

SRNS Overview

Sean Alford

Executive Vice President,
Chief Administrative Officer

2022

5,775 Employees *"Making the world safer."*

FLUOR®

HH Huntington
Ingalls
Industries
Hard Stuff Done Right™

Honeywell



Savannah River Site
Aiken, S.C.

310 square-mile site
11,500 employees

21CC00011

\$2.2 billion

SRNS Budget

MISSION AREAS



Environmental Stewardship
for soil, water and facilities



Nuclear Materials for National Security
for nuclear weapons deterrent



Securing Nuclear Materials
to prevent unwanted proliferation



Transforming Nuclear Materials
into assets and stable wasteforms



M&O Support Services

EM

29%

NNSA

65%

WFO

6%

FY22

Workforce for the Future

739 new hires • 578 attrition • 1000 forecasted new hires

FY22 SRNS
Apprenticeship
Enrollment

164

Active MOU
Partners
in Education

19

Robust
Internship
Program

Summer Interns

117

Targeting WORC
Grant Recipients

Scholarships funded
by DOE/NNSA

Succession
Planning and
Mentoring
Programs

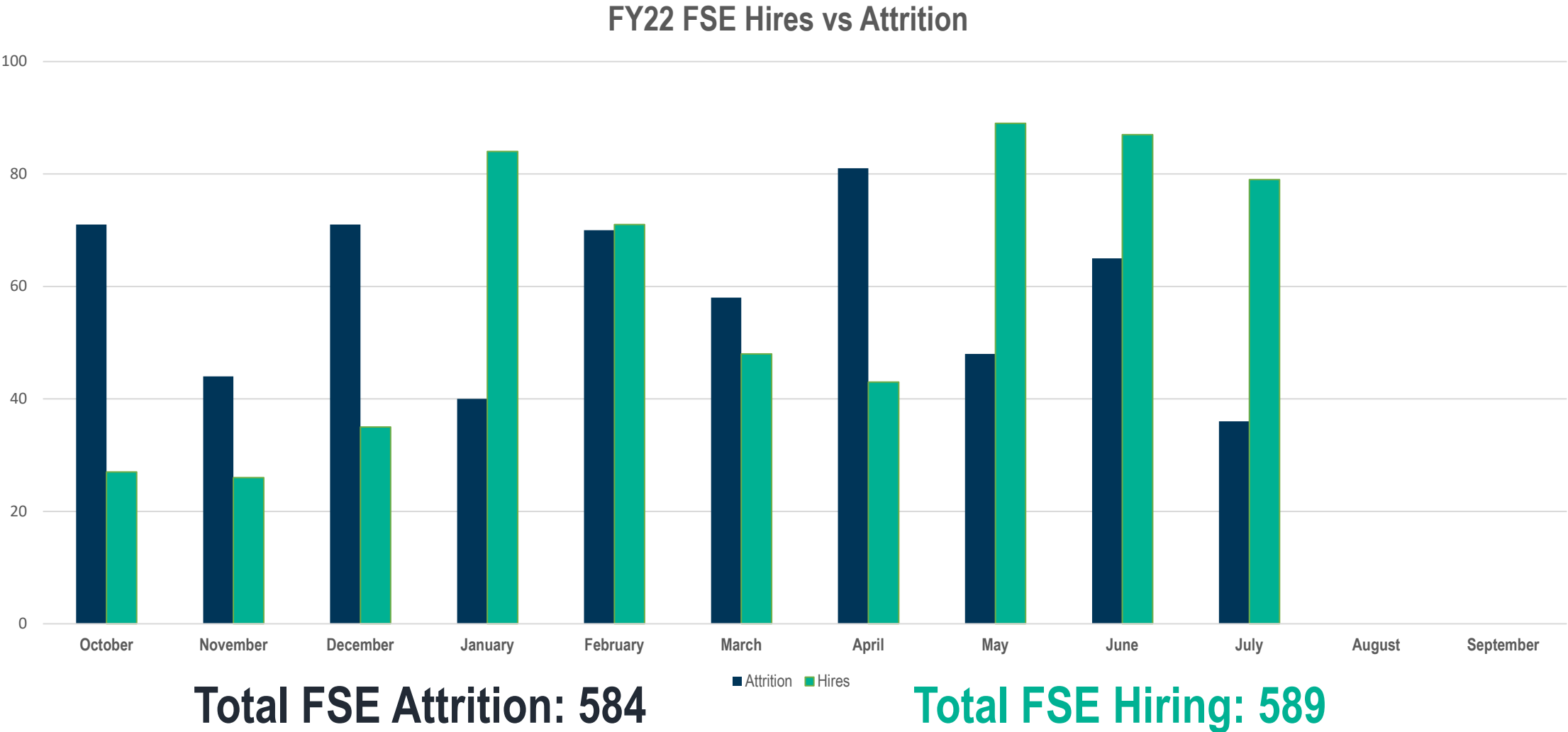


OPPORTUNITY

AGILITY

INTENTIONALITY

Current State



\$3.5M

Community Reuse
Organization (CRO)

\$20M

Department of Energy (DOE)
Environmental Management

\$5M

Savannah River
Nuclear Solutions (SRNS)
HEWD Funds

\$5M-10M

(FY23; potential for increase)

SRNS University
Engagement/Pu Program



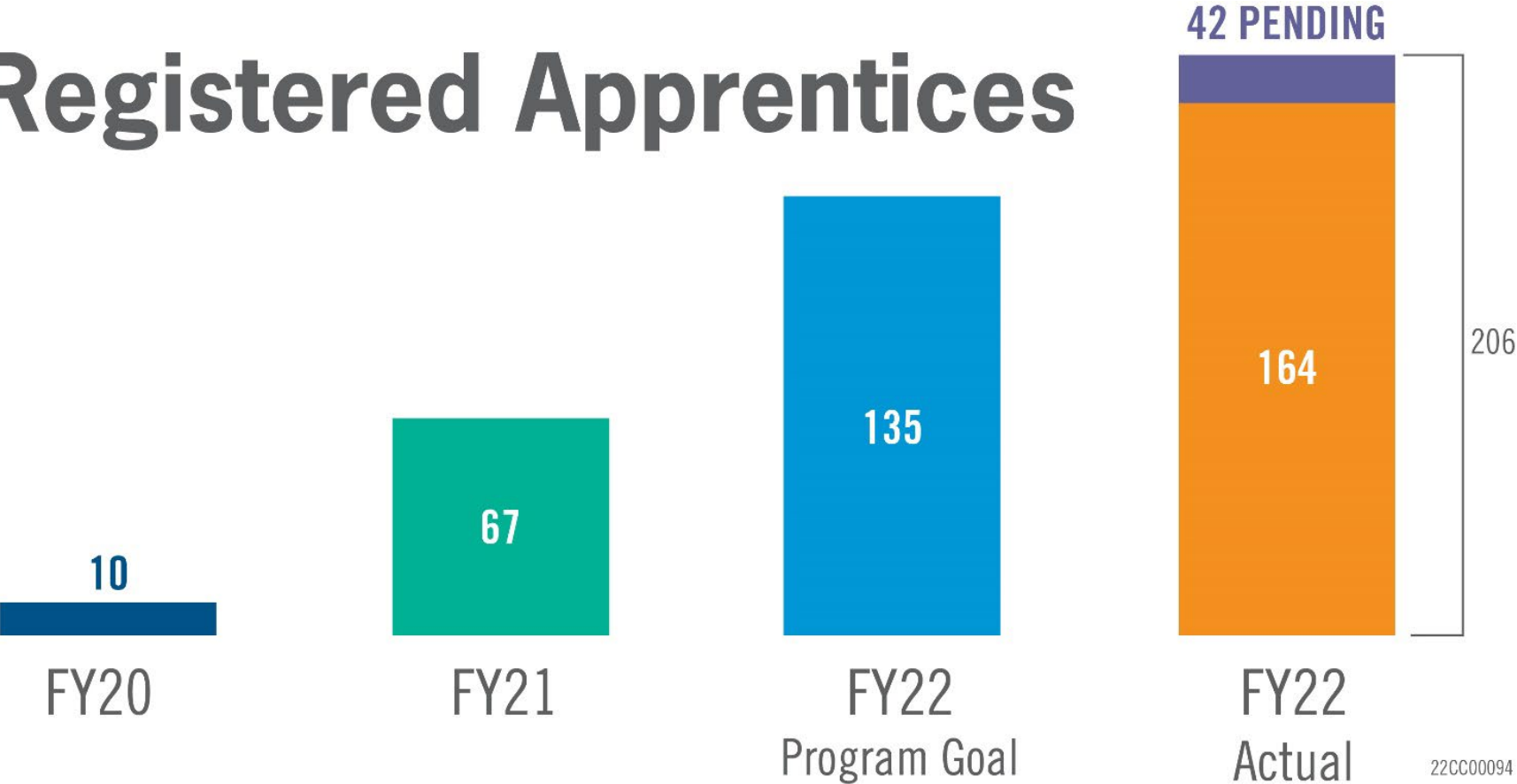
HBCU's



22CC00077

Apprenticeships

Registered Apprentices



20%
converted to
full-service
employees

22CC00094

Strive for Five

- Employees with less than **3** years of service (non-vested) account for **17.1%** of SRNS attrition. After an employee is vested at the **3** year mark, attrition for years **3-4** is higher (**18.8%**) than those with **< 3** years. Attrition does drop off significantly at the **5** year mark.
- Proactive effort to communicate with target employees resulted in a framework for small group stay interviews with management. Goal to reduce target group attrition by 50% in FY23.

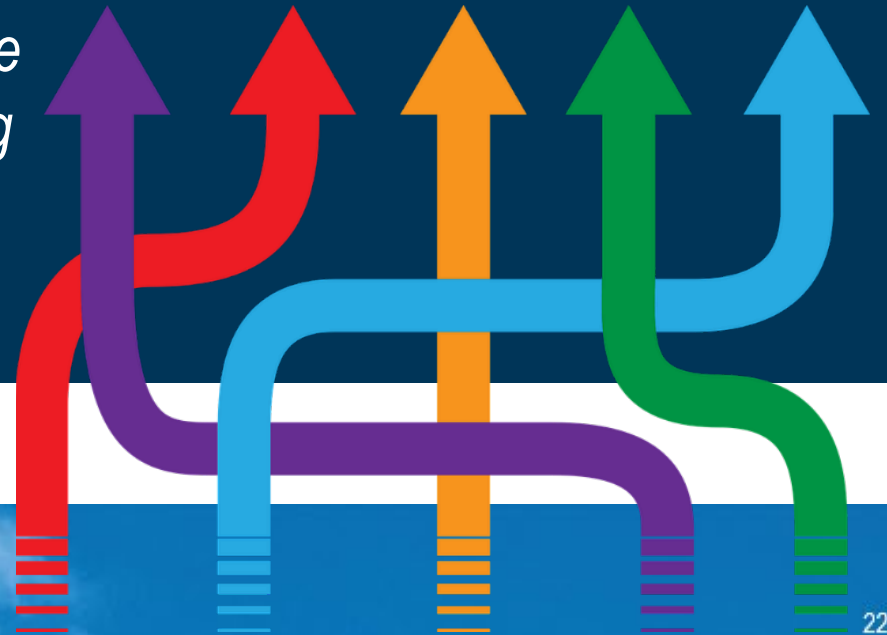
SRNS % Attrition by Years of Service			
Fiscal Year	< 3 Years of Service	3-4 Years of Service	5-6 Years of Service
FY21	13.18%	16.32%	8.37%
FY22	20.50%	20.86%	9.09%
Total	17.13%	18.77%	8.76%



Unity in Diversity Board

In an attempt to increase employee investment and productivity, SRNS revived our DEI emphasis and established the Unity in Diversity Board (UID). UID aims to accomplish the overall goal of workforce inclusion, diversity, and equity by embracing individual differences and providing an outlet for unfiltered collaboration.

*“Companies that prioritize inclusion were almost 60% more likely to experience greater ease in attracting and retaining talent and enjoy greater innovation than competitors.”
(International Labour Organization)*



Enhancing Benefits

Researching options to improve employee benefits

- Childcare partnerships with private providers
- Floating holiday
- Increased 401K contributions
- Parental leave
- Student loan reduction



Recruitment Events

- We have revived pre-pandemic efforts to work shoulder-to-shoulder with potential critical-skills candidates. Open invitation recruitment events have been wildly successful.
- IT Fair in North Augusta at the end of June has produced over 40 new employees.
- Engineering and Project Controls scheduled for August at USCA. Partnership with local post-secondary institution.



INNOVATION • DEFENSE

NONPROLIFERATION • ENVIRONMENT

SRNS

Savannah River Nuclear Solutions

We make the world

safer.

