

PART III – SECTION J

APPENDIX I - DIVERSITY PLAN

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Part III – List of Documents, Exhibits, and Other Attachments, Section J – List of Attachments, Appendix I, Diversity Plan, is modified by deleting the current contents and adding the 2011 Diversity Plan.

National Security Technologies, LLC

2011 Diversity Plan

April 2011

Prepared by
National Security Technologies, LLC
Employee Relations



National Security Technologies LLC
Vision • Service • Partnership

National Security Technologies, LLC, is an equal opportunity employer operating under contract to the Department of Energy under Contract No. DE-AC52-06NA25946.

Diversity is opportunity,
it's all about you.



2011 Diversity Plan

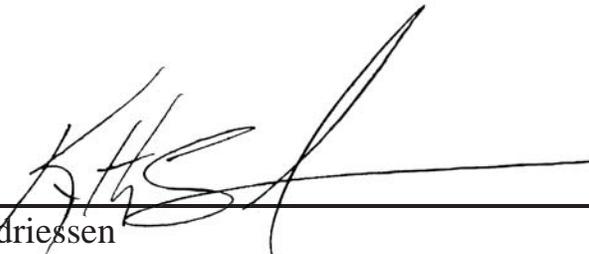
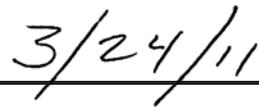
April 2011

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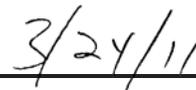


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Acronyms

AAP	Affirmative Action Plan
CCR	Central Contractor Registration
DHS	Department of Homeland Security
DI	Desktop Instruction
EEO	Equal Employment Opportunity
EETAP	Employee Education Training Assistance Program
ER	Employee Relations
HR	Human Resources
HUBZone	Historically Underutilized Business Zone
NSTec	National Security Technologies, LLC
OP	Organization Procedure
POC	Point of contact
UNLV	University of Nevada, Las Vegas
SNHEP	Southern Nevada Hispanic Employment Program
STEM	Science, technology, engineering, and math

Definitions

Affirmative Action – A good faith effort, driven by federal, state, and local law and executive orders, to ensure that minorities, women, special disabled veterans, Vietnam Era veterans and other covered veterans, and people with disabilities have fair representation and opportunities in the workplace.

Community Outreach – Company and employee involvement in activities supporting education in technical fields, community service organizations, and opportunities for minorities, women, and the disadvantaged in the local community.

Diversity – Differences in people, consisting of primary dimensions (race, ethnicity, gender, age, religion, disability, and sexual orientation) and secondary dimensions (communication style, work style, experience, organizational role or level, economic status, geographic origin, etc.).

Diversity Program – Managing diversity in a systematic way that promotes recognition of and respect for differences, and using those differences to create a successful, creative, and effective workplace.

Educational Outreach – Opportunities provided for employees to improve their employment skills, as well as programs supporting colleges and universities with a large percentage of females and minorities.

Equal Employment Opportunity – Freedom from discrimination in the terms and conditions of employment on the basis of race, color, religion, sex, national origin, sexual orientation, disability, age, or covered veterans status.

Minority – A person who falls within one of the following racial or ethnic groups as defined by the U.S. Department of Labor: American Indian or Alaskan Native, Asian, Black or African American, Native Hawaiian or other Pacific Islander, or Hispanic or Latino.

Profiling – Those practices that scrutinize, target, or treat employees or applicants for employment differently or single them out or select them for unjustified additional scrutiny, based on race or national origin.



Stakeholder – A person or entity that has a vested interest in National Security Technologies, LLC operations.

Technology Transfer – The process by which NSTec develops, transfers, or exchanges technologies and capabilities with related entities.

Preface

Formed in 2005, National Security Technologies, LLC is a joint venture between Northrop Grumman Corporation, AECOM, CH2M Hill, and Nuclear Fuel Services. This combination of diverse professional and scientific expertise allows National Security Technologies, LLC to effectively manage operations at the Nevada National Security Site, its related facilities, and laboratories for the U.S. Department of Energy National Nuclear Security Administration, Nevada Site Office.

National Security Technologies, LLC is excited about the future of the Nevada National Security Site and its associated facilities. Our vision is to transform this unique national resource into America's national security proving ground, the preferred place for conducting high-hazard experiments vital to the security of the United States. As a service organization, we exist to supply integrated solutions to the needs of our customers.

The workforce of today is ever changing. To succeed in this day and age, we must be adaptable, flexible, and willing to embrace change. Our employees are our greatest asset and our success depends on how well we work together. Today's workplace is multicultural and based on men and women from all walks of life, working alongside each other, sharing responsibilities and decision-making.

As forward-thinking leaders, National Security Technologies, LLC will manage the diversity program by uniting our talented and committed workforce. We will provide an environment where all employees can make a maximum contribution to the company's success by drawing upon their many different perspectives, life experiences, and abilities.

This plan will identify the company's strategies and implementation processes for effective diversity management as outlined in the key areas of:

- ▶ **Workforce**
- ▶ **Recruitment and Retention**
- ▶ **Educational Outreach**
- ▶ **Community Involvement and Outreach**
- ▶ **Subcontracting**
- ▶ **Economic Development**
(including Technology Transfer)
- ▶ **Prevention of Profiling**

Diversity recognizes and accepts the differences and similarities of our workforce. By managing diversity, we promote recognition of and respect for our differences and use those differences to create a successful, creative, and effective workplace.





Me and My M&M's

by Dr. Marilyn Kern Foxante

I have always liked M&M's
The most diverse
Multicultural
Integrated candy in the world.

You have
your red ones
your yellow ones
your blue ones
your orange ones
your brown ones
and
your green ones.
All in one package;
all co-existing together.

One color doesn't think that it
Is superior to the other.

One color doesn't discriminate
against the other.

All colors are the same
size
shape
and weight.

All colors look different on the outside,
but have the same ingredients on the
inside.

M&M's all have the same flavor
and they all taste
G-o-o-o-o-o-o-o-o-d!

Not all M&M's are perfect though.
Some have nuts?
In the real world we call them
racists and bigots.

Wouldn't it be nice if like M&M's
our prejudices melted into the abyss
like chocolate melts in our mouth
and all people were judged by
what was inside rather than
the color you see on the outside?

If candy can be prejudice free
why can't we???

1.0 Diversity Statement

National Security Technologies, LLC (NSTec) is committed to creating and maintaining a diverse workforce that will foster a varied mix of skills and employee perspectives in a respectful environment. NSTec promotes an environment of continuous learning and minimizes diversity-related barriers in performance. NSTec will enhance diversity sensitivity, acceptance, and inclusion in all aspects of its business practices and relations with the community at large.

NSTec will promote, encourage, and support diversity management by doing the following:

- ▶ Include a diverse mix of skills and perspectives in developing and implementing programs that ensure consistency in operations.
- ▶ Establish an environment of continuous learning to provide training opportunities to supplement existing skills and create a more flexible workforce.
- ▶ Minimize barriers to performance that may occur when employees from different backgrounds and functions interact.
- ▶ Respond to unique interests of stakeholders, effectively utilizing the diverse workforce to facilitate effective relationships with the community, vendors, suppliers, and others.
- ▶ Create an environment where employees take responsibility for their actions and are provided with the proper tools and skills to respond to problems and challenges while performing tasks.
- ▶ Treat all employees with respect and dignity.



2.0 Diversity Council

NSTec continues to demonstrate its commitment to diversity by fully supporting the Diversity Council. Representing the broad spectrum of individuals within the NSTec family, the Diversity Council fosters an environment that promotes inclusion, equity, and respect to enhance the potential and contribution of all employees.



Established in 2006,
the Diversity Council

continues to utilize its Vision Statement and Charter as the foundation for an ever-growing program. The Council is designed to promote awareness and understanding of diversity issues in the workplace by implementing and measuring diversity initiatives that align with the strategic goals of the company and building an organizational culture that supports diversity.

The 2011 Council Chair is Linda Caldwell and the Co-Chair is Shari Morrison. Dr. Stephen M. Younger is an Advisor, along with Dennis Fulkerson, Fannie Bell, Pam Haynes, and Wes Young.

2.1 Diversity Initiatives

In 2010, the Council focused on responding to unique interests of stakeholders, effectively utilizing the diverse workforce to facilitate effective relationships with the community, vendors, suppliers, and others while continuing to pursue past initiatives. The culmination of 2010 efforts was celebrated with the Multicultural Potluck. The focus of this event was to bring the NSTec family together to celebrate workforce diversity and to highlight the synergy that exists

from having a wide range of cultures, ethnicities, backgrounds, and experiences; the Council sponsored multicultural potlucks at each NSTec location.

In 2011, the Council's focus will be centered on effectively fulfilling its Charter. While the primary purpose of the Council is to remove any barriers that stand between our employees and their success, at the same time, efforts continue to ensure that all employees are aware of their value within the organization. Within the Diversity Council, teams have been formed to ensure that all elements of the Charter are addressed in 2011. Basic activities will continue such as monthly awareness efforts, while specific plans are being formulated for special events. Professional development activities will be highlighted, and enhancements will be recommended to ensure that the contributions of all employees are maximized. Efforts to partner with our affiliated organizations within the Nevada Enterprise (NvE) to leverage resources and reach a wider audience will continue. A major effort to form and sustain Affinity Groups is already underway. Concentration in these areas will allow the Council to focus its energies in a wider scope allowing more individuals the opportunity to step up and participate.

Throughout the year, numerous activities will be planned and scheduled to enhance the diversity of individuals in the company and to maximize each individual's contribution.

The Council continues to live up to its motto ...

**Diversity
is opportunity,
it's all
about *you!***

3.0 Meet your Diversity Council



Linda Caldwell
Chair



Shari Morrison
Co-Chair



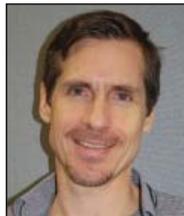
Dennis Fulkerson
Advisor



Dr. Stephen M. Younger
Advisor



Yvonne Alvarez



Thomas Breene



Esther Buskirk



Jennelle Daniel



Daniel Frayer



Toni Gale



Antonia Godinez



Gary Janis



Gabriel Kline



Katina Loo



Michael Madlener



Patricia Martinez



Kamechia Myles-Coltrain



Alissa Poderis



William Possidente Jr.



Bonna Savarise



Judy Smith



Johnson Watts



Rita White

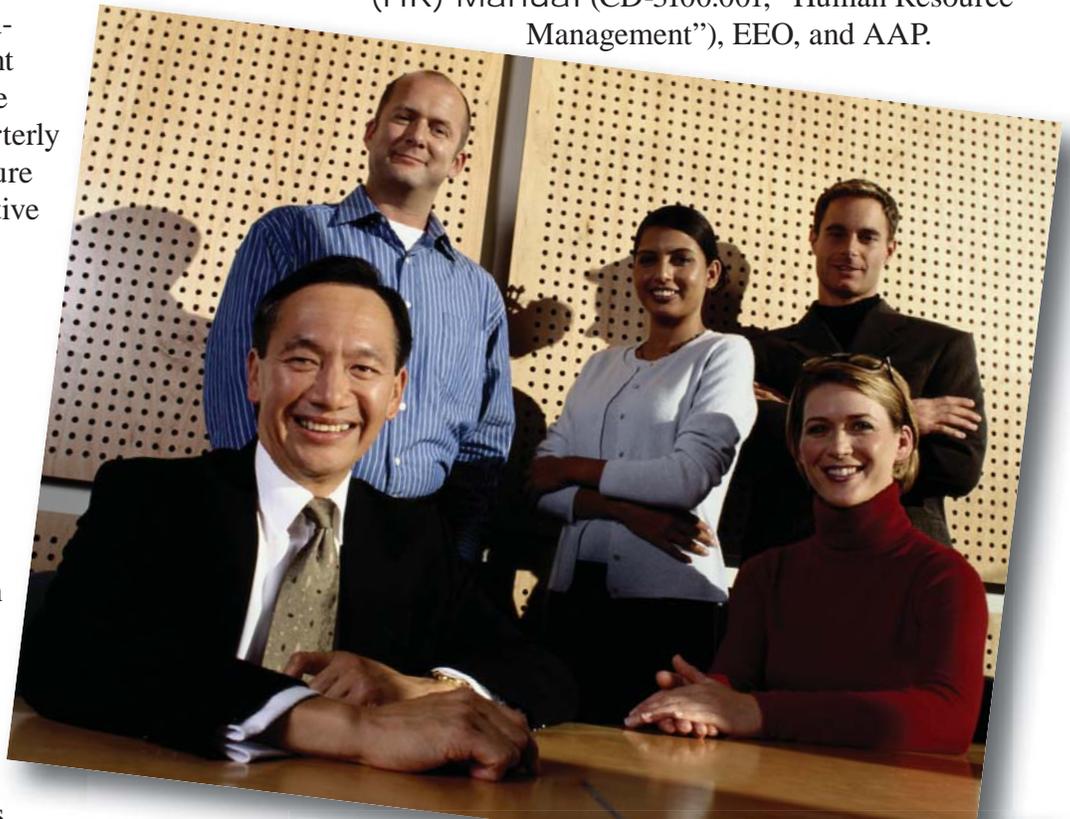
4.0 Workforce

NSTec has adopted an Affirmative Action Plan (AAP) which reflects its commitment to provide equal employment opportunities. NSTec is committed to providing equal employment opportunity (EEO) to all persons regardless of race, color, religion, sex, national origin, sexual orientation, disability, age, or covered veterans status. NSTec complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. Quarterly assessments of our AAP ensure compliance with our affirmative action goals.

Workforce diversity is a management priority. Maintaining an agile, competent, and motivated workforce will be accomplished through recruitment, retention, skills enhancement, and succession planning. We strive for a more diverse workforce in our recruitment, hiring, and personnel actions. Employment decisions are based on merit, qualifications, and abilities. NSTec adheres to applicable federal and state laws which mandate that the recruiting, hiring, training, and

promotions be based on job-related factors and bona fide occupational requirements regardless of race, color, religion, sex, national origin, sexual orientation, disability, age, or covered veteran status.

Diversity initiatives for the workforce are driven by and reflected in the Human Resources (HR) Manual (CD-3100.001, “Human Resource Management”), EEO, and AAP.



5.0 Recruitment and Retention

NSTec is committed to creating an inclusive and multi-talented workforce and will work to increase the organization's diversity by recruiting and retaining quality employees. For recruiting, selection, and promotions, we will draw from a diverse population.

HR will take a leadership role working with our customers and the hiring managers to ensure the NSTec recruitment goals are met or exceeded. We will use the following strategies to ensure an effective recruitment process:

- ▶ Identify methods of recognizing and attracting qualified candidates.
- ▶ Contact the Nevada State Job Service to list regular employment openings (except executive and top management positions, positions that will be filled from within, and bargaining unit positions that are filled by the unions).
- ▶ Review college hire program consistent with dynamic changes in our economic environment.
- ▶ Develop resources to improve applicant flow for experienced female and minority applicants. This could include sourcing companies, minority/diversity job fairs, and working with technical professional organizations in which females and minorities are well represented.
- ▶ Develop and maintain a presence in schools with a high level of representation of women and minorities in their engineering and science programs.
- ▶ Establish strong relationships with minority schools, historical black colleges and universities, and colleges with large percentages of females and minorities.

- ▶ Based on available funding, participate in the following organizations' national job fairs:
 - **Society of Women Engineers**
 - **National Society of Black Engineers**
 - **Society of Mexican-American Engineers and Scientists**
 - **American Indians Science and Engineering Society**
- ▶ Improve hiring of veterans, particularly those who are veterans of the Iraq and Afghanistan conflicts, by utilizing more veteran-affiliated sources such as vetjobs.com, [Civilian Jobs.com](http://CivilianJobs.com), Helmets to Hardhats, and private organizations that work extensively with recently separated veterans.



The following entities are currently in NSTec's recruiting strategy:

- ▶ **American Indians Science and Engineering Society**
- ▶ **Louisiana Tech University**
- ▶ **Las Positas College, Livermore, California**
- ▶ **Society of Mexican-American Engineers and Scientists**
- ▶ **National Society of Black Engineers**
- ▶ **Society of Women Engineers**
- ▶ **Southern Nevada Hispanic Employment Program Council**
- ▶ **University of Nevada, Las Vegas (UNLV) Minority Engineering Program**
- ▶ **Georgia Institute of Technology (Georgia Tech)**



6.0 Educational Outreach

NSTec employees are provided opportunities to improve their skills and employment options through training, seminars, and education programs. Continuing education is encouraged and essential to the continued professional development of each employee. We believe that the best way to improve the business is to improve the workforce.

NSTec extends this commitment to education by sponsoring the following programs:

- **Focus School Program**

NSTec partners with two at-risk schools, Kit Carson Elementary School and Jim Bridger Middle School, which also house magnet programs for robotics, aerospace and aviation, biomedicine, and computer technology. Employees are encouraged to participate in key partnership activities that include an annual back-to-school supply drive; holiday food drives to benefit students and their families; and e-mentoring. NSTec provides sponsorship of student achievement awards, graduation ceremonies, funding to purchase school marquees, and a grant to the Desert Research Institute to sponsor a Green Power solar panel. Jim Bridger's school marquee was the first in Clark County to be powered using solar energy.

- **U.S. Department of Energy's Regional Science Bowl**

Established in 1991 by the U.S. Department of Energy, the Science Bowl competition is designed to motivate high school students to pursue scientific and technical careers and promote science and mathematics literacy. NSTec coordinates the annual high school and middle school regional events on behalf of the National Nuclear Security Administration, Nevada Site Office, and has provided significant financial sponsorship as well. The program brings together teams of students from Nevada, California, Arizona, and Utah schools. Many employees volunteer to serve as moderators, scientific judges, rule judges, timekeepers, scorekeepers, and messengers during the day-long competition. NSTec also provides

financial support for both events through the NSTec Education Development Fund.

- **NSTec Science and Engineering Scholarships**

The NSTec Engineering and Science Scholarship program provides scholarship opportunities in all of the company's primary operating locations and Nye County, Nevada. The program is open to high school seniors pursuing a degree in engineering or science at a four-year college or university. To date, NSTec has awarded 75 scholarships totaling \$375,000 to student achievers in Clark and Nye Counties, Nevada; Livermore and Santa Barbara, California; and Los Alamos, New Mexico. Recipients receive \$5,000 and an opportunity for a summer internship. Many of the scholarship winners have returned to serve internships at the Nevada National Security Site, North Las Vegas, and in Livermore, California.

- **NSTec Family Scholarship Program**

The NSTec Scholarship Program provides financial assistance for children of NSTec employees. Created in 2008, the program has awarded 22 scholarships totaling \$105,000 to a diverse group of students in Las Vegas, Nevada; Pahrump, Nevada; Livermore, California; Santa Barbara, California; and Los Alamos, New Mexico. Scholarships are awarded based on overall scholastic performance, a written essay, personal interview, and financial need.

- **UNLV Multicultural Engineering Program**

NSTec has donated \$10,000 to support scholarships for the UNLV Multicultural Engineering Program. The Multicultural Engineering Program is open to all students. It has been designed to focus on assisting underrepresented populations, such as African-American, Hispanic, Native American, and women students to pursue an education in the disciplines of engineering and computer science. In 2010, NSTec established a named scholarship to benefit a student in the UNLV Multicultural Engineering Program.

- **Education Development Fund**

The NSTec Education Development Fund supports diverse and sustainable education programs focused on improving science, technology, engineering, and math (STEM) at the elementary school, middle school, high school, and collegiate levels. To date, the company has committed over \$1 million in educational awards that enhance STEM education. Examples include:

- ▶ **\$500,000** – UNLV new Science and Engineering Building
- ▶ **\$150,000** – First Robotics Las Vegas regional competition
- ▶ **\$55,000** – UNLV Multicultural Engineering Program and Scholarships
- ▶ **\$54,100** – CCSD Northwest Career and Technical Academy
- ▶ **\$40,000** – Regional Science Bowl competitions
- ▶ **\$35,000** – NSTec Bill Quam Science Scholarship
- ▶ **\$20,000** – Enhance PITSCO science lab at Rosemary Clark Middle School in Pahrump
- ▶ **\$14,000** – Indian Springs Elementary School Science Fair (\$2,000/year for 7 years to ensure sustainability)

- **Internships**

Summer Internship Program (college). NSTec offers internships to provide technical assistance, fill staffing gaps, and enhance the company’s reputation on campus with students who often accept full-time positions upon graduation. Several of the summer

internships offered have been filled by NSTec Engineering and Science Scholarship recipients.

Clark County Summer Business Institute (high school). NSTec provides financial support, internships, and mentoring for Clark County high school juniors, seniors, and recent graduates through this eight-week internship. Students have worked eight-hour days Monday through Thursday in NSTec organizations like the Chief Financial Office, Occupational Medicine, Information Services, Human Resources, Document Control, and Communications.

The support provided by these students equates to almost three full-time equivalents in value-added labor for the three years that NSTec has sponsored this program. The students are paid by Clark County as part of the program using grants like those provided by NSTec.

Military Academies (college). Each summer, since 2007, NSTec has sponsored U.S. Air Force Academy and/or U.S. Naval Academy internships. Cadets are paid by their respective academy and NSTec provides non-contract funding for all travel and housing expenses.

Department of Homeland Security (DHS) Scholars and Fellows (college).

NSTec has sponsored students as part of the DHS Scholars and Fellows program. Participants are paid by DHS and NSTec provides a housing stipend during the 10-week internship where students assist with real-world problem-solving at one of NSTec’s operating locations.

6.1 In-House/Outside Training

Nonbargaining NSTec employees are provided opportunities to improve their skills and employment options through training, seminars, and education programs. A portion of NSTec’s wage package for



bargaining employees is directed to the unions' Training Trust programs. NSTec offers site-specific training for bargaining employees.

6.2 Programs in Place

- ▶ Equal Opportunity, Affirmative Action, and Diversity topics are included in NSTec's supervisory training sessions.
- ▶ NSTec's Employee Education Training Assistance Program (EETAP) covers some costs of coursework (up to \$5,000 per employee) at accredited colleges and universities that pertains to a nonbargaining employee's current position or one that the employee could achieve at NSTec, including tuition, required textbooks, and fees, when certain conditions are met. Additional courses required for degree programs but not eligible for regular EETAP reimbursement may be covered through the EETAP Supplemental Program, which provides up to \$1,500 per employee per fiscal year for qualifying courses. Since January 2010, employees may also use the Supplemental Funds (up to \$1,500 per employee) for costs incurred above the \$5,000 per person limit for regular EETAP-approved courses.
- ▶ NSTec makes available over 500 courses on job-related topics through instructor-led, computer-based, or web-based training. Topics include environment, safety and health; computer software; management; project management; and other job-specific skills.
- ▶ NSTec has several copies of Northrop Grumman Toolbox CDs—a set of 122 com-



puter-based courses on CDs that employees can check out and use at work or home. Topics include software, management, project management, interpersonal skills, and other developmental topics.

- ▶ NSTec has a Distance Learning website available through Skillssoft Corporation that provides access to Business, Desktop Computer application, and Information Technology specialized web-based training courses. It also provides access to Business Books 24/7 (online business reference books), SkillSims (simulations), and other learning tools to support business, computer skills, management, and leadership topics. These courses are available at no cost to bargaining and nonbargaining NSTec employees. Courses can be accessed from work or home computers.
- ▶ Employees have opportunities to attend seminars, conferences, and outside training courses that are related to their current assignment (when budgets allow).
- ▶ The Employee Relations (ER) office presents informal Diversity training sessions upon request.

6.3 Actions for 2011

- ▶ Continue each of the above-mentioned programs and enhance the Skillssoft program offerings by adding specialty Information Technology courseware that supports certifications like C++.
- ▶ Implement WEBEX software to provide access to 'webinars' (web-based seminars) provided by in-house sources. These web-based events allow more participants to complete training without requiring travel or per diem costs for external events.

7.0 Community Involvement and Outreach

NSTec is committed to being a responsible corporate citizen through addressing many important issues facing our communities today. Diversity is important to us; as a company, we interact with diverse communities as a resource for employment, education, and commercial ventures. And, we support organizations that promote the interests of minorities and women as well as other diversity dimensions.

To build strong community relations, we focus on several areas where time, effort, and energy are expended to achieve effective results.

NSTec's volunteerism was recognized with a Nevada Volunteers Point of Light Award in 2010.

7.1 Community Outreach

Chambers of Commerce – NSTec is an active member of the Latin, Asian, Urban, North Las Vegas, and Women's Chambers of Commerce. In addition to participating in monthly luncheons, NSTec

provides event sponsorship in activities such as the Latin Chamber of Commerce Career Day.

Opportunity Village – NSTec is a strong supporter of Opportunity Village and provides sponsorship and volunteers for the Magical Forest each year. We also field a team to compete in The Great Santa Run. To date, we have had over 200 employees and their families and friends help Las Vegas beat the world record for number of Santas congregated in one place.

Rebuilding Together (formerly Christmas in April) – NSTec sponsors rebuilding projects in both North Las Vegas and Pahrump, Nevada. In addition to considerable financial support, teams of employees donate their time to help with repairs, painting, landscaping, cleaning, moving furniture, and other necessary tasks.

Charitable Contributions – In 2006, NSTec created NSTec Cares to provide employees, chari-



table organizations, and stakeholders an opportunity to request charitable contributions. The program focuses donations in three areas: education, diversity, and civic/community relations. Through 2010, the program has given more than \$400,000 to deserving organizations.

Our Actions Make a Difference

– To recognize and reward employee volunteer efforts, NSTec donates \$5 for every volunteer hour donated by employees in support of charitable, educational, or professional organizations. Since January 2008, employees have donated over 16,000 hours and NSTec has donated over \$50,000 on their behalf.

Community Services Team

– Developed by the Administrative Council, this team of administrative professionals identifies a different charitable organization annually and actively supports activities of that organization by volunteering time and talents.

Southern Nevada Hispanic Employment Program (SNHEP)

– NSTec has provided scholarship funds and conference support to the SNHEP. Numerous employees who have been scholarship recipients currently work for the company.



8.0 Subcontracting

NSTec is committed to maintaining a culturally and economically diverse environment. Small businesses are the backbone of our American economy. NSTec recognizes and welcomes the expertise and knowledge provided by small and disadvantaged businesses. *We continuously seek to build relationships* with those businesses that can meet and exceed our standards of excellence in support of our work for the U.S. Federal Government. We accomplish this by participating in fairs and workshops in Las Vegas as well as networking with state and national organizations. In addition, NSTec works closely with:

- ▶ Small Business organizations within the local community, including the SNHEP and the Nevada Minority Business Council
- ▶ U.S. Department of Energy/National Nuclear Security Administration Small Business Program Managers Forum
- ▶ The Office of Small and Disadvantaged Business Utilization and the Small Business Administration

NSTec incorporates a Small Business Review process to encourage the use of Small Businesses by reviewing any orders over \$25,000. The orders are reviewed by the Small Business Manager and Procurement Manager.

Procurement maintains and utilizes a Small Business database and encourages interested suppliers to register and be categorized by socio-economic status and commodity type by working with a central point of contact (POC) at NSTec. The Small Business database allows the Procurement Department to have a centralized file of businesses that have shown interest in doing business with the company. The POC passes this information on to NSTec procurement specialists.

Procurement also utilizes the Central Contractor Registration (CCR) database (www.ccr.gov), the primary registrant database for the U.S. Federal Government, when developing bidder's lists. Accordingly, potential suppliers are encouraged to register on this site to maximize opportunities not only with NSTec but with federal government agencies or other government contractors.



Our small business plan describes our goals and approach involving small business in the categories of, Veteran-Owned Small Business, Service-Disabled Veteran-Owned Small Business, Historically Underutilized Business Zone (HUBZone) Small Business, Small Disadvantaged Business, and Women-Owned Small Business.



CATEGORY	FISCAL YEAR GOAL
Small Business	62.8%
Small Disadvantaged Business	5.5%
Small Woman-Owned Business	5.5%
Small Veteran-Owned Business	35%
Small Service-Disabled Veteran-Owned Business	2%
HUBZone	2%

We comply with the following desktop instructions (DIs) and organization procedures (OPs) that reference the socioeconomic requirements for Procurement:

- ▶ **DI-700.105, “Equal Employment Opportunity (EEO)”**
- ▶ **DI-700.301, “Acquisition Planning”**
- ▶ **DI-700.302, “Sources of Competition”**
- ▶ **DI-700.304, “Simplified Acquisitions”**
- ▶ **DI-700.305, “Government Supply Sources”**
- ▶ **DI-700.402, “Subcontracting Plan”**
- ▶ **OP-FC20.101, “Mission Statement”**
- ▶ **OP-FC20.105, “Ratifications”**
- ▶ **OP-FC20.106, “Subcontracting Under the U.S. Department of Energy (DOE) 8(a) Pilot Program”**
- ▶ **OP-FC20.109, “Noncompetitive Procurements”**

8.1 Future Goals

NSTec is committed to accomplishing the Small Business goals and seeking additional opportunities or programs that encourage the use of small businesses. In the future, it is desired to develop and implement a Mentor Protégé Program; where specific training and knowledge sharing between NSTec and future Protégés can particularly enhance the capabilities of small businesses, helping them to become more viable for government subcontracting.



9.0 Economic Development (including Technology Transfer)

NSTec conducts science and technology activities that benefit the Las Vegas community and stimulate the economy. It collaborates with local and national universities to promote technology transfer efforts and entered into partnership arrangements with UNLV and University of Nevada Reno, for broader access to university faculty, recruiting of university graduates to sustain a technical workforce, and increasing business activity. NSTec employees participate in conferences and symposiums and publish numerous journal articles. NSTec signed an agreement with the national laboratories which is intended to identify and increase commercialization opportunities by “bundling” NSTec technologies with the technologies of the national laboratories.

10.0 Prevention of Profiling

The policies and directives listed in the “Workforce” section of this plan prohibit treating employees or applicants differently based on several characteristics, including race, color, and national origin.

10.1 Programs in Place

NSTec’s ER analyzes employment policies, practices, and decisions to hire or terminate to ensure fair, equitable consideration for all employees and applicants. **Managers who violate NSTec policies on diversity risk having adverse action taken against them.** NSTec ER also conducts investigations and expedites timely resolution of discrimination and harassment allegations.

10.2 Actions for 2011

NSTec’s ER will continue to conduct and oversee fair and impartial investigations in an expeditious manner, provide support to the Disciplinary Action Review Board and serve as advisors to the Diversity Council.





National Security Technologies LLC
Vision • Service • Partnership

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