

## Ash, Darren

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**From:** Darren Ash  
**Sent:** Wednesday, August 08, 2007 8:32 AM  
**To:** OIS Distribution  
**Cc:** Luis Reyes; Mindy Landau; Rickie Seltzer; Karen Olive; Vonna Ordaz  
**Subject:** 100 day message

Good morning OIS!

As I look back on my first 100 days on the job, traditionally a great milestone, it is also an opportunity for me to reflect on how things are going and an opportunity to look forward.

I've enjoyed meeting many of you, and I really do appreciate the "hello's" and introductions. In June and July, I also had the pleasure of meeting with all of the Commissioners, many of the Commission staff, our new CFO, all of the Office Directors, Region staff, as well as some Resident Inspectors (RI's). I know that the Regions and RI's are particularly excited about the upcoming infrastructure changes and bandwidth improvements you are directly responsible for.

Looking back at the last 100 days, what are some of the things you should be proud of?

First off, your long hours and weekend work on the summer moves has not gone unnoticed by the Chairman, EDO, senior managers throughout the agency, or I. I hear so many encouraging, positive comments after each move about your work on this important agency initiative.

You should also be proud of the following:

- Overcoming significant security issues on National Source Tracking System (NSTS) to get the program on track
- Getting a number of Authority to Operate's (ATO's) done
- Supporting the Chairman, particularly the efforts involved to issue his new laptop and efforts to support him while he is on travel
- Strengthening our contracting process
- Continuing to improve the Freedom of Information Act (FOIA) process
- Establishing the collaborative work space for new reactors
- Establishing the automated entry into ADAMS for licensee applications
- Completing the review of the shared drives for Personally Identifiable Information (PII)
- Issuing the policy announcement for the protection of PII

Looking forward (and excuse this phrase), what are your opportunities to excel?

- Agency migration to Microsoft Exchange and Outlook
- Microsoft migration efforts
- Improved bandwidth for the Regions, Technical Training Center and Resident Inspector Sites
- IT security (FISMA) maturity
- Continued maturation of the IT Senior Advisory Council (ITSAC) and the other governance boards

What am I focusing on next, in conjunction with the OIS leadership team?

- Hiring a Chief Information Security Officer (CISO) as well as working with OIS leadership to fill the remaining IT security staff vacancies
- Managing expectations with respect to Commission priority initiatives
- Revising the strategy for the C&A process for operating systems

- Working with the Deputy Executive Director for Reactor and Preparedness Programs (DEDR) and the Deputy Executive Director for Materials, Waste, Research, State, Tribal and Compliance Programs (DEDMRT) to prepare them for their new role (as of October 1, 2007) as the agency's Designated Approving Authority (DAA) (along with me)

Finally, what am I asking of you today? (and no "green ticket"...I promise!)

- Communicate openly and clearly with your peers, supervisors and with me. If you're concerned about an issue, direction, tactic, please speak up.
- Clearly and continuously communicate with your customers about your critical initiatives, including status, progress, issues, impacts, etc. Don't assume that your message has worked its way down to all of those who are impacted. Also, please do not forget that communications also requires active listening.
- Appreciate your life outside of the office - you do need downtime with family, friends, etc.

Please have a safe rest of summer!

Best regards,  
Darren