

Fluor Hanford CEO's on-site lunches spark discussion

Deborah Dunn, FH

Fluor Hanford President Keith Thomson has begun lunching regularly with employees at far-flung Hanford work sites in an effort to become acquainted, demonstrate Fluor culture and foster interactive communication.

"It's literally a lunch and a chat," Thomson told 18 Fluor employees recently at the Fast Flux Test Facility. He said he welcomes and benefits from interaction.

During his first 12 weeks in the Fluor Hanford pilot's seat, Thomson met with employees at 11 brown-bag luncheons. Locations dot the Hanford map and include the Spent Nuclear Fuel Project in the 100 Area, the Federal Building, where he toured the Emergency Operations Center, the 200 Area, the Hanford Patrol Training Academy, and FFTF.



Fluor Hanford President Keith Thomson answers a question from an employee at the Fast Flux Test Facility during a recent brown-bag lunch. His visit was part of a regular series of informal sessions with employees throughout the company.

The visits typically include facility tours. "I've been to every project now," Thomson reported.

Human Resources oversees the logistics, aiming for a mix of worker expertise. At the FFTF lunch table, for instance, there were engineers, operations specialists, a quality assurance technician, a truck driver, a health physics technician, a secretary, a stock and tool attendant, a reactor operator, a project controls specialist and a millwright.

Thomson emphasized the company's open line of communication, noting that individual problems will be channeled through existing processes such as the Employee Concerns Program.

The FFTF luncheon followed a format that's been established for these "brown-bags": Thomson greeted participants, initiated around-the-table introductions and shared his background and vision for Fluor Hanford. Following a discussion of Fluor values, the rest of the lunch break was devoted to a candid question-and-answer session and discussion period.

"I feel we are all in the right place at the right time," Thomson said, citing his own decades of experience in large, complex projects. His experience with environmental and government contracting spans 37 years, including 10 years with Fluor and 22 with Bechtel. His assignments included overseeing Fluor interests in Europe, the Mid-East and Africa from Fluor's London office; working on Fluor's largest project, next to Hanford, in Caracas, Venezuela; and building a 400-member engineering office in India. Earlier in his career, he was a management consultant for environmental companies, having previously served as an officer with the Royal Air Force.

Based on his diverse experience, Thomson characterized Hanford as the most complex project he's seen.

He cited the Fluor values as the foundations of continued cleanup progress. Safety is paramount, he said. "The corporation does care about each person individually and strives to create a safe workplace."

Continued on page 7.

Fluor Hanford CEO's on-site lunches spark discussion, cont.

He defined integrity as doing the right thing in the right way for the right reasons. "I want Fluor to stay on this site doing an outstanding job," he said.

Teamwork is necessary for the company to function, so it's in the company's best interests for teams to function well, according to Thomson. And excellence means meeting the highest standard.

He observed that the first letters of safety, integrity, teamwork and excellence, coincidentally, spell SITE. "These are the values we want you to feel as part of the Fluor team," he said.

The question and comment period covered subjects broad and narrow, from ideas on weathering future economic shifts to whether Thomson is buying or renting a house. (He's buying.)

"These lunches have been very well received," said Dom Sansotta, director of Human Resources for Fluor Hanford. "We get a lot of feedback expressing appreciation for the time he took to meet with employees and to listen." ♦