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Kansas City National Security Campus's Commitment to Community Engagement

The National Nuclear Security Administration's (NNSA) Kansas City National Security Campus (KCNSC) is operated by Honeywell Federal Manufacturing & Technologies, LLC (FM&T), a division of Honeywell International. We employ nearly 6,500 employees at KCNSC's facilities in Kansas City, MO and Albuquerque, NM.

As a trusted operator of the KCNSC, are committed to be an engaged, active role model in our communities.

2022 was a year of welcomed transformation as our world began to return to normal life after the pandemic. Our employees were excited to return to community events, volunteering and mentoring, activities that were paused for the past two years. Our community partners also started to increase their hosting of in-person events to allow for in-school mentoring, volunteering and attendance.

Also last year, our leaders spent time to re-evaluate our community relations strategies and investments to ensure we're applying the resources of time and donations in areas of greatest need and impact. Previously, our community investments aligned with the original strategic pillars of: workforce development, STEM education, family safety & security, veterans & military, diversity & inclusion, and civic engagement.



While those corporate social responsibility (CSR) pillars served us well, 2022 brought enhancements to community relations strategies and direction. We created a new strategic path, by simplifying our efforts to increase engagement, provide flexibility and identify opportunities for our employees and leaders to serve as volunteers or on boards and committees. Our new CSR pillars are now; **Education, Society and Environment**, with the understanding that **Inclusion, Diversity, Equity and Acceptance (IDEA)**, are embedded throughout our community outreach initiatives.

Whether it's igniting a love of science and math in middle schoolers or doing much-needed safety repairs on the homes of senior citizens, the KCNSC is proud of the good work we're doing to make our communities a stronger and safer place to live, work and play. We have engaged and active employees that help build pride in working with an organization that is dedicated to making a difference in our communities.



Eric Wollerman
President
Honeywell Federal Manufacturing & Technologies



ENVIRONMENTAL OUTREACH

Environmental community relations initiatives are a new component of KCNSC's CSR pillars. When examining our history, the value placed on environmental initiatives by our customers and employees, we refocused our community relations initiatives on supporting sustainability initiatives in our communities.

Our first partnership in this area included sponsorship of an organization called **Bridging the Gap (BTG)**. The organization works to make the Kansas City region sustainable by "connecting environment, economy and community," and is the premier organization in the area providing environmental education and volunteer action through more than 1,800 volunteers annually. Through BTG, we've connected with their membership agencies to help clean and repair nature grounds, trash pickups, tree planting and other beautification initiatives.

In Albuquerque, our New Mexico Operations team members are embracing the new Environmental CSR new initiative by connecting employees with volunteer opportunities. Employees spent a chilly day this winter revitalizing a visitor center pond at the Valle de Oro National Wildlife Refuge. The team thinned cattails and removed tumbleweeds, seed heads and excess algae growth.

Jose Dulce, a Cyber Security Compliance Specialist at NMO, enjoyed the afternoon activity and said he participated because, "giving back to Mother Nature is a way to connect with the environment and be better stewards of our planet."

The vision of **Valle de Oro National Wildlife Refuge** is to "use an innovative and collaborative approach to connect people with wildlife, plants and the land by providing equitable and just ways to deepen personal relationships with nature." The refuge balances healthy natural habitat management with opportunities for education, visitor engagement, youth employment, community involvement and stewardship.

See all of KCNSC's Community Partner Organization in the final pages of this document.



KCNSC New Mexico team members volunteer at the Valle de Oro National Wildlife Refuge



VOLUNTEERING AND EMPLOYEE ENGAGEMENT UNLOCKS OUR VALUE

Volunteerism is a vital part of who we are as an organization. Investing in the community provides opportunities for colleagues to interact with those they may not engage with on a regular basis and provides a great deal of personal satisfaction that allows employees to gain valuable leadership skills.

A direct ripple effect is experienced when employees spread kindness by doing good. This year, employees completed more than 150 projects focused on improving the quality of life in our communities. That ripple is felt throughout our company and community through the valuable experience our employees gain and the impact we can make for our neighbors. It sets us apart from other employers and strengthens our recruitment and retention efforts.

In fiscal year 2022, employees at the KCNSC provided nearly **5,300 hours** of volunteer service in our communities. Employees volunteered their time mentoring students, participating in community clean-up programs, providing low-income residents with home improvements, making toy donations to brighten local children's holidays, and engaging in countless other activities.

This service equates to a **value of \$310,000** of volunteer community service, in addition to the annual \$1 million in community grants and scholarships that the KCNSC provides the communities where it operates.

In fiscal year 2023, we have set an internal goal of reaching 10,000 volunteer hours with a stretch goal of 15,000 hours. With all the activities that have taken place since the beginning of FY23, we are optimistic we can meet that stretch goal.

To make engaging even easier this year, we launched a new "Connection Calendar" found on our portal main page to keep everyone informed on the multiple ways to get plugged in: volunteering, Culture Club, IDEA events and other engagement opportunities.

KCNSC also leverages a Honeywell International on-line registration tool called "Benevity" to help promote and sign up employees for volunteer activities. This information provides key insights as to the areas people are interested in to volunteer and who else may join an activity to build relationships with coworkers.

KCNSC Buyer, Lauren Williams, joined the company last year and shared "When looking for a new company to start working for, it was very important to me to find a company that aligned with my desire to support the community. I also loved that KCNSC offered paid volunteer time (in my role) to encourage more employees to participate in giving back. What excites me about KCNSC, is that they are such a large name in the community and an organization that gives back in so many ways and to a large variety of needs. The fact that KCNSC has their own 'volunteer team' says so much about the importance the organization places on giving back."



Buyer, Lauren Williams, joined KCNSC and enjoys the company's volunteer friendly environment.



KCNSC BOARD LEADERSHIP AND ENGAGEMENT IN OUR COMMUNITIES

KCNSC has a wide array of leadership development opportunities to build committed and inclusive leaders to support employee engagement, retention, and business results. As a community relations initiative aimed at enhancing our internal talent development efforts, we actively recruit our leaders to be engaged within our communities, by serving on nonprofits, academic and other boards.

Embracing board service provides many benefits - not only for the community, but for leaders - or emerging leaders - and the company as well. While most people are drawn to our business because of our national security mission, outside the company, they want to have a purposeful impact in the communities where they work and live.

Currently, **KCNSC has representation on nearly 60 community and educational boards in the greater Kansas City and Albuquerque communities.** To help support community outreach, the organization provides up to 40 hours of paid time for salaried employees each year to volunteer with nonprofits.

Last summer, Jeff Conner hired as the Director of our New Mexico Operations (NMO), moving across country to a new community and was seeking the right opportunity to connect with Albuquerque. He recently joined on the Board of Big Brothers, Big Sisters of Central New Mexico.

“I have been involved in the community for most of my career serving on boards in my early career and later as an EMT/Fire Fighter. I have always had a great appreciation for the BBBS mission, methodology and impact in the community. I think it is the most successful program available to empower and influence youths. Trusted mentorship is such powerful tool to shape decision making and guide mentees in making good choices.” Jeff said. “Unfortunately, in Vermont, the BBBS chapter was small and its reach was limited to an area where I did not live. Therefore, I was thrilled to see how vibrant, active and successful the BBBS of Central New Mexico has been and I was honored to be considered and accepted on their board.”

In late 2022, Community Relations issued a survey from all Director and above positions within the KCNSC, asking leaders if they are available to serve on committees and where they would be interested in exploring across our pillars. For those who stated they were interested in serving, consultation will take place in 2023 to align people’s interests with our community partners.



Jeff Conner, Director of NMO (right) welcomed Jeff Shoulta, Manager of the NNSA Kansas City Field Office (left) during Mr. Shoulta’s visit last year.



KCNSC CAPTURES RECOGNITION FROM OUR COMMUNITY PARTNERS

“The Kansas City National Security Campus, managed by Honeywell FM&T continues to be an extraordinary collaborator that invests generously in our future innovators. Through hands-on volunteerism in our Clubs and generous investment in our programs and technology, KCNSC helps us uncover new and exciting possibilities for youth in the Clubs on a daily basis,” shared Jason Roth, President & CEO of Boys & Girls Clubs of Greater Kansas City.



Jason Roth, President & CEO, Boys & Girls Clubs of Greater Kansas City

KCNSC values its partnerships with our with our community stakeholders. While the work we do to support them through grants, donations, and in-kind services such as volunteering, we do so because it’s the right thing to do. However, the company and our employees are often recognized for their service.

2022 Pinnacle in Technology Award



The Boys & Girls Club of Greater Kansas City presented KCNSC with their 2022 Pinnacle in Technology Award. Boys & Girls Clubs of Greater Kansas City gives four Corporate Pinnacle Awards annually, one in each of their core program areas. These are given in recognition of outstanding support, partnership and engagement toward our work and impact in the Clubs and through our focus on building competencies and skill sets.

The Pinnacle in Technology award is in appreciation of providing outlets for Club members to engage in STEM-related activities via the MakerSpaces within the Clubs and providing cutting-edge programming.

In addition to acting as lead sponsor for the Atomic Blast summer program, this award was also to recognize KCNSC team members who continue to volunteer their time to help Club members utilize the technology.

PREP-KC Honors Employee and KCNSC for Volunteering and Community Partnership



PREP-KC is a community partner that creates and implements strategies that help students attending Kansas City’s urban school districts succeed in college and their careers. In 2022, PREP-KC President and CEO Susan Wally, presented the KCNSC with an award for its “dedication to serving Kansas City students.”

KCNSC’s community service award includes:

- Designing hands-on experiences to get students excited about engineering and advanced manufacturing careers
- Providing between 50-70 volunteers each school year (pre-COVID) who give college & career exploration advice to students in elementary, middle, & high school
- Supporting Advanced Manufacturing career pathways through teacher externships, workforce advice and experiences for students



PREP-KC President and CEO Susan Wally presents an award to KCNSC, accepted by Joel Reuter, Director of Strategic Communications during their annual awards and recognition social.

- Providing scholarships and high wage employment to high school graduates
- Investing in PREP-KC to design and facilitate strategic career connections between urban high schools and the employment opportunities at the KCNSC.

Many of our employees selflessly lend their time and talents to improving our community. While we're exceedingly proud of our culture of giving, it's amplified when our volunteers are further recognized for their hard work. This past year, PREP-KC and KC STEM Alliance also honored several KCNSC employees for their volunteering efforts to serve area students.

- Andrew (Louis) Rios, General Machinist, Manufacturing
- Trae Venerable, Health, Safety and Environment (HS&E) Engineer
- Collin Robinett, Mechanical Engineer II
- Grant Lewis, Sr. Engineering Technical Specialist

"I love to be a volunteer and to support young people, especially at STEM events," Grant said. "I also like to give them good representation and let them know that there is diversity in this event. There is quite a bit of diversity amongst the participants, but not much for the judges, so it feels good to be able to be that representative."



Many employees receive recognition for their support of the FIRST LEGO league and other outreach activities.

Charlie's House Business Award Winner



Charlie's House was born through a great tragedy. In 2007, Charlie, a two-year-old Kansas City boy, died when he attempted to climb a 30-inch dresser in his room.

His parents turned their tragedy into a mission. They began a movement to reduce in-home accidents through increased public awareness and education. Their mission is to prevent accidents and injuries to children in and around the home, which is fulfilled through increased safety awareness, public education, and distribution of safety devices.

Charlie's House provided honors to the KCNSC with its 2022 Outstanding Safety Efforts Company Award, recognizing the company's contributions to preventing accidents and injuries to children through education and public awareness.



Matt Hizer, KCNSC Global Security Sr. Manager and Charlie's House Vice Chair, is joined by Brett and Jenny Horn, founders of Charlie's House, and Honeywell FM&T President Eric Wollerman to accept the 2022 Outstanding Safety Efforts Award.



INVESTING IN OUR FUTURE THROUGH KCNSC SCHOLARSHIPS

KCNSC's scholarship program is a key element in our community outreach program. Since 2017, we've awarded over 110 scholarships, totaling nearly one half million dollars to deserving students to help them gain the skills and education needed in today's workforce. These include:

Inaugural Year for the new Brad Hughes Scholarship

The Brad Hughes Scholarship was established in 2022 honoring Brad Hughes' 45 years of dedication to the nuclear deterrence mission and celebrating his retirement from the Kansas City National Security Campus (KCNSC) as the Nuclear Weapon Programs Vice President.

This is a one-time scholarship in the amount of \$4,500, up to ten awards, in honor Brad's 45 years of service. Applicants must be a current student and graduating high school senior and have a parent or legal guardian currently employed with KCNSC. Applications will be evaluated by active board members on three equally weighted categories of: academic achievement, leadership, and community involvement – honoring Brad's unwavering commitment to our mission and his journey of continuous learning and self-development. With this new scholarship offering for employees' family members, the former Nyeland-Schuth annual scholarship has been discontinued.

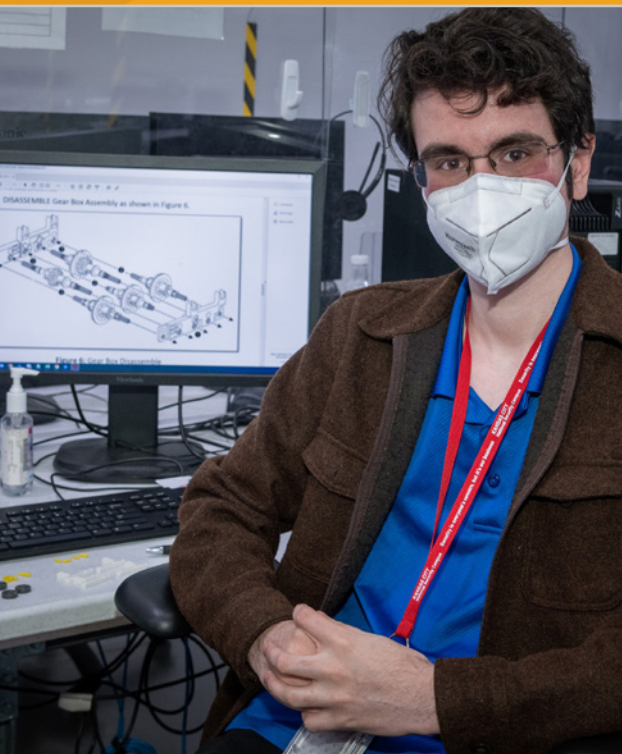
HOPE Scholarship

The Honeywell Opportunity for Prosperity through Education (HOPE) Scholarship is for students who plan to pursue technical careers in manufacturing, engineering or information technology. Each year, we offer up to eight HOPE Scholarships to be awarded to graduating seniors from urban high schools in Kansas City, MO and Albuquerque, NM.

Black Achievers Society Partnership Scholarship

KCNSC partners with the Black Achievers Society (BAS) to identify up to two young people who qualify for the Honeywell/BAS Engineering Partnership Scholarships. These scholarships are renewable exclusively for black students pursuing a bachelor's degree in engineering or computer science and include the opportunity mentor with a KCNSC employee.

HOPE Scholarship recipient Andrew Rios joined the KCNSC last year. In addition to his new role as a general machinist, Andrew is active in the KC STEM Alliance and volunteering at robotics competitions.





Women in Engineering Scholarship

The Honeywell Women in Engineering Scholarship was created in partnership with the KCNSC Women's Employee Network and designed to provide an additional pipeline of female engineering talent from our top tier universities for recruitment. The scholarship provides \$5,000 in funding to a college junior or senior in engineering who is active in the Society of Women in Engineering (SWE) collegiate section. KCNSC plans to award up to two scholarships each year. The scholarship will be renewable for one additional year. Recipients will also benefit from a KCNSC mentor.

2022 HIGHLIGHTED PARTNERSHIPS

Last year, the KCNSC and its employees were engaged with over 80 unique community partners and activities. With the growth of our volunteering efforts, we anticipate more in activities 2023. People are leveraging their new Connection Calendar and established relationships with community partners to participate in offsite team building volunteer activities, serving on boards or simply partnering with these organizations to volunteer a few hours in the classroom to teach STEM education.

A few of these partnerships are highlighted below, and the KCNSC Communications Team features a regular cadence of features about these relationships in the internal and external channels throughout the year.

U.S. Department of Energy (DOE) National Science Bowl®

The KCNSC is proud to partner with NNSA for the regional competition of the U.S. Department of Energy's National Science Bowl, a nationwide academic competition that tests students' knowledge in all areas of science and mathematics. While the past two years have included virtual competitions, this year, March 3-4, will be held in person on the campus of University of Missouri - Kansas City (UMKC). KCNSC solicits volunteers to support the competition, including moderators, timekeepers, judges and scorekeepers. Volunteer training is provided to everyone who supports this outreach activity.

Helping disadvantaged citizens keep their homes safe and comfortable

One of the biggest events of the year for KCNSC volunteers is Christmas in October – a partner program that has been in action for nearly 40 years. The event aims to help neighbors in need in the Kansas City area by assisting with rebuilding, refurbishing, and cleaning home projects. While the exterior updates of the homes and yard beautification projects were easily captured in photos, the dignity that is restored to some of the homeowners through the volunteers' efforts can't be captured on film.

Volunteers, with the support of 15 house captains, had a list of projects at different locations throughout Kansas City. The 2022 Christmas in October event had over 450 volunteers and 3,600 volunteer hours. Each volunteer had a chance to put their talents to use with multiple projects.



The 2022 Christmas in October event had over 450 KCNSC Volunteers who supported 15 Kansas City area homeowners.



KCNSC mentors teach students about electrical engineering principles during the 2022 STEM Day at the Capitol.

STEMM Day at the Capitol

Last year, members of the KCNSC team participated in “STEM Day at the Capitol.” Each year, the Missouri Chamber’s Math and Science Coalition hosts its annual STEM Day at the Capitol celebration and exhibit. Hundreds of students, educators and business professionals showcase some of the innovative efforts underway in Missouri to encourage and inspire tomorrow’s STEM talent. Previous programs have included a Boeing F-18 flight simulator, FIRST Robotics Competition, electrical circuits with the Kansas City National Security Campus, chemical reactions with Pfizer, and much more.

Takeaways from the event include:

- Showcasing STEM efforts in K-12, higher education, and business and industry
- Sharing passion and excitement for STEM with Missouri State Legislators
- Demonstrating the impact that STEM has on student learning and success
- Networking with legislators and other key STEM educators, professionals and program directors

This year’s event is slated for Thursday, March 2 and KCNSC will be attending with hands on STEM activities, include an augmented/virtual reality demonstration.

Teaching Teachers about Opportunities for Students in Advanced Manufacturing

Last summer, the KCNSC hosted teachers through two different programs, Show-Me Careers through the Missouri Chamber of Commerce and the second annual externship program supporting Grandview High School’s Advanced Manufacturing Academy. Teachers from both programs experienced hands-on virtual training and received employee insights into career opportunities outside of those found through a traditional four-year college degree while debunking common manufacturing myths. KCNSC aims to educate the teachers and administration about future career opportunities with KCNSC and partner to build a more robust talent pipeline that provides well-paying advanced manufacturing careers.

Also, last summer, 60 teachers and administrators, representing 27 schools in the Kansas City Metro area, participating in Show-Me Careers spent half a day at The Mock Factory. During their time at KCNSC, they participated in multiple hands-on learning experiences including factory simulations, Augmented and virtual reality training and interacting with Security/Pro-Force and Human Resources. Their time spent at KCNSC provides the opportunity to reach thousands of students annually with new

career opportunities that will help narrow the skills gap. This program aligns directly with the Real-World Learning Initiative of the Kauffman Foundation.

For the second year, eight teachers from Grandview High School's Advanced Manufacturing Academy participated in the externship program, championed by Honeywell FM&T President, Eric Wollerman. The teachers spent an immersive externship week learning about the critical work KCNSC performs, participating in hands-on learning, engaging with hiring managers and industry instructors' in-depth conversations to better prepare their students for life beyond high school. This year, teachers were also given an opportunity to explore offerings at Johnson County Community College and Metropolitan Community College.

Through these events this summer, teachers received an insider's view to the world of manufacturing. They learned what the employees at the KCNSC do in support of our national security mission and they were able to experience it hands-on learning through the critical skills necessary to accomplish our mission. These teachers are now better equipped to go into their classrooms and expose students to careers in the skilled trades and essential careers which will always be needed and valued.



KCNSC hosted teachers from Grandview High School to give them hands-on experiences in advanced manufacturing so they can be better prepared to help high schoolers understand career options working for employers like us upon graduation.

KCNSC'S COMMUNITY RELATIONS PARTNERSHIPS IN KANSAS CITY AND NEW MEXICO



EDUCATION

- Big Brothers, Big Sisters of Kansas City
- Big Brothers, Big Sisters of Central New Mexico
- Boys & Girls Clubs of Greater Kansas City
- MindDrive
- Albuquerque Quality Network
- Junior Achievement of Greater Kansas City
- Operation Breakthrough & Ignition Lab
- KC STEM Alliance
- PREP-KC
- US DOE, NNSA National Science Bowl
- Girl Scouts: NE Kansas and NW Missouri
- Introduce A Girl to Engineering Day
- New Mexico LEGO League
- Boy Scouts of America – Heart of America Council
- Urban TEC
- AAUW Tech Trek/We CODE KC
- Women in Engineering Kansas City Chapter
- Society of Women Engineers
- Linda Hall Library, Kansas City Invention Convention



SOCIETY

- Celebration at the Station – Kansas City Symphony
- Camp Valor Outdoors
- Warriors' Ascent
- US Marine Corps Toys for Tots
- Kansas City Chapter – AUSA
- Paws & Stripes of Albuquerque
- 9/11 Patriots Run
- Friends in Service for Heroes
- Spencer C. Duncan Make it Count Foundation
- Central Exchange /UMKC Series
- Black Achievers Society
- Society of Women Engineers
- Metro Comm College: MLK Scholarship Lunch
- UMKC Women of Color Conference
- Christmas in October/Home Revitalization
- Charlie's House
- Greater Kansas City Chamber of Commerce
- Civic Council of Greater Kansas City
- Kansas City Tomorrow Alumni Association
- Kansas City Kansas Chamber of Commerce
- Kansas City Area Development Council
- Harry Truman Foundation Award
- KC Technology Council
- Overland Park Chamber of Commerce
- South KC Chamber of Commerce
- Albuquerque Economic Development Corp.
- Greater Albuquerque Chamber of Commerce
- Rio Rancho Chamber of Commerce
- Grandview Chamber of Commerce
- Mid-America LGBT Chamber of Commerce
- Asian American Chamber of Commerce
- Heartland Black Chamber of Commerce
- Hispanic Chamber of Commerce
- Center for Disability Inclusion
- New Mexico American Indian Chamber of Commerce
- KCATA / RideKC
- Jackson County CASA
- Missouri Chamber Foundation
- Harvesters Community Food Network
- Roadrunner Food Bank



ENVIRONMENT

- Bridging The Gap
- Heartland Conservation Alliance
- Rio Grande Community Farm
- Keep Albuquerque Beautiful
- Friends of Valle De Oro National Wildlife

