



EFCOG

MARCH
21 to 23

Participant
Guide



Promoting excellence in all aspects of the operation and integration of DOE facilities in a safe, environmentally sound, efficient, and cost-effective manner through the ongoing exchange of information about lessons learned.



LOCATION

Savannah
River
Site

Welcome to the EFCOG TWG Annual 2023 Meeting. This document will serve as your one-stop-shop for all links and materials you will need for the meeting. Much of this information is also available on the [website](#). This document contains a guide for participation and helpful information about the meeting that will facilitate discussion.

For assistance before, or during the meeting, please feel free to contact one of the Meeting Leads.

MEETING LEAD CONTACTS

Annual Workshop Chair – SRS

Cristie Shuford - 803-646-2044

Onsite Assistance

Lisa Hartzog - 803-522-5263

Participant Team

Brytni Soto – 925-800-9921

Speaker Team

Ethan Guymon - 208-313-1100

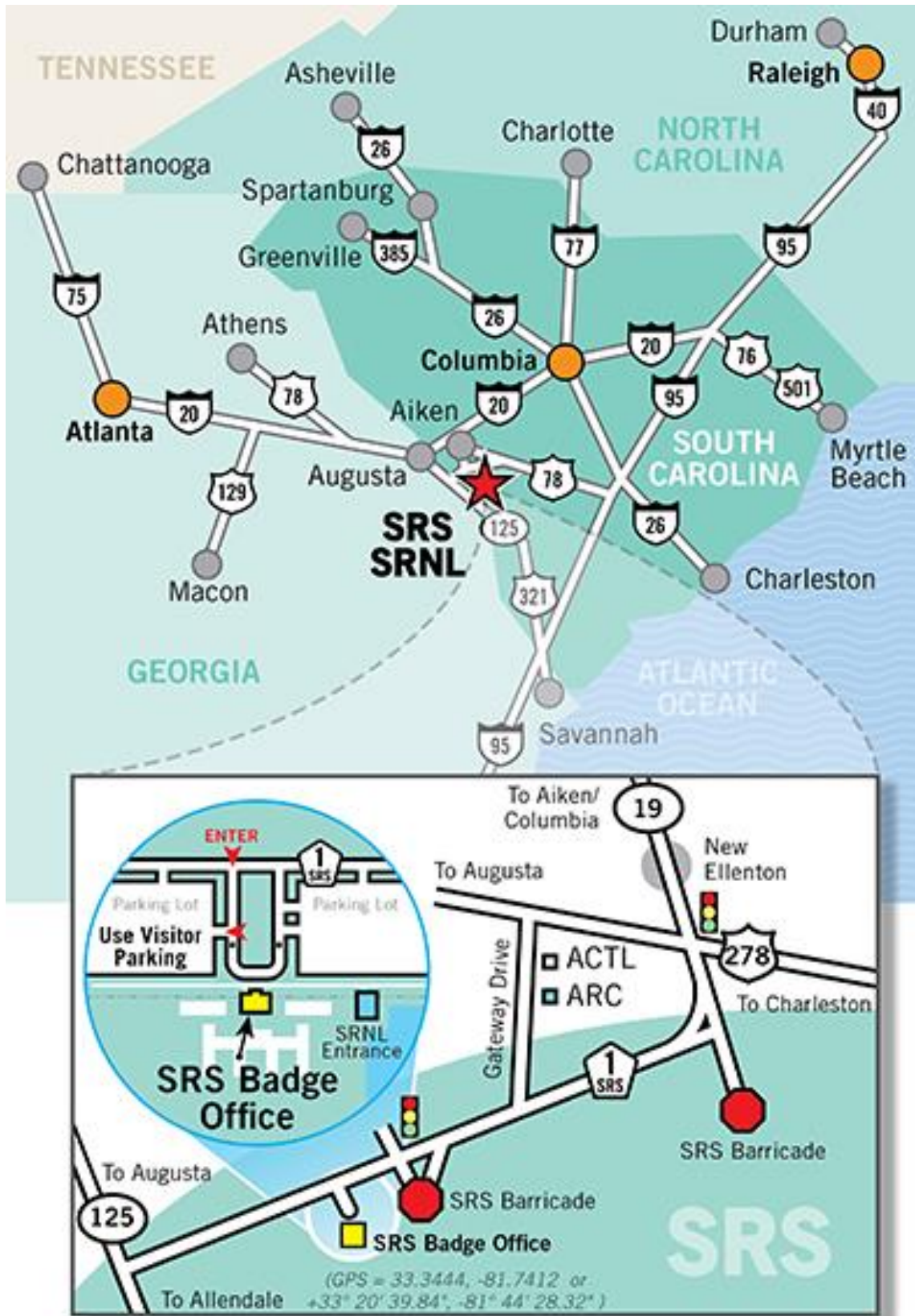
Production/Hybrid Team

Anna Herold - 803-679-9253

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Map of Area



In-Person Meeting Information

SRS Bus Transportation:

- **The site buses are not permitted to pick-up and drop-off at local hotels.**
- Participants will need to carpool/drive themselves to the SRS Badge Office where the site buses will transport participants to the onsite meeting location.
- It is HIGHLY recommended that onsite participants utilize the SRS bus to get to and from the meeting location to avoid the search and scrutiny of vehicles.
 - o If you drive yourself to the meeting location, please see the “Barricade Procedures” below.

Directions to the SRS Badge Office:

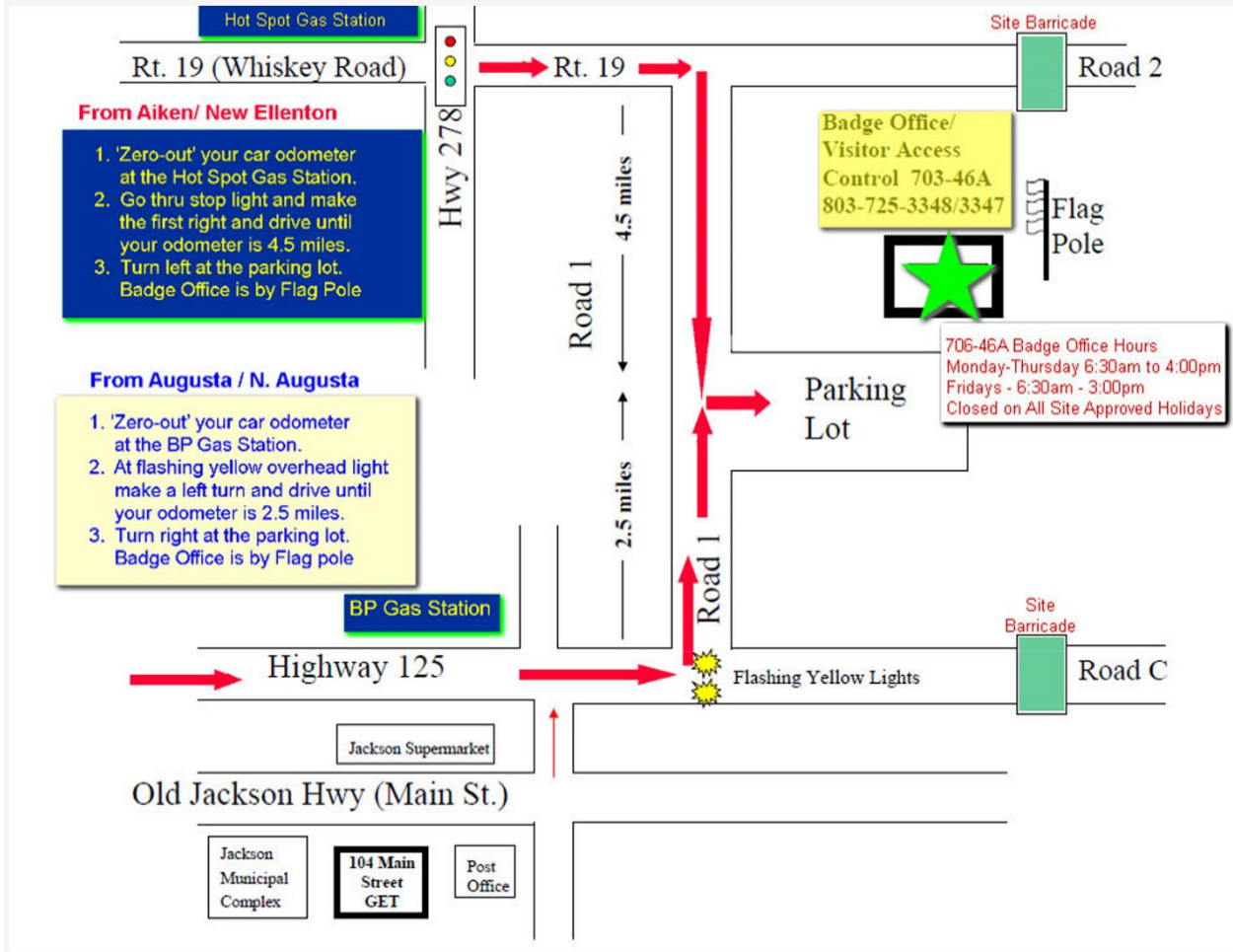
Directions to the Savannah River Site Visitor Control Office, Building 703-46A, Aiken, SC

From Aiken

Take Highway 19 South through New Ellenton. Proceed through the intersection of Highway 19 and Highway 278. You will be on the Savannah River Site property. Take the first road to the RIGHT (SRS Road 1). DO NOT GO TO THE BARRICADE. Travel approximately 4.5 miles (past Road 1A, Green Pond Road and 1A) to the main administration area (Blue sign on left – Savannah River Operations Office, Green sign on right – Department of Energy, Savannah River Visitor Office). Turn LEFT and park in the parking lot on the RIGHT. Enter the building and show a picture ID to Security Guard. Enter the door to the left and take a seat in the waiting room.

From Augusta

Take Highway 278 East (Sand Bar Ferry Road) through Beech Island, SC. Go past the traffic light. Turn RIGHT onto Highway 125 South. Go through Jackson, SC. At the caution light, turn LEFT onto SRS Road #1. DO NOT GO TO THE BARRICADE. Travel approximately 2.3 miles (go past Road 1A) to the large parking lot on the RIGHT. Blue Sign on Right – Savannah River Operations Office, Green sign on left – Department of Energy, Savannah River Visitor Office). Turn RIGHT and park in the parking lot on the RIGHT. Enter the building and show a picture ID to Security Guard. Enter the door to the left and take a seat in the waiting room.



Barricade Procedures:

- Speed limit is 15 mph
- Slow down as you reach the guard stations
- Come to a complete stop next to the guard
- Radio off, phone on silent
- Driver side front AND back seat windows must be rolled down completely
- Hold badge up for guard
 - o If carpooling, each person must show badge
 - o Guard will visually scan the inside of your car.
- Do not carry bags, boxes, anything extra in your car. No tools, etc. If the guard is unable to visually clear your car for entry, you may be denied.
- Follow guard directions to pull over for a search or proceed to your destination.

***If you get waived over before you get to the guard at the barricade, it is for a vehicle search. Be polite and follow guard directions. ***

Virtual Meeting Information

General Information:

- Invitations and individual schedules will be emailed to participants.
- Presentations will occur in (45) minute increments.
- There will be a (15) minute break between sessions.

In Depth Information:

- The Team's sessions will be recorded for viewing at a later date/time. For those who do not want to be recorded please mute your microphones and turn off your camera.
- We will have a (5) minute countdown prior to presentations beginning.
- After the presentation concludes please check your schedule to see which session you are attending.
 - o There will also be an agenda posted on the meeting invite (virtually), and the doors of the rooms (in person).

Virtual Bus Tour:

- Individuals who would like to participate in a virtual tour of Savannah River Site can do so by accessing this link: [Get on the Bus - Savannah River Site Virtual Tour - YouTube](#)

Agenda - Tuesday, 3/21/23

Time (EST)	Activity/Presentations	Concurrent Presentations
7:30am	Badging	
8:00am	Welcome & Introductions	
10:00am	Presentations begin	
10:00 – 10:10am	Welcome: Kevin Whitt	
10:10 – 10:55am	Keynote Speaker: Tom Kohler	
10:55 – 11:15am	Meeting Open/Preview: Shayne Eyre	
11:15 – 11:25am	SRS Senior Vice President ESH&Q Rick Sprague	
11:25 – 11:55am	Federal Sponsors: Gabe Pugh	
11:55 – 12:45pm	LUNCH BREAK	
12:45 – 1:45pm	Panel: Training Staff Onboarding/Qual Process	“Tell me a Story” – Mark Hagerty
1:45 – 2:00pm	BREAK	
2:00 – 2:45pm	“Succeeding through Organizational Churn” – Pete Stromberg	“Why the details matter.” – Shannon Griggs
2:45 – 3:00pm	BREAK	
3:00 – 4:00pm	“Multigenerational Training” – Delores Charlton	
4:00 – 4:30pm	Closing Remarks: Cristie Shuford	
5:00pm	Dinner downtown	

After each Day 1 activity/presentation you attend, please provide feedback by completing the evaluation: [Click here to access the Day 1 Evaluation](#) or scan the Day 1 Evaluation QR Code to complete with your mobile phone:



Agenda - Wednesday, 3/22/23

Time (EST)	Activity/Presentation	Concurrent Presentation
7:00 – 11:00am	Arrival & Site Tour	
11:15 – 12:00pm	Panel: NIEHS Grantee	“Top 20 Instructor Fails and How to Avoid Them” – Chris Jerger
12:00 – 1:00pm	Lunch	
1:00 – 1:45pm	“Apprenticeships & College Involvement” - Dr. Dorian Newton & BooBoo Roberts	“Course and Related Data Systems (CARDS)” – Katrina Knight
1:45 – 2:00pm	BREAK	
2:00 – 2:45pm	“LLNL’s Journey to Improve Educational Inclusiveness: Designing Training for Differently Abled Learners” – Dr. Phillip Weiss & Mark Hagerty	“Back to basics - Task Analysis” – Eric Meakins
2:45 – 3:00	BREAK	
3:00 – 3:45pm	“Project Management for Training Products” – Owen Peters	“Platform Skills: How to Effectively Get your message across” – Ashley Felton
3:45 – 4:00pm	BREAK	
4:00 – 5:00pm	Subgroup or Task Team Meeting	
5:00pm	Meeting Adjourn	

After each Day 2 activity/presentation you attend, please provide feedback by completing the evaluation: [Click here to access the Day 2 Evaluation](#) or scan the Day 2 Evaluation QR Code to complete with your mobile phone:



Agenda - Thursday, 3/23/23

Time (EST)	Activity/Presentations	Concurrent Presentations
8:00 – 10:00am	Arrival & Training Facility Tour	
10:00am	Presentations begin	
10:00 – 10:10am	TWG Remarks: Shayne Eyre	
10:10 – 11:00am	TWG Subcommittee Reports	
11:15 – 12:00pm	“New Employee Training Academy (NET)” – Hannah Wood and Evelena Valencia	“Using 3D for Virtual Tours” – Lloyd Keith
12:00 – 12:30pm	LUNCH BREAK	
12:30 – 1:00PM	Update on 426.2 and 1070-94 by Brendon Burns	
1:00 – 1:45pm	Keynote on “Leadership” by Kevin Whitt	
1:45 – 2:00pm	Meeting Adjourn by Shayne Eyre	

After each Day 3 activity/presentation you attend, please provide feedback by completing the evaluation: [Click here to access the Day 3 Evaluation](#) or scan the Day 3 Evaluation QR Code to complete with your mobile phone:



Session and Speaker Descriptions

March 21st 10:10 – 10:55AM



Keynote

Tom Kohler

Director for the Office of Safety and Quality Assurance

DOE – Savannah River Site

Tom Kohler currently serves as the Director for the Office of Safety and Quality Assurance (OSQA) for the Department of Energy – Savannah River. OSQA provides oversight of the various Contractor Safety Management Programs. Over the last 40 years, Tom has worked in Operations, Engineering, Maintenance, and Training organizations. Mr. Kohler is experienced in all aspects of the Systematic Approach to Training (SAT) Process. Tom is the co-chair for the revision of 426.2. DOE 426.2, Personnel Selection, Training, Qualification and Certification Requirements for DOE Nuclear Facilities which is in review at HQ. Mr. Kohler is qualified as a Senior Technical Safety Manager.

March 21st 11:15 – 11:45AM



NTC EFCOG Briefing

Gabe Pugh

Director, National Training Center

Gabe Pugh is the Director of the Department of Energy's (DOE) Office of Enterprise Assessments (EA) National Training Center (NTC), located on the Kirtland Air Force Base in Albuquerque, New Mexico. The NTC develops and maintains the proficiency and competence of safety and security personnel and builds management excellence in safety and security disciplines for the DOE. The NTC facilities consist of classrooms, administrative offices, and weapons firing ranges. It also maintains the Integrated Safety and Security Training and Evaluation Complex - a simulated DOE research and operational facility. Each year, more than 7,000 professionals from across the DOE enterprise benefit from NTC training.

Prior to coming to the NTC, Gabe Pugh has over 31 years of extensive knowledge and experience in providing leadership, programmatic direction, and oversight of NNSA programs. He is recognized as a Subject Matter Expert in the areas of: Nuclear Weapons (Both Programmatic and Technical), Nuclear Facility Operations, Safety Basis for Nuclear Explosive Operations, Program/Project Management.

Most recently, Mr. Pugh has served as the Deputy Manager at the Pantex Plant in the NNSA Production Office, and Deputy Manager of Business, Security, and Missions for the NNSA's Los Alamos Field Office in New Mexico.

Mr. Pugh holds a Master's degree in Industrial Engineering from New Mexico State University and a Bachelor's degree in Chemical Engineering from the University of New Mexico. Mr. Pugh is a certified project management professional.

March 21st 12:45 – 1:45PM

Panel: Training Staff Onboarding/Qualification Process

Due to a high turnover rate of Training Professional in our industry it has become very important to efficiently bring new training staff up to speed. In this panel we discuss the onboarding and qualification process from three different locations through the EFCOG footprint. Once the panelists have discussed their location’s process the moderator and audience will ask questions and make statements to brainstorm possible improvements.

Panelist:

Kathryn Miller
Technical Training Manager,
Oak Ridge National Laboratory



Peter Stromburg
Training Support Manager,
Pacific Northwest National
Laboratory



Moderator:

Ethan Guymon
ES&H Instructor,
Idaho National Lab



Fallon Halloway
WRPS Technical Staff
Training Manager,
Hanford Site, WA





Tell Me a Story: A Tale of Audience Engagement

Mark Hagerty

Instructional Designer ESH

Lawrence Livermore National Lab

This session provides insight into how learning happens better when we include storytelling as the conduit for the message. Training can be effective only if the lesson is communicated clearly. You will learn how delivery techniques including storytelling, open questions, safe mistakes, and a little bit of neurology, can enhance learning and comprehension, making your courses not only effective, but engaging.

Mark Hagerty is currently an Instructional Designer for the Environment, Safety, and Health Directorate at the Lawrence Livermore National Laboratory. He is the training liaison for Biosafety and the Health Services Departments. Mark has over thirty years of experience creating training programs that improve worker performance across many industries, working as a trainer, writer, manager, instructional designer, and learning specialist. A lifelong fascination with behavioral and life sciences led Mark to earn a BS in psychology and biology and an MS in Organizational Behavior. A Master's certificate in Online Instructional Design unleashed his technical expertise to specialize in online learning. Outside of the laboratory, Mark founded Biomedical Writing Services, LLC to create continuing medical education courses, edit scientific documents, and prepare advanced, customized presentations and other visual communications as a freelance professional.

March 21st 2:00 – 2:45PM



Why the Details Matter

Shannon Griggs

End States Training and Procedure Writer Manager

Central Plateau Cleanup Company

There is concern that as new technology is introduced, and organizations seek better training and more cost-efficient systems they will forget to operate training in a systematic manner. In this session we will discuss how the SAT process is used to make sound decisions to determine the who, what, when, where why and how of a learning program. Many

variables drive change, which leads to a five-phase systematic process used to organize and guide learning product development activities; analysis, design, development, implementation, and evaluation (ADDIE). Innovation in individual and collective learning and learning infrastructure, and human capital development remain ongoing goals that utilizing a systematic approach can assist in selecting and evaluating technologies most appropriate.

For the past eighteen years, Shannon has been supporting the safe removal of hazardous waste from DOE waste sites as an operator, trainer, manager, and leader. With a degree in Organizational Learning and Performance, Shannon has extensive knowledge and experience providing guidance for the development and maintenance of training using the Systematic Approach to Training (SAT) process. She values using the systemic approach as an essential part of achieving sustainable results and creating meaningful contributions to complex and large-scale projects.

Succeeding through Organizational Churn

Pete Stromberg

Training Support Manager,
Pacific Northwest National Laboratory



Organizations now face a high level of organizational churn due to retirements, promotions, internal transfers, and external poaching of talent. We all know that employee turnover is costly and that this churn creates a multitude of challenges for the organization. If not addressed, these challenges can and will depress organizational culture, degrade organizational capabilities, and damage organizational credibility.

This session will present steps taken by PNNL's Training Support organization that enabled it to not only weather the storm but to deliver to the lab, an organization that embraces its cultural norms and is better prepared to deliver on expectations. The model developed in response to the high level of churn we faced begins with a comprehensive approach to the selection process, encompasses a highly regimented onboarding process, and carries forward with our basic operating model. This model can serve as a template that can help your organization to successfully navigate these challenges as well.

Pete Stromberg is the Training Support Manager at Pacific Northwest National Lab. He has over 40 years of experience in the learning & development field with various DOE and DOD contractors and non-affiliated organizations in the commercial aviation, energy, financial services industries, and the US Army. He has a bachelor's degree in Organizational Development and master's degrees in Organizational Leadership and Human Resources Management from Regis University in Denver, CO and is a Society of Human Resources Management Senior Certified Professional.

March 21st 3:00 – 4:00PM

Training a Multigenerational Workforce Room



Deloris Roberts-Charlton

***Engineering, Project Management & Construction
Training Lead***

For the first time in history, we have five generations working side-by-side in the workplace. Challenges present themselves because we simply don't understand each other. Experiences, goals, expectations, and events have shaped each generation. This session will look at some of the influences of each generation; discuss motivators demotivators and determine strategies for a more cohesive workplace with employees from different generations.

As the Engineering, Project Management & Construction Training Lead and the newly appointed Lead of the Instructor Fundamentals Program, Deloris (Dee) Roberts-Charlton is committed to providing quality leadership, training and support to the SRS Organization.

Deloris began her career at SRS in 2017 as an Operations/Technical Training Specialist. Prior to SRS, Deloris retired after working in the field of corrections and training for nearly 30 years. She is the former Director of the Barnwell County Detention Center; a position held for 20+ years. Deloris is proud of her many professional accomplishments; being named the first female president of The South Carolina Jail Administrator's Association. Also being named the first female nationally Certified Jail Administrator in the State of SC. She is formerly an instructor with the South Carolina Department of Corrections, the National Institute of Corrections, and the SC Criminal Justice Academy.

Deloris has been a regular guest instructor with the National Jail Leadership Command Academy based at the Sam Houston University in Huntsville Texas where the focus was on teaching command staff all aspects of leadership.

March 22nd 11:15 – 12:00PM



Top 20 Instructor Fails and How to Avoid Them

Chris Jerger

ISED Training Manager

Oak Ridge National Lab

In this presentation we will be focusing on common mistakes instructors make. The discussion will be well suited to newer Training Professionals but even veterans of the craft will discover some issues that they more than often fall into.

Christopher “Chris” Jerger joins us from the Oak Ridge National Laboratory where he is currently serving as the Isotope, Science and Engineering Directorate (ISED) Training Manager. Chris has only been with the lab a few months, but he has over 35 years invested as a training professional.

Chris earned a valued reputation as the CEO of Training Solutions Inc. where he spent the last 22 years as an expert on training, safety, and compliance programs; as a professional training presenter; and as an authority on human performance improvement (HPI) development and implementation.

Mr. Jerger’s other accomplishments include co-founder of the non-profit Human Performance Improvement Institute; designer of the InMAP Incident Mapping system; architect of the WebSmart Compliance Manager software suite; and as a national keynote speaker.

Panel: NIESH Grantee Panel

In this panel we will be discussing the National Institute for Environmental Safety and Health Training Grant. Some topics will include who and how organizations qualify for the grant as well as testimonials from grant recipients.

Panelist:

Ashlee Fitch, CSP
United Steelworkers' (USW)
Center for ESH Education



Gary Gustafson
Center for Construction
Research and Training



Moderator:

Ted Giltz
Technical Support Liasion,
NTC



Jim Remington
Program Analyst
NIESH



Kirt Laflin
Executive Director
National Partnership for
Environmental Technology
Education (NPETE)

National Environmental,
Safety & Health Training
Association (NESHTA)

March 22nd 1:00 – 1:45PM

Course and Related Data System

Katrina Knight

CARDS Administrator

DOE National Training Center

In this presentation the speaker will discuss the benefits of utilizing the National Training Centers CARDS system as well as walk through its utilization.

Katrina Knight began her career in the Department of Energy training environment after joining the NTC in April 2012. Katrina received a BA in Psychology in 2006. Prior to the NTC, Katrina spent several years working with special needs children, providing intensive therapeutic support for clients in schools, home, and in public settings.

During her time with the NTC, she has worked in several areas, utilizing skills including training coordination, instructional design, Section 508 compliance reviews, project management, SharePoint development/maintenance, event planning, program administration, and procedure development. She was part of the development team for CARDS (Course and Related Data System) and has been the NTC Administrator since the system launched in 2016, providing customer service, technical troubleshooting, and conducting numerous demonstrations and presentations for groups across the enterprise. Katrina served as the lead project manager for the DOE Employee Assistance Program's annual meeting from 2015–2019. She has also been a team leader for in-person, virtual, and hybrid events, including annual Training EFCOG meetings, the 2016 NTC/HAMMER/NIEHS Trainer's Exchange, PERT annual meetings, and Training EFCOG monthly learning events. She also served in a leadership role for the NTC's Employee Safety Committee since its inception in 2013 until 2021.

Apprenticeships and College Involvement

In this presentation the speakers will discuss the importance of the Savannah River Sites relationship to local colleges as well as the strong benefits from Apprenticeship programs in their work force. This presentation will hopefully give training professionals an understanding and baseline knowledge on how to nurture those programs and relationships for the betterment of their respective work locations.

Dr. Dorian Newton
*Apprenticeship School and
Pipeline Training Program*
Savannah River Site



BooBoo Roberts
Regional Technical College
Loaned Executive
Savannah River Site



March 22nd 2:00 – 2:45PM



Back to Basics: Task Analysis (Virtual Viewing Room)

Eric R Meakins MBA, PMP

Training and Procedures Manager for CPCCo

Hanford Site, WA

Everyone does task analysis, it is part of the role of being a trainer, but are we using it the way that it was intended? Are we looking at the tasks that are required to complete work, or are we doing small tweaks to existing material? My presentation is about how modifying courses and updating their task analysis can lead to having blind spots in our training materials that do not meet the needs of a changing workforce.

Eric has worked at Hanford since 2016 and been part of several systemization efforts with the plateau cleanup contract. He implemented a Core Field Work Supervisor (FWS) program that has allowed interchangeability of FWSs between the plateau’s 9+ facilities, put in place qualification course templates standards, and is developing a new training review/approval/publication system.

Before coming to Hanford, Eric spent 13 years working at a chemical weapons disposal facility where he participated in everything from the facility’s cold-commissioning and operation to its deactivation. He also served in the Army as a M1 Crewman (19K).

LLNL’s Journey to Improve Educational Inclusiveness: Designing Training for Differently-Abled Learners

In this presentation, you will learn about how LLNL is working to improve educational inclusiveness for it’s over 9,000 learners to meet their neurodiversity needs and reach closer compliance with Section 508 of the Rehabilitation Act of 1973, as amended, (29 U.S.C. §794d). In a mere two months, the team formed and created recommendations and Articulate 360 templates for eLearning course development considerations for deaf/hearing-impaired individuals and is now working on recommendations for blind/sight-impaired learners. We will describe the team’s process and recommendations in hopes of helping others throughout the DOE help meet their employees’ neurodiversity needs. The presentation will conclude with how LLNL is in the process of implementing those recommendations with cybersecurity, cost, and resource considerations in mind.

Dr. Phillip Weiss
*Workforce Services and
Development Manager*
Lawrence Livermore National Lab



Mark Hagerty
Instructional Designer ESH
Lawrence Livermore National Lab



March 22nd 3:00 – 3:45PM



Platform Skills; How to Effectively Get Your Message Across

Ashley Felton
Executive Chairman of SystemATECH

Platform skills are an essential part of any successful training program. Being able to effectively communicate your message to an audience is key to ensuring that the training is successful. This platform skills workshop will help trainers develop the necessary skills to be able to deliver their message effectively. This workshop will cover the basics for anyone who must present information to others should know.

Founder and Executive Chairman of SystemATECH, Ashley is spearheading global expansion and leading the charge to empower the global workforce with the in-demand digital skills that the cyber and digital industries demand.

Ashley Felton also is on the advisory board of many academic institutions locally in her area and assists colleges, and universities with retaining students and helping implement growth techniques. Ashley Felton leads with compassion and is transparent about putting people first. Her leadership has helped many individuals and businesses reach their highest potential.

Project Management for Training Products

Owen Peters

Training and Procedures Manager at Waste Treatment Completion Company (WTCC)

Hanford Site, WA



This presentation will merge proven project management techniques from the Project Management Body of Knowledge, 7th edition with the ADDIE process for developing training products. It will cover the application of the System for Value Delivery, Project Management Principles, Project Performance Domains, and how they can be best applied for Training Product success. Taking a project management approach to developing training products ensures training products scope, cost, and quality stay in line with the customers' expectations.

Owen Peters recently changed positions to become the Training and Procedures Manager at Waste Treatment Completion Company (WTCC), previously he managed the Industrial Safety Training at the Volpentest HAMMER Federal Training Center providing industrial safety and conduct of operations training to the Hanford site since July 2019. He joined HAMMER as the electrical program manager in June 2018 and is a certified Master Training Specialist, Project Management Professional, and Six Sigma Black Belt. Owen holds a bachelor's degree in nuclear technologies from Thomas Edison State University and a Master of Business Administration in project management from Grantham University. Owen served in the United States Navy Submarine Force as an electrician's mate at Navy Nuclear Power Training Unit Charleston, SSN-772 USS Greenville (Pearl Harbor, HI), Navy Nuclear Power School Charleston, SSBN-730 USS Henry M. Jackson (Bangor, WA), and Performance Monitoring Team Bangor. Upon retiring, he worked at the Waste Treatment Plant on the Hanford Site as a training and procedural specialist.

March 23rd 11:15AM – 12:00PM



Using 3D – Virtual Tours

Lloyd Keith

Conduct of Operation and HPI Manager

Washington River Protection Solutions

Hanford Site, WA

This presentation will introduce attendees to the cutting-edge 3D Model training tool in use at the Hanford Tank Farms as well as the how and why of its inception. The discussion will start with the impact of a changing workforce (attrition & turnover) and specific examples of errors in work performance directly attributable to these changes as it relates to training development. It will then discuss how the Human Performance (HPI) approach has been used to address these issues, and how HPI can be best applied for Training Product success. The 3D Model capabilities will be demonstrated and discussed for various use cases including training.

Lloyd has been in the nuclear field for over 40 years. He is currently working for Washington River Protection Solutions at the Hanford Tank Farms as the Conduct of Operations & Human Performance Improvement Manager. Lloyd served 8 years in the U.S. Navy Nuclear Power Program prior to his career at Hanford, serving aboard two submarines. Lloyd’s experiences during his time at Hanford have included Reactor Operator at the Fast Flux Test Facility as well as initial staffing and start-up of the multiple facilities. Concurrently, Lloyd has taught as an adjunct professor of Nuclear Technology at Columbia Basin College for 14 years. Lloyd also completed a 2-year assignment to the Sellafield nuclear site in the UK to mentor rebuilding of their training programs and has spoken at two international symposiums on Fukushima Revitalization.

The New Employee Training Academy

The New Employee Training (NET) Academy was founded in 2020 to provide new employees to the Associate Laboratories Directorate for Weapons Production with a foundation of excellence and ensure that workers are prepared to contribute to the mission with a thorough understanding of nuclear facility fundamentals. The Academy offers multiple training tracks, specializing in Glovebox Operator (GBO) Qualification, Fissionable Material Handler (FMH) Certification (Operator/Supervisor), and Waste Operation Qualifications for workers who will fulfill mission-specific job assignments within the plutonium facility.

This presentation will discuss the history of the training programs and identification of the need for an Academy-style model, the initial project effort to launch the program, subsequent enhancements, an overview of current state, and what comes next. Told from the perspective of the two SMEs who started it all!

Evelina Valencia

***Deputy Division Leader (A) for
Training and Mission Services,
Weapons Production***

Los Alamos National Laboratory



Hannah Wood

Los Alamos National Laboratory



March 23rd 12:30 – 1:00PM



Update on DOE 426.2 and 1070-94

Brendan M. Burns

Brendan is on the staff of the Office of Nuclear Safety (EHSS-32) at DOE Headquarters. He is responsible for the nuclear training policy in the Department and is the point of contact in the Office of Primary Interest (OPI) for DOE O 426.2, *Personnel Selection, Training, Qualification, and Certification Requirements for DOE Nuclear Facilities* and DOE STD 1070-94, GUIDELINES FOR EVALUATION OF NUCLEAR FACILITY TRAINING PROGRAMS. He has been working in the nuclear field since he was in the Navy nuclear power program. He has worked in several DOE positions and for the Department of the Army. He is a graduate of the US Army War College, and is a licensed professional engineer.

March 23rd 1:00 – 1:45PM



Leadership

Kevin Whitt

SRNS Site Training Director

DOE – Savannah River Site

Retired Submarine Electronics Technician Master Chief Kevin Whitt is a 26-year veteran of the US Navy's Nuclear Propulsion Program. Throughout his career, Kevin held varying positions of increasing leadership including Ship Superintendent, Engineering Department Master Chief, and, most recently, Plant Master Chief for the Naval Nuclear Prototype Training Unit (NPTU) Moored Training Ship 635 at Joint Base Charleston. Kevin served on three 726 Class Trident Ballistic Missile submarines throughout his career, the USS Pennsylvania (SSBN 735), the USS Michigan (SSBN 727), and USS Alabama (SSBN 731). Following retirement from the Navy, Kevin began his second career with Savannah River Nuclear Solutions in June 2014 as Deputy Site Training Manager and was promoted to Site Training Director in 2015 where he leads a team of over 175 adult educators and emergency management professionals to provide instruction services to the Savannah River Site's more than 10,000 employees. Kevin has been married to his best friend, Tamara (Oskowis) Whitt, of Shawnee Township, Ohio, for 33 years and together they have two children, Justin, 32, and Jessalynn, 30, and one grandchild, Luxlee, 3.

Full Speaker Biographies



Shayne Eyre

Manager – INL Learning Services, EFCOG Training Work Group – Chairman
Idaho National Lab

After graduating with a Chemical Engineering degree, Shayne cut his teeth on operations, maintenance, and training with the US nuclear navy. Since then, he's earned a MBA and worked at Fortune 50 companies like American Express and UnitedHealthcare. For the 10 years prior to coming to INL, Shayne managed several training groups at two DOE contractors at the Hanford site. At INL for the last four years, Shayne has worked to apply modern learning research and technologies to increase the value of training to the business. Shayne started working with the EFCOG Training Working Group almost ten years ago and became the chair of the group 5 years ago.



Rick Sprague

Senior Vice President, Environment, Safety, Health and Quality
Savannah River Nuclear Solutions, LLC

Richard (Rick) Sprague is the Senior Vice President, Environment, Safety, Health and Quality (ESH&Q), for Savannah River Nuclear Solutions (SRNS) at the U.S. Department of Energy's (DOE) Savannah River Site (SRS). In this capacity, he has site-wide responsibility for Environmental Compliance and Remediation Projects; Occupational Safety and Health; Industrial Hygiene; Radiological Controls; Medical Services; Emergency Services; Safeguards and Security; Quality Assurance; Training; Procedures; and Operational Excellence.

Most recently, he served as Senior Vice President of Technical Services responsible for Site Utilities and Infrastructure, Maintenance, Landlord Services, Project Management and Construction. Previously, he served as the Associate Laboratory Director for Nuclear Materials Programs at Savannah River National Laboratory, operated by SRNS. In this position, he was responsible for integration and management of SRS nuclear materials programs.

Sprague has extensive leadership experience in nuclear facility operations, engineering, integrated safety management, project management, independent oversight, and business services. He has managed all aspects of nuclear facility operations and engineering at SRS, including facility manager assignments in multiple nuclear materials and high-level liquid waste facilities. Sprague was in lead operational positions during the successful startups of the Saltstone Facility, Defense Waste Processing Facility, K Area Category 1 Design Basis Threat Project, K Area Material Storage Facility and K Area Interim Surveillance Facility. Sprague was Facility Manager during the successful deinventory and deactivation of the K Basin, Receiving Basin for Offsite Fuels, 235-F Plutonium Storage, Heavy Water and Reactor Materials facilities.

Sprague has led multifunctional integrated safety management oversight teams across the DOE complex. He led the transition and bifurcation of the longstanding SRS contract to two contractors, including SRNS as the site's management and operations contractor. More recently, he provided leadership for SRNS Business Services functions including Project Controls, Business Process Modernization, Performance Evaluation, and Supply Chain and Contracts Management.



Thomas Kohler

Director for the Office of Safety and Quality Assurance (OSQA)
DOE – Savannah River Site

Tom Kohler currently serves as the Director for the Office of Safety and Quality Assurance (OSQA) for the Department of Energy – Savannah River. OSQA provides oversight of the various Contractor Safety Management Programs. Over the last 40 years, Tom has worked in Operations, Engineering, Maintenance, and Training organizations. Mr. Kohler is experienced in all aspects of the Systematic Approach to Training (SAT) Process. Tom is the co-chair for the revision of 426.2. DOE 426.2, Personnel Selection, Training, Qualification and Certification Requirements for DOE Nuclear Facilities which is in review at HQ. Mr. Kohler is qualified as a Senior Technical Safety Manager.

Mr. Kohler grew up in Philadelphia and joined the Navy after high school. Following Electronic Technician “A” School, Tom completed Nuclear Power School and qualified as a Reactor Operator/Shutdown Reactor Operator. Over the next 10 years, Mr. Kohler sailed around the world on the USS California CGN-36, trained multiple operators and officers at Nuclear Power Training Unit (NPTU) Ballston Spa N.Y., and completed active duty on the USS Virginia CGN-38 where he was the Reactor Controls Leading Petty Officer and qualified as an Engineering Watch Supervisor. Years later, Tom enlisted in the Naval Reserves and was recalled to active duty in support of Enduring Freedom. Mr. Kohler transferred to the South Carolina Army National Guard and retired in 2007. After leaving the Navy, Tom worked for a short time at Babcock and Wilcox Nuclear Technologies (BWXT) as an electronic support supervisor and then moved to Savannah River Site (SRS) to work for General Physics Company as a Trainer/Developer. In the early 1990’s, the Department of Energy was starting up many new facilities. Tom developed and conducted various classroom sessions as well as performed On-The-Job instruction to support the startup of the In-Tank Precipitation process for Westinghouse Savannah River Company (WSRC). After a few years of supporting high level waste operations, Tom accepted a position with WSRC training organization and started working at the F-Canyon Operations Training organization. In this

position, Mr. Kohler conducted Job/Task Analysis, developed a standard for material development, as well as assisted the facility management with developing an operator certification program following implementation of DOE Training Order.

Mr. Kohler was called back to active duty from the Navy Reserves in support of the Enduring Freedom mission. Once the mission was over, Tom returned to SRS and started working in H-Canyon Operations Training organization where he developed training materials, assisted with the development of the operating procedures, and conducted all the classroom and On-The-Job training for the LEU Blend Down and Unirradiated Fuel dissolution missions. Mr. Kohler accepted a position in the Engineering Department and qualified as a H-Canyon Shift Technical Engineer (STE). In this position, Tom provided day-to-day shift engineering direction for various facility operations and processes including the dissolution and processing of both irradiated and non-irradiated fuel.

In 2009, Mr. Kohler started working for the Department of Energy and qualified as a Facility Representative in F-Area, H-Area, K-Area, and L-Area. While in F-Area, Tom provided oversight for F-TRU operations in support of ARRA and assisted in the development of 235F Basis for Interim Operations (BIO) as well as assisted with developing DOE-SR plan to remove materials from 235F. In 2015, Mr. Kohler was selected as the DOE-SR Employee of the Year. In 2017, Tom was selected as the DOE Complex Facility Representative of the year.

Mr. Kohler currently resides in North Augusta with his wife, Dianne and their youngest son, Stephen. Tom has five children (three daughters and two sons) and three grandchildren. Mr. Kohler holds a Bachelor of Science in Education, Training, and Development from Southern Illinois University and a Bachelor of Science in Nuclear Engineering Technology from Thomas Edison State College.



Dr. Dorian Newton

Apprenticeship School & Pipeline Training Program Manager
Savannah River Site

Dr. Dorian G. Newton is a naval veteran with almost 30 years of diverse military service and civilian experience in the Naval Nuclear Propulsion Program and at multiple sites throughout the Department of Energy (DOE) Complex. He actively supports DOE sector-wide initiatives related to workforce development including the Energy Facility Contractors Group (EFCOG) and maintains effective networks with professional societies, colleges, universities, and Historically Black Colleges and Universities/Minority Educational Institutions (HBCU/MEI).

Dr. Newton specializes in building coalitions and leading change. He created regionally recognized workforce development infrastructures. Successfully channeled industry expertise and experience to convene partnerships with regional governments, colleges, schools, labor, workforce agencies, and other community stakeholders. Workforce development programs featured in the Wall Street Journal. (Omeokwe, Amara. “Employers Turn to On-the-Job ‘Boot Camps’ to Fill Out Workforce.” The Wall Street Journal, 23 Dec. 2019.)

He also received the 2020 Black Engineer of the Year Award in Educational Leadership and EFCOG Award of Excellence for enhancing the opportunities for under-served communities in science, technology, engineering, and mathematics (STEM) through innovative approaches to maintain key skilled technician pipelines and avoid critical skill loss.

Dr. Newton currently works with the Savannah River Site as the Apprenticeship School & Pipeline Training Program Manager and holds a B.S. in Mechanical Engineering Technology from Old

Dominion University as well as a M.S. in Systems Engineering and a Doctor of Engineering in Engineering Management from George Washington University.



Gabe Pugh

Director, DOE - Office of Enterprise Assessments (EA) National Training Center (NTC)
Kirkland Airforce Base, NM

Gabe Pugh is the Director of the Department of Energy’s (DOE) Office of Enterprise Assessments (EA) National Training Center (NTC), located on the Kirtland Air Force Base in Albuquerque, New Mexico. The NTC develops and maintains the proficiency and competence of safety and security personnel and builds management excellence in safety and security disciplines for the DOE. The NTC facilities consist of classrooms, administrative offices, and weapons firing ranges. It also maintains the Integrated Safety and Security Training and Evaluation Complex - a simulated DOE research and operational facility. Each year, more than 7,000 professionals from across the DOE enterprise benefit from NTC training.

Prior to coming to the NTC, Gabe Pugh has over 31 years of extensive knowledge and experience in providing leadership, programmatic direction and oversight of NNSA programs. He is recognized as a Subject Matter Expert in the areas of: Nuclear Weapons (Both Programmatic and Technical), Nuclear Facility Operations, Safety Basis for Nuclear Explosive Operations, Program/Project Management.

Most recently, Mr. Pugh has served as the Deputy Manager at the Pantex Plant in the NNSA Production Office, and Deputy Manager of Business, Security, and Missions for the NNSA’s Los Alamos Field Office in New Mexico.

Mr. Pugh holds a Master’s degree in Industrial Engineering from New Mexico State University and a Bachelor’s degree in Chemical Engineering from the University of New Mexico. Mr. Pugh is a certified project management professional.



Kathryn Miller

Technical Training Manager for the Office of Technical Training
Oak Ridge National Laboratory

Kathryn Miller serves as Oak Ridge National Laboratory's (ORNL) Technical Training Manager for the Office of Technical Training (OTT). The Office of Technical Training is responsible for corporate management and integration of all ORNL training activities. The Office of Technical Training provides an infrastructure of supporting systems and processes, including site-level procedures and guidance for training program implementation. This organization provides core training services to the laboratory, particularly to ensure compliance with legal, contractual, and management requirements. Kathryn joined ORNL in 2019 as Training Evaluation and Performance Assurance Program Manager in the OTT. In this role, she ensured the continual improvement of ORNL technical training programs. Her primary duties included developing and executing a comprehensive evaluation strategy and she was soon named the Team Lead for the Training Management and Performance Assurance Team.

Prior to joining ORNL, Kathryn served as the Manager of Professional Development and Nuclear Training Officer at the Nevada National Security Site. Throughout her career, Kathryn has provided technical, regulatory and leadership training support services to government contractors and corporate customers. She has more than 24 years of experience in the instructional systems design and communication domain and more than 18 years of experience in the nuclear regulatory domain at sites including Rocky Flats Environmental Technology Site, Savannah River Nuclear Solutions, and the Nevada National Security Site.

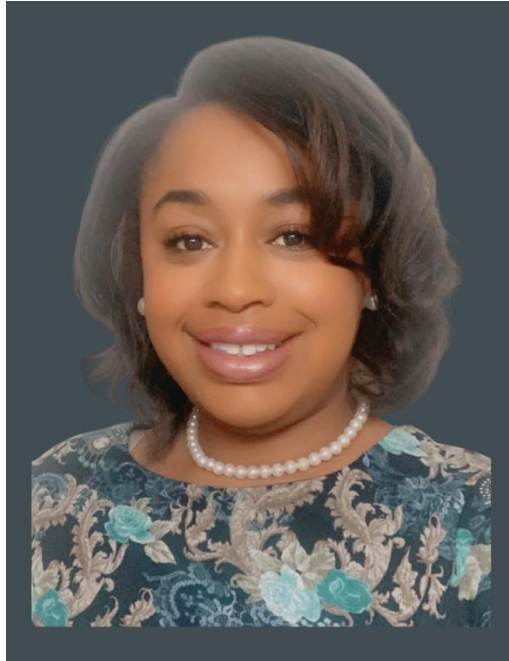
Kathryn holds a bachelor's degree in Communication with a focus on interpersonal communication and dispute resolution. She also holds several training certifications including Human Capital Strategy, leaning Design, Instructional Design, Business Professional/Leadership, and MyersBriggs Type Indicator Practitioner. She served three years as the President of the Association for Talent Development, Rocky Mountain Chapter.



BooBoo Roberts

***SC Regional Technical College Loaned Executive and the Deputy Program Manager of
Apprenticeship & Pipeline Training Programs***
Savannah River Nuclear Solutions

BooBoo Roberts is Savannah River Nuclear Solutions SC Regional Technical College Loaned Executive and the Deputy Program Manager of Apprenticeship & Pipeline Training Programs. Ms. Roberts has worked at the Savannah River Site for almost 23 years. She has worked at Savannah River Site as a Radiation Protection Technician (RPT), a Detailed RP First Line Manager, and a Radiation Protection/General Regulatory/Waste GCO Principal Site Training Specialist (Instructor). Ms. Roberts is a graduate from Aiken Technical College with an Associate’s Degree in Radiation Protection and from North Greenville University with an Associate’s Degree in Mathematical Science. Having the passion to teach and help others learn about Radiation Protection, she manages the Radiation Protection Program at ATC and serves as a Radiation Protection Instructor since September 2019.



Ashley Felton

Executive Chairman

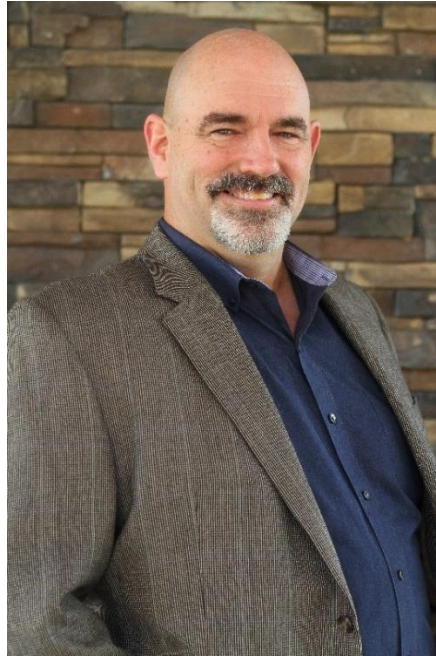
SystemATECH

Ashley Felton, Founder and Executive Chairman of SystemATECH, is spearheading global expansion and leading the charge to empower the global workforce with the in-demand digital skills that the cyber and digital industries demand.

SystemATECH is a global leader in providing training and education in information technology, cybersecurity, and other valuable digital and non-digital skills. With years of IT skills and cybersecurity technology education provider, SystemATECH partners with top-tier industries in the public and private sectors to offer advanced, professionally developed programs in digital technology. SystemATECH's dedicated research and development team ensures all digital and cyber curricula remain relevant to current industry standards. and aids students in developing the skill sets they need to acquire life-long careers in the STEM workforce. and enables them to reshape their path in life.

In another venture, Ashley Felton founded Technically IT. She built a company that designs, orchestrates, and manages customized services and solutions that help drive organizations big and small to succeed.

Ashley Felton also is on the advisory board of many academic institutions locally in her area and assists colleges, and universities with retaining students and helping implement growth techniques. Ashley Felton leads with compassion and is transparent about putting people first. Her leadership has helped many individuals and businesses reach their highest potential.



Chris Jerger

Isotope, Science and Engineering Directorate (ISED) Training Manager
Oak Ridge National Laboratory

Christopher “Chris” Jerger joins us from the Oak Ridge National Laboratory where he is currently serving as the Isotope, Science and Engineering Directorate (ISED) Training Manager. Chris has only been with the lab a few months, but he has over 35 years invested as a training professional.

Chris earned a valued reputation as the CEO of Training Solutions Inc. where he spent the last 22 years as an expert on training, safety, and compliance programs; as a professional training presenter; and as an authority on human performance improvement (HPI) development and implementation.

Mr. Jerger’s other accomplishments include co-founder of the non-profit Human Performance Improvement Institute; designer of the InMAP Incident Mapping system; architect of the WebSmart Compliance Manager software suite; and as a national keynote speaker.

Chris believes one of the major contributors to our industry’s success is our collective approach to sharing insights, experience, and tools. He believes his greatest contributions stem from the opportunities he has had to see both the good and the bad in hundreds of companies and to learn from each success and each failure.



Deloris (Dee) B. Roberts-Charlton

Engineering, Project Management & Construction Training Lead & Lead of the Instructor Fundamentals Program

Savannah River Site

As the Engineering, Project Management & Construction Training Lead and the newly appointed Lead of the Instructor Fundamentals Program, Deloris (Dee) Roberts-Charlton is committed to providing quality leadership, training and support to the SRS Organization.

Deloris began her career at SRS in 2017 as an Operations/Technical Training Specialist. Prior to SRS, Deloris retired after working in the field of corrections and training for nearly 30 years. She is the former Director of the Barnwell County Detention Center; a position held for 20+ years.

Deloris is proud of her many professional accomplishments; being named the first female president of The South Carolina Jail Administrator’s Association. Also being named the first female nationally Certified Jail Administrator in the State of SC. She is formerly an instructor with the South Carolina Department of Corrections, the National Institute of Corrections, and the SC Criminal Justice Academy.

Deloris has been a regular guest instructor with the National Jail Leadership Command Academy based at the Sam Houston University in Huntsville Texas where the focus was on teaching command staff all aspects of leadership. Deloris is regularly consulted on areas of Leadership and Corrections as she is still regarded as an expert in the field.

Deloris has an associate degree in Criminal Justice/Public Speaking. She has been married for 37 years. Deloris and her husband have three adult sons, a wonderful daughter-in-law and the “world’s best” grandson. Deloris resides in Barnwell, SC.



Dr. Phillip Weiss

***Workforce Services and Development Manager for the Office of the Chief Financial Officer
Lawrence Livermore National Laboratory***

Dr. Phillip Weiss is currently the Workforce Services and Development Manager for the Office of the Chief Financial Officer at Lawrence Livermore National Laboratory. Over his 35+ year career, he had led training and development organizations in non-profit, software, military, and government industries. In the area of virtual learning, he pioneered the use of software training using virtual workstations with WebEx and contributed to the development of the original WebEx Training Center. Dr. Weiss holds an MBA from the University of Maryland and a Doctorate of Business Administration from Walden University where he completed research on knowledge transfer preferences of expert employees nearing retirement. Dr. Weiss has spoken at multiple learning conferences including the Learning Guild's DevLearn and Learning Solutions conferences as well as Elliot Masie's Learning Consortium.



Eric R. Meakins MBA, PMP

Training and Procedures Manager for CPCCo

Hanford Site, WA

Eric has worked at Hanford since 2016 and been part of several systemization efforts with the plateau cleanup contract. He implemented a Core Field Work Supervisor (FWS) program that has allowed interchangeability of FWSs between the plateau's 9+ facilities, put in place qualification course templates standards, and is developing a new training review/approval/publication system.

Before coming to Hanford, Eric spent 13 years working at a chemical weapons disposal facility where he participated in everything from the facility's cold-commissioning and operation to its deactivation. He also served in the Army as a M1 Crewman (19K).



Ethan Guymon

Environmental Safety and Health Facilitator

Idaho National Lab

Ethan Guymon currently works for the College of Eastern Idaho as a Safety Instructor contracted to the Idaho National Laboratory. He is an experienced safety professional and instructor whom has gained both his Certified Safety Professional (CSP) and Certified Instructional Trainer (CIT) designations from the Board of Certified Safety Professionals. The majority of his experience comes from the Oil and Gas fields of North Dakota, which despite his Idahoan roots, sometimes causes a slip of a strong Northern Plains accent. He is extremely enthusiastic when it comes to facilitating safety learning and looks forward to improving his own capabilities by participation in the EFCOG Training Work Group.



Fallon Holloway

Technical Staff Training Manager for Washington River Protection Solutions (WRPS)
Hanford Site, WA

Fallon Holloway is the current Technical Staff Training Manager at Washington River Protection Solutions (WRPS) at the DOE's Hanford Site in Washington State. Ms. Holloway holds a BA in Communications from Western Washington University and a MA in Communications and Leadership from Gonzaga University. She is also a certified Project Management Professional (PMP). She joined WPRS in 2015 and has enjoyed leading a diverse team of training professionals through these last challenging years.



Lloyd Keith

Conduct of Operations & Human Performance Improvement Manager, River Protection Solutions

Hanford Site, WA

Lloyd has been in the nuclear field for over 40 years. He is currently working for Washington River Protection Solutions at the Hanford Tank Farms as the Conduct of Operations & Human Performance Improvement Manager. He has served in numerous roles, primarily in Operations and Training Management, since joining the Hanford site in 1987. Lloyd served 8 years in the U.S. Navy Nuclear Power Program prior to his career at Hanford, serving aboard two submarines. Lloyd's experiences during his time at Hanford have included Reactor Operator at the Fast Flux Test Facility as well as initial staffing and start-up of the multiple facilities. Concurrently, Lloyd has taught as an adjunct professor of Nuclear Technology at Columbia Basin College for 14 years. Lloyd also completed a 2-year assignment to the Sellafield nuclear site in the UK to mentor rebuilding of their training programs and has spoken at two international symposiums on Fukushima Revitalization.



Evelena Valencia

Deputy Division Leader (A) for Training & Mission Services, Weapons Production

Los Alamos National Laboratory

Evelena Valencia serves as the Group Leader for ORI-1 Training & Mission Service group, where she is responsible for providing comprehensive training programs and business services to the Associate Laboratory Directorate for Weapons Production (ALDWP). Her group consists of 50 line-managed employees and 80 deployed business services personnel. She recently formed three new training teams within her group to serve directorate needs in the areas of Facility, Programmatic and New Employee Training (NET), including the implementation of the New Employee Training (NET) Academy for Plutonium Facility (PF-4) Operator/Technicians. This approach has proven to reduce training cycle times while increasing the quality of instruction, promoting overall retention rates for the directorate. Evelena is also an internal liaison to other training groups at the lab and external liaison to other Department of Energy (DOE) sites (e.g. Savannah River Site) for various training collaboration and benchmarking efforts.

Evelena started her career at LANL as a Graduate Research Assistant (GRA) supporting the Chemistry Metallurgy Research Replacement (CMRR) Project, and spent three years working in the field as a Training Specialist before heading down the path to managing projects and people. She is known amongst her employees and colleagues for leading by example and having a true passion for effective knowledge transfer in the nuclear industry. Evelena has a B.A. in Communications from the University of Iowa, and an M.A. in Organizational Learning and Instructional Technology (OLIT) from the University of New Mexico. Evelena's education, background and experience make her uniquely qualified to establish and grow the training and education mission for the weapons production directorate. During her time working at Los Alamos National Laboratory, she has received numerous awards and recognitions for her notable efforts that go well beyond the call of duty.

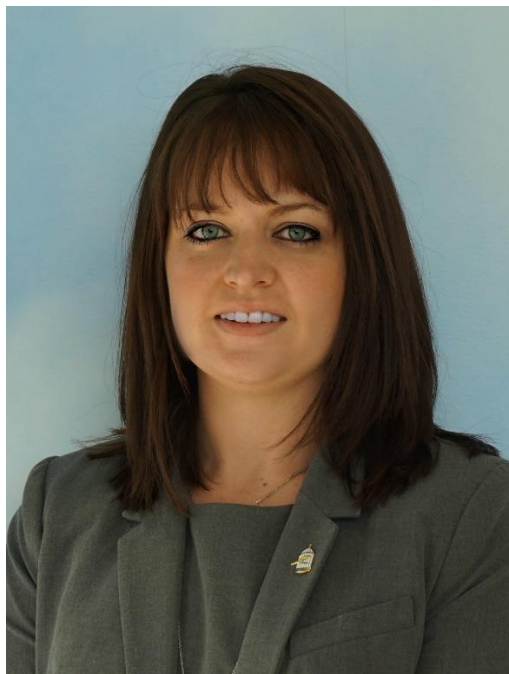
Evelena currently resides in Nambe, NM where she enjoys spending time with her husband, a third generation LANL employee, and their two daughters, Hanna (5) and Camila (5 months). She stays busy at home with her young family, as well as taking on all the mentioned responsibilities to support the mission of the laboratory.



Hannah Wood

Los Alamos National Laboratory

Hannah Wood earned her Master's in Public Administration (2014) and Bachelor's in Political Science and English (2011) from the University of New Mexico. For 3½ years, Hannah has worked to plan, implement, and run the ALDWP New Employee Training (NET) Academy at Los Alamos National Laboratory, a comprehensive onboarding and training program for new employees who will become qualified Glovebox Operators (GBO) and certified Fissionable Material Handlers (FMH). Hannah and the NET Academy team were recognized for a DOE Award of Excellence in 2020 and have since expanded the program. Prior to coming to LANL, Hannah worked as a Human Resources Specialist at Sandia National Laboratories for 6 years supporting the intern population as well as new hire onboarding and leading multiple institutional-wide projects. In her free time, Hannah loves supporting Youth & Government (a YMCA program), spending time with her pets, or helping on her family's cattle ranch.



Ashlee Fitch

Program Director for the United Steelworkers' (USW) Tony Mazzocchi Center for Health, Safety, and Environmental Education

Ashlee Fitch works as the Program Director and Principle Investigator for the United Steelworkers' (USW) Tony Mazzocchi Center for Health, Safety, and Environmental Education. In 2019, she stepped down as the Principle Investigator for the USW for the Worker Health Protection Program, but remains a solid voice for workers in the Former Worker Medical Screening Program. Ms. Fitch also serves as Board Member at Large for the Beryllium Health and Safety Committee, which focuses on education on occupational exposure to beryllium and the prevention of beryllium-induced conditions and illnesses across USW represented workplaces.



Gary F. Gustafson

Director Environmental Hazard Training Program

Center for Construction Research and Training

Gary Gustafson is the Director of CPWR’s Environmental Hazard Training Program. Since joining CPWR in 2015, he has worked as part of CPWR’s training team supporting North America’s Building Trades Unions and their 14 member unions with their worker health and safety and environmental training needs. CPWR is the safety and health research and training arm of NABTU with a proven track record in researching health and safety hazards and developing, delivering, and evaluating safety and health training programs in the construction industry. For over 25 years, Gary has had the pleasure of working with labor/management training organizations ensuring the health and safety of workers in the construction and environmental remediation fields. Gary currently is the co-chair of the Department of Energy Labor Training Work Group and the NABTU Health and Safety Infection Control Risk Assessment, or ICRA, subcommittee. He is a graduate of Assumption College in Worcester Massachusetts and he looks forward to continuing his work of improving the safety and health of workers in the construction and environmental remediation industry.



Jim Remington

Program Analyst, Public Health Preparedness Training

National Institute of Environmental Health Sciences, Worker Education and Training Program

Jim Remington is currently employed as a Program Analyst, Public Health Preparedness Training, with the National Institute of Environmental Health Sciences, Worker Education and Training Program (WTP). Jim oversees the programmatic functioning of the Hazardous Materials Disaster Preparedness Training Program. In addition, he functions as the field lead for the deployment of health and safety trainers under the National Response Framework's Worker Safety and Health Support Annex, the National Disaster Recovery Framework, and the National Contingency Plan. Deployments have included Hurricane Katrina, Rita, and Sandy, Irma, Maria, California wildfires, and the Deepwater Horizon oil spill. He is also a program administrator for grants funded by the Department of Energy to develop and administer model health and safety training programs for hazardous materials or waste workers within the nuclear weapons complexes.

Jim is a practicing critical care nurse and has served as a volunteer firefighter with his local fire department. Recently retired as a Lieutenant Colonel in the Air Force after 28 years, he specialized in command, control, and communications. He holds bachelor's degrees from the University of New Hampshire and the University of Massachusetts. Jim has completed the University of North Carolina's Certificate program on Community Preparedness and Disaster Management and is a masters prepared in Public Health in Leadership and Occupational Health Nursing.

Additional responsibilities include the oversight of our federal partner collaborations as it relates to disaster response and preparedness training in the WTP. He serves on a number of committees with the National Response Team, National Biodefense Strategy and Implementation Plan, Office of National Drug Control Policy's Recovery Research Interagency Work Group and is working on a number of projects with National Institute for Occupational Safety and Health, Centers for Disease Control and Prevention. the Department of Health Human Services.



Ted Giltz

Technical Support Liaison, EFCOG & NIEHS Worker Training Program
National Training Center

Ted Giltz provides safety and health technical leadership support to organizations supporting DOE training and organizations supported by the NTC. Ted supports the NTC as a technical support liaison with the DOE Energy Facility Contractor Group (EFCOG) membership and with the National Institute of Environmental Health and Sciences Worker Training Program (WTP) grant program funded by DOE Environmental Management. He provides technical support to the NTC Reciprocity Certification Program, CARDS, and various EFCOG working groups. Ted supports the WTP program by assisting in establishing relationships and support for collaborative training provided to DOE contractors through worker peer training. As a technical programs liaison, Ted is also supporting NTC training support to the DOE Office of Worker Health and Safety Policy (EHSS).



Owen Peters

***Training and Procedures Manager, Waste Treatment Completion Company
Hanford Site, WA***

Owen Peters is the Training and Procedures Manager at for the Waste Treatment Completion Company (WTCC) providing industrial safety and conduct of operations training to the Hanford site since July 2019. He joined HAMMER as the electrical program manager in June 2018 and is a certified Master Training Specialist, Project Management Professional, and Six Sigma Black Belt. Owen holds a bachelor's degree in nuclear technologies from Thomas Edison State University and a Master of Business Administration in project management from Grantham University. He grew up in West Palm Beach, FL, where at 18 he joined the United States Navy and retired after 20 years of service. He served in the United States Navy Submarine Force as an electrician's mate at Navy Nuclear Power Training Unit Charleston, SSN-772 USS Greenville (Pearl Harbor, HI), Navy Nuclear Power School Charleston, SSBN-730 USS Henry M. Jackson (Bangor, WA), and Performance Monitoring Team Bangor. Upon retiring, he worked at the Waste Treatment Plant on the Hanford Site as a training and procedural specialist.



Pete Stromberg, SHRM-SCP

Training Support Manager

Pacific Northwest National Lab

Pete Stromberg is the Training Support Manager at Pacific Northwest National Lab. He has over 40 years of experience in the learning & development field with various DOE and DOD contractors and non-affiliated organizations in the commercial aviation, energy, financial services industries, and the US Army. He has a bachelor's degree in Organizational Development and master's degrees in Organizational Leadership and Human Resources Management from Regis University in Denver, CO and is a Society of Human Resources Management Senior Certified Professional.



Shannon Griggs

End States Training and Procedure Writer Manager for CPCCo

Hanford Site, WA

Shannon Griggs is the End States Training and Procedure Writer Manager for CPCCo. For the past eighteen years, Shannon has been supporting the safe removal of hazardous waste from DOE waste sites as an operator, trainer, manager, and leader. With a degree in Organizational Learning and Performance, Shannon has extensive knowledge and experience providing guidance for the development and maintenance of training using the Systematic Approach to Training (SAT) process. She values using the systemic approach as an essential part of achieving sustainable results and creating meaningful contributions to complex and large-scale projects.



Brendan M. Burns

Point of Contact, Office of Primary Interest for DOE O 426.2 and DOE STD 1070-94
DOE, Office of Nuclear Safety

Brendan is on the staff of the Office of Nuclear Safety (EHSS-32) at DOE Headquarters. He is responsible for the nuclear training policy in the Department and is the point of contact in the Office of Primary Interest (OPI) for DOE O 426.2, *Personnel Selection, Training, Qualification, and Certification Requirements for DOE Nuclear Facilities* and DOE STD 1070-94, *GUIDELINES FOR EVALUATION OF NUCLEAR FACILITY TRAINING PROGRAMS*. He has been working in the nuclear field since he was in the Navy nuclear power program. He has worked in several DOE positions and for the Department of the Army. He is a graduate of the US Army War College and is a licensed professional engineer.



Kevin Whitt

SRNS Site Training Director

DOE – Savannah River Site

Retired Submarine Electronics Technician Master Chief Kevin Whitt is a 26-year veteran of the US Navy's Nuclear Propulsion Program. Throughout his career, Kevin held varying positions of increasing leadership including Ship Superintendent, Engineering Department Master Chief, and, most recently, Plant Master Chief for the Naval Nuclear Prototype Training Unit (NPTU) Moored Training Ship 635 at Joint Base Charleston. Kevin served on three 726 Class Trident Ballistic Missile submarines throughout his career, the USS Pennsylvania (SSBN 735), the USS Michigan (SSBN 727), and USS Alabama (SSBN 731). Following retirement from the Navy, Kevin began his second career with Savannah River Nuclear Solutions in June 2014 as Deputy Site Training Manager and was promoted to Site Training Director in 2015 where he leads a team of over 175 adult educators and emergency management professionals to provide instruction services to the Savannah River Site's more than 10,000 employees. Kevin has been married to his best friend, Tamara (Oskowis) Whitt, of Shawnee Township, Ohio, for 33 years and together they have two children, Justin, 32, and Jessalynn, 30, and one grandchild, Luxlee, 3.



Mark Hagerty

Instructional Designer ESH

Lawrence Livermore National Lab

Mark Hagerty is currently an Instructional Designer for the Environment, Safety, and Health Directorate at the Lawrence Livermore National Laboratory. He is the training liaison for Biosafety and the Health Services Departments. Mark has over thirty years of experience creating training programs that improve worker performance across many industries, working as a trainer, writer, manager, instructional designer, and learning specialist. A lifelong fascination with behavioral and life sciences led Mark to earn a BS in psychology and biology and an MS in Organizational Behavior. A Master's certificate in Online Instructional Design unleashed his technical expertise to specialize in online learning. Outside of the laboratory, Mark founded Biomedical Writing Services, LLC to create continuing medical education courses, edit scientific documents, and prepare advanced, customized presentations and other visual communications as a freelance professional.

Resources and Links

- [EFCOG TWG Website](#)
- [TWG Org Chart](#)
- [SRS Visitor Guide](#)
- [Weather](#)
- [Directions to the Badge Office](#)
- [SRS](#)
- [Aiken Chamber of Commerce](#)
- [City of Aiken](#)
- [Map of Downtown Aiken](#)

REGISTRATION LIST

Posted on 3/15/2023

Meeting Type	First Name	Last Name	Organization	Business Email Address
Virtual	Teena	Acree	INL	teena.acree@inl.gov
Virtual	Leslie	Alfonso	LLNL/ES&H	alfonso5@llnl.gov
Virtual	Glenette	Alston	LLNL	alston6@llnl.gov
Virtual	Angela	Anderson	LANL	angelal@lanl.gov
Virtual	Susie	Anderson	SRNS/SRTE Training	susan.anderson@srs.gov
Hybrid	Rebekah	Archuleta	LANL/ORI-1	rebekah@lanl.gov
Virtual	Crystal	Askew	Honeywell FMT	caskew1@kcncsc.doe.gov
Virtual	Marsha	Austin	National Training Center	maustin@ntc.doe.gov
Virtual	Greg	Barbee	LANL	gab@lanl.gov
Virtual	Gretchen	Barton	BSRA	gretchen.barton@srnl.doe.gov
Virtual	John	Batacan	INL	john.batacan@inl.gov
In-person	Jennie	Bautista	LBNL	jlbautista@lbl.gov
Virtual	Rachel	Baxley	SRNS Site Services	rachel.baxley@srs.gov
In-person	Sharon	Beard	NIEHS Worker Training Program	beard1@niehs.nih.gov
Virtual	Brad	Beck	LANL	beckj@lanl.gov
Virtual	Sherie	Bell	SRNL/Site Training	sherie.bell@srs.gov
Hybrid	Paula	Bell	SRS	paula.bell@srnl.doe.gov
Virtual	Reynie	Benelli	LANL	ebenelli@lanl.gov
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