

Make it safe. Clean it up. Close it down.

A Message from the President

Successfully closing Rocky Flats is more than cleaning it up and closing it down. It is ensuring each of you has the necessary tools to prepare for transition to a different job or chapter in your life. That is why I am pleased to announce the Rocky Flats Closure Project Workforce Transition Program (WTP). The WTP has been established to help you prepare for the future and begin developing your plan and the skills needed for a successful transition from Rocky Flats.

The walls are coming down around us, literally, and the Closure Project will be completed no later than 2006. Soon thereafter, Rocky Flats will be a wildlife refuge. Because your successful transition is so important, I have asked Kaiser-Hill Vice President and CFO Len Martinez to manage the WTP.

The Workforce Transition Program is being introduced now to familiarize you with the services and resources available for your transition. As closure progresses, fewer employees will be needed to accomplish the final stages of safely closing down Rocky Flats. This year, Rocky Flats' nuclear mission is scheduled for completion and, with its completion, physical changes on site will come faster and continue until closure.

In the meantime, it is our responsibility to remain focused on safely achieving the ambitious goals that keep the Rocky Flats Closure Project on target. While you are working safely and efficiently and trying to keep your mind on the job, the WTP Team is seeking job opportunities by creating networks and cultivating relationships with local companies to assist you with a smooth transition.

We are in the midst of a tough job market, but the Rocky Flats story is a great one and Kaiser-Hill is committed to providing

employees at Rocky Flats with many innovative services and resources to assist your transition from Rocky Flats. When this Project is completed, we will be proud of the tremendous service we have done for the community, our neighbors, Colorado and the country. Many of the employees who work at Rocky Flats have already achieved the transition from nuclear worker/Cold War Warrior status to a closure specialist. The skills you use on the Closure Project will enhance your résumé and make you more marketable to potential employers.

In this special edition of *Endvision* you will learn more about the WTP and some of the tools available to assist you in your transitional activities.

We are making more progress on the safe closure of Rocky Flats than was thought possible a year ago. I believe that progress is directly related to you, who have met challenge after challenge. You have helped transition Rocky Flats from a nuclear weapons facility to one of the most successful cleanup projects in the United States. All across the site, I am constantly reminded of your commitment to safe closure. I am extremely proud of what you

have accomplished. The WTP gives back to you what you have given toward closure – a chance to succeed. This program will assist you in finding the path that is right for your personal success.

**Workforce
Transition Program**

Alan M. Parker
K-H president and CEO



How the transition program helps you

The total Closure Project from 1995 to today is approximately 70 percent complete and this former nuclear weapons facility is fast becoming a full-scale deconstruction and demolition site. A simple drive down

Central Avenue is clear evidence that closure is quickly becoming a visual reality. In future years, Rocky Flats will be converted to a National Wildlife Refuge and site closure will affect more than 4,000 highly

skilled workers.

The goal of the WTP is to help you prepare for transition to your next job, career or personal goal.

Please see TRANSITION on Page 3

Transition Services and Resources				
Services	Description			
Job Search Services				
Business Resources	Use of resource library, computer resources, fax, laser printers, copiers, phones, Internet, supplies and work space are available at the CTC.	X	X	X
Preliminary Résumé Development	Planning tools available at the CTC include résumé development workshops and various résumé guides to help you get started.	X	X	X
Follow-up Résumé Support	After you receive your layoff notice, CTC consultants will be available to help you create a high-quality résumé. You will have access to quality résumé paper and printers, coaching advice on how to create and post electronic résumés, and advice on how to respond to electronic job postings.		X	X
Job Fairs	Traditional and non-traditional employers will be invited to interview Rocky Flats employees during periodic job fairs.	X	X	X
Job Search Workshops	The CTC workshops on various topics including: <ul style="list-style-type: none"> * Résumé development * Interview preparation and debriefing * Effective networking * Use of technology for research and the job search process 		X	X
www.KHecareer.com	A leading-edge, online transition assistance Web site available 24 hours per day, 7 days per week from any computer that has Internet access. This Web site will help you to augment what you have learned in the workshops, create résumés online, electronically apply for jobs, view a wide-range of electronic job postings, prepare for specific interviews, research specific companies, create a calendar to track your job search, receive and send e-mails and much more. See related article on Page 3.		X	X
Job Search Support	The CTC will provide job search referral resources and interaction with recruiters, staffing groups and community resources. You will also gain access to the CTC's library of subscription resources.		X	X
Job Clubs and Networking Sessions	The CTC will set up weekly and bi-weekly gatherings of candidates, focused on networking and job lead sharing, incorporating search techniques and support systems.		X	X
Research and Job Targeting Support	The CTC can help you develop a target list of companies. Library resources, electronic tools and consultant support are also available.		X	X
Transition Orientation (TO)	The Transition Orientation will provide you an overview of the services available through the CTC and information about KHecareer.com. Employees will be scheduled for the TO beginning in the Spring of 2003.	X	Service already received.	
Getting Started Workshop (GSW)	This workshop will provide greater detail about the available resources and will train you on how to use the services of the CTC and KHecareer.com. Employees will be scheduled for this workshop once they have received their notice of layoff. During the GSW you will schedule your first individual coaching session with a consultant.		X	Service already received.
Follow-up Services	The CTC will provide follow-up services after you have attended the Getting Started Workshop to help you develop and customize a plan of action (strategy). This will help determine which services are most relevant to you and will maximize your time remaining at Rocky Flats to find the best possible options for you regardless of your current occupation. This includes one-on-one consulting support.		X	X
Education Services				
Education Fairs	The CTC will continue to provide traditional and non-traditional education fairs.	X	X	X
Education/Vocational Training Assistance	Current KH, RFCSS, SSOC & WSI eligible employees can qualify for up to \$3,500 per year of assistance toward the cost of books and tuition under the tuition reimbursement program. *In addition, separated KH, RFCSS, SSOC, & WSI Cold War Warrior employees may be eligible for a \$10,000 tuition reimbursement (employees hired prior to Sept. 27, 1991).	X	X	X*
Re-training Workshops	Workshop and seminars designed to assist those who may be considering or have made the decision to further their education and/or become licensed or certified, or change their occupation.		X	X
Entrepreneurial Services				
Entrepreneurial	The CTC has an extensive library of entrepreneurial reference material and online business development tools. Additional links will be available through KHecareer.com after you receive your layoff notification.	X	X	X
Entrepreneurial Workshops	Workshops and seminars are designed to assist those who may be considering or have made the decision to start a small business, buy an existing business or franchise, or start a consulting business. You will learn how to develop a business plan and a marketing plan.		X	X
Entrepreneurial Resource Program	The ERP will assist current and former Rocky Flats workers with in-depth planning assistance. KH, RFCSS, SSOC and WSI qualified employees can receive up to \$5,000 in financial assistance for management or business incubation assistance.	X	X	X
Retirement Services				
Retirement Planning Workshops	Workshops and seminars are designed to assist those who may be considering or have made the decision to retire. You will review other factors related to a successful retirement besides financial readiness. If gaps are identified you will receive assistance with the development of a plan to address those concerns.		X	X
Other Resources and Services				
Financial Planning	The CTC will provide financial planning seminars to site employees.	X	X	X
Assessment and Skills Analysis Tools	The CTC will provide tools for assessing your values, interests, skills, abilities and personality.		X	X
Employee Assistance Program	The EAP provides confidential counseling to employees and their household members now and up to six months after termination. See related article on Page 4.	X	X	X
Spousal Transition Support	Seminars and individual coaching sessions to help spouses to better understand the career transition process, how it impacts the family, tips for helping the family during the process and how to assist their displaced spouse in the process.		X	X



Transition Program Elements Continued from page 2

Many services are available to Kaiser-Hill Company, Safe Sites of Colorado, Wackenhut and Rocky Flats Closure Site Services employees. Fixed-price subcontractors and Building and Construction Trades employees are excluded from these services. Please see the table on Page 2 for a full description of the available services.

In order to accommodate the enhanced services, the Career Transition Center in Building 060 is being upgraded and expanded. The CTC is currently open and the staff is providing the services listed in the table on Page 2. In B060, two large training rooms are being equipped to accommodate employees for career seminars and various online training.

Spherion®, the outplacement firm managing the CTC, has a proven track record of success in employee transition that Rocky Flats employees will be able to tap into. Spherion is a national industry leader in the placement of individuals from all ranks of the workplace. Over the past 55 years, their career coaches have screened and placed hundreds of thousands of individuals in flexible and full-time jobs that have ranged from

administrative and professional to industrial and manufacturing positions.

"Employees at Rocky Flats are highly trained, demonstrate great flexibility and have many skills that are transferable to other industries. Our workers are safe, dedicated and productive and will be a great asset to many local companies," said Len Martinez, vice president and director of Administration and CFO.

The job search tools and planning assis-

tance will give you a tremendous advantage and a far greater chance for success in the job market than most job seekers in the Denver metro area. A successful career transition, however, requires a proactive effort on your part. Kaiser-Hill is committed to help you transition to life after Rocky Flats, but the ultimate responsibility is yours.



KHecareer.com helps your transition

By Bill Badger

Kaiser-Hill has partnered with Insala and Aureus Consulting in developing a leading-edge, Internet-based, career transition assistance Web page that will be accessible to both employees and potential employers. You will have full access to the Web page, www.KHecareer.com, after you have

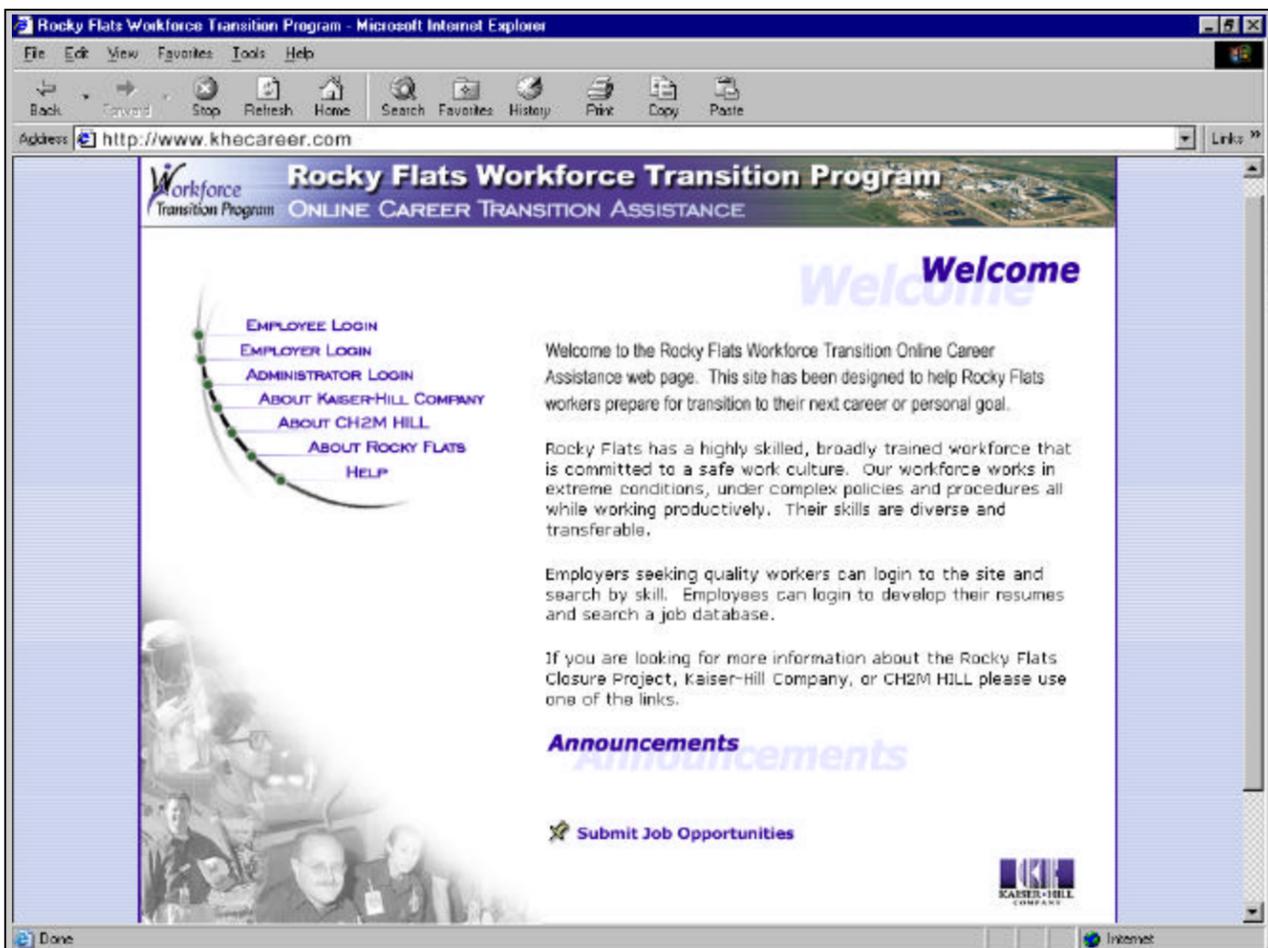
received your layoff notice. Until then, you can still take advantage of some of the services offered by the Career Transition Center.

This interactive Web site gives you the capability to search for jobs 24 hours per day, 7 days per week online. KHecareer.com is a dynamic outplacement tool using

commercially proven applications. You will receive training on how to use KHecareer.com when you attend the Getting Started Workshop described in the table on Page 2. The service will be available through site closure and for a period after closure. It can be accessed from any computer that has Internet access – at home, at a library or at a neighbor's.

KHecareer.com's Résumé Assistant walks you through creating and writing a résumé online. This feature can develop a professional résumé for you, online and quickly. All you have to do is fill in the blanks, make a few selections and the Résumé Assistant formats your résumé for you. You can edit and personalize the résumé that is created for you as many times as necessary and store different versions for different opportunities. You can also upload a résumé you've created yourself and make your updates as needed.

KHecareer.com has a Position Tracker feature that allows you to submit your résumé to jobs posted online. It can automatically keep track of your inter-



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Web page

from Page 3

views and automatically respond to the companies to which you have applied electronically.

You will be given your own e-mail address. This will enable you to send and receive e-mails as well as store them in electronic files for easy future retrieval. In addition, you will be able to keep track of all your contacts and correspondence with specific companies as well as any outstanding action items.

Potential employers will be able to find you and locate you more quickly via KHeccareer.com. They can have access to your résumé, should you desire to post it online. Companies will have access to a searchable skills-inventory database so that they will know how many employable individuals are on site with certain skills. For example, a company looking for a craft worker with welding and sheetmetal experience will be able to tap into the skills-inventory database and pull relevant

résumés.

You will have access to an Alumni Directory that can be used for networking. The Alumni Directory allows you to post information about yourself and keeps your friends informed about new contact information or other information you wish to share, such as the birth of a child or grandchild. At the very least, it will be a great way to stay in touch with friends from Rocky Flats after they or you have left.

You can use KHeccareer.com to research and gather in-depth information on companies you may want to apply to, such as company profiles, financials, executive biographies, company news, competitors and public opinion. There are also direct links to top career sites on the Internet. Finally, KHeccareer.com offers a variety of research materials on articles on everything from how to handle transitional stress to job search methods.

Employee Assistance Program expands services

By George Baxter

For the past three years, Mines and Associates, P.C., has been providing confidential employee assistance services to site-covered employees at Rocky Flats. Effective March 1, 2003, these services will be expanded to include services for up to six months after termination of employment at Rocky Flats and will be available to all employees at Rocky Flats, including subcontractor employees and their household members. Currently, all employees (excluding DOE and their subcontractor employees) are eligible for EAP services during employment at Rocky Flats.

The EAP is available 24 hours a day, seven days a week at 800-873-7138 or 303-832-1068.

Confidential, professional sessions can be scheduled at mutually convenient times at either the on-site office or any one of the Mines and Associates' offices throughout the metro area and Colorado. On-line services can be accessed through the Web site: www.minesandassociates.com



How to get started and what to expect next

In the coming months you will receive additional information on the WTP, including articles in *Endvision*, notifications of upcoming job fairs, education seminars and financial planning seminars, as well as updates on the status of the Closure Project.

The first step in the transition process will be the Transition Orientation provided soon to employees. I encourage you to take advantage of this Orientation. You will be scheduled for the Orientation by your project training coordinator this spring and attendance will be on company time.

The Getting Started Workshop will be available to you, if eligible, once you have received a notice of layoff.

Kaiser-Hill is providing its salaried employees with a four-month notice of layoff and its hourly employees with notice as provided in the Collective Bargaining Agreement. Further, Kaiser-Hill has set a goal of providing subcontractors with four-month notification when possible. In turn, it is our hope that our subcontractors will provide as much notice as practicable to their workers.

In addition to the transition resources described in this publication, we are developing networks and partnerships with outside

companies, other DOE sites, and government agencies that will help identify future employment opportunities for the workers at Rocky Flats. Outside employment opportunities will be posted on KHeccareer.com.

The workforce transition team is also actively communicating and promoting the future availability of our highly skilled workforce to legislative representatives, local chambers of commerce, economic councils and small business associations. I will provide periodic updates on these job development efforts in future publications of *Endvision*. The Rocky Flats Closure Project is a historic accomplishment that we should all be very proud of, and I am confident that the skills you have acquired at Rocky Flats will benefit whatever future plans you may have.

Len Martinez, K-H vice president and director of Administration and CFO

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This special edition of *Endvision* is published for the benefit of employees at Rocky Flats to help them make a successful transition to a new job or chapter in their life.

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