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**ATTACHMENT A - Expertise and Credentials of the Federal Self-Assessment Team**

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## **Expertise and Credentials of the Self-Assessment Team**

### **OREM SCWE Self-Assessment Team Leader**

**Terry B. Allen, EM-90**, has a Bachelor of Science in Chemical Engineering and a Master of Science in Environmental Engineering from the University of Tennessee with over 40 years of combined government and private sector experience in engineering and ES&H disciplines. He currently serves as a Regulatory Compliance Specialist reporting to the Deputy Manager of the Oak Ridge Office of Environmental Management. Prior to this assignment he served for over 10 years as the Team Leader for the Environment, Safety, and Health (ES&H) Support Team where he lead a team of subject matter experts that supported the ORO Environmental Management (EM) Program in providing oversight of contractor safety management programs (industrial/construction safety, radiation protection, and industrial hygiene). The Team conducted and coordinated the activities necessary for implementation of ES&H programs, including various contractor oversight activities, monitoring compliance/performance status, collecting and analyzing ES&H performance data on contractors, monitoring development and closure of corrective actions, and verifying adherence to Integrated Safety Management functions and principles. Mr. Allen's prior experience with DOE includes serving as an Environmental Compliance SME, manager for CERCLA remedial action and removal action projects, and serving on four Integrated Safety Management Verification teams. Prior to joining DOE, Mr. Allen worked for the Tennessee Valley Authority for over 13 years where he held the positions of Senior Environmental Engineer (Chemical Management), Environmental Protection (Nuclear Power) Supervisor, Office Specialist for Solid and Hazardous Waste Management, and Environmental Engineer for Solid and Hazardous Waste. Prior to joining TVA, Mr. Allen worked for Hensley-Schmidt Consulting Engineers designing sewage collection and water distribution systems as well as conceptual design of wastewater treatment facilities and is a registered Professional Engineer (inactive).

### **OREM Team Members**

**Debra R. Beets, EM-92**, currently serves as a Project Controls Analyst in the ORO Environmental Management organization. She has an Associate Degree from Roane State Community College and has nearly 34 years of Federal experience in the areas of contractor performance reviews, project controls analysis, and contractor cost proposal analysis. She has led several performance reviews of ORO contractors and has also served as a voting Source Evaluation Board member for the award of a management and operating contract currently in effect on the Oak Ridge Reservation.

**Daryl D. Green**, EM-93, has over 20 years of management experience over multi-million dollar projects. His past experience includes managing over 400 projects estimated at \$100 million before he was 30. His technical expertise includes project management, quality assurance, performance assurance, safety and health, research and development, waste management, technology development, technology transfer, and privatization. He has provided key leadership for several projects, including leading the first American Recovery & Reinvestment Act the Indefinite Delivery/Indefinite Quality (IDIQ) project in EM history. Some of the projects he has managed included nuclear operations, construction, demolition, roof repair, research & development, energy conservation, energy efficiency, and research. He has worked with every major DOE program which include Environmental Management, Energy Research, Energy Efficiency, Environmental and Health to name a few. Additionally, his technology experience includes robotics, sensing & monitoring, technology transfer, characterization, and deactivation & decommission. Dr. Green is also a noted writer and lecturer on organizational management and decision making. Dr. Green received a B.S. in Mechanical Engineering at Southern University and a MA in Organizational Management at Tusculum College. Currently, he has a doctoral degree in Strategic Leadership at Regent University. He has extensive experience in analyzing organizations and evaluating complex processes. He is NQ-A1 certified lead auditor, DOE certified accident investigator, and has ESH certified qualifications.

**Timothy D. Noe**, EM-94, is a Senior Facility Representative with the Department of Energy (DOE) Oak Ridge Office (ORO) Environmental Management (EM) organization and holds an Engineering degree from the University of Tennessee at Chattanooga. He has qualified and served as a Shift Technical Advisor for Sequoyah Nuclear Plant as well as attaining Facility Representative and Technical Program Manager Qualifications at DOE. Tim has over 27 years of experience in the management, oversight, and execution of programs and projects at operating nuclear facilities including service at Tennessee Valley Authority (TVA) and DOE, at Headquarters, Savannah River and Oak Ridge. While at TVA, he served as a Senior Reactor Engineer as well as Shift Technical Advisor assigned to an operations shift crew in a twin 1200 Megawatt Pressurized Water Reactor (PWR) at Sequoyah Nuclear Power Plant. He worked on shift as a qualified Shift Technical Advisor (STA), performing engineering work in nuclear safety and nuclear plant performance. He served as an Engineering Instructor training Shift Technical Advisors, Senior Reactor Operators, and Managers and engineers. He instructed operator certification and pre license classes. He also served as a Reactor Engineer performing fuel movement, placement, and documentation during refueling operations. At Savannah River, he assisted the Project Manager of the New Production Reactor in managing the acquisition and construction of a Heavy Water Reactor, TEC of \$5B, to meet national defense needs for production of tritium. Tim was the Facility Representative Group Leader managing and

providing oversight of the EM Program FR program at ORO. He currently serves as the Senior Facility Representative assuring that contractor-executed functions are carried out in a manner that protects Federal and contractor personnel and the general public against all Environmental, Safety and Health hazards arising from the performance of Environmental Management activities.

**Joy L. Sager**, EM-91, is a project manager in the Department of Energy (DOE) Oak Ridge Environmental Management organization. She has worked for DOE for 24 years in the Environmental Protection Division and the Oak Ridge Environmental Management Program. Prior to that, she worked for the Tennessee Valley Authority for 9 years performing nuclear safety design review and environmental compliance support to fossil and hydro power plants. She is currently responsible for projects including closure and decommissioning of the Central Neutralization Facility at the East Tennessee Technology Park, transuranic waste storage and transfers, and surveillance and maintenance of Environmental Management facilities at Oak Ridge National Laboratory. Ms. Sager has a Bachelor of Chemical Engineering from Georgia Tech and a Master of Science in Environmental Engineering from the University of Tennessee and is a registered Professional Engineer (inactive).

### **Independent Advisors**

**Jenny G. Mullins**, Independent Safety SME, is currently an Occupational Safety and Health Manager in the Health and Safety Services Division, Office of the Assistant Manager for Safety and Technical Services, Oak Ridge Office. She has 38 years of Federal experience, 36 of which has been in the safety field. Ms. Mullins has successfully completed the DOE Technical Qualification Program in Safety and is a certified Health and Safety Auditor. She has extensive assessment experience in safety related functions. Her previous experience also includes team leadership and/or participation: as a team member in DOE functional and management assessments, ISMS assessments, ISMS Verification team member, employee concern investigations, Accident Investigation Chairperson, Accident/Investigation Trained AI, and participation in readiness reviews. Recent reviews have included reviews/evaluations of safety input on Requests for Proposal for numerous contracts (local and SLAC), review/evaluation/approval of TWPC and ORISE annual VPP reports, management self-assessment for ORO Key Processes and Implementation, OSHA Inspection, Federal Office Building Complex, DOE Recordkeeping & CAIRS Workshop presenter/trainer, 2013 OSHA Recordkeeping Assessment, UT-Battelle/ORNL, 2012 OSHA Recordkeeping Assessment, UCOR, and Co-Chair for DOE Recordkeeping Resource Working Group.

**Michael A. Sterling**, Statistical Analysis Support, is currently employed as an Operations Research Analyst for the U.S. Department of Energy Oak Ridge Office. This position serves as a trending analyst and quality assurance specialist providing data analysis; modeling and special studies of environmental, safety and health data; quality assurance oversight support, liaison, coordination, technical integration, and implementation of ES&H oversight support to ORO and ISC customers. Data analysis and modeling includes design and development of the most appropriate techniques and applied statistics to solve problems, improve safety, and enhance performance, or increase efficiency and effectiveness. Mr. Sterling has 10 years of experience in the software quality assurance, information sciences and statistical analysis disciplines. Mr. Sterling earned a Bachelor of Science in Civil Engineering in 2002, a Bachelor of Science in Statistics in 2005, a Master of Science in Statistics in 2006, and completed coursework towards a Ph.D. in Information and Industrial Engineering; all from the University of Tennessee. Mr. Sterling is a published author, and has produced numerous statistical analysis technical reports. Currently, Mr. Sterling produces quarterly statistical analysis reports for seven DOE entities.

**Charles T. Ramsey**, ORNL High Flux Isotope Reactor, UT-Battelle, Independent SCWE SME/Advisor, has been the human performance improvement and safety culture lead for the High Flux Isotope Reactor (HFIR) since 2007. HFIR is a key facility in the ORNL Neutron Sciences Directorate, where Mr. Ramsey has worked for 22 years. As part of the Nuclear Safety and Experiment Analysis Group, he is also responsible for maintaining hazard analyses related to Emergency Planning and in support of HFIR's Documented Safety Analysis. He previously revised the HFIR probabilistic risk assessment (PRA). Chuck has participated in nuclear safety culture assessments with Utilities Service Alliance at Brunswick, Palo Verde, Pickering A, Calvert Cliffs, Shearon Harris, and Catawba nuclear plants and at Savannah River Solutions; he hosted an assessment at HFIR in May of 2010 and is working to plan the next one there. As a result, Chuck was asked to join the NNSA SAF-200 effort in 2012 to develop and train DOE leaders in the concepts associated with a Safety Conscious Work Environment; he has been part of presenting the material in Oak Ridge and Savannah River and is available as a SCWE subject matter expert. Prior to coming to ORNL in 1991, Mr. Ramsey worked for TVA on the Watts Bar and Sequoyah PRAs. He holds a Master of Science degree in Engineering Management and a Bachelor of Science degree in mechanical engineering, both from the University of Tennessee.

**Martha J. Kass**, Independent Team Executive, is Director of the Operations and Oversight Division with DOE's Oak Ridge National Laboratory Site Office (OSO). Ms. Kass is qualified as a

Senior Technical Safety Manager, a Level III Certified Contracting Officers Representative, and a DOE ORNL Emergency Manager. She received her BS in Chemical Engineering from the University of Tennessee, Knoxville. Previous positions she has held include Director of Mission Integration and Projects for OSO and the Special Assistant to the Assistant Manager for Laboratories.

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**ATTACHMENT B – Survey Questions**

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