

2025 Community Commitment Plan



Introduction

The Southern Ohio Cleanup Company (SOCCo) is committed to boosting the economic growth and long-term renewal of the frontline communities near the U.S. Department of Energy (DOE) Portsmouth Site. Our Community Commitment Plan (CCP) aims to keep our promise to develop strong partnerships with the workforce and local communities, enhance quality of life, and prepare the Deactivation & Demolition (D&D) workforce for future opportunities, all while reflecting the diversity of local populations. Our community programs demonstrate our belief in being an active partner in the communities where our employees live and work, including conducting business ethically, supporting causes important to our workforce, aligning with our customers' goals, and maintaining SOCCo's value of fostering a culture of excellence and caring both in the workplace and the community.

Community Commitment Highlights

- Support diverse and inclusive STEM education programs for all levels
- Develop a workforce strategy to prepare workers for future jobs
- Build our regional supply chain through small business support
- Meet community needs through donations and in-kind services
- Support regional sustainability through opportunities for reindustrialization of site resources
- Develop local infrastructure through team member leadership and corporate investment

SOCCo's parent companies Amentum, Fluor, and Cavendish Nuclear, along with our additional teaming partners, bring extensive experience from numerous ongoing DOE contracts supporting charitable giving, education, workforce development, small business outreach, and regional sustainability.

Geographic Focus Area

Our CCP benefits the diverse residents and organizations in the four counties surrounding the DOE Portsmouth Site (PORTS), with a major focus on the communities of the Southern Ohio Four County (SOFC) area.

When our partner Fluor assumed responsibility for the former Portsmouth Gaseous Diffusion Plant (GDP), its goal was to leave the community stronger, more vibrant, and with a better quality of life than when the contract began. They have achieved that goal and now SOCCo will renew and build upon that same commitment.

This plan is designed specifically to contribute to the growth of the SOFC area that is most involved and influenced by PORTS operations.

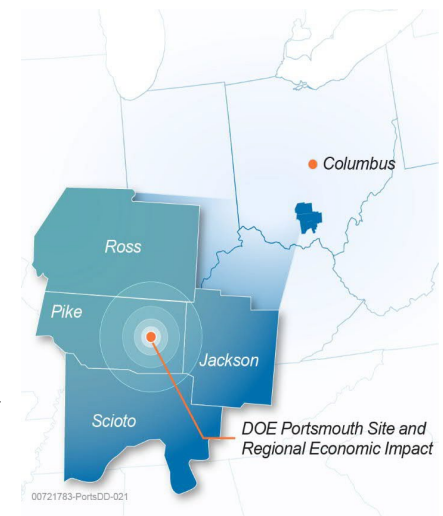
Although much of this plan focuses on the four counties immediately surrounding the site, we are mindful that PORTS operations impact other counties and municipalities, and therefore, we also consider them in our giving and personal commitments.

We align with DOE and its Environmental Justice (EJ) strategy to acknowledge disadvantaged communities in the SOFC area and the hardships experienced by impoverished areas. We are committed to making a tangible difference in environmentally overburdened, underserved, and economically distressed communities through our primary giving initiatives.

Summary of Commitment

SOCCo's CCP covers four primary areas:

- Regional educational outreach
- Community support
- Regional purchasing program
- Regional sustainability



Each area contains specific initiatives driven by SOCCo's CCP highlights:

- Support diverse and inclusive Science, Technology, Engineering, and Math (STEM) education programs for K-12, undergraduate, and graduate students and include Arts support (STEAM)
- Develop and adopt a workforce strategy to prepare workers for future jobs
- Build our regional supply chain through small business support
- Meet community needs through donations and in-kind services
- Support regional sustainability through opportunities for reindustrialization of site resources
- Develop local infrastructure through team member leadership and corporate investment.

The success of our CCP will help us meet SOCCo's overall goal to remain a cooperative, constructive, and engaged community partner through meaningful actions, activities, and critical outcomes. We commit to meeting with community leaders to gather valuable input for our annual CCP throughout the contract period.

Mission and Approach

As a DOE prime contractor and a trusted corporate citizen, SOCCo recognizes its responsibility to invest in the health of the four-county region. The LLC member strongly supports CCP activities, along with our Teaming subcontractors Veolia, A2RGC, RSI Services, and Strata-G. All team members are committed to participating in and will further strengthen our CCP, building on their legacy of giving back to local communities around DOE sites nationwide. Our annual plan submitted to DOE will reflect the diverse interests of the region and its stakeholders and align with DOE's vision and goals. We approach this plan through an environmental justice lens to ensure that, in pursuit of SOCCo's mission and goals both on-site and in the community, we treat people fairly regardless of race, color, national origin, or income, and foster early, meaningful involvement from our affected communities and broader stakeholder groups. We will report the plan's outcomes to DOE semiannually.

We begin by executing our CCP during transition with the following activities:

- Assign management of the CCP to the SOCCo Communications Director to manage through the communication and public affairs organization
- Meet with community leaders and key stakeholders to present SOCCo as the Portsmouth D&D contractor, introduce our leadership team, share our commitments, and heighten our understanding of emergent needs
- Communicate to the workforce about SOCCo's four primary areas of giving and initiatives
- Develop a SOCCo employee giving ambassador program to empower the workforce to initiate and lead initiatives
- Partner with community organizations and educational institutions by communicating the SOCCo mission and our desire for mutual benefit
- Pledge our leadership team to support area communities through membership on boards and active participation in community events. SOCCo Program Manager (PM) Greg Wilkett will encourage his team to serve actively in the community and will continue to lead by example regarding community support and board leadership



Together, the SOCCo Program Manager, Communication Director, and Chief Financial Officer will propose the allocation of community commitment funds to the SOCCo Board of Directors, our CCP budget governing body. To enhance our corporate citizenship, we will also make significant contributions through employee volunteerism and in-kind services.

Regional Education Outreach

SOCCo believes that a strong educational system contributes to the health of our economy and the families living in our communities. Education is essential for developing new skills to prepare the workforce pipeline for the D&D scope and future work in the four-county area. Our regional education outreach program is built on two core values: (1) advocating for children's needs, and (2) developing, educating, and retraining our workforce to prepare for new opportunities. In our CCP, we focus on educational needs for school-age children from kindergarten through high school, students in higher education programs, and training and development opportunities for our workforce.

Our resources will assist with teacher and curriculum enhancement, student support, and educational technology; promote understanding of DOE missions and the Portsmouth Site; and include employees volunteering in schools, colleges, and universities. Our activities will foster relationships with regional educational institutions and other institutions of higher learning, encouraging students to pursue STEM careers. We will also support our workforce to prepare for new skills with the upcoming Portsmouth D&D scope and retrain for future work beyond the Portsmouth D&D contract.

K-12 Educational Support

Our support in this area takes many forms as shown below:

- Award grants to elementary school teachers for supplemental STEAM curriculum
- Donate funds toward technology and equipment to support in-classroom and virtual learning
- Fund and support middle school robotics programs through technology grants and competition fees and provide SOCCo engineering staff subject matter expertise
- Support classroom STEM learning with SOCCo STEAM Ahead and age-appropriate STEM activities, including art options, provided by SOCCo engineering to classrooms for an introduction to basic engineering practices
- Host events for middle school students to expose them to possibilities in STEM careers
- Sponsor and volunteer for regional education programs, including Science Alliance, Science Bowl, 4H events, and robotic competitions
- Award SOCCo STEM scholarships to high school students who plan to attend a trade school or 2-year or 4-year college programs after graduation
- Sponsor teacher training programs to enhance curriculum



College, University, and Trade School Support

We will maintain strong ties with local and regional colleges and universities, historically Black colleges and universities (HBCU), minority institutions, and trade schools, including:

- Ohio University
- Shawnee State University
- Rio Grande University
- The Ohio State University
- Morehead State University
- Wilberforce University (HBCU)
- Pike County Career and Technical Center
- Scioto County Career and Technical Center

These partnerships lead to a greater understanding of ways in which we can support one another on mutual interests. Our higher education institutions rely on Portsmouth contractors to first help them understand the work being performed on site, and then to evaluate their programs and curriculum to support workforce needs. Our CCP includes the following initiatives, while remaining flexible to emergent needs:

- Foster established partnerships with regional colleges, universities, and trade schools
- Award technology grants for STEM programs looking to enhance classroom curricula
- Provide SOCCo subject matter expertise to help develop and review course curriculum to reflect changes in work scope on the Portsmouth D&D contract to better prepare students for future Site positions
- Assign SOCCo executives to serve on advisory boards to keep local educational programs current with skill needs on Portsmouth prime contracts
- Fund new STEM programs
- Recruit students for the SOCCo summer internship and apprenticeship programs



Workforce Development

SOCCo will support initiatives to develop the current and next generation workforce, in addition to organizations that help develop leaders in the community. The closure nature of the Portsmouth D&D contract is likely to bring concern for the workforce. We recognize and acknowledge the concerns the employees may have while simultaneously working this closure contract and helping them to adjust to what



the future looks like for their careers. It is our duty and responsibility to prepare employees for their ongoing careers. We will focus on retraining them for the current skills needed on the Portsmouth D&D contract scope of work, and for the future skills needed for industry in the surrounding areas.

Our leadership team will maintain a peripheral focus on area industries and the support that is needed to prepare SOCCo employees for their next job. Additionally, we will provide opportunities for new positions through our pre-selected subcontractors and protégé firms, all of

whom have a shared commitment to SOCCo. Other opportunities include support for organization membership, sponsorship, donations, and SOCCo representation at events.

We will undertake the following initiatives:

- Establish a Workforce Development Plan to maintain a highly skilled workforce for D&D activities, and build bridges for development, retraining, and placement of the future workforce; initiatives focus on aggressive steps to develop a qualified, diverse pipeline of talent
- Support transition of our workforce to new regional enduring jobs by sequencing the timing of our deactivation work and creating a seamless transition for new regional enduring jobs

- In concert with SOCCo's regional industrialization strategy, help the community attract industry to reindustrialize the site (e.g., lithium battery plant, high-assay low-enriched uranium fuel) that will help to create regional enduring jobs
- Cultivate partnerships with local unions; sponsor and participate in events hosted by our labor unions, to support the D&D project; stand up apprenticeship programs to support trade unions and strengthen the SOCCo mission
- Work with the building trades union to develop accelerated apprenticeship programs for needed skill sets and increased demands; train USW members exiting the contract to work in building trades
- Offer job fairs in the region to create a pipeline of craft candidates
- Establish a SOCCo Employee Youth Wellness & Education Fund to support activities such as marathons, walks, and other events that promote community and employee health and wellness
- Encourage SOCCo employees to improve skills and participate in leadership training programs by extending resources to employees



Prepare the Workforce for Enduring Jobs

Eventually, the area will see a decline in employment as the Portsmouth D&D mission nears completion. Understandably, well-paying, long-term jobs are a priority for area residents. As a result, we tie our CCP to reindustrialization and the creation of enduring jobs for the SOCCo workforce. First, we retrain the workforce for their next job, whether it be a new skill for the Portsmouth D&D mission or for another workplace. We will prepare for new industry opportunities in the area, where transferable work skills will keep SOCCo workers employed. Our company culture will be focused on preparing employees to transition to their next job.

Community Support

We will continue our parent companies' longstanding tradition of donating resources, time, and hands-on support to communities in southern Ohio and across the DOE complex through our LLCs. Our current workforce and leadership teams have a strong sense of community, recognize local needs, and provide assistance where it is most needed. We participate in charitable activities and lead employee fundraising efforts year-round by offering capital and volunteer labor.

Charitable Giving

SOCCo commits financial and employee support to many nonprofit organizations in the four-county area.

Examples of nonprofits we support include:

- 4-H of Pike, Scioto, Ross & Jackson counties
- Portsmouth 14th Street Community Center
- American Red Cross
- Big Brothers Big Sisters
- Chillicothe Civic Theatre

- Chillicothe Junior Civic League
- Christmas Gifts for Children
- Juneteenth Library Book Drive
- Pike County Children's Christmas Fund

We will respond to emergent and unexpected community needs, including those associated with health-related issues and natural disasters.

Volunteerism and In-Kind Services

In addition to corporate monetary giving, SOCCo leadership and employees will look for opportunities to dedicate their time and talents through volunteer work and in-kind services to communities in southern Ohio. Our in-kind efforts include providing management and mentoring services to charity organizations and schools that could benefit from our professional expertise. Other initiatives may involve participating on panels, boards, and other special committees. For example, participation in the Scioto Foundation Day of Giving program helps unite community members to lead donation drives and generate matching funds for local non-profit organizations in the area.

Some of the organizations where volunteerism and in-kind services take place include:

- Pike County Community Fund
- Pike County Shrine Club
- Pike County Sheriff's Halloween Bash
- Pike County YMCA
- Portsmouth Area Ladies
- NAACP Scholarship Fund
- Portsmouth Area Arts Council
- Scioto County Homeless Shelter
- Veterans Food Bank – Chillicothe
- Ross County Foundation



Leadership and Employee Involvement

The members of SOCCo's leadership team have a long history of supporting community organizations, promoting STEM programs, and giving back in various ways. They dedicate time and expertise to local community and civic groups. Additionally, we encourage employees to volunteer and participate in charitable events and plan to establish a SOCCo ambassador program composed of employees who lead fundraising and volunteer efforts.

Ambassador employees who lead or participate in teams executing SOCCo community commitment initiatives gain the chance to develop their leadership skills, foster a strong SOCCo team mindset, increase their passion for giving, and become more aware of community needs.

Regional Sustainability

SOCCo aims to support efforts and initiatives that promote economic development and reindustrialization

across the four-county region. These initiatives have resulted from our research and meetings with regional economic development leaders over the past several years, as well as our assessment of how best to leverage corporate capabilities to fulfill their vision. SOCCo commits CCP activities to align with the Portsmouth D&D scope of work for reindustrialization programs, focusing on workforce retraining and team member investment in new, sustainable facilities. Our goal is to foster regional economic stability and growth, particularly for the long term.

DOE Site Reuse and Local Infrastructure Development

SOCCo is committed to preparing the Portsmouth Site for future reuse beyond the gaseous diffusion plant footprint. Our parent companies have established relationships with the Southern Ohio Diversification Initiative (SODI), which aims to improve the quality of life in the four-county area through economic diversification, redevelopment of underused land and facilities on the Site, and ongoing support for local industries. In partnership with SODI, SOCCo plans to create an Enrichment Campus on the 80 acres of the Portsmouth Site already transferred to SODI or at a nearby suitable location. This Enrichment Campus will include an office complex, workforce development and training/retraining facilities, a planned full-service analytical laboratory, and potential STEM education and outreach classrooms accessible to regional schools. For the training component of the Enrichment Campus, we are collaborating with Shawnee State University and Rio Grande University to align curricula with industry needs and develop teaching opportunities for faculty at these institutions.

In addition, we will work with and support SODI and the PORTSfuture initiative which are targeting several options for future Portsmouth site reuse:

- Blue hydrogen production plant, as part of an Appalachian regional hub
- High-assay low-enriched uranium fuel production plant
- Nuclear power plant – or micro reactor pilot and demonstration project
- Green production (manufacturing component – e.g., battery plant for solar/electric vehicles)
- National Research and Development (energy-focused – e.g., enhanced batteries for solar, low-sun area options for solar)
- Industrial park or warehousing, distribution, and transportation hub



While these initiatives appear to be the most viable today, we will continue to work with stakeholders to evaluate new ideas, adjust our commitments or select higher-impact opportunities that may emerge.

Environmental Justice

SOCCo shares DOE's Commitment to Tackling Environmental Justice (EJ) in Disadvantaged Communities Near DOE Sites. DOE's EJ initiatives for public engagement, education, and outreach in communities around other DOE sites provide a foundation for SOCCo to develop EJ initiatives that best serve the communities near the Portsmouth site, including:

- Providing a voice to the community
- Supporting partnerships and representation
- Offering education, training, and career development
- Providing technical support to communities

We commit to actively engaging community stakeholders in SOCCo activities and encourage public participation through community meetings, workshops, and conferences. These events provide opportunities for the public to express concerns, network with SOCCo and other stakeholders, share best practices and lessons learned, and learn from community members and DOE representatives on how to effectively address EJ issues in the SOFC area. We pledge to participate in the following events:

- National Environmental Justice Conference and Training Program
- Site Specific Advisory Board meetings
- DOE-sponsored stakeholder meetings

Additionally, we will continue successful partnerships with stakeholders representing marginalized or disadvantaged groups and look for additional opportunities to support organizations that can directly impact



DOE cleanup decisions in the community. We will support the Scioto Valley-Piketon Area Council of Governments (COG) that recently received a DOE grant to equip COG members with the means to participate in DOE decision-making, to mitigate EJ impacts, and to align the cleanup and Portsmouth Site end state with COG's priorities.

In concert with our efforts for workforce development and retraining through the proposed Enrichment Campus, SOCCo commits to education, training, and career advancement related to EJ. We will collaborate with minority-serving institutions, community leaders, and other stakeholders to provide information, technical support, and resources needed to clearly

define and make a visible difference in EJ communities. We will mirror efforts at the DOE Savannah River Site (SRS) in Aiken, SC, to coordinate and support the U.S. Environmental Protection Agency (EPA) and DOE Superfund Job Training Initiative (JTI), offering hands-on technical and life skills training to prepare trainees for successful careers. The Superfund JTI program can help Portsmouth succeed in recruiting, training, and employing people for cost-effective jobs. Additionally, following SRS's example, we will partner with DOE to launch Teaching Radiation, Energy, and Technology (TREAT) Workshops for K-12 teachers. These workshops will help educators near the Portsmouth Site learn about nuclear topics, enabling them to provide students with vital information about future careers in nuclear and environmental sciences.

Regional Purchasing Program

As a prime contractor and a leading driver of the area's economy, SOCCo is essential to the welfare of the small business (SB) community. We are committed to supporting SBs. SOCCo leverages its relationships with the regional and national SB community and with the community development organizations that support the health of our local economy. We commit to enhancing our understanding of regional vendors and to using our experience to streamline procurement processes for subcontractors pursuing work with SOCCo. We will partner with area businesses through local chambers of commerce, small business development centers, and economic development organizations to inform businesses about subcontracting opportunities, communicate contract updates, and provide education on procurement processes. Lastly, we use SB subcontracting to accommodate increased staffing needs, including any new hires.

Our regional purchasing program provides enhanced support to the SB community and to partnerships with regional business alliances. For example, we will:

- Host SB supplier outreach events, forums, and workshops to meet new SBs, train local and regional SBs on SOCCo procurement opportunities, and prequalify SBs

- Conduct training and mentoring programs to help regional vendors compete effectively for subcontracts and purchasing orders; includes assistance with business systems to help regional vendors comply with DOE requirements
- Work with local colleges and chambers on a small business incubator (e.g., Ohio State University already has an incubator in Piketon and we will leverage that resource)
- Commit membership and board of director support to local chambers of commerce, trade councils, and economic development organizations as part of maintaining strong relationships with area businesses
 - Pike County Career Tech Center
 - Pike and Scioto County Workforce Connection Centers
 - The Joint Economic Development Initiative of Southern Ohio
 - SODI
 - Local chambers of commerce
 - Regional colleges to hold annual small business vendor events and monthly virtual
 - Energy Technology and Environmental Business Association (ETEBA)
- Attend and support local and national business opportunity workshops, trade fairs, minority business seminars, including DOE small business conferences, ETEBA national conference, and any regional conferences
- Link to parent company procurement forecasts and enrollment for non-Portsmouth procurement opportunities and purchasing programs
- Provide significant opportunities on the Portsmouth project to our SB partners and candidate protégés to support their corporate resumes and the capture of future work at other sites



By focusing on business expansion of local SBs, SOCCo will serve the D&D mission and become an important building block to the future economic growth of the four-county region.