

2nd Quarter 2008

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# The Bartlett Brief

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## Get the Personal Edge on Health with Bartlett's New Wellness Program

We've been looking closely at the health of our employees and have encountered some sobering statistics. Not only are health costs continuing to rise, but we are seeing high rates of tobacco use, diabetes and heart disease. The good news is there is something all of us can do to improve our health and limit our medical costs.

We at Bartlett know how important it is to offer you opportunities to make a difference in your life and your health. By working in conjunction with Blue Cross Blue Shield of Massachusetts, we will be offering the **Personal Edge Program**. If you are already healthy, participating in Personal Edge can help you stay that way. If you are concerned that you may be at risk for health

risk for health problems, participation in Personal Edge can help you take the steps to prevent chronic illnesses and make potential problems less severe.

Personal Edge includes a variety of easy-to-use confidential health and wellness programs. To keep you motivated, we'll provide financial incentives in the form of gift certificates for completing activities throughout the program. The first step to participating in Personal Edge is to take the Personal Health Assessment (PHA) and receive a \$25 gift certificate. Upon completing this confidential PHA, you will receive a customized health report, explaining how your lifestyle choices affect your overall quality of life. If eligible, you may be invited

to participate in a voluntary health management program.

Keep your eyes open for the paper PHA that will be mailed to your home in July, or go online and take the PHA today. Here's how:

1. Got to [www.bluecrossma.com](http://www.bluecrossma.com)
2. Click on Member Self Service (and register if you haven't already)
3. Log in to Member Self Service
4. Click on MyBlueHealth apple icon (and opt-in to share your information with BCBS of MA)
5. Click on the PHA link

We encourage all Blue Cross Blue Shield of MA subscribers to complete the PHA by July 31st to receive your \$25 gift certificate!

## Teambuilding Takes Off

Bartlett continues to be on the forefront of the "human capital crisis" facing our industry. Our Teambuilder Program kicked off at the end of 2007 and after completion of the spring outage season, over 20 new employees have been brought into the workforce by existing employees at several sites. Each new person makes a significant difference and adds value to our team. The following existing employees are this quarter's "teambuilders" who helped grow the Bartlett team by bringing in new employees:

Steven Bloodworth • Sandra Norris • Raymond Horejsi • John Mates • Mark Hinkley • Chris Freschunini • Katrina Lamarre • Anthony Reap • Richard Ivy Dozier • Bob Kenney • Willie Mae Ervin • Mike Butler • Nicole Dodd • Phil Kelley • Tywan Smith • Tamara Rice • Shirley Frye



**ORGANIZATIONAL NEWS**

**The BHI Companies:**



**SUN**  
Technical Services, Inc.



Proven Performance/Quality Driven



***Ron Benedict Promoted to Bartlett Utility Manager for Progress Energy***

We are pleased to announce the promotion of Ron Benedict to the position of Utility Manager of Progress Energy's four nuclear sites including Brunswick, Crystal River, Robinson and Shearon Harris and will report to Mike Ballard, Vice President. Ron has been a Bartlett employee for over 24 years and previously worked at Shearon Harris, where he was Site Manager for over 12 years. At Shearon Harris, Darryl Clark will be replacing Ron as Site Manager and Lorenzo Wortham will be promoted to Decontamination Manager.

***Bartlett Welcomes George French as Site Manager at Browns Ferry***

We are pleased to welcome George French as Site Manager at TVA's Browns Ferry Nuclear Site, where he has over 5 years of previous work experience.

***New Hires***

**Amy Bowman** has joined BHI as Administrative Coordinator in the Longwood, FL office supporting Bill Peoples, Vice President, Automated Monitoring.

**Janice Rickey** has joined BHI as Administrative Assistant in the Plymouth, MA office filling in for Jessica Fay while she is out on maternity leave.

**CONTRACT AWARDS**

- **Sandia Staffing Alliance, LLC (SSA):** BSI to provide professional & technical services to Sandia National Lab at the Livermore, CA location.
- **Energy Solutions, LLC:** BNI to provide radiological engineering and administrative services at Zion Station.
- **Nebraska Public Power District:** Team One to support all scaffold-related activities for the permanent shielding installation package at Cooper Station.
- **Fluor Enterprises, Inc.:** BNI to provide scaffolding, radiation protection, decontamination and housekeeping services at Oconee Nuclear Power Station.
- **PP&L Corporation:** BNI to provide drilling support services for the Groundwater Monitoring Project at Susquehanna Steam Electric Station.
- **Detroit Edison Company:** BNI to provide consulting services for development and support of the Derived Concentration Guideline Levels (DCGLs) for license termination activities at Fermi I Nuclear Power Station.
- **ELR Consulting, Inc.:** BSI to provide work control planning services at the Hanford Site.
- **Omaha Public Power District:** BNI to provide fire watch and containment coordination services at Ft. Calhoun Nuclear Power Station.

**EVENT CALENDAR**

**RETS-REMP Workshop**  
June 23-25th • Charlotte, NC

**DOE Small Business Conference**  
June 24-26th • San Antonio, TX

**USA Executive Conference**  
June 25-28th • Niagara Falls, Ontario

**PWR ALARA Meeting**  
July 21-23rd • Las Vegas, NV

**ANS Utility Working Conference**  
August 3-6th • Amelia Island, FL

**NEI Health Physics Forum**  
August 18-20th • Keystone, CO

**SAFETY**

***Bartlett Maintains Best EMR in Company History***

With the addition of PEM to the BHI companies, increasing our total number of employees, Bartlett has maintained its historical best EMR of 0.58, issued on June 30th, 2008.

***BHI Celebrates One Month Without a Recordable Injury***

As of July 1, 2007, BHI celebrates over 45 days of safe work without an OSHA Recordable Injury. During this time, BHI employed a workforce of over 3,000 in the field.

***Safety & Human Performance Event-Free Incentive Award Program Winners***

**March:** Joey Black, Oconee • Darby Sheek, McGuire • Eula Hammond, McGuire • Charles Birch, Turkey Point • Pamela Johnson, Salem

**April:** Kristina Lloyd, Gallagher • Al Eidson, VC Summer • Doreen Kells, Shearon Harris • Jeffery Wickett, Flint Creek • Charles Graham, Asheville

**May:** Robert Stone, Peach Bottom • Ron Graham, Indian Point • John Nelson, North Anna • Elizabeth Pendleton, McGuire • Ailand Yuna, San Onofre

**Bartlett Adopts “Green” Policy**

Nuclear power is quickly gaining acceptance as a “green energy.” Bartlett recognizes the importance of environmental stewardship and has established an **Environmental Management Policy** built around four focus areas: prevention, compliance, conservation and, if needed, restoration. As detailed in the Policy, Bartlett will:

- conduct business in an environmentally responsible manner, optimize resources through the use of efficient technologies and procedures, prevent adverse impacts and comply with applicable requirements;
- actively support efforts to implement environmental policy, programs and initiatives;
- integrate environmental stewardship and accountability in the performance of its operations and activities to promote continuous improvement of environmental performance.

**Annual Automated Monitoring (AMS) User Group Meeting Held**

Bartlett held its 5th Annual AMS User Group Meeting June 23-27th in Lake Mary, FL, demonstrating the latest in IP Video & Audio Matrix solutions and led by Bill Peoples, VP Automated Monitoring. The meeting provides a forum to discuss best practices and common problem resolution, benchmark with industry peers, train on the latest equipment and stay abreast of technological advances in remote monitoring in radiological or hazardous environments. Utility representatives from Exelon, FPL, Constellation, NMC, Progress Energy & SCANA attended the session, which combined technical presentations and interactive workshops. Bartlett Senior AV Specialist Jim Montgomery led the video technical workshops and Senior AV Technician Lee Alexander led the audio technical workshops.



“Never let  
the fear of  
striking out get  
in your way.”

~ Babe Ruth,  
American Baseball  
Player



**MILESTONE  
CORNER**

Congratulations to Jessica Fay on the birth of her first child, daughter Jenna Dawn Fay, on May 11th.

Congratulations to Judy Gropman on the birth of her first grandchild, Hannah Faith Gropman, on May 14th.

Best wishes to Keileen Hopps, Proposal Specialist, as she moves on to pursue career opportunities outside the industry.

Please send milestones to Lauren Buckman at [lauren@bartlettinc.com](mailto:lauren@bartlettinc.com)

## IN THE FIELD

### *Rapid Response to SRS DOE Onsite Emergency Drill*

**Debra Smith and her respiratory protection group** at the Savannah River Site (SRS) were recognized for their outstanding team work in response to an unannounced emergency preparedness drill to deliver various respiratory protection equipment to a command post 20 miles from the site. All requested equipment was double verified, QC inspected, met procedure requirements, loaded into a transport vehicle and safely delivered to the center less than 25 minutes after initial notification.

### *Safety Recognition*

**Mary Barony** was recognized for her excellent display of commitment to the safety culture at Calvert Cliffs.

### *ALARA Recognition*

**Jodie Reed** was recently presented an ALARA award for her dose saving efforts at Braidwood Station.

**Dennis Fleeson** was named ALARA award winner for his questioning attitude and good practices at DC Cook.

### *Pollution Prevention (P2)*

**Michael Brissette** was recognized for his dedication to P2 by reducing radioactive waste at DC Cook.

### *Human Performance Recognition*

**Wolf Creek's Dayshift Containment Decon Team** was commended for their overall performance and overcoming several difficulties with a "can-do" attitude.

### *Human Performance Recognition (Ctd.)*

**Jon Edwards & Jim Foster** were recognized for their attention to detail and going above and beyond the call of duty at USEC's Portsmouth Gaseous Diffusion Plant. **Bob French** was presented the "Brilliant" Award for his attention to detail, questioning detail and ownership of the facility at South Texas Project.

**Vogle's HP & Decon Team** was recognized by the RPM with a luncheon for the remarkable pride and ownership they had for the success of the outage.

**Brandy Neal** was one of two recipients of this year's "Time Wentz" award for her volunteer work that contributes to the success of site charity events at Oconee.

**John Gavarick, Eryll McPhee, Mike Johnston & Hugh Gordon** (pictured below) were presented with plaques

and shirts in recognition of their outstanding customer service, perfect procedural and regulatory compliance, professionalism and resourcefulness over a 3-month period at Catawba.



## STAFFING HIGHLIGHTS

### *"Site Blogs" Now Available on Bartlett Website!*

We have created new "site blogs" or websites that detail useful information technicians may need prior to reporting to a job assignment (i.e., directions, local accommodations, contacts & reporting instructions). To access this information:

1. Go to [www.bartlettinc.com](http://www.bartlettinc.com) & click on the "Outage List" link on our homepage
2. Click on the "Site Information Websites" link at the bottom left, which will bring you to your choice of plants

If your plant is not listed or no information is available, please feel free to contact our recruiting team.

### *Early Staffing for the Fall 2008 Outage Season*

Each outage season we start recruiting and staffing positions earlier than the season before to better serve and meet the needs of our clients and employees. Our clients have helped us prepare for the upcoming fall outage season by providing outage information much earlier than in the past. This allows us to fill available positions quickly, as a number of disciplines at various outages are already 100% staffed. Don't miss out by waiting too long! Contact our recruiting team to hear what we have to offer at (800) 225-0385, then press # and 2 when prompted.

## SCAFFOLD SHOWCASE: SUPPORT OF SHELL REFINERY PROJECT

Bartlett's management team at the Deltak Facility in Walker, Louisiana supported Ford, Bacon & Davis engineering company in the research, design and fabrication for the manufacturing of a highly specialized stainless steel ducting package that is currently being installed for a Shell Refinery project at their Criterion Facility in Port Allen, Louisiana.

### A Note From Bill Nevelos...

I am taking this opportunity once again to remind all BHI employees about our strategies that are a part of our long-term plans for company growth.

#### Strategic Initiatives Sponsored by Executive Management:

1. Re-Define the Bartlett Value Statement. The purpose of this action is to listen carefully to our clients and to understand what is most important to them. We use this feedback to craft value propositions that will help us to serve our clients better while emphasizing BHI's unique capabilities.
2. Outsourcing/Co-Sourcing Strategies. It is a credit to our company and to the talents of our employees that our clients have outsourced important functions to Bartlett. Additional outsourcing programs and opportunities have been identified and will be vital to our growth.
3. "Selling the Company Store" & Service Bundling. BSI; BNI; SUN; TEAM ONE; PEM. BHI now offers a wider array of solutions than ever before and we market these
4. Identifying & Penetrating New Markets: The best way to grow is to identify what you do best and then seek new customers. This company was founded as a service provider to nuclear power plants; we now provide services to fossil plants, Department of Energy sites, National Labs and hydro plants, as well as global services.
5. Mergers & Acquisitions: While we hope to grow organically by bidding and winning new contracts, we are fortunate to have the financial strength to grow through strategic acquisitions as well. Targets for growth include acquisitions that will contribute vertically to our power and nuclear markets.

I encourage all of you to continually keep these strategies in mind while performing your daily work activities to align your work with our corporate goals.

#### 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.



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

#### BHI Companies:

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