

December 10, 2008

To: All SRNS Employees

Today, I can inform you that the Department of Energy has approved a Workforce Restructuring Plan that we had earlier submitted to them. This plan is comprised of a voluntary Self-Select program (similar to the program that has been implemented at the Site several times over past years), and will occur in Fiscal Year 2009 (the current fiscal year).

The program is available to all permanent, full-service SRNS employees. The window will be open for applications from December 12 through January 6, 2009, with all components of the program posted on the Human Resources home page on ShRINE. SRNS reserves the right, in its sole discretion, to approve or deny an employee's SSP application. As in the past, those who apply and are approved will receive severance of one week's pay for every year of eligibility service, up to 26 weeks. Eligible employees will be able to retire under the optional retirement provision.

I know that this has been the subject of much speculation in the workplace, and I hope this announcement can begin to bring some welcome certainty. Workforce management will be one of the primary issues we will face going forward, and we will certainly keep you advised of additional information that may be pertinent to you.

During this time of increasing change, we will all continue to be challenged to focus on the safe performance of our jobs. That is what's within our control, and that must continue to be the most significant objective of each day.

Stay safe,

Chuck Munns, President & CEO  
Savannah River Nuclear Solutions, LLC