

1st Quarter 2008

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The Bartlett Brief

Bartlett Offers Homeland Security Solutions

Homeland Security; its become a well-known term in our society in recent years and now Bartlett's existing services and technology are being used in a different way, offering radiological safety and security solutions to markets such as port and transit authorities, airports, municipalities, emergency response, event management and government.

Why We're Unique

The fact that we have been providing specialized and trained radiation safety technicians to nuclear power facilities since 1979 speaks a great deal of our ability to perform safety, emergency preparation and rapid response functions. What more stringent security measures than at a nuclear power plant? Our experience dates back to our support of the most serious radiological accident in U.S. commercial nuclear power

history at Three Mile Island. A workforce of over 4,500 deployed in 43 states and our depth in performing specialized radiological-related functions in such a niche market makes us uniquely qualified to respond to radiological threats and attacks on a national level.

What We've Done

Did you know that Bartlett has already taken part in numerous activities that support national efforts to secure our homeland? We have developed complete Emergency Plan programs for power stations, including procedures for the facility and surrounding municipalities. We actively participate in the Nuclear Energy Institute (NEI) Emergency Preparedness and Communications Forums and the development of homeland security-related ANSI guidance documents.

Using our proven RMS technology we installed a covert

system in New York City, custom-designed to detect the presence of nuclear weapons and RDDs. If emissions are detected, the system alerts authorities by transmitting data to locations such as command centers, cell phones, PDAs, pagers or laptop computers.

The Open Market

Bartlett's offerings span from providing personnel monitoring services to mobile or fixed covert detection systems installed in places of mass gathering (public transit hubs, stadiums, tourist attractions, etc.) to protection at special events (parades, concerts, political events, sporting events, etc.). Several of our products including portable ventilation systems, contamination control coatings and mobile decontamination tents and facilities can also be used by first responders for emergency response applications.

Sean Moore Joins Bartlett as Vice President of Homeland Security

We are pleased to announce the addition of Sean Moore, who has joined BHI as Vice President, Homeland Security. Sean will be leading the business development efforts for our homeland security-focused products and solutions. Sean's background includes over 15 years of experience in various sales, marketing and operations positions for homeland security-based companies such as HiEnergy Technologies, Inc. His career started off as a special agent for the U.S. Customs Service, where he was responsible for enforcing illicit controlled substance laws and regulations at U.S. borders. Sean holds a B.S. in Criminal Justice and Psychology from Northeastern University.

ORGANIZATIONAL NEWS

The BHI Companies:



Allen Hart Joins Team One's Business Development & Field Engineering Services

We are pleased to announce the addition of Allen Hart, who has joined Team One doing business development and field engineering out of his Seneca, SC office, reporting to Jim Elkins, General Manager. Allen has over 18 years of engineering experience with the past 12 years in nuclear. He most recently worked as an Engineer in the Civil Maintenance Section at Duke Energy's Oconee Nuclear Station. Allen holds a B.S. in Civil Engineering and graduated from The Citadel in Charleston, SC.

Organizational Changes for Bartlett Services, Inc. (BSI)

We are pleased to announce the following organizational changes within BSI: Butch Smith has moved into the position of Director of Operations, Eastern Region working out of the Oak Ridge, TN office and Patrick Burke has moved into the position of Director of Operations, Western Region working out of the Denver, CO office. Both Patrick and Butch report to Bob Decensi, President & Chief Operating Officer of BHI.

BHI Position Changes, Promotions & New Hires

Lily Ryan has been promoted to Contract Administrator, reporting to Tony Guimaraes, Vice President of Contract Administration.

Roger Worrick will join BSI on April 7th as Site Manager of Idaho National Lab in the Idaho Falls, ID office, reporting to Patrick Burke, Director of Operations, Western Region.

Amanda Silvy has joined BHI as Security Investigator in the Tulsa, OK office, reporting to Cora Weatherman, Security Specialist.

Stephanie Tisher has joined BHI's accounting team as Data Entry Clerk in the Plymouth, MA office, reporting to Paul McIsaac, Senior Vice President of Finance.

Alice Boumalhab has joined BHI's contracts team as Administrative Specialist, reporting to Lily Ryan, Contract Administrator.

Crystal Boire has joined BHI's billing team providing administrative support in the Plymouth, MA office, reporting to Kelly Clancy, Billing Supervisor.

Aly Houston has joined BHI as Administrative Coordinator in our Longwood, FL office supporting Bill Peoples, Vice President of Automated Monitoring.

Online NUF Training Class

In January Bartlett provided a Nuclear Utility Fundamental (NUF) exam preparation class to assist employees approaching the 24 months of radiation safety experience needed to qualify as an ANSI 18.1 senior technician. The training was facilitated by Jerry Hiatt, Chief Technical Officer, in an online format where twelve participants attended. If you are approaching the 24-month experience criteria and are interested in attending future sessions, please contact either Fred Campbell (x1287) fred.campbell@bartlettinc.com or Jerry Hiatt (x1286) jerry.hiatt@bartlettinc.com.

CONTRACT AWARDS

- **Washington Savannah River Company:** BSI to provide services to operate the Respirator Equipment Facility (REF) and Satellite REF at Savannah River Site.
- **Pacific Gas & Electric Company:** BNI to develop a training program for continuous air monitoring equipment at the Humboldt Bay Power Plant.
- **Teledyne Instruments:** BNI to provide Managerial QA Audit services.
- **Omaha Public Power District:** BNI to provide containment coordinator and GET Instructor services at Ft. Calhoun Nuclear Power Plant.
- **ELR Consulting, Inc.:** BSI to provide structural engineering and rigging support at the Hanford Site.
- **Washington Safety Management Solutions:** BSI to provide a Radiological Evaluation Plan for the Parr Reactor Facility.

SAFETY

Safety & Human Performance Event-Free Incentive Award Program Winners

December: Aaron Bell, North Anna • James Griffin, Welsh • Joseph Dean, Comanche Peak • Kelly Hamilton, Sutton • Charles Mercer, Deltak Facility in Walker, LA

January: George Buie, Catawba • Pamela Hill, McGuire • Violet Gregory, McGuire • Frank Atkinson, Browns Ferry • Terry Zaharko, Okalunion

February: Donna Gordon, Seabrook • William Hamlett, Mayo • Gary McDowell, Oconee • Gregory Dunlap, McGuire • Shelly Schwartz, Fermi

IN THE FIELD

Safety Recognition at Idaho National Lab

Mark Vogt was selected as the D&D VPP Star of Stars recipient for 2007 by our client CH2M • WG Idaho. This award is presented to only six employees on site each year.

ALARA Recognition at Brunswick

Joel Shouse was named ALARA Winner at Brunswick, along with support from team members Austin Grantham, Jeremy Bradley, Rodney Killough and Loretta Candler.

Human Performance Recognition at Millstone & Progress Energy Fossil Sites

John Stuckey was recognized by our client at Progress Energy's Richmond County Fossil Site for his performance and attention to detail, preventing a potential economic disaster.

Orlando Dos Santos—"Good Catch" at Dominion's Millstone Plant sited for his questioning attitude, task preview, clear communication and verification practices.

Improved Performance for St. Lucie Janitorial Contract

Steve Chernenko and his janitorial crew were recognized again by our client for their performance that continues to exceed expectations of site management.

** FALL 2008 Outage Staffing Notice **

Each outage season our clients are asking us to confirm technicians earlier and earlier, and this fall we have been asked to finalize staffing earlier than ever. We are already planning for the fall and will start recruiting shortly. We strive to coordinate outage runs to maximize employment opportunities for our technicians while providing our clients the technicians they need. It is a challenge to coordinate outage staffing dates and resume updates/submittals with the desires of technicians. To help secure an outage run this fall, submit your wish lists and resume updates now! Provide *detailed job duties* on your resumes and contact us early to discuss options. The longer you wait the fewer positions will be available to you. Have a safe & enjoyable summer and we look forward to hearing from you soon.

EVENT CALENDAR

International Security Conference (ISC)

April 2-4th • Las Vegas, NV

ETEBA UK Cleanup Workshop

April 15th • Knoxville, TN

SEMA Conference

April 29-30th • Augusta, GA

NEI Young Generation in Nuclear

May 4-5th • Chicago, IL

Electric Power Conference

May 6-8th • Baltimore, MD

Nuclear Human Resource Group Meeting

May 13-15th • Chicago, IL

Hanford Health & Safety Expo

May 20-21st • Richland, WA

NEI Emergency Preparedness Forum

June 9-12th • Dana Point, CA

USA Executive Summit

June 25-28th • Niagara Falls, Ontario

9th Annual DOE Small Business Conference

June 24-26th • San Antonio, TX

"America's commercial nuclear power plants have long been the most secure facilities in our nation's critical infrastructure. Even so, we have made huge changes since the September 11 terrorist attacks and they are considerably more secure today."

~ Marvin Fertel,
NEI Executive VP & CNO
addressing the U.S. Senate
February 2008



MILESTONE CORNER

The following employees are recognized for their years of service at Idaho National Lab:

- Dusty Boland—4 years
- Gerald Schnell—3 years
- Eddy Walters—3 years
- Lloyd Harrison—2 years

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Congratulations to Tristan Lear for passing the NUF exam.

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Congratulations to Lily Ryan on her recent wedding engagement!

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Please send milestones to
Lauren Buckman at
lauren@bartlettinc.com

A Note from Bill Nevelos...

Several years ago I told you that we must focus on certain business strategies to ensure our business would grow. I talked about things that not only would make our workforce safer but also give our employees a chance to be rewarded when new work opportunities were identified. Many of our folks have been rewarded for outstanding performance and for finding new work opportunities. This system of rewarding our employees will continue.

The items listed below will once

again serve as a reminder that we will always view safety as our most important core value; that we are always willing to listen and we that will reward our best employees.

We will continue to have:

- 1) A "Safety First" culture.
- 2) Rapid incorporation of feedback from employees and customers into our daily processes.
- 3) Willingness to invest in change that supports growth
- 4) Compensation and incentives securing our most valuable asset: our employees.

Long-term growth in employee work opportunities is achievable only with the creation of value for customers through quality services or product innovation. Sharing part of this value not only with customers but also with our employees simply makes good business sense.

My goal remains to make Bartlett Holdings, Inc. a company of loyal long-term employees who are dedicated to the company because it offers them a safe place to work and financial security.



"Over twenty-nine years of experience providing quality people, solutions and technology to the commercial nuclear, government and industrial facilities."

BHI Companies:

BARTLETT NUCLEAR, INC.
BARTLETT SERVICES, INC.
SUN TECHNICAL SERVICES, INC.
PEM, INC.
TEAM ONE MECHANICAL SERVICES

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VISION:

To be the leader in providing quality personnel and innovative services and technology that contribute to the success, health and safety of our employees and clients.

CORE VALUES:

- **SAFETY:** We are committed to ensuring the safety of our customers, our employees and our community.
- **COMMITMENT TO EMPLOYEES:** We are committed to empowering our employees and providing them with opportunity. We will be accessible and fair in responding to employee needs.
- **FOCUS ON CUSTOMERS:** We build and maintain strong relationships with our customers based on mutual respect, accountability and fairness.
- **QUALITY:** We strive to provide the highest quality services and products by taking ownership of our clients' needs.
- **HONESTY and INTEGRITY:** We maintain the highest ethical standards with our customers and employees.
- **INNOVATION:** We proactively pursue innovative ways of serving customers (e.g., through the use of technology).
- **TENACITY:** Success is fun; failure is not an option.