

# U.S. Women in Nuclear

*A Quarterly Update on U.S. WIN Activities*

## **Margie Barnes Honored as Recipient of U.S. WIN Patricia Bryant Leadership Award**



Margie Barnes, an operations shift manager at Duke Energy's Oconee Nuclear Station in Seneca, S.C., was honored at the U.S. Women in Nuclear (U.S. WIN) conference as the first recipient of the Patricia Bryant Leadership Award. The award is named in honor of Patricia Bryant, one of the founders of Women in Nuclear Global and U.S. WIN. It was established to recognize U.S. WIN members who have made significant contributions and demonstrated leadership in the group's three core values:

- supporting an environment in nuclear energy and nuclear technologies in which both women and men are able to succeed
- providing a network through which women in these fields can further their professional development
- providing an organized association through which the public is informed about nuclear energy and nuclear technologies.

Barnes, a college math major, joined the Oconee station in 1980, starting as a nuclear equipment operator and working her way up the ranks, all while raising a family.

As operations shift manager, she has overall responsibility for three teams of operators who work on a rotating swing shift. Her job involves constant technical and managerial challenges at the three-reactor site that undergoes two refueling outages each year.

Barnes was one of Duke Energy's first U.S. WIN members and started the local Oconee chapter. Barnes often spends her days off working on U.S. WIN activities, or mentoring young women interested in nuclear energy careers. She also volunteers for other community activities.

All active U.S. WIN members are eligible for nomination for the Patricia Bryant Award, and any active U.S. WIN member may recommend a candidate for consideration.

Ruth Shaw, group executive for public policy and president at Duke Nuclear, joined Patricia Bryant and a number of Barnes' colleagues from Duke Energy in presenting the award.

Shaw praised Barnes' perseverance in attaining her goals, her mentoring of young women in the industry and the example set by her leadership.

With 34 years in nuclear communications, Bryant worked in both domestic and international energy communications, retiring in 2004 as director of member communications at NEI. She also worked at NEI's predecessor organizations, the U.S. Council for Energy Awareness and the Atomic Industrial Forum.

During her career, Bryant focused on building regional, national and international networks to strengthen industry programs on technical and public affairs information.

Bryant continues to serve as a U.S. WIN Leading Group member and as a member of the global executive board of Women in Nuclear.

## **Women Have Unique Role in Nuclear Energy's Renaissance, Whitman Tells WIN Conference**



The nuclear energy industry is on the threshold of a renaissance, and women have a unique role to play in building support at the grass-roots level, Christine Todd Whitman told participants at the seventh annual U.S. Women in Nuclear Conference (U.S. WIN), July 16-18, in Pittsburgh. The three-day conference brought more than 350 attendees from across the United States, Canada, Europe and Japan.

Whitman, former governor of New Jersey and administrator of the Environmental Protection Agency, currently co-chairs the Clean and Safe Energy Coalition, an organization created earlier this year to promote the expansion of nuclear energy.

"More and more, people are coming to see that one of the best answers to America's energy and air-quality challenges already exists: It's the unlimited potential of nuclear energy," Whitman said, in a stirring address that brought the audience to its feet.

Acknowledging that roughly a third of the American public opposes nuclear power, Whitman said no one is in a better position than conference participants to get out the message of nuclear energy's benefits.

Polls reveal that women score much higher than men when judged on trustworthiness, and that's a natural advantage for women as they promote nuclear energy, said Mimi Limbach, senior vice president of Potomac Communications Group.

"Women are seen as more empathetic, open and honest, dedicated and committed," she said. However, "men are still seen as more expert and competent," she added—a stereotype women must work hard to erase. Even so, Limbach said, "Women have 80 percent on our side when we walk into a room."

Women should master the fine art of sound bites and anecdotes and be vigilant during media interviews, she said. They also should never answer hypothetical questions, she advised. "Don't take the bait when they ask you, 'What is the worst-case scenario?' It's always a trap."

Other speakers addressed such timely topics as license renewal; new plants; legal, political and regulatory hurdles; used fuel disposal; and industry leadership. The conference also featured workshops on safety culture, emergency preparedness, career diversity and enhancing outage management.

Getting positive messages out about nuclear energy "is about relationship management," said Larry Foulke, president emeritus of the American Nuclear Society. "We don't have to go to Washington. It's about building relationships everywhere. We're the good guys, the guys in white hats. For every society, energy is the common denominator, and nuclear delivers. We have to take that and run with it."

U.S. Rep. Timothy Murphy (R-Pa.), a member of the House Energy and Commerce Committee told the attendees, "If you want clean energy, nuclear is the way to go." For the renaissance to go forward, he added, the industry would need to fight a continuing battle against "fearmongers" who grossly distort nuclear energy's track record of extremely safe operations.

Nuclear power is also a vital part of national security, and it is needed to ensure that America cannot be blackmailed by energy-rich nations like Venezuela and others in the Middle East.

Pennsylvania Gov. Edward Rendell welcomed U.S. WIN members to Pittsburgh via videotaped address.

"The greatest challenge we have is getting our brightest young women into science and engineering careers, and that's what [we have] in this room. You are our future," Rendell said.

"You are an extraordinary group, and I want you to shatter the glass ceiling and serve as role models for the next generation."

Jim Reinsch, president of Bechtel Nuclear Power Corp., noted, "You haven't arrived until you've been invited to address a U.S. WIN conference."

The industry needs thousands of "articulate, bright young women like those in this room" to join the work force as the industry rebounds and to counter the myth that women cannot cut it in math and science, he added. "We also need you to reach out to women in high schools and junior high schools to help guide them into nuclear careers because you can do it so much better than we can."

Advocating nuclear power goes well beyond clean and safe energy, and that's a point that industry members should make often, said Entergy CEO Gary Taylor. It's about delivering affordable power around the globe and helping to alleviate poverty. "This is not a technology issue, and never has been," he said.

"Twenty percent of the world lacks even basic health care. Thirty percent lacks clean water, while 11 million children die before age five due to preventable causes—that's 30,000 a day. What's it going to take to change that? This needs to become personal, that it really matters to change the direction the world is on," Taylor said.

"Are we ready for the nuclear renaissance?" asked Steve Tritch, president and CEO of Westinghouse. Will the Nuclear Regulatory Commission be able to keep up with the onslaught of new plant applications? Can the industry—which hasn't built a new plant in decades—adhere to demanding construction schedules? Are there enough skilled tradesmen?

The expertise is there, Tritch said. "We're going to do things smarter and better this time," he said, using simplification and standardization of newer advanced technology.

"I truly believe that a diverse work force brings greater—and more creative—problem-solving capability to any organization," said Morgan Smith, president and general manager of Bechtel Bettis, who urged U.S. WIN members "to remain passionate about your life and your work."

"I believe the nuclear industry can only be improved because of your affiliation and desire to play an active role in our growth."

Smith noted that U.S. WIN displays the hallmarks of all great organizations, with its clearly defined strategic plan, effective processes and its "robust culture and operating model of excellence."

Ross Ridenoure, vice president and chief nuclear officer with the Omaha Public Power District, counseled U.S. WIN members to seek a balance between career and family. "This is a tough business, and it will consume you if you let it."

As a baby boomer, said Ridenoure, he and others at times worked grueling hours, sacrificed their health and missed vacations, all for the job. The good news, he said, is this: "I believe as a line manager that my generation was willing to do that, but I don't think Generation Y is as willing to do that," and that is a healthy step forward for the industry.

The conference included tours to the nearby Westinghouse Science & Technology hot-cell lab, the University of Pittsburgh Medical Center's radiation oncology department and gamma knife facility, and FirstEnergy's Beaver Valley Nuclear Power Station.

This year's conference drew 25 percent more attendees than last year's—roughly corresponding to the increase in U.S. WIN's membership over the past year. U.S. WIN is associated with WIN Global, which includes about 2,000 members in 60 countries.

The Utilities Service Alliance and STARS utility groups will host the 2007 U.S. WIN conference in Southern California.

The event was sponsored by Westinghouse, FirstEnergy and Bechtel Bettis, and received additional support from 13 other organizations.

## Jacobs Is First American to Receive Women in Nuclear Global Award



Donna Jacobs is responsible for engineering, strategic projects, nuclear fuel, security, information technology, geosciences and procurement at the Diablo Canyon Nuclear Station in Avila Beach, Calif.

Flanked by her children, Zack, 11, and Taylor, 6, Jacobs thanked the pioneering industry women who blazed a trail before her, as well as her family—especially her husband Ron—for helping make her success possible.

Prior to joining PG&E in 2004, Jacobs was vice president and plant manager at Wolf Creek Nuclear Operating Corp. in Burlington, Kan. Before that, Jacobs had served in a number of supervisory positions at the Wolf Creek Generating Station, where she began as a test engineer in 1986.

Jacobs earned a bachelor's degree in mechanical engineering from Wichita State University in Wichita, Kan., and a master's degree in business administration at Emporia State University in Emporia, Kan.

Past WIN Global awardees include France's Anne Lauvergeon, chairwoman of the AREVA Group; Taiwan's Ying-Chun Hsieh, professor at National Chengchi University and Finland's Anneli Nikula, corporate adviser to TVO.

WIN Global is an interdisciplinary network of more than 2,200 women in 67 countries working in all facets of nuclear-related industries, from the nuclear power industry to medical radiation and other commercial applications.

### WE'RE HAVING A CONTEST!

How would you like to go down in history as the person who named the U.S. Women in Nuclear newsletter? Well, here's your chance. Since we started the newsletter in March, there have been lots of changes to the publication's format, design, and content but we haven't changed the name or given it a name really. So we're looking for a new name for our newsletter, and we need your help.

**Your challenge:** Submit a creative name for the Newsletter that reflects the mission and goals of U.S. Women in Nuclear.

**The reward:** If your entry is selected as the best, you'll win your choice of one free registration for the U.S. WIN 2007 National Conference in Anaheim, CA or a \$150 American Express gift card.

**Who may enter:** All members of U.S. WIN are eligible, and may enter as many as three submissions per member. If you are not a U.S. WIN member and would like to join, please do so [here](#).

**Contest deadline:** The contest closes at midnight Eastern Time, December 31, 2006.

**How winners are determined:** The Chair of the U.S. WIN Communication Committee and U.S. WIN Newsletter Coordinator will choose the top ten entries. From this group; the U.S. WIN Leading Group will select the winner. The top ten entries will be recognized in the Newsletter and a profile of the winner will appear in the publication.

**How to enter:** Fill out the form below. Accurate contact information is essential so that we may notify you of the contest results. Feel free to enter as many as three submissions.

### Summary of Naming Criteria for This Contest

The names you come up with for the U.S. Women in Nuclear Newsletter should:

- be original, creative and appropriate for U.S. WIN's mission
- be self-explanatory
- have positive connotations

**NOTE: Please don't contact the U.S. WIN Newsletter Coordinator or Chair of the U.S. WIN Communication Committee directly about their name preferences.**

## Region I News

### Spurgeon Addresses D.C. WIN, Answers Questions on GNEP



About 50 members of D.C. WIN gathered May 24 to hear Dennis Spurgeon speak. Or, rather, they gathered to speak with the newly appointed assistant secretary for nuclear energy, for Spurgeon chose to conduct an informal Q-and-A session instead of lecture to the crowd.

Spurgeon began the D.C. second-quarter chapter event by discussing DOE's mission of expanding nuclear energy in the United States and worldwide "in a way that doesn't contribute to global proliferation of nuclear weapons, in a way that assists in resolving our nuclear waste issue, and in a safe and environmentally-conscious way. ... That is what we're all about," he said.

To help achieve this mission, he said, the Energy Policy Act of 2005—"probably the most significantly favorable piece of energy legislation [he] can remember"—will be crucial, with its regulatory insurance policy, production tax credits and loan guarantees. The Energy Policy Act also reinstated the position of assistant secretary for nuclear energy. Before assuming this role, Spurgeon had been executive vice president and chief operating officer of USEC Inc.

Spurgeon's approachable attitude enabled D.C. WIN members to ask him about a variety of topics, but the focus was on the new White House initiative, the Global Nuclear Energy Partnership (GNEP), which he described as "a partnership on a worldwide basis that helps to eliminate the roadblocks to the long-term, widespread use of nuclear energy."

GNEP aims to support the expansion of nuclear energy by demonstrating and deploying new technologies that recycle nuclear fuel, reduce waste volume and toxicity, and minimize proliferation risks. The program is part of President Bush's Advanced Energy Initiative. GNEP is expected to increase the safety and security of nuclear energy worldwide by providing nuclear fuel services to developing nations and keeping nuclear technology and material out of the hands of rogue states and terrorists.

"There's a place in [GNEP] for every country that might like to have the benefit of nuclear energy," Spurgeon explained. To that end, the partnership will help realize Spurgeon's and the entire Department of Energy's goal of making "this nuclear renaissance a long-term affair."

## Youth enjoy day at plant to learn about nuclear careers



About 70 children ages 8 to 12 joined their parents for the "Youth and Nuclear Power" career day Aug. 11 at the Susquehanna plant.

The children learned about many aspects of plant operations including thermography, security, radioactive half-life and in-service inspection diagnostic tools. They also practiced dressing in protective clothing. The highlight of the day was the simulator, where the children were allowed to manipulate components, perform stroke timing on valves and observe a loss of coolant accident.



"The children enjoyed all the activities we had planned," said Victoria Dennis, plant control operator and the lead organizer for the event. "We appreciate all of the help we received to make the day successful."

The event was sponsored by Susquehanna's Women in Nuclear group to help promote interest in nuclear careers.

The Susquehanna plant, located in Luzerne County about seven miles north of Berwick, is owned jointly by PPL Susquehanna LLC and Allegheny Electric Cooperative Inc. and is operated by PPL Susquehanna.

PPL Susquehanna is one of PPL Corporation's generating facilities. Headquartered in Allentown, Pa., PPL Corporation (NYSE: PPL) controls about 11,500 megawatts of generating capacity in the United States, sells energy in key U.S. markets and delivers electricity to more than 5 million customers in Pennsylvania, the United Kingdom and Latin America. More information is available at [www.pplweb.com](http://www.pplweb.com).

## **Donated school supplies benefit children in shelters**

Children in women's shelters near PPL's Susquehanna nuclear power plant will begin their school year on a bright note thanks to the generosity of Susquehanna employees.

Members of the Women in Nuclear (WIN) group collected about \$1,500 in donations — enough to fill 29 backpacks with school supplies, personal items and toys for children at the Berwick and Bloomsburg shelters.

"The day the children received the backpacks was like Christmas morning," said one of the women residing at the Bloomsburg shelter. "I want to thank you so much for the gifts. My three children really appreciated all of the wonderful supplies."

Her 6-year-old son was especially excited about the radio he found in his backpack and plans to play "all kinds of music" on it.

The Women in Nuclear group sponsors the drive every year as part of its effort to support community needs.

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## **Westinghouse WIN Pittsburgh Chapter Holds General Member Meeting**

The Westinghouse-WIN (W-WIN) Pittsburgh Chapter, held a general member meeting and membership drive May 10 at its Energy Center facility in Monroeville, Pa. Thirty-seven members and 25 potential new members attended.

Michele DeWitt, corporate sponsor in the chapter Leading Group, spoke about what an exciting time it is to be working in the nuclear industry. She emphasized the benefits of WIN membership from both professional development and personal perspectives. She encouraged everyone to get involved and utilize the networking opportunities within WIN—on the corporate, national and international levels. DeWitt recalled her own experience at last year's U.S. WIN National Conference in Atlanta, saying, "It is obvious that the women feel a sense of ownership in the industry. They are proud of what the industry is doing and want to be a part of its success in the future."

The event also featured a review of W-WIN activities, including:

- Introduce A Girl to Engineering
- Bring Your Kids to Work Day
- Future Cities
- Girl Scout Energy Badge
- National Engineers Week
- Mentoring

Each of these activities helped meet WIN's three objectives—professional development, networking and outreach. Future plans for the chapter include initiating a W-WIN high school scholarship award.

The last agenda item was the dedication of Conference Room 176C, located at the Energy Center, as the Women in Nuclear Conference Room. This room is open for anyone at Westinghouse to use for meetings. It contains a 3-D logo of U.S. WIN, pictures of the many activities sponsored by the WIN Pittsburgh Chapter, photographs of famous women in the history of engineering, a map of the U.S. WIN regions and a portable banner.

The Leading Group of W-WIN Pittsburgh Chapter meets bimonthly and holds at least two general-member meetings per year in addition to the yearly activities.

## **Region I Conference 2006 – “Women in Nuclear and the Nuclear Renaissance”**

December 4-5

Radisson Lackawanna Station Hotel

Scranton, PA

For more information contact Nancy Bulkeley at 860.444.5581 or [nancy\\_h\\_bulkeley@dom.com](mailto:nancy_h_bulkeley@dom.com)

## Region II News

### 2007 WIN Region II Meeting

Plans for the 2007 WIN Region II meeting is well under way. The meeting, which will be hosted by The Institute of Nuclear Power Operations, will be held March 5-6, 2007, in Atlanta, GA. Jim Ellis, INPO's President and CEO, will be among the conference speakers. Agenda details and registration information will be available in the coming months. Mark your calendars, and get set for an outstanding meeting.

For more information contact Equilla Minga at [mingabe@inpo.org](mailto:mingabe@inpo.org)

### Two Columbia Site employees named Westinghouse Community service Award winners

This year, the only two Westinghouse Community Service awards given in the U.S. fuel business were to two deserving Columbia Site employees, Dianne Marshall and B. J. Rossiter. They were two of only five employees companywide given the prestigious award, which is presented annually to employees who demonstrate their commitment to others through outstanding volunteer service. The winners each will receive a \$500 check that will go to the charities of their choice.

Marshall was recognized for her relentless efforts in her community to show young people that there are better alternatives to drugs and crime. She works with 13- to 15-year-olds on a basketball team by helping out at practices, finding tutors for the players, providing transportation and soliciting funds to offset the cost for students who are unable to pay the program fees.

Marshall also works with elementary students in her community, developing and presenting educational skits to patients at the local children's hospital. Together, Marshall and the kids make and send cards to residents at a senior care home in the community. She also works with students at Olympia Alternative School who are unable to attend public school because of past disciplinary problems. She is active in Second Union Baptist Church as well, teaching Sunday school and working with the youth club.

Rossiter was honored for his disaster relief services following Hurricane Katrina. In September 2005, he and his family joined 19 others from their church to make the nine-hour trip to Ocean Springs, Miss., just outside Biloxi, to help residents rebuild their lives and their homes over a two-day period. Rossiter hauled debris, appliances and furniture out of houses, tore out and replaced sheetrock, and tarped roofs.

Without this and other group efforts, the residents of Louisiana and Mississippi would have had to face the daunting and, in some cases, insurmountable task of clearing out their homes and making repairs themselves, especially considering the taxing demand on professional repairmen.

Rossiter also provided relief services after Hurricane Andrew and a river flood in Albany, Ga.

# **Women in Nuclear Region II Workshop, Conference, and St. Lucie Plant Tour**

## **West Palm Beach FL**

### **March 27-28, 2006**

#### **SUMMARY**

On March 27-28 I attended the Women in Nuclear (WIN) Region II workshop and conference in West Palm Beach, Florida hosted by Florida Power and Light (FPL). On March 28 I toured the FPL St Lucie Nuclear Plant on Hutchinson Island, Florida.

Present at the workshop and conference were representatives from other utilities, NEI, Westinghouse, and vendor organizations. The varied representatives contributed to personal growth, professional networking and development in an organized association. Also participation presented an opportunity for benchmarking with other utilities and vendors.

#### **PURPOSE**

The purpose of the Dominion personal participating in the Women in Nuclear Region II workshop, conference, and St Lucie Nuclear Power Plant tour consists of personal growth, benchmarking, professional networking and development in an organized association.

#### **DISCUSSION**

The following discussion will include details of key elements that transpired at the Women in Nuclear Region II workshop, conference, and St Lucie Plant tour hosted by FPL on March 27-28.

The key elements consist of mergers, acquisitions, and new plants; NANTeL; effective communications; managing generations in the workforce; leadership skills; staffing/recruiting; FPL reactor head replacement and a tour of St. Lucie Nuclear power plant.

- **Mergers Acquisitions and New Plants**

The Mergers, Acquisitions, and New Plants presentation was presented by William Webster the Vice President of Nuclear Operations at FPL. The presentation covered the areas of focus and strategic challenges associated with the proposed merger between FPL Group and Constellation Energy and new plant construction facilitated by the 2005 Energy Policy Act. The 2005 Energy Policy Act repealed the Public Utility Holding Company Act of 1935 (PUHCA) allowing utility holding companies to own utilities in different parts of the country, allows non-utility businesses to acquire regulated utilities, and the greatest impact associated with consolidation of utility businesses.

The FPL Group areas of focus consisted of safety, integrating a cost-effective operation, speed, simplicity and flexibility, and storm secure plan. The storm secure plan consisted of underground conversion. The FPL Group area of focus integrates a cost-effective operation through standardization and centralization by sharing of resources and experience. The sharing of resources and experience examples are a Turbine team (site to site) and support system, a reactor services to support refueling, and focusing fleet resources to solve problems. The benefit of fleet operation consist of learning (lesson learned), career development/talent (management work at different sites giving a broader view), and economics of scale an integrated supply chain.

The FPL Group strategic challenges consist of plant aging and material conditions, equipment reliability, single point vulnerability, vendor reliability (non-quality), vendor interface, aging workforce, focus on fundamentals, waste storage and increased security requirements.

The FPL Group new nuclear plant construction focus is CO<sub>2</sub> reduction, high gas coal prices, new plant construction in Europe, and the support of US Government. The FPL strategic challenges are: industry requires certainty of licensing process; require government support such as financial incentives, risk mitigation, and loan guarantees; waste disposal clarity; and public acceptance.

- **New Plant Efforts Speakers Panel**  
The New Plant Efforts Speakers Panel consisted of Marilyn Kray, NuStart President and Exelon Vice President; Richard Hill, Southern Nuclear, Special Project, General Manager; Andrea L. Sterdis, Manager, API1000 Licensing and Customer Interface; and Sandra Sloan, Framatome ANP, Regulatory Affairs Manager, New Plants.
- Marilyn Kray, NuStart President and Exelon Vice president presentation covered the NuStart Energy Development, and API1000 Plant Overview. The NuStart Energy Development, LLC, formed in 2004, comprised of Constellation Energy Group, Duke Energy, EDF International North America, Inc., Entergy Nuclear, Exelon Corporation, FPL Group, Progress Energy, SCANA Corporation, Southern Company, Tennessee Valley Authority, GE Energy, and Westinghouse Electric Company, LLC. The NuStart Consortium objective is to build the first new nuclear plant licensed in the U.S. in over 20 years. The NuStart Energy Development has selected the API1000 Reactor Design.
- Richard Hill, Southern Nuclear, Special Project, covered Southern Company's update on new nuclear. The Southern business objective is to establish the option of having a new nuclear unit's online beginning in 2015. The potential existing sites for new nuclear units are Hatch, Farley, Vogtle, and Greenfield-Barton. In summary: Southern Company is engaging in industry nuclear efforts; Tailoring strategy to companies objectives; Using experienced team; Placing a priority on difficult technical issues; and Participating in Combined Operating License (COL) preparation at three separate sites.
- Andrea L. Sterdis, Manager, API1000 Licensing and Customer Interface covered the API1000 design. The API1000 is the new Westinghouse standard 1000 MWe Plant. The API1000 is smaller and dramatically simpler than evolutionary plants. The API1000 simplifications reduce O&M by: Reductions in the amount of safety equipment; Use of nonsafety defense-in-depth equipment; Elimination of snubbers and pipe whip restraints; Elimination of most charcoal/HEPA Filters; and Advanced control room & remote shutdown station. The API1000 operates on a 24-month cycle.
- Sandra M. Sloan Manager, Regulatory Affairs New Plants Deployment, AREVA NP Inc. covered a vendors perspective of deployment of new U.S. nuclear plants. AREVA subsidiary Framatome ANP has received the support of Constellation Energy for its advanced EPR nuclear power plant design. The EPR is a 1600 MWe pressurized water reactor design, operated in China, and under construction in Europe. The U.S. EPR activities consist of design certification, Combined License (COL), planning for manufacturing and construction and the formation of UniStar Nuclear a one-stop shop. The one-stop shop approach consists of: AREVA (designer, vendor); Bechtel (constructor, architect/engineer); and Constellation Energy (through UniStar Nuclear Operations, with strategic partners, license and operate)
- **NANTeL Portable Qualifications**  
The NANTeL portable qualifications presentation was presented by Missy Waite, NANTeL Administrator. The presentation is an overview of the NANTeL portable qualifications. NANTeL is an NEI sponsored pilot project for Web-based generic worker training for the nuclear industry. Common industry training is HU, PAT, and RWP. The benefits are cost savings by reducing training

time for supplemental workers, less burden on training staffs, and supplemental workforce can move more efficiently from site to site.

- **Communicating Effectively**  
The Communicating Effectively presentation was presented by Mimi Limbach, the Potomac Communications Group, Inc, Senior Vice President. The presentation covered communicating effectively when concern is high and trust is low. Effective communication starts with planning and preparation, which encompasses knowing your messages objective, knowing your audience/stakeholders, knowing how you say it and convey it, and the critics point of view.
- **Managing Generations in the Workforce**  
The Managing Generations in the Workforce presentation was presented by Tony DiRomualdo, Research Edge LLC Company. The presentation covered the four generations at work, and seven key practices for creating an enriching workplace. The four generations are the Traditionalists (during or before WWII), the Baby Boomers (mid-40's to early 60's), the Generation X (Early – 60's to early 80's), and the Millennials-Generation Y (Early-80's to 2000).

The Traditionalists at work general characteristics are: Trust for authority; Rule makers/structured; Team players; Materialistic; and Belief in government. The Boomers at work general characteristics are: Idealistic; Anti-authoritarian; Rule breakers; and Self-reliant/individualistic. The Generation X at work general characteristics are: Independence; Commitment to life-work balance; Technological proficiency; Accustomed to being marketed to; and Success is measured in social rather than economic terms. The Generation Y entering the workforce general characteristics are: Diversity as a way of life; Technology as the way of life; Multi-tasking as the way of life; Teams as the way of life; and Inclusion in decisions as a way of life.

The seven key practices for creating an enriching workplace are: Stretch and mobility; Mentoring; Freedom and stimulation; Deep immersion; Teaching/Coaching; Diversity; and Horizontal Growth Paths. 70% of workers under 35 top reasons for coming to work, and staying are growth opportunities (No barriers, no walls), job stretch, mobility and mentoring.

- **Let's Sharpen our Leadership Skills**  
The Let's Sharpen our Leadership Skills presentation was presented by Frank Marano, FPL Leadership Development Specialist. The presentation covered the behaviors we find most in influential leaders. The behaviors we find most in influential leaders are: They made situations interesting and fun; Challenged the process and the way of doing things; Conveyed personal interests and caring for your well-being and development; Took the time for meaningful conversations; Coached and instructed frequently; Inspired a vision with clear goals; Demonstrated the importance of building a relationship and trust; Enabled you to act by clearing obstacles and providing the resources for you to succeed; Fostered a team atmosphere, encouraging people to collaborate; and Celebrated the successes with recognition and rewards.
- **Staffing/Recruiting Where are my Resources?**  
The Staffing/Recruiting presentation was presented by Carol Berrigan Nuclear Energy Institute (NEI) Senior Project Manager. The presentation covered staffing/recruiting resource issues in relations to license extensions and new plants. The Utility Engineering 5-year attrition is 26% potential retirees, 13% non-retirement attrition, 16% promotion, and 45% retained. The Utility Maintenance/Craft Worker 5-year attrition is 31% potential retirees, 12% non-retirement attrition, 21% promotion, and 36% retained. The Radiation Protection Worker 5-year attrition, 26% potential retirees, 13% non-retirement attrition, 24% promotion, and 38% retained. The national trends are enrollment in math and science is down and the national construction workforce is a concern. To improve

staffing/recruiting resources, utilities can have outreach programs, recruiting programs, mentoring programs, model success and retain talent.

- Florida Power and Light (FPL)- Reactor Head Replacement Project  
The FPL Reactor Head Replacement Project presentation was presented by Edward Avella the Director of projects for FPL. The presentation covered the reactor head replacement at Units 3 and 4 of the Turkey Point nuclear power plant. The replacement was conducted to avoid the extensive examinations and repairs of the head due to primary water stress corrosion cracking (PWSCC) in Alloy 600 reactor head penetrations. There were three main parts to the replacement project. The first was the equipment hatches in the containment buildings were not large enough to accept the new reactor heads similar to situation at Surry Power Station. Second there was a lack of qualified suppliers of nuclear-grade concrete in the area, so a temporary facility was set up. Third, a tower crane had to be used instead of a more traditional crawler crane, do to the lack of workspace.
- Tour of FPL – St. Lucie Site  
The St. Lucie Nuclear Power Plant consists of two 839-megawatt, 2-loop pressurized water reactors (PWR) located on Hutchinson Island north of West Palm Beach. A FPL guide conducted the tour of the St. Lucie Nuclear Power Plant. The tour consisted of the administrative area and the turbine/generator level. The turbine/generator level is open to the atmosphere and the view is spectacular. The security observable presence was that of pre 9-11 at Surry Power Station. The administrative area and general work areas consisted of gray tile and concrete, there was little in the way of comfort. The FPL personnel I spoke to from the WIN meeting were based in the corporate office and only went to the plants to support projects.

### **RECOMMENDED ACTIONS**

N/A

## Region IV News

### How Callaway Plant is WIN-NING

A new Callaway Plant WIN Board was established in 2006 after a couple of years without a board. WIN-NING with WIN for 2006 has been an exciting year for us. Our new vice president, nuclear has stepped up to the plate as the WIN chairperson to help us hit a home run for WIN. He is interested in promoting diversity and helping our organization grow in this area. With men comprising 40 percent of our WIN membership, it should be easy to implement new directives in this area.



Additionally, Callaway WIN has been involved in our local community by sponsoring a \$500 scholarship contest for local high school seniors. This year WIN provided four scholarships for seniors who are interested in pursuing careers in nuclear or the energy industry (see photos below).

In addition, Callaway WIN helped sponsor and also participated in the Lincoln University Math Day for Girls in May.

Approximately 100 girls from 8th to 12th grade attended.

Callaway's health physics department presented a session on radiation and served on a panel discussion.

Currently, Callaway is planning on sending four women to the WIN conference in Pittsburgh and is looking forward to continuing this exciting and WIN-NING year.

WIN Board for 2006 Callaway Plant:

Adam Heflin, Chairperson  
Janese Neher, Vice Chairperson  
Glenda Vandeloecht, Communications  
Jim Cunningham, Financial Admin  
Anna Lee, WIN Regional STARS Board  
Sharon Knoepflein, WIN Regional STARS Board  
Evelyn Bradley, WIN National STARS Board  
Mike McCrady, WIN Web Developer



## Highlighting Women in Nuclear at Fort Calhoun Station. . .



Ladies in Pink –Fort Calhoun Station hosts a conference for the women employed at the station every 18 months. The focus of the one-day conference is to share issues affecting women’s health, projects happening at the station that have been led by women and tips for professional development. The conference has been a huge success, with numerous requests to expand the invitation list beyond our station. Our next conference is tentatively scheduled for May 2007.

*FCS Women’s Conference Committee*

Fort Calhoun Station North American Young Generation in Nuclear Chapter – In August 2005, FCS formed a local NA-YGN chapter. The purpose of the organization is to unite young professionals who believe in nuclear science and technology and are working together throughout North America to share their passion for a field that is alive and kicking. The focus of the local chapter is to provide outreach to local elementary schools and universities through a variety of activities. Recently, the local chapter visited three elementary schools and asked students there to participate in the annual national chapter drawing contest. One of the student’s artwork won third prize, which was a \$50 savings bond and books about nuclear science and technology for the school library.

## Amy Hansen, the Lone Woman at WANO

At times, not by choice, I was the center of attention in a group that included 20 international male consultants, conducting peer reviews at the Leibstadt Nuclear Station near Zurzach, Switzerland, for the World Association of Nuclear Operators. If you have not had an opportunity to participate on a peer review team, what an experience—good and not so good! For me, the hardest part was being away from my family for three weeks. The best part was having the chance to travel to Europe, where I had never been, and seeing how the international side of the nuclear industry works.

I have worked for Fort Calhoun Station for eight years, the past three years as the operating experience coordinator. I did not begin my career in the nuclear business, but rather in the legal field as a court reporter. After a few life-changing experiences and the need to have more regular hours (we all know that is a joke during outage time), I accepted an entry-level position at Fort Calhoun Station. It wasn’t too long into my employment that I figured out that I would need to go back to school if I wanted to advance. I then completed a bachelor’s degree in management and was promoted to my current position.

My trip to Switzerland was actually my second chance to travel overseas. I passed up on an opportunity to do a peer review for a nuclear plant in Scotland because of family commitments. I was nominated both times by our former INPO senior representative, Rick Eckstein. Rick appreciated my energy and desire to make changes in the operating experience program at Fort Calhoun, which has gained strengths in the industry. It was an honor to be nominated, and I would consider participating again . . . when my children are a little older.

## **Forth Calhoun Station North American Young Generation in Nuclear Chapter**

In August 2005, FCS formed a local chapter. The purpose of the organization is to unite young professionals who believe in nuclear science and technology and are working together throughout North America to share their passion for a field that is alive and kicking. The focus of the local chapter is to provide outreach to local elementary schools and universities through a variety of activities. Recently the local chapter visited three elementary schools and asked those students to participate in the National Chapter drawing contest which is held each year. One of the student's artwork won third prize, which was a \$50 savings bond and books about nuclear science and technology for their school's library.