

Attachment J-9

Contractor's Community Commitment Plan

Savannah River

Mission Completion, LLC

I. Commitment Plan

Savannah River Mission Completion, LLC (SRMC)—a joint venture company of BWXT Technical Services Group, Inc.; AECOM Energy & Construction, Inc, an Amentum company (Amentum); and Fluor Federal Services, Inc.—is committed to continuing the community support established by our parent companies and LLC companies, Savannah River Remediation (SRR) and Savannah River Nuclear Solutions (SRNS), who are active contractors in the communities that surround the SRS. We understand firsthand the impact a prime contractor at SRS can have on the economic strength of local communities, the importance of maintaining positive stakeholder relations and the benefits of being a good corporate neighbor. Our plan demonstrates a meaningful partnership with the community in support of sustainable economic benefits from the SRS and aligns with priorities in regional education, community giving, and economic and supply chain development.

SRMC's community commitment plan (CCP) covers 4 primary areas: 1) regional educational outreach, 2) regional purchasing programs, 3) community support, and 4) workforce and economic development. We commit to a series of initiatives within each of these 4 areas of support. Success in these areas contributes to our overall goal to ensure that SRMC is a cooperative, constructive and engaged community partner through meaningful actions and activities within the surrounding counties and municipalities. Our CCP includes initiatives to—

- Enhance local educational programs and develop the next generation workforce
- Support and grow the supply chain
- Partner with the community and U.S. Department of Energy (DOE) on the Advanced Manufacturing Collaborative
- Incubate new business in support of IMCC scope and future task orders
- Incentivize SBs to start up or relocate in local communities by creating subcontract opportunities
- Provide community support and charitable giving throughout the Central Savannah River Area (CSRA)
- Involve our workforce in the local community where we live and work

We submit and openly communicate an annual plan for community commitment activities that reflects the diverse interest of the region and regional stakeholders and will report on our program to the U.S. DOE Savannah River Operations Office on a semi-annual basis. Our initiatives align with regional stakeholder issues and concerns that are of mutual interest to SRMC. SRMC uses a portion of fee dollars to pay for community commitment actions, and we understand all costs for community commitment actions and activities are non-reimbursable under the SRMC contract.

We encourage our subcontractors to participate in our initiatives. Our 2 pre-selected SB partners DBD and WesWorks have committed to participate in our plan. DBD will provide modeling and simulation services for end state modeling to be located at the future U.S. DOE

Our team brings extensive parent company engagement and extensive experience in supporting community and education initiatives. As active site contractors for the last 3 decades, our parent companies have—

- Been embedded and engaged as part of the CSRA community for more than 3 decades—BWXT more than 25 years, Amentum more than 30 years, and Fluor more than 12 years
- Donated more than \$17M to CSRA community charity events and organizations through corporate resources and our current SRS LLCs (SRR and SRNS)
- Established close relationships with community and economic development leaders, local education administration and trade organizations to understand the greatest needs in the community and ideas that can make a difference
- Supported DOE Citizens Advisory Board meetings to listen to what the community wants to learn about projects and cleanup
- Engaged with Chamber of Commerce and local government events and activities to integrate our companies within the regional business and small business communities
- Volunteered in the community by way of in-kind services, hands-on charitable projects, active board membership engagement and sending professionals into classrooms to support students and teachers.



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Advanced Manufacturing Facility (AMF) and expanded to serve Savannah River National Laboratory (SRNL) missions and projects. WesWorks, a local SB who will provide project controls support to the SRS IMCC, will create internships and applied education opportunities for local colleges.

Geographic Focus Area

SRS is located within the counties of Aiken, Barnwell and Allendale. Our plan is designed to contribute to the growth of the 5-county region impacted by SRS operations, which includes Aiken, Barnwell and Allendale counties in South Carolina, and Richmond and Columbia counties located in Georgia (figure I-1). While much of this plan focuses on 5 these counties, we are mindful that SRS plays an important role in the 21-county CSRA, and we seek to engage with these surrounding counties and municipalities. In our plan, 1) we recognize the diverse interests of the region and its stakeholders; 2) we recognize regional stakeholder issues and concerns of mutual interest; and 3) we value giving back to the community as a worthwhile business practice.

Mission and Approach

In preparing this plan, our parents and partner company leadership surveyed the needs of the region and communicated with stakeholders and community leaders in surrounding counties and local municipalities. Our interactions included elected city officials, regional college and university leadership, regional school superintendents, leadership representing workforce organizations, charitable organizations, and the local chambers of commerce. Our SRMC parent organizations' leaders are deeply embedded in community-driven initiatives and understand economic drivers through attending meetings as members of local organizations and board members (figure I-2). We align our plan with community priorities, emerging needs and concerns.

Annually, the SRMC commits a percentage of fee earned, as approved by our board, to support the execution of this community commitment plan. Our leadership team prompts community leaders and stakeholders to provide input to the annual plan. Designated members within the SRMC executive leadership team propose the allocation of community commitment funds to the SRMC Board of Managers, who serve as the governing body for our CCP. In addition, SRMC commits to significant non-cash contributions and in-kind services to enhance our corporate citizenship.

Our approach to enacting our CCP during our first year begins during contract transition and includes the following activities–

- Meeting with community leaders to introduce our executive leadership team, to communicate our commitment and to heighten our understanding of emerging needs within the community
- Partnering with community organizations and educational institutions by committing our executive leadership team members for board membership consideration
- Establishing an SRMC Employee Giving Council made up of SRMC employees who help lead annual giving initiatives. Our workforce is made up of incumbent employees who generously give of their time and resources to areas of need in the CSRA. This council gives our employees the opportunity to make decisions over annual initiatives we support in our 4 areas of commitment.

Regional Educational Outreach Program

We recognize a strong educational system as a key driver for long-term economic sustainability

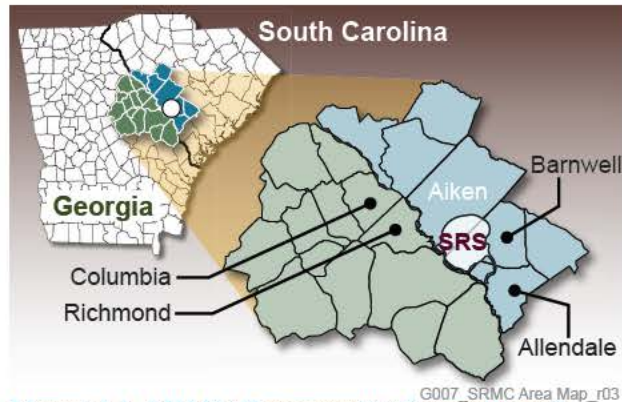


Figure I-1. SRMC Community Commitment Area Map. SRMC is committed to the communities in the CSRA surrounding SRS where we live and work.

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and growth. The objectives for our regional educational outreach program include teacher enhancement, student support, curriculum enhancement, educational technology and providing the services of contractor employees to schools, colleges and universities. We enact these objectives through 3 specific areas of support: 1) STEM support for K-12 education, 2) STEM support for colleges and universities, and 3) workforce and economic development. We will promote educational enhancements of mutual interest to promote STEM.

We target community schools, colleges and universities, and local workforce development programs. For our employees, we support higher education opportunities and employee leadership and technical skills enhancement. Our support is given through grants, scholarships, curriculum support, partnerships with education institutions, volunteering in classrooms, and STEM technology programmatic support.

The driver of our education outreach is 2-fold— We want to 1) develop the next generation workforce to support end state cleanup efforts at SRS and for future missions and 2) enhance STEM curriculum and STEM interests in students of all levels.

STEM Support for K-12 Education

Engineers in the Classroom. SRMC commits to being hands-on in regional classrooms (figure 1-3). We respond to requests from teachers to send engineers and technical professionals to visit students in the classroom to support STEM-related curriculum and/or communicate professional needs in our industry. For college students in 4-year programs and trade programs, we commit to guest speaking events featuring our engineers and technical SMEs to motivate students on jobs in the nuclear industry and at SRS. We host tours and site visits for college students to help them see a day in the life of a real STEM professional.

Teacher Mini Grants. The SRMC mini grant program awards mini grants to elementary school teachers (figure 1-4). We recognize teachers often spend their own money on funding for supplemental STEM-related, hands-on curriculum outside of standard STEM-educational resources.

Robotics Program Support. We support regional middle school robotics programs through competition entries, technology funding and/or SRMC robotic subject matter expert (SME) support.

DOE Science Bowl Volunteers. SRMC leaders and engineers will provide volunteer support for the annual U.S. DOE SRS Regional Science Bowl®. Volunteers will act as competition scorekeepers, timers, judges and many other important functions during the regional tournament.



Dara serves on the following boards in the CSRA communities surrounding SRS—

- Aiken Partnership Board with University of South Carolina Aiken (USCA)
- Citizens for Nuclear Technology Awareness (CNTA)
- Aiken Technical College Foundation
- Our Community Salutes
- Economic Development Partnership
- Applied Research Center
- Aiken Performing Arts and United Way
- Additional experience serving on the boards for Aiken Performing Arts and United Way of Aiken

Figure 1-2. Dara Glass. *BWXT Regional Manager Dara Glass delivers hand sanitizers to Crissie Stapleton, Superintendent of Barnwell School District 45, to support sanitation efforts during the COVID-19 pandemic and 2020 school year.*

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“BWXT, Amentum and Fluor support students and teachers in the form of technology grants, supplemental STEM curriculum and by sending engineers into schools to lead STEM projects in the classroom.”

Figure I-3. Engineers in the Classroom. *SRR and SRNS leadership and engineers support students in the classroom by giving hands-on lessons on STEM concepts (left) and funding robotics programs.*

Student Scholarships. Our high school scholarships program awards high school scholarships to children of SRMC employees who plan to further their education in a 4-year STEM-related program or 2-year trade skills program. In this way, we support and show appreciation to our employees who are dedicated to SRMC and the SRS IMCC mission, and we further promote STEM. In addition, we provide financial support to area organizations that offer high school scholarships for students pursuing a career in STEM.

STEM Support for Colleges and Universities

We build on the strong ties that our parent companies have with local and regional colleges and universities, Historically Black Colleges and Universities (HBCUs) and minority institutions, and trade schools. This list includes—

- University of South Carolina Aiken (USCA)
- Aiken Technical College
- Augusta Technical College
- Augusta University
- Orangeburg-Calhoun Technical College
- Denmark Technical College
- South Carolina State University
- Claflin University
- Voorhees College
- Allen University
- Paine College

Our relationships and our partnerships with college and university leaders shape our commitments to financial support, volunteer work, in-kind services and opportunities for students through summer internships, Co-op and school-to-work opportunities. We align our support to the current and future needs of the SRS IMCC project with a primary focus on STEM-related skills; however, we also value other skill areas (e.g., finance, business, communications, legal) that support our operation. We consider those needs in our allocation of giving and support.



Figure I-4. Mini Grant Program for Elementary School Teachers. *Local elementary school teacher celebrates being awarded a mini grant from Fluor-led SRNS Mini Grant Program for new classroom STEM curriculum.*

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Grants for STEM Curriculum Technology. SRMC supports financing technology needs for STEM-related or trade skills curriculum programs. We seek requests from colleges and universities for support and award funds based on alignment with our objectives and the number of students the technology will support.

Student Scholarship Funding. We help fund college and university scholarship programs that award STEM-related scholarships. In allocating funds for scholarships, we consider organizations that promote diversity in STEM. For example, we pursue opportunities to fund scholarship programs for women and minority groups interested in STEM-related fields, demonstrating our value of a diverse workforce.

Area College and University Partnerships. We pursue MOU agreements with local colleges and universities whose student bodies are located near SRS and have close ties to the area. These MOUs are commitments from SRMC and our corporate parents to support grants, scholarships, curriculum support, leadership support, board membership consideration, student internships, in-classroom support and site visits.

Curriculum Enhancement Support. We support our parent companies providing SMEs. BWXT, Amentum and Fluor are leading companies in the nuclear industry and other STEM-related industries. Company SMEs are often asked to review college and university curricula and make suggestions for enhancements based on new technology or new industry needs. We pursue opportunities to provide curriculum support to STEM programs.

Enhance Diversity of Future Workforce. SRMC will develop a mentor protégé with SC State—a Historically Black College or Minority Institution as allowed by the Small Business Administration rules. Furthermore, we will institute an apprentice program for nuclear and non-nuclear work with Denmark Tech. Both initiatives will directly create meaningful careers for students from diverse backgrounds.

Regional Purchasing Programs

SRMC builds on existing relationships that our parent companies (BWXT, Amentum and Fluor) have established with the CSRA region small business community and community development organizations that support the health of our economy. We commit to enhancing our established working knowledge with regional vendors and continue streamlining procurement processes for subcontractors who are pursuing work with SRMC. We commit to partner with area businesses through local chambers of commerce, small business development centers and economic development organizations to make businesses aware of subcontracting opportunities and communicate contract updates. SRMC works with the AbilityOne organization to identify ways to create job opportunities for persons with disabilities through acquisitions of products and services.

We host small business workshops and informational forums for regional small businesses to enhance their abilities to respond to SRMC requests for proposals, expressions of interests and other procurement mechanisms (figure I-5). In these workshops, we communicate upcoming subcontracting opportunities, educate on our procurement process, meet new businesses, maintain relationships with established businesses and initiate activities to prequalify businesses for work with SRMC. SRMC conducts training and mentoring programs to enable regional vendors to compete effectively for subcontracts and purchase orders. We assist with the development of business systems to enable regional vendors to comply with DOE's audit and reporting requirements.

Our small business program participates in regional and national events, which include—

- DOE small business conferences
- South Carolina Chamber SBA Small Business Expo
- Energy, Technology and Environmental Business Association (ETEBA) national conference
- U.S. Women's Chamber of Commerce Federal Contracting Event and Matchmaking
- National 8(a) Association Annual Conference and Matchmaking

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“SRR and SRNS host annual small business events for companies representing all small business sub-categories. At the events, small business owners learn about opportunities with both companies, how to submit proposals with federal contractors, and are pre-qualified to help shorten the procurement process.”

Figure I-5. SRR/SRNS Small Business Events. Representatives from small businesses in the CSRA attended the SRNS-hosted HUBZone Small Business Forum (left) in July 2019 at the Applied Research Center and SRR-hosted Small Business Workshop in February 2020 at Aiken Technical College.

- ETEBA-Augusta event
- DOE Service-Disabled Veteran-Owned Federal Contracting event
- Greater Aiken SCORE Federal Contracting events
- Society of American Military Engineers SB Conference

Community Support

SRMC, as a continuation of our parent companies’ longstanding tradition, donates resources, time and talent to communities in the CSRA year-round to help those in need. Our team’s employees have a strong sense of community and are actively involved in non-profit charitable efforts and employee fundraising activities.

Charitable Giving

We support United Way, providing capital support and volunteer labor (figure I-6). In addition to United Way, which allocates funds to hundreds of diverse charitable organizations, we donate resources to other non-profit organizations who serve those in need. Examples include the Salvation Army’s Toys-for-Tots program, Children’s Place, American Heart Association and Golden Harvest Food Bank. SRMC partners with STEM organizations of mutual interest such as the Citizen’s for Nuclear Technology Awareness (CNTA) through donations to the organization and by supporting CNTA’s fundraising efforts that give back to the community. Finally, we commit to responding to emerging economic needs, such as those associated with the COVID-19 pandemic (figure I-7).



Figure I-6. Employee-led United Way Campaigns. In our 2019 employee United Way Campaigns, SRR and SRNS raised more than \$1.5M for United Way organizations in the region. The 2020 campaign is still underway.

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Volunteerism and In-Kind Services

In addition to corporate funding, employees and family members volunteer for Project Vision, Project Care and Project Serve, all of which help clean and repair public and private properties throughout the CSRA (figure 1-8). We support employees who invest their time and resources in community projects. Our in-kind support includes management or mentoring services to local charitable organizations and civic groups. Our in-kind services may include participating on panels, boards or other special committees (for example, serving on the United Way campaign board or committees). SRMC seeks opportunities to distribute our leadership and workforce skills to meet needs within the community.

Executive and Employee Engagement

Each member of SRMC's senior management team brings a demonstrated track record of supporting community organizations, promoting STEM programs and giving back. We share this commitment through direct involvement with area non-profit groups to help meet their organizational goals and build on the programs established by our parent organizations in the CSRA. Our executive leaders support local community and civic organizations that align with individual skills and interests.

Our SRMC Employee Giving Council is made up of SRMC employees who lead fundraising and volunteer initiatives. This council is comprised of employees who are selected based on 1) knowledge of the CSRA, 2) dedication to the community, 3) representation of the workforce, 4) communication skills and 5) ability to dedicate time. The council is sponsored by an SRMC executive team leader. Employees on the council lead initiatives outlined in the annual CCP and on emerging activities throughout the year. At the end of the year, the council evaluates area charities and presents findings to the SRMC leadership team to guide the development of next year's plan.

Workforce and Economic Development

SRMC believes that a skilled and educated workforce go hand in hand with economic development. Workforce development enhances the existing labor pool, resulting in highly skilled and high-paying jobs that foster further economic development for the CSRA. Likewise, economic studies consistently show university-linked research and development is a reoccurring economic development driver. We contribute to ongoing workforce development efforts by joining with local leaders, universities, the SRS retiree groups and organizations driving economic initiatives (figure 1-9). Finally, we are committed to supporting economic



During the COVID-19 pandemic, BWXT, Amentum and Fluor responded with resources to various community needs—

- Donating \$15,000 to the Golden Harvest Food Bank to help purchase food to meet the unprecedented needs for emergency food in the CSRA
- Hosting a Red Cross emergency community blood drive where SRS employees and community leaders and community members donated blood to help the blood shortage
- Collaborating with Augusta University Health to help provide prompt testing for the workforce, supporting the health system and mutually benefiting employees
- Donating \$5,000 special emergency support fund for students at Orangeburg-Calhoun Technical College who were struggling financially through the pandemic
- Supplying necessary sanitation supplies to local schools

Figure 1-7. Covid-19 Support. An SRR employee gives blood at Amentum-led Red Cross emergency community blood drive in Aiken, SC.

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Figure I-8. Our Employees Serve. *BWXT, Amentum and Fluor employees give their time and resources to help perform repair work to homes and charitable organization facilities through United Way Days of Caring annual serving initiatives.*

diversification, which helps to attract new business to the community and make our communities a compelling place to live and work.

Advanced Manufacturing Collaborative.

SRMC is committed to partnership opportunities with the DOE Advanced Manufacturing Collaborative (AMC), an effort led by the DOE, the Aiken/Edgefield Economic Development Partnership and USCA to partner with universities in the community. The future DOE Advanced Manufacturing Facility (AMF) to be built at USCA will provide a modern, accessible research and development environment to integrate and leverage the unique attributes of the national laboratories, commercial entities and educational institutions to stimulate innovative thinking and to adapt innovative technologies to accomplish DOE missions. We engage in a collaborative relationship with the SRNL to further develop advanced technologies in conjunction with our execution of the SRS IMCC mission. One contribution to advanced technologies includes housing our end state modeling and optimization technology, developed by SRMC teaming subcontractor DBD at the AMF. Further, we anticipate opportunities to support the proposed adjacent Innovation Park,



SRMC Program Manager Dave Olson has been deeply embedded in regional organizations serving our communities. During his tenure at SRS, Dave has served on the following organizations—

- Board of Directors, SC Governor’s School for Science and Math
- Advisory Board, Clemson University College of Engineering and Mathematics
- Education Subcommittee, Citizen’s for Nuclear Technology Awareness
- Board of Directors, Aiken County United Way

Figure I-9. SRMC Program Manager Dave Olson. *Dave spoke to regional leaders and business owners at the Augusta Metric Chamber of Commerce Member Economic Luncheon in August 2019 about current and future missions at SRS and what that means for economic growth in the region.*

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designed to ignite an innovative economy in Aiken by attracting technology and innovation-based companies.

Local/Regional Workforce Development and Initiatives. We support organizations whose missions are to further regional workforce initiatives, to help grow the SRS pipeline and to help community members pursue careers. Among them is the Savannah River Site Community Reuse Organization (SRSCRO)'s regional Nuclear Workforce Initiative (NWI), which focuses on developing regional career pathways for STEM industries. Our support will lend itself to annual SRSCRO STEM events for students, grant programs and site visits for educators to become more aware of job needs. Our SRMC recruiters and technical SMEs attend career fairs at 2- and 4-year colleges and universities, and particularly at colleges and trade schools who historically receive less resources for career fair events. We commit to SRMC volunteer support in local career centers to work with community members on resume writing, interview skills and understanding how to pursue career opportunities. Finally, we support the SRS Retiree Association Resource Center and information needed for SRS advocacy.

SRMC Leadership with Area Economic Development Organizations. We partner with local economic development organizations working hard to support the regional economy–

- Aiken Chamber of Commerce
- North Augusta Chamber of Commerce
- Edgefield County Chamber of Commerce
- South Carolina Chamber of Commerce
- Palmetto Regional Chamber of Commerce
- Augusta Metro Chamber of Commerce
- Columbia County Chamber of Commerce
- Aiken Economic Development Partnership
- Southern Carolina Alliance
- Citizens for Nuclear Technology Awareness
- Public Education Partners
- Lower Savannah River Council of Governments
- SRS Community Reuse organization

Through membership and participation in annual events, we demonstrate our role as a teammate to organizations helping to connect businesses of mutual interest, to grow the local economy and to create opportunity for new business.

Support Regional Infrastructure Planning and Improvement. SRMC leaders commit to support regional infrastructure planning and improvement efforts through committee and board membership. Specifically, our leadership supports the City of Aiken master plan development. Our support lends itself to participating in regional plans and studies, helping to further the communities' interests through improvement of underprivileged areas and downtown spaces as well as land reuse development. We keep an open line of communication with city leaders and management boards to understand concerns and issues where we can lend expertise and align our communities' priorities with the SRS IMCC mission.

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