

Below is information given to employees today related to the recently announced 2007 WSRC Workforce Restructuring Program. Please consider it a news release. Also, please note that the second paragraph is information only available to our employees as part of our intranet system; you will not be able to access it. The end of this message contains the schedule for this Workforce Restructuring Program.

If you have questions, please call me at (803) 952-9416.

Dean Campbell
WSRC Public Affairs

April 23, 2007

2007 Workforce Restructuring Self Select Program Information

To All WSRC Team Employees:

As you know, WSRC received approval from DOE to conduct a 2007 Workforce Restructuring Program (WFR). Beginning April 24 through May 7, we will offer employees a voluntary Self Select Program with certain mission-related critical skill positions excluded from participation.

The WFR website is available and contains current information on the 2007 WFR. It is located on ShRINE; Human Resources; click on Quick Reference; 2007 Workforce Restructuring Program. This webpage contains details of the Program, including a WFR schedule; the Pension Estimator, which is updated with earnings as of December 2006; and all associated Program benefits. You will also find directions to apply for the Self Select application if you choose to participate in this option. For the first time the entire application must be completed electronically. To access the Self Select application, click on this link . The link will be available Tuesday, April 24, when the Self Select window opens. You can also access the Self Select Application by going to the Yellow Question Mark on the Lotus Notes toolbar; Sitewide Apps; 2007 Self Select Application. The application must be completed and submitted no later than 5 p.m., May 7, 2007. If you do not have access to Lotus Notes and you want to apply for the Self Select Program, contact your HR representative. A list of the HR representatives is attached.

Due to the demands for technical and scientific talent and to maintain the core competencies needed to support current and future missions, it will be necessary to exclude certain mission-critical positions from participation in the Self Select program. In addition, due to increasing emphasis on cyber security programs, positions critical to addressing cyber security issues and implementing corrective action plans will also be excluded from participating in the Self Select process.

A listing of those position titles and functions excluded from participation in the program will be available on ShRINE tomorrow (April 24). Self Select applications will not be accepted from employees assigned to these positions or functions, which covers about 1,300 jobs. Managers have been provided with a list of their employees excluded from participating in this program.

A committee consisting of senior managers appointed by the WSRC President will review all Self Select applications and determine approval. The committee's decision will be based on the ability of the organization to adjust for the loss of the individual's knowledge, skills and abilities. All employees who apply for the Self Select Program will be notified of approval or denial by May 16. Once notifications are given, a rescission window will open from May 16-21.

If you have further questions, contact your HR representative. In addition, questions or comments that you may have can be forwarded to the RESPONSE account. Although the questions may not be answered individually, they will be the basis for Q&As and future communications.

Following is the Self Select Program (SSP) Implementation Schedule:

April 24	Self Select Window Opens
May 7	Self Select Window Closes
May 16	SSP Applicants notified of acceptance
May 16	Rescission Window Opens
May 21	Rescission Window Closes
May 29-31	Employee Benefit Information Meetings
June 8	Employees Off Roll