

>> MR. BILL BORCHARDT: NOW,
THERE'S 4000 PEOPLE THAT WORK HERE
AT THE NRC THAT'S THE BEST PLACE
TO WORK IN THE FEDERAL GOVERNMENT.
I THINK THERE'S TWO PRINCIPLE
REASONS FOR THAT.

ONE IS AN ABSOLUTE AND UNABIDING
BELIEF IN THE MISSION OF THE NRC.
AND THE SECOND IS THIS INTRINSIC
UNDERSTANDING AND INCORPORATION OF
LIVING BY A SET OF VALUES THAT ALL
4000 PEOPLE EXHIBIT EVERY SINGLE
DAY, WHETHER WE'RE DEALING WITH

EXTERNAL STAKEHOLDERS, LICENSEES,
AND MOST IMPORTANTLY WITH
OURSELVES.

THERE IS A SENSE OF TRUST BETWEEN
NRC STAFFERS THAT I DON'T THINK
EXIST IN MANY PLACES IN THE
WORKFORCE.

THOSE VALUES AND THE WAY THEY ARE
IMPLEMENTED ON A DAY-TO-DAY BASIS
MAKE THIS THE BEST PLACE TO WORK.

>> MR. DARREN ASH: I'M A RELATIVELY

NEWCOMER TO THE NRC. ONE OF THE THINGS THAT FIRST IMPRESSED ME AND STILL IMPRESSES ME TO THIS DAY IS THE PEOPLE AND THE PEOPLE ARE THE EMBODIMENT OF THE VALUES OF THIS AGENCY.

>> MS. KIMBERLY MORGAN-BUTLER: I REALLY BELIEVE THAT INTEGRITY, SERVICE, OPENNESS, COMMITMENT, COOPERATION, EXCELLENCE AND RESPECT ARE IN OUR EVERY DAY WORKINGS HERE AT THE NRC.

>> MR. MIKE WEBER: IN MY OFFICE TODAY, THE ORGANIZATIONAL VALUES ARE ALIVE AND WELL.

WE USE THEM IN IDENTIFYING CANDIDATES FOR AWARDS.

WE SEEK FEEDBACK IN TERMS OF HOW INDIVIDUALS ARE PERFORMING BASED ON HOW WELL THEIR BEHAVIORS ALIGN TO THE ORGANIZATIONAL VALUES. AND THE ORGANIZATIONAL VALUES BECOMES A CENTERPIECE OF OUR INITIAL MEETING WITH OUR NEW EMPLOYEES, SO THAT WE CAN HELP THEM AS THEY WALK IN THE DOOR, UNDERSTAND HOW DOES THE NRC

WORK. WHAT IS OUR CULTURE?

>> INTEGRITY IS REALLY THE GLUE
THAT HOLDS ALL SEVEN VALUES
TOGETHER.

>> I THINK INTEGRITY IS DOING THE
BEST THING EVEN WHEN NO ONE'S
WATCHING.

>> MR. MARK SATORIUS: INTEGRITY CAN
BE ROLLED INTO SERVICE, CAN BE
ROLLED INTO COMMITMENT AND
COOPERATION.

>> SERVICE IS VERY IMPORTANT TOO
BECAUSE WE'RE IN THE BUSINESS OF
SERVING THE PUBLIC AND WE'RE IN THE
BUSINESS OF ENSURING THEIR HEALTH

AND SAFETY.

>> THE SERVICE REALLY MEANS
LISTENING TO WHAT THE PERSON NEEDS
RATHER THAN JUST OPERATING AND
GIVING WHAT WE'RE USED TO GIVING.

>> MR. NAHAN SANFILIPPO:
ORGANIZATIONS AND PEOPLE AREN'T
NECESSARILY SUCCESSFUL ONLY BECAUSE
OF THEIR TECHNICAL ABILITY BUT ALSO
BECAUSE OF THEIR CHARACTER AND
THEIR INTELLIGENCE WHEN IT COMES TO

DEALING WITH PEOPLE.

>> MS. CINDY PEDERSON: IT'S
IMPORTANT WHEN WE DO OUR SERVICE
THAT WE MAKE SURE WE ARE DOING IT
WITH THE HIGHEST STANDARDS AND
WE'RE DOING IT WITH A POSITIVE
ATTITUDE BECAUSE WE ARE THE
GOVERNMENT. AND I'M VERY PLEASED
TO BE PART OF THAT AND I'M VERY
PLEASED TO BE WORKING WITH THE
PEOPLE THAT DO IT ALONG WITH ME.

>> MS. TIWANA ELLIS: THE NRC HAS AN
OPEN DOOR POLICY I THINK AT ALL
LEVELS OF MANAGEMENT.
IT'S NOTHING FOR ME TO BE IN A

ELEVATOR WITH THE CHAIRMAN AND
OFFER HIM A COOKIE.

>> MR. JARED HECK: I THINK OPENNESS
IS A VERY IMPORTANT VALUE.
YOU HEAR A LOT ABOUT IT. IT BUILDS
TRUST.
IT BUILDS RESPECT.

>> MR. SHAKUR WALKER: MY TIME SPENT
AS A RESIDENT, YOU'RE IN THE
COMMUNITY.
YOU SPEND TIME WITH THE NEIGHBORS,
PEOPLE THAT LIVE RIGHT NEXT TO THE

POWER PLANT. AND BEING OPEN AND
HAVING -- BEING ABLE TO INSTILL
TRUST AND CONFIDENCE IN THEM ABOUT
WHAT YOU DO, WHAT OUR DUTY IS, WHAT
OUR CAPABILITIES ARE PROVES TO BE
TIMELESS, BENEFICIAL BEYOND
MEASURE.

>> MS. MITZI YOUNG: EMPLOYEES AT
THE NRC ARE EXTREMELY CAPABLE,
HIGHLY DEDICATED PROFESSIONALS AND
THAT COMMITMENT TO SERVICE ALWAYS
SHINES THROUGH IN THEIR VARIOUS
ACTIVITIES.

>> THE IDEA OF BEING COMMITTED TO

YOUR JOB.

THAT HELPS EVERY DAY KNOWING THAT
IT GOES BACK TO BEING A PART OF
SOMETHING BIGGER, A PART OF A
LARGER THING THAT'S IMPORTANT.

>> WHEN WE RESPONDED TO HURRICANE
ANDREW, ONE OF THE DEVASTATED PARTS
OF SOUTH FLORIDA, I SAW PEOPLE
DEDICATED DAY AND NIGHT, WEEKENDS
WITHOUT CARE FOR THEMSELVES. THEY
WERE JUST CARING ABOUT OUR SAFETY
MISSION AND THE AGENCY.

>> MR. GEORGE LOPEZ: COOPERATION IS

WHAT WE NEED IN THE PLANNING AND
THE MANAGEMENT AND THE ORGANIZATION
OF DIFFERENT PROJECTS.

>> MS. BERNADETTE ABEYWICKRAMA: I
OWE MY SUCCESS TO MY SUPERVISORS
AND TO MY COWORKERS.

>> MS. MARY MUESSLE: IF WE JUST
RELY ON ONE, WE MISS OUT ON THE
POTENTIAL. BUT TO BRING EVERYBODY
TOGETHER WITH THEIR DIFFERENT IDEAS
AND TALENT, IT CAN REALLY BE
SOMETHING SPECIAL.

>> MS. TIWANA ELLIS: I SEE
EXCELLENCE IN THE WAY THAT WE ARE
RECRUITING THE YOUNG PEOPLE TO COME
AND WORK FOR US HERE AT THE NRC.
WE ARE GOING AFTER THE BRIGHTEST
AND MOST EAGER FOLK THAT CAN COME
HERE AND EXCEL AND HELP US CARRY
OUT THE MISSION AND GOALS OF OUR
AGENCY.

>> MS. PATRICIA JIMENEZ: TO ME,
EXCELLENCE IS NOT ABOUT PERFECTION.
IT'S ABOUT STRIVING AND DOING YOUR
BEST AT ALL TIMES.

>> MR. JIM MOORMAN: EXCELLENCE IS
NOT SOMETHING THAT IS A ONE TIME
EVENT. EXCELLENCE IS SOMETHING
THAT YOU LOOK TO DO EVERY DAY.

IT'S PART OF THE JOURNEY. IT'S NOT
THE DESIGNATION.

>> MS. ADELAIDE GIANTELLI: I REALLY
APPRECIATE THE RESPECT MY
SUPERVISORS SHOW ME.

THEY UNDERSTAND THAT I HAVE A
FAMILY AND I WANT TO BE THERE FOR
THE IMPORTANT MOMENTS IN THEIR
LIVES.

I'M VERY HAPPY THAT NRC HAS PUT A

DAYCARE WITHIN THE BUILDING.

IT PROVIDES A SAFE, SECURE,
NURTURING ENVIRONMENT FOR MY
DAUGHTER, ALSO EDUCATIONAL. SHE IS
LEARNING A LOT THERE.

>> MR. MARK LOMBARD: IF I RESPECT
OTHERS, I'M GOING TO DEAL WITH THEM
HONESTLY AND WITH HIGH INTEGRITY
AND THEY WILL RESPECT ME BACK.

>> MS. JANELLE JESSIE: IT'S A GOOD
PLACE TO WORK.

YOUR IDEAS ARE HEARD. AGE DOES NOT
MATTER.

IT DOESN'T MATTER AT ALL.

YOU ARE VALUED AS AN EMPLOYEE AND
AS AN INDIVIDUAL AND I THINK THAT
THAT'S THE BEST THING ABOUT WORKING

AT THE NRC.

>> I REALLY LIKE THE CONCEPT OF
ISOCCKER.

IT REALLY HELPS PUT IT IN
PERSPECTIVE. IT HELPS YOU REMEMBER
THE 7 VALUES.

>> MS. PATTY PELKE: WE WOULD NOT
HAVE GOTTEN WHERE WE ARE AS FAR AS
ONE OF THE BEST PLACES TO WORK IN

THE FEDERAL GOVERNMENT IF THESE
VALUES THAT WE HOLD OURSELVES TO
WERE NOT PART OF THE FIBER AND THE
FABRIC THAT EVERYONE WITHIN THIS
ORGANIZATION OPERATES UNDER.

>> MR. BRUCE MALLET: WE'VE COME A
LONG WAY I BELIEVE WITH
ORGANIZATIONAL VALUES AS THE CORE
VALUES THAT WE BELIEVE ARE
IMPORTANT TO THIS AGENCY.

I THINK IT'S VERY IMPORTANT THAT
YOU COME TO WORK EACH DAY WITH THE
ENTHUSIASM FOR THE JOB THAT YOU'RE
GOING TO DO.

>> MS. JENNIFER SCHWARTZMAN: THE
NRC IS REALLY A PLACE THAT ATTRACTS
PEOPLE WHO EMBODIES THOSE VALUES
AND LIVE THEM IN THEIR DAILY WORK.

>> I WROTE IN A BOOK ONCE THAT WE CAN EITHER LOWER OUR VALUES TO MATCH OUR BEHAVIORS, OR WE CAN CHANGE OUR BEHAVIORS TO MATCH OUR VALUES. AND I THINK AS AN AGENCY, WE HAVE TAKEN THE LATTER STEP AND I THINK IT'S DEMONSTRATED THROUGH THE FACT THAT WE'RE NUMBER ONE.

>> MR. MARTY VIRGILIO: HERE AT THE NRC, OUR ORGANIZATIONAL VALUES ARE NOT TO BE A MYSTIQUE OR SOMETHING THAT PEOPLE DON'T UNDERSTAND.

I THINK IT'S QUITE SIMPLE. IT'S HOW WE WANT PEOPLE TO BEHAVE, HOW WE WANT PEOPLE TO INTERACT WITH ONE ANOTHER AND HOW WE WANT PEOPLE TO DO THEIR JOBS EVERY DAY TO MAKE THIS SYSTEM WORK AT THE NRC. AND I THINK WE DO A GOOD JOB OF IT. WE NEED TO AS LEADERS, LIVE THE VALUES.

WE NEED TO BE OPEN TO COACHING FROM STAFF WHEN THEY SEE US NOT LIVING THE VALUES.

WE NEED TO BE USING THE VALUES AS WE SELECT INDIVIDUALS, AS WE PROMOTE INDIVIDUALS, AS WE PROVIDE

FEEDBACK ON INDIVIDUALS'
PERFORMANCE. VALUES HAVE TO PLAY A
KEY ROLE IN THOSE DECISIONS.

>> MR. LARRY DAVIDSON: THE CORE
VALUES ARE INTEGRITY, SERVICE,
OPENNESS, COMMITMENT, COOPERATION,
EXCELLENCE, AND RESPECT.

AND THESE ARE NOT JUST EMPTY WORDS.
THESE ARE IMPORTANT VALUES TO TRY
TO STRIVE TO ACHIEVE, TO TRY TO
LIVE UP TO.

AND THE STRANGE THING IS, IF YOU
PUT ALL OF THESE VALUES TOGETHER,
IF YOU SCRUNCH THEM ALL TOGETHER,
YOU CAN ONLY COME UP WITH ONE
THING, NRC.

AND IT'S BECAUSE OF THESE VALUES
THAT NRC IS NUMBER ONE.

I HAVE NO IDEA WHY THAT WORKS.

(End of Transcript)