



**LATA Environmental Services**  
**of Kentucky, LLC**

761 Veterans Avenue  
Kevil, KY 42053

May 9, 2011

PAD-MAN-11-1144

Mr. William E. Murphie, Manager  
Portsmouth/Paducah Project Office  
U.S. Department of Energy  
1017 Majestic Drive, Suite 200  
Lexington, Kentucky 40513

Dear Mr. Murphie:

**DE-AC30-10CC40020: Partnering Agreement**

Attached for your signature and endorsement is the Partnering Agreement between the U.S. Department of Energy and LATA Environmental Services of Kentucky, LLC.

Please contact me at (270) 441-5030 if you have any questions.

Sincerely,

LATA Environmental Services of Kentucky, LLC

Barbara A. Mazurowski  
Paducah Project Manager

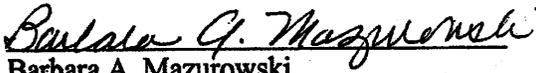
cc:  
DMC, Kevil

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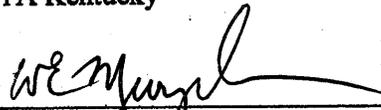
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In accordance with the partnering sessions between the U.S. Department of Energy (DOE) Management Team and the LATA Environmental Services of Kentucky, LLC, (LATA Kentucky) Management Team, I submit the final Partnering Agreement for your concurrent signature and endorsement.

LATA Kentucky is committed to working with DOE toward implementing this agreement and communicating the intent of this agreement to every level of the organization for the success of the Paducah project.

  
Barbara A. Mazurowski  
Paducah Project Manager  
LATA Kentucky

5-9-11  
Date

  
William E. Murphy, Manager  
U.S. Department of Energy  
Portsmouth/Paducah Project Office

5/9/11  
Date

# U.S. DEPARTMENT OF **ENERGY**

Portsmouth/Paducah  
Project Office



## ENVIRONMENTAL SERVICES OF KENTUCKY, LLC PARTNERING AGREEMENT

### VISION

Establish and maintain a high performing team to execute the mission of the Paducah Gasous Effluents and Environmental Management cleanup program through a commitment to trust, respect and integrity.

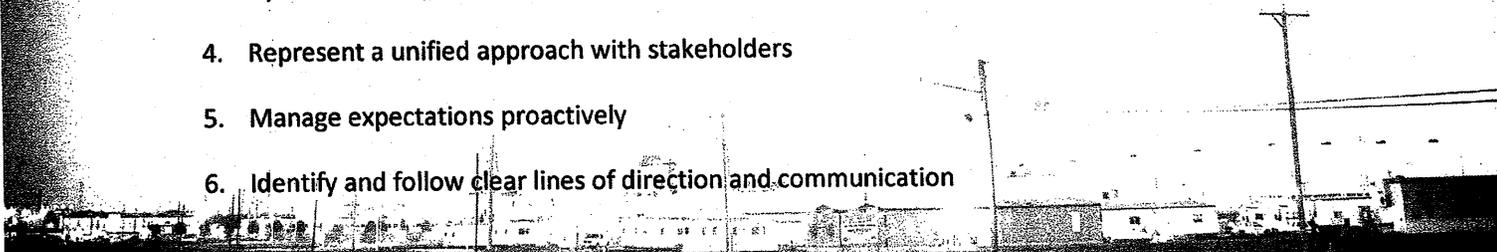
### MISSION

We, the members of the LATA Kentucky and Portsmouth/Paducah Project Office Partnering Team, will improve communications, drive change, ensure safety, raise the quality of all we do, and sustain a shared spirit of collaboration by working together as a team to establish, communicate and foster these Goals to every level of the organization.

### GOALS

We will establish metrics to monitor and measure progress toward these Goals:

1. Establish priorities which include Safe Work Environment, Financial Management, Project Management, Regulatory Strategy, and Recycling
2. Establish an Executive Resolution Panel to review and resolve critical issues
3. Uphold and respect the contributions of all team members as a pathway to build trust
4. Represent a unified approach with stakeholders
5. Manage expectations proactively
6. Identify and follow clear lines of direction and communication



## Description of Goals

This partnering will allow for significant progress towards a safe, successful and efficient environmental cleanup of the Paducah Gaseous Diffusion Plant.

1. **Goal 1: Establish priorities which include Safe Work Environment, Financial Management, Project Management, Regulatory Strategy, and Recycling.** Establish and rank site priorities to enable us to work as a cohesive team and to successfully achieve critical objectives balancing both short-term and long-term strategic needs. Setting the priorities and communicating them with our workforce will keep us focused on mission success.
2. **Goal 2: Establish an Executive Resolution Panel to review and resolve critical issues.** Appoint an Executive Resolution Panel (ERP) to address current and emerging key issues so we can achieve closure – each Partnering Team member must take responsibility for his or her role in the issue and agree to complete closure. Rapid notification of issues that cannot be resolved at the lowest appropriate management level to the ERP is an expectation that will result in timely identification and resolution of issues/concerns/constraints that have the potential to impact project performance, contract execution or mission success. This will bring items to the forefront before they pose risk to the partnering relationship or otherwise become significant problems.
3. **Goal 3: Uphold and respect the contributions of all team members as a pathway to build trust.** Each team member is a professional and makes a positive contribution to the mission success. Respecting individual and organizational contributions will empower everyone to be a valued member of the team. Encourage everyone to bring forward innovative solutions to the complex projects we have which this team will take seriously, consider and evaluate.
4. **Goal 4: Represent a unified approach with stakeholders.** The internal and external stakeholders will see this Partnering Team work together and participate in achieving strategic goals, communicating project success, recognizing workforce accomplishments, and supporting our local community. We will operate and behave to promote a positive image and consistent message that enables us to stand up to public scrutiny as a team.
5. **Goal 5: Manage expectations proactively.** Ensure all expectations are understood, communicated and in alignment to achieve overall mission success. Proactively plan what we know with sufficient contingency to allow us to be flexible enough to anticipate and meet emerging needs related to constantly changing conditions.
6. **Goal 6: Identify and follow clear lines of direction and communication.** This team will recognize that within the management chain there are established authorities, accountabilities and responsibilities for the success of this project. Everyone must work within that framework to ensure the Goals of this Partnering Agreement are maintained.

## **Partnering Values:**

PPPO Leadership and LATA Kentucky conducted a facilitated session and further agreed to these key values for partnering in achieving the vision and completing the mission. We will:

1. First and always, do the right thing.
2. Track and resolve issues using an Executive Resolution Panel.
3. Promptly elevate and resolve misaligned expectations.
4. Set up a system of early warning and formal identification of issues.
5. Clearly communicate and work to clarify mixed messages.
6. Work together to formulate and agree on operational, business and political strategies.
7. Prioritize Asset and Financial Management, Risk and Recycling.
8. Preemptively identify potential conflict and take proactive steps to resolve.
9. Forget the past; make tough changes that support a new way of doing business keying on people and practices.
10. Mutually commit to build trust that produces performance, integrity, and motivation.
11. Identify issues that must be brought to closure.
12. Ask each other "why" without retribution or judgment.
13. Ensure we represent a unified approach with stakeholders and regulators.
14. Operate and behave so we stand up together to public scrutiny.
15. Manage expectations proactively to secure organizational alignment.