2020-2021
CONTRACTOR COMMUNITY COMMITMENT PLAN
Contractor Community Commitment Plan

In partnership and acknowledgment of the continued needs of our home communities, Nuclear Waste Partnership has developed the 2020-2021 Contractor Community Commitment Plan (CCCP).

The CCCP is intended to serve as a overall guide to ensure that the NWP is able to provide support for critical growth areas and underserved populations. This is especially important in the uncertainties of the current pandemic as we are called upon to adapt and overcome new challenges. The CCCP creates an overall community investment strategy that focuses on community support activities, in-kind service, and direct philanthropy. It is also intended to demonstrate that Nuclear Waste Partnership is committed to supporting the good work of various organizations in the area.

Last year, as previously pledged in the 2019-2020 CCCP, Nuclear Waste Partnership donated over $500,000 to Southeastern New Mexico in the cities of Carlsbad, Hobbs and Loving and over 3,500 hours of hands-on community service. This was inspite of the current COVID-19 pandemic affecting our communities. This year’s CCCP continues to build on over 30 years of living and giving throughout Southeastern New Mexico. Nuclear Waste Partnership and its heritage companies are proud supporters of our host communities and its citizens.

Throughout this fiscal year, we will work with our community to assist where we are needed and continue the work of fulfilling WIPP’s mission and to demonstrate gratitude to our host communities!

Nuclear Waste Partnership is proud to celebrate the good work done with and by our employees. Even as COVID-19 changes the way we conduct business we are working to find creative and unique ways to continue to give back to the places we call home.

Our COMMUNITY INVESTMENT

Our 2020-2021 Community Investment:

$500,000 in Monetary Donations
2,000 Volunteer Hours
A ROAD MAP OF CARE

Nuclear Waste Partnership believes in being a good corporate neighbor that builds a consistent, responsive relationship with the communities where our employees live and work. Based on this philosophy, our community commitments are aligned to support the strategic objectives and needs of our host communities.

Throughout 2020-2021, Nuclear Waste Partnership will continue to build on relationships with stakeholders and organizations in Carlsbad, Hobbs, Loving, and beyond despite the challenges presented by the COVID-19 pandemic. Our stakeholders and employees are the key to best understanding the needs of our communities and its people and we continue to work with them to meet our community support mission.

With Southeastern New Mexico currently enjoying a diverse and strong economic base, Nuclear Waste Partnership recognizes the need to focus its efforts to meet the needs of all citizens.

Based on community feedback, Nuclear Waste Partnership pledges to invest our hearts, time, energy, and dollars to three critical areas throughout Southeastern New Mexico:

- COMMUNITY SUPPORT
- ECONOMIC DEVELOPMENT
- EDUCATION

2020-21 CONTRACTOR COMMUNITY COMMITMENT PLAN SUMMARY

<table>
<thead>
<tr>
<th>CRITICAL AREA</th>
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<tbody>
<tr>
<td>COMMUNITY SUPPORT</td>
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<tr>
<td>ECONOMIC DEVELOPMENT</td>
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<tr>
<td>EDUCATION</td>
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</tr>
<tr>
<td>MONETARY TOTAL</td>
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</tr>
<tr>
<td>VOLUNTEER HOURS</td>
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COMMUNITY SUPPORT

Nuclear Waste Partnership employees participate in a wide range of philanthropic interests in the communities of Carlsbad, Hobbs and Loving. Employees donate their time and efforts to the elderly, children, teachers, the homeless, addicts, animals, and several other projects. They show their commitment through the countless volunteer hours they put into the community and the care they show their fellow neighbors.

To enhance that commitment, Nuclear Waste Partnership commits to continue to expand its stewardship and philanthropy to improve the quality of life for all of our area residents. For example, Nuclear Waste Partnership pledges to continue to serve on various boards and provide volunteer hours to community organizations such as:

- UNITED WAY
- CARLSBAD MAINSTREET
- KEEP CARLSBAD BEAUTIFUL
- CHAMBER OF COMMERCE
- ROTARY
- CARLSBAD COMMUNITY FOUNDATION
- EARLY COLLEGE HIGH SCHOOL
- BOYS & GIRLS CLUB
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Nuclear Waste Partnership will also identify an average of one monthly community service opportunity for employees (subject to ongoing COVID-19 restrictions). Examples include the United Way food distribution project, Riverblitz cleanup and Night to Shine a prom event for people with special needs.

United Way Day of Caring – Nuclear Waste Partnership is proud to continue hosting the United Way Day of Caring. Nuclear Waste Partnership serves as the project manager for the program to help organize and execute the annual event where hundreds of employees, family, and friends of WIPP and other agencies help Southeastern New Mexico nonprofit organizations.

Economic Development

Nuclear Waste Partnership will continue to implement initiatives to enhance the positive economic impact of WIPP operations in Southeastern New Mexico. Nuclear Waste Partnership will work with leaders from surrounding areas to ensure the community’s economic needs are addressed and its potential realized.

In an effort to continue to support local business and for the advancement of economic prosperity, Nuclear Waste Partnership has once again pledged a total of $200,000 to the Carlsbad Department of Development for the purpose of economic-based business development throughout Carlsbad and Eddy County. Nuclear Waste Partnership will partner with the organization to develop an agreement that ensures funds are used to make the greatest impact to community economic development.

Nuclear Waste Partnership also maintains membership with the Economic Development Corporation of Lea County.
agencies in a variety of ways, including painting, landscaping, building and repairing, visiting the elderly, and much more.

Speakers Bureau – The Nuclear Waste Partnership Speakers Bureau will bring Nuclear Waste Partnership’s news, progress, and updates to Carlsbad and the surrounding areas in a unique and exciting way.

Nuclear Waste Partnership employees will have the opportunity to also volunteer to speak to civic, charitable, educational, and other organizations about Nuclear Waste Partnership and the work it does at and for WIPP.

By bringing familiar faces to the communities, the Speakers Bureau will provide an opportunity for our neighbors to learn more about our progress, while also providing additional learning and advancement opportunities for our employees.

In addition to volunteer efforts and time, Nuclear Waste Partnership has pledged to make a financial contribution to its host communities.

Included in that pledge is $100,000 to the City of Carlsbad to assist with community wide shade structures. The City of Carlsbad remains a proactive, engaged partner in the promotion and support of WIPP. This pledge strives to promote beautification, infrastructure, and economic development throughout our host city, which the majority of our employees call home.

CHARITABLE GIVING

In addition to the pledge to the City of Carlsbad, Nuclear Waste Partnership will continue its support of local charitable organizations through sponsorships and its Making a Difference grant program. Grants of up to $25,000 will be awarded to community organizations through a competitive application process. In addition, grant training will also be provided to assist area organizations with the opportunity to pursue additional funding opportunities nationwide.
In the past, the grants have benefited entities that range from battered family shelters to community parks. Our intention and purpose is to continue to give to a broad range of entities to ensure the greatest good throughout our communities.

**ENHANCING SUBCONTRACTOR OPPORTUNITIES**

As a top priority, Nuclear Waste Partnership will communicate subcontractor opportunities by updating the Business Opportunities portion of the WIPP website at least monthly.

Nuclear Waste Partnership will use established, proven processes and channels of communication to enable regional suppliers to effectively compete for subcontracts. These processes and channels include:

- Working with the economic development departments throughout Southeastern New Mexico, to the extent possible without prejudicing a bid process, to give as much notice as possible to local businesses for any subcontractor project proposal to allow them to develop and train a bidder or develop a bid team to be able to offer a proposal for new projects
- Hosting a ‘Doing Business with DOE’ conference to assist businesses to compete for government contracts.
- Assisting economic drivers to expand businesses related to WIPP and helping them with strategies to attract economic-based businesses to Carlsbad and develop new businesses that will be an asset to Carlsbad and the surrounding areas
- Meeting regularly with local associations, such as the Chamber of Commerce and economic development associations, to communicate upcoming procurement and subcontracting opportunities
- Supporting university-based small business development centers in Carlsbad and Hobbs to help local vendors develop the technical capabilities and business acumen required to compete for government contracts

**EDUCATION**

Nuclear Waste Partnership is a recognized leader in supporting area schools, our students, and educators, especially in the areas of Science, Technology, Engineering, and Mathematics (STEM). Nuclear Waste Partnership is proud of the strong relationship it has built with local school administrators and university presidents to ensure educators are able to prepare our students for their future endeavors and allow them to reach their fullest potential. Providing support for our area schools also allows Nuclear Waste Partnership to introduce current jobs at both WIPP and within the larger nuclear- and energy-related industries.

Based on regular communications with superintendents from area school districts and leaders in the education community, Nuclear Waste Partnership will provide support to Carlsbad Municipal Schools, Hobbs Municipal Schools, Loving Municipal Schools, New Mexico State University - Carlsbad, and New Mexico Junior College.

In addition to the funds being made available to promote education, Nuclear Waste Partnership will volunteer in the following ways:

**SUPPORT FOR K-12**

- Host area teachers in the annual Nuclear Waste Partnership Teacher Externship Program. The program allows teachers the opportunity to gain hands-on-STEM
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experiences in the field that they are able to bring back to their classrooms.

• Host STEM-related day camps and workshops for minority and under-served populations

• In association with National Engineers Week, Nuclear Waste Partnership, in conjunction with other industry partners, pledges to host STEM workshops. This is an event for kindergartners through elementary school students to see the benefits and intrigue of the STEM and arts industries.

• Provide financial support to the Carlsbad Early College High School (CECHS)

• Participate in the CECHS Industry Advisory Board and other advisory boards throughout the school districts to best support our students and teachers

• Provide funding to support the “We Care” teacher mini-grant program for Carlsbad, Hobbs, and Loving

• Provide scholarships for area seniors who are either college or trade school-bound

• Visit classrooms and provide hands-on demonstrations to enhance day-to-day classroom studies

• Serve as mentors to at-risk children in elementary and middle schools throughout the region

• Hire Business Professionals of America high school students to work for Nuclear Waste Partnership

• Support area middle school science programs by providing judges to evaluate student science projects in Carlsbad, Hobbs, and Loving
SUPPORT FOR HIGHER EDUCATION

- Work to create innovative partnerships with regional higher education and trade institutions for future employment and job readiness for the area’s best and brightest students

- Meet with local universities and technical colleges on a regular basis to discuss WIPP and region-specific workforce development needs, including curriculum development and training for waste handlers; radiological control technicians; and safety, healthcare, and business professionals

- Continue our successful summer intern program for college students.

- Partner with area community colleges to provide training and expertise opportunities for the trades, including electricians, welders, and other highly-technical, sought-after trade professions

- Work toward beginning an apprenticeship with the community colleges to provide leadership training for Nuclear Waste Partnership employees, industry, teachers, and students

Several of the planned activities will depend on the state of the COVID-19 Pandemic. We will monitor the situation and adjust our response and plans accordingly to operate in a safe and secure manner.

FIRST RESPONDER DAY OF GRATITUDE

During the COVID-19 pandemic our first responders have put a lot on the line. To thank them, Nuclear Waste Partnership along with the Carlsbad Community Foundation will sponsor a meal for police officers and firefighters in Hobbs, Carlsbad and at the WIPP site.
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WE WORK HERE. WE HELP HERE.
Community First

Nuclear Waste Partnership did not create the culture of giving and stewardship embodied by its employees. Rather, the company sees it every day in the commitment and care that its employees put forth toward the people and entities of Southeastern New Mexico. Nuclear Waste Partnership’s employees embody the motto of, “We live here. We give here. We work here. We help here.”