



A Leader in Supporting the Power Generation Industry



EFCOG Presentation

Pipeline Development

Fall 2009 EFCOG Working Group Meeting



Bartlett Holdings, Inc. (BHI)



Serving the Government, Power Generation & Process Industries

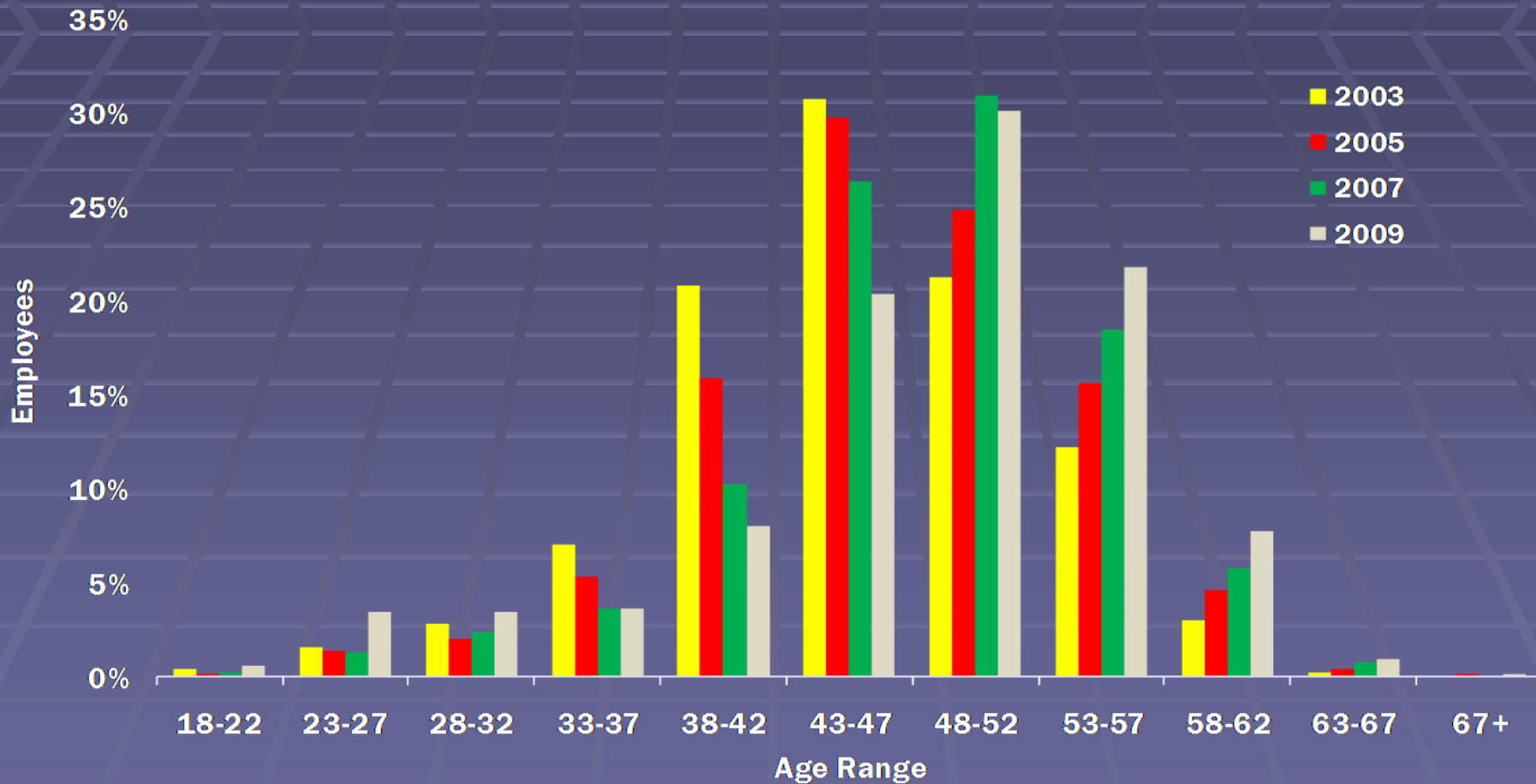
Overview

- Bartlett has supported the nuclear industry for >30 years
 - Government Sector
 - Commercial Nuclear Power Sector
 - Private Industry
- Industry experiencing a **collective** national shortage of radiation safety personnel
 - Technicians and experienced professionals, impacting:
 - DOE Government resources
 - Commercial Nuclear Power Sector
 - ARRA funding a contributor

Major Contributing Factor – Aging Work Force

- Continues to be a reality
- Reference – following slide for commercial nuclear power sector
- Perception that DOE sector demographics are similar (if not older)

Commercial Nuclear Generation Sector Radiation Protection Technician Distribution by Age



Supplemental RP Resource Shortage – Fall 2009

- **For the Commercial Generation Sector:**
- **Record Demand** (see following slide)
 - 34 total refueling outages
 - 3 Steam Generator Replacements
 - 2 Reactor Head replacements
- **RESULTS: A 30% SHORTAGE EXISTS DURING THE TWO-WEEK PEAK PERIOD**
 - However – few commercial work opportunities available after Nov. 1
 - Leads to individuals continuing to leave the entire nuclear industry (DOE and commercial)

Industry Fall 2009 Refueling Outage Schedule

1	McGuire	Yellow	Red	Red	Green		
2	Prairie Island	Yellow	Red	Red	Green		
3	Ginna	Yellow	Red	Red	Green		
4	DC Cook	Yellow	Red	Red	Red	Green	
5	Peach Bottom		Yellow	Red	Red	Green	
6	Vogtle		Yellow	Red	Red	Green	
7	Watts Barr		Yellow	Red	Red	Green	
8	Byron		Yellow	Red	Red	Green	
9	ANO		Yellow	Red	Red	Green	
10	Cooper		Yellow	Red	Red	Green	
11	CR-3		Yellow	Red	Red	Red	Green
12	Kewaunee		Yellow	Red	Red	Green	
13	Seabrook		Yellow	Red	Red	Green	
14	SONGS		Yellow	Red	Red	Red	
15	Comanche		Yellow	Red	Red	Green	
16	Palo Verde		Yellow	Red	Red	Green	
17	Diablo Canyon		Yellow	Red	Red	Green	
18	Millstone		Yellow	Red	Red	Green	
19	STP		Yellow	Red	Red	Green	
20	Point Beach		Yellow	Red	Red	Green	
21	Oconee		Yellow	Red	Red	Red	Green
22	Wolf Creek		Yellow	Red	Red	Red	Green
23	Beaver Valley		Yellow	Red	Red	Red	Green
24	Braidwood		Yellow	Red	Red	Green	
25	TMI		Yellow	Red	Red	Red	Red
26	Salem		Yellow	Red	Red	Red	Green
27	VC Summer		Yellow	Red	Red	Red	Green
28	Sequoyah		Yellow	Red	Red	Red	Green
29	Surry		Yellow	Red	Red	Red	Green
30	Turkey Point		Yellow	Red	Red	Red	Green
31	Waterford		Yellow	Red	Red	Red	Green
32	Ft. Calhoun		Yellow	Red	Red	Red	Green
33	Dresden		Yellow	Red	Red	Red	Green
34	Catawba		Yellow	Red	Red	Red	Green

Preparing for the Challenge – BHI Actions

Since 2004 BHI has invested millions in pipeline development and resource management, including:

- **Chief Technical Officer position** to focus on college & NEI activities support
 - Associate degree program support
 - Time, industry contacts, consulting, and travel
 - Scholarships, donations, etc.
 - WITF, Uniform Curriculum, RP2020, USNRC grant reviews
 - ANSI committee

- Invested \$1.3M in **personnel management software** (scheduling tool)
 - Exact daily location & potential open dates known for all personnel

Short Term Staffing Solution – Commercial and DOE

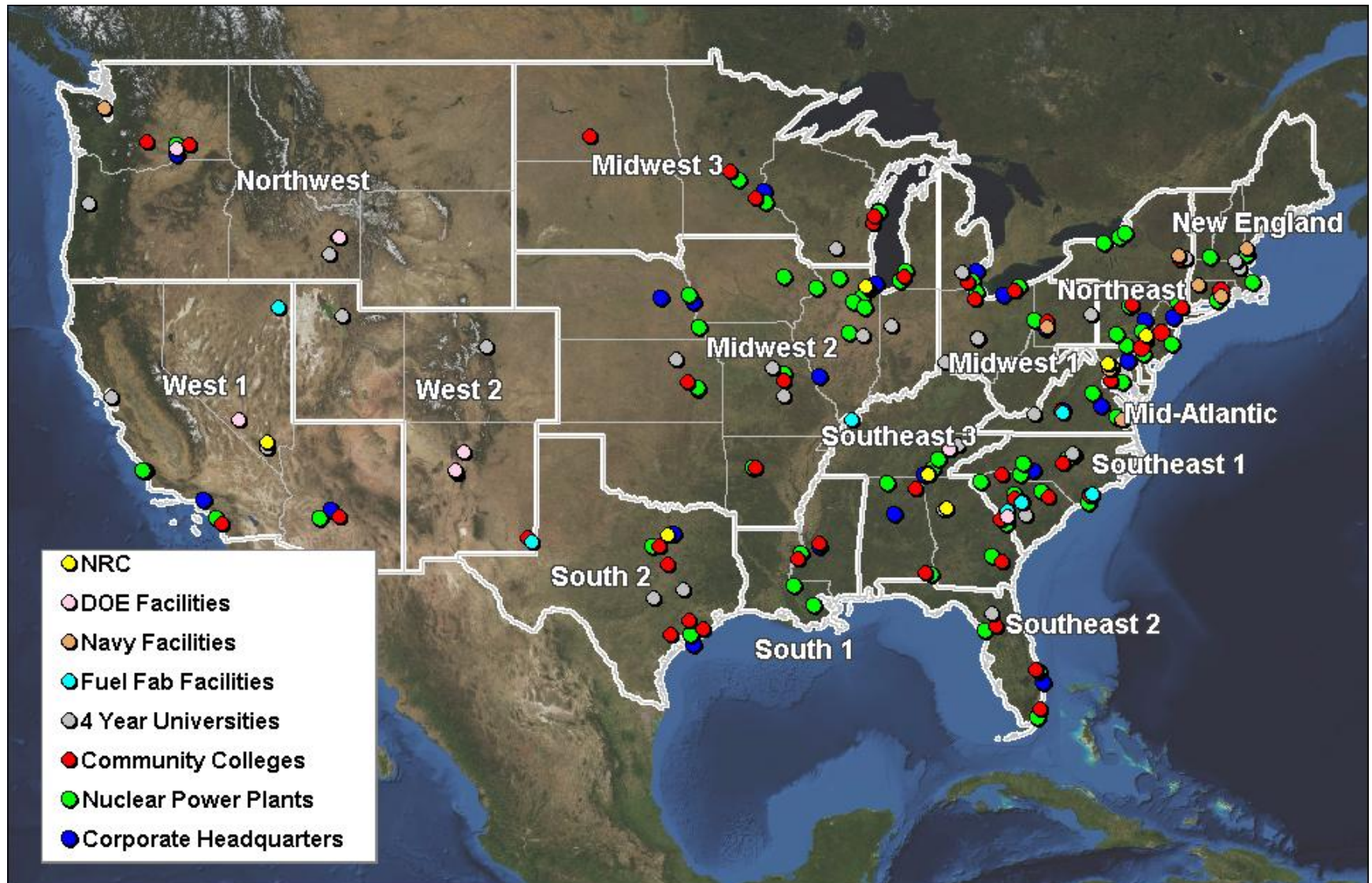
- **GOAL: provide more long-term work to maintain technicians in the entire industry**
 - Coordinate technician resources
 - DOE sites accept technicians with commercial nuclear experience
 - BSI will assist in preparation for the Core Exam
 - Facilitate technician rotation for ~4 weeks/outage to support a commercial refueling outage in fall and/or spring – technician will then return to DOE site
 - Provides longer-term work
 - Each sector can benefit from the technician's experience in the other sector
- Mutually benefit commercial and DOE facility needs for the short-term
- Also discussing “long-term” placement of JHP's with commercial sector – obtain required experience more rapidly
- Pipeline development is the long-term solution (see next section)

LONG TERM STRATEGIC PLANNING

– PIPELINE DEVELOPMENT INFORMATION TO CONSIDER

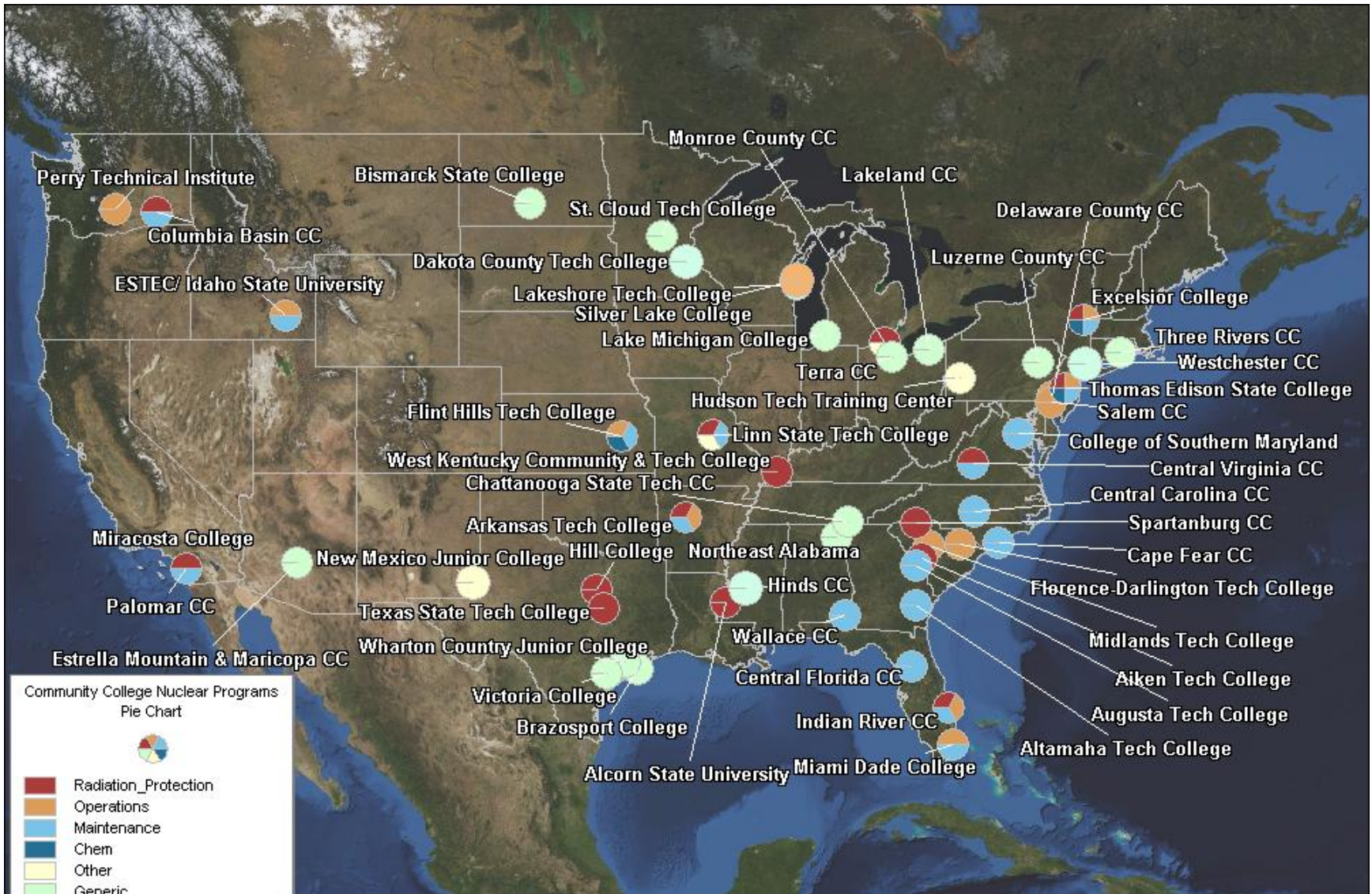


Regional Breakdowns - Facilities



* NEI Data as of May 22, 2009

Partnered Nuclear Community College Programs



** NEI Data as of May 22, 2009*

Internships and Hiring from AS Programs

- **Employment**: The following is a summary of the Linn State Graduates and employment since the program inception in 2004

– Exelon	9	Bartlett	3
– Callaway	5	Univ of Missouri	5
– Ft. Calhoun	3	Harris	1
– Argonne Lab	2	Wolf Creek	1
– Cooper	1		

- **Internships**: the following is a summary of the locations at which RP internships have been or will be provided, as of August 2009:

– Arkansas	Watts Barr
– Braidwood	St. Lucie
– Byron	South Texas
– Callaway	River Bend
– Crystal River	Point Beach
– Dresden	Peach Bottom
– Ft Calhoun	Oyster Creek
– TVAN (Chattanooga State)	
– Kewaunee (Lakeshore)	

BHI Capabilities Human Capital Development

- Provided fundamentals training to DOE and commercial nuclear power sector technicians
 - Prepare for DOE Core or NUF Exam
 - Combine onsite work assignments with training
 - Individual concurrently receives experience **and** training
 - Reduces amount of time to fully qualify
- Coordinate directly with local AS Degree programs



DISCUSSION ...