



March 11, 2014

Dear Colleagues,

The Department of Energy (DOE) Carlsbad Field Office has approved our workforce utilization plan. This approval ensures you, our employees, will help lead the recovery process.

I also want to reiterate what I have said in recent all-hands meetings: the DOE has committed to return WIPP to safe, compliant operations. This means we will be receiving necessary training, knowledge and experience from some of the top experts in radiological detection, decontamination and safe and compliant operations in the nation. I know you will embrace this as an opportunity to gain additional training and knowledge, which will aid you in your professional career.

You are the greatest asset that Nuclear Waste Partnership brings to WIPP. Your unique talents, skills and dedication have been the key to 15 years of successful operations and will be essential to our success as we transition from recovery to resumption of operations.

Under the workforce plan, we will fully engage displaced site employees currently undergoing training or performing work at alternate locations. You know our facility and you are the people who will lead in our recovery process.

We have moved up training schedules for job-specific qualifications and certifications so that when you return to work at WIPP, your primary focus will be on the job at hand. We will also identify and plan for new and specialized training courses, such as radiological controls, safety awareness, and decontamination, to enable employees to work effectively in a changed work environment.

This team always gives its best effort. I ask you to be flexible, use your knowledge and abilities to support recovery processes, and know that we are counting on you to return WIPP to safe operations. Thanks for your hard work and dedication!

Regards,

A handwritten signature in black ink, appearing to read 'James L. Gray'.