country is now actively pursuing a nuclear power program. VARANS coordinated the visit with the NRC to support this endeavor, and to learn how the NRC trains its technical staff to support qualifications within the reactor, materials, and security inspection programs.

The VARANS representatives toured the TTC, including three of its reactor simulators and various health physics and security training areas. TTC instructors delivered presentations to the visitors about NRC qualification programs for reactor inspectors and materials inspectors, and discussed information related to the NRC's security requirements for both reactor and licensees.

In addition to the TTC visit, the VARANS staff members also toured the NRC Headquarters Operations Center, ORNL, and TVA's Sequoyah Nuclear Plant during their weeklong visit to the U.S.

According to a statement recently released by the White House, The U.S. and Vietnam plan to establish a joint committee to promote the use of nuclear power to achieve clean energy goals. This joint committee will work toward establishing a Technical Support Center for Nuclear Security and Safeguards in Vietnam and allow the U.S. Nuclear Regulatory Commission to help build nuclear regulatory capacity in Vietnam to meet international standards.



Henry Lynn, Senior Health Physics Instructor, discusses radiation detection instruments that are used in NRC training courses for Reactor and Materials Health Physics Inspectors.

RES Employee of the Month Completes NSPDP

Philip Smith (left) receives from Michael Weber, Director, RES (right), both the RES Employee of the Month Award for May and his certificate for successfully completing NRC's Nuclear Safety Professional Development Program (NSPDP). Phil serves as a Fire Protection Engineer in RES. He demonstrated exemplary performance in leading the preparations for the seminar commemorating the 30th anniversary of the accident at Chernobyl that NRC sponsored on May 4, 2016, as well as drafting two significant research reports. The seminar featured NRC Historian Tom Wellock, International Advisor Jack Ramsey, and one of the operators at the Chernobyl plant during the accident, Oleksi Ananenko. During his participation in the NSPDP, Phil completed a number of assignments, including a rotation to Region I where he participated in a Triennial Fire Protection Inspection at Hope Creek, experiments involving High Energy Arcing Fault at KEMA Laboratory in Pennsylvania, and testing of electrical cable fire retardant coatings at the National Institute of Standards and Technology. He emulates NRC's Service Value both in the office and outside. When he is not focused on nuclear safety and security, he volunteers as a Lieutenant at the Sandy Spring Volunteer Fire Department. During the snow storm that blanketed the Washington and Philadelphia metro areas this past February, Phil drove a snow plow for more than a day to provide access for emergency vehicles in the neighborhoods surrounding Headquarters. Congratulations, Phil!!!

NRC and DOE Advanced Reactor Workshop

Robert Jasinski, NRO



NRO Office Director Jennifer Uhle describes NRC's Vision and Strategy for advanced non-light water reactors.

The NRC and Department of Energy recently held their second joint workshop on innovative reactor technologies at the Bethesda North Marriott on June 8 and 9. Focusing on the opportunities and challenges associated with safely developing and deploying advanced non-light water reactors, the workshop drew about 300 attendees from a variety of interested stakeholder groups. It included presentations as well as structured and open discussions. The following photos provide a sampling of the activities at the two-day workshop.



Division of Engineering, Infrastructure, and Advanced Reactors Deputy Director Deborah Jackson provides opening remarks on the second day of the workshop.



DOE Undersecretary Dr. Franklin Orr speaks about the development and deployment of advanced non-light water reactors.

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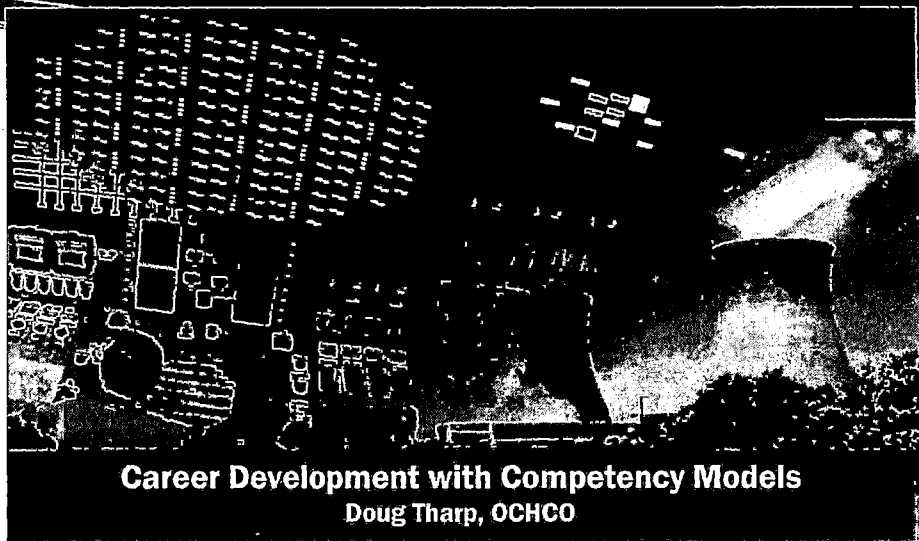
August 3, 2016

NRC Reporter

Protecting people and the environment

Inside this issue:

- WOW, that's really NEAT!
- NRC Employee Featured in Magazine
- Knowledge = Safety



Career Development with Competency Models

Doug Tharp, OCHCO

REPORTER SUBMISSION INFORMATION FROM THE EDITOR

The NRC Reporter is published monthly, on the first Wednesday of the month. The next issue of the Reporter will be published on September 7. The deadline for submissions is Monday, August 29, 2016.

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



Editor: Karin Francis

Layout: Patricia Burbank
Patricia Sprogeris

Reporter Archive
Reporter Calendar

YOUR CAREER

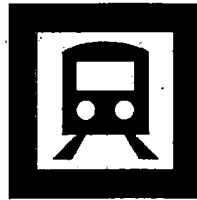


Wouldn't it be awesome to know exactly what it takes to be great in all aspects of your job? What if you could determine exactly which skills you need in order to move to a different job and you could choose from available options to develop those new skills? With the right references and resources available, you could be more in control of your own career development. You could generate an individual development plan and get to work improving or developing new skills. This, and so much more, can be made possible through competency models. Additional benefits of using competency models include improved recruiting, onboarding, coaching, mentoring, and decision-making regarding the development of training courses and when to offer them.

As part of Project Aim, OCHCO will be developing competency models for the agency's mission critical and other selected roles over the next several years. During the summer, four models were built by identified experts as part of a pilot project to develop a process and gain some experience with competency models. As part of the pilot project, a vendor's software system was used to make the competency models actionable. You can see how the models can be used in [this short video](#). OCHCO is currently developing a project plan for building competency models and a system that will provide similar functionality so you can take control of your own career development. Look for the project plan coming soon in future Project Aim announcements. Modeling for the first roles will begin in January 2017. Please contact [Steve Cochrum](#) or [Doug Tharp](#) with any questions or suggestions relating to the competency models project.

NTSB Investigation Report on WMATA Metro System Subway Tunnel Fire

Naeem Iqbal, NRR



The National Transportation Safety Board (NTSB)¹ conducted an investigation to evaluate the fire incident that occurred on January 12, 2015, on the Washington, D.C., Metro Yellow Line train. On January 12, 2015, at about 3:15 p.m. EST, a Yellow Line six-rail car train (#302) with about 380 passengers on board departed from L'Enfant Plaza to Pentagon Station. It stopped after encountering heavy smoke in the subway tunnel between the L'Enfant Plaza Station and the Potomac River bridge in Washington, D.C. The rail cars filled with heavy smoke and 91 people were injured by smoke inhalation, including passengers, emergency responders, and a Washington Metropolitan Area Transit Authority (WMATA) employee. One passenger died.

The NTSB released report [NTSB/RAR-16/01](#), "Washington Metropolitan Area Transit Authority L'Enfant Plaza Station Electrical Arcing and Smoke Accident, Washington, D.C., January 12, 2015." The report revealed that the probable cause of the WMATA L'Enfant Plaza station electrical arcing and smoke event was a prolonged short circuit that consumed power system components resulting from ineffective inspection and maintenance practices. The investigation of this incident noted a series of safety issues and conditions at WMATA that required immediate action. Issues ranged from initial response to smoke in a tunnel, tunnel ventilation, rail-car ventilation, emergency response, and insufficient oversight and management of WMATA.

The following is an excerpt from the NTSB report summary:

The investigation of this accident revealed a range of safety issues and conditions at the Washington Metropolitan Area Transit Authority (WMATA) that illustrate the transit organization's lack of a safety culture:

WMATA response to smoke report: A smoke detector near the location of the heavy smoke, activated at 3:04 p.m., but was not displayed at the Rail Operations Control Center (ROCC) because of a loose wire that prevented communication with the Advanced Information Management System. Other nearby smoke detectors activated later, and those were displayed at the ROCC, but WMATA had no procedures for response to smoke detector activations. WMATA's standard operating procedure states that at the first report of smoke, all trains should be stopped in both directions, but this did not happen on the day of the accident. Instead, the ROCC told the operator of a train carrying revenue passengers to look for smoke, which was WMATA's routine response to reports of smoke or fire.

The National Fire Protection Association (NFPA), in its July/August 2016 issue of *Fire Journal*, published an article "Tunnel Trouble," on the January 12, 2015, D.C. Metro Yellow Line train fire, which is available at the following URL address: <http://www.nfpa.org/news-and-research/publications/nfpa-journal/2016/july-august-2016/features/tunnel-trouble>. The article highlights the fire and life safety concerns in subways worldwide.

The January 12, 2015, WMATA metro subway tunnel fire event illustrates the following:

- Importance of how issues concerning an organization's safety culture can lead to failures.
- Importance of a robust corrective action program. Deficiencies that led to the WMATA metro subway fire event included failure to evaluate the causal factors thoroughly from previous similar accidents/operating experience, poor identification of problem findings, and poor implementation of effective corrective actions in response those accidents.
- Importance of inspection, testing, and maintenance practices to track system performance and to identify potential system faults when, or even before, they actually occur and develop into larger system-wide problems and potential safety hazards.

¹The NTSB is an independent Federal agency charged by Congress with investigating every civil aviation accident and significant incidents in the United States and significant accidents and incidents in other modes of transportation – rail, highway, marine and pipeline. The NTSB determines the probable cause of accidents and other transportation events and issues safety recommendations aimed at preventing future accidents. In addition, the NTSB carries out special studies concerning transportation safety and coordinates the resources of the Federal Government and other organizations to provide assistance to victims and their family members impacted by major transportation disasters.

Another University Offers Discounted Tuition for Feds

Karin Francis, OCHCO



The Office of Personnel Management just announced that St. Mary's University of Minnesota now offers Federal employees, spouses, and dependents a 10% tuition grant and a waiver of the application fee. St. Mary's offers undergraduate and graduate degree programs online and on campus in Minnesota and Wisconsin. St. Mary's is a private university offering education in the Catholic Lasallian tradition and is accredited by the Higher Learning Commission, North Central region. Online students are issued an iPad® to aid in their learning. Click on <http://fedgovatsaintmarys.com/> for more information.

If you are interested in information about other universities and colleges offering discounted tuition for Federal employees, spouses, and dependents, see the article "Expanded Higher Educational Discounts for Federal Employees" in the July issue of the *NRC Reporter*.

Congratulations, Graduate!!

(b)(6)

(b)(6) recently graduated from Boston University with a degree in Communications. She is the daughter of (b)(6) OI, R-III. (b)(6) is employed by the Chicago Cubs as a Production Assistant, and Arlington Park International Racecourse/Churchill Downs as the (b)(6)

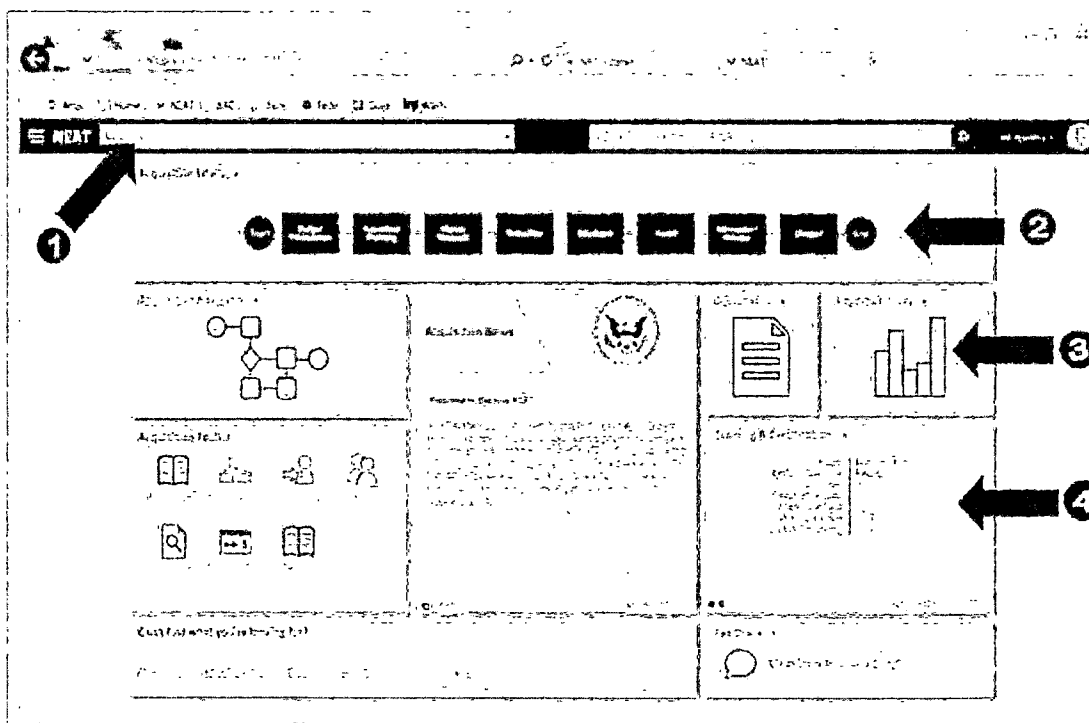
WOW, that's really NEAT!**Romana Moy, ADM**

"The certification panel for CORs is a great idea." "The new NEAT website is phenomenal. Very well done. Thank you for the good work!" "Wow, that's really NEAT!" These are some of the quotes from NRC Contracting Officers Representatives (CORs) in response to the release of the new NEAT.

NEAT, NRC's Enterprise Acquisition Toolset, is the centralized portal for "all things acquisition" at the NRC. NEAT is available to all employees through the agency's homepage. NEAT was first launched in 2013 with the goal of providing the acquisition community a centralized location to easily access acquisition policy, guidance, tools, templates, and reports.

In response to user feedback, and in conjunction with Project Aim's COR Process Standardization Initiative, NEAT was recently re-launched to provide a more robust user experience. As noted on the screen shot below, enhancements include:

1. Role-based content where users can identify their role on a drop-down list to help narrow the focus of their document search.
2. Phase-based content to help users determine their document search based on the different phases of the acquisition lifecycle.
3. Reports Library with easy access to over 15 acquisition reports that provide valuable data from the STAQS, the agency's acquisition system, including everything from data associated with advanced planning to post-award. NEAT also includes an "End-to-End" report designed by and for CORs that integrates budget execution and acquisition data by tying together data from STAQS, FAIMIS (the agency's financial system), and BFS (the agency's Budget Formulation System).
4. Up-to-date information about individual NEAT users' COR training and certification status, including the number of continuous learning points earned, current expiration date of COR certification, etc.



As part of NEAT's relaunch, the Office of Administration, Acquisition Management Division has showcased NEAT's improved functionality through COR Town Halls and monthly COR Conversations. If you would like a walk-through demonstration of the new NEAT, or of any of the acquisition reports, please register for a COR Conversations session in iLearn (Course ID_27144). You may also contact the STAQS/NEAT Help Desk for any specific NEAT questions or feedback.

NRC Employee Featured in Magazine
Excerpt from *Careers and the disABLED*, July 22, 2016 issue

(b)(6)



Mathew Whorral was featured in the July 22, 2016, issue of the magazine *Careers and the disABLED* in an article, "Essential Service" by Katie McKy. On pages 28 and 29, Mr. Whorral describes the diversity and inclusion culture of the NRC in glowing terms. According to Matt, "The NRC has enabled me to work to my fullest potential through ergonomic assessments of my workspace, rotational opportunities, and work with our special advisory committees and special interest groups. These groups work in tandem with agency leaders to promote an all-inclusive workplace through diversity awareness. They truly go above and beyond. I'm proud of the progress this agency has made, and I look forward to the future."

New NRC Toastmasters Club Officers Inducted for 2016-2017

(b)(6) OCHCO

(b)(6)

At the beginning of the NRC Toastmasters club meeting on July 21, 2016, Karin Francis inducted the officers for the 2016-2017 Toastmasters year, which runs from July 1, 2016, to June 30, 2017. Club members and guests celebrated with a toast to the new officers, who are listed below:

(b)(6)

The new officers received Toastmasters International officer pins, one for each of the seven officer titles, from the club president, (b)(6). (b)(6) Immediate past president, (b)(6) thanked the club officers who served last year and presented each former club officer with an engraved plaque. Members and guests enjoyed snacks and homemade fudge during the rest of the meeting, which included speeches by (b)(6) and (b)(6) table topics (impromptu speaking for 1-2 minutes), and evaluations. The NRC Toastmasters club typically meets the first and third Thursdays of the month. Guests are always welcomed at the NRC Toastmasters Club meetings.

Knowledge = Safety

Naeem Iqbal, NRR

**June and July are Peak Months for Summer Grilling Fires**

The National Fire Protection Association urges grillers to be mindful of safety

As long summer days approach, backyard chefs everywhere are dusting off their grills, eager to embark on the long-awaited barbeque season. The [National Fire Protection Association](#) (NFPA) recommends that grillers pay particular attention to safety in the summer months, when home fires from grilling incidents occur most often.

Three out of five households own a gas grill, according to NFPA's "[Home Fires Involving Cooking Equipment](#)" report. Such high grill ownership translates to a lot of tasty meals but it also contributes to an increased risk of home fires. While nearly half of the people who grill do so year round, July and August are the peak months for grilling fires. Each year, an average of 8,800 home fires are caused by grilling, and close to half of all injuries involving grills are due to thermal burns. While gas grills contribute to a higher number of home fires overall than their charcoal counterparts, NFPA reminds everyone that all types of grills pose a risk for fires and burn injuries.

You can educate yourself on the risks of home grill fires by reading the NFPA April 2016 Report "Home Grill Fires." The report examines causes and circumstances that were reported to local fire departments in the United States. According to NFPA, the leading causes of grill fires were failure to clean the grill, having the grill too close to something that could catch fire, and leaving the grill unattended. The report also outlines trends, fire causes, and fire circumstances for structure fires and outside or unclassified fires for all grills, including gas grills and solid-fueled or charcoal grills. Finally, the report discusses grill-related burns, including burns caused by contact with hot grills or grill contents. By familiarizing yourself with the report, and avoiding the common causes of grill fires, you can enjoy the barbeque season safely.

Vol. 12

Issue 9

September 7, 2016

NRC Reporter

Protecting people and the environment

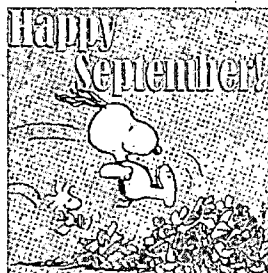
Inside this issue:

- [OCIO Options for Web Conferencing](#)
- [NRC Diversity Family Feud Results](#)
- [Benefit Night — Fuddruckers of Rockville](#)

REPORTER SUBMISSION INFORMATION FROM THE EDITOR

The NRC Reporter is published monthly, on the first Wednesday of the month. The next issue of the Reporter will be published on October 5. The deadline for submissions is Monday, September 26, 2016.

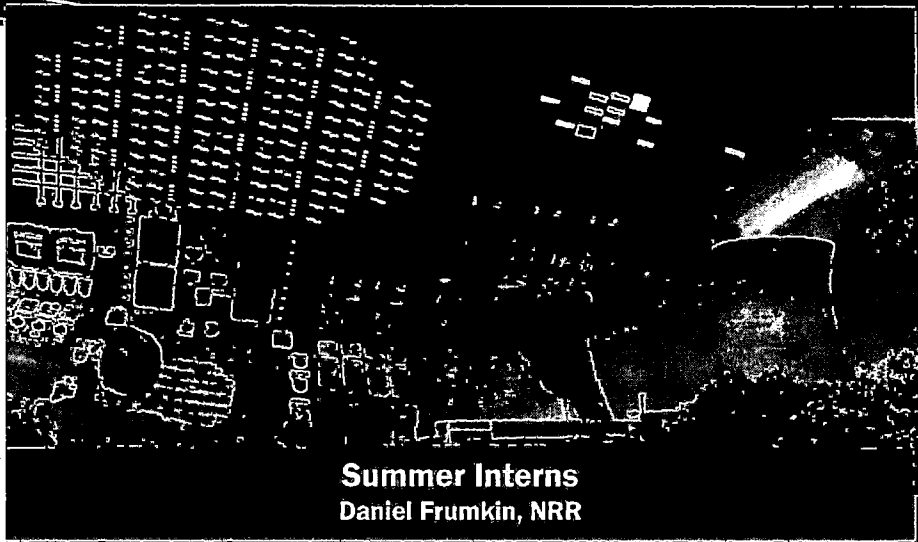
In order to continue having an informative employee newsletter, you are encouraged to submit articles and photos to the NRC Reporter inbox via email to: NRCReporter.Resource@nrc.gov. Thank you for your support.



Editor: [Karin Francis](#)

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

[Reporter Archive](#)
[Reporter Calendar](#)



Summer Interns
Daniel Frumkin, NRR

Since the summer of 2012, NRC technical staff have hosted a summer internship program for area high school students. This year's topics focused on a safety system simulation for nuclear power plants and the hazards that the public is protected from due to NRC regulation. The NRR staff involved this year were Daniel Frumkin and Candice Spore, along with NRR summer college intern (b)(6) of NMSS.

This internship is non-traditional. Instead of being a paid employee assisting the NRC staff, the unpaid interns were able to work on a technical project of their choice with the assistance of NRC technical staff. This year we brought in technical experts to talk with the students. They also toured the Operations Center and viewed the nuclear plant equipment displays in the 3WFN PDC.

This year there were eight rising juniors and seniors from area high schools including Churchill, Wootton, and Poolesville. On August 18, the students presented their final projects in front of an audience of NRC staff and managers, their families, and guests. All of the attendees were impressed by the presentations.

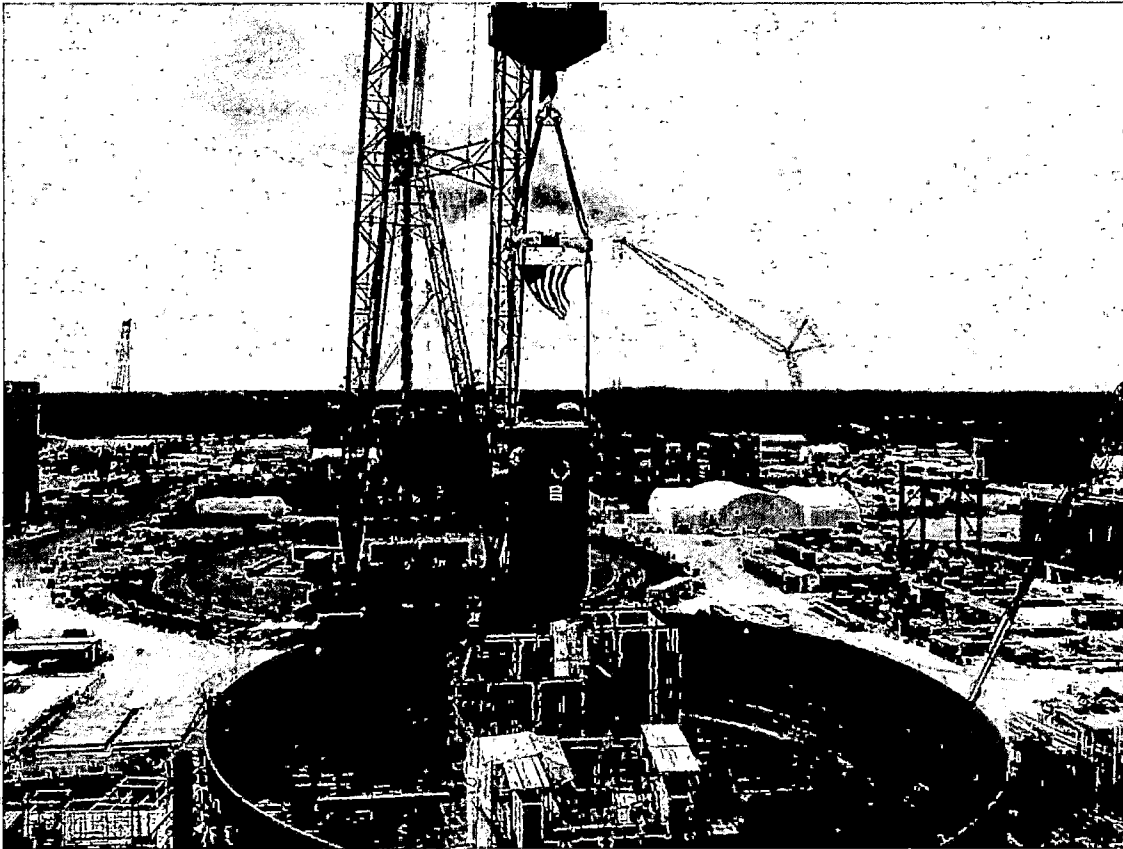
We are always looking for other NRC organizations to host area students. The staff commitment is just a few hours a week over the summer, and provides area students an introduction to what the NRC does and an opportunity to work on a technical summer project.

If you or your organization is interested in hosting next summer, please contact Mollie.Semmes@nrc.gov or Daniel.Frumkin@nrc.gov.

(b)(6)

RPV Placement at V.C. Summer Unit 2
Patrick Donnelly, R-II Summer Construction Resident Office

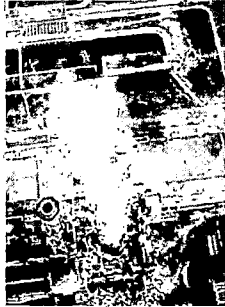
On August 30, 2016, the reactor pressure vessel (RPV) was placed in the V.C. Summer Unit 2 Nuclear Island using the heavy lift derrick.



Doosan Heavy Industries & Construction manufactured the reactor vessel, which weighs approximately 278 tons and is 36 feet long and 15 feet wide. This is the first RPV placement for the four AP1000 reactor plants under construction in the U.S. The resident inspectors monitored preparations for the lift and the successful placement. You can also watch the video on *You Tube*: <https://youtu.be/iQ0PCFzGACI>.

Chernobyl's Legacy Video Available

Brought to you by RES and OIP

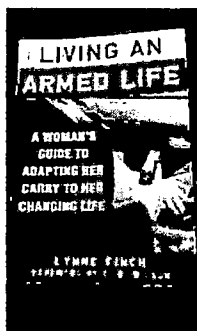


On July 13, 2016, the Office of Nuclear Regulatory Research (RES) and the Office of International Programs (OIP) hosted a webinar on "Chernobyl's Legacy: Impacts on People and the Environment." The purpose of the RES seminar was to discuss the environmental and health effects from the April 26, 1986 Chernobyl accident. Nearly 170 people attended via GoToWebinar, including guest speakers from California (Berkeley), Japan (Fukushima), and in the NRC auditorium. This GoToWebinar was instrumental in providing information for NRC's Knowledge Management (KM) program. For more details on the GoToWebinar, a captioned video of the seminar is available in iLearn (ID_272148).



Lynne's Latest Book is Now Available

R. Lynne Finch, NRR



Lynne Finch, NRR/PMDA, is now a four-time author. Her latest offering, available this month, is *Living an Armed Life*. Lynne has three previous books dealing with personal safety, security, and defensive shooting. In this book, she addresses the changes that we go through and how it impacts our defensive styles. From juggling children in a parking lot, to finding yourself on crutches, to aging, she covers a variety of modifications that can help keep you safe. She also offers a new take on situational awareness called RPA, Recognize, Prepare, Act. Lynne had a lot of help, from celebrity instructor Mike Seeklander offering tips on one handed reloads, to a Virginia Beach firearms instructor who was paralyzed in an accident several years ago and now teaches from a wheelchair. The new book offers a lot of advice that many will never need, but if you haven't thought about it, and do need it...well, that could be a problem. As in her other books, Lynne advocates strongly that the best fight is the one you don't have, and if you can avoid the situation, do so.

OCIO Options for Web Conferencing

Danielle Burnette, OCIO

Did you know OCIO has several video conferencing options available for staff via the NRC Customer Service Catalog?

Reasons why you **should** use web conferencing

Web conferencing is used to conduct live meetings, training, or presentations via the Internet. In a Web conference, each participant sits at his or her computer (or watches a projection of a computer screen with a group) and is connected to remote participants via the Internet. One participant is generally the "presenter", and shares PowerPoint slides or content via another application that can be shown and used on his or her desktop. Participants can switch who is presenting, collaborate on work products, engage in live text chat, and converse via telephone or Voice over Internet Protocol (VoIP). Depending on the software, other features may include media streaming, polling, and tools to help manage large conferences.

Within the NRC, we have two major technologies to support Web conferencing. They are:

1) GoTo services

- **GoToWebinar®** is a Web conferencing service that enables NRC staff and contractors to plan and present professional Webinars with up to 500 attendees at a time. It is secure and cost-effective, with an easy-to-use intuitive interface.
- **GoToMeeting®** offers options for meetings of up to 100 attendees, and can accommodate both internal and external participants.
- **GoToTraining®** is a Web-hosted virtual classroom. Its desktop-sharing software enables users to present their screens to up to 99 other trainees via the internet in real time.

To utilize these GoTo services, please go to [Virtual Meeting Services](#) on the NRC Service Catalog to learn more.

2) Skype™

Skype is ideal for meetings among NRC staff. Attendees participate from their workstations, thus eliminating the need for a conference room. Skype can accommodate up to 250 attendees within NRC, including regions and resident inspector sites. Skype allows attendees to share documents and desktop views instantly. To schedule a Skype meeting, simply open Outlook Calendar, select the Home tab, and select New Skype meeting. Information on Skype may also be found in the NRC Customer Service Catalog in [Resources & Quick Reference Guides](#) for Skype. All NRC staff are authorized to use Skype.

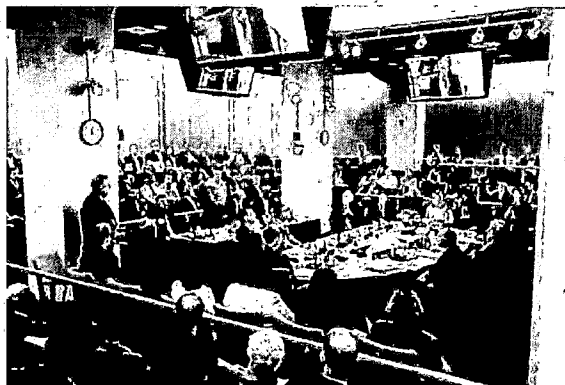


Photos from Levy County COL Mandatory Hearing

Bob Jasinski, NRO



Mallecia Sutton and Andrew Kugler, both from NRO, appear before the Commission at the Mandatory Hearing on the application for the Combined License (COL) to build and operate two new reactors at the Levy County site in Florida. The Mandatory Hearing on July 28th was the final step in the agency's Part 52 reactor licensing process.



NRC Diversity Family Feud Results

(b)(6)

RES

Starting from the 1st week in August up to the Diversity Day Celebrations on August 25, 2016, the Advisory Committee for African Americans (ACAA) along with the NRC Chapter of Blacks in Government (BIG) held the NRC's 4th Annual Diversity Games. In the past, the games were played in a Jeopardy-style format. This year, the format was changed to a Family Feud format. Eight teams battled for the gold.

The teams that participated in this year's NRC Diversity Family Feud:

- AAA et. al
- ageDACAdemics
- The Tactical Nukes
- Last Year's Rads
- League of Cunning Attorneys
- Nuke Kids on the Block
- RES American League
- RES National League

At the end of a grueling tournament, Nuke Kids on The Block came out on top as the first place winners, with Last Year's Rads coming in second, and RES National League winning third place as well as the Spirit Award.

ACAA and BIG would like to thank the staff and EEO committees for supporting this event and we look forward to bringing some fun and excitement to next year's event. Be sure to check out the SharePoint pages for ACAA and BIG for upcoming events.

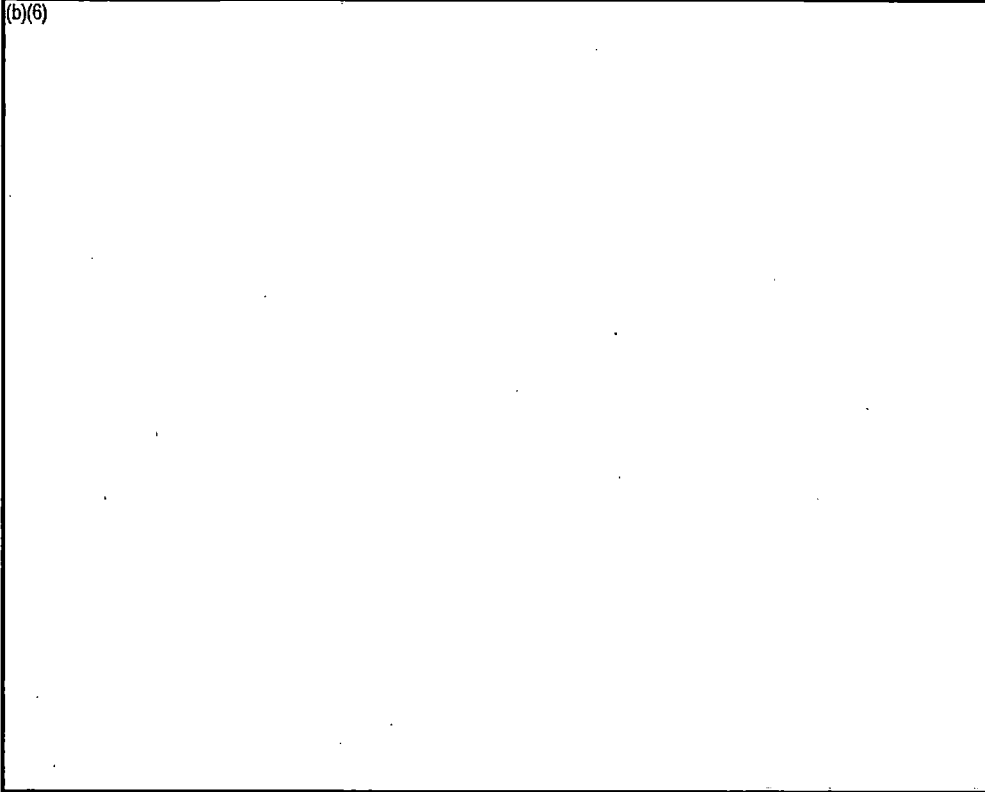
1st Place – NUKE KIDS ON THE BLOCK

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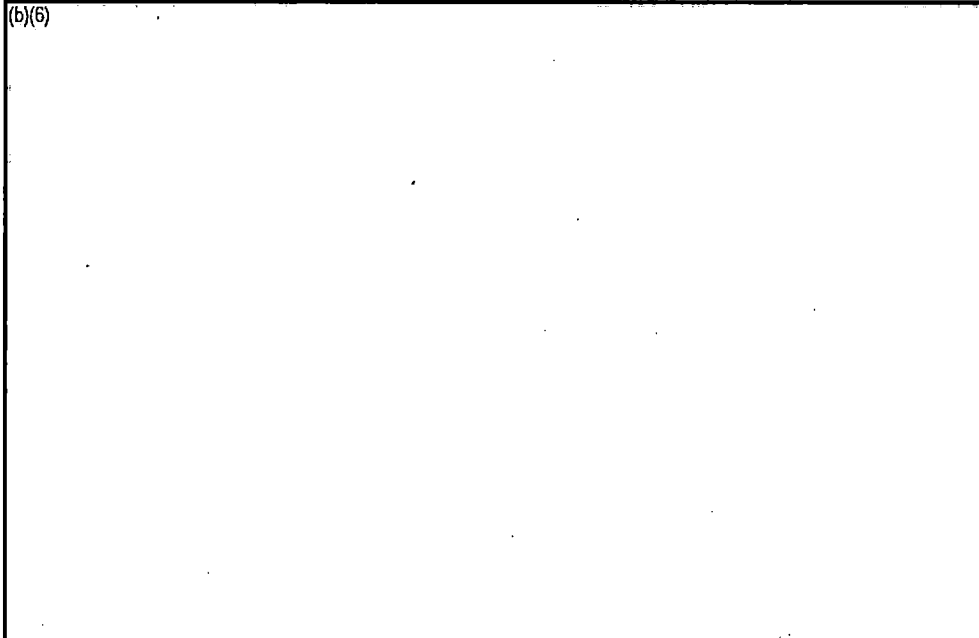
NRC Diversity Family Feud Results (continued)

(b)(6) RES

2nd Place - Last Years' Rads



3rd Place - RES National League



Agency Expert Sharing Knowledge Through Online Learning

Christine Steger, OCHCO



Over the last several years, Rick Hasselberg, Sr. Emergency Response Coordinator in the Office of Nuclear Security and Incident Response has shared his knowledge through the creation of online learning modules. Rick is one of the agency's experts in emergency preparedness and response and he has over 40 years of experience in technology training and audiovisual production.

Rick creates his videos using a variety of software products, but most of his training is conveyed via PowerPoint slides and a special software called *articulate®*, where he can synchronize his slides with animations, sound effects and video clips, overlaid with his own narration. His newest learning module, *Things I've Learned and Wish I'd Known Sooner*, is an excellent example of knowledge transfer. Rick feels "it is important to capture this information for our current and future employees, so they can obtain historical perspective and learn from what was done before and currently being done. I have found that using this short, concise presentation format makes the information more appealing to the learner, especially when spiced up with some audio and visual effects. Best of all, the learner can access the information at any time."

Online Learning Modules:

Continuity of Operations Awareness Training (iLearn COOP Training all NRC Employees)

ERDS PC-Based Training (Applicable to NRC HQ and Regional Reactor Safety Team (RST) members)

ERDS Remote Access (HTML-based version of ERDS for NRC Site Team and State Officials in their EOCs)

NRC and Fukushima Daiichi (How NRC responded to the Fukushima Events – Produced Nov. 2011)

NRC General Response Training (Applicable to all NRC incident response team members)

NRC Chronology and Team Liaison Training (Applicable to all NRC incident response team members)

NRC Communications, Log Keeping, and Turnover (Applicable to all NRC response team members)

NRC Multiple Events Training (Training on the NRC's new Multiple Events Response protocol)

Response Technical Tools (RTT) (Intro to a new PC-based application for core damage assessment)

RST Team-Specific Training (Required training for all members of the HQ Reactor Safety Team (RST))

RST Just-In-Time Training (For new RST members who are joining the team during an event in progress)

RTM Refresher – Fukushima Daiichi (How the HQ RST responded to the Fukushima events)

Things I've Learned and Wish I'd Known Sooner (A new NRC Knowledge Management presentation)

TWFN Operations Center Farewell Movie (A look back at our TWFN Operations Center)



Want to know more about what your Office or Region is doing with KM? Each Office and Region has a KM Champion and a Staff Lead. Contact them to find out what you can do to further NRC's KM efforts. You can also contact Christine Steger, NRC's Knowledge Management Program Manager. For additional KM resources and best practices, visit the KM Website.

The Big Red Word– EXIT

Naeem Iqbal, NRR

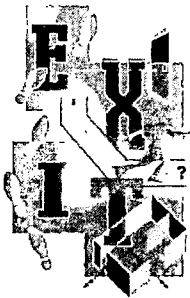
In an Emergency, Could you find a Nearest Exit?¹

In the event of an emergency how would you escape from your workplace or hotel? Do you know where the nearest emergency exit is? If the exit were too crowded, where would you go? Questions like these are ones that people should know the answers to, but often they do not. Knowing the answers to these questions could keep you safe during an emergency.

Normally, a workplace or hotel must have at least two exit routes to permit prompt evacuation of building occupants during an emergency. Exit routes are located far from each other in case one is blocked by fire or smoke.

Fire resistant materials with appropriate ratings separate exits. For example, a one-hour fire-resistance rating is where the exit connects three or fewer stories of a building, and a two-hour fire-resistance rating is where the exit connects more than three floors.

Exits are permitted to have only those openings necessary to allow access to the exit from occupied areas of the building or to the exit discharge. Openings must be protected by a self-closing, approved fire door that remains closed or automatically closes in an emergency.



Buildings are usually equipped with either a one-stage or a two-stage alarm system. When a one-stage alarm is activated, building occupants are required to evacuate the building immediately. In a two-stage alarm system, there is an initial alarm to notify building occupants that the alarm has been activated and they should stand by for instructions. If the second alarm is activated, occupants are required to evacuate the building. Accessible notification systems include audible alarms, visual alarms (e.g., strobe lights) or a combination of visual and audible alarms.

Part of being prepared for an emergency means that occupants should be ready to evacuate the building, no matter the circumstances. Many factors can hinder a timely evacuation. Occupants may be unfamiliar with the building and its emergency egress routes. Personnel with visual impairment may be unable to follow exit markings or signage. If the area fills with smoke, even unimpaired occupants can become confused and disoriented. It is the responsibility of building occupants to become familiar with the notification system and ensure that it works for them.

Know Your Way Out?

Be aware of all the exits, in case you need one in an emergency.

Do not use elevators during a fire emergency. An elevator might stop at the floor where the fire is or it might malfunction because of the fire. Use the stairs. Most elevators are programmed to return to the ground floor when a fire alarm is sounded. However, elevators designed for use by firefighters are key-operated and can be controlled by either building emergency personnel or the fire service. In some jurisdictions, such elevators are used to safely bring occupants with disabilities down to the ground level.

For more detail on exit routes and related standards, see Occupational Safety and Health Administration (OSHA), Title 29 of the *Code of Federal Regulations* (CFR), Subpart E, "Exit Routes, Emergency Action Plans, and Fire Prevention Plans."

In addition, building design must meet the requirements of the National Fire Protection Association's (NFPA) Code 101, "Life Safety Code²," to be considered in compliance with Subpart E of 29 CFR 1910. See a presentation on Subpart E of 29 CFR 1910, "Means of Egress."

Many hotels and motels have done a lot to keep guests safe from fire. For protection from fire in a hotel, you must do the right thing in an emergency - take the time to become familiar with your surroundings and plan your escape in the event of a fire. You can educate yourself on fire safety and escape information by reading the NFPA hotel/motel fire safety guidance that is available at the following URL address: <http://www.richmondgov.com/Fire/documents/HotelMotelSafety.pdf>

Some studies have shown that children may not awaken to the sound of the smoke alarm. NFPA emphasizes the need to continue planning and practicing home fire escape plans and to make sure everyone in a home can be awakened by the sound of the smoke alarm. To educate children and for easy planning see NFPA's escape planning grid. This is a great way to get children involved in fire safety in a non-threatening way.

NFPA Emergency Evacuation Planning Guide for People with Disabilities provides persons with disabilities with appropriate questions to ask for an emergency evacuation when staying at hotels, motels, or visiting public facilities whether they are federal, state, local, or international.

From the author:

The purpose of my work is to protect public health, safety, and the environment in achieving the NRC regulatory mission. I combine fire protection engineering scientific knowledge, fire dynamics, and modeling techniques to support NRR fire protection licensing and oversight program for reactors.

¹Note that the contents of this article is for informational and educational purposes only as a service to the NRC community on the issue described. The information contained in this article may or may not be the most current and complete. To educate yourself on this subject, see open literature for more information.

²NFPA 101, "Life Safety Code," addresses those construction, protection, and occupancy features necessary to minimize danger to life from fire, including smoke, fumes, or panic, and establishes minimum criteria for the design of egress facilities so as to allow prompt escape of occupants from buildings or, where desirable, into safe areas within buildings.

Redesigned Mentoring Program Site

Karin Francis, OCHCO

OCHCO recently redesigned The NRC Mentoring Program SharePoint® site to be more user-friendly. With a click of a button, employees can access general information, articles, workbooks for both mentors and mentees, and the mentoring agreement. Aside from career development and growth, mentoring plays an important part in knowledge management and it is also part of succession planning.

Employees are encouraged to go to the site (<http://fusion.nrc.gov/ochco/team/training/mentor/Pages/Mentoring.aspx>) to search for mentors by viewing mentor profiles from the mentor list. Mentors can enter their profiles by accessing the site and clicking on the "Mentor Enrollment" button and following the prompts. More choices are offered in the newly expanded subject matter expertise menu. The site can also be accessed from the main NRC home page by clicking on the "Training" icon and then clicking on "Mentoring Program" under the "Staff Development" heading.

Please take a moment to review the site and join the mentoring community if you have not done so already. For more information about this site or mentoring, feel free to contact the Program Manager [Karin Francis](#) by email or telephone at (301) 287-0575.

September 2, 2016

Mentoring

Your Career Powered by You

Site Objective	The site is for both mentors and mentees. It will help mentors to find a mentee and vice versa. It will also help mentees to find a mentor. It will also help mentors to find a mentee and vice versa. It will also help mentees to find a mentor.
Program Summary	The Mentoring Program provides an opportunity for employees to share their knowledge and experience with others. It is a voluntary program that allows employees to share their knowledge and experience with others. It is a voluntary program that allows employees to share their knowledge and experience with others.
Mission	To provide a platform for sharing and learning, and to provide a platform for sharing and learning.
Vision	At OCHCO, we will provide a platform for sharing and learning, and to provide a platform for sharing and learning.
Contact	For more information and to get involved in the program, please contact: Karin Francis, OCHCO (301) 287-0575

[Mentor Workbook](#)
[Mentor List](#)
[Mentor Enrollment](#)
[Mentee Enrollment](#)
[Mentee Workbook](#)

[Agreement](#)
[Mentoring Resources](#)
[General Information](#)
[How do I...?](#)

Have a Meeting on the Move!

Glenn Elmers, SECY

With the worst of the summer heat is behind us, autumn can be a great time to get outside and enjoy some fresh air – even while at work.

“Walking meetings” are part of a new trend to help people get up from their desks and incorporate a bit of light exercise into their days.

“A walking meeting is simply that: a meeting that takes place during a walk instead of in an office, boardroom, or coffee shop where meetings are commonly held,” *notes Harvard Business Review*. “The best candidates for walking meetings are ones where colleagues are conferring on decisions or exploring possible solutions.”

A *study* conducted by the University of Miami found that “walking meetings, a simple modification of traditional seated meetings, were not only well accepted by... white-collar workers but were easy to implement and feasible to conduct during regular working hours.” The study, published U.S. Centers for Disease Control and Prevention, noted that “engaging in moderate exercise, which includes brisk walking, for as little as 15 minutes per day can add up to 3 years of life expectancy.”

NRC's Health Center Medical Director, Dr. Eileen B. Greenwald, observes, “Walking has a big impact on health even in small dosages. Both the body and the mind can benefit from walking, and walking at work can also help to improve work performance issues such as productivity and creativity.”

“The beautiful thing about a walking meeting is that the employee is not taking a break from work to go exercise — he or she is engaging in physical activity while simultaneously working,” said Dr. Russell Clayton of Saint Leo University in Florida in [Health.com](#). “These sessions can also have psychological benefits, such as increased job satisfaction and benefits to the organization, such as heightened job engagement.”

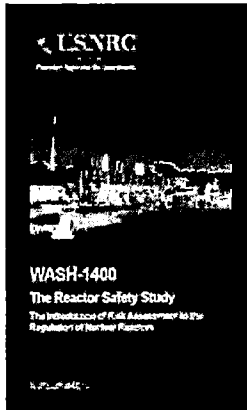


“Both the body and the mind can benefit from walking,” says NRC's Dr. Eileen Greenwald.

As Dr. Greenwald noted, walking isn't just good for your cardiovascular health. Stretching your legs and enjoying some fresh air while problem-solving can also improve your mood, promote better communication, and enhance creativity.

This article offers tips on planning a walking meeting, with suggestions for the ideal size, planning a route, and dealing with challenges like noise, weather, and cell phones. There's even [a TED Talk](#) about the benefits of walking meetings!

So give it a try. Your body and mind will thank you.

Extra, Extra, Read All About the History of WASH-1400!**Daniel Frumkin, NRR**

You certainly have heard of WASH-1400, the Reactor Safety Study, but do you know the history of the document? You would if you had attended the November 9, 2015, "KNOWvember" lecture by Dr. Thomas Wellock - the NRC's Historian, and Dr. Robert Budnitz - renowned nuclear power expert. If you missed the lecture, you can watch the lecture in ADAMS at [ML15348A211](#), and now you can read the NUREG/KM about the history of WASH-1400 at [ML16225A002](#).

This summer Reynold Bartel, a student from Florida State University, prepared a NUREG/KM on the history of WASH-1400 titled, "[WASH-1400, The Reactor Safety Study - The Introduction of Risk Assessment to the Regulation of Nuclear Reactors](#)." With the help of Senior Fire Protection Engineer, Daniel Frumkin in NRR's Fire Protection Branch, Reynold navigated through NRC peer reviews, technical resources, graphics and publications to complete the NUREG/KM in less than three months before returning to school.

This NUREG/KM is a primer on the history of probabilistic risk assessment related to nuclear power plants and the development of WASH-1400. Using Drs. Wellock and Budnitz' source material, Reynold formatted the lecture into a document that is easy to access and also fills in some gaps for staff who may not be that familiar risk as-



essment or with NRC history. (Want to see a simplified fault tree or Boolean algebra? Check out page 13. Did WASH-1400 predict the TMI accident? See page 37.)

Creating the NUREG was a great experience for Reynold, which left him with a good impression of risk initiatives used in the nuclear power industry. Besides the necessary background research needed to create this NUREG, Reynold gained valuable professional experience while collaborating with subject matter experts.

Knowledge Management at the NRC depends on not only remembering what happened, but also why it happened. This NUREG/KM takes the work of many and compiled it into an accessible knowledge management resource using one of the oldest and most effective methods for knowledge management - the written word.

If you would like to hear more about how this NUREG/KM was developed or would like a paper copy of the NUREG contact [Dan iel.Frumkin@nrc.gov](mailto:Daniel.Frumkin@nrc.gov). If you have ideas for knowledge management contact Christine.Steger@nrc.gov.



Benefit Night — Fuddruckers of Rockville
NRC Chapter of Blacks in Government



TUESDAY
SEPTEMBER
13TH
5PM- 8PM

Fuddruckers of Rockville
1592 Rockville Pike,
Rockville, MD 20852
Near Twinbrook Metro Center
P: 240-450-5990

JOIN US FOR A
BENEFIT NIGHT
Supporting NRC's Chapter of
Blacks in Government

Please present this flyer to the cashier and a portion of ALL sales will be donated to BIG at the U.S. NRC. No soliciting during the event. Thank you.

Vol. 12

Issue 10

October 6, 2016

NRC Reporter

Protecting people and the environment

Inside this issue:

- [Save the Date](#)
- [Cybersecurity Event](#)
- [IT Project Management](#)
- [Behind the Scene](#)
- [OAS Hall of Fame Awardee](#)
- [Celebrate Diwali](#)
- [Retirement Training Changes](#)
- [Length of Service Awards](#)

Editor: [Karin Francis](#)

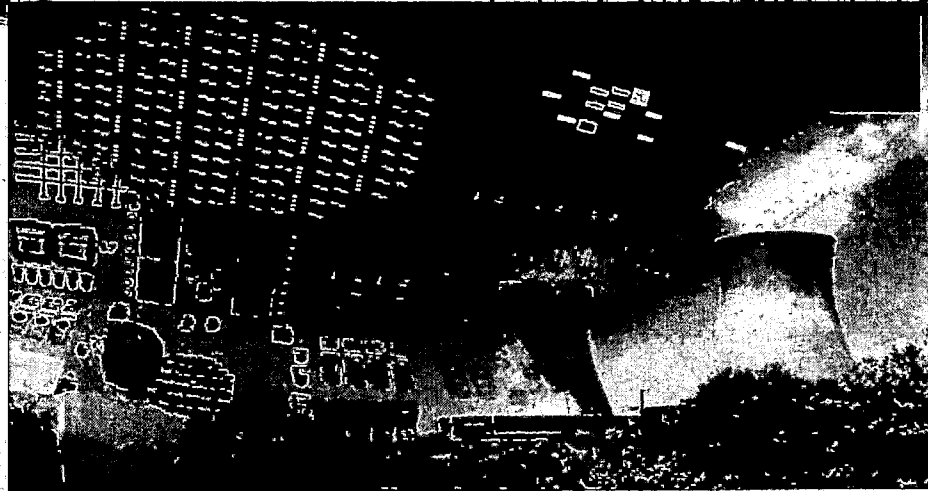
REPORTER SUBMISSION INFO. FROM THE EDITOR

The NRC Reporter is published monthly, typically on the first Wednesday of the month. The next issue of the Reporter will be published on November 2. The deadline for submissions is October 24.

In order to continue having an informative employee newsletter, you are encouraged to submit in your articles, photos, etc. that are ready for publishing to NRCReporter.Resource@nrc.gov via email.

[Reporter Archive](#)

[Reporter Calendar](#)



Diversity Day

Dorothea Washington, SBCR



Pamela Baker, Director of SBCR with members of the Persian Dance Group; Commissioner Baran on right

NRC employees took time to celebrate their various traditions during the 16th annual Diversity Day program held on August 25, 2016. The theme for this year's celebration was "One-NRC - Communicating Safety Across Cultures."

Commissioner Baran and Pamela Baker, Director, Office of Small Business and Civil Rights, provided remarks. The keynote speaker, Ms. Dottie Li, TransPacific Communications, delivered an inspiring message about diversity and inclusion in the workforce.

Diversity Day - continued from page 1

Tony Barnes of SBCR served as the Master of Ceremonies, Carol Walls of SBCR performed the National Anthem, accompanied by a Military Color Guard from the Joint Forces Headquarters National Capital Region, and NRC's parade of flags from around the world. Ms. Kimberly Gaskins, accompanied by guitarist, Osiris Siurano, both from NMSS, performed the song, "Imagine." The Persian Dance Group from Rockville, Maryland performed cultural dance routines and there was a musical performance by the young talented santur players. The grand finale included a flash mob choreographed by Prisma Anderson which drew members from the audience, including Commissioner Baran, dancing to the song, "Black or White."



Diversity Matters

Shelbie Lewman, OGC, received the SBCR Director's Award for supporting diversity and inclusion activities across the agency.

In addition, EEO advisory committees and the employee resource groups displayed cultural exhibits in the TWFN exhibit area. SBCR wants to offer a special thanks to all who volunteered their time to make this year's program a very memorable event!

NRC Group Special Act Awards

Lindsey Redden, OCHCO

The Agency recently awarded approximately 750 Special Act awards to GG staff through the NRC Group Awards process. Offices submitted nominations for agency-wide team accomplishments that met the criteria for a group special act award as set forth in Management Directive and Management Handbook 10.72. A panel of senior managers representative of offices across the agency, along with a representative of NTEU, reviewed and approved each of the following 31 group awards:

- State of the Art Reactor Consequence Analysis - SOARCA (RES)
- Rulemaking Tracking and Reporting (OEDO)
- Centers of Expertise Working Group (OEDO)
- Project AIM Team (OEDO)
- Common Prioritization and Re-Baselining Working Group (OEDO)
- Special Inspection Team (RGN IV)
- Arkansas Nuclear One 95003 Team (RGN IV)
- Insider Threat Program Working Group (ADM)
- Response to Staff Requirements Memorandum COMSGB-15-0004 (ADM)
- Contracting Officer's Representative Process Standardization Initiative Integrated Project Team (ADM)
- Watts Bar Nuclear Plant, Unit 2 (NRR)
- Proposal and final rule of the 10 CFR 50.46c (NRR)
- Operator Licensing module of the Replacement Reactor Program System (NRR)
- SHINE Medical Technologies, Inc. (NRR)
- Modernizing the NRC regulatory framework for Digital Instrumentation and Controls (NRR)
- Mobility Project (OCIO)
- South Texas combined license uncontested proceeding (OCAA)
- SHINE construction permit proceeding (OCAA)
- Response to Staff Requirements Memorandum SECY 14-0088 (NSIR)
- 10 CFR Part 50 Appendix E (NSIR)
- C&D Technologies in Blue Bell, PA (NRO)
- South Texas Project Units 3 and 4 Combined License Team (NRO)
- PSEG Inc. Early Site Permit project management team (NRO)
- 10 CFR Part 35 final rule package (NMSS)
- Web-Based Licensing System (NMSS)
- NUREG-1927, Renewal of Spent Fuel Dry Cask Storage System Licenses and Certificates of Compliance (NMSS)
- Geologic Repository at Yucca Mountain, Nevada (NMSS)
- Cyber Security at Fuel Cycle Facilities (NMSS)
- Non-Military Radium Sites (NMSS)
- Seabrook Alkali Silica Reaction Team (RGN I)
- Licensing Support Network (SECY)

Congratulations to everyone!

Offices in parenthesis are the sponsoring office

Save the Date!

SAVE THE DATE!

KNOWvember

Wednesday, November 2, 2016

1:30-3:30 p.m.

TWFN Auditorium

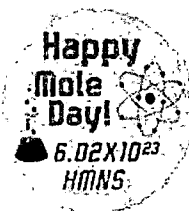
Leading Across Generations Part II

Wednesday, November 16, 2016

10:00-11:30 a.m.

TWFN Auditorium

Mentoring Best Practices and Group Flash Mentoring



Cybersecurity Event – HACK 2016

In honor of National Cybersecurity Awareness Month, the Office of the Chief Information Officer and the Information Security Directorate, will host a cybersecurity awareness seminar: "**HACK 2016: Blurring the Line Between Work and Everything Else.**" The seminar will take place on **Wednesday October 19th, 2016** in TWFN from 9:00AM to 4:00PM.

Helpful Applied Cyber Knowledge (HACK 2016), seeks to increase the knowledge of all technology users to be aware of the impact of potential threats they may unknowingly face as a result of their activities on their connected devices at work and at home. Short briefings and presentations by internationally renowned speakers will include information on global cyber vulnerability, protecting yourself from social engineering, and privacy in social media world.

HACK 2016

HELPFUL APPLIED CYBER KNOWLEDGE

NRC CYBERSECURITY CAMPAIGN 2016

**NATIONAL CYBERSECURITY
AWARENESS MONTH SEMINAR:**

WHEN: October 19, 2016

9:00 AM – 4:00 PM

**WHERE: US NRC Headquarters
Two White Flint North Auditorium**

Highlighted HACK 2016 Speakers:



V.S. Subrahmanian is a professor in the Department of Computer Science, director of the Center for Digital International Government and co-director of the Laboratory for Computational Cultural Dynamics, at the University of Maryland. Recently featured on NOVA "15 Years of Terror" for his impressive work with STONE software to analyze lethality of terrorist organizations, he will give insight on behaviors linked to cyber-vulnerability.



Jennifer Golbeck is a professor in the College of Information Studies, Affiliate Associate Professor of Computer Science, and Director of the Social Intelligence Lab at the University of Maryland. Dr. Golbeck is passionate about the human side of cybersecurity and will provide perspectives on social networks. She travels the world speaking about this topic.

Thomas H. Barnard is the Principal Attorney at Ober|Kaler, former Assistant United States Attorney, and Army officer. With over 20 years of dedicated military experience, Mr. Barnard will bring new ideas on recognizing and responding to social engineering risks.



More speakers will be announced and the final agenda will be published soon!

Attend any or all of the presentations at **HACK 2016**. Light refreshments will be provided in the exhibit Area where industry representatives will be available to answer questions, provide hands-on demonstrations, and "take-aways."

We look forward to seeing you at **HACK 2016** on October 19th, 2016!

IT Project Management... Simplified!

Behrouz Golchane, OCIO

OCIO has been working hard to improve IT project management processes and guidance. We looked at feedback from across the agency on the current project management methodology (PMM) and considered the externally driven management oversight requirements (such as those contained within the Federal Information Technology Acquisition Reform Act (FITARA)). Our goal is a simplified and streamlined process, with supporting toolsets and resources that will better meet agency needs.

Available now are PMO Central and PMM 2.0, which will help arm our IT project managers with the necessary guidance and information to successfully manage IT projects at the NRC. **PMO Central** (available at <http://PMOCentral.nrc.gov>) is the first stop for general information for IT project managers. **PMO** (Project Management Office) **Central** offers a central hub for project managers to learn about tools, best practices, and developments in the NRC IT project management community. It also provides users access to project management services offered by OCIO and a direct link to the materials provided by the IT project management community of practice. The site also connects users to internal and external guidance supporting IT project managers' ongoing education and skills refinement.



IT Project Management... Simplified!

AVAILABLE NOW

OCIO is pleased to bring you this new toolset and resources.

PMM2.0



PMM 2.0 (available as an NRC application from the internal homepage or found at <http://pmm2.nrc.gov/PMM>) is a unique and exciting new toolset that serves multiple purposes for the agency. **PMM 2.0** provides a centralized source for guidance, which is tailored to the unique attributes of each IT project. It replaces the previous paper-based methodology with web-based forms which generate artifacts and

reports on-demand. The toolset also features powerful reporting and visuals, providing IT project managers and management portfolio health, project insight and decision-making support. Our goal with **PMM 2.0** is to fully mature and integrate IT project management and related oversight processes and, to the extent possible, reduce duplicative efforts and administrative burden. We are also working to refine and improve the toolset and feedback is encouraged as the team leverages an agile approach to making changes.

Our team hopes that the staff will be excited to leverage the valuable tools available from the **PMO Central** and **PMM 2.0** sites. To schedule a demo, ask questions, or provide feedback, please email the team at PMOCentral@nrc.gov.



Behind the Scenes

Naeem Iqbal, NRR

Fire Protection Engineers Protect People and Property from Fire *THE BEST KEPT SECRET IN ENGINEERING*

Fire protection engineering is a unique profession that focuses on protecting people, property, businesses, and the environment from the harmful and destructive effects of fire and smoke. Using knowledge of physics, chemistry, mathematics, engineering, and technology, Fire protection engineers perform a wide range of roles that make the world safer from fire. Most often, fire protection engineers find themselves working alongside architects and building owners, adding to a building's design and recommending ways to meet the project stakeholder's never-ending desire to build "a safe building" at a cost-efficient price.

Fire protection engineers may be involved in numerous tasks, including the design of fire protection systems for high-rise building and industrial complexes; analysis of the level of fire protection in commercial or residential buildings, nuclear facilities, and aerospace vehicles; and the research of fire propagation, detection, and suppression. In each of these cases, the fire protection engineer needs to be competent, using state-of-the-art procedures in analysis and design techniques, including computer modeling for fire prediction. Fire protection engineers analyze how building are used, how fires start, how fire grow, and how fire and smoke affects people, building, and property. Fire Protection Engineers are also employed as fire investigators, including such very large-scale cases as the analysis of the collapse of the World Trade Center. Fire protection engineers also work in the field of research and development of wildland fire behavior and wildland-urban interface fires.

ILLINOIS INSTITUTE
OF TECHNOLOGY



WPI

In 1903 the first formal four-year Bachelor of Science degree program in Fire Protection Engineering in the U.S. was initiated at the Armour Institute of Technology (later becoming the Illinois Institute of Technology (IIT)). The IIT program was discontinued in 1985, but during its 82-year history, it produced over 1000 fire protection engineers. University of Maryland, College Park is one of the few places in the world where a Bachelor of Science degree in Fire Protection Engineering can be obtained. Its program was established in 1956.

A fire protection engineer fulfills a broad range of duties, all of them in some way related to fire, potentially helping saving lives and helping to stop potential catastrophe. This can range from designing fire protection for a space station, to protecting treasures such as the U.S. Constitution, to ensuring that the occupants of a high-rise building are safe from fire, and regulating fire protection at commercial U.S. nuclear power plants (ML16265A002) and fuel cycle facilities, to protect the public, health safety, and the environment. The rapid worldwide acceleration in the growth of science and technology are opening up vast new opportunities and demand for uniquely trained fire protection engineers. Fire protection engineers have always been in great demand by private consulting engineering firms; federal, state and local governmental agencies; local fire departments; local building code officials; the chemical and petrochemical industry; hospitals and health care facilities; large corporations; the insurance industry; fire equipment and systems manufacturers; research and testing laboratories; educational institutions; and the entertainment industry.

Organization of Agreement States Hall of Fame Award Recipient Jim Lynch

Christine Lipa, R-III Division of Nuclear Materials Safety

(b)(6)

On August 23, the Organization of Agreement States (OAS) honored Jim Lynch, the Region III State Agreements Program Officer with their Hall of Fame Award. This was during the OAS Annual Conference in Denver, CO. It was a very exciting event for those in attendance who have come to know Jim well over his 35 years of government service with the NRC. It was a big surprise for Jim and it was an added bonus that (b)(6) happened to be in town for the week and was able to attend the presentation. The OAS cited many specific accomplishments of his early career as an NRC materials inspector and materials license reviewer and his role for the past 24 years as the state agreements program officer. The award presentation cited Jim's vast knowledge on materials issues, his willingness to assist whenever called, his strong support for the Agreement States program, and the IMPEP [Integrated Materials Performance Evaluation Program] process, as well as his calm, mild-mannered demeanor, which has made him a great asset to the NRC. Jim stated that he was "honored and humbled to receive the award." It was a very special occasion for the awardee and for the NRC. Congratulations, Jim!

Hall of Fame Awardee Jim Lynch (b)(6)

Upcoming Events

#InclusionWorks

Celebrate National Disability Employment Awareness Month at a luncheon on October 13 at 11:30 am – 12:30 pm in the TWFN Auditorium

Look for announcements on how you can order lunch for the event or bring your own.

COURAGE



U.S. NRC Veterans Day Celebration
November 1, 2016 - 1:00 EST
TWFN Auditorium

USNRC
 United States Nuclear Regulatory Commission
 Protecting People and the Environment

RIC 2017

29TH ANNUAL REGULATORY
 INFORMATION CONFERENCE
MARCH 14-16

BETHESDA NORTH MARRIOTT HOTEL & CONFERENCE CENTER

Diwali Celebration

**CELEBRATING THE
CULTURE OF INDIA**



DIWALI
The Festival of Lights



असतो मा सद्गमय - तमसो मा ज्योतिर्गमय

Lead us from Untruth to Truth, from Darkness to Light

LET'S MEET AND HAVE A FUN-FILLED CELEBRATION

Delicious Indian Savories/Sweets, & Indian Classical Dance

WHERE: TWFN AUDITORIUM

WHEN: Tuesday, October 25, 2016; TIME: 11:30-12:30 p.m.

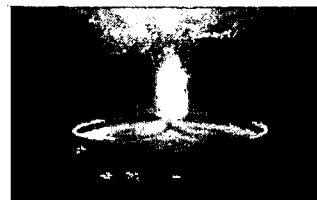
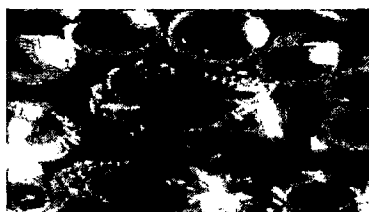
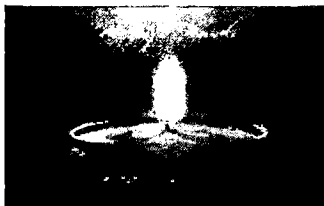
PLEASE RSVP BY Oct. 14, 2016 - \$ 20 per person (Cash Only)

[Limited Seats/Tickets]

[You can bring your own lunch – if you wish]

RSVP CONTACTS ARE: 301-415-x

(b)(6)



(b)(6)

9-16-2016

Changes to CSRS and FERS Retirement Training

Dennise Orlando and Elaine Raphael, OCHCO



The Office of the Chief Human Capital Office, Human Resources and Training Development (OCHCO/HRTD) recently announced the following changes to the retirement training and resources available to staff. These changes improve the agency's ability to provide all employees, regardless of their location, access to retirement and financial planning advice in a timely, cost effective, and equitable manner.

Improved Retirement and Financial Planning SharePoint Site: A new [Retirement and Financial Planning Resource Center](#) SharePoint® site provides staff access to a comprehensive list of retirement and financial planning resources, including iLearn resources, EAP financial planning resources, benefits information from HROP (Human Resources Operations and Policy), and links to internal and external websites.

New Agency-wide Financial Planning Seminars: Beginning CY 2017, OCHCO will offer two annual agency-wide financial planning seminars in April and October to provide employees access to current financial/retirement planning information. Dates and information will be posted on the new retirement and financial planning SharePoint site. The sessions will be broadcast to the regions.

Changes to Classroom PDC Pre-Retirement Training Courses

Effective October 1, 2016, CSRS and FERS pre-retirement training now consist of 1-day classroom courses (FERS Retirement Planning [iLearn ID_249145] and CSRS Retirement Planning [iLearn ID_249146]) focusing on Federal Retirement benefits, Social Security, and TSP.

The financial planning information once available via classroom training is now available on the new retirement and financial planning SharePoint Site; thereby allowing regional employees and TTC employees unable to attend classroom training access to this valuable information.

The maximum class size for all retirement training courses at the PDC rose from 36 to 40, to accommodate employees on the waiting list. However, local fire ordinances limit PDC classroom occupancy to 40, thereby prohibiting non-NRC employees from attending class.

Retirement Training in the Regions: Regional offices will be able to receive via VTC the 1-day CSRS and FERS pre-retirement classes, thereby reducing regional training costs and eliminating the need for training travel. Regional staff should contact their training coordinator for information regarding training delivery dates.

U.S. Nuclear Regulatory Commission
Length of Service Awards
For the period of January 1 through June 30, 2016

50 Years of Service

Estaline Elizabeth Hayes

45 Years of Service

Frederick W. Hasselberg

40 Years of Service

Theron H. Brown

James K. Heller

Janice S. Hester

Richard F. Kristobek

Anthony J. Mendiola

Roger L. Pedersen

Gary W. Tharpe

John R. Walker

35 Years of Service

Stephen G. Burns

Jeanne L. Dempsey

Carolyn J. Fairbanks

John B. Hickman

Joseph J. Holonich, Jr.

Angela Jones

Samuel Z. Jones

Steven R. Jones

Harriet Karagiannis

James L. Lynch

Michael E. Mayfield

Timothy J. McCartin

Anthony C. McMurtray

Beth N. Mizuno

Cheryl A. Nagel

Allen Notafrancesco

William T. Orders

Tanya P. Oxenberg

Michael S. Peck

Charles J. Phillips

Gregory A. Pick

Christopher P. Ryder

Alice M. Shepard

James M. Strnisha

David W. Stroup

Vanette W. Travick

Michael A. Turner

Janet C. Vincent

U.S. Nuclear Regulatory Commission
Length of Service Awards
For the period of January 1 through June 30, 2016

30 Years of Service

Robert P. Carrion	Karen G. Chapman	Miriam L. Cohen
Gary C. Comfort, Jr.	Steven R. Courtemanche	Mary Glenn Crutchley
Michelle Rubino-Curtis	Henry L. Davis	William M. Fitzgibbon
James A. Gavula	Kathy H. Gibson	Brian E. Holian
Anthony M. Huffert	George A. Hutto III	Pamela L. Jefferson
Rebecca L. Junod	James S. Kim	Thomas Koshy
Andrew Kugler	Peter S. Lee	Antoinette M. Lewis
Anna T. McGowan	Gordon S. Peterson, Jr.	John E. Ramsey
William D. Reckley	Debra L. Reyes	Thomas W. Rich
Alan John Sage	Ross D. Telson	Brian E. Thomas
Tina D. Trowell	James E. Vaughn	John Zeiler

25 Years of Service

Rateb M. Abu-Eid	Mugeh Afshar-Tous	Tae M. Ahn
Christina Antonescu	Merrilee J. Banic	Michelle R. Beardsley
Brian J. Benney	Jerome R. Bigoness	Barbara H. Blount
Douglas A. Broaddus	Andrew C. Campbell	Doris Chyu
Steven D. Cochrum	Grace Cowan	David L. Decker
Scott C. Flanders	Ronald K. Frahm, Jr.	Rani L. Franovich
Vincent G. Gaddy	Dennis J. Galvin	William C. Gleaves
Lee E. Harmon	James R. Heck IV	Cheryl B. Khan
Michael F. King	Edward C. Knutson	Michael C. Layton
Eric J. Lee	Walter C. Leschek	Eileen T. Lo
Clinton D. McGill	Alicia J. Mullins	Cynthia E. O'Daniell
Steven K. Orth	Muhammed M. Razzaque	Maria E. Schwartz
John P. Segala	Steven W. Shaffer	Patrice A. Shaughnessy
Chia-Fu Sheng	Beth E. Sienel	David L. Skeen

U.S. Nuclear Regulatory Commission
Length of Service Awards
For the period of January 1 through June 30, 2016

25 Years of Service (continued)

Marvin D. Sykes

Nicholee G. Valentine

A. D. White

Torre M. Taylor

Mary E. Walsh

Jacob Zimmerman

Robert L. Tregoning

Charles B. Watkins II

20 Years of Service

Peter L. Appignani

Javier M. Brand

Justine M. Devries

Rocky D. Foster

Robert O. Hardies

Carolyn L. Lauron

Kevin A. Mangan

Duane W. Schmidt

Michael D. Waters

James D. Beardsley

Michael A. Brown

Frank J. Ehrhardt

Marvin S. Freeman

Joseph M. Kelly

Jonathan M. Lilliendahl

Kathleen F. O'Donohue

Necota L. Staples

Andrew Welkie

Cindy K. Bladey

Kelly D. Clayton

Rodney J. Fanner

Andreas S. Goldau

Andrea L. Kock

Joan Mallon

Eric T. Riggs

Christopher S. Tripp

15 Years of Service

Stephen M. Bajorek

Cynthia S. Barr

Christine M. Briggs

John W. Davis

Tiffany G. Fields

Eliezer B. Goldfeiz

Jeffrey Herrera

Tiffany M. Barclift

Terrence G. Barry

Phillip G. Capehart

John A. Ellegood

Rhea G. Flanders

Brian K. Harris

Coleda A. Holston

Martha C. Barillas

William H. Blaney III

Manuel G. Crespo

Kimberly Ann English

Michelle Garza

Raul Hernandez

Christopher A. Howells

**U.S. Nuclear Regulatory Commission
Length of Service Awards
For the period of January 1 through June 30, 2016**

15 Years of Service (continued)

Joann S. Ireland	Andrew B. Johnson	Deborah W. Johnson
Evan M. Jones III	Susan L. Jones	Janine F. Katanic
Molly J. Keefe-Forsyth	Vincent S. Klco	Leslie Y. Liu
Daniel L. Livermore	Barbara A. Martin	Nicole D. McClain
Matthew W. McConnell	Paul Meyer	James G. O'Driscoll
Frank L. Pavlechko	Francis P. Peduzzi	Reinaldo Picon-Colon
Christine L. Pineda	James T. Reece	Patsy K. Riner
Alison L. Rivera	Achyutananda Roy Choudhury	Osiris Siurano
Otis J. Smith	Elise Ann Striz	Travis L. Tate
Robert M. Taylor	Mark A. Thompson	Paulette A. Torrès
Nicholas A. Valos	Sally L. Wilding	Linda Williamson Wray
Kendra L. Wright	Caroline L. Zabucky	Melissa L. Zudal

10 Years of Service

Bernadette-H. Abeywickrama	Brannen J. Adkins	Denise E. Anderson
Dennis W. Andrukat	Jonathan A. Barr	Samuel Y. Bazian
Benjamin G. Beasley	Ilka Tamara Berrios	John V. Bozga
Maria S. Brown	Everett T. Byre	Nan-Pin D. Chien
Thinh Q. Dinh	Brian C. Doan	Thomas A. Dunn
Eugene Eagle, Jr.	Christopher J. Even	Monica L. Ford
Gay Dawn Forder	Mohammad Forsaty	Kendra K. Freeland
David M. Furst	Steven M. Garry	Behrouz Golchane
Feliz E. Gonzalez	Nathan E. Goodman	Ravinder P. Grover
Mauricio Guterrez	Susan R. Hayden	Betty J. Hitchuk
Dan V. Hoang	Kenneth S. Hussar	Nadja Isakovic
Ata Istar	Richard A. Jervy	Frederick Kevin Jones
Joshua Kaizer	John C. Lai	Matthew C. Learn

U.S. Nuclear Regulatory Commission
Length of Service Awards
For the period of January 1 through June 30, 2016

10 Years of Service (continued)

Erika A. Lee	Sarah L. Lopas	Timothy Lupold
Thomas J. Marenchin	Amanda M. Marshall	April L. McIlwain
Keith W. Miller	Johari A. Moore	Charles E. Moulton
Garrett A. Newman	Amanda J. Noonan	Carleen J. Parker
Jigar J. Patel	Nicholas E. Peterka	Laurie H. Pinkham
Iouri G. Prokofiev	Jessie M. Quintero	Carmen A. Rivera
Edward W. Robinson	Jay E. Robinson	Robert G. Roche-Rivera
Tarun C. Roy	Adam M. Ruh	Carmel Lynn Savoy
John L. Saxton	Alina Schiller	Christian B. Scott
Brian L. Sentz	Atif A. Shaikh	John E. Shea
Eugenia Shyu	Joshua M. Spicka	Robert Sun
Seshagiri Rao Tammara	Renee C. Taylor	Rajalakshmi Thaivalappil
Darrell A. Todd	Frank P D Tran	Nicholas G. Trikouros
Gregory R. Trussell	Alexander Tsirigotis	Eduardo D. Uribe
Milton O. Valentin-Olmeda	Joseph P. Viera	William H. Walls, Jr.
James Webb	Duane E. White	Joseph H. Willis
Yuken Wong	Diana Woodyatt	Matthew R. Young
Michael E. Ziolkowski		



Vol. 12

Issue 11

November 2, 2016

NRC Reporter

Protecting people and the environment

Inside this issue:

- ADM Gives Back
- Women of Color Career Achievement Award Recipient: Andrea Vell
- New Facilitators are Ready to Jump Into the Fray



Remembering Memphis

(b)(6)

OCHCO, and (b)(6)

OPA

REPORTER SUBMISSION INFORMATION FROM THE EDITOR

The NRC Reporter is published monthly, on the first Wednesday of the month. The next issue of the Reporter will be published on December 7. The deadline for submissions is Monday, November 28, 2016.

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



Editor: Karin Francis

Layout: Patricia Burbank
Patricia Sprogeris

Reporter Archive
Reporter Calendar

(b)(6)

In May of 2010, (b)(6) joined the Office of Nuclear Regulatory Research with her 6-year old service dog, Memphis. They quickly became NRC celebrities, as (b)(6) colleagues struggled to obey Memphis's sign on his harness commanding, "SERVICE ANIMAL: DO NOT PET."

As an assistance dog, Memphis had a broad range of skills to help (b)(6) in her daily work and routine. He knew about 130 commands. He was full of energy and highly intelligent. (b)(6) benefitted from the work Memphis performed, but the office staff benefitted from his presence. With a wag of his tail and a ready smile, or the occasional bark or growl from a puppy dream under the conference table during meetings, Memphis was a morale booster. After all, any office with a dog is a great place to work.

In 2013, Memphis shared his knowledge and experience by helping train his successor and nephew, Indiana (Indy). (b)(6) shared many stories of how Memphis taught Indy how to perform many skills and then step aside to let Indy learn. As he grew older and frail, Memphis never stopped providing as much assistance as his body would allow. He retired in December 2014, and had a good retirement with a daily walk, play visits with his many canine and human friends, and long naps. He even helped out at home, giving Indy some time to rest after long workdays.

Memphis peacefully passed away on October 3, 2016, after a short battle with cancer.

Assistance dogs are incredible animals, connected in a partnership of love, respect, and dedicated service to their humans. If you are interested in learning more about assistance dogs or local assistance dog organizations, go to www.AssistanceDogInternational.org for more information.

Success! HACK 2016: National Cybersecurity Awareness Month Seminar

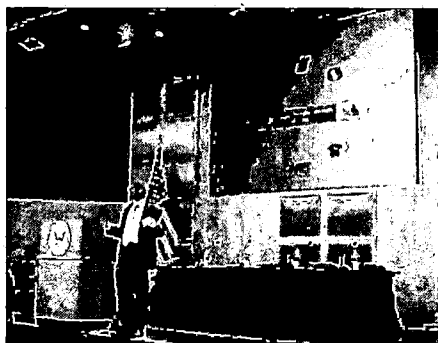
Michael Mangefrida, OCIO

The Officer of the Chief Information Officer (OCIO) and Information Security Directorate (ISD) hosted HACK 2016: National Cybersecurity Awareness Month (NCSAM) Seminar on October 19.

The seminar was well received with close to 200 participants over the course of the day, and was the most well attended NCSAM seminar in the past three years.

Speakers from outside the NRC captured the participants with their unique insights, opinions, and information on cybersecurity, while vendors discussed industry trends. The participants walked away with increased awareness and understanding of the role of cybersecurity in their lives and steps they can take to protect themselves at work and at home.

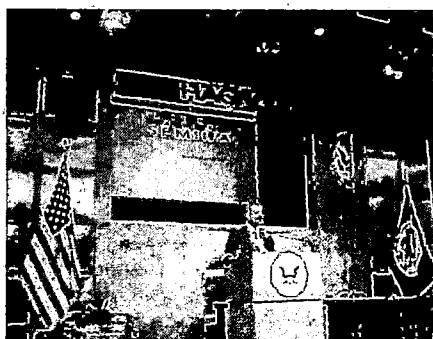
OCIO and ISD would like to thank NRC staff for supporting this event, and OCIO looks forward to continuing to provide NCSAM events in the future.



Speaker, Professor VS Subrahmanian from University of Maryland on Behaviors Linked to Cyber-Vulnerability



Participants discussing current trends with industry vendors.



Speaker, Beau Houser from CMS on the Beneficiary Data Protection Initiative.



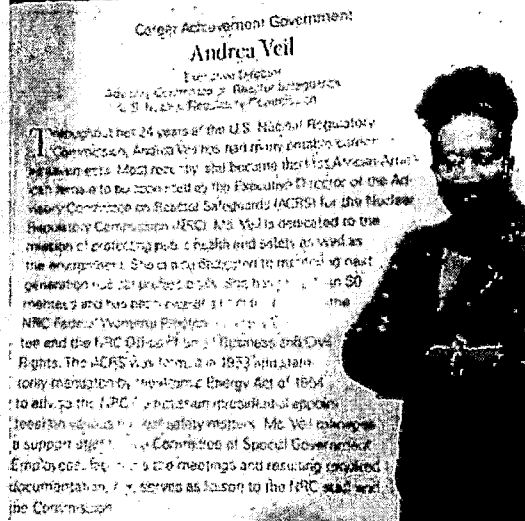
Speaker, Professor Jennifer Golbeck from University of Maryland on the Curly Fry Conundrum.

(b)(6)

Subject Matter Expert Panel: Cyber Crimes and Security Trends (from left) Mike Ortigari from MAR Inc., Tony Galdhane from Booz Allen Hamilton, Thorne Graham (OCIO), Mike Mangefrida (OCIO), and (b)(6) (OIG).

Women of Color Career Achievement Award Recipient: Andrea Veil

(b)(6) RES



On October 17, 2016, the Women of Color STEM conference awarded Andrea Veil with the Career Achievement Award on her accomplishments in the Federal government. This was during the annual Women of Color Stem Conference held in Detroit, MI. Mrs. Veil is the first African-American to be appointed as the Executive Director of the Advisory Committee on Reactor Safeguards. The Woman of Color STEM Award celebrates the diversity and accomplishments of women in science, technology, engineering and mathematics. Andrea started her career at the NRC in 1992 as an intern in NRR, and has held various progressively more responsible positions during her tenure here. The award recognized her dedication to the mission of protecting public health and safety and the environment. Mrs. Veil has over 30 mentees and has touched the lives of many more. Congratulations, Andrea on this significant accomplishment!

Knowledge Management/Mentoring Event

Karin Francis, OCHCO



KNOWvember
NRC'S KNOWLEDGE MANAGEMENT PROGRAM

Mentoring

Has Career
Powered by You

KM/Mentoring Event

Mentoring Best Practices and Group Flash Mentoring

Wednesday, November 16, 2016 • 10:00-11:30 a.m. • TWFN Auditorium

The Mentoring Program, in collaboration with the KM (Knowledge Management) Program, is sponsoring a Knowvember learning event on Wednesday, November 16, from 10:00 a.m. to 11:30 a.m., EST. This panel discussion will be available to headquarters employees, the TTC, and the regions via VTC. The first portion of the event (10:00 a.m. to 10:30 a.m.), will involve a panel discussion moderated by Jody Hudson, Deputy Director, OCHCO entitled: *Mentoring Best Practices: Perspectives from Mentors and Mentees*, followed by 10 minutes of questions and answers, from 10:30 a.m. to 10:40 a.m.

The second half of the program will begin at 10:45 with two sequential group flash mentoring sessions. The topic of the first session is "Mentoring – how it can be effective during times of change." The second group flash mentoring session will take place from 11:10 a.m. to 11:30 a.m. and the topic is: "Knowledge Management and Mentoring: how these topics are inter-related." Headquarters employees who are not panel members or mentors at this event can register in iLearn to participate, iLearn Seminar ID_294156; scheduled offering #695293. TTC and regional team members can use sign-in sheets (class rosters) which can be sent to the PDC for recording in iLearn. For more information regarding this event, please contact [Karin Francis](#) or call (301) 287-0575. We hope that you will join us!

RES Seminars on Severe Accident Offsite Consequence Modeling**Salman Haq, RES**

During 2017, The Office of Nuclear Regulatory Research (RES), Division of Systems Analysis, Accident Analysis Branch (AAB) is planning to offer several seminars on severe accident offsite consequence modeling. NRC uses two specialized computer codes to analyze severe accidents and offsite consequences. The first code, MELCOR, uses information about reactor systems, components, fuel contents, operating history, and emergency operational procedures to model accident progression for an accident scenario and computes source terms and release timings. The second, the MELCOR Accident Consequence Code System (MACCS) uses those source terms along with site-specific weather, population, and economic data to model atmospheric transport and dispersion of released radionuclides, public protective actions, exposures, and health effects to compute offsite consequences in terms of early fatality risk and long-term cancer fatality risk as well as land contamination and economic costs. The series of seminars will communicate and discuss severe accident offsite consequence analysis as a follow-on to the severe accident progression and source term series presented last year by the Office of New Reactors (NRO). The NRC, industry, and the international nuclear research communities use MACCS to model offsite public health, environmental, and economic consequences. RES staff works together with other offices on the use of consequence analyses within the NRC regulatory framework.

The first seminar on "offsite emergency response modeling using MACCS" was held on September 21, 2016, with assistance from the Office of Nuclear Security and Incident Response (NSIR). MACCS can be used to quickly compute the risk associated with different protective action strategies and other consequences of radiological releases. These results are very helpful in making better regulatory decisions and in evaluating long term environmental impacts. Patricia Santiago, AAB Branch Chief, started the presentation with an introduction to the series of planned seminars. The first speaker was Randy Sullivan, recently retired from NSIR, who presented the history of regulatory framework in emergency preparedness. Todd Smith of NSIR presented the regulatory purpose of Evacuation Time Estimates (ETE) and recent developments in modeling ETEs. Salman Haq, AAB, presented accident progression scenarios that can lead to offsite responses such as state-issued evacuation orders. Alan Brinser from the Commonwealth of Pennsylvania Emergency Management Agency (PEMA) presented State responsibilities during an event. Finally, Matt Dennis, AAB, tied these presentations together and explained how emergency response actions are modeled in MACCS along with source term, weather, population data, and dosimetry to compute risks to the surrounding population. During the last hour, the audience engaged in a lively discussion with the panel of presenters. The seminar was recorded and will be available to the NRC staff as part of the RES Knowledge Management Program.

The next seminar is on economic consequence modeling using MACCS and is planned for February 15, 2017, from 1:00 – 4:00 p.m. at 3WFN, Room 1C03.



ADM Gives Back

(b)(6) ADM

The Office of Administration (ADM) is partnering with the local Manna Food Center in Gaithersburg, Maryland, to assist in addressing childhood hunger. Specifically, when learning that Manna needed assistance with providing hungry students with healthy food for weekends when school meals are not available to them, ADM's (b)(6) had an idea.

(b)(6) approached her management and suggested that ADM put together a team to help Manna meet their mission. In the ADM-Manna partnership, Manna provides the food, ADM provides the volunteers to stuff "SMART Sacks," and the schools provide the representatives to make sure that the food goes home with the students. SMART Sacks include whole grains, low sodium canned vegetables, lean proteins, and healthier snack items (b)(6) and her ADM co-organizer (b)(6) see this as a win-win effort. That is, the ADM team has a great time assembling the sacks, and they are able to help Manna meet its mission of "ensuring that hungry children in need of a SMART Sack filled with kid-friendly food, get one every Friday." Manna identifies the children through the Montgomery County public school free and reduced-price meal program.

ADM looks forward to expanding its partnership with Manna in the coming months by raising funds through the Combined Federal Campaign (CFC #23028). To learn more about how you can help ADM in these important activities, please contact (b)(6) or visit Manna's website: www.mannafood.org.




(b)(6)

(b)(6)

(b)(6)

"Can You Hear Me Now?" Tips for Better Teleconferences

Daniel Frumkin, NRR

Tips for Better Teleconferences	
Make sure everyone can hear. 	Ensure new speakers can be heard. Ask if people can hear periodically. Help remote attendees troubleshoot audio issues.
Have a "Life Line." 	Have a way for remote participants to reach you during a meeting. If the lines fill up or there are problems with the service - remote participants need a "life line."
Announce who is speaking. 	Give your name, title and organization when you first speak. If remote attendees have interpreters, all speakers must identify themselves every time they speak.
Other tips: Test your equipment. Don't interrupt. Have a quiet room. Handouts should be available for remote attendees. No noise near phone. Non-speakers should be on mute. Recap topics and explain next steps. Start on time.	

The teleconference, using NRC provided bridge lines, GoToMeeting, or Skype for Business (which is abbreviated as Skype4B), has changed the way we meet at the NRC. But has anyone received training on how to hold a teleconference? Probably not. This article includes tips to improve teleconferences. This article will go beyond the obvious tips, such as testing your equipment, making sure the room is quiet, having a dedicated speakerphone (Polycom), not shuffling papers near the phone, asking attendees to mute their phones, etc.

First, when you lead a teleconference meeting you have an important role to support all attendees. Not just those in the room, but also those on the phone. Providing support for all attendees can be difficult because you do not have the benefit of seeing their body language. You have to ask how things are going. Often. Initially at the set up, you need to make sure everyone can hear. Then, with each new speaker, you need to poll those on the phone to verify that the remote attendees can hear. Not every time someone in the room speaks, but certainly, the first time they speak. If you do not want to query the "line" with each speaker, you may want to ask speaking participants in the room to come to the phone or microphone.

If call quality is poor for a remote attendee, the attendee with poor quality should try to call back or call from a different phone. If all callers are having call quality issues, then the meeting organizer should call back in.

Second, seasoned teleconference leaders also have a "life line," that is, a way to reach them during the meeting if there are connection issues beyond the conference line itself, such as when callers cannot connect at all, or if the bridge line is full. This is not to suggest that you provide your personal cell phone information in the meeting announcement, but you might have your work phone forwarded to your cell phone so that you can be reached directly during the teleconference. Another option would be to have a laptop with your work email available in the meeting room, so that remote participants could email you about connection issues. If you are using GoToMeeting, participants can use the messaging system or "raise their hand" in the GoToMeeting system. At the very least, make sure that staff answering the phone has the teleconference information and know how to reach the teleconference leader.

Third, since attendees are not in the room they may not know who is talking. So all new speakers need to introduce themselves by providing their name and organization, at least the first few times they speak, and just their name at later times. Note that if there is someone on the line using an interpreter, then all speakers need to provide their names every single time they speak.

Lastly, all other meeting rules apply. Start on time. Only have one conversation at a time. Don't interrupt other speakers. Recap topics and be clear on next steps. Make sure that handouts are available to all remote participants. I like to get my handouts into public ADAMS before the meeting. The public meeting notification system (PMNS) easily allows meeting announcements to link to publicly available documents on ADAMS.

If you are using the GoToMeeting service, check out <http://help.citrix.com/webinar> for some helpful tutorials. And if you need assistance with a meeting, take advantage of the NRC's In-House Meeting Facilitator & Advisor Program (<http://www.internal.nrc.gov/oedo/Facilitation>) to get some help.

Please try out these tips for your next teleconference and you won't have to keep asking, "Can you hear me now?"

HQ 2016 CFC Drive is Ready for Donations

Pamela Davis-Ghavami, OCHCO



The Combined Federal Campaign is continuing at headquarters, and there is still time for you to participate.

The campaign, which began in the month of September 2016, will continue through December 15, 2016.

Thanks to Employee Express, giving to the CFC is easy.

Employee Express gives you a secure, private, and paperless way to donate. You can make your contribution any time, from anywhere with internet access. You can get information about various charities from the 2016 Catalog of Caring, and you can quickly determine what your payroll deduction will be.

The Combined Federal Campaign is the world's largest workplace giving campaign. Last year, Federal employees raised nearly \$177 million for charitable organizations across the country and overseas. At headquarters, NRC staff members donated more than \$430,000 for the 2015 campaign effort.

The catalog for the Washington, DC area CFC includes more than 4000 local, national, and international organizations. On October 13, 2016, representatives of three of these organizations were at headquarters for the kick-off meeting where coordinators and keyworkers could hear all about the work of these groups and be inspired for the 2016 Campaign goal. Giving to a charity can make a difference in your life and the lives of so many people in your community and globally. Those charities that attended included:

- Covenant House Washington, which is an organization that motivates homeless youth to live up to their potential by providing housing, food, job training, and career counseling; CFC code 65964.
- Global Impact-Planet Aid, Planet Aid's mission is to inform, mobilize, and inspire individuals and communities to work together to bring about worldwide environmental and social progress; CFC code 92217.
- <http://georgetownhill.com/usnrc-north-bethesda/>, NRC Child Care affiliated with Georgetown Hill, which cares for about 100 children from infants to five years of age, including many from NRC families. The NRC Child Development Center, Inc., serves as an independent liaison between the NRC and Georgetown Hill; its Board of Directors is made up entirely of volunteers; CFC code 64957.

You can learn more about the CFC by contacting your office CFC Coordinator and Keyworker or by visiting the NRC CFC Website. You may also direct questions to Pamela Davis-Ghavami from the Office of the Chief Human Capital Officer (OCHCO), and the Human Capital Analysis Branch, managing the headquarters CFC campaign.

New Facilitators are Ready to Jump Into the Fray

Lance Rakovan, OEDO

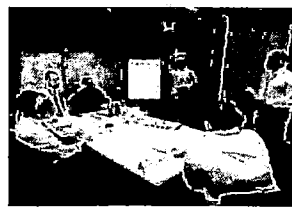


Front row (from left to right): Patricia Glenn, RII; Ruth Murray, NRR; Frances Ramirez, RIV; Donna Janda, RI; Cris Evans Brown, OCFO; Carla Roque-Cruz, NMSS; and Meg Gold, ADM. Back row: Rhex Edwards, RIII; Eduardo Uribe, RIV; Richard Rivera-Lugo, NRO; Steven Smith, RII; Dan Mussatti, NRO; Luis Betancourt, NRO; Brett Klukan, RI; Robert Gladney, NMSS; Andrey Korsak, OCHCO; and Kenneth Hamburger, RES.

At the NRC, we hold a lot of meetings. A LOT of meetings. It's a good thing we have facilitators of the NRC's In-House Meeting Facilitator & Advisor Program! The purpose of the program is to help make meetings and outreach more effective, inclusive, and fair, and to increase NRC's capacity to collaborate and solve problems with internal and external stakeholders.

Recently, a group of new facilitators was brought into the program; forging ties while completing four days of training at the professional development center in 3WFN. The training was intensive and, as you would expect, featured numerous opportunities for participants to test out their collaboration skills in a safe environment (although let's just say that some participants really put themselves into their roles during role plays). These new facilitators are now ready to work with experienced Program facilitators to get additional on-the-job training on their way to becoming "fully credentialed" program facilitators.

Program facilitators can assist NRC staff in planning, preparing for, and conducting both internal and external meetings. You can find more details about the NRC's In-House Meeting Facilitator & Advisor Program at <http://www.internal.nrc.gov/oedo/Facilitation/index.html> or by contacting Lance Rakovan.



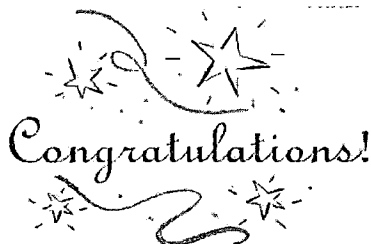
Leader at All Levels Certificate Program (LCP) Update

Dennise Orlando, OCHCO

The Office of the Chief Human Capital Officer, Human Resources Training and Development Division (OCHCO/HRTD) launched the Leader at All Levels Certificate Program (LCP) last March. The LCP is a self-paced program that consists of classroom and online courses that provide staff (GG 7-12) an opportunity to acquire and strengthen the fundamental competencies that promote leadership at every level of the organization. These competencies, found in the NRC Leader at All Levels Competency Model, include the following:

- Continual learning
- Written communication (*grammar/punctuation and writing*)
- Oral communication (*effective oral communication and presentation skills*)
- Emotional intelligence
- Conflict
- Problem solving/critical thinking
- Customer service
- Influencing

Access the Leader at All Levels Certificate Program SharePoint site for information on enrollment and program completion requirements. Contact Dennise Orlando (Dennise.Orlando@nrc.gov) with questions about the curriculum content. Since October 1, 2016, the following employees have completed the LCP.



ADA BOWIE, OGC	LINDSAY BRANDT, RIV
BRIDGET CURRAN, NRR	MARIOLY DIAZ-COLON, NRR
ASHLEY FERGUSON, NRO	ELIZA HILTON, NRR
KIM LAM, CFO	AMY LINDE, RI
RUTHANNE MURRAY, NRR	KIM NGUYEN, NRR
NICHOLAS HOBBS, NRR	DYLAN OURSLEY, CFO
JAZEL PARKS, RES	MICHEAL SMITH, NRR
JESSICA VOVERIS, NRO	JANELLE WIGGS, OIG
K. ROLAND WOMACK, RII	ANGELA WU, NRR

OCHCO congratulates these individuals for completing the program and investing in their leadership development. OCHCO also thanks the leaders in CFO, NRO, NRR, OGC, OIG, RES, RI, and RIV for supporting their employees and the LCP developmental program.

Award Recipient Larry Criscione of RES

(b)(6)

RES

On September 27, 2016 the Shafeek Nader Trust for the Community Interest awarded the 27th Annual Joe Callaway Award for Civic Courage to NRC Office of Nuclear Regulatory Research employee Lawrence (Larry) Criscione, who works in the Human Factors and Reliability Branch. Larry was recognized by for his efforts to call attention to flood safety issues at nuclear power plants in the United States. He championed a process of informing NRC's Congressional oversight committees about complex and potentially wide-ranging issues while encouraging openness in the responsible communication of nuclear safety issues to the public at large.

The Joe A. Callaway Award for Civic Courage was established by Mr. Callaway in 1990. The Award recognizes individuals in any area of endeavor who, with integrity and at some personal risk, take a public stance to advance truth and justice, and who challenge prevailing conditions in pursuit of the common good.

Larry shared the 2016 Award with Robert MacLean of the U.S. Federal Air Marshal Service.



Pictured from left to right: Robert MacLean, Ralph Nader, and Larry Criscione at the 2016 Joe A. Callaway Award ceremony.

NRC MVP Awardees

Jason Lising, OCHCO

Mission Values Principles

Every NRC employee is a team player responsible for contributing to the NRC Mission. The evolution of Team Player Award into the MVP Award refreshes the intent of the recognition to showcase the agency's commitment to support an environment for raising concerns. The MVP Award focuses on identifying behaviors of individuals who embody the NRC Values and Principles of Good Regulation, showcasing their willingness to raise a differing view in accordance with the original criteria of the Team Player Award Program. Continued improvements will help the MVP Award advance the ideals of openness and collaboration to better align with our agency's cultural bedrock: NRC's Mission, Values, and Principles of Good Regulation.

If you would like to nominate someone for the NRC MVP Award, please visit [MVP Award](#) and submit your nomination.

Questions can be directed to:
OrganizationalCulture.Resource@nrc.gov

On August 2, Jack Cushing, Jennifer Davis, and Andy Kugler of the Office of New Reactors (NRO) were awarded a Team Player Award, newly dubbed the MVP Award. The MVP Award is for their work in advancing the NRC Mission, living the NRC Values, and adhering to the Principles of Good Regulation while upholding the tenets of the original Team Player Award to "speak out, speak up, speak often, listen openly, judge fairly, and act accordingly."

Jack, Jennifer, and Andy demonstrated exceptional *Integrity* and responsiveness in dealing with colleagues during the non-concurrence of the Levy and Lee "new and significant memos." They identified a substantial environmental issue and attempted early resolution during the development of the package. Throughout the process, each of them *efficiently* balanced an aggressive schedule to support the agency's ability to issue a timely decision, while still ensuring that the differing view was raised and heard at all levels, including the Commission.

Jack, Jennifer, and Andy felt very strongly about their issue and its impact on the NRC's commitment to *excellence, integrity, and openness*. Once their issue was determined by others to not necessitate inclusion in the new and significant memos, it was entered into the non-concurrence process. During the resolution of this process, they: (1) briefed their management on the issue; (2) ensured their technical position was well defined, *clearly expressed*, and concise; and (3) followed the internal processes for resolving the non-concurrence. Jack stated, "the whole experience really demonstrates the staff's and management's commitment to and respect for the NRC values."

In all their interactions with peers and management regarding the issue, they were *respectful* and *cooperative* while demonstrating *Independence* and *service* to the public and the NRC, even in the face of disagreement with their proposed resolution of the issue. Additionally, they maintained a strong *commitment* to resolving the issue and, due to this commitment, the issue was eventually resolved in a manner agreeable to all parties involved.

Well done and congratulations to Jack, Jennifer, and Andy!



Pictured left to right: Michael Johnson (OEDO), Jack Cushing (NRR), Scott Flanders, Jennifer Davis, Kenneth Erwin, Andy Kugler, and Michael McCoppin (all of NRO).

Adapting IT/IM Services to a Changing Environment

Beth Deahl and LaJuan Bolden, OCIO

The NRC is in a period of transition for information technology and information management (IT/IM) services. Many existing IT/IM services are provided through high cost contracts, and have service limitations. For instance, the agency has a large number of different types of printers and copiers, many of which are very expensive to operate and maintain, and some have poor reliability resulting in poor service to some staff. Modern technical and contracting solutions exist that provide better service to users at more efficient costs, and these cost savings are necessary to support our current and projected budget reductions. The challenge is that any technology transition requires upfront investment in order to allow seamless movement from one service delivery method to the next. Since the current budget environment does not allow us to invest in new approaches while providing existing services without interruption, we are having to reduce some current services in order to transition to the improved services.

Why is this important to you?

The Office of the Chief Information Officer (OCIO) has identified a number of targeted areas for cost reduction that will free up money to be used for investing in new service approaches that improve service and allow budget reductions. We have developed and are implementing action plans for each targeted area. Our goal is to make smart changes that meet the demand of our customers with as little customer impact as possible. A few notable actions that have resulted in cost savings to the agency include:

- The transition of air card services to a new vendor and the implementation of a new mobile data solution to support remote work;
- The removal of underutilized printers and the ongoing transition of network printers to multifunctional devices;
- The targeted reduction of storage use on personal network drives (P:/).

For more information on the first stage of the printer initiative, please see this recent announcement ([link](#)).

What to expect next?

The savings being realized through our cost controls will be invested in infrastructure investments that allow us to transition to one common telecom approach (based on Voice over Internet Protocol, or VoIP) and to improve video conferencing capabilities. We also plan to transition to cloud supported e-mail with improved search and retrieval capabilities for users.

Each of the initiatives above (and others not listed) were made possible by the support of stakeholders across the offices and regions. This has been (and will continue to be) a collaborative effort between OCIO and agency staff to ensure that cost savings can be achieved and services can be enhanced in a fashion that causes the least interruption to agency operations.

Our OCIO team is committed to continuing these efforts and will capitalize on new opportunities as they are identified. We are also committed to keeping you engaged as agency staff is an integral part of the process.

To ask questions, or provide feedback, please email the team at CRM.Resource@nrc.gov.

Pathways to SES: Building the Pipeline for Federal Women

Jeanne Dion, NRR

On September 22, 2016, the NRC and the Office of Personnel Management (OPM) hosted a government-wide professional development event, "Pathways to the Senior Executive Service (SES) – Building the Pipeline for Federal Women Leaders." The purpose of this event was to encourage mid-career leaders at agencies with a STEM-focused mission to pursue SES career paths. The event kicked off with opening remarks from Miriam Cohen, NRC's Chief Human Capital Officer followed by keynote addresses from Ann Dunkin, Chief Information Officer of the Environmental Protection Agency, and Vonna Ordaz, recently appointed as Acting Office Director of NRO. Yadira Guerrero, an Executive Development Specialist at OPM, delivered an informative presentation on the SES hiring process, executive core qualifications, and leadership competencies. Participants from the top Federal employers of STEM professionals joined together for networking and rounds of group flash mentoring. The SES mentors represented several NRC offices (RES, NRR, NRO, and NSIR) and other agencies, including the Department of Labor and the National Science Foundation. This event was planned and co-sponsored by the NRC's Federal Women's Program Advisory Committee and the NRC's Technical Women's Network.

A video of the keynote speakers and OPM presentation is available on the NRC intranet site [[Video of Pathways to SES speakers](#)].



Ann Dunkin (EPA) delivers her keynote address at the Pathways to SES event.



Eric Benner, Deputy Director of the Division of Operating Reactor Licensing in NRR, mentors aspiring federal leaders in STEM at the Pathways to SES event.

Strategies to Navigate Thorough Barriers in the Workplace

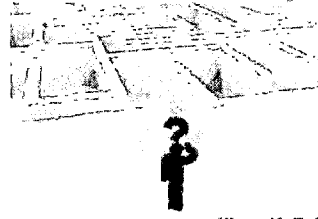
(b)(6) RES



On September 14, the Advisory Committee for African Americans (ACAA), along with the NRC Chapter of Blacks in Government, sponsored the 3rd Annual panel entitled "Strategies to Navigate Through Barriers in the Workplace."

This year, we were fortunate to have the following as panelists:

- (b)(6) Office of the Chief Human Capital Officer
- (b)(6) Office of the Chief Information Officer
- (b)(6) Office of Small Business and Civil Rights
- (b)(6) Office of Nuclear Regulatory Research
- (b)(6) Office of Nuclear Reactor Regulation



The panel covered different topics, such as describing their career paths and the trials and tribulations they went through in their personal and professional growth, as well as giving advice to staff members who were concerned about the current environment.

A link to the video can be seen here:

<http://nrcvideo.nrc.gov/ondemand/StrategiestoNavigatethroughBarriersintheWorkplace//default.html>

ACAA and BIG would like to thank the panel moderator and the panelists for being a part of this event and making it a great success!



Save the Date!!

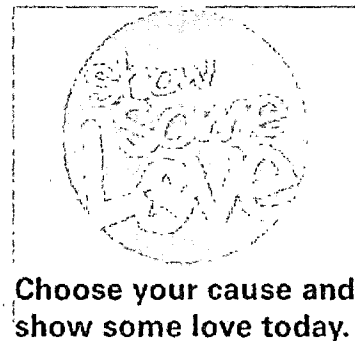
Date: December 13th, 11:00am - 2:00pm

Location: 14th floor, One White Flint

What: Festival of Giving -- Show Some Love

The occupants of the newly renovated 14th floor in One White Flint (OIP, OE, and OGC) are hosting a multi-cultural luncheon and a holiday decorating contest to support the CFC. Come see our new offices, sample some great food, vote on the best decoration and best dish, win prizes, and of course, support CFC!

Stay tuned—more details on this fun event to follow!!



Choose your cause and
show some love today.

CO, Not CO₂

Naeem Iqbal, NRR

Carbon Monoxide—What You Should Know

November through February are the Leading Months for Carbon Monoxide Exposures

Most people already know about Carbon Monoxide (CO) as a hazard for health and safety. *What is the CO?* How does CO harm you? Before answering this question, remember not to confuse CO and CO₂ (Carbon Dioxide). I found that some people think that both gases are same. That's not true. The "C" and "O" that make up the chemical formula for Carbon Monoxide (CO), refer to one carbon atom and one oxygen atom. Compare this to Carbon Dioxide (CO₂), which has two atoms of oxygen. CO₂ naturally occurs in the atmosphere and is present in deposits of petroleum and natural gas. They are quite different in their effects on humans. Both CO and CO₂ are combustion products. However, their toxicities are much different.

Five Things You Should Know About CO:

*What is it? What are common sources of CO? How does CO exposure happen?
What are the symptoms of CO exposure? How can I prevent CO exposure?*

CO is a colorless, odorless, and tasteless gas that is slightly less dense than air so you don't notice it accumulating. CO forms as a result of incomplete combustion, i.e., when there is not enough oxygen to make CO₂ you get CO. Anything that interfaces with the combustion process or results in a shortage of oxygen can increase CO production. CO is found in combustion fumes, such as those made by gas heaters, furnaces, hot water heaters, lanterns, wood or charcoal-burning stoves, kerosene heaters, gas ranges, cars, and trucks. CO from these fumes can build up in places that don't have a good flow of fresh air.

The health effects of CO depend on the CO concentration and length of exposure, as well as the health condition of an individual. The most common symptoms and signs of CO exposure are headache, dizziness, weakness, shortness of breath, nausea, vomiting, chest pain, and confusion [level of CO concentration is measured in parts per million (ppm). For example, 100 ppm CO means that for every 999,900 molecules of air, there are 100 molecules of CO]. It is often hard to tell if someone has CO exposure, because the symptoms may be like those of other illnesses. According to the [Journal of the National Medical Association](#), CO is the leading cause of accidental poisoning deaths in the United States.

CO prevention involves checking sources of indoor combustion (fires in chimneys and flues) to make sure they are correctly installed and vented to the outdoors. Exhaust pipes should be inspected periodically for leaks. Automobiles and portable generators should never be left running in a closed garage. CO detectors should be installed because they provide early warning that CO is free in a dwelling's atmosphere. If CO is suspected in a dwelling, windows should be opened, and the dwelling should be evacuated and evaluated for the source of the CO.

In many countries CO and smoke detectors in the house are required by the law. The reason is simple: these detectors save lives. Many house fires occur at night. If there is no smoke detector, those sleeping in the house may not notice the fire and will be overwhelmed by smoke in their bed. A smoke detector can wake the family before it's too late. People who are sleeping or intoxicated can die from CO exposure before they have symptoms. A CO detector can warn you if you have high levels of CO in your home. The following link provides information on CO hazards and tips to avoid its exposures: ADAMS Accession No. [ML16295A008](#).

¹ Note that the contents of this article is for informational and educational purposes only as a service to the NRC community on the issue described. The information contained in this article may or may not be the most current and complete. To educate yourself on this subject, see open literature for more information.

Vol. 12

Issue 12

December 7, 2016

NRC Reporter

Protecting people and the environment

Inside this issue:

- [Festival of Giving Luncheon](#)
- [Operation Needy](#)
- [The Three Mile Island Cleanup and the Lessons of History](#)
- [SharePoint Self-Study Guide Now Available](#)

REPORTER SUBMISSION INFORMATION FROM THE EDITOR

The NRC Reporter is published monthly, on the first Wednesday of the month. The next issue of the Reporter will be published on January 4. The deadline for submissions is Tuesday, December 27, 2016.

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



Editor: [Karin Francis](#)

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

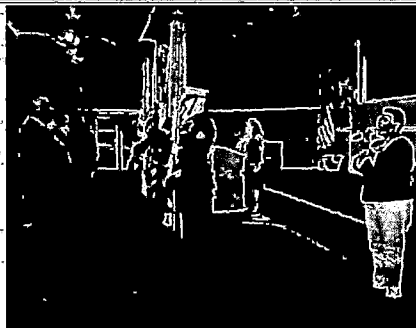
Reporter [Archive](#)

Reporter [Calendar](#)



NRC Honors Veterans and Their Families

Peggy Etheridge, OCHCO



Twana Ellis singing the National Anthem with the Fort McNair Color Guard

On November 1st, OCHCO and the Veterans Employee Resource Group (VERG) collaborated to host a Veterans Day celebration. The event featured a color guard from Fort McNair; speakers from within the NRC, and a special guest, Rear Admiral Julius ("JC") Caesar, US Navy Retired, who spoke to the theme for this Veterans Day: Courage.

Lynne Finch, TSgt, USAF Retired and VERG Chairman, served as the Mistress of Ceremonies. Ms. Twana Ellis beautifully sang the National Anthem. Glenn Tracy, Captain, USN Retired, provided welcoming remarks honoring the service of veterans. John Thorp, Captain, USN Retired, Vice-Chair of VERG, introduced Admiral Caesar, giving a synopsis of the Admiral's distinguished career.

Admiral Caesar emphasized that courage is not the absence of fear, but the willingness to take action despite one's fear. This characteristic is not unique to veterans and their families, but it was celebrated on this day when we remember their service and that of many NRC employees who are still serving in an active or reserve capacity.

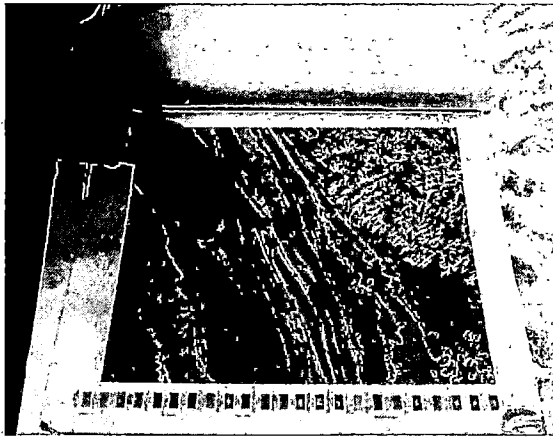
The ceremony concluded with Lynne relating the history of Challenge Coins and presenting Admiral Caesar with an NRC coin in appreciation for his inspiring remarks.



Lynne Finch presenting Admiral Caesar the NRC Coin

Map Collection at the NRC Technical Library Meralis Plaza-Toledo, NRO

Did you know that the NRC Technical Library has a map collection? Librarians and staff are currently working on cataloguing these treasures, which includes mostly topographic and geologic maps and a very unique set of nautical charts from the Caribbean. Maps are arranged alphabetically by country or by state and some of them date back to the early 1900s. In addition to maps, our library holds a wide range of cartographic materials such as atlases, gazetteers, and geographical dictionaries. The library collection of atlases is very diverse and includes traditional geography atlases, as well as very specialized titles, such as: *Atlas of Irradiated Structures* and *Work Atlas on Seismic Expression*. Our technical library supports the research activities of NRC staff in a wide variety of disciplines. Please visit us to check out this interesting collection and to learn more about what the library has for you.



Library staff showing an 1895 Geologic Map of Virginia.



Library staff observing a Geologic Map of Arizona.

Festival of Giving Luncheon

Festival of Giving Luncheon

OIP, OE, & OGC occupants of the newly renovated 14th floor cordially invite you to a multi-cultural holiday luncheon to support CFC

Tuesday, December 13th

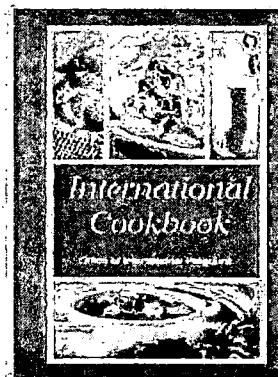
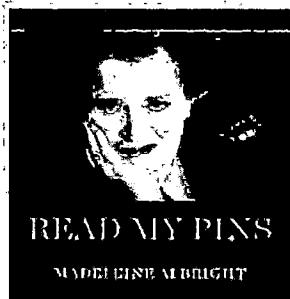
11:00am - 2:00pm

Suggested donation: \$5.00

Free raffle.
Autographed copy



International
Cookbook
sale \$10.00



Inaugural Class Successfully Completes the NRC's Diversity DIALOGUE Project

Michael Lee (OCFO) and Ivonne Couret (OPA)

There's a group of people at the NRC now ready to support the agency's commitment to building a community of diversity dialogue ambassadors that can facilitate a deeper understanding of diversity issues among employees and cultivate a more inclusive agency. The Diversity DIALOGUE project strives to enhance personal growth and effectiveness through listening, introspection, finding meaning, and building acceptance for differing perspectives.

Each participant experienced the program uniquely, but they all increased their understanding, broadened their perspectives, and gained new tools.

"Listening to understand was the first challenge. I learned quickly from our facilitators that what makes a dialogue real is the intention to understand another person's experience. In order to do that, I had to learn to quiet my thoughts and be with the person in front of me. This was something that was quite hard at first. Luckily, a skill I had to practice and learn every session had its own reward in terms of creating bonds—a real connection. I remember the first day we practiced this explicitly, as we were paired off and were assigned tasks that required us to learn about the other person. Our job was to simply ask questions, and then be quiet and listen. The task was harder for me than I thought it was going to be, but valuable nonetheless.

Listening to my fellow participants went a long way in helping me develop an understanding of their personal experience. This understanding has provided me a deeper empathy, that I believe will help me engage with others in a more compassionate and constructive manner moving forward. Beyond just the words were the depth of feelings that were communicated, feelings of pain, hope, and determination that helped me see beyond mental abstractions. I can see the human beings in front of me more intimately. We heard from people who grew up in LGBT families, during times of tension like the 1960s in the civil rights era, in different countries, and many more. And in each instance, I was able to better understand that person and understand how they view the world and why they do so. Perspectives that help me understand that there is not one truth but many, each as valid as the next." — Michael Lee

"One of the most effective tools we used was speaking in the first person. For example, instead of stating, "You or they want to do something" we were asked to recognize that a person can only speak on behalf of their own experience, so statements should be rephrased to reflect, "I think," "I believe," or "I feel that something should be done." This tool can help illustrate personal viewpoints and influences and requires the speaker to be accountable for their own thoughts and feelings." — Ivonne Couret

We encourage more NRC employees to participate in this project. It is an effective way to successfully leverage our diversity and build a more inclusive agency with new tools to lead the charge in engaging NRC Diversity Dialogue! For more information on how you can apply to participate in the Diversity Dialogue Project contact [Tony Barnes](#) (SBCR) or [Bryan Champion](#) (SBCR).



Left to right standing: Alan Klein (Ivy Planning Group), Darrell Adams (OCA), Michael Johnson (OEDO), Jennifer Golder (OCHCO), Bryan Champion (SBCR), Mekonen Bayssie (RES), Brett Rini (OIP), Kenneth Thomas (NSIR), Rochelle Baval (SECY), Ivonne Couret (OPA), Jose Cuadrado-Carabello (NMSS), Pamela Baker (SBCR), Joseph Somerville, III (OCIO), Melody Fopma (SBCR), Robert Goetz (OI), and Anthony Barnes (SBCR).

Left to right seated: Anne Veator (Ivy Planning Group), Yessie Correa (NRO), Michael Lee (OCFO), Rhonda Dorsey (SBCR), Jazel Parks (RES), and Lisa Schleicher (NRO).

Diwali-2016 Celebration Luncheon at NRC

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NMSS

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Chairman Burns, Commissioner Sviniki, Commissioner Baran, numerous Office Directors, and over 140 NRC staff joined in the celebration of Diwali, held in the TWFN auditorium at the NRC HQ on October 25th. The celebration included a Diwali slide show, classical Indian "Shehnai" instrumental music and delicious Indian food.

Also unique for this year was a live classical Indian dance known as "Bharat Natyam," performed by Deepti Mukund Navile. Deepti is an Indian classical dance performer who also owns her dance school, Natyabhoomi, in Potomac, MD since 1994. Natyabhoomi dancers have performed at venues like the Kennedy Center, Wolf Trap, and at events such as the Smithsonian Folklife Festival and the National Cherry Blossom Festival.

The word "Diwali" is derived from the (ancient classic language of India) Sanskrit word *Dīpāvali*, formed from *dīpa* (दीप, "light" or "lamp" and *āvali* (आवली, "series, line, row." Diwali thus means a "row" or "series of lights." It dates back to ancient times in India possibly thousands of years ago, as a festival after the summer harvest in the Hindu calendar month of Kartika. During Diwali, we humbly request the Supreme Being to lead us from untruth to truth, from darkness to light and from death to immortality.

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. It is the celebration of this inner light over our spiritual darkness, knowledge over ignorance, right over wrong, good over evil.

Diwali celebration includes millions of lights shining on housetops, outside doors and windows, 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.

During Diwali, people also decorate their homes with "Rangoli." Rangoli is an art form in which patterns are created on the floor using materials such as colored rice or colored sand. Rangoli is considered auspicious and traditional. Families buy gifts for each other that typically include clothing, sweets, dry fruits, and other seasonal specialties. It is also the period when children hear ancient stories, legends, and myths from their parents and elders 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-2016 event was organized by (b)(6)

(b)(6) The organizers thank all the volunteers and attendees for making the Diwali program another successful diversity event for the third year in a row.

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HEPAC Serves the Homeless

(b)(6)

(NMSS)

On Tuesday November 29, 2016, NRC staff participated in a community service event at Miriam's Kitchen. Miriam's Kitchen is a nonprofit organization dedicated to ending chronic homelessness in Washington, D.C. The event allowed members of the staff and other volunteers to connect with homeless guests by volunteering to be part of the server's team during the breakfast meal.

(b)(6)

Join the Community! NRC's Knowledge Center

Christine Steger, OCHCO

The newly released [NRC Knowledge Center \(NKC\) – Communities of Practice \(CoP\)](#) site is now available on SharePoint! Visit 30+ different technical and corporate communities – find the experts and information you may be seeking and join the communities that pique your interest.

The NKC provides a virtual forum to connect with your co-workers who share a common interest in a topic. Benefits of being part of a CoP include networking with individuals across the agency, participating in a group conversation to share information and experiences, and working collaboratively right from your desk.

How does the new NKC Work?

Here are a few resources to help navigate the new site:

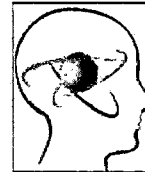
[Tutorial Video](#): 30-minute demonstration of the new site layout and features

[NKC Governance Document for SharePoint 2010](#)

[NKC CoP User Manual](#)

Can't find a community you are looking for and want to create one? Send an email to NKC_Chief_Editor.Resource@nrc.gov.

Additional information about the transition can be found in [NRC Announcement: Launch of New NRC Knowledge Center - Communities of Practice Move to SharePoint 2010](#).



NRC Knowledge Center: Communities of Practice

Collaborate, Capture, and
Share Knowledge to Build
Organizational Memory



RIC 2017

29TH ANNUAL REGULATORY
INFORMATION CONFERENCE
MARCH 14-16

BETHESDA NORTH MARRIOTT HOTEL & CONFERENCE CENTER

Second Adulthood

(b)(6)



The Diversity Advisory Committee on Ageism (DACA) would like to congratulate (b)(6) winner of our "Blaze a Trail" essay contest. As part of our annual celebration on aging, DACA members challenged our fellow employees to blaze a trail this year and tell us how you innovate, reinvent, and make your mark in ways both big and small. (b)(6) winning essay describes the ways, big and small, that she has made changes in her life to adapt to her (b)(6)

It is a story many of us know: (b)(6)

(b)(6)

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Leading Across Generations – Why is this Important and What Can We Learn? Join the Discussion Christine Steger, OCHCO

At times, the NRC has had five cultural generations in the workplace. Generally speaking, this means that entry level hires, sometimes 20 years old, can be working with colleagues who are older than them by 50 years or even more. So why is this so important? Within each of the generations comes differences, myths and stereotypes, and, moreover, similarities. A generation is a group of people defined by age boundaries. Each generation shares common cultural experience. Their values and behaviors tend to be similar, and they are shaped by historical and environmental influences, like technology. These influences all play a role in shaping who we are and also shape the workplace environment in many ways. By understanding the common background, perspectives, attitudes, and work styles of each generation, we can effectively communicate and create a workplace environment where employees respect and value each other. Diversity of each of the generations is powerful; just taking a step back and viewing issues outside of your generational lens can make a difference. Check out the [generational chart](#) that describes different workplace characteristics to better understand the diverse attributes that each generation brings to the table and how we can build synergy among generational differences.

To open the discussion on multi-generations in the workplace, the Knowledge Management Program, along with staff from several Advisory Committees has held two seminars on this topic. Last year, "Leading Across Generations Part I" featured nine panelists from across the five generations who shared both their professional and personal insights and experiences. Part II, held just last month, featured a panel and three role-base scenarios. Scenario scripts were developed by working group members to reflect the NRC culture in real/current situations and how generational differences and perspectives play a part. The themes included: communication and perception, organizational culture, and feedback. If you missed the event, not to worry, it was recorded and will be available in the coming weeks. Keep a look out for an NRC Announcement.

If you are interested in keeping the discussion on multi-generations in the workplace going, [Join the Community of Practice "Leading Across Generations: Multi-generational Workforce"](#) to share your insight and resources, ask questions, and find answers to how we can all lead across generations.



Scenario: Communication and Perception



Scenario: Organizational Culture



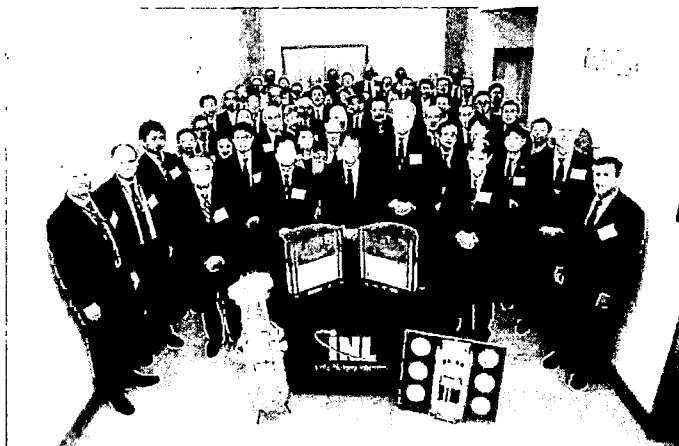
Scenario: Feedback



Working Group Members, Panelists, and Actors pictured from left to right: (First Row) Christina Leggett, Hilary Lane, Carrie Crawford, Eliza Hilton, Andrea Ferkile, Haile Lindsay, Lynne Finch, Edward O'Donnell, Lauren Gibson, Christine Steger (Second Row) James Coyle, Nick Baker, Peter Habighorst, Hipolito Gonzalez, Gary Langlie, Eric Benner, Joanne Savoy, and Jason Thompson. (Not Pictured: Mary Muessle, Lance Rakovan, Maria Schwartz, Susan Stuchell, Dan Widrevitz, and Emma Wong).

The Three Mile Island Cleanup and the Lessons of History

Thomas Wellock, SECY



In early October, current and retired NRC staff met at Idaho National Laboratory with regulators from Japan's Nuclear Regulation Authority (NRA). It was the first gathering in almost 30 years where alumni of the TMI-2 cleanup shared lessons from the decontamination and defueling operations at the damaged facility. OIP's David Skeen delivered opening remarks, and Tomohito Yamada, NRA's Director-General for Nuclear Regulation, offered his regulatory perspectives on the Fukushima cleanup. Two NRC veterans of the cleanup, Michael Masnik of NRO and retired NRC staffer Lake Barrett, recalled the technical and regulatory challenges. NRC historian Tom Wellock discussed the policy and political considerations of the cleanup, and Ted Smith, project manager for TMI-2, updated attendees on the facility's status today.

On the workshop's second and third days, regulators assembled with a broader contingent of U.S. and Japanese officials interested in TMI-2 knowledge transfer. Japan sent representatives from the Ministry of Economy, Trade, and Industry; the Nuclear Damage Compensation and Decommissioning Facilitation Corporation; Tokyo Electric Power

Company; the International Research Institute for Nuclear Decommissioning; the Japan Atomic Energy Agency; and Japan's embassy in Washington, DC. Richard Lee of RES joined Masnik and Barrett to make presentations on TMI-2 lessons learned and NRC severe accident research. Representatives from the Department of Energy, national laboratories, Japanese energy ministries, FirstEnergy Corporation, and Tokyo Electric Power Company also made presentations.

From the perspective of history, the workshop underscored that the challenges of an accident cleanup cut across time, place, and technological change. Despite the separation of thirty years and differences in accident severity, the TMI cleanup offered lessons as Japan weighs its options for Fukushima.

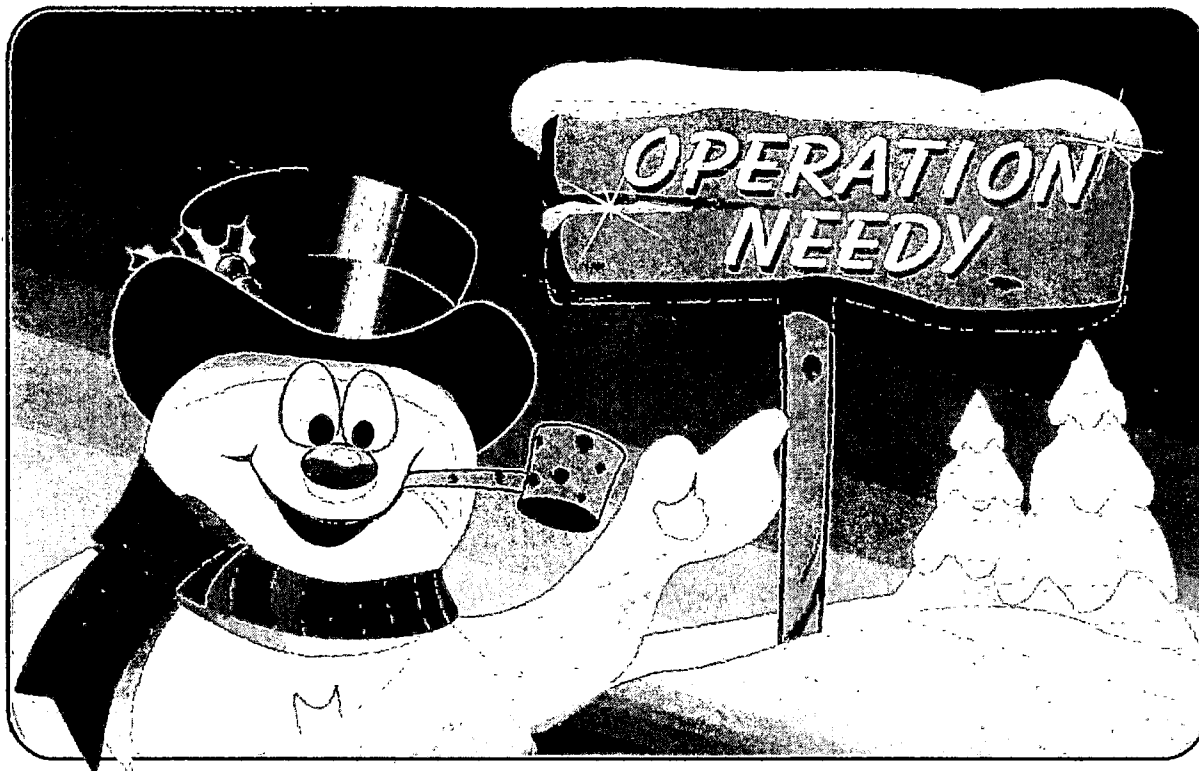
Technically, there was great interest among workshop participants in how the United States designed safe shipping and storage casks for the damaged fuel and considered the possibility of re-criticality accidents. Other topics included the use of robotics vs. manual clean up, tools, and the balancing of cost considerations with safety questions.

There were discussions about policy, public communications, and how to regulate effectively in a highly charged political environment. After losing public trust due to missteps, participants asked, how did TMI's utility and the NRC regain it during the cleanup? How did the NRC regulate effectively given the cleanup's unique nature, local opposition and numerous lawsuits? How did the NRC communicate with the public that cleanup operations were "safe enough"? And as an independent regulator, how did the NRC work with other government entities and the utility to ensure a safe and expeditious cleanup?

The workshop also highlighted the importance of a well-maintained, accessible historical record. The TMI-2 accident and cleanup have the best public document collection on any chapter of civilian nuclear power history. Painstakingly assembled by RES's Don Marksberry, NUREG/KM-0001, Rev. 1 was the information backbone of the workshop. Time and again, presenters pointed to the NUREG/KM's collection to answer questions posed by Japanese representatives.

So remember to keep good records; regulators of the future might depend on it.

Operation Needy



HELP US * HELP THEM * HELP OUT

Sponsored by the NRC Employees Welfare and Recreation Association

We need your contributions of nonperishable food items in cans or boxes. Drop your contributions into the decorated boxes at the following locations:

Checks payable to the Damascus Lions Club (distributors of the Operation Needy food baskets) also are most welcome!

For additional information, please contact the Office of Public Affairs, 301-415-8200

OWEN

Main Lobby
P1 Elevator Lobby
P2 Elevator Lobby
P3 Elevator Lobby

TWEN

Exhibit Area
P1 Elevator Lobby
P2 Elevator Lobby
P3 Elevator Lobby
P4 Elevator Lobby

3WEN

Main Lobby
B1 Elevator Lobby
B2 Elevator Lobby
B3 Elevator Lobby
B4 Elevator Lobby

**The deadline for donations is
Tuesday, December 13, 2016**

Go Cubs Go!

(b)(6)

Region III

On November 2, 2016, in Game 7 of the World Series, the Chicago Cubs ended the longest drought in professional sports. After 108 years, they finally won the World Series!

The Chicago Cubs won Game 7 with a crazy, nail biter 8-7, 10-inning game against the Cleveland Indians. The game was played in Cleveland but that did not stop Chicago fans from swarming to the area around Wrigley Field (Chicago), and celebrating until the early morning hours.

The following week, Region III celebrated this auspicious occasion with a pizza luncheon. Employees cheered while watching a replay of Game 7, wearing Cubby blue attire and eating pizza.

To show his support for the Chicago team (b)(6) wore a Cubs cap for the celebration!

(b)(6)

The NRC TTC Staff in Chattanooga Cares and Shares Through the CFC

(b)(6) TTC

(b)(6)

The Technical Training Center (TTC) had its annual Chattanooga Area Combined Federal Campaign (CFC) Kickoff and Chili Cook-off on November 9. (b)(6) won the Chili Cook-off with his "3-Pepper Chili" and took home the coveted rotating Golden Spoon Award (see photo). (b)(6) came in second with his "Almost Famous Razorback Chili," and (b)(6) managed to intimidate enough people to secure third place with his anonymously named "Director's Chili."

The chili was free, but voting ballots were one dollar each with no limit on the number of ballots an individual could purchase. The good news is that we raised \$97 for the CFC and sampled a number of great Chili's with all the fixings donated by the staff of the TTC. The bad news is that (b)(6) raised concerns over individuals casting multiple votes in exchange for cash donations (see photo). The CFC Coordinator, (b)(6) has promised election reforms for next year's competition. (b)(6) the 2014 winner of the coveted Golden Spoon Award intends to claim victory in the Chili Cook-off next year "in a fair competition."

Special thanks to (b)(6) for starring in the Chattanooga CFC 2015 video in support of The Cystic Fibrosis Foundation and to (b)(6) for sharing his support of, and personal experience with, The Fisher House.

Thanks again to all of the TTC staff for caring and sharing with all of the worthy agencies supported by the CFC.

SharePoint Self-Study Guide Now Available

Dennise Orlando, OCHCO

The Office of the Chief Human Capital Officer, Human Resources and Training (OCHCO/HRTD), has issued the *Introduction to SharePoint 2010 Self Study Guide*. Since the *Introduction to SharePoint 2010* class is no longer being offered at the PDC, HRTD has turned the course participant guide into a self-study guide that walks employees through the basic features in Microsoft Office SharePoint 2010 as implemented at the NRC. For many of the features covered in the guide, the instructional text is followed by a "Try It" exercise. The guide also addresses NRC SharePoint governance and policy for agency best practices.

The *Introduction to SharePoint 2010 Self Study Guide* not only serves as a learning resource to help staff initially understand how to access and navigate a SharePoint 2010 site, but it can also be used as a job aid or reference guide. You can work with document libraries and lists; and use the My Site feature in SharePoint 2010. The self-study guide is available on the [Office of the Chief Human Capital Officer Training & Development webpage](#). Select the red "Course Manuals/Training Materials" button on the left side of the screen. Then click the "Other" tab.



Save The Date



SAVE THE DATE – LUNCH AND LEARN DESKERISE WITH (b)(6) JANUARY 19, 2017. DETAILS TO FOLLOW.

Fire Risks During the Holiday Season

Naeem Iqbal, NRR

Just a few simple tips for the holiday season can make for a great time

celebrate with family and friends the fire-safe way!

Beautifully decorated homes, both inside and out, are typical sights this time of year. However, they also play a role in many home fires during the holiday season. Fires involving Christmas trees, decorative lights, as well as typical holiday activities like candles, cooking and fireplaces being lit, contribute to risks associated with the holiday season. Statistics show that incidents of home fires and electrical accidents typically increase during winter months. Stay safe during the holiday season; here are some safety tips for follow:

From millions of homes worldwide to the White House, the Christmas tree is a tradition that owes its popularity in part to a popular British Queen. Christmas tree fires are infrequent, but when they do occur, they are serious, according to the National Fire Protection Association. If you are looking for a real tree, did you know that your choice of Christmas tree could affect its flammability factor? Older, dried-out trees ignite and burn much faster than those that are freshly cut and well hydrated. Choose a fresh tree where the needles don't fall off when touched. A fresh cut at the base of tree should be made to aid in water absorption and retention, and it should be watered daily. As soon as possible, get the tree in water. Maintaining a high moisture level in the tree is the single most important factor in reducing needle loss and keeping the tree fresh. This is accomplished primarily through the use of water-holding stands and maintaining the water level in the stand above the base of the tree. The base of the tree should never dry out. If you opt for an artificial Christmas tree instead, be sure that tree is labeled as fire-retardant. Position the tree a minimum of 3 feet away from candles, fireplaces, space heaters, radiators, heat vents, and other heat sources.

One of every three home Christmas tree fires are caused by electrical problems. A heat source too close to the tree causes roughly one in every four of the fires.

Decorative lights should also be labeled by an independent testing laboratory. Use indoor lights inside the home and outdoor lights outside. Putting indoor-only products outside in the weather can result in electric shock and fire hazards. Replace any string of lights with worn or broken cords or loose bulb connections. Turn off the tree lights before leaving home or going to bed.

Stay in the kitchen when you are frying, grilling or boiling food. Since most cooking fires involve the stovetop, keep anything that can catch fire away from it, and be sure to turn off the stove when you leave the kitchen. If you are simmering, boiling, baking or roasting, check the food regularly, and use a timer to remind you to do just that. Keep children away from the cooking area when in use so they don't bump into things.

The kitchen is the heart of the home, especially at holidays. Kids love to be involved in holiday preparations. Safety in the kitchen is important, especially during holidays when there is a lot of activities and people at home

Candles are part of the holiday's decorations, and December is the peak month for home candle fires. National Fire Protection Association (NFPA) statistics show that more than half of all candle fire start because the candle was too close to things that could catch fire. Keep candles at least one foot away from anything that can burn or blow into them, and remember to blow them out when you leave the room or go to bed. Use sturdy candle holders, and never allow children to burn candles in their bedrooms. Consider using flameless candles, which can look and smell just like real candles.

If you use your fireplace, it should be cleaned and inspected annually. When lighting a fire, be sure to move combustibles three feet away from the fire, and use the screen to keep in any sparks and embers.

Keep at least one fire extinguisher on each level of your home. Keep a fire extinguisher in the kitchen for emergencies.

Get rid of the tree after Christmas or when it is dry. Dried-out trees are a fire hazard and should not be left in the home or garage, or placed outside against the home. Check with your local community to find a recycling program.

Bring outdoor electrical lights inside after the holidays to prevent hazards and make them last longer.

HEPPY HOLIDAYS! BE CAREFUL

Stay Safe during Holidays

The following link provides information on fire safety during the holiday season: ADAMS Accession No. [ML16315A000](#).

Note that the contents of this article is for informational and educational purposes only as a service to the NRC community on the issue described. The information contained in this article may or may not reflect the most current and complete. To educate yourself on this subject, see open literature for more information.