



MISSION: INTEGRATION

HANFORD

MISSION

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SOLUTIONS

NEWSLETTER



NOVEMBER 2025

HANFORD MISSION  
**HMI5**  
INTEGRATION SOLUTIONS

# MISSION: ALLIANCE

Through challenges and accomplishments, we continue to succeed thanks to the alliances we've forged.

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## OFFICE OF THE PRESIDENT



As we charge toward the end of another calendar year, I'm often mindful of the accomplishments we've achieved. Our team has navigated many challenges in 2025, thanks to the alliances we've forged with our Hanford Site partners.

The One Hanford mission reached a critical milestone this fall as the Waste Treatment and Immobilization Plant began transforming waste from Hanford's Tank Farms into a stable glass form for disposal. It's an achievement more than 20 years in the making, and it's an important step forward in protecting the Columbia River and our surrounding communities.

We are proud of our partners at the VIT Plant, H2C, CPCCo and DOE for this triumph, as well as the collaborative roles our team played to make it possible. We succeed when DOE and our contractor partners succeed – that is the nature of the One Hanford mission.

As we continue pushing forward, I know our team will continue to accomplish great things as we remain committed to our customers, stakeholders and our community. Stay safe and keep up the great work!

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## 5 MINUTES WITH JENI MASON



Let's spend a few minutes with HMIS director of Project Control Services, Jeni Mason. She started at Hanford as an intern in 2004 and worked for a variety of contractors before ending up at MSA in 2018. She is a sports fanatic, whether it's cheering on her own kids or supporting the Mariners and Cougars, which she describes as being "a glutton for punishment." Here's more from Jeni:

### 1. What made you want to be a leader?

I wanted to make a difference. I have always strived for innovation and improvement; to find the answers to the questions, to never be satisfied with the status quo. I like to do that through collaboration. I may see the end objective on the horizon, but I can't get there alone. Empowering others to be leaders themselves, to trust in their own creativity, instincts and diverse skillsets will enable them to take ownership and pride in not only achieving the goal, but the journey itself.

### 2. Who is a mentor that has impacted you?

Mike Pardini. My entire career prior to Mike had been as a technical lead or individual contributor; working in the weeds. Mike taught me both to be 20 questions deep but also have a vision for the big picture and how to translate and communicate through targeted messaging. He challenged my comfort zone and believed in me before I was ready to believe in myself.

### 3. What does "alliance" mean to you?

A partnership built on trust, collaboration and knowledge sharing to reach strategic goals. As the Site integrator, HMIS has a big role in building alliances with both the One Hanford

contractors and DOE to ensure Hanford mission success, through sharing our lessons learned and our optimized processes or technologies.

### 4. What do you do in your free time?

What's this free time you speak of? When I'm not working, I'm a youth sports taxi service. My kids are probably overly scheduled and thus so am I. I only have myself to blame. But while they are at their practices or camps, it allows me some free time to read. I am an avid reader of all things. I need some escapism to preserve my sanity when reality is overrated.

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

To date myself and reference Seinfeld, I am definitely not a serenity now, insanity later type person. A quick vent and acknowledgement of the situation, even if only to myself, can usually allow me to release the frustration and move on. If I'm having a tough day on the weekend, usually a quick 20-minute catnap can reset my outlook.

### 6. What's something about you that people would be surprised to know?

I have been to every Lady Gaga concert but one. A little monster at heart.

## RAPID FIRE

EARLY BIRD	NIGHT OWL



## RECOGNITION

### Rise & Shine Awards Honor Exceptional Employees

Contributor: Shyanne Palmus

The fall Rise & Shine Awards ceremony recognized 33 employees for consistently demonstrating outstanding dedication, teamwork and a strong commitment to excellence.

Nominated by their respective managers and selected by their organization's vice president, these employees exemplify key performance values integral to our organization:

- SAFETY
- HITTING THE MARK
- INITIATIVE
- NEW IDEAS
- EXCEPTIONAL SERVICE

Join us in congratulating these accomplished individuals and acknowledging their valuable contributions to HMIS.

#### RISE & SHINE AWARD RECIPIENTS:

- |                        |                 |                    |
|------------------------|-----------------|--------------------|
| Karen Achtenberg       | Richard Golie   | Madeline McPhee    |
| Nancy Aubertin-Pipkins | Todd Griffin    | Darin Newbry       |
| Stephanie Brasher      | Craig Hamilton  | Carmen Perrine     |
| Deanna Breckon         | Ron Havens      | Robert Perrine     |
| Jerry Cammann          | Sarah Headley   | Victoria Purkey    |
| Daniel Candanoza       | Steven Henneman | Arika Schienbein   |
| Katreina Carpenter     | Zackery Larson  | Christopher Snyder |
| Michael Connor         | Betsy Lenz      | Melissa Soto       |
| Vanessa Contreras      | Kristi Levitt   | Sean Strege        |
| Tyree Edgecombe        | Alison Manka    | Kyle Tolbert       |
| Britt Farnsworth       | Steven McGhan   | Alida Zarate       |

## RECOGNITION

### HMIS Receives Award for Commitment to Veterans

Contributor: Shyanne Palmus

Our HMIS team was recently awarded the Honoring Investments in Recruiting and Employing American Military Veterans (HIRE Vets) Gold Medallion Award. This is the only federal award program recognizing employers for their exemplary efforts in recruiting, employing and retaining our nation's veterans.

Through our Veterans Advocacy for Learning, Opportunities and Resources (VALOR) program, we provide these services throughout the community and at Hanford to make sure our veteran employees feel supported through mentorship, leadership development and a strong sense of community.

This achievement was made possible through collaboration and support across the HMIS team, with valuable assistance from the Workforce Resources & Development team and our EEO officer, Sarah Vines.

Maria Marler, a U.S. Army veteran who oversees this program, shared, "Receiving the HIRE Vets Gold Medallion is such an honor for HMIS. We're proud to support those who have served, whether they're just starting their civilian careers or continuing to grow with us."



Thanks to the team that helped HMIS receive this award! From left: Chris Hernandez, Maria Marler, Sarah Vines, Sydney Silva-Garcia and Emily Denslow.



### EZAC All Chairs Breakfast

THANK YOU to all our Employee Zero Accident Council (EZAC) chairs and co-chairs! You continue to be the backbone of creating a safety-first culture, and we appreciate your commitment to keeping us all safe.



## TEAM FOCUS: Labor Relations

Contributor: MaryAnne Wuennecke

Our small but dedicated Labor Relations team has the big job of overseeing and ensuring compliance – on both sides – with the collective bargaining agreements that guide the work of our union employees.

With more than 1,100 HMIS employees belonging to either the Hanford Atomic Metal Trades Council or the Hanford Guards Union, there’s a lot to keep track of.

“Part of our job is to identify and solve issues that may slow down the company’s mission,” said Deputy Vice President Doug Christensen, who leads the four-person team. “We attempt to make sure that all our employees can perform their jobs without interruption or delay.”

That includes resolving concerns, complaints and grievances, as well as conducting investigations and interpreting contract language. “We help get everything else out of the way so work can continue,” said Christensen. He credits his team of MaryPat Waterland, Cynthia Hernandez and Victor Hart for the problem-solving and teamwork that supports HMIS and the other Hanford contractors.

Building strong relationships is crucial. “Our union leaders are partners in executing the mission, and we wouldn’t be able to move forward without them,” said Christensen. “It’s also important to remember that the contract applies equally to both labor and management. We ensure that we’re all in compliance with contract requirements.”

“I’m proud of our team – they wear so many hats and have such extensive knowledge of contracts, policies and procedures. They’re the ones who make us successful.”

We appreciate the effort of the Labor Relations team to keep things running smoothly!

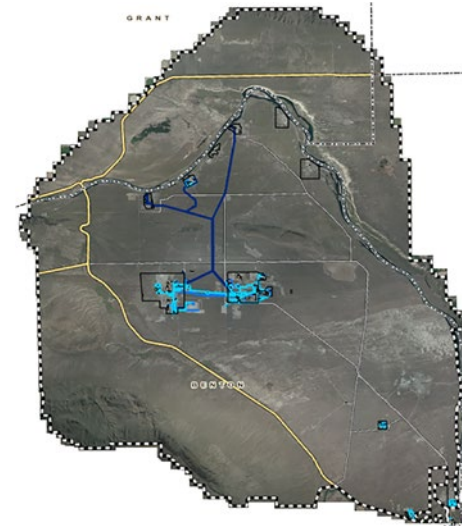


The HMIS Labor Relations team, from left: Doug Christensen, Cindy Hernandez, MaryPat Waterland and Victor Hart.

## New Water Utility Network Model Increases Efficiency

Contributor: Shyanne Palmus

The Geospatial Information Systems (GIS), Engineering and Water Utilities teams recently collaborated to develop a new water utility network model, making asset management and response planning easier and more efficient.



This new system enables users to quickly search for and identify various water utility assets (water lines, valves, etc.), simulate incidents and understand potential impacts while empowering users to manage updates to maintain its accuracy. Systems like this have been utilized throughout the utility field for many years, and our teams collaborated with multiple agencies to develop the model for Hanford.

“DOE and HMIS recognized an opportunity to more strategically operate our water systems, and this new model adds to our portfolio of tools to do that,” said Elizabeth Allard, Geospatial Information Systems manager.

GIS and Engineering worked together to convert detailed engineering drawings into accurate geospatial data, creating a user-friendly, electronic representation of the water system that can be used by operations staff in the field to mark the location and describe an issue, and immediately see which valves must be shut off and what buildings may be affected.

Additionally, this system is available for all Hanford contractors to utilize, helping teams make operational decisions quickly and confidently, which is especially crucial for facilities that require uninterrupted water service, like the Waste Treatment and Immobilization Plant.

## MISSION: ALLIANCE

### HMIS Supports WTP Sanitary Disposal System Outage

*Contributor: Shyanne Palmus*

The Water and Sewer Utilities team recently played a key role in supporting a successful Sanitary Disposal System outage at the Waste Treatment and Immobilization Plant (WTP).

During the three-day outage, WTP personnel handled hose connections and inspection prep, while HMIS crews pumped and removed over 73,000 gallons of waste to approved treatment areas. This timely and reliable support helped WTP complete its outage ahead of schedule, minimize risk to critical systems and remain compliant with state wastewater requirements.

This One Hanford approach of coordination and cross-organizational teamwork ensured operational needs were met and created a scalable, repeatable model for future efforts. The team will save an estimated \$200,000-\$300,000 annually by reducing the need to transport waste to an out-of-state facility and leveraging existing infrastructure.



Vlad Cartagena, teamster, pumping the WTP waste into the HMIS sewage lagoon.



The Transportation Services team was engaged during an all-hands meeting where they were recognized for accomplishments.

## ONE HANFORD

### Transportation Services Celebrates Accomplishments

*Guest Contributor: Brian Bergum*

After a very busy FY25, the Transportation Services team celebrated with an all-hands meeting and morale breakfast. The event brought staff together from across the organization to celebrate their achievements over the last fiscal year and set a positive tone for the upcoming year.

Leadership recognized key milestones reached and highlighted the dedication and teamwork demonstrated by the entire team. Several employees were also recognized.

Kevin Schoonover and Levi Mathews shared presentations on the basics of the Voluntary Protection Program and the Hierarchy of Controls. Their insights helped reinforce Transportation Services' ongoing commitment to safety and continuous improvement.



### Critical Equipment Transfer for One Hanford Success

*Contributor: Melissa Ver Steeg*

H2C recently brought a critical equipment need to our Acquisition Verification Services team, who wasted no time in providing a solution. Temperature gauges were needed for a shipment of bubblers from Ogden, Utah to track the bubblers' temperature during transport. Bubblers support the Direct-Feed Low-Activity Waste program by pumping air into the liquid pool to ensure thorough mixing and by monitoring the temperature. AVS found the gauges with our Radiological Site Services team, who was able to transfer the gauges to AVS and complete the physical transfer to H2C within a few hours of the request!



New Hanford employees complete their HGET training inside the new HGET classroom at the HAMMER Federal Training Center.

## HGET Classroom Moves to HAMMER

*Contributor: Shane Edinger*

The Hanford General Employee Training (HGET) program has a new home! New Hanford employees and subcontractors now start their training and get their first introduction to Hanford's safety culture at the HAMMER Federal Training Center.

The HGET classroom had been located at 2345 Stevens for many years, but by moving the program to the HAMMER campus they were able to save money.

"We were paying to lease a facility in Richland, but we had a computer lab at HAMMER that had become under-utilized by Site contractors," shared Rich Waggoner, HGET program manager. "We've now added more computers to the HAMMER lab to accommodate more employees, consolidated support services and eliminated the cost of leasing the other location. So it's a win-win."

Before the first students arrived, HAMMER's operations team made several adjustments to the computer lab, and Information Management Services ensured all the new computers were ready to go.

## One Hanford Approach Reduces Event Investigation Cause Analysis Processing

*Contributor: Melissa Ver Steeg*

An updated, integrated approach to cause analysis is proving to reduce the time it takes to investigate events and determine corrective actions by more than 50%!

In 2024, after reviewing Hanford's apparent cause analysis (ACA) practices, the One Hanford contractors realized the process had become more rigorous than required, resulting in increased cycle times and unrealistic expectations from stakeholders.

Analyses were taking longer and going deeper, averaging between 30 and 100 working days, while not producing better answers. Our Contractor Assurance team stepped in with a structured improvement workshop, setting a goal of improving overall ACA cycle times while still achieving good results.

The workshop brought together representatives from BNI, CPCCo, Navarro-ATL, H2C and IHA, with support from the Hanford Field Office (HFO), evaluating what was needed to bring ACA practices back in line with Site and industry standards.

As the Site integrator, HMIS agreed to pilot the updated process. Key actions included developing a single worksheet to satisfy multiple overlapping requirements; having a single person handle



Sitewide training improvement helps improve the timeline for Hanford's apparent cause analysis process.

the event investigation, cause analysis and occurrence reporting; refreshing sitewide training; and updating procedures, guides and the quality verification checklist.

"The updates we've implemented for cause analysis have become the standard across the Site and include how contractors work together during cross-contractor investigations," shared Shawn Gibson, Contractor Assurance manager. "The collaboration has been a testament to the One Hanford approach to our mission."

HMIS and Hanford's cause analysis success is garnering national attention. The HFO and DOE Accident Prevention and Investigation Program recognized the approach as a best practice, earning Gibson a spot on DOE's National Training Center team revising DOE's Accident Investigation training. The team is incorporating Hanford's approach into how it teaches event investigation and cause analysis across the DOE complex.

# COMMUNITY OUTREACH

## HMIS in the Community

November was full of opportunities for HMIS employees to volunteer and attend fundraising events in support of local organizations that help care for those in our community who need a helping hand.



**Elijah Family Homes Breakfast**  
Elijah Family Homes supports families and children in Benton and Franklin Counties by providing stable housing and vital services.



**Boys & Girls Clubs Dinner with Friends**  
Every day, the Boys & Girls Clubs create safe spaces for thousands of kids and teens.



**Safe Harbor Beggar's Banquet**  
Safe Harbor and their flagship program, My Friends Place, are critical resources for teens in our region.



**Tri-Cities Chaplaincy Lunch**  
HMIS said "Yes!" to supporting Tri-Cities Chaplaincy in their mission to guide families to comfort and peace through hospice, palliative and grief care.



**Tri-Cities Cancer Center Autumn Affair**  
For over 30 years the Tri-Cities Cancer Center has brought lifesaving treatments to our community. This year's event raised \$553,514!

# HMIS FAMILY



## Fighting Hunger

HMIS joined forces with our fellow Hanford contractors to make a \$25,500 donation to the Tri-Cities Food Bank. "We're committed to supporting our community in as many ways as we can, especially when it comes to food insecurity," shared HMIS President Amy Basche.

## Operation Warm

With the brisk fall air and winter around the corner, our HMIS volunteer family recently supported Operation Warm. This effort aims to ensure every child attending school receives a warm coat.

There's nothing more meaningful than showing up for the youngest members of our community and sharing warmth in more ways than one. We're grateful for the chance to be part of this incredible effort.



The logo consists of the letters 'HMiS' in a bold, white, sans-serif font. The 'H' is stylized with a horizontal bar extending to the left. The 'M' and 'i' are connected, and the 'S' is a simple, blocky letter. The 'i' has a dot.

**HMiS**

HANFORD MISSION INTEGRATION SOLUTIONS