



MISSION: INTEGRATION

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NEWSLETTER

DECEMBER 2023

HANFORD MISSION  
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# MISSION: INITIATIVE

Your collective dedication, determination and talent are the lifeblood of our team.

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## OFFICE OF THE PRESIDENT



As we embrace the end of the calendar year, we are excited to address a theme that drives our success: initiative.

Your collective dedication, determination and talent are the lifeblood of our team. You are the dynamic force behind every project, initiative and challenge. Your ideas are not just contributions, they are catalysts for innovation that shape our role in the Hanford cleanup mission.

Our commitment to excellence combined with our SIMPLE values – safety, inclusion, motivation, passion, learning and ethics – are the foundation for everything we do. We remain proud but not satisfied. The complexity of our mission demands vigilance and a proactive approach. You're not just part of the Hanford legacy, you're actively shaping its future.

As we look ahead, let's continue to seek opportunities for innovation and improvement, nurture a culture of collaboration, and communicate openly. It is through these actions that we'll keep the momentum going, impacting the Hanford Site and our surrounding communities.

Thank you for your unwavering commitment and for choosing to be part of this journey. Together, we'll continue to advance the cleanup mission, safeguard our people and resources, and uphold our reputation for excellence.

Bob AND Amy

### Guest Message – Jennifer Ollero

When I think of the word initiative, I think of being proactive, taking the first step and determination. Essentially, taking initiative is doing something without being told. While much of our work involves direction, we also encounter opportunities to act rather than react. This can be as small as speaking up in a meeting or as large as identifying a process improvement. Individual and team success often comes down to bravely taking that first step. It can be scary, but no reward comes without some risk.

Initiative is reflected throughout HMIS and is a key attribute to each of our six HMIS Values: safety, inclusion, motivation, passion, learning and ethics. None of these are achieved without someone taking the first step to act.

For the Project Delivery team, initiative is critical. As an organization, we must be proactive, collaborative and effectively manage change. Constructing water, sewer and electrical systems is difficult. Yes, we react to events and challenges every day, but we also proactively solve issues and look for ways to work smarter. The team relies on strong relationships with partnering organizations to help evaluate the costs, risks and impacts to ensure a well-informed path forward. Individually, you may find us addressing a safety concern through a Safety Logbook entry, signing up to serve as an EZAC chair or volunteering to judge a science fair.

Taking initiative is taking that first step to make an improvement, big or small.





Recently pinned Hanford firefighters, from left: Kory Miller, Benjamin Garretson, Michael Self, Aaron Livingston, Kaleb Stevenson, Zachariah Hubbard and Kevin Sells.

## MISSION: INITIATIVE

### HFD Celebrates Academy Graduation and Promotions

*Contributor: Cerise Peck*

A recent ceremony for the Hanford Fire Department marked a significant milestone for its Fire Academy graduates and staff receiving promotions. The event, a blend of formality and recognition, brought together key figures from DOE and Site emergency services.

Brian Vance, manager of the DOE Office of River Protection and Richland Operations Office, addressed the graduates directly, "Guaranteeing the health and safety of our workforce will always be a top priority and you play a vital role in our mission."

Tim Haddick, DOE director of the Security and Emergency Services Division, spoke about the nature of their roles, "You are here to bring hope. Hope that someone will be there, someone will come in a time of need. That someone is you, and for that, I am thankful."

*Cont'd*

Deputy Chief Nick Thomas welcomed the audience with comments about what it means to join the Hanford Fire family.



Hanford Fire celebrated Firefighter Benjamin Garretson who was pinned by his wife, Clarice Garretson.

The ceremony began with a welcome from Deputy Chief Nick Thomas, creating an atmosphere of reverence and respect. Acting Fire Chief Tom True and Deputy Chief Thomas then presented diplomas to the graduates: Benjamin Garretson, Zachariah Hubbard, Aaron Livingston, Michael Self, Kaleb Stevenson, Mario Valle and Matthew Worman.

Promotions were a key highlight, with Kory Miller rising to lieutenant, David Wheeler to captain, Jason Noah to battalion chief, and Thomas True to deputy chief. These advancements were a nod to their exemplary service and leadership qualities.

This event was not just a celebration of individual achievements but also a testament to Hanford Fire's ongoing commitment to fostering a culture of safety, professionalism and continuous development among its workforce.



Environmental Compliance Officer John Skogle (middle) gave a tour to EMS auditors in summer 2023.

## MISSION: INITIATIVE

### Environmental Team Marks Big Successes

*Contributor: Robin Wojtanik*

Our Mission Assurance Environmental team has much to celebrate as the year ends since the organization achieved each of its FY23 Environmental Management System Objective Goals – often crushing the standard that was set – thanks in no small part to the environmental and cultural awareness of our employees companywide.

The process began last fall when every functional organization reviewed work activities that may impact the environment.

As part of continual improvement, yearly reviews ensure any work scope changes are captured and accounted for when developing environmental objectives. During this review, HMIS set environmental goals – then proceeded to knock them out of the park.

The first goal was to ensure 95% of purchased electronics met EPEAT (Electronic Product Environmental Assessment Tool) standards – products conforming to strict environmental performance rules. “Our procurement team is a leader in sustainable electronic procurement addressing the lifecycle impacts of purchases, including computers, printers, copiers and more,”

said Scott Davis, Environmental Field Support. In FY23, the Hanford Site purchased more than 4,000 electronics and 99.6% met EPEAT standards, surpassing the goal.

A second objective included identifying energy-saving opportunities totaling 400,000 kilowatt hours. Energy audits at 55 facilities operated by One Hanford contractors showed opportunities for conservation (see page 12 for more on this!). This could include building insulation, HVAC improvements, lighting technology and more. In the end, the team identified 579,955 kWh in potential energy saving measures. The team also submitted for utility rebates on qualifying projects, resulting in cost avoidances and incentives for project owners.

Finally, the team had a goal of reaching HMIS employees through 15 communications related to EMS. They nearly doubled this – sending 26 communications to increase awareness and familiarize the workforce with our EMS.

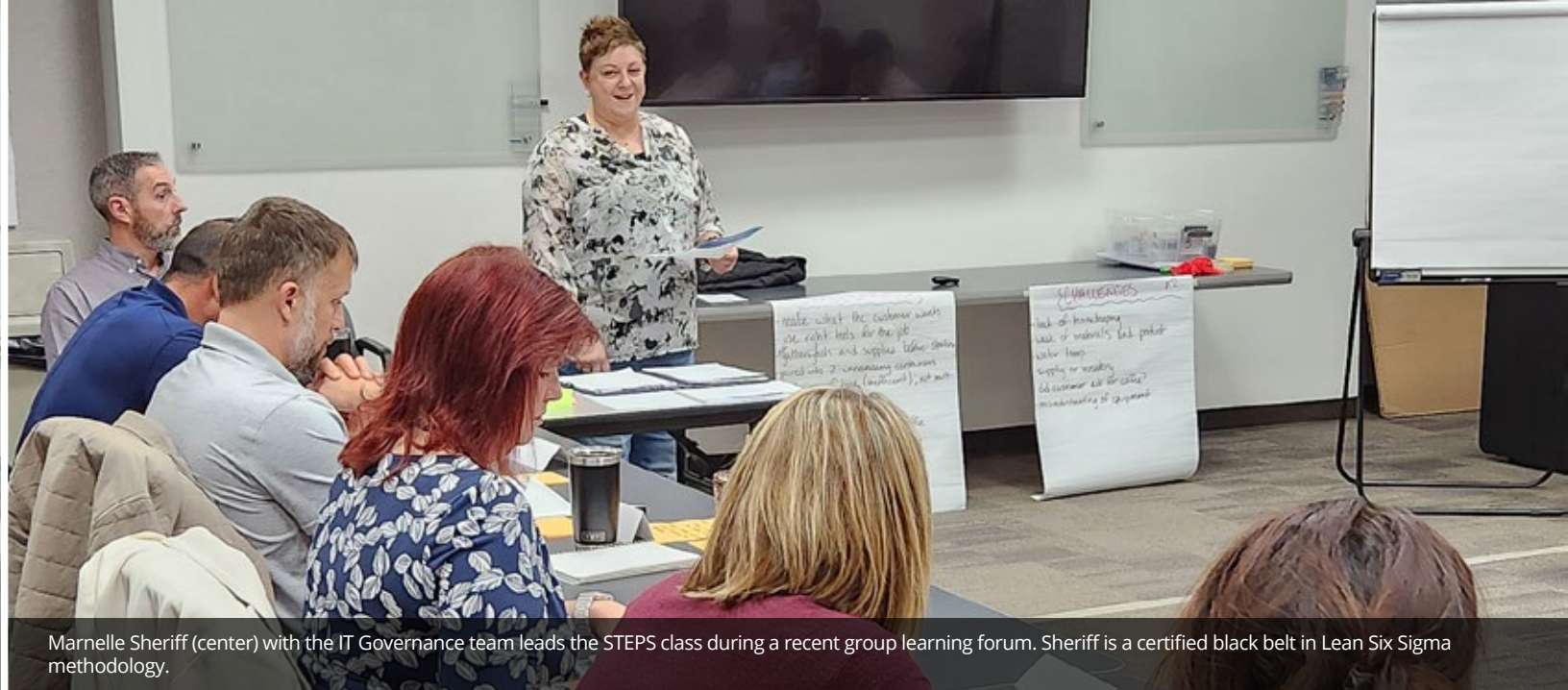
Despite being proud of hitting all targets, the group will keep the momentum going on improving our environmental impacts into FY24.



Scott Davis, with Environmental Field Support, helped lead the team on a variety of successes in 2023.



Participants in the STEPS program recently attended a learning forum focused on continuous improvement.



Marnelle Sheriff (center) with the IT Governance team leads the STEPS class during a recent group learning forum. Sheriff is a certified black belt in Lean Six Sigma methodology.

## MISSION: INITIATIVE

### Taking STEPS to Grow Future Leaders

*Contributor: Shane Edinger*

As the Hanford workforce continues to evolve, with hundreds of employees retiring every year, the need to develop and prepare future leaders is paramount. That's the driving force behind the Supporting Talent and Engaging Professionals for Success, or STEPS, program recently launched by the Workforce Solutions team.

The goal of the program is to provide an environment where employees who are established in their profession can learn and develop new skills to enhance their existing abilities and provide opportunities to grow as individual contributors and potential leaders. A group of 19 employees was nominated by their managers and vice presidents to participate in this voluntary program.

"Providing meaningful content that would be beneficial to future HMIS managers was a big piece of the design," shared Maureen

Gore, who facilitates the program, along with her Workforce Resources & Development teammate, Jim Whalley. "We want to share valuable resources and experiences with them so they are exposed to tasks they may be asked to perform if they pursue a management role in the future."

As part of the nine-month program, employees will participate in six learning forums focused on enhancing their business acumen and expanding on HMIS' business processes. They will also complete three professional development courses designed to

build and develop communication skills, along with a small group project.

"The small group projects will give them an opportunity to apply the skills they've acquired in the classroom sessions," added Marnelle Sheriff with the IT Governance team, who will help facilitate the projects. "Successful leaders need to be able to transfer learning objectives into practical work products and we're excited to see their proposals and witness this growth opportunity in action."

## MISSION: INITIATIVE



### TEAM FOCUS: Central Training

Contributor: Shane Edinger

When you think about training at the Hanford Site, the HAMMER Federal Training Center is typically the first thing that comes to mind. But did you know HMIS has its own Central Training team?

“Yeah, we get that a lot,” laughed Don Wilson, Central Training manager. “A lot of folks think we’re part of HAMMER, but we’re a standalone group providing training for all HMIS personnel.”

In simple terms, Central Training works with all organizations inside HMIS’ functional service areas to develop trainings to cover many of the other aspects of their workscope, while HAMMER focuses on the Sitewide safety training courses Hanford employees need to perform their jobs safely.

“We develop whatever they need,” Wilson shared. “The teams in the field might have a procedure or a process and we can come in, evaluate what they have and then provide the required training support, whether that’s instruction, development, qualification cards or whatever. Then, we help them implement that training with their groups.”



Meet the Central Training team! From left, Don Wilson, Libby Butler, Pam Williamson, Deanna Criddle, Victoria Purkey, Cindy Stroud, Harry Bednarczyk, Nadia Nelson and Chris Greene.

Field Work Supervisor and Job Hazard Analysis training are two of the bigger items on their plate, along with managing the Learning Management System, which facilitates onsite computer-based training, and the Hanford Site Worker Eligibility Tool (HSWET), used by all contractors to verify personnel are trained and qualified before performing tasks.

The team of nine includes three training coordinators and several training specialists. Each training coordinator works with several organizations to manage their training needs. “We’re the contact for the manager to make sure their groups are built correctly, their training plans are accurate and they’re scheduled for the training they need to be current so they can go to work in the field,” added Libby Butler, an HMIS training coordinator with more than 30 years of training experience at the Hanford Site.

If you are interested in learning more about the wide array of opportunities available through Central Training, contact your organization’s training coordinator.

## MISSION: INITIATIVE

### Cyber Assessments: Protecting Our Digital Landscape

Contributor: Jill Harvill

While most of us have been focused on holiday preparations and activities, our Cybersecurity team endured back-to-back-to-back assessments of the various systems on our digital networks. I spent some time with HMIS Cybersecurity Director and Chief Information Security Officer Myra Dyck, to understand more about these cybersecurity assessments.

In the cybersecurity field, accreditation boundaries are established around digital systems to meet cybersecurity requirements for a federal information system – including how it gets accredited and how we obtain an authority to operate. HMIS Cybersecurity is responsible for implementing a centralized cybersecurity program for the Hanford Site in coordination with One Hanford contractors who operate software and hardware within these boundaries.

Two continuous monitoring assessments were recently conducted by a team from DOE-EM headquarters. The first checked the Hanford Accreditation Boundary and the second reviewed the Hanford Industrial Control System Accreditation Boundary, focusing on the Alarm Monitoring System and the Water Local Area Network. This month, another DOE team assessed the cybersecurity program, including both boundaries.



HMIS Cybersecurity team, from left, Todd Krahenbuhl, Benjamin Gelhaus, Milton Chavez, Myra Dyck, Mike Knox and Daniel Boateng.

The purpose of these assessments is to review compliance to standards to ensure protection of federal information systems, “They evaluate our implementation of security control requirements – approximately 700 – through interviews, document review and testing to see if controls are used as intended for reducing risk and protecting systems and information,” said Dyck.

#### WHAT CAN YOU DO?

- Be on the lookout for phishing emails
- Run patches and updates – they’re critical for known vulnerabilities
- Comply with cyber policies and procedures
- Stay informed and vigilant
- Report anything odd to the Mission Service Desk at (509) 376-1234

While there are many layers of protection woven into our digital infrastructure, humans are the weakest link. Check out the callout for how you can help protect our network.

We commend our Cybersecurity team for the work they do to protect the confidentiality, integrity and availability of HLAN systems!

## MISSION: INITIATIVE

### Breathing Air Analysis Lab Established

Guest Contributors: JJ Patterson and Doug Puzey

The Hanford Fire Support Services team, in collaboration with Industrial Hygiene Equipment Services, completed a multi-year project for its inhouse breathing air laboratory. The IHES Breathing Air Analysis Lab provides testing and analysis of the bottled breathing air the Hanford Fire Department produces for the entire Hanford Site.

In 2019, the team procured the necessary equipment to analyze the manufactured breathing air produced by the HFD to ensure it meets the quality and parameters established in the National Fire Protection Association codes and standards.

For the breathing air to be certified as NFPA compliant, the team had to establish an accredited International Organization for Standardization 17025 Breathing Air Analysis Lab. The accreditation must come from an independent third-party accrediting body. The lab was officially accredited following the initial endorsement in September 2022.

The accreditation ensures cylinders filled by the department meet industry standards and the laboratory uses instrumentation that



Industrial Hygiene Equipment Services Manager Corey McCloud analyzes breathing air produced by the Hanford Fire Department in the newly certified onsite IHES Breathing Air Analysis Lab.

meets testing requirements of this standard and is maintained and calibrated by other Hanford support sources as required.

The IHES lab passed its one-year assessment in September by successfully demonstrating testing of an air cylinder. The assessor noted the equipment was well-maintained, testing was performed with careful attention to detail and that personnel are proficient and knowledgeable.

With this success, HFD will transition monthly air sample testing from a subcontractor to the inhouse lab, following approval by the Hanford Site Respiratory Protection Program Committee. This improvement will provide the Site with increased efficiency and convenience of the testing and analysis of the breathing air cylinders.

## MISSION: INITIATIVE



HMIS Electrical Utilities crew upgrading Site power lines.

### HMIS Earns Incentives for Zapping Energy Waste

Contributor: Jill Harvill

Government incentives are offered through the Bonneville Power Administration Energy Efficiency Incentive program. As the mission integration contractor, HMIS works with other Hanford contractors to identify qualifying projects and administer submittals to BPA.

HMIS Energy Manager Christian Seavoy monitors energy data and projects to recognize opportunities for potential energy savings. He and subcontractor Greg Sullivan of Energy Solutions routinely

talk with facility managers and electrical engineers about energy savings initiatives. "I do energy assessments at many facilities so I'm always on the lookout for energy savings opportunities that qualify for the BPA incentives," says Seavoy. The financial incentives earned by each contractor go back into the project or facility budget that made the upgrades.

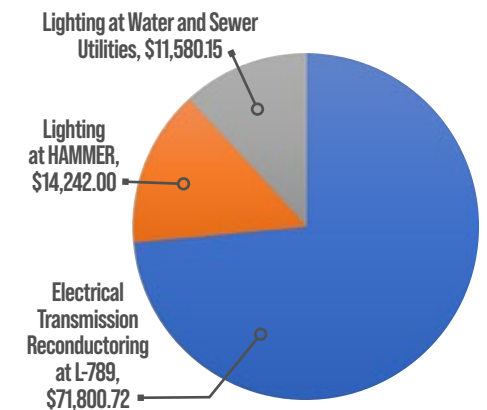
As great as financial incentives are, successful energy management actually means earning less every year. When older infrastructure is updated with more energy-efficient materials, there are fewer major energy-saving projects that would qualify for BPA incentives. That's a good thing! After a couple of decades, or with new technology, energy saving updates may be required once again.

Most of the Hanford Site's incentives in the last two years came from improvements to electrical transmission lines and energy-efficient LED lighting. Of the \$190,679 in BPA incentives Hanford contractors earned in that period, over half were attributable to HMIS upgrades. Those dollar amounts equate to 884,902 kilowatt hours saved Sitewide.

While the 24/7 cleanup mission may increase energy use from nighttime lighting, the biggest draw is electric heating in the winter. HVAC updates in older buildings and portables will continue to increase our energy efficiency on Site and provide opportunity for financial incentives.

New construction also provides the opportunity to earn BPA incentives by exceeding minimal energy-efficiency requirements. HMIS will also continue to make electrical infrastructure improvements that reduce energy loss.

#### BPA Incentives at HMIS FY2022-2023



## RECOGNITION

### President's Lifesaving Award

Contributor: Robin Wojtanik

Congratulations to James Simpson on receiving the President's Lifesaving Award. Simpson was part of a job at an offsite location where a fellow worker was injured. His quick actions, including calling 911 and applying pressure to wounds, helped prevent additional harm before emergency professionals could assist.

Transportation Field Operations Manager Beth Wright said, "Management is appreciative of his situational awareness, care of his fellow employee, and calm demeanor while experiencing this unexpected event." Thank you for implementing a safety culture that helped save a life that day!



Bob Wilkinson (right) presented the President's Lifesaving Award to James Simpson for his heroics on the job.

## RECOGNITION



Contributor: Shane Edinger

Congratulations to Jim Whalley with Workforce Solutions' Workforce Resources & Development team! Jim recently completed all the steps necessary to become a master trainer with the Leadership Development program for Development Dimensions International.

DDI is a global leadership consulting firm that helps companies hire, promote and develop exceptional leaders, and Jim has taught DDI courses at Hanford for seven years. He is now the Site's first DDI master trainer.



So, what does it mean now that Jim is a master trainer? "It means the company now has the ability to certify our own




Jim Whalley (center) is the Hanford Site's first DDI master trainer.

trainers," Whalley shared. "It gives us some flexibility and the opportunity to do a lot more stuff in house that we haven't been able to do in the past."

To earn a master trainer certification, Jim needed to complete hours and hours of intense training. At one point, he was actually pulling double-duty in the DDI world, attending a week-long DDI Better Leader summit in Florida during the day, while studying for his master certification in the evening.

"Jim brings so much training and development expertise to our company, and I am so impressed with the work he has put in to become a master trainer with DDI," added Julie Lindstrom, vice president of Workforce Solutions. "Creating growth and development opportunities is a huge passion for Jim, and this is an outstanding accomplishment that will truly benefit our teammates here at HMIS."

Congratulations Jim!

 To submit an item for our Mission: Accomplished section, please email [hmiscomm@rl.gov](mailto:hmiscomm@rl.gov)

## RECOGNITION



### **VOLUNTEER SPOTLIGHT:** **Jamie Owen** OPERATIONS SUPPORT SPECIALIST, MISSION ASSURANCE

Meet Jamie Owen – a dedicated volunteer no matter where she goes, including her frequent contributions to Meals on Wheels, “When I first moved to Tri-Cities, I was looking for a way to become involved in my community,” said Owen. “Meals On Wheels seemed like a good fit. So many of my favorite people and most valued relationships are with seniors.”

Now a two-year volunteer for the organization, she started as a substitute driver, “At the time, I was delivering almost daily, and I loved it. The routes and clients would vary day to day, so I learned a lot about the Tri-Cities, found all kinds of interesting new neighborhoods and met a lot of people,” Owen said. Now a full-time employee at HMIS, she spends up to three hours a week volunteering on Fridays.

“It is a very small commitment with a big impact, for both the clients and me,” Owen said. “In many situations, that meal is the only meal the client may have all day and the MOW driver may be the only person they see. I look forward to seeing my clients. I hear stories about their families, their work before they retired, their friends and their pets. They may not know it, but seeing every one of them is the highlight of my week.”

Her time is valued by MOW just as much as the seniors. “Jamie’s positive energy, endless smile and caring heart have endeared her not only to the clients but also with the staff and other volunteers,” said Natalie Huggins, volunteer coordinator for MOW. “We are grateful for Jamie’s consistent, dependable, professional dedication to enhancing the quality of life for others and thankful (her schedule) allows her to deliver meals and kindness once a week to local seniors.”

Owen hopes to volunteer as long as she’s able and, as an Air Force veteran, she feels service is important, “I believe it is beneficial to help where you can and get outside of yourself. It is easy to get wrapped up in our own stuff, but by doing something for someone else, it allows us the opportunity to experience a different perspective and see other possibilities.”

Contact **Mid-Columbia Meals on Wheels** if you’d like to help also.



Students tried out radiation detection as part of a career-connected learning opportunity.



Hanford Fire used a training prop to demonstrate emergency response to roughly 60 high school juniors and seniors while they learned about potential careers at Hanford.



High school students took part in a ‘STEM Day’ at HAMMER, learning about the variety of careers available.

## ONE HANFORD

### **Hanford Careers Highlighted at High School ‘STEM Day’**

*Contributor: Robin Wojtanik*

Dozens of local high schoolers took part in a ‘STEM Day’ at HAMMER, getting an up-close look at the career opportunities available in science, technology, engineering and math fields at the Hanford Site. The HAMMER team understood the assignment, creating hands-on opportunities for the students from River View (Finley) and Kiona-Benton.

“We’ve taken a lot of trips with students, and this was by far the best one we have done,” said April Bechen, coordinator for GEAR UP, a federal program helping students prepare for college. “To see how STEM is applied in different careers was so valuable.”

While at HAMMER, students rotated through demonstrations in a variety of disciplines, including respiratory protection, radiation safety, hoisting & rigging, emergency response (Hanford Fire), national programs and the K-9 program run by Hanford Patrol.

**“I didn’t know there were so many careers available,” said Devin Nelson, a high school student. “I thought Hanford was just about nuclear, but it even has its own fire department.”**

HMIS External Affairs organized the field trip through a partnership with The STEM Foundation, a Washington state non-profit.

The juniors and seniors finished their day at a career fair with human resources and

Labor representatives from One Hanford contractors – including our Workforce Solutions team – along with Columbia Basin College and WSU Tri-Cities, so students could learn about potential career and educational pathways.

“I now know you can have any skillset and come here to work,” said Fern Cox, a student.

“Participation in these, and similar events, allows HMIS to showcase future job opportunities to the next generation of Hanford workers,” said Dan Seitz, Workforce Solutions manager. “It also presents an ideal opportunity to introduce students to the One Hanford mission and our collaborative approach to cleanup efforts.”



Electrical Utilities crews repair and replace wooden poles as part of a large Sitewide project.



## ONE HANFORD

### Repaired, Restored and No Longer Restricted

*Contributor: Robin Wojtanik*

A comprehensive management plan for wooden utility poles on the Hanford Site has finished thanks to a partnership between our Electrical Utilities team and WRPS Engineering and Production Operations. Work began in 2019 when a pole holding lights fell inside AW Farm during a windstorm, narrowly missing important equipment but, thankfully, no one was nearby.

To ensure sturdiness of all other poles, teams checked more than 300 of them across the Site to confirm their integrity. Most needed no repairs, but some were shored up or swapped out.

“Six poles were replaced, most of which were in contaminated zones that are particularly difficult to work in,” said Steve Palmrose, WRPS Operations Support Engineering. “It definitely took teamwork to safely complete the wood utility pole safety resolution.”

“This was a unique and challenging work evolution for our EU line crews,” said Matt Parkhill, EU director. “While many groups on Site are used to working in contamination zones, for EU, it is not a common occurrence. Extensive planning and coordination with our WRPS partners led to the successful replacement of the last pole.”

By completing the final pole, located in C Farm, there are no longer restrictions in place for when staff can be present in areas with wooden poles on days with strong winds.

## ONE HANFORD

### Limited Exercise Tests Responders

*Contributor: Shane Edinger*

The Hanford Site’s annual Limited Exercise is truly a One Hanford effort that involves participation from all contractors and requires immense teamwork and detailed planning by our Emergency Management & Preparedness team. While the scope of a Limited Exercise is narrower than a Field Exercise, it still provides valuable opportunities to evaluate the Site’s emergency response capabilities.

This year’s scenario involved a simulated fire resulting in contamination spread and two injured workers at the 222-S Laboratory. As part of the scenario, the primary Emergency Operations Center was not available, which meant the alternate Emergency Operations Center was activated and used for the first time in an exercise.

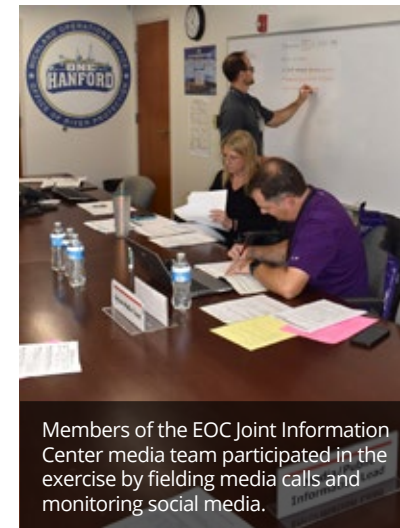


A large conference room was transformed into the alternate EOC for this year’s Limited Exercise.

“We wanted to provide our responders with an opportunity to experience how things would operate at the alternate EOC,” shared Kendal Barrow, who served as the EOC operations manager for this exercise. “It was a great learning experience and we identified several opportunities to make improvements to the alternate location.”

One of the challenges with the alternate EOC is that it’s not equipped with many of the amenities available at the primary EOC. This required responders to complete their responsibilities and resolve issues with limited use of technology, like computers and HLAN applications.

“Our procedures and checklists are tailored and written to be executed at the primary EOC,” Barrow added. “But our responders were incredibly flexible. They adapted to the unfamiliar environment, asked questions, completed checklists and remained engaged throughout the exercise. I’m confident that if the primary EOC was ever unavailable for any reason, we would be able to effectively respond and operate from the alternate EOC.”



Members of the EOC Joint Information Center media team participated in the exercise by fielding media calls and monitoring social media.

# deceember



## Safety & Health Field Support Spreads the Joy

The Safety & Health Field Support team collected \$425 as a group and donated it to Domestic Violence Services of Benton and Franklin Counties. The donation will go to its shelter as well as sponsor families receiving services. David Johnson (left) and Chris Cope delivered the check to DVSBF.



## Project Engineering Support Group Sponsors Families

Four teams in our Project Engineering Support Group sponsored families

from Domestic Violence Services of Benton and Franklin Counties – covering three moms and 12 children. The groups included Estimating & Proposal, Construction Project Procurement, Central Engineering and Reliability Project Engineering. The teams helped coordinate the donation of bikes from the Bikes for Tikes event, along with cleaning supplies, diapers, clothes, pajamas, movie tickets and gift cards.

## EM&P Assists Animals

The Emergency Management & Preparedness team donated several hundred pounds of dog food, treats, toys, beds, sweaters, blankets and gift cards to Mikey's Chance, a local dog adoption and rescue organization.



## Crane & Rigging Gives to Salvation Army

This is the ninth year Crane & Rigging has pooled donations to support the Salvation Army Tri-Cities Corps. The group raised \$700 to purchase toys, arts & crafts supplies, sports equipment and more. "This is one small action but helps make a large impact on local children and families during the holiday season," said Sean McFadden, director of C&R, pictured with his son and all the gifts the donations purchased.

## Business Process Compliance & Invoicing Group in the Holiday Spirit

The Salvation Army also benefited from the Business Process Compliance & Invoicing group organizing a donation drive from Business Integration & CFO, Business Integration & Ops and Information Management Services. They filled tags for 14 children, plus a cash donation of \$270. The Salvation Army provides toys for 1,000 local children annually.



## Maintenance Services Adopts Families in Need

Maintenance Services organizations dug deep this holiday season – sponsoring six families in all – twice as many as years past! The group is made up of seven maintenance organizations and they held pizza feeds, bake sales and other fundraising activities to result in a whopping \$5,000 to spend on their holiday sponsorships! The team shopped and wrapped gifts for families who are part of the local schools or receiving services from SARC.

## HMIS FAMILY

### Bikes for Tikes: A Wheely Good Time!

*Contributor: Dustin Arbogast*

This time of year, opportunities to give back are abundant and a team of over 50 HMIS Family members volunteered at Bikes for Tikes! The annual event is organized by UA Local Union 598 Plumbers and Steamfitters and this year brought together 600 volunteers to build 1,600 bikes for local kids. While this event is not a race, our team worked together so well that we built all our assigned bikes in about two hours!



The HMIS Family who supported this year's Bikes for Tikes.



Macie Pichette (left) and Carrie Jordan helped out – our team was assigned a bike size for the smallest of children, including training wheels.



Melissa Torres and Devin Lockard displaying a finished build of the two styles.