

Dear Employees,

With the Independence Day holiday fast approaching, we wanted to take a moment and thank you for your hard work and dedication to enabling the successes of our missions here on the Oak Ridge Reservation. This year's successes range from the strong support of our Integrated Support Center clients; to the completion and dedication of the CASL and Materials and Chemical Sciences Buildings at ORNL; to negotiations between the US and Russia for the highly enriched uranium purchase agreements by our Nuclear Energy Program; to the continual clean-up and landscape changes being made by our EM Program. We have much to be proud of throughout our office.

Many of you will be traveling away to celebrate Independence Day with your families and loved ones, please be extra vigilant and mindful of the pitfalls while on the highways and waterways and enjoy some time away from the office. Historically, this holiday is the most dangerous and deadly -- particularly when coupled as a long weekend. Please remember to stay hydrated during the peak-heat hours of the day and take a little extra care to watch over the little ones in our families, especially when celebrating with fireworks.

As follow-on to our last series of all-hands meetings, we wanted to take this opportunity to provide you an update on the proposed changes in the Oak Ridge Office. Last week we had the opportunity to brief the union on the proposed changes and gave both them and the Assistant Managers presentation materials that we asked to be shared with you. We are planning to send Headquarters the reorganization proposal today. After it has been approved, we will notify the union and commence the implementation and impacts bargaining required by the collective bargaining agreement. You have our commitment for full and open communication as we proceed together through the steps leading to the reorganization.

We would like to reiterate a few points:

- The Oak Ridge Service Center is NOT going away
- No one will be transferred or relocated out of Oak Ridge as a result of the reorganization
- All federal staff will be mapped/cross-walked into the new organization and all federal employees will retain their job, their pay and their grade
- We will follow the collective bargaining process with the federal union
- We're not vacating the Federal Office Building
- We want to make our Oak Ridge Office as competitive as possible in order that we may be in the best position possible to attract new business

While change is difficult, we will need to get in front of this as tighter budgets are in our future; attached are recent articles from the *Federal Times* that captures some of the things that are being talked about in Washington.

As you know, we will celebrate our 225th birthday as a nation; let us each take time over the holiday to remember those who fought for and those who are fighting for our freedom and liberty today. Let us also remember the words of President John Kennedy when he asked us all in January 1961, **“Ask not what your country can do for you. Ask what you can do for your country.”**

Best wishes for a safe and relaxing holiday weekend,

Paul and John