Attachment J-16

Contractor's Community Commitment Plan

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HANFORD MISSION INTEGRATION SOLUTIONS

Community Commitment Plan

November 2018

leidos

CENTERRA
A CONSTELLIS COMPANY

PARSONS

Employees regularly volunteer with our local Habitat for Humanity to help build safe and affordable homes for families in the Tri-Cities.

Community Commitment Plan

The HMIS Team is exactly what it represents – trusted partners offering integrated and sustainable solutions not just at Hanford – but across our community.

HMIS, in partnership with DOE, will demonstrate how Hanford is invested in our community – while recognizing the diverse interests, collaborating on concerns of mutual interests, and communicating the impact of giving back.

HMIS will extend meaningful and sustainable partnerships to focus on:

- Regional Educational Outreach Programs
- Regional Purchasing Programs
- Community Support

Just within our seven named key personnel, HMIS leaders have over 160 years living in the surrounding Tri-Cities counties. They have served for years and serve today to improve education programs, support local small businesses, and engage in a wide-range of community events that improve the quality of life across our region.

Many who know our executives
agree that their leadership – ***is more than a job***

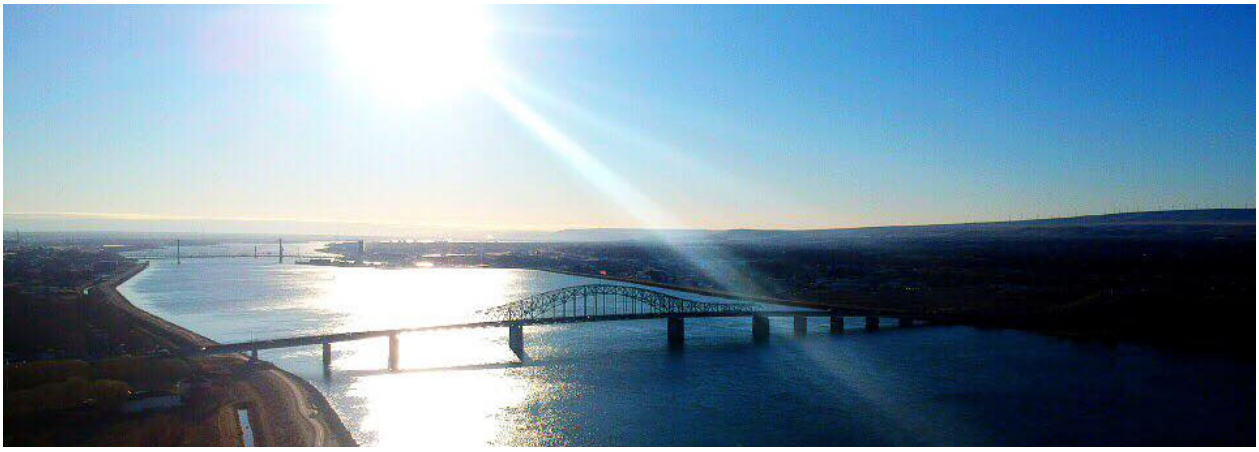
Strategy & Approach

As the site integrator for the Hanford mission, HMIS is privileged to expand this role to the community in partnership with DOE and vested stakeholders.

> *"I give a huge amount of credit to MSA and DOE for their commitment to Connect Tri-Cities, I know this is only the second year for the event, but they have created partnerships with many organizations to focus attention on career opportunities and resources available in our community."*
>
> Carl Adrian
> President of the Tri-City
> Development Council (TRIDEC)

Our strategy will continue the long-standing engagement of HMIS executives and employees in community forums. This will ensure continued collaboration with TRIDEC, Tri-City Regional Chamber of Commerce, Visit Tri-Cities, Tri-Cities Local Business Association, local governments representing the Tri-Cities, and more.

Our approach will work in collaboration with stakeholders over the 10-year period of performance to ensure ***meaningful and sustainable partnerships***. The objective is to understand and improve the changing landscape addressing regional educational outreach programs and challenges facing small businesses, and sponsoring community activities that will have a direct impact on economic diversification. Together we will set bold ideas in partnership providing tangible results across our community and gain national recognition.



The HMIS Team's ***One Hanford Mission*** will demonstrate our commitment to a ***Community of One***

HMIS Community Investment

HMIS understands it's not just about money – it's about impact.

The HMIS Board of Directors will ***invest $10,000,000 in community commitments.***

HMIS will submit an annual plan for community commitments and report on program progress and the effects/impacts semi-annually. This will be worked in collaboration with community stakeholders and reports will provide lessons learned and opportunities for improvement.

Impact *– $20K donated to "Young Minds of our Future" for STEM academia.*

Semi-annual Stakeholder Meetings

HMIS will coordinate and conduct semi-annual stakeholder meetings with regional subject matter experts. HMIS will seek ways to enhance commitments, ensure sustainability, and redirect funding to support emerging needs.

On an annual basis, HMIS will formalize the meeting process using a Lean Six Sigma structured continuous improvement and innovations activity format. This will benefit stakeholders to collectively collaborate on and prioritize opportunities for improvement that are in the best interest of the program.

HMIS Investment Commitments	Benefits	Estimated Value
Meaningful Partnerships		
Semi-Annual Stakeholder Meetings	Ensure local stakeholder collaboration with the ability to address emerging community needs.	$250,000
Regional Educational Outreach Programs		
STEM Education Support & Scholarships	Support annual scholarship programs and local STEM Foundation strategic plan initiatives.	$750,000
Young Professionals Program	Attract and retain the next generation workforce and promote long-term opportunities for growth within the Tri-Cities.	$250,000
Community-wide Women's Synergy Network	Attract and sustain a high-caliber workforce across the community with an emphasis on women in the workplace.	$500,000
HMIS Employee Enrichment Programs	Improve employment skills and opportunities for growth for existing employees.	$150,000
Pathways in Technology Early College High School (P-TECH)	Support pilot preparing students for jobs directly aligned with industry needs.	$100,000
Regional Purchasing Programs		
"Business in a Box"	Develop and sustain a common business model to support local small businesses and economic diversification.	$1,500,000
One-Stop Shopping for Local Small Business	Integrate, enhance and increase awareness of and access to local small business acquisition tools within our community.	$500,000
Community Support		
Charitable Giving	Support over 50 local organizations to make a positive and lasting impact across the Tri-Cities community.	$3,500,000
National Park	Support awareness and legacy of our Community's first National Park	$500,000
Connect Tri-Cities	Partner with TRIDEC to gain national recognition and integrate additional programs to increase awareness of opporutnities in the Tri-Cities.	$2,000,000
	Total HMIS Investment	**$10,000,000**

The STEM Competition at the 2018 Connect Tri-Cities honored the top three teams with scholarships totaling $20,000. Anne White and Bob Wilkinson presented a check to the first-place team. Each student received $2,000 and the team coach $1,000.

Meaningful Partnerships

HMIS understands the importance of partnership.

The HMIS Team has relationships with several organizations across our region and demonstrates an unparalleled partnership with Labor. Our long-history has resulted in bringing first-of-a-kind events to the Tri-Cities. Recent events include Connect Tri-Cities increasing awareness of what the Tri-Cities has to offer and sustainable jobs offering a "living" wage that do not require a 2- or 4-year degree. This example demonstrates what HMIS leadership has done before community investments were a contract requirement. Partnerships include:

Educators – representing regional high schools to include Tri-Tech Skills Center and Delta High School, Columbia Basin College (CBC), Washington State University-Tri-Cities (WSU-TC) and access to Washington State Opportunity Scholarships (WSOS).

"The MSA management team's execution of Connect Tri-Cities was flawless! What a pleasure to work with such a dedicated group. We can't wait to get rolling on year 3! Connect Tri-Cities exemplifies the best in collaboration and innovation!"

Deb Bowen,
Executive Director, Washington State STEM Education Foundation
and the Mid-Columbia STEM Network

Employers – offering a wide range of diverse job needs. HMIS will leverage opportunities within the Hanford cleanup mission, careers in manufacturing, national laboratories, and small businesses.

"The name of the event says it all – Connect Tri-Cities. With the creative and enthusiastic support of the MSA team, the Careers in Manufacturing group was able to connect with a significantly larger number of young people than in previous years. Our community will need a trained and energetic young workforce in the not too distant future."

Lance Stephens
Manager, Operations Strategy and Supply Chain, Framatome

Veterans – to translate military training to industry job needs. HMIS will partner with representatives from the Columbia Basin Veterans Coalition, Combat Veterans International & Disabled American Veterans, Washington State Council Vietnam Veterans of America, Work Source Columbia Basin, CBC Veterans Education & Transition Services (V.E.T.S.), and WSU-TC Veterans Center.

"I was delighted to participate in the Connect Tri-Cities 2018…. Many thanks to MSA helping us carry out our mission to serve those who have served us all. This productive and rewarding event is and will remain a must-do annual event for our organization."

Tom Mattis*
President, Board of Directors, Columbia Basin Veterans Opportunity Center

* Respectfully acknowledged in his role supporting the health and well-being of our local veterans and the brother of our Secretary of Defense, General Mattis.

Tribes – leadership from the local tribes. HMIS will work through the DOE tribal office to increase awareness of Hanford's cultural and environmental needs. The team will interface with the Confederated Tribes of the Umatilla Indian Reservation, Nez Perce Tribe, Wanapum Band of Indians, and the Confederated Tribes and Bands of the Yakima Nation with an emphasis to target unique skill needs and engage underprivileged students. HMIS will establish a student internship and development program for unique high wage job opportunities such as welding or pipefitting.

"I strongly believe that Connect Tri-Cities is one of the only commitments that celebrates diversity in so many ways. It's something that is needed, not only for all of us today, but for future generations to come."

Roxie Scheske
Owner, Indian Eyes, LLC

Organized Labor – with over 16 labor unions; HMIS will partner with Labor leadership in our community as well as national leaders from Building Trades, Metal Trades, and UA Plumbers & Steamfitters – to communicate apprentice programs and the range of specialized jobs available.

"It is in the nature of all of us union-friendly colleagues that we continue to seek out pathways for historically underserved communities that have been far too often left behind – women, communities of color and veterans. We applaud the work of Connect Tri-Cities, and your partnership with the Central Washington Building Trades Council in achieving those goals. We must invest in our future, and educating tomorrow's workforce is critical."

Sean McGarvey
President, North America's Building Trades Unions

Another successful partnership was the opening of the **Hanford Workforce Engagement Center** to help current and former ill Hanford workers and their families navigate a complicated system of benefits. Additionally, we recently partnered to re-establish an Apprentice program at Hanford. ***This partnership is a testament that every job matters.***

Grand Opening of the Hanford Workforce Engagement Center with key leaders. From left to right, Nick Bumpaous, Congressmen Dan Newhouse, Erik Olds, Anne White, Mike Bossé, Doug Shoop, Senator Maria Cantwell, Gail Splett, Brian Vance, Raquel Crowley, Jeff McDaniel, Bob Wilkinson,

Regional Educational Outreach Programs

HMIS will use investment funds to support current and new educational outreach initiatives to increase awareness using mediums not allowed under government funding. This may include, but is not limited to, contracting keynote speakers, media production, advertising and even promotional giveaways, all to increase participation in regional educational opportunities, including STEM education and apprenticeship programs.

STEM Education & Scholarships

HMIS will invest up to $500,000 in scholarship programs. These programs will target underrepresented students pursuing STEM education pathways, employee dependents, and other emerging needs.

Lynn Tanasse, MSA manager, greets a student at Delta High School as part of their mock interview and career success program. Delta High School was the first collaborative STEM High School in Washington State.

HMIS will partner with the Washington State STEM Education Foundation with Bob Wilkinson continuing his board membership role. ***HMIS will invest up to $250,000*** to support programs identified in their 2018 Strategic Plan that further expands their "Results of a Decade" for another decade. This strategic plan was collectively developed across the board members with representation from CBC, WSU-TC, Hanford prime contractors, various small businesses, and more.

HMIS will continue to engage the Washington State Superintendent of Public Instruction, as done for the past two years, to participate in the Connect Tri-Cities annual event. This connection has brought both an awareness of the successful STEM activities happening within the Tri-Cities and also educates school teachers, counselors, students and community leaders on what is happening at the State level with access to WSOS. The WSOS can offer up to $24,000 to students in scholarships. HMIS will work through the Washington State STEM Education Foundation to train school counselors how to access this information and engage eligible students.

Young Professionals

HMIS recognizes that the success of HMESC is attracting and sustaining the next generation workforce – with an emphasis on those new to the workforce.

HMIS will invest $250,000 during the first 5-years to develop a new program, led by this new workforce. The focus is to "reach in" to company millennials to understand opportunities for improvement and sustainment needs as well as "reach out" to community and job seeking young people and engage interested candidates by providing coaching, mentoring, and resume writing support for access to job opportunities.

The intent is to place a strong investment during the first 5-years with the program becoming self-sustaining through collaboration with, and investments from, other Hanford prime contractors and community stakeholders.

Community-wide Women's Synergy Network

HMIS also recognizes that the success of HMESC is attracting and sustaining a high-caliber workforce – with an emphasis on women in the workplace; supported by HMIS SB Women-owned teammates Indian Eyes, LLC and Westech International Inc.

HMIS will invest $500,000 during the first 5-years of the contract to expand the current Women's Synergy Network with an invitation to participate to all Hanford prime contractors and community organizations. The current program is chartered to empower women to build connections and attain opportunities for both personal and professional growth.

The intent is to invest during the first 5-years with the program becoming self-sustaining through partnership across Hanford prime contractors and community stakeholders.

In August 2016, MSA Synergy Network hosted the first community Women's Discussion Panel. From left to right, Bob Wilkinson COO MSA, Stacy Charboneau DOE-RL Manager, Chairman Joyce Connery DNFSB, Diahann Howard Port of Benton, Peggy McCullough WTP Project Director, Alex Smith Ecology

HMIS Employee Enrichment Programs

HMIS will invest $150,000 during the contract period of performance to invest in young executives with an emphasis on growth and retention. HMIS will incentivize next generation executives with tools and monetary incentives that will improve their employment skills and opportunities for growth.

Pathways in Technology Early College High School Program

HMIS will invest $100,000 and serve as the first major industry partner to support the local pilot for the Pathways in Technology Early College High School (P-TECH) program. P-TECH will be launched in the Tri-Cities in 2019 as a public education reform initiative. P-TECH extends high school from the traditional four years to six years (grades 9-14) and enables students to earn both a high school diploma and a 2-year degree directly aligned with industry needs. P-TECH creates a powerful foundational partnership, combining the expertise of public and private systems and institutions. The local pilot will focus on preparing students for cyber-security, programming and other IT positions in our local economy. HMIS is equipped to mentor and train these students as part of our ongoing commitment to recruiting and retaining the workforce for the future.

Regional Purchasing Programs

HMIS understands and appreciates TRIDEC's focus on local small business subcontracting. HMIS fully supports TRIDEC's comment in their letter to Ms. Karen Flynn on January 5, 2018, "One of the most important links between the Hanford site and the community is the work that local businesses do in support of the cleanup mission." HMIS will partner with TRIDEC and the Tri-Cities Regional Chamber of Commerce to implement the following tools.

"Business In A Box"

HMIS will invest $1,500,000 over the HMESC period of performance to create and sustain a new *"Business In A Box"* tool suite. This will represent a common platform for small businesses to leverage existing programs used at Hanford and new tools specific to small business needs.

HMIS will provide software solutions that simplify access to information. Tools and services will support audit and reporting requirements, offer informal mentoring for local small and general businesses, and provide an active voice on opportunities to streamline the overall subcontracting process to allow small businesses to expand and grow.

One-Stop Shopping for Local Small Business

HMIS will invest $500,000 over the HMESC period of performance to coordinate and cooperate with the Tri-City Regional Chamber of Commerce to support the communication, awareness and expansion of programs such as the Procurement Technical Assistance Center (PTAC). The PTAC program is designed to help the Washington State Business community in all areas of selling to local, state, federal agencies, and government prime contractors. Our local PTAC program is one of the most active in the state, providing free services that include interpretation of solicitations, trainings and seminars, networking opportunities, and more.

Community Support

At HMIS, our people are our greatest asset. While HMIS is committed to bringing integration, innovation, and cost savings to the Department of Energy's HMESC – our company and our people will demonstrate our ongoing commitment to the Tri-Cities region through meaningful and impactful community support.

Charitable Giving

HMIS will invest $3,500,000 during the contract period of performance, averaging $350,000 per year across more than 50 local organizations that will enhance our community for generations to come. Charitable giving is the opportunity to make a positive impact – the health and well-being of our community is vital to Hanford employees and their families. These investments will target organizations and programs that support education and leadership development for youth, economic development, and improving local quality of life for those in need, which will benefit our entire region. Organizations that will benefit from charitable giving may include, Boys & Girls Clubs of Benton and Franklin Counties, Junior Achievement, STEM Foundation (beyond those listed in scholarship or STEM Strategic Plan initiatives), Domestic Violence Services, Tri-Cities Cancer Center Foundation, Habitat for Humanity, the Children's Reading Foundation of the Mid-Columbia, and several local Veterans support programs.

In addition to charitable giving, HMIS will continue to enhance opportunities for employees to donate their time and resources to community organizations, including additional opportunities for family members to participate. In 2017, more than 500 employees and loved ones participated in more than 30 volunteer events and those numbers will continue to increase as additional opportunities are offered. Combined with charitable contributions, ***employee volunteerism has created a company-wide culture of giving that spreads beyond our workforce*** and positively impacts our entire community.

As the sponsor of the Youth of the Year Program for the Boys & Girls Clubs of Benton and Franklin Counties, employees have the opportunity to mentor youth on leadership development and public speaking.

National Park Support

HMIS will invest $500,000 throughout the contract period of performance to support our community's first National Park – using media tools and special events to share this historic legacy that transpired over Hanford's past 70-years.

HMIS understands maintenance and preservation is part of the HMESC; however, we will expand awareness significantly using investments to promote the Manhattan Project National Historical Park – both in interest and tourism beyond our nation while demonstrating the progress the government has made.

Most understand, the B Reactor is the world's first full-scale plutonium production reactor. Created as part of the Manhattan Project during World War II, B Reactor produced plutonium used in the atomic bomb dropped to end World War II and throughout the Cold War. Initially designated a national historic landmark in 2008, the Manhattan Project National Historical Park was created in 2015, making B Reactor and several other historical sites at Hanford part of the US National Park Service.

In order to keep this historically significant facility protected and safely accessible per the contract, HMIS will continue to maintain the building, access roads and the utilities that protect and support the buildings. Periodic radiological assessments are critical to maintain safe routes through the building and ensure there has been no spread of contamination. Ongoing upkeep is necessary to maintain the integrity of the facilities.

Connect Tri-Cities

After attending the DOE cleanup workshop in 2016, Bob Wilkinson understood the message of top DOE challenges/initiatives facing the government. One challenge was clear – how to recruit and sustain the next generation workforce. Using investment funds similar to HMESC's new requirement, he launched the Connect Tri-Cities event in 2017 and 2018.

Tri-Cities Prep students touring Benton Franklin PUD — making connections through Connect Tri-Cities High School Tours

HMIS will partner with TRIDEC and invest $2,000,000 over the period of performance to continue the annual Connect Tri-Cities event. The objective is to raise awareness on why the Tri-Cities is a good place to work, live, and give. The event will continue to bring job seekers, policy makers, educators, labor, tribes, veterans, and industry together to build the local workforce of the future.

Tri-Cities – A Community of One

At HMIS, our people are our greatest asset. While we are dedicated to bringing integration, innovation, and cost savings to the Department of Energy's HMESC – our company and our people will demonstrate our ongoing commitment to the Tri-Cities region through meaningful and impactful community support.

HMIS will continue to partner with Labor to spearhead the annual Hanford Food Drive, which provided more than 45,000 pounds of food to local food banks in 2017.

The HMIS Team's ***One Hanford Mission*** will demonstrate our commitment to a ***Community of One***

Addendum – Community Partnership Feedback

"The support given to the Tri-Cities Cancer Center Foundation by MSA transcends a typical sponsorship. The financial support allows us to build and grow programs aimed at supporting cancer patients and their families, as well as building innovative programs aimed at creating a healthy community by stopping cancer in its tracks. But it's the involvement of their employees that is truly creating world class cancer prevention, early detection, treatment and survivorship. MSA employees serve as members of our board, support the efforts of various committees, get involved in events and fundraising and were founding members of our Cancer Crushing Executives. Because of this investment of both time and "treasure," our regional healthcare has been dramatically affected by MSA's presence in our community and we are truly grateful."

Elizabeth McLaughlin,
Director, Tri-Cities Cancer Center Foundation

"MSA, Leidos and Centerra Group were a key piece of the Women Helping Women Fund Tri-Cities success for 2018. As our Major Sponsor and through sponsoring additional tables, they made it possible for us to rest easy as some of our facility and catering costs went up this year. Without community sponsorships like this, we would not be able to continue our mission. This year we are proud to fund 12 programs totaling $112,000 benefitting women & children in the Benton and Franklin Counties. We are humble and proud to have MSA, Leidos and Centerra Group as part of our 2018 sponsors."

Alysia Johnson,
Executive Director,
Women Helping Women Fund Tri-Cities

"Thanks to your generous donations, Domestic Violence Services has able to hold council groups in several school districts, surpassing the total number of participants we had in 2017. Council groups give young men a safe place to bond and open up with their peers, as well as confront negative behaviors in a neutral environment. Most notable successes from council groups include a teen who stopped using drugs and decided to stay in school; an elementary school student who was being groomed to join a gang and decided he wanted nothing to do with them; and a high school aged student and foster child who learned how to positively deal with his emotions and is learning to trust again. The need for these groups are growing rapidly. Without the support of community donors such as MSA, we would not be able to move forward as quickly, and that means youth being without these resources."

Deborah Culverhouse,
Domestic Violence Services of Benton & Franklin Counties

"Bite2Go, a program to provide weekend food kits to children, has reached new levels of service thanks to the time and financial contributions from MSA. It is amazing to see the support they are willing to provide in the community. Their generosity helps us get food to where it's needed most."

Holly Siler, Regional Executive Director of Second Harvest