

HANFORD MISSION INTEGRATION SOLUTIONS



MISSION: INTEGRATION

HANFORD

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SOLUTIONS

NEWSLETTER

BIKES FOR TIKES
BRINGING THE COMMUNITY
TOGETHER ONE BIKE AT A TIME



DECEMBER 2025

MISSION: INSPIRATION

HANFORD MISSION
HMIS
INTEGRATION SOLUTIONS

Your commitment and teamwork continue to make HMIS an inspiring place to work.

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OFFICE OF THE PRESIDENT



As I reflect on the sources of motivation around us, I remain inspired by the HMIS workforce. Your commitment to our mission and your focus on improving and achieving results through smarter, more efficient means, creates a positive environment that fosters teamwork and ensures a safer, more productive workplace for everyone.

Every day, I witness the heart and dedication that each of you brings to your role. Your passion for safety is particularly inspiring, and I commend those who have been recognized with the President's Lifesaving Award or received safety tokens for your actions. Taking part in our safety campaigns and speaking up about safety concerns is a testament to how much you care for the wellbeing of yourself and those around you.

As the Site integrator, teamwork is essential to ensure we and our contractor partners are successful in our mission. I am confident our team is equipped for the job, as you routinely demonstrate through our STAR Award program. When you formally recognize your peers for their dedication and support, it reflects the strong foundation of teamwork we have at HMIS.

And then there is our HMIS Family of volunteers! Your involvement in our community demonstrates the compassion and commitment we strive to embody. Just looking at a few of the organizations you gave your time to this month, including Bikes for Tikes and Tri-Cities Chaplaincy, you are providing strength to our community.

Thank you for your continued dedication to making HMIS an inspiring place to work. Your efforts motivate me to be a better leader each day, and together, we will continue to achieve remarkable things.

Amy

Hyperlink to this page

5 MINUTES WITH MITCH DAVIS



It's time to hang out with Workforce Solutions Organizational Development Program Manager Mitch Davis for a few minutes! He joined HMIS in 2023, overseeing the STEPS program for aspiring leaders and later launched the LEAP program for existing managers. He's also a big fan of musical theater and the Miami Dolphins.

1. What made you want to be a leader?

Having the opportunity to make a difference in people's lives. I enjoy helping people get the best out of themselves. I've had exemplary leaders, and I want to be that for other people.

2. Who is a mentor that has impacted you?

I've had several, but probably the one with the biggest impact was a man named Cress Cookston. He took me under his wing when I was very young and was willing to spend his time on me. He asked the difficult questions and held me accountable. He was very wise and had a great understanding of the importance of balancing work and family life.

3. What does "inspiration" mean to you?

My family inspires me. My wife goes out of her way for everybody she meets and I have three amazing daughters who inspire me to give them the best I can.

4. When you're having a tough day, what do you do to turn things around?

Trying to understand what's making it tough and then making the decision not to let it affect me. I try to recognize what I have control over and move on from things I don't. I'm a big proponent of therapy; it can help anybody. You get the tips and tricks to help navigate challenging situations.

5. What song do you have to sing along with when you hear it?

Anything by Boston or from the Hamilton soundtrack.

6. What's your bucket list travel location?

New York City at Christmas time.

7. What do you do in your free time?

Trivia nights – my oldest daughter is a host. I also like reading, movies and getting together with family and friends for game nights... board games, card games, poker, I enjoy it all!

RAPID FIRE

EARLY BIRD	NIGHT OWL

MISSION: INSPIRATION

Leading the Vision for Inclusion, Growth and Excellence

Contributor: Patrick Conrad

Since its launch, the VIBE employee resource group, which stands for Vision, Inclusion, Boldness and Excellence, has quickly become a popular and valuable resource. This powerhouse networking initiative is run by an eight-member core team, consisting of leaders from across HMIS, whose goal is to help employees make meaningful impacts across the company and the community.

“A similar employee resource group was created with the former contractor, MSA, and after an increased desire to create something similar for HMIS, we got to work,” said Lynn Chandler, director of Prime Contract Administration and member of the core team. “We gathered a small team to create a name, write a mission statement and start putting together a list of events.”

The core team meets every other month to identify opportunities focused on education, networking, professional growth and community involvement. With an early peak of 120 members, VIBE hit pause briefly due to schedules and other factors. This created an opportunity to refocus and identify ways to revive VIBE’s early successes. After surveying VIBE membership, the core team is providing opportunities that align with member’s interests.



The VIBE core team (from left): Alison Hull, Maureen Gore, Kristi Duggan, Diane Cato, Lynn Chandler, Jennifer Ollero and Amy Gadd. Not pictured: Julie Lindstrom.

“We needed to get more people involved so we created subcommittees,” said Amy Gadd, deputy chief financial officer and controller, who also serves on the team. “Each subcommittee, made up of individuals across the company, has a different focus that will help us develop learning and professional development events.”

In addition to courses focused on networking and professional development, the team is heavily focused on community involvement. Through all the planning, one of the team’s main goals is to encourage anyone to participate.

MISSION: INSPIRATION

Chief Engineer Shares Wisdom with WSU-TC Students

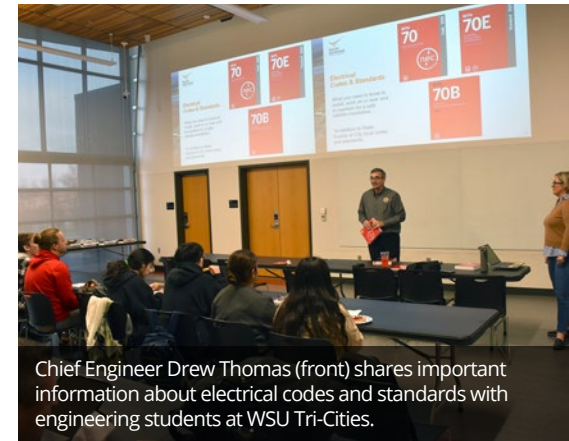
Contributor: Shane Edinger

When Chief Engineer Drew Thomas was studying to get his electrical engineering degree at WSU Tri-Cities, he distinctly remembers attending an after-hours presentation on the National Electrical Code.

“The most valuable information I learned related to the National Electrical Code came from that presentation made by an engineer who worked at the Hanford Site,” Thomas shared.

Now, Drew is paying it forward to help the next generation. He partnered with PNNL Electrical Safety Engineer Jennifer Martin last month to present to the Institute for Electrical and Electronics Engineers student chapter at WSU-TC. The duo provided students with an introduction to the electrical code, which is only briefly covered in the class curriculum for engineering students. After their 90-minute presentation, the pair spent another hour answering questions from students.

“Our purpose wasn’t to teach them the code because that would take a long time,” Thomas added. “We just want them to know it’s something they should be working on because they’ll be expected to have it in their toolset when they get out in the field.”



Chief Engineer Drew Thomas (front) shares important information about electrical codes and standards with engineering students at WSU Tri-Cities.



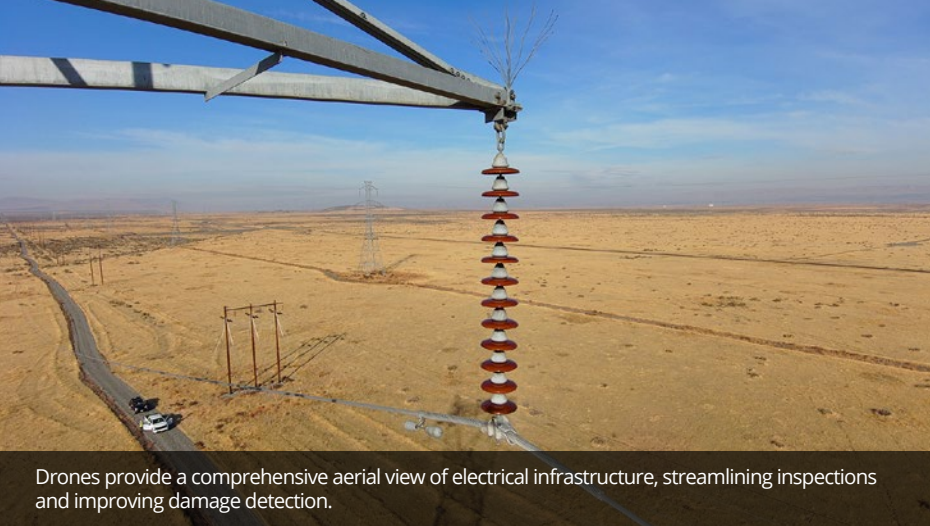
Training Specialist Deanna Criddle presents at the DevLearn conference.

Enhancing Training Through Empathy Mapping

Contributor: Shyanne Palmus

Last month, Deanna Criddle, training specialist with the Central Training team, presented at DevLearn – North America’s largest learning technologies event. Deanna’s presentation was titled “Enhance Training Design with Empathy Mapping: A Learner-Centric Approach,” and covered the basics of empathy mapping, how to better understand your learners and accurately gauge their engagement with different learning situations.

Empathy mapping is a collaborative tool used to visualize and understand users’ thoughts, feelings and behaviors, helping teams create user-centered designs. The presentation was well-received by attendees and based on this presentation, she was invited to deliver a similar presentation at another upcoming industry conference!



Drones provide a comprehensive aerial view of electrical infrastructure, streamlining inspections and improving damage detection.



Drone footage showed a pin holding the static line to the tower was approximately 90% backed out and was able to be quickly repaired.

ONE HANFORD

Collaboration Enhances Transmission Line Inspections

Contributor: Shyanne Palmus

The Electrical Utilities (EU) and Unmanned Aircraft Systems (UAS) teams recently partnered to inspect the south loop transmission line via drone, taking photos of each tower along the line.

In total, the UAS team provided 649 photos to the EU team. After reviewing the footage, the EU team was able to determine that multiple towers showed signs of damage, which have since been repaired, as well as locating a bird nest on one of the towers. The teams continue to collaborate on additional inspections for future repairs that may be needed.

“Drones provided 360-degree views of poles, towers and electrical infrastructure, compared to traditional inspections conducted from ground level,” said Phil Doras, field work supervisor for EU Projects and Operations. “Alternative methods, such as using bucket trucks, were too time-consuming. Previously, we relied on binoculars and had to closely examine each item to identify potential issues.”

Collaborations like this are essential for maintaining critical infrastructure in good working order and enabling timely repairs to prevent outages.

ONE HANFORD

Crane & Rigging Crews Assist with WESF Capsule Transfers

Contributor: Shane Edinger

It’s one of the most significant remediation projects at the Hanford Site, and our Crane & Rigging team is right on the front lines. CPCCo has begun moving cesium and strontium capsules out of the protective pool of water at the Waste Encapsulation and Storage Facility, the first step in the journey to transfer them to safer dry storage.

Four HMIS ironworkers have been supporting capsule transfer operations inside WESF daily since the work started in November. The capsules are being transferred into a series of storage containers that will ultimately be stored in a vertical concrete cask (VCC) that weighs approximately 134,000 lbs.

Once a VCC is full, an inner and outer lid will be welded in place. Then, crane operators and teamsters will operate the vertical cask transporter to move the



Ironworker Mike Aldrich (right) relays instructions to the process crane operator while ironworker Jonathan Picton (left) acts as a spotter while the lid is installed on top of the vertical concrete cask during the team’s readiness operations.

VCC out of WESF to the nearby Capsule Storage Area, a dry storage area located near the Canister Storage Building.

“We take a lot of pride in our support for this project,” shared Ryan Foeppel, Crane & Rigging’s supervisor of operations. “To get through the operational readiness review and actually get the ball rolling on retrieving the capsules is really satisfying.”

Crane & Rigging’s support for the project will continue for the next few years, as each evolution of the capsule transfer process is expected to take about two months to complete.

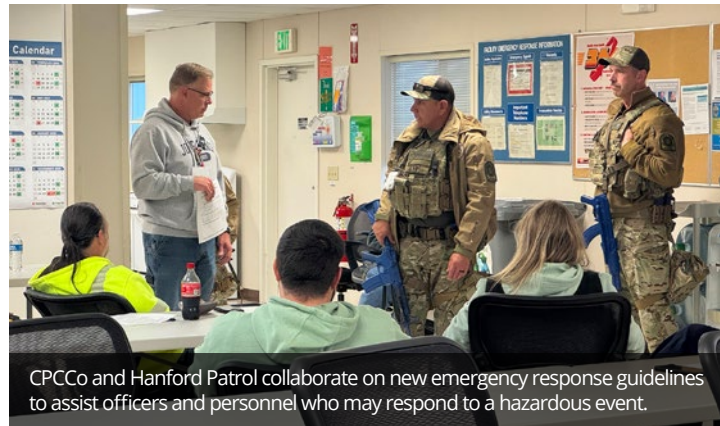
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Hanford Patrol and CPCCo Strengthen Emergency Response Through Collaboration

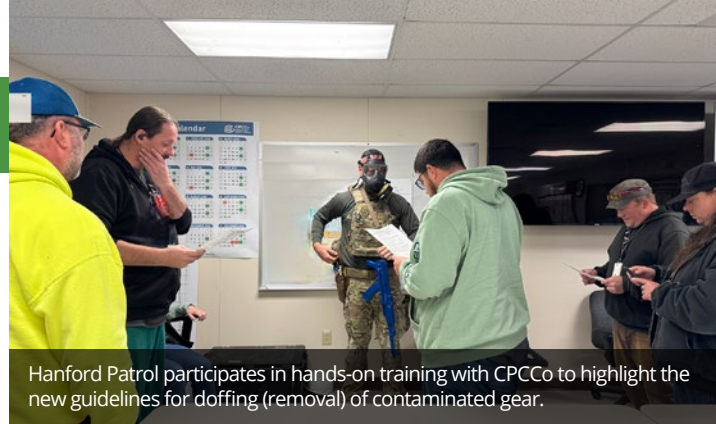
Contributor: Melissa Ver Steeg

Hanford Patrol and CPCCo's Safeguards & Security and Emergency Services teams recently demonstrated their commitment to continuous improvement by enhancing the Site's emergency response protocols for security police officers (SPOs) who may become contaminated during hazardous events.

Following a sitewide exercise, the teams recognized that existing procedures did not include specific guidance for the doffing (removal) of contaminated gear for SPOs, whose roles differ from other first responders like firefighters.



CPCCo and Hanford Patrol collaborate on new emergency response guidelines to assist officers and personnel who may respond to a hazardous event.



Hanford Patrol participates in hands-on training with CPCCo to highlight the new guidelines for doffing (removal) of contaminated gear.

Responding to this need, CPCCo worked with Hanford Patrol to develop tailored doffing guidelines for SPOs exposed during emergency responses. This included collaborative input from Patrol and resulted in an appendix added to CPCCo's emergency management procedures, which was shared with the other Hanford contractors.

"Communication is key in any emergency situation," shared Hanford Patrol Captain Renae Harvey. "Establishing additional guidelines for Rad Con organizations to assist our patrol officers, who carry their own hazards like ammunition and guns, is an important improvement in emergency preparedness."

Joint training drills were held to familiarize SPOs and CPCCo's Rad Con organizations with the new protocols and provide hands-on practice, improving preparedness across participating organizations.

"The training sessions emphasize the importance of doffing proficiency and highlight the value of contractor collaboration in maintaining safe working conditions across the Site," expressed Jack Hagins, CPCCo's Emergency Preparedness manager.

COMMUNITY OUTREACH

United Way Support

Thank you to the HMIS family for your support of the United Way of Benton and Franklin Counties. From raising money for United Way's annual campaign to attending the Festival of Trees annual event, you showed the true meaning of giving. HMIS employees pledged over \$44,000 to support the United Way mission through our annual campaign and this year's Festival of Trees event raised over \$180,000!



Jingle & Jazz

The HMIS family supported Modern Living Services' Jingle & Jazz, one of Tri-Cities largest fundraising events! The event raises money to help build homes for people with disabilities in our community.

End-of-Year Giving

HMIS proudly donated \$2,500 each to the Benton County Sheriff's Office Foundation, Modern Living Services and the United Way of Benton-Franklin Counties this holiday season, supporting their work to improve the quality of life for those in need in our community.



HMIS FAMILY

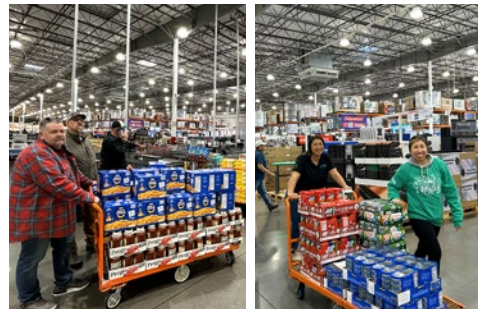


Second Harvest

The HMIS Family really flour-ished at Second Harvest, bagging flour and sorting turkeys for their annual Turkey Drive. HMIS volunteers bagged 7,500 pounds of flour and sorted 1,500 turkeys, as well as 1,000 pounds of other food – all in two hours! Gobble up the thanks – you always rise to the occasion!

Food Drive Frenzy

The annual Hanford Food Drive, organized by our partners at the Hanford Atomic Metal Trades Council, brings the entire One Hanford community together to collect and purchase food to help local families. Thanks to the teamwork of our HMIS volunteers, we rolled out with truckloads of food that will stock the shelves of our local food banks and help close the hunger gap during the holidays.



Shopping for a Cause

The HMIS family of elves teamed up with the Hanford Fire Department's Union Firefighters to purchase gifts for 100 foster kids in our community, making sure they had a Christmas to remember.



HMIS FAMILY

Bikes for Tikes

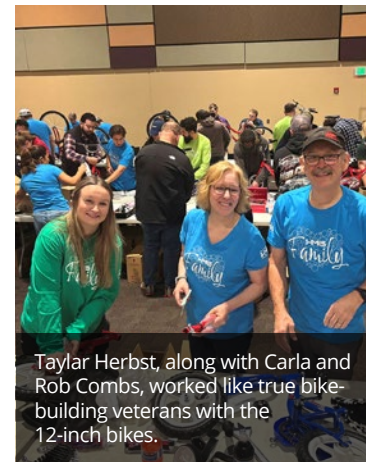
Contributor: Dustin Arbogast

The HMIS family rolled into the holiday season with full hearts as a proud sponsor of UA Local 598's 16th annual Bikes for Tikes Bike Build. With the rising cost of bikes creating a shortage this year, HMIS increased its donation to help ensure local children still experience the excitement of receiving a new set of wheels.

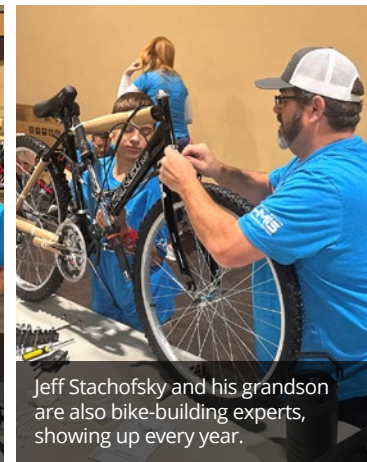
More than 40 volunteers spent the morning tightening bolts, straightening handlebars and watching each bike take shape. Helping a child feel the confidence and freedom that comes with riding a bike never loses its magic.



HMIS volunteers ready to build!



Taylor Herbst, along with Carla and Rob Combs, worked like true bike-building veterans with the 12-inch bikes.



Jeff Stachofsky and his grandson are also bike-building experts, showing up every year.



George Worby and Patrick Conrad teamed up in building some tricky mountain bikes.

Spreading Holiday Cheer

Our HMIS Family volunteers have been working hard spreading holiday cheer! This holiday season, volunteers delivered donations, partnered with local organizations and served as personal elves to bring joy to families throughout our community. THANK YOU to everyone who helped make the season special!







HANFORD MISSION INTEGRATION SOLUTIONS