

**Annual Report on
Contractor Workforce
Restructuring**

U.S. Department of Energy

Fiscal Year 2008

December 9, 2009

**ANNUAL REPORT
ON
CONTRACTOR WORKFORCE
RESTRUCTURING**

FISCAL YEAR 2008

Office of Legacy Management
U.S. Department of Energy
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LIST OF ACRONYMS AND SHORT TITLES

| | |
|------------|--|
| ANL | Argonne National Laboratory (Illinois) |
| Brookhaven | Brookhaven National Laboratory (New York) |
| Coalition | Rocky Flats Coalition of Local Governments |
| COBRA | Consolidated Omnibus Budget Reconciliation Act of 1985 |
| CRO | community reuse organization |
| CROET | Community Reuse Organization of East Tennessee |
| DOE | U.S. Department of Energy |
| DUF6 | depleted uranium hexafluoride |
| EICRO | Eastern Idaho Community Reuse Organization |
| ENIPC | Eight Northern Indian Pueblos Council, Inc. |
| Fernald | Fernald Closure Project (Ohio) |
| FM&T | Federal Manufacturing & Technologies |
| FY | fiscal year (October 1 – September 30) |
| Hanford | Hanford Site (Washington State) |
| INL | Idaho National Laboratory (Idaho) |
| KCP | Kansas City Plant (Missouri) |
| LANL | Los Alamos National Laboratory (New Mexico) |
| LLC | limited liability company |
| LLNL | Lawrence Livermore National Laboratory (California and Nevada) |
| LM | Office of Legacy Management (U.S. Department of Energy) |
| MMCIC | Miamisburg Mound Community Improvement Corporation |
| Mound | Miamisburg Closure Project (Ohio) |
| NextGen | Next-Generation Economy, Inc. |
| NNSA | National Nuclear Security Administration |
| NTS | Nevada Test Site (Nevada) |
| NTSDC | Nevada Test Site Development Corporation |
| ORP | Office of River Protection (U.S. Department of Energy) |
| PACRO | Paducah-Area Community Reuse Organization |
| Paducah | Paducah Gaseous Diffusion Plant (Kentucky) |
| Pantex | Pantex Plant (Texas) |
| Pinellas | Pinellas Plant (Florida) |
| Portsmouth | Portsmouth Gaseous Diffusion Plant (Ohio) |
| RDA | Regional Development Alliance, Inc. |

| | |
|------------------------|---|
| RDC | Regional Development Corporation |
| RFETS | Rocky Flats Environmental Technology Site (Colorado) |
| RIF | reduction in force |
| RL | Richland Operations Office (U.S. Department of Energy) |
| Sandia section 3161 | Sandia National Laboratories (California and New Mexico) National Defense Authorization Act for Fiscal Year 1993, section 3161 |
| SODI | Southern Ohio Diversification Initiative |
| SRNS | Savannah River Nuclear Solutions, LLC |
| SRS | Savannah River Site (South Carolina) |
| TRIDEC | Tri-City Industrial Development Council |
| TRU | transuranic |
| URS | United Research Services |
| USEC | United States Enrichment Corporation |
| WIPP | Waste Isolation Pilot Plant (New Mexico) |
| WT | Office of Worker and Community Transition (U.S. Department of Energy) |
| Y-12 | Y-12 National Security Complex (Tennessee) |

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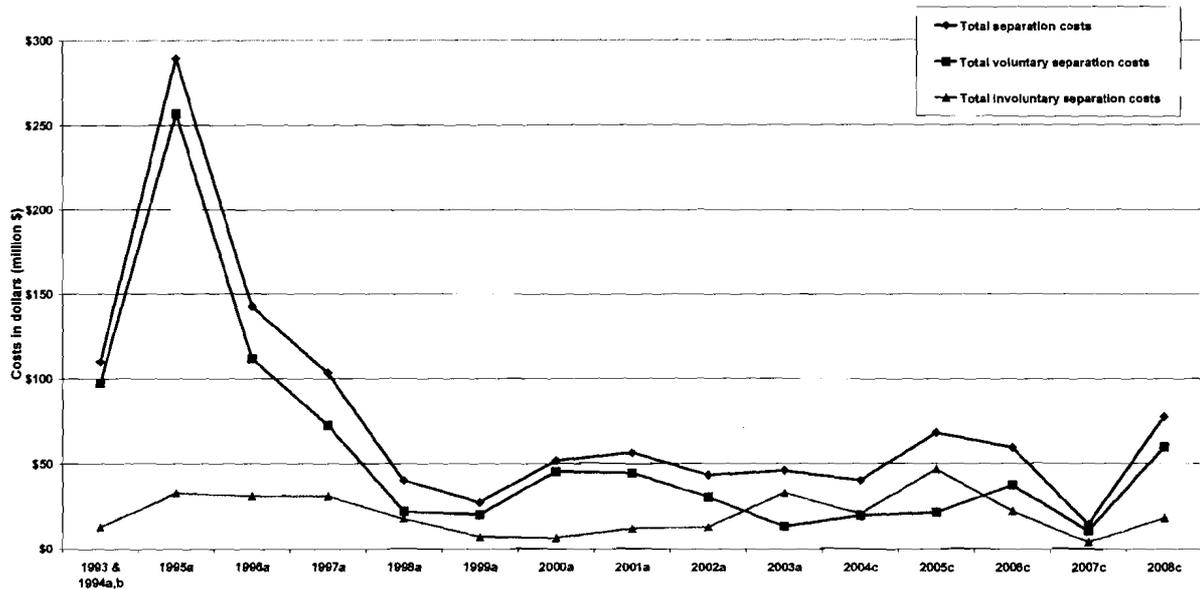
EXECUTIVE SUMMARY

As the Cold War was coming to an end in 1993, Congress appropriated funding to carry out the objectives of section 3161 of the National Defense Authorization Act for Fiscal Year 1993 (section 3161) to mitigate the impacts on U.S. Department of Energy (DOE) contract workers and to provide assistance to communities impacted by downsizing at DOE facilities. To implement these provisions, the Secretary of Energy established the Office of Worker and Community Transition (WT) on September 15, 1994. WT was charged with (1) developing policies and programs necessary to plan for, and mitigate the impacts of, changing conditions for workers and communities affected by DOE mission changes; (2) ensuring that those policies and programs are carried out fairly for all concerned, while recognizing the unique conditions of each site and contract; and (3) assisting those communities most affected by the changing missions at DOE sites by using DOE resources to stimulate economic development. WT became part of the Office of Legacy Management (LM) when LM was established in December 2003.

Section 3161 requires the Department to minimize the social and economic impacts of workforce restructuring. Over the years this has involved the use of enhanced benefits (in addition to standard contractual severance, hiring preference, and access to displaced-worker medical benefits) to lessen separation impacts. These enhanced benefits include relocation assistance, tuition reimbursement, and outplacement assistance. Contractor separations peaked in fiscal year (FY) 1995 and fluctuated over the next several years, reflecting a changing mission from production to remediation and restoration at DOE sites with cleanup missions. Commensurate with the decline from a high volume of contractor layoffs in the early years of the program to a relatively low volume in most recent years, the level of funding appropriated for contractor workforce restructuring and community transition has declined. Section 304 of the Energy and Water Development Appropriations Act, 1998, provided that the Department could not use appropriated funds other than funds specifically appropriated for severance payments, other benefits and community assistance under section 3161. FY 2004 was the last year in which DOE received section 3161 appropriations for enhanced benefits for separated contract workers. However, the Department may submit a request to the appropriate congressional committee to reprogram funds for enhanced benefits and community transition activities.

In FY 2008, a total of 2,749 management contractor team workers were separated from DOE defense facilities; of these, 1,035 (38 percent) were voluntary separations and 1,714 (62 percent) were involuntary. An additional 3,988 separations occurred through normal attrition. Contractor workforce restructuring costs incurred in FY 2008 were \$77,632,744 (not including enhanced benefits), of which \$59,602,891 (77 percent) was for voluntary separations and \$18,029,853 (23 percent) was for involuntary separations. All voluntary and involuntary separations were funded from program funds in FY 2008.

Since 1993, Congress has appropriated over \$1 billion for contractor workforce separation benefits and activities across the DOE complex and a total of 56,113 contract worker separations have occurred. Contract worker separations at DOE sites peaked in FY 1995 and have fluctuated since, reflecting a changing mission from production to remediation and restoration (**Figure ES-1**).



^a Includes both defense and non-defense sites.

^b Total voluntary separations include retirement and nonretirement separations.

^c Defense sites only.

Figure ES-1. Total Contractor Separation Costs, Fiscal Years 1993-2008

Community transition activities created or retained 50,570 jobs since 1993. Since 1993 these activities were funded by \$261 million in section 3161 funds by LM and \$34 million from other DOE programs to 15 community reuse organizations (CROs) at sites impacted by downsizing at DOE facilities. As of the end of FY 2008, only three of the original 15 CROs [Hanford Site (Hanford), Miamisburg Closure Project (Mound), and Portsmouth Gaseous Diffusion Plant (Portsmouth)] have any remaining section 3161 funds for community transition activities.

Funding for communities impacted by changing missions at DOE facilities in recent years has also declined in proportion to the declining level of contract worker separations. Congressional appropriations for community transition activities fell sharply after FY 2002 and have continued to decrease. Congress has not appropriated funding for section 3161 community transition activities since FY 2005 (**Figure ES-2**).

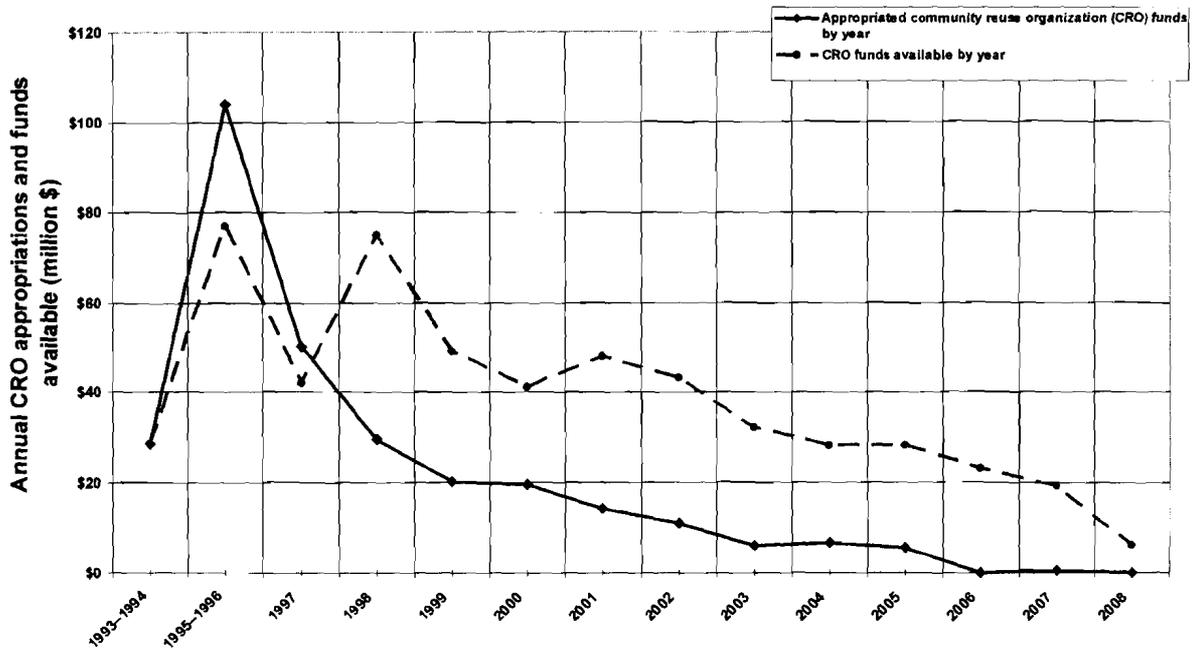


Figure ES-2. Annual Community Reuse Organization Appropriations and Funds Available, Fiscal Years 1993-2008

As of September 30, 2008, \$0.8 million in section 3161 funds remains available for enhanced benefits. In FY 2008, only those eligible contract workers at three closure sites, Mound, the Rocky Flats Environmental Technology Site (RFETS), and the Fernald Closure Project (Fernald), received any section 3161 funds for enhanced benefits. Future contract worker separations will be funded out of program funds. As of September 30, 2008, of the \$295 million in section 3161 funding (and other DOE sources) committed for community transition activities since FY 1993, \$5.9 million remains available for future community transition activities.

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1.0 INTRODUCTION

1.1 Background

After World War II, the onset of the Cold War between the United States and the Soviet Union led to the buildup of the nuclear weapons complex, an elaborate network of research, production, and testing facilities. To meet nuclear weapons production requirements and other national security obligations, DOE and its predecessor agencies assembled an extensive contractor workforce. The breakup of the Soviet Union in 1991, together with President George H. W. Bush's announcement of the first unilateral nuclear weapons reduction agreement on September 27, 1991, signaled the end of the Cold War and dramatically reduced the need for further nuclear weapons production.

The end of the Cold War also brought about fundamental changes in contractor workforce requirements as DOE shifted from weapons production to other missions, such as environmental management, weapons dismantlement, and science and technology research. Faced with significant budget reductions and staffing issues, DOE began to restructure its contractor workforce.

During President George H.W. Bush's administration, Secretary of Energy James Watkins issued DOE Order 3309.1A (now incorporated into DOE Order 350.1), establishing specific objectives to ensure fairness while reducing the contractor workforce, including programs to minimize layoffs. In passing section 3161 of the National Defense Authorization Act for Fiscal Year 1993 (Public Law 102-484), Congress mandated an explicit planning process involving affected stakeholders for all contractor workforce changes at defense nuclear facilities and directed that the plans be guided by a fundamental objective: to mitigate impacts on workers and communities, especially those whose service had helped maintain our nuclear deterrent force during the Cold War.

Section 3161 requires that the Secretary of Energy develop a plan for restructuring the contractor workforce for a defense nuclear facility whenever a change in the contractor workforce is determined necessary. Section 3161 also identifies objectives that each plan should address, including: minimizing social and economic impacts; giving workers adequate notice of impending changes; minimizing involuntary separations; offering preference in hiring to the extent practicable to those employees involuntarily separated; providing relocation assistance under certain conditions; providing retraining, as well as educational and outplacement assistance; and providing local impact assistance to affected communities.

In response to challenges posed by changing missions, and consistent with DOE policy to apply the contractor workforce restructuring process at all sites undergoing significant contractor workforce changes, WT was established in 1994. This office was assigned responsibility for reviewing and evaluating contractor workforce restructuring plans from all sites and overseeing implementation of contractor workforce restructuring consistent with these plans and DOE policy and guidance.

In December 2003, all WT functions and responsibilities were merged into LM. Although the major mission of LM is to oversee DOE postclosure site responsibilities, including the continuity and delivery of contract worker postclosure pension and medical benefits, LM also sets worker and community transition policies consistent with section 3161.

1.2 The Structure of This Report

This report is organized into four sections. Section 1 provides background information on the section 3161 program. Section 2 summarizes the section 3161 contractor workforce restructuring program and provides specific information on contractor employee workforce separations and costs for FY 2008. Section 3 provides an overview of total funds appropriated and spent on community transition activities since 1993. Section 4

presents FY 2008 contractor employee workforce restructuring and community transition activities for each defense nuclear site.

This FY 2008 *Annual Report on Contractor Workforce Restructuring* includes data from DOE defense nuclear sites that (1) underwent a contractor workforce restructuring action and/or (2) spent program or section 3161 funds for these contractor workforce actions. Of the DOE non-defense facilities, only those that spent section 3161 funds on contractor workforce restructuring actions are asked to submit their data for this annual report. In FY 2008, the non-defense DOE facilities did not spend section 3161 funds on contractor workforce restructuring actions; therefore, these facilities are not included in this report. It covers activities in FY 2008 and serves to update Congress and the public on contractor workforce restructuring and community transition outcomes.

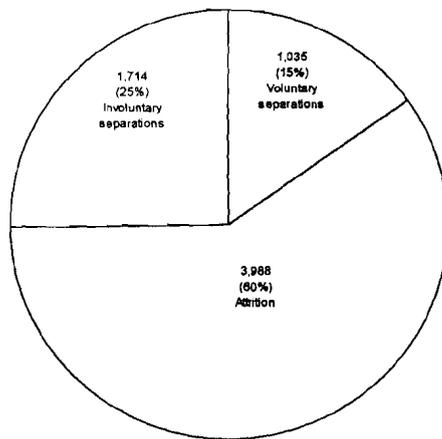
This report is available on the LM website at <http://www.lm.doe.gov>.

2.0 CONTRACTOR WORKFORCE RESTRUCTURING

2.1 Fiscal Year 2008 Contractor Workforce Restructuring Activity

In FY 2008, a total of 6,737 management contractor team workers separated from DOE defense facilities either voluntarily, involuntarily, or through attrition. [Note: "Management contractor team" consists of prime contractors performing defense and certain non-defense work that historically was done under a management and operating contract.] Of those employees, 2,749 were separated from DOE contractors as a result of reduction-in-force (RIF) actions in FY 2008; 1,035 (15 percent) were separated voluntarily and 1,714 (25 percent) involuntarily. The remaining 3,988 separations (60 percent) occurred at DOE defense facilities

from normal attrition (**Figure 2-1**). Contractor workforce restructuring costs incurred in FY 2008 were \$77,632,744 (not including enhanced benefits), of which \$59,602,891 (77 percent) was for voluntary separations and \$18,029,853 (23 percent) for involuntary separations. All voluntary and involuntary costs were funded from program costs in FY 2008 (**Table 2-1**).



□ Voluntary separations, not including attrition □ Attrition □ Involuntary separations

Figure 2-1. Workforce Separations by Type, Fiscal Year 2008

Contractor workforce restructuring data are shown for defense nuclear sites that (1) underwent a contractor workforce restructuring action and/or (2) spent funds (program or section 3161) for any contractor workforce restructuring activity during FY 2008. This includes funds spent during FY 2008 for any prior-year contractor workforce restructuring activities.

Table 2-1. Defense Nuclear Site Contractor Workforce Separations Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM ^a (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|--|--|---------------------|----------------------------|
| 1.0 Voluntary Separations (lines 1.1 + 1.2) | 1,035 | \$0 | \$59,602,891 | \$59,602,891 | \$57,587 |
| 1.1 Early retirement | 0 | 0 | 0 | 0 | 0 |
| 1.2 Nonretirement voluntary separations (costs = severance) | 1,035 | 0 | 59,602,891 | 59,602,891 | 57,587 |
| 2.0 Involuntary Separations (lines 2.1 + 2.2) (costs = severance) | 1,714 | 0 | 18,029,853 | 18,029,853 | 10,519 |
| 2.1 With benefits (lines 2.1.1 + 2.1.2) | 987 | 0 | 18,029,853 | 18,029,853 | 18,267 |
| 2.1.1 Non-construction workers | 982 | 0 | 17,928,395 | 17,928,395 | 18,257 |
| 2.1.2 Construction workers | 5 | 0 | 101,458 | 101,458 | 20,292 |
| 2.2 Without benefits | 727 | 0 | 0 | 0 | 0 |
| 3.0 Total Separations and Costs (lines 1.0 + 2.0) | 2,749 | \$0 | \$77,632,744 | \$77,632,744 | \$28,240 |

^a Enhanced benefits paid in fiscal year 2008 are reflected in Table 2-2.

Note: Total cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Total contractor workforce restructuring costs were \$80,848,722 in FY 2008 and included \$3,215,978 (4 percent) in enhanced benefits. Of the total for enhanced benefits, \$3,139,742 (98 percent) was funded from program costs and the balance of \$76,236 (2 percent) was funded from section 3161 funds (Table 2–2).

To comply with section 304 of the Energy and Water Development Appropriations Act, 1998 (and requirements in succeeding years), separation costs have been broken out by enhanced benefits, which have usually been paid by LM, and program benefits, which have been paid by the responsible program office. In FY 2008, all funding for voluntary and involuntary contractor separations and DOE displaced-worker medical benefits was paid by program funds. In FY 2008, all educational assistance costs were paid through section 3161 funds; for all outplacement services, \$76,641 (98.5 percent) was funded by program costs and \$1,198 (1.5 percent) was funded through section 3161 funds.

Table 2–2. Defense Nuclear Site Enhanced Benefits and Contractor Workforce Separations Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|---|--|---------------------|----------------------------|
| 1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3) | 126 | \$0 | \$267,655 | \$267,655 | \$2,124 |
| 1.1 Workers placed internally without retraining (same site and company) | 50 | 0 | 0 | 0 | 0 |
| 1.2 Workers placed internally through retraining programs (same site and company) | 18 | 0 | 267,655 | 267,655 | 14,870 |
| 1.3 Workers transferred to other DOE sites (same or different company) | 58 | 0 | 0 | 0 | 0 |
| 2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4) | 1,374 | 76,236 | 2,872,087 | 2,948,323 | 2,146 |
| 2.1 Displaced-worker medical benefits | 384 | 0 | 2,795,446 | 2,795,446 | 7,280 |
| 2.2 Relocation assistance to other DOE sites | 0 | 0 | 0 | 0 | 0 |
| 2.3 Separating or separated workers using outplacement | 789 | 1,198 | 76,641 | 77,839 | 99 |
| 2.4 Educational assistance for separated workers | 201 | 75,038 | 0 | 75,038 | 373 |
| 3.0 Totals for Fiscal Year 2008 (lines 1.0 + 2.0) | 1,500 | 76,236 | 3,139,742 | 3,215,978 | 2,144 |
| 4.0 Total Voluntary and Involuntary Separations and Costs for FY 2008 (Table 2–1, line 3) | 2,749 | 0 | 77,632,744 | 77,632,744 | 28,240 |
| 5.0 Total Contractor Workforce Restructuring and Enhanced Benefits and Costs | 4,249 | \$76,236 | \$80,772,486 | \$80,848,722 | \$19,028 |

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

2.2 Contractor Workforce Restructuring Overview

Since 1993, Congress appropriated over \$1 billion for contractor workforce separation benefits and activities across the DOE complex and a total of 56,113 contract worker separations have occurred. Contractor separations peaked in FY 1995 with 12,942 voluntary and involuntary separations (Figure 2-2), at a cost of \$289 million. The 2,749 voluntary and involuntary contract worker separations that occurred in FY 2008 represent a 323 percent increase in the 650 contract worker separations in FY 2007 due to program and budget changes.

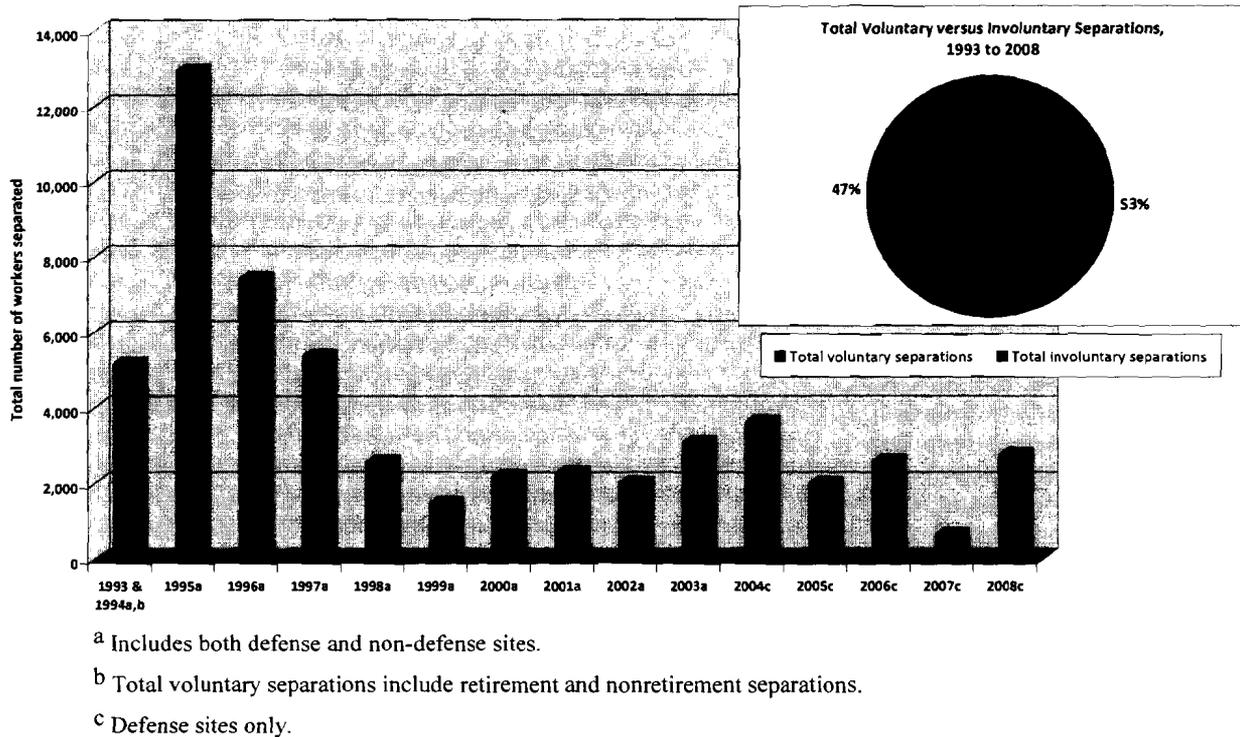
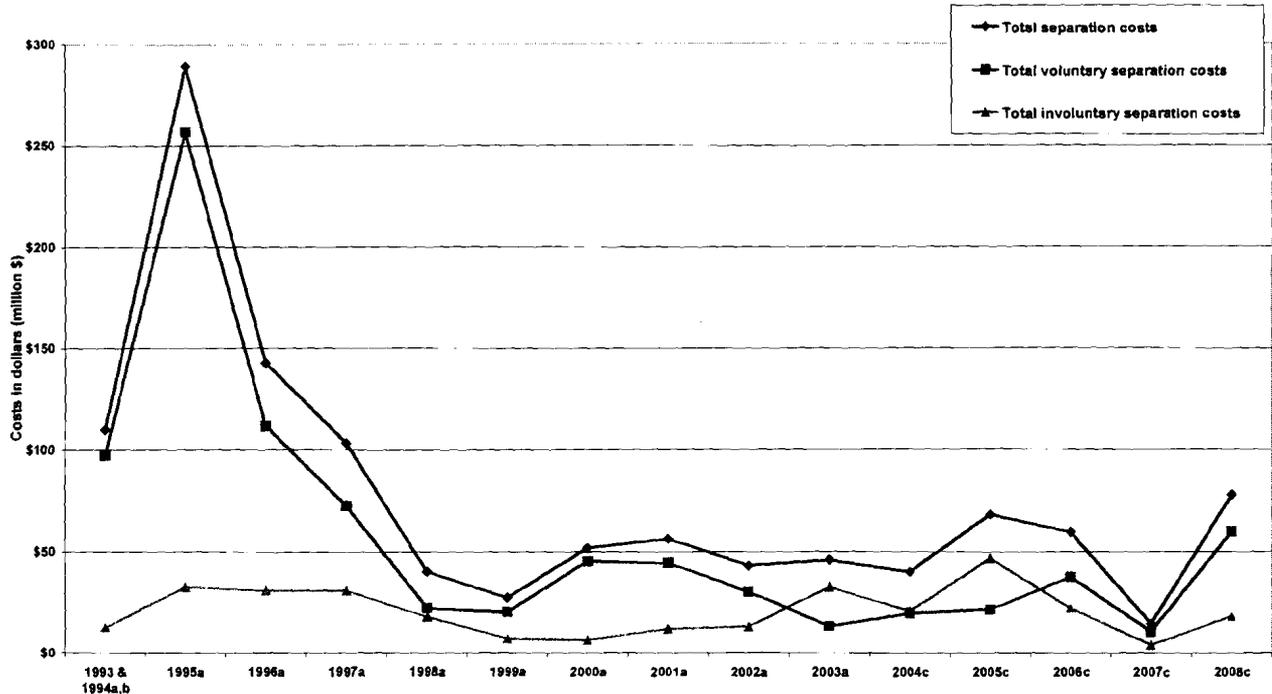


Figure 2-2. Total Contractor Separations, Fiscal Years 1993-2008

Since the FY 1995 peak, contractor workforce separations have fluctuated, reflecting a changing mission from production to remediation and restoration at DOE sites with cleanup missions (Figure 2-3). FY 2004 was the last year in which DOE received section 3161 appropriations for contractor workforce restructuring enhanced benefits.



- ^a Includes both defense and non-defense sites.
- ^b Total voluntary separations include retirement and nonretirement separations.
- ^c Defense sites only.

Figure 2-3. Total Contractor Separation Costs, Fiscal Years 1993-2008

Commensurate with the decline from a high volume of contractor layoffs in the early years of the program to a relatively low volume in recent years, the level of funding appropriated for contractor workforce restructuring has been proportional to the extent of major mission changes within DOE, especially at the four closure sites: Fernald and Mound in Ohio, the Pinellas Plant (Pinellas) in Florida, and RFETS in Colorado. These four closure sites represent 19 percent of all contractor separations from FY 1993 to FY 2008 (Figure 2-4).

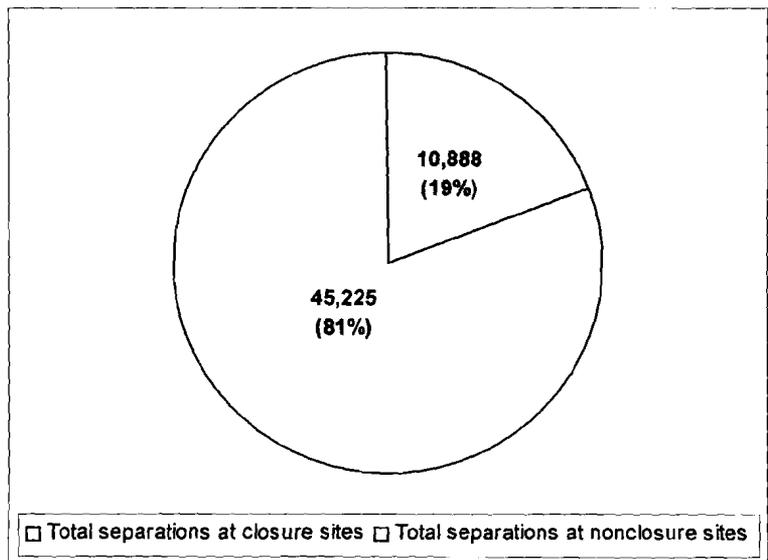


Figure 2-4. Closure Site Separations as a Percentage of All Separations, Fiscal Years 1993-2008

2.3 Mitigating Restructuring Impacts

DOE employs a number of measures to mitigate contractor workforce restructuring impacts, especially involuntary separation impacts. These include placing at-risk contract workers in other positions and transferring workers to other sites with available positions created by changing missions or attrition. In FY 2008, DOE contractors placed 126 workers in other positions, either at the same site or other sites. The majority of these workers were transferred to other programs at the same DOE site. Additionally, contractors can offer displaced workers medical benefits, relocation assistance, a variety of outplacement services, and educational assistance.

Displaced-Worker Medical Benefits. In 1992, Secretary of Energy James Watkins directed that all prime contractor employees separated from DOE sites and not otherwise eligible for another medical program would be eligible for displaced-worker medical benefits. Under this program, employees continue to participate in their former employer's medical program, but at a cost to the participant that increases over time. During the first year, the participant contributes the same amount as when employed by the contractor. In the second year, the employee pays one-half of the applicable Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) rate. In the third and subsequent years, the employee pays the full COBRA rate. In FY 2008, extended displaced-worker medical benefits were provided to 384 workers, at an average cost of \$7,280. In FY 2008, all extended displaced-worker medical benefits were paid out of program costs. Recipients may have been separated in prior years.

Relocation Assistance. DOE has offered relocation assistance, to the extent funds are available, to separated prime contractor employees to help them relocate to jobs at other DOE sites where such costs are not normally reimbursed. In FY 2008, no workers received relocation assistance.

Outplacement Services. At some DOE sites, outplacement services are available for separated contractor employees for assistance in finding new employment. Some sites use consultants or subcontractors to provide such services, while others use in-house contractor staff. Some centers are staffed with job counselors, state employment services personnel, and employee assistance counselors to help separated contractor workers locate new employment, prepare resumes, and accommodate personal and family concerns resulting from their separations. In FY 2008, outplacement services were used by 789 workers, at an average cost of \$99. Recipients may have been separated in prior years.

Educational Assistance. Employees, whether voluntarily or involuntarily separated, were often eligible in the past to receive financial assistance of up to \$10,000 per employee over a four-year period. In FY 2008, educational assistance was provided to 201 workers, at an average cost of \$373. Recipients may have been separated in prior years.

2.4 Section 3161 Funds Available for Future Separations Enhanced Benefits

Congress has not appropriated any section 3161 funding for contract worker separations since FY 2004. Any enhanced benefits for separated contract workers have been paid out of remaining section 3161 funds left from previous years. As of September 30, 2008, \$0.8 million in section 3161 funds remains for enhanced benefits to be paid for future contractor workforce separations.

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3.0 COMMUNITY TRANSITION

3.1 Job Creation and Retention through Community Transition Activities

Community transition activities have created or retained 50,570 jobs since 1993. These activities were funded by nearly \$295 million in section 3161 and other DOE grants to 15 CROs at sites impacted by downsizing at DOE facilities. DOE's community transition program is designed to minimize social and economic impacts of contractor workforce restructuring on communities with large numbers of residents who work at DOE facilities. The program encourages affected communities to chart their own economic future through creation of CROs, similar to the U.S. Department of Defense, Office of Economic Adjustment's Local Redevelopment Authorities, created to assist communities affected by military base closures. Job creation rose steadily from 1993 to 2004 as community transition programs matured to create significant job growth (Figure 3-1). There was a slight increase in job growth from FY 2007 to FY 2008 when the State of Idaho listed all the new jobs created through section 3161 funds that were not listed in prior data submissions in the *Annual Report on Contractor Workforce Restructuring*.

Beginning in 1993, community transition grants were given to DOE-designated community transition organizations to fund a wide range of economic development projects, including worker training, industry recruitment, and revolving loan funds to local businesses. Four of the 15 CROs (at the Hanford, Pinellas, Oak Ridge Reservation, and Mound sites) collaborated with DOE to redevelop excess DOE facilities for use by commercial businesses to bring new jobs to their communities.

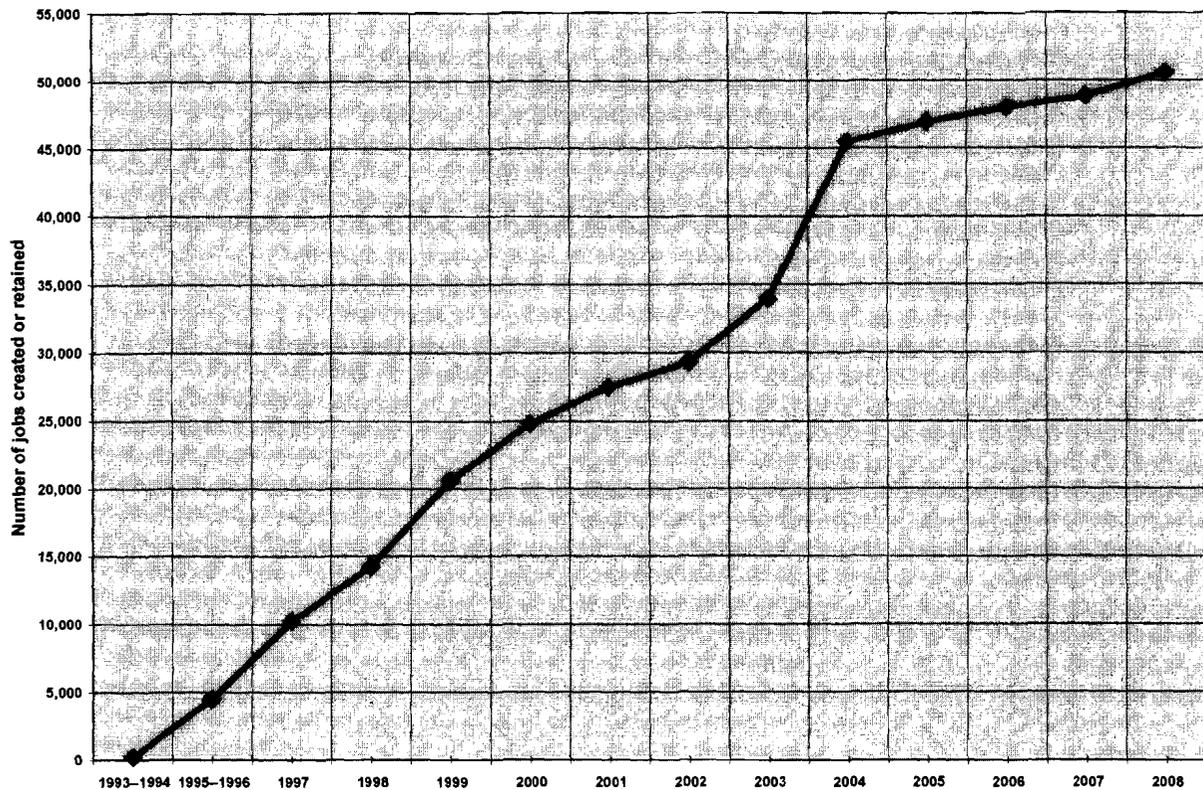


Figure 3-1. Community Reuse Organization Job Growth (Cumulative), Fiscal Years 1993-2008

3.2 Community Reuse Organizations with Remaining Section 3161 Funds

Funding for communities impacted by the changing missions at DOE facilities has corresponded to the level of contract worker separations. More than half of all community transition funds were appropriated during the first four years of the program. Congressional appropriations for community transition activities fell sharply after FY 2002. Congress has not appropriated any section 3161 funding for contract workforce separations since FY 2004 or for community transition activities since FY 2005 (Figure 3-2). Of the original 15 CROs, only the three CROs at Hanford, Mound, and Portsmouth had any remaining section 3161 funds for community transition activities at the end of FY 2008.

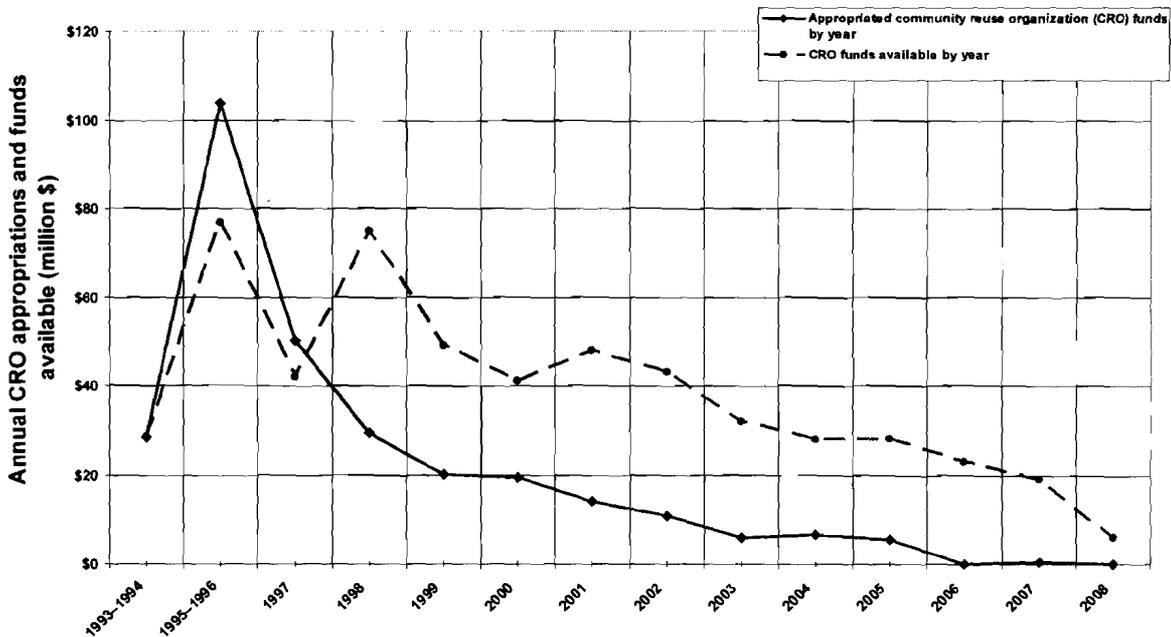


Figure 3-2. Annual Community Reuse Organization Appropriations and Funds Available, Fiscal Years 1993-2008

Since FY 1993, a total of \$294,674,260, in section 3161 funding (and other DOE grants), had been committed complex-wide to 15 CROs. Spending on community transition activities totaled \$288,699,306 (98 percent of all committed funds) as of September 30, 2008, which helped to create or retain 50,570 jobs at an average cost of \$5,709 per job (Table 3-1).

**Table 3-1 Summary of Community Transition Funding and Job Creation Statistics,
Fiscal Years 1993-2008**

| Site | Section 3161 Funds Committed | Other DOE Funds Committed | Total DOE Funds Committed | Funds Spent | Jobs Created or Retained (Reported) | Average Cost per Job Created |
|----------------|---------------------------------|---------------------------------|---------------------------------|----------------------|---|------------------------------------|
| Albuquerque | \$2,909,031 | \$0 | \$2,909,031 | \$2,909,031 | 689 | \$4,222 |
| Carlsbad | 4,156,000 | 243,314 | 4,399,314 | 4,399,314 | 1,601 | 2,748 |
| ENIPC | 672,716 | 0 | 672,716 | 672,716 | 0 | 0 |
| Fernald | 736,921 | 0 | 736,921 | 736,921 | 0 | 0 |
| Hanford | 22,964,216 | 132,000 | 23,096,216 | 22,642,654 | 10,827 | 2,091 |
| Idaho | 37,575,000 ^a | 0 | 37,575,000 | 37,575,000 | 9,062 ^b | 4,146 |
| Los Alamos | 12,826,206 | 860,381 | 13,686,587 | 13,686,587 | 1,700 | 8,051 |
| Mound | 29,957,432 | 1,100,000 | 31,057,432 | 26,370,600 | 693 | 38,053 ^c |
| Nevada | 15,237,891 | 632,417 | 15,870,308 | 15,870,308 | 2,728 | 5,818 |
| Oak Ridge | 58,289,500 | 0 | 58,289,500 | 58,289,500 | 8,650 ^d | 6,739 |
| Paducah | 10,350,000 | 0 | 10,350,000 | 10,350,000 | 1,722 | 6,010 |
| Pinellas | 26,117,600 | 100,000 | 26,217,600 | 26,217,600 | 3,580 | 7,323 |
| Portsmouth | 14,785,000 | 100,000 | 14,885,000 | 14,050,440 | 2,506 | 5,607 |
| Rocky Flats | 1,300,000 | 0 | 1,300,000 | 1,300,000 | 0 | 0 |
| Savannah River | 22,671,325 | 30,957,310 | 53,628,635 | 53,628,635 | 6,812 | 7,873 |
| Totals | \$260,548,838 | \$34,125,422 | \$294,674,260 | \$288,699,306 | 50,570 | \$5,709 |

^a Includes \$30 million in section 3161 funds awarded to the State of Idaho for economic development activities through a federal-court-mandated settlement agreement on the disposition of spent nuclear fuel. The entire \$30 million has been spent incrementally since fiscal year 1996, but was not reported in the *Annual Report on Contractor Workforce Restructuring* until fiscal year 2008.

^b Includes 5,500 jobs created by State of Idaho economic development activities, funded through section 3161 funds.

^c The large average cost per job to date may be attributed to delays in redeveloping the former Mound site for commercial and industrial reuse.

^d The Oak Ridge CRO total jobs created count of 8,924 (from the fiscal year 2007 report) was reduced by 274 as a result of a final audit to close out the grant.

Key: CRO=community reuse organization; DOE=U.S. Department of Energy; ENIPC=Eight Northern Indian Pueblos Council, Inc.

Although the average cost to create or retain a job was \$5,709 in FY 2008, the average cost per job among the 15 CROs varied widely. Three CROs, the Eight Northern Indian Pueblos Council, Inc. (ENIPC), Fernald, and RFETS, used their funding for planning purposes only and did not conduct any community transition activities to create jobs. The CRO at Mound is still in the process of redeveloping the site for commercial use and will not see significant job growth until additional buildings are renovated and occupied. Some CROs have been more successful at recruiting new businesses to their communities. Over 84 percent of the 10,827 jobs created or retained by the Hanford CRO were through new business recruitment.

3.3 The Future of the Community Transition Program

Section 3161 funds will soon be exhausted, but many of the CROs will continue to work on economic development activities within their communities through grants funded by other federal, state, city, and private organizations.

Of the \$5.9 million in total remaining section 3161 and other DOE funds designated for community transition activities as of September 30, 2008, remaining funds at the Miamisburg Mound Community Improvement Corporation (MMCIC) at the Mound site account for 78 percent. In 1994, MMCIC determined it was best to redevelop the Mound site as a commercial industrial business park. Of the 15 CROs that used their funds for community transition activities and not solely for planning purposes, MMCIC has the largest cost-per-job ratio, with each job cost averaging \$38,053. Four of the eight property parcels and four of the buildings designated

for MMCIC use have been transferred to the CRO. In FY 2009, another three parcels will be transferred to MMCIC, bringing the total MMCIC ownership in the site to 97 percent. Once the remaining parcels and buildings are transferred, new tenants lease the buildings, and the redevelopment process is completed, the average cost per job created at MMCIC should decrease.

4.0 SITE SUMMARIES

Contractor workforce restructuring data are shown for defense nuclear sites that (1) underwent a contractor workforce restructuring action and/or (2) spent funds (program or section 3161) for any contractor workforce restructuring activity during FY 2008. This includes funds spent during FY 2008 for any prior year contractor workforce restructuring activities.

List of Defense Nuclear Facilities

The list below reflects facilities receiving funding for DOE atomic energy defense activities, with the exception of activities under the Naval Reactor Propulsion Program. These facilities have varying degrees of defense activities, ranging from total defense dedication to a small portion of their overall activity.

Argonne National Laboratory (Illinois)
Brookhaven National Laboratory (New York)
Fernald Closure Project (Ohio)
Hanford Site (Washington State)
Idaho National Laboratory (Idaho)
Kansas City Plant (Missouri)
Lawrence Livermore National Laboratory (California and Nevada)
Los Alamos National Laboratory (New Mexico)
Miamisburg Closure Project (Ohio)
Nevada Test Site (Nevada)
Oak Ridge Reservation (Tennessee)
Paducah Gaseous Diffusion Plant (Kentucky)
Pantex Plant (Texas)
Pinellas Plant (Florida)
Portsmouth Gaseous Diffusion Plant (Ohio)
Rocky Flats Environmental Technology Site (Colorado)
Sandia National Laboratories (California and New Mexico)
Savannah River Site (South Carolina)
Waste Isolation Pilot Plant (New Mexico)
Y-12 National Security Complex (Tennessee)

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4.1 Argonne National Laboratory

Argonne National Laboratory (ANL) is a large, multiprogram laboratory operated by UChicago Argonne, LLC, for DOE. ANL's mission is basic research and technology development to meet national goals in scientific leadership, energy technology, environmental quality, and national security. ANL is located in Argonne, Illinois.

Current Contractor Workforce Restructuring

In FY 2008, RIF separations totaled 60, with six voluntary and 54 involuntary. An additional 120 separations occurred due to attrition, and a total of 186 individuals were hired at ANL in FY 2008 (Table 4-1).

Table 4-1. Argonne National Laboratory Contractor Workforce Restructuring Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM ^a (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|--|--|--------------------|----------------------------|
| 1.0 Voluntary Separations | 6 | \$0 | \$303,612 | \$303,612 | \$50,602 |
| 1.1 Early retirement | 0 | 0 | 0 | 0 | 0 |
| 1.2 Nonretirement voluntary separations (costs = severance) | 6 | 0 | 303,612 | 303,612 | 50,602 |
| 2.0 Involuntary Separations (lines 2.1 + 2.2) | 54 | 0 | 1,285,133 | 1,285,133 | 23,799 |
| 2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance) | 54 | 0 | 1,285,133 | 1,285,133 | 23,799 |
| 2.1.1 Non-construction workers | 54 | 0 | 1,285,133 | 1,285,133 | 23,799 |
| 2.1.2 Construction workers | 0 | 0 | 0 | 0 | 0 |
| 2.2 Without benefits | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0) | 60 | \$0 | \$1,588,745 | \$1,588,745 | \$26,479 |

^a Enhanced benefits paid in fiscal year 2008 are reflected in Table 4-2.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Enhanced benefits totaling \$113,142 in program costs were distributed to 46 current or previously separated workers in FY 2008; of these, 27 workers received displaced-worker medical benefits at a total cost of \$103,481, and 19 workers received outplacement services totaling \$9,661. Four workers were placed internally at ANL without retraining, at no additional cost to DOE (Table 4-2).

**Table 4–2. Argonne National Laboratory Enhanced and Other Benefits Summary,
Fiscal Year 2008**

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|---|----------------------|---|---|--------------------|----------------------------------|
| 1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3) | 4 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Workers placed internally without retraining (same site and company) | 4 | 0 | 0 | 0 | 0 |
| 1.2 Workers placed internally through retraining programs (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.3 Workers transferred to other DOE sites (same or different company) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4) | 46 | 0 | 113,142 | 113,142 | 2,460 |
| 2.1 Displaced-worker medical benefits ^a | 27 | 0 | 103,481 | 103,481 | 3,833 |
| 2.2 Relocation assistance to other DOE sites | 0 | 0 | 0 | 0 | 0 |
| 2.3 Separating or separated workers using outplacement | 19 | 0 | 9,661 | 9,661 | 508 |
| 2.4 Educational assistance for separated workers | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Other Benefits Provided (lines 1.0 + 2.0) | 50 | 0 | 113,142 | 113,142 | 2,263 |
| 4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2008 (Table 4–1, line 3.0) | 60 | 0 | 1,588,745 | 1,588,745 | 26,479 |
| 5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2008 (lines 3.0 + 4.0) | 110 | \$0 | \$1,701,887 | \$1,701,887 | \$15,472 |

^a Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Contractor Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2008 at ANL were \$1,588,745. Enhanced benefits to separated workers totaled \$113,142. The total contractor workforce restructuring cost incurred in FY 2008 at ANL was \$1,701,887 (Table 4–2).

4.2 Brookhaven National Laboratory

Brookhaven National Laboratory (Brookhaven) is a large, multiprogram laboratory operated by Brookhaven Science Associates for DOE. Brookhaven conducts research in the physical, biomedical, and environmental sciences, as well as in energy technologies. Brookhaven is located in Upton, New York.

Current Contractor Workforce Restructuring

In FY 2008, RIF separations totaled seven, with four voluntary and three involuntary. An additional 217 separations occurred due to attrition, and 43 individuals were hired to fill some of those vacancies at Brookhaven during FY 2008 (Table 4-3).

Table 4-3. Brookhaven National Laboratory Contractor Workforce Restructuring Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM ^a (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|--|--|------------------|----------------------------|
| 1.0 Voluntary Separations | 4 | \$0 | \$180,000 | \$180,000 | \$45,000 |
| 1.1 Early retirement | 0 | 0 | 0 | 0 | 0 |
| 1.2 Nonretirement voluntary separations (costs = severance) | 4 | 0 | 180,000 | 180,000 | 45,000 |
| 2.0 Involuntary Separations (lines 2.1 + 2.2) | 3 | 0 | 122,123 | 122,123 | 40,708 |
| 2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance) | 3 | 0 | 122,123 | 122,123 | 40,708 |
| 2.1.1 Nonconstruction workers | 3 | 0 | 122,123 | 122,123 | 40,708 |
| 2.1.2 Construction workers | 0 | 0 | 0 | 0 | 0 |
| 2.2 Without benefits | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0) | 7 | \$0 | \$302,123 | \$302,123 | \$43,160 |

^a Enhanced benefits paid in fiscal year 2008 are reflected in Table 4-4.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Enhanced benefits totaling \$17,157 in program costs were distributed to two current or previously separated workers in FY 2008 for displaced-worker medical benefits (Table 4-4).

Table 4-4. Brookhaven National Laboratory Enhanced and Other Benefits Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|---|-------------------|---|--|------------------|----------------------------|
| 1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3) | 0 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Workers placed internally without retraining (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.2 Workers placed internally through retraining programs (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.3 Workers transferred to other DOE sites (same or different company) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4) | 2 | 0 | 17,157 | 17,157 | 8,579 |
| 2.1 Displaced-worker medical benefits ^a | 2 | 0 | 17,157 | 17,157 | 8,579 |
| 2.2 Relocation assistance to other DOE sites | 0 | 0 | 0 | 0 | 0 |
| 2.3 Separating or separated workers using outplacement | 0 | 0 | 0 | 0 | 0 |
| 2.4 Educational assistance for separated workers | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Other Benefits Provided (lines 1.0 + 2.0) | 2 | 0 | 17,157 | 17,157 | 8,579 |
| 4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2008 (Table 4-3, line 3.0) | 7 | 0 | 302,123 | 302,123 | 43,160 |
| 5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2008 (lines 3.0 + 4.0) | 9 | \$0 | \$319,280 | \$319,280 | \$35,476 |

^a Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Contractor Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2008 at Brookhaven were \$302,123. Enhanced benefits paid to separated workers totaled \$17,157. The total contractor workforce restructuring cost incurred in FY 2008 at Brookhaven was \$319,280 (Table 4-4).

4.3 Fernald Closure Project

Fernald was a uranium metals production facility until 1989, when production ceased. After many years of supporting the Nation's defense program, the Fernald site was identified for environmental cleanup and restoration. Since 1992, Fluor Fernald, Inc., has managed cleanup of the facility. In November 2000, the firm was awarded a closure contract. Fluor Fernald successfully completed the closure mission and declared physical completion on October 29, 2006.

Current Contractor Workforce Restructuring

DOE completed the Fernald Closure Project in FY 2006, and no contractor workforce restructuring actions have occurred since then; therefore, no costs related to these activities were incurred in FY 2008.

Other Restructuring Benefits

Enhanced benefits totaling \$566,223 in section 3161 funds were distributed to 123 previously separated workers in FY 2008; of these, two workers received outplacement services at a total cost of \$1,198 in section 3161 funds, 29 workers received educational assistance at a total cost of \$13,208 in section 3161 funds, and 92 workers received displaced-worker medical benefits at a cost of \$551,817 in program funds (Table 4-5).

Table 4-5. Fernald Closure Project Enhanced and Other Benefits Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|---|--|------------------|----------------------------|
| 1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3) | 0 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Workers placed internally without retraining (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.2 Workers placed internally through retraining programs (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.3 Workers transferred to other DOE sites (same or different company) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4) | 123 | 14,406 | 551,817 | 566,223 | 4,603 |
| 2.1 Displaced-worker medical benefits ^a | 92 | 0 | 551,817 | 551,817 | 5,998 |
| 2.2 Relocation assistance to other DOE sites | 0 | 0 | 0 | 0 | 0 |
| 2.3 Separating or separated workers using outplacement | 2 | 1,198 | 0 | 1,198 | 599 |
| 2.4 Educational assistance for separated workers | 29 | 13,208 | 0 | 13,208 | 455 |
| 3.0 Total Other Benefits Provided (lines 1.0 + 2.0) | 123 | 14,406 | 551,817 | 566,223 | 4,603 |
| 4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2008 | 0 | 0 | 0 | 0 | 0 |
| 5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2008 (lines 3.0 + 4.0) | 123 | \$14,406 | \$551,817 | \$566,223 | \$4,603 |

^a Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Contractor Workforce Restructuring Cost

Enhanced benefits paid to 123 previously separated workers totaled \$566,223, the total contractor workforce restructuring cost incurred in FY 2008 at Fernald (Table 4-5).

Community Transition

The Fernald CRO was established in FY 1997 as the local CRO. Its main economic development thrust has been planning and development of a business incubator, the Ohio Biztech Center. As of September 30, 2008, a total of \$736,921 was committed to the CRO; all funds are now spent. Section 3161 funds were used to prepare a feasibility study for the business incubator and due to the planning nature of Fernald's community development activities, no jobs were created.

4.4 Hanford Site

The DOE Hanford Site, located in Washington State, is engaged in a massive environmental cleanup project dealing with accumulated chemical and radioactive wastes resulting from decades of plutonium production for the Nation's nuclear weapons program. Hanford is one of the largest and most complex environmental cleanup efforts in the Nation. The DOE Richland Operations Office (RL) and Office of River Protection (ORP) manage the site. RL primary contractors are Fluor Hanford, Inc.; Washington Closure Hanford; and AdvancedMed Corporation. ORP primary contractors are CH2M HILL Hanford Group, Inc.; Advanced Technologies and Laboratories; and Bechtel National, Inc.

Current Contractor Workforce Restructuring

In FY 2008, RIF separations totaled 142, all involuntary (Table 4-6). An additional 537 separations occurred through attrition, and 328 individuals were hired at Hanford in FY 2008.

Table 4-6. Hanford Site Contractor Workforce Restructuring Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM ^a (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|--|--|------------------|----------------------------|
| 1.0 Voluntary Separations | 0 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Early retirement | 0 | 0 | 0 | 0 | 0 |
| 1.2 Nonretirement voluntary separations (costs = severance) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Involuntary Separations (lines 2.1 + 2.2) | 142 | 0 | 364,988 | 364,988 | 2,570 |
| 2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance) | 135 | 0 | 364,988 | 364,988 | 2,704 |
| 2.1.1 Non-construction workers | 135 | 0 | 364,988 | 364,988 | 2,704 |
| 2.1.2 Construction workers | 0 | 0 | 0 | 0 | 0 |
| 2.2 Without benefits | 7 | 0 | 0 | 0 | 0 |
| 3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0) | 142 | \$0 | \$364,988 | \$364,988 | \$2,570 |

^a Enhanced benefits paid in fiscal year 2008 are reflected in Table 4-7.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Enhanced benefits totaling \$19,518 in program funds were distributed to 79 current or previously separated workers in FY 2008 for displaced-worker medical benefits (Table 4-7).

Table 4–7. Hanford Site Enhanced and Other Benefits Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|---|-------------------|---|--|------------------|----------------------------|
| 1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3) | 0 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Workers placed internally without retraining (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.2 Workers placed internally through retraining programs (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.3 Workers transferred to other DOE sites (same or different company) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4) | 79 | 0 | 19,518 | 19,518 | 247 |
| 2.1 Displaced-worker medical benefits ^a | 79 | 0 | 19,518 | 19,518 | 247 |
| 2.2 Relocation assistance to other DOE sites | 0 | 0 | 0 | 0 | 0 |
| 2.3 Separating or separated workers using outplacement | 0 | 0 | 0 | 0 | 0 |
| 2.4 Educational assistance for separated workers | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Other Benefits Provided (lines 1.0 + 2.0) | 79 | 0 | 19,518 | 19,518 | 247 |
| 4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2008 (Table 4–6, line 3.0) | 142 | 0 | 364,988 | 364,988 | 2,570 |
| 5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2008 (lines 3.0 + 4.0) | 221 | \$0 | \$384,506 | \$384,506 | \$1,740 |

^a Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Contractor Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2008 at Hanford were \$364,988. Enhanced benefits paid to separated workers totaled \$19,518. The total contractor workforce restructuring cost incurred in FY 2008 at Hanford was \$384,506 (Table 4–7).

Community Transition

In May 1994, economic development organizations within the Hanford area designated the Tri-City Industrial Development Council (TRIDEC) as the Hanford CRO. Because no new funding is available from the section 3161 program, TRIDEC's role as the CRO is to administer the still-active grants. This CRO is involved in management of the Tri-City Asset Reinvestment Company, an excess-property program that transfers surplus property from the site. TRIDEC continues to serve as a communication link between the site and other community interests and organizations.

As of September 30, 2008, a total of \$23,096,216 had been committed to the CRO; \$22,642,654 has been spent; and 10,827 jobs have been created or retained (Table 4–8).

Table 4-8. Hanford Site Community Transition Funding and Job Creation by Project

| TRIDEC, FY 1994 through FY 2008 | | | | | | |
|--|------------------------------------|---------------------------------|---------------------------------|---------------------|---|---------------------------------------|
| Project | Section 3161 Funds Committed | Other DOE Funds Committed | Total DOE Funds Committed | Funds Spent | Jobs Created or Retained (Reported) | Average Cost per Job Created |
| Infrastructure | \$4,991,000 | \$0 | \$4,991,000 | \$4,991,000 | 0 | \$0 |
| Financing programs | 3,700,000 | 0 | 3,700,000 | 3,700,000 | 48 | 77,083 |
| Community and marketing studies | 1,727,814 | 0 | 1,727,814 | 1,727,814 | 0 | 0 |
| Business development programs | 4,821,851 | 132,000 | 4,953,851 | 4,953,851 | 1,096 | 4,520 |
| Hanford reindustrialization | 687,268 | 0 | 687,268 | 687,268 | 75 | 9,164 |
| Minority program development TRIDEC/CBC | 401,735 | 0 | 401,735 | 366,192 | 71 | 5,158 |
| TRIDEC incentive fund | 2,517,212 | 0 | 2,517,212 | 2,200,000 | 415 | 5,301 |
| TRIDEC marketing | 2,168,899 | 0 | 2,168,899 | 2,117,188 | 9,122 | 232 |
| TRIDEC administration ^a | 1,948,437 | 0 | 1,948,437 | 1,899,341 | 0 | 0 |
| Totals | \$22,964,216 | \$132,000 | \$23,096,216 | \$22,642,654 | 10,827 | \$2,091 |

^a Funds used for planning or administrative purposes; job creation not intended.

Key: CBC=Columbia Basin College; DOE=U.S. Department of Energy; FY=fiscal year; TRIDEC=Tri-City Industrial Development Council.

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4.5 Idaho National Laboratory

Idaho National Laboratory (INL) is a science-based, nuclear energy national laboratory located in Idaho and operated by Battelle Energy Alliance, LLC, for DOE. INL's mission is to ensure the Nation's energy security with safe, competitive, and sustainable energy systems and unique national and homeland security capabilities. A major environmental cleanup program located at INL is the Idaho Cleanup Project, operated by CH2M-WG Idaho, LLC, for DOE, with a mission to accelerate reduction of environmental risk at the site. The Advanced Mixed Waste Treatment Project is another environmental management cleanup project at INL, operated by Bechtel BWXT Idaho, LLC, for DOE. The project's mission is to remove the stored transuranic (TRU) waste from the State of Idaho and continue to meet the milestones in the 1995 Settlement Agreement among the State of Idaho, the U.S. Navy, and DOE.

Current Contractor Workforce Restructuring

In FY 2008, RIF separations totaled 219, with 41 voluntary and 178 involuntary (Table 4-9). An additional 602 separations occurred through attrition, and a total of 655 individuals were hired at INL during FY 2008.

Table 4-9. Idaho National Laboratory Contractor Workforce Restructuring Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM ^a (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|--|--|--------------------|----------------------------|
| 1.0 Voluntary Separations | 41 | \$0 | \$655,012 | \$655,012 | \$15,976 |
| 1.1 Early retirement | 0 | 0 | 0 | 0 | 0 |
| 1.2 Nonretirement voluntary separations (costs = severance) | 41 | 0 | 655,012 | 655,012 | 15,976 |
| 2.0 Involuntary Separations (lines 2.1 + 2.2) | 178 | 0 | 1,731,665 | 1,731,665 | 9,728 |
| 2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance) | 178 | 0 | 1,731,665 | 1,731,665 | 9,728 |
| 2.1.1 Non-construction workers | 178 | 0 | 1,731,665 | 1,731,665 | 9,728 |
| 2.1.2 Construction workers | 0 | 0 | 0 | 0 | 0 |
| 2.2 Without benefits | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0) | 219 | \$0 | \$2,386,677 | \$2,386,677 | \$10,898 |

^a Enhanced benefits paid in fiscal year 2008 are reflected in Table 4-10.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Enhanced benefits totaling \$207,488 in program funds were distributed to 54 current or previously separated workers in FY 2008 for displaced-worker medical benefits. In FY 2008, 36 separated workers were transferred internally at INL without retraining, and eight separated workers were transferred to positions with contractors at other DOE sites, at no cost to DOE (Table 4-10).

Table 4-10. Idaho National Laboratory Enhanced and Other Benefits Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|---|-------------------|---|--|--------------------|----------------------------|
| 1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3) | 44 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Workers placed internally without retraining (same site and company) | 36 | 0 | 0 | 0 | 0 |
| 1.2 Workers placed internally through retraining programs (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.3 Workers transferred to other DOE sites (same or different company) | 8 | 0 | 0 | 0 | 0 |
| 2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4) | 54 | 0 | 207,488 | 207,488 | 3,842 |
| 2.1 Displaced-worker medical benefits ^a | 54 | 0 | 207,488 | 207,488 | 3,842 |
| 2.2 Relocation assistance to other DOE sites | 0 | 0 | 0 | 0 | 0 |
| 2.3 Separating or separated workers using outplacement | 0 | 0 | 0 | 0 | 0 |
| 2.4 Educational assistance for separated workers | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Other Benefits Provided (lines 1.0 + 2.0) | 98 | 0 | 207,488 | 207,488 | 2,117 |
| 4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2008 (Table 4-9, line 3.0) | 219 | 0 | 2,386,677 | 2,386,677 | 10,898 |
| 5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2008 (lines 3.0 + 4.0) | 317 | \$0 | \$2,594,165 | \$2,594,165 | \$8,183 |

^a Displaced-worker medical benefits include only contractor-paid claims for self-insured medical plans and associated administrative costs.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Contractor Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2008 at INL were \$2,386,677. Enhanced benefits paid to separated workers totaled \$207,488. The total contractor workforce restructuring cost incurred in FY 2008 at INL was \$2,594,165 (Table 4-10).

Community Transition

The Eastern Idaho Community Reuse Organization (EICRO) was established in October 1994, and \$7,575,000 was committed to the CRO to diversify the regional economy in eastern Idaho. EICRO accomplished this by creating the widest possible range of employment opportunities for the region's residents, while preserving and enhancing their quality of life. DOE provided \$30,000,000 to the State of Idaho for economic development activities through a federal-court-mandated settlement agreement on the disposition of spent nuclear fuel. The State selected the Regional Development Alliance, Inc. (RDA), a nonprofit corporation, to receive and administer \$20,500,000 of these funds and earmarked the remaining funds for other economic development projects. On January 1, 2004, RDA was designated as the CRO for Idaho and the former EICRO was dissolved. As of September 30, 2008, all funds committed to EICRO, the RDA CRO, and the State have been spent and the grant is now closed. In total, 9,062 jobs were created or retained by the State of Idaho and the two CROs.

4.6 Kansas City Plant

The Kansas City Plant (KCP) is a DOE National Nuclear Security Administration (NNSA) facility managed and operated by Honeywell Federal Manufacturing & Technologies (FM&T). The KCP is responsible for the development, procurement, and production of nonnuclear components for the Nation's nuclear weapons program. In addition to production capabilities, the KCP also provides technical support services for national laboratories and government agencies. These services include laboratory testing and analysis, training program development, and vehicle safeguarding. Honeywell FM&T employs more than 3,000 associates at facilities in Kansas City, Missouri; Albuquerque and Los Alamos, New Mexico; and Ft. Chaffee, Arkansas.

Current Contractor Workforce Restructuring

In FY 2008, RIF separations totaled 21, all involuntary. An additional 159 separations occurred due to attrition at KCP, and all these vacancies were filled in FY 2008 (Table 4-11).

Table 4-11. Kansas City Plant Contractor Workforce Restructuring Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM ^a (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|--|--|------------------|----------------------------|
| 1.0 Voluntary Separations | 0 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Early retirement | 0 | 0 | 0 | 0 | 0 |
| 1.2 Nonretirement voluntary separations (costs = severance) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Involuntary Separations (lines 2.1 + 2.2) | 21 | 0 | 164,029 | 164,029 | 7,811 |
| 2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance) | 8 | 0 | 164,029 | 164,029 | 20,504 |
| 2.1.1 Non-construction workers | 8 | 0 | 164,029 | 164,029 | 20,504 |
| 2.1.2 Construction workers | 0 | 0 | 0 | 0 | 0 |
| 2.2 Without benefits | 13 | 0 | 0 | 0 | 0 |
| 3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0) | 21 | \$0 | \$164,029 | \$164,029 | \$7,811 |

^a Enhanced benefits paid in fiscal year 2008 are reflected in Table 4-12.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Enhanced benefits totaling \$1,396 in program funds were distributed to five current or previously separated workers in FY 2008 for outplacement services (Table 4-12).

Table 4–12. Kansas City Plant Enhanced and Other Benefits Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|---|--|------------------|----------------------------|
| 1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3) | 0 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Workers placed internally without retraining (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.2 Workers placed internally through retraining programs (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.3 Workers transferred to other DOE sites (same or different company) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4) | 5 | 0 | 1,396 | 1,396 | 279 |
| 2.1 Displaced-worker medical benefits | 0 | 0 | 0 | 0 | 0 |
| 2.2 Relocation assistance to other DOE sites | 0 | 0 | 0 | 0 | 0 |
| 2.3 Separating or separated workers using outplacement | 5 | 0 | 1,396 | 1,396 | 279 |
| 2.4 Educational assistance for separated workers | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Other Benefits Provided (lines 1.0 + 2.0) | 5 | 0 | 1,396 | 1,396 | 279 |
| 4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2008 (Table 4–11, line 3.0) | 21 | 0 | 164,029 | 164,029 | 7,811 |
| 5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2008 (lines 3.0 + 4.0) | 26 | \$0 | \$165,425 | \$165,425 | \$6,363 |

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Contractor Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2008 at the KCP were \$164,029. Enhanced benefits paid to separated workers totaled \$1,396. The total contractor workforce restructuring cost incurred in FY 2008 at the KCP was \$165,425 (Table 4–12).

4.7 Lawrence Livermore National Laboratory

Lawrence Livermore National Laboratory (LLNL) is one of NNSA's weapons design and national security laboratories. The primary mission of LLNL is strengthening the security of the United States through development and application of world-class science and technology to enhance the Nation's defense and to reduce the global threat from terrorism and weapons of mass destruction. LLNL is located in Livermore, California, and operates facilities in California and Nevada.

Current Contractor Workforce Restructuring

In FY 2008, RIF separations totaled 862, with 215 voluntary and 647 involuntary (Table 4-13). An additional 403 separations occurred through attrition, and there were 241 new hires at LLNL in FY 2008.

Table 4-13. Lawrence Livermore National Laboratory Contractor Workforce Restructuring Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM ^a (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|--|--|---------------------|----------------------------|
| 1.0 Voluntary Separations | 215 | \$0 | \$9,111,184 | \$9,111,184 | \$42,378 |
| 1.1 Early retirement | 0 | 0 | 0 | 0 | 0 |
| 1.2 Nonretirement voluntary separations (costs = severance) | 215 | 0 | 9,111,184 | 9,111,184 | 42,378 |
| 2.0 Involuntary Separations (lines 2.1 + 2.2) | 647 | 0 | 10,314,063 | 10,314,063 | 15,941 |
| 2.2 With benefits (lines 2.1.1 + 2.1.2) (costs = severance) | 440 | 0 | 10,314,063 | 10,314,063 | 23,441 |
| 2.1.1 Non-construction workers | 440 | 0 | 10,314,063 | 10,314,063 | 23,441 |
| 2.1.2 Construction workers | 0 | 0 | 0 | 0 | 0 |
| 2.2 Without benefits | 207 ^b | 0 | 0 | 0 | 0 |
| 3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0) | 862 | \$0 | \$19,425,247 | \$19,425,247 | \$22,535 |

^a Enhanced benefits paid in fiscal year 2008 are reflected in Table 4-14.

^b The 207 separated workers without benefits were term employees at LLNL.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

No enhanced benefits were paid to any current or previously separated workers in FY 2008. However, 627 current or previously separated workers received outplacement services at LLNL, at no additional cost to DOE (Table 4-14).

Table 4–14. Lawrence Livermore National Laboratory Enhanced and Other Benefits Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|---|--|---------------------|----------------------------|
| 1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3) | 0 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Workers placed internally without retraining (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.2 Workers placed internally through retraining programs (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.3 Workers transferred to other DOE sites (same or different company) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4) | 627 | 0 | 0 | 0 | 0 |
| 2.1 Displaced-worker medical benefits | 0 | 0 | 0 | 0 | 0 |
| 2.2 Relocation assistance to other DOE sites | 0 | 0 | 0 | 0 | 0 |
| 2.3 Separating or separated workers using outplacement | 627 | 0 | 0 | 0 | 0 |
| 2.4 Educational assistance for separated workers | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Other Benefits Provided (lines 1.0 + 2.0) | 627 | 0 | 0 | 0 | 0 |
| 4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2008 (Table 4–13, line 3.0) | 862 | 0 | 19,425,247 | 19,425,247 | 22,535 |
| 5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2008 (lines 3.0 + 4.0) | 1,489 | \$0 | \$19,425,247 | \$19,425,247 | \$13,046 |

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Contractor Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2008 at LLNL were \$19,425,247, the total contractor workforce restructuring cost incurred in FY 2008 at LLNL (Table 4–14).

4.8 Los Alamos National Laboratory

Los Alamos National Laboratory (LANL) is a multidisciplinary research institution engaged in strategic science on behalf of national security. LANL is operated for DOE's NNSA by Los Alamos National Security, LLC, which is composed of four contractors—Bechtel National, the University of California, the Babcock & Wilcox Company, and the Washington Division of URS [United Research Services].

LANL enhances national security by ensuring the safety and reliability of the U.S. nuclear stockpile; developing technologies to reduce threats from weapons of mass destruction; and solving problems related to energy, environment, infrastructure, health, and global security concerns.

Current Contractor Workforce Restructuring

In FY 2008, RIF separations totaled 431, all voluntary (Table 4–15). An additional 339 separations occurred through attrition, and 173 individuals were hired to fill these vacancies at LANL in FY 2008.

Table 4–15. Los Alamos National Laboratory Contractor Workforce Restructuring Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|---|--|---------------------|----------------------------|
| 1.0 Voluntary Separations | 431 | \$0 | \$35,827,658 | \$35,827,658 | \$83,127 |
| 1.1 Early retirement | 0 | 0 | 0 | 0 | 0 |
| 1.2 Nonretirement voluntary separations (costs = severance) | 431 | 0 | 35,827,658 | 35,827,658 | 83,127 |
| 2.0 Involuntary Separations (lines 2.1 + 2.2) | 0 | 0 | 0 | 0 | 0 |
| 2.3 With benefits (lines 2.1.1 + 2.1.2) (costs = severance) | 0 | 0 | 0 | 0 | 0 |
| 2.1.1 Non-construction workers | 0 | 0 | 0 | 0 | 0 |
| 2.1.2 Construction workers | 0 | 0 | 0 | 0 | 0 |
| 2.2 Without benefits | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0) | 431 | \$0 | \$35,827,658 | \$35,827,658 | \$83,127 |

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

No enhanced benefits were distributed to either current or previously separated workers in FY 2008 at LANL.

Contractor Workforce Restructuring Cost

The total contractor workforce restructuring cost incurred in FY 2008 at LANL was \$35,827,658 (Table 4–15), all voluntary and involuntary separation costs.

Community Transition

In 1996, DOE recognized the nonprofit Regional Development Corporation (RDC) as the CRO for northern New Mexico community transition activities. RDC's strategy is to build upon cluster-based economic development sectors. To address specific community challenges, RDC initiates and implements projects that are community-specific, regional, and/or statewide in scope and that add long-term value to the regional economy. RDC has looked for new means of support and now has contracts with LANL, Los Alamos County,

the New Mexico Department of Transportation, and the New Mexico Economic Development Department. As of September 30, 2008, a total of \$13,686,587 had been committed to RDC; all funds are now spent. In total, 1,700 jobs were created or retained.

4.9 Miamisburg Closure Project

Mound supported the Nation's defense program by providing nuclear research and design, development, manufacturing, and testing of nuclear weapons and spacecraft components. Mound was identified for environmental cleanup and restoration in 1997. CH2M HILL was awarded the closure contract in December 2002. The firm successfully completed the Miamisburg closure project and declared physical completion on July 31, 2006.

Current Contractor Workforce Restructuring

DOE completed the Miamisburg Closure Project in FY 2006, and no contractor workforce restructuring actions have occurred since then; therefore, no costs related to these activities were incurred in FY 2008.

Other Restructuring Benefits

Enhanced benefits totaling \$69,384 were distributed to 43 previously separated workers in FY 2008 for educational assistance at a cost of \$10,640 in section 3161 funds and to 9 previously separated workers for displaced-worker medical benefits at a cost of \$58,744 in program funds (Table 4-16).

Table 4-16. Miamisburg Closure Project Enhanced and Other Benefits Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|---|--|-----------------|----------------------------|
| 1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3) | 0 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Workers placed internally without retraining (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.2 Workers placed internally through retraining programs (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.3 Workers transferred to other DOE sites (same or different company) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4) | 52 | 10,640 | 58,744 | 69,384 | 1,334 |
| 2.1 Displaced-worker medical benefits ^a | 9 | 0 | 58,744 | 58,744 | 6,527 |
| 2.2 Relocation assistance to other DOE sites | 0 | 0 | 0 | 0 | 0 |
| 2.3 Separating or separated workers using outplacement | 0 | 0 | 0 | 0 | 0 |
| 2.4 Educational assistance for separated workers | 43 | 10,640 | 0 | 10,640 | 247 |
| 3.0 Total Other Benefits Provided (lines 1.0 + 2.0) | 52 | 10,640 | 58,744 | 69,384 | 1,334 |
| 4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2008 | 0 | 0 | 0 | 0 | 0 |
| 5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2008 (lines 3.0 + 4.0) | 52 | \$10,640 | \$58,744 | \$69,384 | \$1,334 |

^a Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Contractor Workforce Restructuring Cost

Additional benefits paid to 52 previously separated workers totaled \$69,384, the total contractor workforce

restructuring cost incurred in FY 2008 at Mound (Table 4–16).

Community Transition

The eventual closure of the Mound facility initiated new roles and responsibilities for DOE and led to MMCIC, a not-for-profit corporation established by the City of Miamisburg in FY 1997 to redevelop and reuse the Mound site, as well as transfer its assets for reuse. MMCIC was chartered with the vision of establishing the site as an economically viable, privately owned technology and industry center called the Mound Advanced Technology Center. MMCIC is now focusing on commercialization of the Mound site. The mission of the partnership between DOE and the local community (represented by MMCIC) is to identify and assemble resources and capabilities needed to address impacts resulting from Mound's closure. The shared goal is to complete cleanup in a timely manner and help MMCIC achieve successful reuse of Mound.

As of September 30, 2008, a total of \$31,057,432 had been committed to MMCIC, of which \$26,370,600 has been spent. In total, 693 jobs were created or retained (Table 4–17).

Table 4–17. Mound Community Transition Funding and Job Creation by Project

| MMCIC, FY 1994 through FY 2008 | | | | | | |
|--|------------------------------------|---------------------------------|---------------------------------|---------------------|---|---------------------------------------|
| Project | Section 3161 Funds Committed | Other DOE Funds Committed | Total DOE Funds Committed | Funds Spent | Jobs Created or Retained (Reported) | Average Cost per Job Created |
| Building improvements and construction | \$10,502,127 | \$0 | \$10,502,127 | \$7,388,304 | 0 | \$0 |
| Infrastructure improvements and construction | 6,415,127 | 900,000 | 7,315,127 | 5,742,118 | 0 | 0 |
| Site ownership | 1,764,674 | 0 | 1,764,674 | 1,764,674 | 0 | 0 |
| Facility management and leasing | 6,372,529 | 0 | 6,372,529 | 6,372,529 | 693 | 9,196 |
| Personal property management | 570,000 | 0 | 570,000 | 570,000 | 0 | 0 |
| Comprehensive reuse plan update | 300,000 | 0 | 300,000 | 300,000 | 0 | 0 |
| Marketing and public interface | 1,624,433 | 0 | 1,624,433 | 1,624,433 | 0 | 0 |
| Administration ^a | 2,408,542 | 200,000 | 2,608,542 | 2,608,542 | 0 | 0 |
| Totals | \$29,957,432 | \$1,100,000 | \$31,057,432 | \$26,370,600 | 693 | \$38,053 |

^a Funds used for planning or administrative purposes; job creation not intended.

Key: DOE=U.S. Department of Energy; FY=fiscal year; MMCIC=Miamisburg Mound Community Improvement Corporation.

4.10 Nevada Test Site

Established as the Atomic Energy Commission's on-continent proving ground, the Nevada Test Site (NTS) has seen more than four decades of nuclear weapons testing. Since the nuclear weapons testing moratorium in 1992, NTS use has diversified under DOE's direction into many other programs, such as hazardous chemical spill testing, emergency response training, conventional weapons testing, and waste management and environmental technology studies. NTS, located in Nevada, is managed and operated for DOE by National Security Technologies, LLC.

Current Contractor Workforce Restructuring

In FY 2008, RIF separations totaled 221, with 46 voluntary and 175 involuntary (Table 4-18). An additional 183 separations occurred due to attrition at NTS, and all these vacancies were filled in FY 2008.

Table 4-18. Nevada Test Site Contractor Workforce Restructuring Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM ^a (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|--|--|--------------------|----------------------------|
| 1.0 Voluntary Separations | 46 | \$0 | \$969,425 | \$969,425 | \$21,074 |
| 1.1 Early retirement | 0 | 0 | 0 | 0 | 0 |
| 1.2 Nonretirement voluntary separations (costs = severance) | 46 | 0 | 969,425 | 969,425 | 21,074 |
| 2.0 Involuntary Separations (lines 2.1 + 2.2) | 175 | 0 | 1,376,608 | 1,376,608 | 7,866 |
| 2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance) | 113 | 0 | 1,376,608 | 1,376,608 | 12,182 |
| 2.1.1 Non-construction workers | 111 | 0 | 1,357,439 | 1,357,439 | 12,229 |
| 2.1.2 Construction workers | 2 | 0 | 19,169 | 19,169 | 9,585 |
| 2.2 Without benefits | 62 | 0 | 0 | 0 | 0 |
| 3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0) | 221 | \$0 | \$2,346,033 | \$2,346,033 | \$10,616 |

^a Enhanced benefits paid in FY 2008 are reflected in Table 4-19.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Enhanced benefits totaling \$1,259,955 were distributed to 191 current or previously separated workers in FY 2008; of these, 55 workers received displaced-worker medical benefits at a total cost of \$1,194,371 in program funds, and 136 workers received outplacement services at a total cost of \$65,584 in program funds. In FY 2008, nine separated workers were transferred internally without retraining at NTS, at no cost to DOE (Table 4-19).

Table 4–19. Nevada Test Site Enhanced and Other Benefits Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|---|--|--------------------|----------------------------|
| 1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3) | 9 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Workers placed internally without retraining (same site and company) | 9 | 0 | 0 | 0 | 0 |
| 1.2 Workers placed internally through retraining programs (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.3 Workers transferred to other DOE sites (same or different company) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4) | 191 | 0 | 1,259,955 | 1,259,955 | 6,597 |
| 2.1 Displaced-worker medical benefits ^a | 55 | 0 | 1,194,371 | 1,194,371 | 21,716 |
| 2.2 Relocation assistance to other DOE sites | 0 | 0 | 0 | 0 | 0 |
| 2.3 Separating or separated workers using outplacement | 136 | 0 | 65,584 | 65,584 | 482 |
| 2.4 Educational assistance for separated workers | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Other Benefits Provided (lines 1.0 + 2.0) | 200 | 0 | 1,259,955 | 1,259,955 | 6,300 |
| 4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2008 (Table 4–18, line 3.0) | 221 | 0 | 2,346,033 | 2,346,033 | 10,616 |
| 5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2008 (lines 3.0 + 4.0) | 421 | \$0 | \$3,605,988 | \$3,605,988 | \$8,565 |

^a Displaced-worker medical benefits include contractor-paid premiums for conventional medical plans and associated administrative costs, as well as claims paid for self-insured plans, as well as associated administrative costs.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Contractor Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2008 at NTS were \$2,346,033, and \$1,259,955 was paid in additional benefits to separated workers. The total contractor workforce restructuring cost incurred in FY 2008 at NTS was \$3,605,988 (Table 4–19).

Community Transition

The Nevada Test Site Development Corporation (NTSDC) was designated as the CRO in June 1995 to partner with DOE for community transition and commercialization efforts in the NTS area. As of September 30, 2008, \$15,870,308 had been committed to NTSDC, all of which is now spent. In total, 2,728 jobs were created or retained.

4.11 Oak Ridge Reservation

The Oak Ridge Reservation, located in Tennessee, spans the technology development continuum from purely basic science to programs that include environmental remediation, waste management, and asset utilization initiatives. The Reservation includes the East Tennessee Technology Park, Oak Ridge Institute for Science and Education, the Oak Ridge National Laboratory. The Reservation provides a formidable resource for developing and deploying basic and applied research and restoration of areas environmentally impacted by decades of nuclear weapons activity.

Current Contractor Workforce Restructuring

In FY 2008, RIF separations totaled 31, all involuntary (Table 4-20). An additional 344 separations occurred through attrition, and a total of 494 individuals were hired at the Oak Ridge Reservation in FY 2008.

Table 4-20. Oak Ridge Reservation Contractor Workforce Restructuring Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM ^a (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|--|--|------------------|----------------------------|
| 1.0 Voluntary Separations | 0 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Early retirement | 0 | 0 | 0 | 0 | 0 |
| 1.2 Nonretirement voluntary separations (costs = severance) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Involuntary Separations (lines 2.1 + 2.2) | 31 | 0 | 985,675 | 985,675 | 31,796 |
| 2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance) | 24 | 0 | 985,675 | 985,675 | 41,070 |
| 2.1.1 Non-construction workers | 21 | 0 | 903,386 | 903,386 | 43,018 |
| 2.1.2 Construction workers | 3 | 0 | 82,289 | 82,289 | 27,430 |
| 2.2 Without benefits | 7 | 0 | 0 | 0 | 0 |
| 3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0) | 31 | \$0 | \$985,675 | \$985,675 | \$31,796 |

^a Enhanced benefits paid in fiscal year 2008 are reflected in Table 4-21.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Enhanced benefits totaling \$30,467 in program funds were distributed to nine current or previously separated workers in FY 2008 for displaced-worker medical benefits. Fourteen separated workers were transferred to other DOE sites, and one separated worker was placed internally at Oak Ridge without retraining, at no additional cost to DOE (Table 4-21).

Table 4-21. Oak Ridge Reservation Enhanced and Other Benefits Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|---|--|--------------------|----------------------------|
| 1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3) | 15 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Workers placed internally without retraining (same site and company) | 1 | 0 | 0 | 0 | 0 |
| 1.2 Workers placed internally through retraining programs (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.3 Workers transferred to other DOE sites (same or different company) | 14 | 0 | 0 | 0 | 0 |
| 2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4) | 9 | 0 | 30,467 | 30,467 | 3,385 |
| 2.1 Displaced-worker medical benefits ^a | 9 | 0 | 30,467 | 30,467 | 3,385 |
| 2.2 Relocation assistance to other DOE sites | 0 | 0 | 0 | 0 | 0 |
| 2.3 Separating or separated workers using outplacement | 0 | 0 | 0 | 0 | 0 |
| 2.4 Educational assistance for separated workers | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Other Benefits Provided (lines 1.0 + 2.0) | 24 | 0 | 30,467 | 30,467 | 1,269 |
| 4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2008 (Table 4-20, line 3.0) | 31 | 0 | 985,675 | 985,675 | 31,796 |
| 5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2008 (lines 3.0 + 4.0) | 55 | \$0 | \$1,016,142 | \$1,016,142 | \$18,475 |

^a Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Contractor Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2008 at the Oak Ridge Reservation were \$985,675, and \$30,467 was paid in additional benefits to separated workers. The total contractor workforce restructuring cost incurred in FY 2008 at the Oak Ridge Reservation was \$1,016,142 (Table 4-21).

Community Transition

The Community Reuse Organization of East Tennessee (CROET) was established in November 1995, replacing the East Tennessee Economic Council as the local CRO. CROET is a nonprofit economic development organization that assists the private sector in creating quality jobs in the region by using the underutilized land, facilities, equipment, personnel, and technologies available at DOE's K-25 Plant in Oak Ridge, Tennessee (Heritage Center). As the CRO for the region, CROET is the community's primary liaison to DOE for community transition issues. It continues to be involved in leasing agreements that encourage reindustrialization of the East Tennessee Technology Park (Heritage and Horizon Centers) and fosters economic development in the affected communities through federal grants.

As of September 30, 2008, a total of \$58,289,500 had been committed to the CRO and the management and operating contractor; all funds are now spent. In total, 8,650 jobs were created or retained (the total number of jobs created or retained was reduced from 8,924 jobs reported in the FY 2007 *Annual Report on Contractor Workforce Restructuring* to 8,650 jobs for the FY 2008 report after a final audit was conducted to close out the grant).

4.12 Paducah Gaseous Diffusion Plant

The Paducah Gaseous Diffusion Plant (Paducah), located in Kentucky, began production of enriched uranium in 1952. Paducah's mission includes environmental cleanup and waste management; the enrichment facilities' mission includes management of depleted uranium hexafluoride (DUF6) generated prior to July 1993 and maintenance of non-leased buildings and grounds. The primary contractors for DOE activities at Paducah include Paducah Remediation Services (remediation contractor), Swift and Staley (infrastructure contractor), and Uranium Disposition Services (DUF6 contractor).

Current Contractor Workforce Restructuring

In FY 2008, there was one involuntary separation (Table 4-22). An additional 60 separations occurred through attrition, and 43 of these vacancies were filled in FY 2008.

Table 4-22. Paducah Gaseous Diffusion Plant Contractor Workforce Restructuring Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM ^a (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|--|--|-----------------|----------------------------|
| 1.0 Voluntary Separations | 0 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Early retirement | 0 | 0 | 0 | 0 | 0 |
| 1.2 Nonretirement voluntary separations (costs = severance) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Involuntary Separations (lines 2.1 + 2.2) | 1 | 0 | 18,463 | 18,463 | 18,463 |
| 2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance) | 1 | 0 | 18,463 | 18,463 | 18,463 |
| 2.1.1 Non-construction workers | 1 | 0 | 18,463 | 18,463 | 18,463 |
| 2.1.2 Construction workers | 0 | 0 | 0 | 0 | 0 |
| 2.2 Without benefits | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0) | 1 | \$0 | \$18,463 | \$18,463 | \$18,463 |

^a Enhanced benefits paid in fiscal year 2008 are reflected in Table 4-23.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

Enhanced benefits totaling \$112,536 in program funds were distributed to 17 current or previously separated workers in FY 2008 for displaced-worker medical benefits (Table 4-23).

Table 4–23. Paducah Gaseous Diffusion Plant Enhanced and Other Benefits Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|---|--|------------------|----------------------------|
| 1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3) | 0 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Workers placed internally without retraining (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.2 Workers placed internally through retraining programs (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.3 Workers transferred to other DOE sites (same or different company) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4) | 17 | 0 | 112,536 | 112,536 | 6,620 |
| 2.1 Displaced-worker medical benefits ^a | 17 | 0 | 112,536 | 112,536 | 6,620 |
| 2.2 Relocation assistance to other DOE sites | 0 | 0 | 0 | 0 | 0 |
| 2.3 Separating or separated workers using outplacement | 0 | 0 | 0 | 0 | 0 |
| 2.4 Educational assistance for separated workers | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Other Benefits Provided (lines 1.0 + 2.0) | 17 | 0 | 112,536 | 112,536 | 6,620 |
| 4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2008 (Table 4–22, line 3.0) | 1 | 0 | 18,463 | 18,463 | 18,463 |
| 5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2008 (lines 3.0 + 4.0) | 18 | \$0 | \$130,999 | \$130,999 | \$7,278 |

^a Displaced-worker medical benefits include only contractor-paid premiums for conventional medical plans.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Contractor Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2008 at Paducah were \$18,463, and \$112,536 was paid in additional benefits to separated workers. The total contractor workforce restructuring cost incurred in FY 2008 at Paducah was \$130,999 (Table 4–23).

Community Transition

The Paducah-Area Community Reuse Organization (PACRO) was established in August 1997 to mitigate effects of DOE contractor workforce restructuring at Paducah. The PACRO impact area was designed to represent counties where the majority of the Paducah contractor workforce lives: McCracken, Ballard, Graves, and Marshall Counties in western Kentucky and Massac County in southern Illinois. As of September 30, 2008, a total of \$10,350,000 had been committed to PACRO, and all funds are now spent. In total, 1,722 jobs were created or retained.

4.13 Pantex Plant

The Pantex Plant (Pantex) is charged with maintaining the safety, security, and reliability of the Nation's nuclear weapons stockpile by providing the capabilities to assemble nuclear and nonnuclear components into nuclear weapons, disassemble retired nuclear weapons, and perform surveillance activities. The facility, located in Texas, is managed and operated for NNSA by BWXT Pantex, a limited liability enterprise of BWX Technologies and Honeywell.

Current Contractor Workforce Restructuring

No contractor workforce restructuring activities occurred in FY 2008; therefore, no costs related to these activities were incurred. In FY 2008, 194 separations occurred through attrition, and all but one of these vacancies were filled.

Other Restructuring Benefits

No enhanced benefits were paid to either current or previously separated workers at Pantex in FY 2008.

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4.14 Pinellas Plant

Current Contractor Workforce Restructuring

DOE closed the Pinellas Plant in late 1997; no contractor workforce restructuring actions have occurred since then.

Other Restructuring Benefits

No contractor workforce restructuring actions have occurred at Pinellas since 1997; therefore, no additional benefits were paid to either current or previously separated workers in FY 2008.

Community Transition

In August 1993, the Tampa Bay community formed a task force consisting of organizations interested in mitigating possible adverse consequences of closing the former DOE Pinellas weapons plant and committed to utilizing its resources to help maintain technologies developed at the plant. The original stakeholder structure evolved into the Pinellas CRO, which was established by DOE in January 1995. This program is the world's first successful transition of a former nuclear manufacturing facility to a commercial, high-technology center.

As of September 30, 2008, a total of \$26,217,600 had been committed to the Pinellas CRO, and all funds are now spent. In total, 3,580 jobs were created or retained (Table 4-24).

Table 4-24. Pinellas Plant Community Transition Funding and Job Creation by Project

| Pinellas Plant CRO, FY 1994 through FY 2008 | | | | | | |
|--|------------------------------------|---------------------------------|---------------------------------|---------------------|---|---------------------------------------|
| Project | Section 3161 Funds Committed | Other DOE Funds Committed | Total DOE Funds Committed | Funds Spent | Jobs Created or Retained (Reported) | Average Cost per Job Created |
| Community stakeholder planning ^a | \$400,000 | \$100,000 | \$500,000 | \$500,000 | 0 | \$0 |
| Innovation Commercialization Program | 587,000 | 0 | 587,000 | 587,000 | 450 | 1,304 |
| Pinellas Plant transition | 17,592,900 | 0 | 17,592,900 | 17,592,900 | 2,780 | 6,328 |
| Pinellas Plant seed projects | 1,275,000 | 0 | 1,275,000 | 1,275,000 | 54 | 23,611 |
| Pinellas Plant spinoffs | 200,000 | 0 | 200,000 | 200,000 | 9 | 22,222 |
| Seed/challenge funds | 579,700 | 0 | 579,700 | 579,700 | 15 | 38,647 |
| Suncoast Manufacturing Technology Center | 334,700 | 0 | 334,700 | 334,700 | 125 | 2,678 |
| Technology Deployment Center | 4,388,000 | 0 | 4,388,000 | 4,388,000 | 87 | 50,437 |
| STAR TEC | 400,000 | 0 | 400,000 | 400,000 | 60 | 6,667 |
| CRO administration ^a | 360,300 | 0 | 360,300 | 360,300 | 0 | 0 |
| Totals | \$26,117,600 | \$100,000 | \$26,217,600 | \$26,217,600 | 3,580 | \$7,323 |

^a Funds used for planning or administrative purposes; job creation not intended.

Key: CRO=community reuse organization; DOE=U.S. Department of Energy; FY=fiscal year; STAR TEC=Science, Technology, and Research Technology Enterprise Center.

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4.15 Portsmouth Gaseous Diffusion Plant

Portsmouth, built in the 1950s in Ohio, was needed to provide uranium-235 for both government and commercial users. In May 2001, the United States Enrichment Corporation (USEC) stopped enriching uranium through the gaseous diffusion process at Portsmouth; DOE then placed the Portsmouth gaseous diffusion plant into safe standby status. (On October 1, 2005, DOE subsequently placed the plant into cold shutdown status.) In 2002, USEC entered into an agreement with DOE to facilitate deployment of advanced enrichment technology and subsequently expressed a desire to locate its American Centrifuge Plant, based on gas centrifuge enrichment technology, at the Portsmouth site by the end of the decade. Along with USEC, the primary contractors for DOE activities at the Portsmouth Plant include LATA/Parallax Portsmouth, LLC (remediation contractor); ThetaPro2Serve (infrastructure contractor); and Uranium Disposition Services (DUF6 contractor).

Current Contractor Workforce Restructuring

In FY 2008, there were two involuntary separations (Table 4-25). An additional 80 separations occurred through attrition, and 36 of these vacancies were filled in FY 2008.

Table 4-25. Portsmouth Gaseous Diffusion Plant Contractor Workforce Restructuring Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|---|--|-----------------|----------------------------|
| 1.0 Voluntary Separations | 0 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Early retirement | 0 | 0 | 0 | 0 | 0 |
| 1.2 Nonretirement voluntary separations (costs = severance) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Involuntary Separations (lines 2.1 + 2.2) | 2 | 0 | 15,562 | 15,562 | 7,781 |
| 2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance) | 2 | 0 | 15,562 | 15,562 | 7,781 |
| 2.1.1 Non-construction workers | 2 | 0 | 15,562 | 15,562 | 7,781 |
| 2.1.2 Construction workers | 0 | 0 | 0 | 0 | 0 |
| 2.2 Without benefits | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0) | 2 | \$0 | \$15,562 | \$15,562 | \$7,781 |

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

No enhanced benefits were distributed to either current or previously separated workers in FY 2008 at Portsmouth.

Contractor Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2008 at Portsmouth were \$15,562, the total contractor workforce restructuring cost incurred in FY 2008 at Portsmouth (Table 4-25).

Community Transition

The Southern Ohio Diversification Initiative (SODI) was incorporated in July 1997 to serve as the CRO for the DOE Portsmouth site in Piketon, Ohio. Prior to incorporation, a \$500,000 planning grant was awarded to the Ohio Valley Regional Development Commission for community transition activities. SODI operated under the auspices of the commission from February 1996 until DOE implementation funds were awarded in 1998. SODI is governed by a board of directors from the four-county impact area of the following Ohio counties: Jackson, Pike, Ross, and Scioto. The four-county impact area represents the home residency of more than 90 percent of the site contractor workforce. Local elected officials; site labor; site management; and health, business, and economic development sectors are represented on the SODI Board of Directors. As of September 30, 2008, a total of \$14,885,000 had been committed to SODI, of which \$14,050,440 has been spent. In total, 2,506 jobs were created or retained by SODI sponsored community development activities (Table 4-26).

Table 4-26. Portsmouth Community Transition Funding and Job Creation by Project

| SODI, FY 1996 through FY 2008 | | | | | | |
|--|------------------------------------|---------------------------------|---------------------------------|---------------------|--|---------------------------------------|
| Project | Section 3161 Funds Committed | Other DOE Funds Committed | Total DOE Funds Committed | Funds Spent | Jobs Created or Retained (Reported) | Average Cost per Job Created |
| Zahn's Corner | \$3,109,556 | \$0 | \$3,109,556 | \$3,108,422 | 550 | \$5,652 |
| Worker training facility/program | 500,000 | 0 | 500,000 | 324,100 | 0 | 0 |
| Enterprise Training and Development | 1,200,000 | 0 | 1,200,000 | 970,000 | 130 | 7,462 |
| Incubator Facility | 385,000 | 0 | 385,000 | 348,850 | 147 | 2,373 |
| Business Seed Fund | 350,000 | 0 | 350,000 | 325,000 | 34 | 9,559 |
| Administration ^a | 1,985,000 | 0 | 1,985,000 | 1,618,624 | 0 | 0 |
| Closed infrastructure projects | 5,325,444 | 100,000 | 5,425,444 | 5,425,444 | 1,545 | 3,512 |
| Closed planning studies | 1,930,000 | 0 | 1,930,000 | 1,930,000 | 100 | 19,300 |
| Totals | \$14,785,000 | \$100,000 | \$14,885,000 | \$14,050,440 | 2,506 | \$5,607 |

^a Funds used for planning or administrative purposes; job creation not intended.

Key: DOE=U.S. Department of Energy; FY=fiscal year; SODI=Southern Ohio Diversification Initiative.

4.16 Rocky Flats Environmental Technology Site

RFETS was originally established as a nuclear weapons production facility. In the late 1990s, the RFETS mission evolved to one of environmental cleanup. RFETS, managed by Kaiser-Hill Company and its team of major subcontractors, successfully achieved the environmental cleanup mission, declaring physical cleanup completion on October 12, 2005.

Current Contractor Workforce Restructuring

DOE completed the physical RFETS closure in FY 2006, and no contractor workforce restructuring actions have occurred since that time; therefore, no contractor workforce costs were incurred in FY 2008.

Other Restructuring Benefits

Enhanced benefits totaling \$551,057 were distributed to 129 previously separated workers in FY 2008 for educational assistance at a cost of \$51,190 in section 3161 funds and to 40 previously separated workers for displaced-worker medical benefits at a cost of \$499,867 in program funds (Table 4-27).

Table 4-27. Rocky Flats Environmental Technology Site Enhanced and Other Benefits Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|---|--|------------------|----------------------------|
| 1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3) | 0 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Workers placed internally without retraining (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.2 Workers placed internally through retraining programs (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.3 Workers transferred to other DOE sites (same or different company) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4) | 169 | 51,190 | 499,867 | 551,057 | 3,261 |
| 2.1 Displaced-worker medical benefits ^a | 40 | 0 | 499,867 | 499,867 | 12,497 |
| 2.2 Relocation assistance to other DOE sites | 0 | 0 | 0 | 0 | 0 |
| 2.3 Separating or separated workers using outplacement | 0 | 0 | 0 | 0 | 0 |
| 2.4 Educational assistance for separated workers | 129 | 51,190 | 0 | 51,190 | 397 |
| 3.0 Total Other Benefits Provided (lines 1.0 + 2.0) | 169 | 51,190 | 499,867 | 551,057 | 3,261 |
| 4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2008 | 0 | 0 | 0 | 0 | 0 |
| 5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2008 (lines 3.0 + 4.0) | 169 | \$51,190 | \$499,867 | \$551,057 | \$3,261 |

^a Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Contractor Workforce Restructuring Cost

The total contractor workforce restructuring cost incurred at RFETS in FY 2008 was \$551,057, paid in additional benefits to previously separated workers (Table 4-27).

Community Transition

The Rocky Flats Coalition of Local Governments (Coalition) was established in February 1999 by an intergovernmental agreement among the seven local governments bordering RFETS and was designated as the CRO for the Rocky Flats area in June 1999. The mission of the Coalition is to provide an effective vehicle for local governments and their citizens to work together on issues of mutual concern relating to the safe, prompt, and effective cleanup and closure of RFETS. As of September 30, 2008, a total of \$1,300,000 had been committed to the CRO. All funds have been spent, and the Coalition has been dissolved. Due to the planning nature of Rocky Flats' current activities, no jobs were created.

4.17 Sandia National Laboratories

Sandia National Laboratories (Sandia) is one of the largest research and development facilities in the Nation. Sandia provides scientific and engineering solutions to meet national needs in nuclear weapons and related defense systems, energy security, and environmental integrity and to address emerging national challenges for both government and industry. Sandia, with facilities in California and New Mexico, is managed and operated by Sandia Corporation, a wholly owned subsidiary of Lockheed Martin Corporation.

Current Contractor Workforce Restructuring

In FY 2008, RIF separations totaled 29, all involuntary (Table 4–28). An additional 417 separations occurred due to attrition, and a total of 342 individuals were hired at Sandia in FY 2008

Table 4–28. Sandia National Laboratories Contractor Workforce Restructuring Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM ^a (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|--|--|--------------------|----------------------------|
| 1.0 Voluntary Separations | 0 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Early retirement | 0 | 0 | 0 | 0 | 0 |
| 1.2 Nonretirement voluntary separations (costs = severance) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Involuntary Separations (lines 2.1 + 2.2) | 29 | 0 | 1,651,544 | 1,651,544 | 56,950 |
| 2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance) | 29 | 0 | 1,651,544 | 1,651,544 | 56,950 |
| 2.1.1 Non-construction workers | 29 | 0 | 1,651,544 | 1,651,544 | 56,950 |
| 2.1.2 Construction workers | 0 | 0 | 0 | 0 | 0 |
| 2.2 Without benefits | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0) | 29 | \$0 | \$1,651,544 | \$1,651,544 | \$56,950 |

^a Enhanced benefits paid in fiscal year 2008 are reflected in Table 4–29.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

In total, 18 separated workers were transferred internally to other programs at Sandia through retraining, at a total cost of \$267,655 in program costs. No other enhanced benefits were distributed to either current or previously separated workers in FY 2008 at Sandia (Table 4–29).

Table 4–29. Sandia National Laboratories Enhanced and Other Benefits Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|---|--|--------------------|----------------------------|
| 1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3) | 18 | \$0 | \$267,655 | \$267,655 | \$14,870 |
| 1.1 Workers placed internally without retraining (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.2 Workers placed internally through retraining programs (same site and company) | 18 | 0 | 267,655 | 267,655 | 14,870 |
| 1.3 Workers transferred to other DOE sites (same or different company) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4) | 0 | 0 | 0 | 0 | 0 |
| 2.1 Displaced-worker medical benefits | 0 | 0 | 0 | 0 | 0 |
| 2.2 Relocation assistance to other DOE sites | 0 | 0 | 0 | 0 | 0 |
| 2.3 Separating or separated workers using outplacement | 0 | 0 | 0 | 0 | 0 |
| 2.4 Educational assistance for separated workers | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Other Benefits Provided (lines 1.0 + 2.0) | 18 | 0 | 267,655 | 267,655 | 14,870 |
| 4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2008 (Table 4–28, line 3.0) | 29 | 0 | 1,651,544 | 1,651,544 | 56,950 |
| 5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2008 (lines 3.0 + 4.0) | 47 | \$0 | \$1,919,199 | \$1,919,199 | \$40,834 |

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Contractor Workforce Restructuring Cost

The total voluntary and involuntary separation costs incurred in FY 2008 at Sandia were \$1,651,544. Enhanced benefits paid to separated workers who transferred internally to other programs at Sandia totaled \$267,655. The total contractor workforce restructuring cost incurred in FY 2008 at Sandia was \$1,919,199 (Table 4–29).

Community Transition

Albuquerque

The Business Technology Group was established in January 1999 to serve as the CRO for central New Mexico. In December 1999, the Next-Generation Economy Initiative was created, which later evolved into Next-Generation Economy, Inc. (NextGen). NextGen was designated as the CRO for central New Mexico in September 2000. As of September 30, 2008, approximately \$2,909,031 had been committed to the CRO. All funds are now spent, and NextGen was dissolved. In total, 689 jobs were created or retained.

Eight Northern Indian Pueblos Council, Inc.

On April 27, 2000, DOE designated ENIPC as a CRO. DOE recognized that the Eight Northern Indian Pueblos are important players for continued economic and social development in northern New Mexico. The goal of ENIPC is to develop a collaborative regional community transition plan for all of the Eight Northern Indian Pueblos. As of September 30, 2008, a total of \$672,716 had been committed to ENIPC, and all funds are now spent. Due to the planning nature of ENIPC's community transition activities, no jobs were created.

4.18 Savannah River Site

The Savannah River Site (SRS) is located in Aiken, South Carolina, and is managed and operated by Savannah River Nuclear Solutions, LLC (SRNS). Washington Savannah River Company, LLC, provides liquid waste operations. SRNS focuses on environmental stewardship; pollution prevention and restoration of the environment impacted by site operations; management of excess nuclear materials; and nuclear weapons stockpile stewardship, emphasizing a science-based approach through the Savannah River National Laboratory.

Current Contractor Workforce Restructuring

In FY 2008, RIF separations totaled 431, all involuntary (Table 4-30). An additional 247 separations occurred through attrition, and a total of 334 individuals were hired at SRS in FY 2008.

Table 4-30. Savannah River Site Contractor Workforce Restructuring Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM ^a (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|--|--|-------------|----------------------------|
| 1.0 Voluntary Separations | 0 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Early retirement | 0 | 0 | 0 | 0 | 0 |
| 1.2 Nonretirement voluntary separations (costs = severance) | 0 | 0 | 0 | 0 | 0 |
| 2.0 Involuntary Separations (lines 2.1 + 2.2) | 431 | 0 | 0 | 0 | 0 |
| 2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance) | 0 | 0 | 0 | 0 | 0 |
| 2.1.1 Non-construction workers | 0 | 0 | 0 | 0 | 0 |
| 2.1.2 Construction workers | 0 | 0 | 0 | 0 | 0 |
| 2.2 Without benefits | 431 | 0 | 0 | 0 | 0 |
| 3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0) | 431 | \$0 | \$0 | \$0 | \$0 |

^a Enhanced benefits paid in fiscal year 2008 are reflected in Table 4-31.

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

In FY 2008, 36 separated workers were transferred to positions with DOE contractors at other DOE sites, at no cost to DOE. No enhanced benefits were distributed to either current or previously separated workers in FY 2008 at SRS (Table 4-31).

Table 4–31. Savannah River Site Enhanced and Other Benefits Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|---|--|-------------|----------------------------|
| 1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3) | 36 | \$0 | \$0 | \$0 | \$0 |
| 1.1 Workers placed internally without retraining (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.2 Workers placed internally through retraining programs (same site and company) | 0 | 0 | 0 | 0 | 0 |
| 1.3 Workers transferred to other DOE sites (same or different company) | 36 | 0 | 0 | 0 | 0 |
| 2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4) | 0 | 0 | 0 | 0 | 0 |
| 2.1 Displaced-worker medical benefits | 0 | 0 | 0 | 0 | 0 |
| 2.2 Relocation assistance to other DOE sites | 0 | 0 | 0 | 0 | 0 |
| 2.3 Separating or separated workers using outplacement | 0 | 0 | 0 | 0 | 0 |
| 2.4 Educational assistance for separated workers | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Other Benefits Provided (lines 1.0 + 2.0) | 36 | 0 | 0 | 0 | 0 |
| 4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2008 (Table 4–30, line 3.0) | 431 | 0 | 0 | 0 | 0 |
| 5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2008 (lines 3.0 + 4.0) | 467 | \$0 | \$0 | \$0 | \$0 |

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Contractor Workforce Restructuring Cost

As no voluntary or involuntary separation costs were incurred and no additional benefits were paid to separated workers, no contractor workforce restructuring costs were incurred in FY 2008 at SRS (Table 4–31).

Community Transition

The SRS CRO, formerly the Savannah River Regional Diversification Initiative, was created by Congress in November 1993. The SRS CRO is a nonprofit organization run by a board of directors appointed by local governments, chambers of commerce, and members of the South Carolina and Georgia congressional delegations. The SRS CRO's overall objective is to create an environment conducive to technology-based business startups and expansions and to attract new ventures to the SRS CRO region. The SRS CRO's efforts help diversify the region's economic base; create and retain high-value, long-term private-sector jobs; and transfer SRS technologies to new and existing area firms for commercial application.

As of FY 2008, a total of \$53,628,635 had been committed to the SRS Operations Office, the management and operating contractor, the CRO, and other economic development associations. All funds are now spent. In total, 6,812 jobs were created or retained. The SRS CRO was allotted \$13,638,490 of the total \$53,628,635 and created 4,481 (66 percent) of the total 6,812 jobs created or retained.

4.19 Waste Isolation Pilot Plant

The Carlsbad Field Office, located in Carlsbad, New Mexico, was created to serve as the focal point for the Nation's TRU waste management efforts (TRU waste is currently stored at many DOE sites across the country). The Carlsbad Field Office is responsible for managing the National Transuranic Waste Program, whose mission is the implementation and management of a national system that safely and cost-effectively provides for the certification, transportation, and disposal of defense-generated TRU waste. The Waste Isolation Pilot Plant (WIPP) is the center of the National Transuranic Waste Program and is managed by the Carlsbad Field Office. WIPP, near Carlsbad, is the Nation's only mined geologic repository for the permanent disposal of defense-generated TRU waste. The TRU waste that is eligible for disposal at WIPP must ultimately be transported from all the generator sites to this repository for receipt, handling, and disposal. WIPP is operated by Washington TRU Solutions, LLC, for DOE.

Current Contractor Workforce Restructuring

No contractor workforce restructuring activities occurred in FY 2008 at WIPP; therefore, no costs related to these activities were incurred. A total of 59 separations occurred due to attrition at WIPP, and all these positions were filled in FY 2008.

Other Restructuring Benefits

No enhanced benefits were paid to either current or previously separated workers at WIPP in FY 2008.

Community Transition

In November 1998, DOE awarded a \$300,000 grant to the Carlsbad Department of Development to conduct a strengths, weaknesses, opportunities, and threats analysis of southeast New Mexico. In June 2000, the Eddy/Lea Regional Commission was designated as the CRO for this region to create new jobs and businesses to absorb current and future displaced DOE workers. As of September 30, 2008, a total of \$4,399,314 had been committed for community transition activities in southeast New Mexico; all funds are now spent. In total, 1,601 jobs were created or retained.

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4.20 Y-12 National Security Complex

NNSA's Y-12 National Security Complex (Y-12), located in East Tennessee adjacent to the Oak Ridge Reservation, is operated by BWXT Y-12. The mission of Y-12 is to ensure safety, reliability, and performance in strengthening national security and reducing the global threat from weapons of mass destruction. Y-12's all-inclusive expertise includes proceeding from concept through detailed design and specification to building prototypes and configuring integrated manufacturing processes in support of research reactor programs for U.S. and international customers, other federal agencies, state and local governments, and private-sector companies.

Current Contractor Workforce Restructuring

In FY 2008, RIF separations totaled 292, all voluntary (Table 4-32). An additional 221 separations occurred due to attrition, and a total of 335 individuals were hired at Y-12 in FY 2008.

Table 4-32. Y-12 National Security Complex Contractor Workforce Restructuring Summary, Fiscal Year 2008

| | Number of Workers | Enhanced Benefits Costs Funded by LM (Section 3161) | Program Costs Funded by Other DOE Programs | Total Costs | Average Cost per Recipient |
|--|-------------------|---|--|---------------------|----------------------------|
| 1.0 Voluntary Separations | 292 | \$0 | \$12,556,000 | \$12,556,000 | \$43,000 |
| 1.1 Early retirement | 0 | 0 | 0 | 0 | 0 |
| 1.2 Nonretirement voluntary separations (costs = severance) | 292 | 0 | 12,556,000 | 12,556,000 | 43,000 |
| 2.0 Involuntary Separations (lines 2.1 + 2.2) | 0 | 0 | 0 | 0 | 0 |
| 2.1 With benefits (lines 2.1.1 + 2.1.2) (costs = severance) | 0 | 0 | 0 | 0 | 0 |
| 2.1.1 Non-construction workers | 0 | 0 | 0 | 0 | 0 |
| 2.1.2 Construction workers | 0 | 0 | 0 | 0 | 0 |
| 2.2 Without benefits | 0 | 0 | 0 | 0 | 0 |
| 3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0) | 292 | \$0 | \$12,556,000 | \$12,556,000 | \$43,000 |

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management.

Other Restructuring Benefits

No enhanced benefits were distributed to either current or previously separated workers in FY 2008 at Y-12.

Contractor Workforce Restructuring Cost

The total voluntary and involuntary separation costs were \$12,556,000, the total contractor workforce restructuring cost incurred in FY 2008 at Y-12 (Table 4-32).

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