



June 27, 2005

To all CH2M HILL Employees at the Hanford Site:

We are pleased to announce the creation of the Hanford Concerns Council, an independent non-profit body now available off site to provide an alternative resource for addressing significant employee concerns.

The Council does not replace the normal avenues available to address your concerns, such as line management, Human Resources, Labor Relations and the Employee Concerns Programs. It is intended for those situations where an employee questions whether the regular channels can be fair or effective in resolving a particular health, safety or environmental protection issue and is designed to minimize the negative impacts on the concerned employee and the important work of the site.

The Council is jointly chartered by CH2M HILL and the Government Accountability Project (GAP) with the endorsement of the Office of River Protection. It is chaired by UW professor Jonathan Brock to whom we have delegated by charter the authority to lead the Council in the assessment and resolution of any concerns that are brought to its attention. As part of this authority, the Council is able to minimize further escalation and workplace tensions while it works to resolve cases through mediation. Its structure is completely apart from other avenues and is designed to protect the independence and confidentiality of its concerns resolution process.

The Council process provides that CH2M HILL will implement any consensus recommendations of the Council provided the recommendation doesn't violate the company's legal or contractual obligations. This agreement is the bedrock upon which the process rests. Through confidential interviews and exchange of information, opinions, and proposals, the process produces a new and complete assessment of the situation and a full, fair and final resolution.

The Council's services are provided at no cost to the employee. Employees do not give up any existing rights they may have under other avenues for resolution, should they not be satisfied with the Council's proposed resolution.

The Council membership includes neutral members experienced in conflict resolution; external employee advocates familiar with health, safety and environmental concerns; and senior company managers acting independently of line management or concerns programs. All are bound by confidentiality. Specifics of the processes used to resolve concerns are described in detail on the Council web site at [www.hanfordconcernscouncil.org](http://www.hanfordconcernscouncil.org)

We are pleased to make this additional, independent process available as another way to ensure a safety conscious work environment at Hanford.

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