

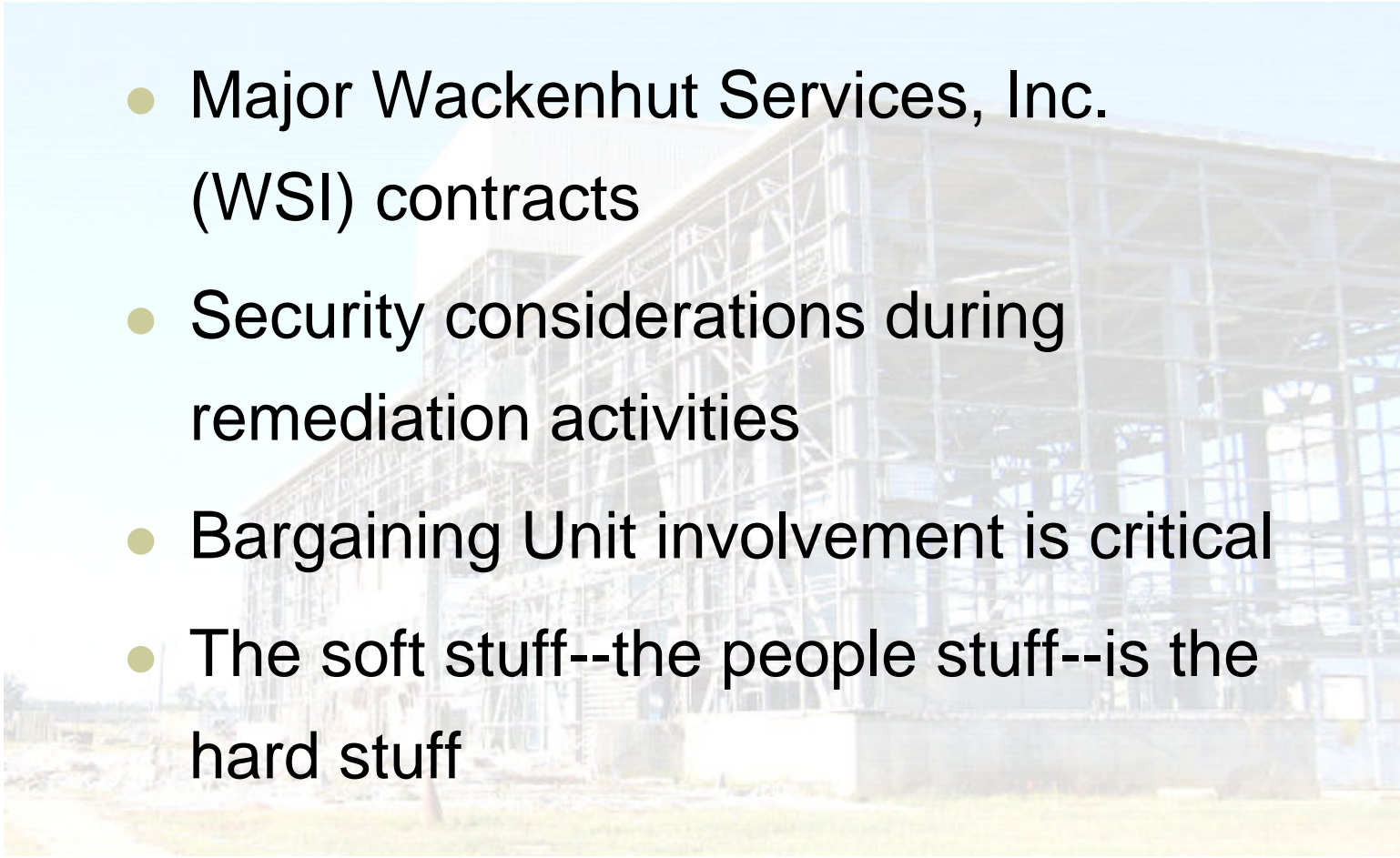
*SECURITY LESSONS LEARNED
WASTE MANAGEMENT SYMPOSIUM*

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Discussion Topics

- Major Wackenhut Services, Inc. (WSI) contracts
- Security considerations during remediation activities
- Bargaining Unit involvement is critical
- The soft stuff--the people stuff--is the hard stuff



Major Wackenhut DOE/NNSA Security Contracts

- Rocky Flats
- Savannah River Site



Major Wackenhut DOE/NNSA Security Contracts (cont)

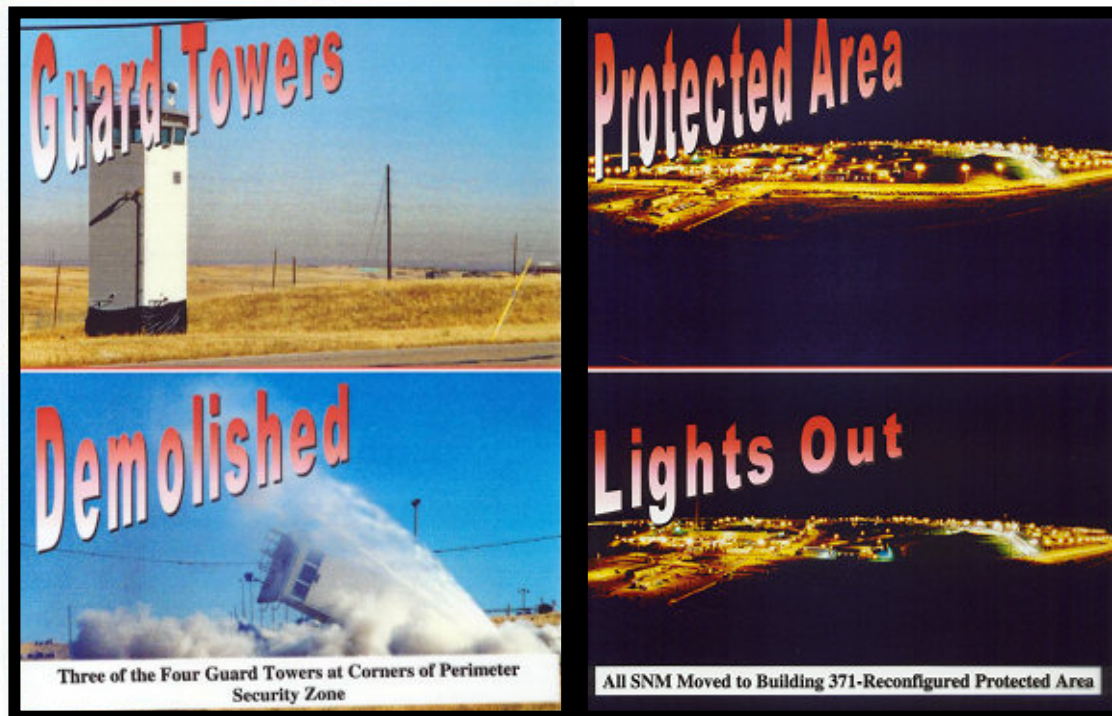
- Oak Ridge
- Nevada
- Other (3)

Security Considerations During Remediation Activities

- Include security in initial planning to ensure coordinated efforts
- Consolidate Special Nuclear Material to limit security requirements

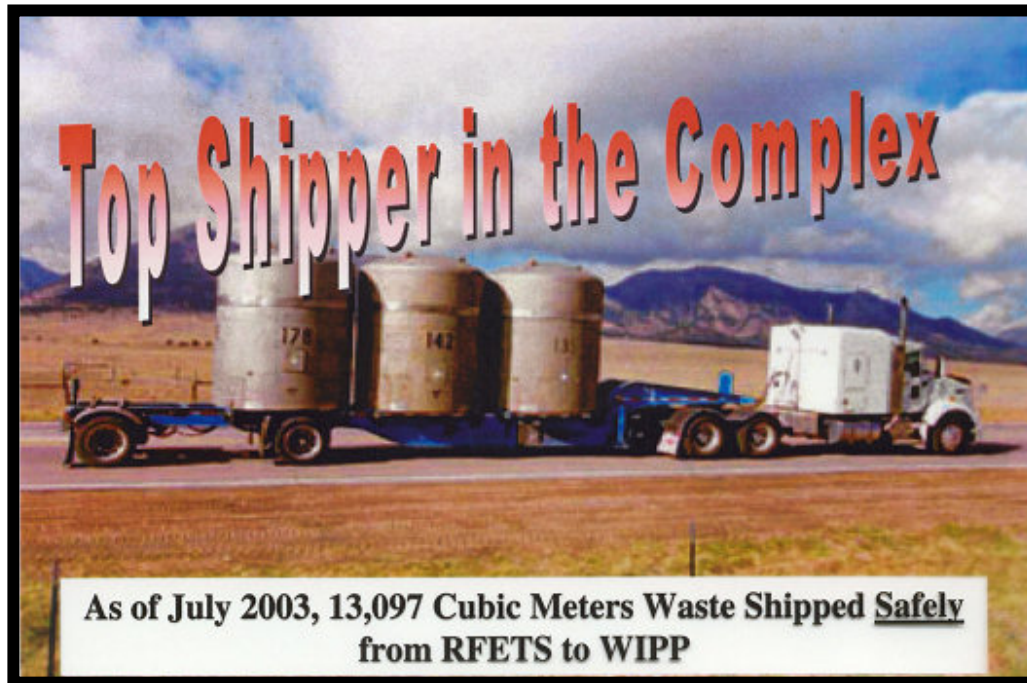
Security Considerations During Remediation Activities (cont)

- Shrink security areas



Security Considerations During Remediation Activities (cont)

- Establish “haul lanes” or roads to move hazardous materials on controlled routes

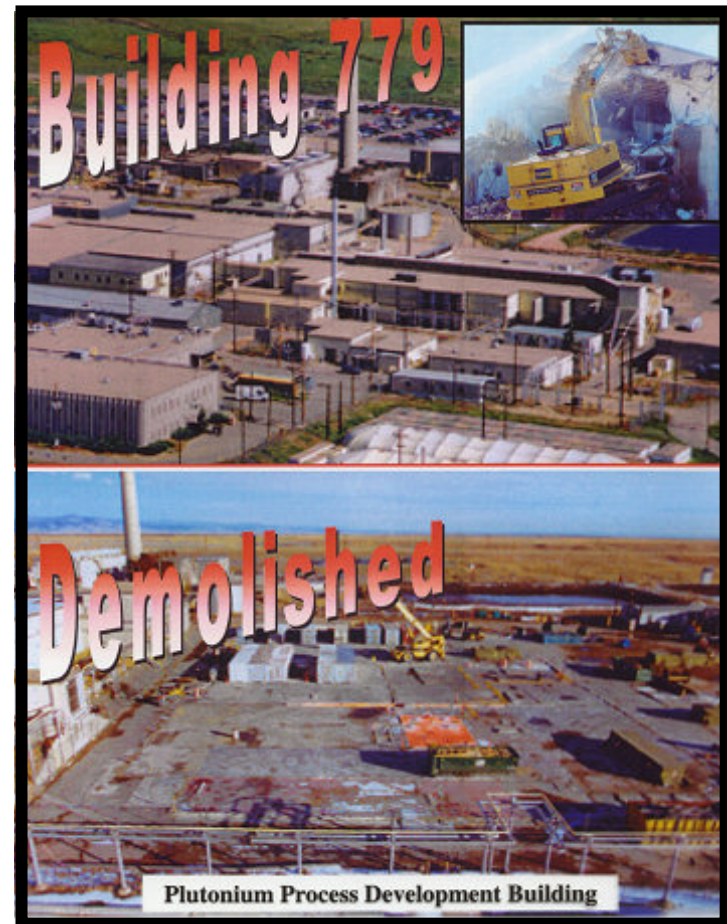


Security Considerations During Remediation Activities (cont)

- Security plans become living documents to adapt to constantly changing security requirements
- Off-the-shelf technology (e.g. sensor systems) for temporary ramp-up

Security Considerations During Remediation Activities (cont)

- Redeploy security forces to other functions and facilities as security posture ramps down



Security Considerations During Remediation Activities (cont)

- Escort and control uncleared workers in security areas to assist in D&D efforts
- Conduct facility abandonment walkdowns
- Conduct facility-unique training of protective force as responsibilities change
- Maintain high performance standards for security personnel

Security Considerations During Remediation Activities (cont)

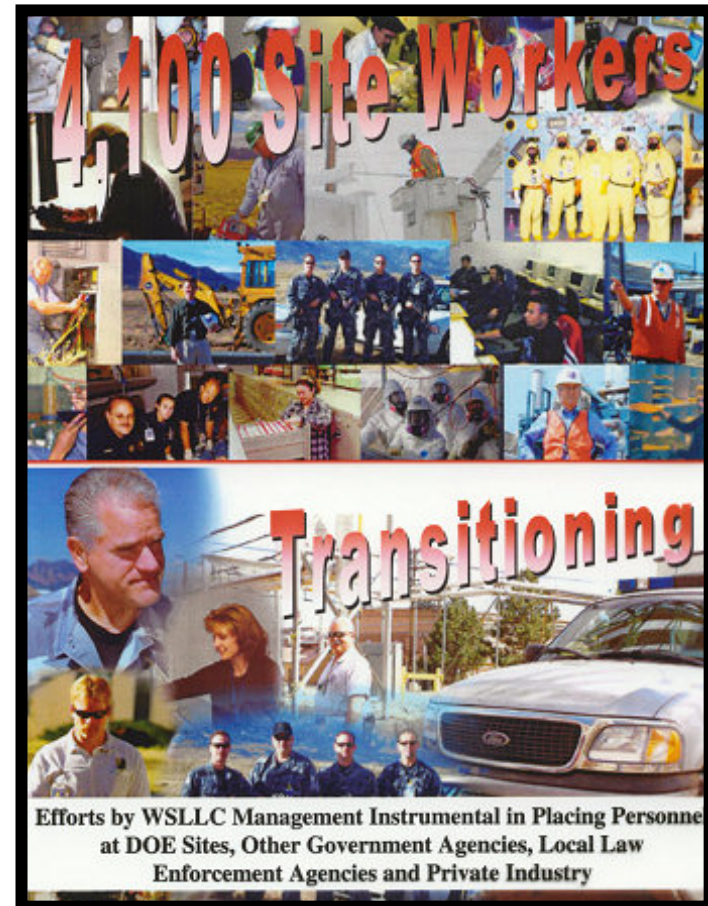
- Maintain accountability of security equipment and systems in changing environments
- Advertise and make security assets available to other sites
- **COMMUNICATE, COMMUNICATE, and COMMUNICATE!**

Bargaining Unit Involvement

- Involve union leadership as early as possible
- Orderly departure through seniority system
- Walkdowns of projects by union safety representatives
- Tie employment to remediation milestones rather than projected dates
- Joint company-union initiatives for outplacement opportunities for security personnel

The Soft Stuff--The People Stuff-- is The Hard Stuff

- Personnel are working themselves out of a job and potentially losing their livelihood
- “Lunch-and-learn” informational sessions to reduce rumors



The Soft Stuff--The People Stuff-- is The Hard Stuff (cont)

- Provide assistance with other employment opportunities:
 - Protective force positions at other DOE sites
 - Non-DOE Wackenhut jobs offered
 - Police Officer Standards and Training (POST) certification classes
 - Tuition assistance for new job skills
 - Specialized training opportunities (bricklayers, truck drivers)

The Soft Stuff--The People Stuff-- is The Hard Stuff (cont)

- **Incentive pay to stay until services no longer required**
- **Place experienced senior leadership at other closure sites to benefit from their experience**