

**Attachment J-10**  
**Community Commitment Plan**

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The following outlines the details of IEC's community commitment plan. Our community commitment goals focus on meaningful partnerships with the local community, supporting opportunities that make a lasting impression focused on partnering for economic growth, regional education and diversity, and health and inclusion.

## Introduction

Both parent companies, Jacobs and NWP, have a long-standing history of involvement in the communities where we live and work, including Idaho Falls. Recognizing the diverse interests of the region and its stakeholders, engaging regional stakeholders in issues and concerns of mutual interest, collaborating with community leaders, sharing in transparency of progress in our mission, and encouraging economic growth are key to our combined successes.

- Parent Company NWP corporate office is located in Idaho Falls, and they have been active in the community for more than two decades. Contributions and involvement strategies focus on science, technology, engineering, and mathematics (STEM) and cultural arts. NWP also acquired Idaho Falls company Portage, which has a long history of community involvement.
- During the ICP-II contract, Jacobs supported employee volunteerism efforts that included the building and installation of handicap-accessible ramps for injured veterans, the annual Halloween Trunk or Treat for disabled children, and Idaho Falls Earth Day Celebration.
- North Wind supports Idaho Falls Earth Day each year with donations, volunteers, booths, and hands-on activities for kids and scavenger hunts.
- Under Jacobs leadership, former contractor CWI received the Secretary of Defense Employer Support Freedom Award the highest recognition the DOD bestows to employers for such support.
- In partnership with INL, CWI launched a Community Leaders Interest Group, with the Board of Directors and members consisting of local leaders, union representation, businesses, and other appropriate stakeholders. This group attended public meetings, submitted editorials, and had routine meetings to discuss issues related to INL activities and changed public perception of nuclear energy and heightened awareness of the importance of cleanup activities.
- IEC's subcontractors are equally committed to community involvement in Idaho Falls:
  - In the communities where Navarro works, involvement with a focus on STEM education is paramount. Efforts include Adopt-A-Classroom, providing materials and partnerships to local schools, and volunteering at local science fairs, such as the 20 Navarro employees volunteered at the 2019 Nevada Regional Science Bowl, encouraging student involvement in math and science activities, and judging student competitions.
  - In communities throughout the U.S. where Holtec projects are located, they support dozens of organizations such as United Way, Easter Seals, the Leukemia & Lymphoma Society, and the ALS Association. In addition, employees conduct annual coat and food drives supporting community-based organizations to help people in need. Holtec also developed a training program implemented in collaboration with local institutions, to help residents develop the skill-sets necessary to sustain a successful career in the community.
  - Spectra Tech has a strong reputation for giving back to the communities in which they work, with a focus on education opportunities in STEM, arts, and music. In Idaho Falls, Spectra Tech contributes to the Idaho Falls Music Club's Scholarship Fund, helping talented young musicians pursue their musical education through music camps. Near their Oak Ridge, TN headquarters, they provide graduate scholarships at the University of Tennessee, and support organizations like Girls, Inc., and the Children's Museum of Oak Ridge, SHADES (SHaring ADventures in Engineering & Science).

## Community Giving Approach

Economic development, regional education, health, and diversity and inclusion are key pillars of IEC's values. A focus on these pillars drives real and meaningful results. Aside from a diverse work environment, IEC's commitment supports a community of diversity, purposeful inclusion, and opportunities promoting these behaviors and attitudes every day. This includes sponsoring safety and health programs, supporting organizations that build supportive environments for those with disabilities, and participating in activities that value and respect differences in our community.

## Economic Development Programs

IEC believes in economic diversification and creating jobs and economic activity beyond the Site. Leadership participation through membership and board participation in local organizations will support our goal of creating new job opportunities, attracting new business to the community and enhancing small businesses.

- NWP works with DOE-ID to coordinate the ICP Citizens Advisory Board, one of eight boards that make up the EM Site-Specific Advisory Board. This has been recognized as one of the most useful public involvement/outreach tools and is a critical forum to communicate with the public. The contractor always has a seat at the table and works with DOE on the cleanup message. Involvement includes supporting the Visitors Center and leading tours.



## Regional Education

We recognize the importance of education in the community for supporting the next generation of workers needed across the DOE Complex. Education outreach focuses on building a highway of talent that begins at the youngest age emphasizing STEM. Supporting K-12 learning institutions, as well as college and apprenticeship programs, brings attention to the unique skills the workers provide.

The objectives of these programs include teacher enhancement, student support, curriculum enhancement, educational technology, public understanding, in-kind services, and employee volunteerism at schools, colleges, and universities. To meet the needs for the "Work Force of the Future" we will:

- Identify and communicate current/future work force needs
- Support workforce training programs
- Support local university and school programs
- Refresh and hire the workforce to meet emerging needs

IEC believes in economic diversification, creating jobs, and economic activity beyond the Site. While IEC supports small business contracting through a small business plan, IEC also encourages its subcontracting partners to support growth and participation of sustainable local businesses. Participation through membership and participation in community organizations will help support IEC's goal of creating new job opportunities, attracting new businesses to the community, and enhancing small businesses.



## Regional Purchasing Programs

IEC believes in economic diversification, creating jobs, and economic activity beyond the Site. While IEC supports small business contracting through a small business plan, IEC also encourages its subcontracting partners to support growth and participation of sustainable local businesses. Participation through membership and participation in community organizations will help support IEC's goal of creating new job opportunities, attracting new businesses to the community, and enhancing small businesses.

## Diversity, Health, and Inclusion

In addition to a diverse work environment, our community commitment supports a community that workers feel provides diversity, purposeful inclusion, and opportunities promoting everyday behaviors and attitudes. This includes sponsorship of safety and healthcare programs, organizations that build supportive environments for all, and participating in activities that value and respect differences in our community.

**Types of Giving Charitable Organizations.** IEC supports non-profit organizations (requiring a tax-exempt classification as a 501(c)(3) of the U.S. Internal Revenue Code) that promote our values in the community. Examples may include United Way, Salvation Army, and American Red Cross.

**Research and Innovation.** To enable our success and contribute to overall community priorities in science, technology, innovation and small business start-ups, we will fully align with INL and local universities. We will:

- Embrace the application of new technologies and innovation to expedite cleanup
- Communicate research needs and leverage ongoing research
- Maximize the use of research knowledge and scientific capabilities to increase technical defensibility

**Community Giving Guidelines.** Through its Community Giving program, IEC sets aside a portion of its profits for economic development, regional education outreach and diversity, and health and inclusion. When considering requests for funding, we will give preference to programs that:

- Provide the majority of benefits to employees and residents of local citizens
- Benefit the entire area, rather than a single municipality or school district
- Demonstrate a commitment to education, economic development, environment, and diversity

Examples of these organizations and events include the i-STEM Institute at College of Eastern Idaho, Regional Economic Development of Eastern Idaho, Governor's Cup, and United Way.

**Community Support and Giving Allocations.** Close tracking of donations, labor, budgets, and other expenses associated with community giving are reviewed on a monthly basis and will be coordinated with the Business Manager, who manages the non-reimbursable expense budget.

**Volunteer and In-Kind Contributions.** IEC believes that when people work together, great things happen. With that, the company joins forces to meet community needs by providing more than cash grants. In-kind donations and volunteering time and expertise both promotes and encourage community partnership.

*"Volunteering our time and resources in our communities is paramount to our success...IEC will aim to promote opportunities for bringing next generation of workers to the site and enhancing a healthy quality of life/diversity in our community."*

**– TY BLACKFORD, IEC PROGRAM MANAGER**

In-kind donations may include advertising for an event or venue, paying for printing and mailing costs, providing donated labor for graphic support, and chairing on planning committees and speaking engagements that support our mission or community education goals. To the extent possible, in-kind support to non-profit groups is completed during off-work hours. All requests for in-kind donations are coordinated by the Communications Organization for approval required.

IEC encourages employees to donate time and expertise in support of non-profit organizations throughout our region. Participation in United Way events and volunteering as a STEM educator are a couple of examples of volunteerism that IEC fully supports per its Volunteerism Policy.

Employee participation in company-supported volunteer activities during regular working hours is at the Management Team's discretion.