



**U.S. Department of Energy
Portsmouth/Paducah Project Office (PPPO)
And
Swift & Staley Inc. (SSI)
Paducah Site Infrastructure Partnering Framework**

INTRODUCTION

The U.S. Department of Energy (DOE) Portsmouth/Paducah Project Office (PPPO) and Swift & Staley Inc. (SSI) are committed to continuous improvement and will utilize principles of the DOE Environmental Management (EM) Partnering Policy to create and foster a team environment, with the goal being execution of the Paducah Infrastructure contract scope of work. The DOE EM Partnering Policy is predicated on the fact that partnering is a way of doing business based upon trust, dedication to common goals, and an understanding and respect for each other's expectations and values. This focused partnership is intended to improve the mission of Paducah Infrastructure work, emphasizing project safety, compliance and improved project delivery. This partnership is built on the premise that contractor success and success of the DOE mission of Paducah Infrastructure are inexorably linked.

Partnering establishes a collaborative, teaming approach to achieving results. Partnering emphasizes the early detection of problems and issues, and resolution of these early in the process. Partnering, therefore, is a commitment of the participants to perform as a team.

The Paducah Infrastructure Partnering Team is committed to working together based on open communication and early conflict resolution, in their collective pursuit to perform infrastructure work at the Paducah Site. As a result of these efforts, stakeholders will view the DOE PPPO and SSI team worthy of additional, future investment in the furtherance of the Department's long-term goals.

VISION

This Partnering Team will establish and consistently maintain a high level of performance which is recognized for exceeding expectations through innovative technical and management strategies that demonstrate a commitment to safety, the EM mission, employees, stakeholders, and the long-term stewardship of the Paducah Site.

IMPLEMENTATION

Partnering creates a cohesive and effective team united in the accomplishment of the Paducah Infrastructure mission. DOE PPPO and SSI are committed to working together to achieve this model of success by sponsoring and actively participating in a series of facilitated partnering meetings designed to improve communication and collaboration. These jointly sponsored series of partnering meetings include senior management personnel (Partnering Sponsors and Partnering Co-Leads – See Attachment 1), who will subsequently sponsor next-level partnering meetings with their management personnel and key staff. Both DOE PPPO and SSI senior management expect that DOE PPPO and SSI employees will support this commitment to partnering by actively engaging in teaming activities, as requested by their management.



DISPUTE RESOLUTION

The Partnering Agreement agrees to efficiently and effectively resolve issues that arise. Normal management processes and systems will be used to resolve issues. Issue resolution will start at the lowest level of management as possible and proceed through both organizations' hierarchy.

If the issue cannot be resolved following normal processes, the issue will be evaluated to the Partnering Operation Co-Leads. The Co-Leads are expected to resolve the issue within 10 days after receiving notification.

The Partnering Sponsors will be engaged to resolve an issue, only if the Co-Leads cannot. If the issue still cannot be resolved and Partnering Sponsors agree that an impasse has been reached, then normal dispute processes, such as Alternate Dispute Resolution (found in Contract Section H.16) will be followed.

PARTNERING MEETINGS

The Partnering Co-Leads

The Partnering Co-Leads will meet periodically to discuss progress, issues, and lessons learned. These meetings may take place as part of their weekly or monthly project/functional support review meetings. In conducting these meetings, the Co-Leads may arrange for a few minutes of the meetings to be taken. At a minimum, the following items will be covered at the meetings:

1. Key partnering goals and progress against these goals;
2. Key issues, persons responsible for their resolution, and status;
3. Discussion of any issues that cannot be resolved and date issue was surfaced to the Partnering Sponsors; and
4. Lessons Learned.

The Partnering Team

The Partnering Team (Sponsors and Co-Leads), or some subset of the Partnering Team as determined by the Sponsors, will meet at least twice during the year. A formal agenda will be developed and issued by representatives of the Site Leads prior to the meeting and will include the following minimum topics:

1. Review and status of partnering initiatives established in previous Partnering Meetings;
2. A look-ahead at next partnering initiative(s); and
3. A discussion of challenges and issues encountered and how the challenges and issues are being resolved.

The meetings may be independently facilitated, if determined by the Partnering Sponsors. A secretary will be appointed from SSI to be responsible for summarizing the activities of the Partnering Meeting, as well as tracking the team commitments and actions from the meeting. Summaries will be issued by representatives of the Site Leads within ten working days of the meeting.



GOALS

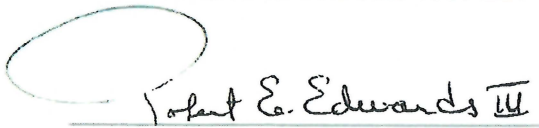
Safety of our workers, the public, and environmental protection is the Partnering Team's core values, and we will aspire to achieve a safety and quality performance goal of zero accidents, incident, and defects.

- We will strive to establish a robust organizational/safety culture, including a Safety Conscious Work Environment.
- We will use proven processes supplemented by innovative technologies, engineering processes, and work practices to deliver the objectives of the contract in an efficient manner.
- We will take the time necessary as a Partnering Team to plan and perform our work in a manner that assures thoroughness the first time and minimizes potential rework.
- We will execute the contract at the highest level of management efficiency by eliminating non-value activities, avoiding delays, and fully aligning and integrating business and project systems.
- We will represent a unified voice and clearly communicate with our stakeholders.
- We will act with trust and mitigate conflicts expeditiously and with the utmost respect.
- We will seek consensus within the Partnering Team on key issues, priorities, and contract execution matters.

PARTNERING TEAM CHANGES

Partnering Team Co-Leads changes will be adopted upon the approval of the DOE PPPO manager and the SSI President. The Partnering Framework will be reviewed, revised if necessary, and renewed as needed.

PARTNERING SPONSORS SIGNED:

A handwritten signature in black ink that reads "Robert E. Edwards III".

Robert E. Edwards, III
Manager, DOE PPPO

A handwritten signature in black ink that reads "W. G. Holsapple Jr.".

W. G. Holsapple Jr.,
President, Swift & Staley, Inc.



Attachment 1

Partnering Alignment

This table identifies the DOE PPPO and SSI Partnering Sponsors and Co-Leads.

Partnering Sponsors

DOE PPPO	SSI	
Robert E. Edwards, III	W.G. Holsapple, Jr.	Site Management

Partnering Co-Leads

DOE PPPO	SSI	
Jennifer Woodard	Tammy Courtney	Site Lead
Tracey Duncan	Anthony Gilbert	Integrated Services
Tyler Hicks	Paula Keller	Contracting/Prime Contracts
Mark Allen	Phil Caddell	Security
James Woods	Keith Mullins	Information Technology
Russell McAllister	Debora Jolly	Quality Assurance
Don Dihel	John Hobbs	Environmental, Safety and Health