



# 2017-2018 CONTRACTOR COMMUNITY COMMITMENT

# PLAN



**Nuclear Waste  
Partnership**

*An AECOM-led partnership with BWXT and AREVA*

## COMMITMENT SUMMARY

Nuclear Waste Partnership, LLC, (NWP) manages and operates the U.S. Department of Energy's (DOE) Waste Isolation Pilot Plant (WIPP) in southeast New Mexico. NWP is an AECOM-led entity with partner Babcock & Wilcox Technical Services Group and major subcontractor AREVA Federal Services. Along with providing world-class nuclear knowledge, NWP strives to give back to the community through partnerships providing thousands of hours and dollars in community support and stewardship.

NWP continues to thrive and embody an active culture of giving and service in the communities our employees call home. Our employees and leadership team serve on more than 10 community boards, are actively engaged in civic organizations, and give thousands of volunteer hours to build, mentor, coach, lead, serve, and tutor. Entering into a new year of giving and opportunity, NWP has the foresight and interest in continuing to expand its community presence, and stewardship.

In partnership with our host community, NWP has developed the Contractor Community Commitment Plan (CCCP) as a guide to ensure we are providing support for critical growth areas and underserved populations. The CCCP creates an overall community investment strategy that focuses on community support activities, in-kind services, and direct monetary donations.

For this year's CCCP and to further understand the needs of Carlsbad and the surrounding communities, more than 25 community leader and stakeholder meetings were held to ensure NWP's continued

## OUR COMMUNITY INVESTMENT

Our Community Investment:

**\$500,000**

in Monetary  
Donations

**2,200**

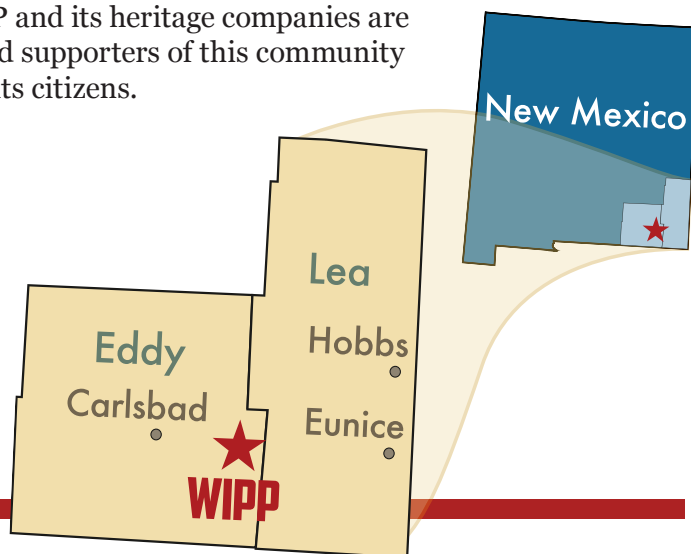
Volunteer Hours

\*Monetary donations are based on Fiscal Year 2018 Award Fee and Performance Based incentives, which are subject to adjustment based on final performance ratings from the Department of Energy.

support would be focused on the appropriate areas of need. As our host community continues to grow, NWP understands it must refocus its efforts to meet the needs of its citizens.

To that end, NWP has steadily increased its monetary donations to the community. For example, in 2016, the company pledged \$194,000. NWP almost doubled its contributions in 2017, giving \$340,000. And in 2018, NWP is pleased to announce contributions of \$500,000. In 2017, employees donated almost 2,000 hours of their time supporting worthwhile projects and endeavors in our community. In 2018, with more opportunities for volunteerism, our generous workforce will likely exceed 2,200 volunteer hours in community philanthropic work.

This year's CCCP builds on more than 30 years of living and giving in southeast New Mexico. NWP and its heritage companies are proud supporters of this community and its citizens.





This plan will be made available on the NWP website to ensure accessibility for stakeholders. As necessary and as needs arise, modifications may be incorporated into the plan throughout the year. Progress of the CCCP will be reported twice annually.



## COMMUNITY PHILOSOPHY

NWP strongly believes in being a good corporate neighbor that builds a consistent, responsive relationship with the communities where our employees live and work. Given the regional significance of the WIPP project, a strong, vibrant regional economy is vital to continuing WIPP operations and sustaining community support. Based on this philosophy, our community commitments are aligned to support the Department of Energy, Carlsbad Field Office and WIPP mission, and the strategic objectives of our host communities.

We will work with our community partners to address needs in three critical areas:

- **EDUCATION**
- **ECONOMIC DEVELOPMENT**
- **COMMUNITY SUPPORT**

The 2018 CCCP is briefly summarized in Figure 1.0, and details are discussed in subsequent subparagraphs. The plan is based on discussions with community leaders and DOE during recent contract negotiations.



## 2018 COMMUNITY PLAN SUMMARY

Critical Area	Volunteerism	Monetary Donations
Education	800 volunteer hours	\$70,000
City of Carlsbad	100 volunteer hours	\$100,000
Economic Development	200 volunteer hours	\$200,000
Community Support	1,100 volunteer hours	\$130,000
Totals	2,200 volunteer hours	\$500,000

Figure 1.0 the 2018 Contractor Community Commitment Plan addresses community needs and builds on more than 30 years of investment in Eddy and Lea counties.

# NEW APPROACH TO CCCP EXECUTION

NWP has assigned key personnel (members of the Office of the President) to serve as Critical Area Champions – relationship owners, building on partnerships with each stakeholder group for a dynamic balance of listening and action.

## EDUCATION

NWP is a recognized leader in supporting area schools, our students, and educators, especially in the areas of STEM (Science, Technology, Engineering, and Mathematics) and STEAM (Science, Technology, Engineering, Arts, and Mathematics). NWP has a strong partnership with local school administrators and university presidents to ensure educators are able to prepare our students for their future endeavors and allow them to reach their fullest potential. Providing support for our area schools also allows NWP to introduce current jobs at both WIPP and within the larger nuclear- and energy-related industries.

## PARTNERING WITH AREA SCHOOL DISTRICTS

Based on regular communications with superintendents from area school districts and leaders in the education community, NWP will provide the following initial support to educators:

### CORPORATE COMMITMENT

#### REGIONAL EDUCATIONAL OUTREACH PROGRAMS

**\$70,000**  
Monetary Donations

- **NEW:** In 2018, NWP and its parent corporation, AECOM, will work with the Department of Energy and Department of Defense to identify funding for a National STEM academy modeled after a similar program in Aiken, SC
- **NEW:** Host area schoolteachers striving to obtain on-the-job experience through the establishment of the NWP Externship Program in which educators shadow a WIPP professional
- **NEW:** Provide funds for an after-school STEM education and tutoring program in Carlsbad and other STEAM tutoring opportunities for at-risk students or those struggling in the classroom

### OVERALL CHAMPION

**Bruce Covert**  
President & Project Manager



### EDUCATION CHAMPION

**Tammy Reynolds**  
Deputy Project Manager  
& Chief Operating Officer



### ECONOMIC DEVELOPMENT CHAMPION

**Kevin Donovan**  
Programs & Contract Execution



### COMMUNITY SUPPORT CHAMPION

**Mark Percy**  
National Transuranic Program



## CONTRACTOR COMMUNITY COMMITMENT PLAN 2017-2018

- Provide financial support to the Carlsbad Early College High School (CECHS)
- Participate in the CECHS Industry Advisory Board
- Provide funding to support the “We Care” teacher mini-grant program for Carlsbad, Hobbs, and Loving
- Help to send at least 15 area high school seniors from Carlsbad, Hobbs, Loving, Lovington, Jal, Eunice, and Tatum to college through NWP-sponsored scholarships
- **NEW:** Work with the DOE and regional school districts to establish an annual Science Bowl tournament
- Visit classrooms and provide hands-on demonstrations to enhance day-to-day studies
- Serve as mentors to at-risk children in elementary and middle schools in Carlsbad and Hobbs
- **NEW:** Begin a dialog with the State of New Mexico to identify and implement an education initiative that is beneficial to Carlsbad and local stakeholders
- Visit and provide demonstrations during National Engineers Week to highlight careers in STEM
- Hire Business Professionals of America high school students to work at the Skeen-Whitlock Building
- Support area middle school science programs by providing judges to evaluate student science projects in Carlsbad, Hobbs and Loving

### HIGHER EDUCATION

- **NEW:** NWP will meet with local universities and technical colleges at least twice annually (prior to the beginning of the fall and spring semesters) to discuss WIPP- and region-specific workforce development needs, including curriculum development and training for waste handlers, radiological control technicians, and safety, healthcare and business professionals
- NWP will team with colleges, universities and local chapters of professional associations such as the American Nuclear Society to participate in nuclear- and energy-related symposia and highlight careers in these areas
- NWP will continue the Summer Intern Program for college students

### ECONOMIC DEVELOPMENT

NWP will continue to implement initiatives to enhance the positive economic impact of WIPP operations in southeast New Mexico. NWP will continue to work with community leaders from surrounding areas to ensure the community's economic needs are addressed and its potential is realized.

#### CORPORATE COMMITMENT

##### REGIONAL EDUCATIONAL OUTREACH PROGRAMS

**800**  
volunteer hours



#### CORPORATE COMMITMENT

##### ECONOMIC DEVELOPMENT

**100**  
volunteer hours



# 2017-2018 CONTRACTOR COMMUNITY COMMITMENT PLAN

## CORPORATE COMMITMENT

### ECONOMIC DEVELOPMENT

**\$200,000**  
Monetary Donations

## SUPPORT FOR CARLSBAD DEPARTMENT OF DEVELOPMENT

- **NEW:** In an effort to continue to support local business and for the advancement of economic prosperity, NWP will double its contributions to the Carlsbad Department of Development (CDOD) from \$100,000 to \$200,000 for the purpose of economic-based business development throughout Carlsbad and Eddy County. NWP will partner with the CDOD to develop an agreement that ensures funds are used to make the greatest impact to community economic development.

## CITY OF CARLSBAD

- **NEW:** In addition to the philanthropic commitment discussed below, NWP will provide an additional \$100,000 to the City of Carlsbad for the improvement of city infrastructure and economic development. NWP will partner with the City of Carlsbad to develop an agreement that ensures funds are used to make the greatest impact to the community. NWP is committed to ensure we are able to assist throughout the entire spectrum of the host community's needs, including philanthropy, economic development, and improved infrastructure and beautification.

## CORPORATE COMMITMENT

### CITY OF CARLSBAD

**\$100,000**  
Monetary Donations

## ENHANCING SUBCONTRACTOR OPPORTUNITIES

As a top priority, NWP will communicate subcontractor opportunities by updating the Business Opportunities portion of the WIPP Website at least monthly.

NWP will use established, proven processes and channels of communication to enable regional suppliers to effectively compete for subcontracts. These processes and channels include:

- Continued participation in the DOE Mentor-Protégé Program
- **NEW:** Working diligently with the CDOD, to the extent possible without prejudicing a bid process, to give as much notice as possible to local businesses for any subcontractor project proposal to allow the CDOD to develop and train a bidder or develop a bid team to be able to offer a proposal on new projects
- **NEW:** Assisting the CDOD to expand businesses related to WIPP and helping the CDOD with strategies to attract economic-based businesses to Carlsbad and develop new businesses that will be an asset to Carlsbad and the surrounding areas
- Sponsoring, in conjunction with the DOE, annual business fairs to educate local and regional businesses about WIPP contracting and subcontracting opportunities
- Meeting monthly with local associations, such as Chambers of Commerce, the CDOD, and the Economic Development Corporation of Lea County, to communicate upcoming procurement and subcontracting opportunities
- Supporting university-based small business development centers in Carlsbad and Hobbs to help local vendors develop the technical capabilities and business acumen required to compete for government contracts



## COMMUNITY SUPPORT

NWP and its heritage companies have been corporate citizens of southeast New Mexico for more than 30 years. NWP is a positive, proactive member of the community, undertaking socioeconomic development, social investments, and philanthropic programs for the betterment of the residents of Carlsbad and the surrounding communities.

NWP will continue its long-standing commitment to partner with various community agencies to improve the quality of life for all residents. For example, NWP employees will continue to serve on various boards, including, but not limited to, the United Way, Chamber of Commerce, Boys and Girls Club, Habitat for Humanity, Rotary International, and Carlsbad Literacy Program.

### CORPORATE COMMITMENT

#### COMMUNITY SUPPORT

**1,100**  
volunteer hours

### NEW: CITY BEAUTIFICATION

To enhance both town pride and appeal to visitors and their businesses, NWP will participate in projects that will encourage city beautification, such as town and park cleanup, welcome area and sign enhancements, and graffiti removal. NWP will also partner with communities to find ways to improve roads and entryways to ensure safety, accessibility, and aesthetics.

### NEW: HOMELESSNESS & SUBSTANCE ABUSE CONCERNS

With the gift of a growing economy comes an increase in underserved and vulnerable populations. Through meetings with stakeholders, NWP has become increasingly aware of community concerns for the homeless population and

those who struggle with substance abuse. Continued volunteer opportunities will be presented to employees interested in helping with area efforts that are alleviating these concerns.

## VOLUNTEERS

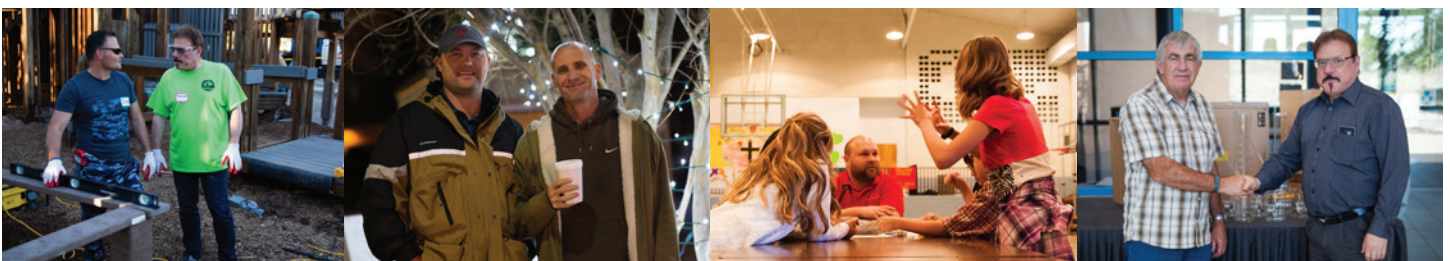
NWP will continue to encourage employee contributions to the community through sweat equity such as the Day of Caring, which is discussed below. We will also communicate to employees various volunteer opportunities at least monthly and encourage their participation. For example:

- Blanket Brigade – Christmas on the Pecos
- American Cancer Society – Relay for Life
- Habitat for Humanity
- Carlsbad Community Kitchen
- Boys & Girls Club

### CORPORATE COMMITMENT

#### COMMUNITY SUPPORT

**\$130,000**  
Monetary Donations



## CHARITABLE GIVING

NWP pledges \$130,000 to charitable organizations.

**NEW:** An appointed stakeholder group, which includes representatives from NWP, the city and county, will select the charities.

NWP will continue to consider contributions to southeastern New Mexico programs including:

- United Way
- Boys & Girls Club
- American Cancer Society – Relay for Life
- Carlsbad Literacy Program
- Carlsbad Community Foundation

In addition to corporate monetary donations to civic organizations that improve the quality of life in our host communities, NWP support will include contract-allowable activities like serving as members or leaders of civic organizations such as:

- Carlsbad Chamber of Commerce
- Assistance League of Carlsbad
- Boys & Girls Club
- Renaissance Program Inc.
- Carlsbad Rotary Club
- United Way
- Hobbs Hispano Chamber of Commerce

## SPOTLIGHT INITIATIVES

- **NEW: NWP SPEAKERS BUREAU** – The reinvigorated Speakers' Bureau will bring NWP's news, progress, and updates to Carlsbad and the surrounding areas in a unique and exciting way. NWP employees will have the opportunity to volunteer to speak to civic, charity, educational, or other organizations about NWP and the work it does at WIPP. By bringing familiar faces to the community, the Speakers' Bureau will provide an opportunity for our neighbors to learn more about our progress, while also providing additional learning and advancement opportunities for our employees.

- **UNITED WAY DAY OF CARING** – NWP will continue providing a project manager to help organize and manage the annual United Way Day of Caring where employees, family, and friends of WIPP help southeast New Mexico nonprofit agencies in a variety of ways, including painting, landscaping, building and repairing, visiting with the elderly, and much more.
- **SAFETYFEST OF SOUTHEAST NEW MEXICO** – NWP will provide a project manager to help plan and organize SafetyFest. Established in 2014, this annual safety conference offers training classes, free of charge, to area businesses and industry that cannot afford to send their employees to traditional safety conferences.
- **NEW:** In addition, NWP pledges to work diligently on the establishment and coordination of a three-day international symposium focusing on repository development and mining safety. The event would be hosted in Carlsbad and has a target date of 2020.

## CONCLUSION

The CCCP is a labor of love for NWP. Our host communities are not only where NWP employees work, but also where they live, raise families, enjoy friends, and make a home. Providing stewardship and leadership in our community promotes economic stability; provides a skilled, knowledgeable workforce; and enhances the community's overall quality of life.

Along with our team and business partners, NWP will continue to strive to improve education, economic development, and community involvement through contract-allowable resources. For more than 30 years, along with our heritage companies, NWP has been proud to be a part of our community and serve our fellow citizens and the places we call home. We look forward to continuing this commitment.