

PANTEXAN

SUMMER 2026



SUCCESS PIPELINE

The intern path is launching careers

AMARILLO, TEXAS

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Employees (clockwise from top left) Kelly Beierschmitt, Linell Carter, Tyler Lafferty, and Allison Roberts are among many who have used a Pantex internship to springboard themselves into a full-time career.

Photo by Adam Baker

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LETTER FROM LEADERSHIP

Even when you are in a good place, if you're not working to be better, you are falling behind.

I am proud that Pantex is not only proving itself as a leader in our industry but also working to be a leader in the future thanks to the efforts of all of you as Pantexans. Teams across the site are coming together to transform and improve the work we're doing, both today and for decades into the future – with two examples being digital transformation and master site planning. Both of these initiatives require strategic planning as we look forward into the future and are part of the Pantex Strategic Agenda that we developed as a roadmap to success.

Digital transformation at Pantex is part of a larger Nuclear Security Enterprise-wide initiative to optimize performance, decrease errors and risk, and accelerate development and delivery. It will touch every division of Pantex and require significant changes to our business processes. Pantexans are making this happen through integrated communication and talent sharing.

Just as our internal processes are improving, so, too, are our facilities. Master site planning creates a strategic vision for Pantex infrastructure. The ultimate goal is to ensure our facilities and infrastructure are constructed and enhanced to enable our expanding priorities and capabilities in support of the NNSA mission.

Master site planning is about identifying and tackling infrastructure needs that have the greatest impact to the mission, such as the additions of new buildings to Pantex's landscape. It is also about navigating roadblocks to improvement and being agile to changes in priorities, funding, and requirements. It requires a careful balance of efficiency and cost considerations, while being the best stewards of our site and our unique mission.

Digital transformation and master site planning are just two ways we're working together to deliver today and optimize for tomorrow. As we plan for the future, we will use the transformation principles to make sure we are agile, flexible, and able to support the mission work that may not even exist today but will be critical for years to come. Some of us may never see the final version of today's initiatives, but we can be confident that our work will ensure Pantex continues to be a leader, serving our important mission when we pass it to the hands of the next generation.



Kelly Beierschmitt
President and General Manager

LEADERSHIP

JASON ARMSTRONG | Manager, Pantex Field Office

KELLY J. BEIERSCHMITT | PXD President and General Manager



WHERE HISTORY STOOD GUARD

In Pantex's earlier era of nuclear production, Augusta Salter served as a faithful guardian.

By Angelica V. Medina

The year was 1970. The Cold War shaped policy, security protocols were tightening, and nuclear facilities operated with a mix of caution and constant vigilance. It was an era of paper logbooks, clip-on radios, and long shifts that followed routines as steady as the humming infrastructure around them.

It was the year Augusta Salter signed the dotted line to join the Pantex janitorial staff; three years later, she was presented with an unexpected opportunity to apply for a security guard position. She had no prior security experience and no roadmap for what the role would require. What she did have was a proven work ethic and a willingness to learn something entirely new.

At the site, security was rigid, expectations were high, and the work carried a gravity few outside the razor-wired gates fully understood. When Salter walked into her new role as a security guard, she wasn't thinking about pioneering history as one of the first women to fill the role. She only wanted to do the job well and provide a stable living for her family, but she knew the journey wouldn't be easy.

"The training was tough, especially the guns," Salter explained. "We had to take them apart and put them back together, like a machine gun, and if you didn't do it just right, it could take your whole finger off. It was very stressful."

At a time when procedures were learned hands-on and trust was slowly earned over long shifts, Salter quickly found her footing. The work demanded discipline, attention to detail, and an unwavering sense of responsibility. Every day carried the quiet understanding that what happened inside the facility mattered far beyond its fences.

"We worked our posts and the outside areas, too," she remembered. "We had the firing range and responsibilities out in different zones. We had a wide area to cover. The first shift checked all the buildings and every single door."

The 1970s workplace came with its own expectations and limitations. For Salter, adapting to those norms meant learning the job in an environment that looked very different than it does today. With very few women in these roles, the path forward wasn't always clearly defined. Salter quickly learned to navigate expectations that came with being one of the only women in the space.

What stands out most to her now, more than five decades later, is not the title or the tenure but the relationships. For Salter, Pantex became the backdrop for some of the best years — and friendships — of her life. The

connections she built at Pantex extended well beyond the workplace, lasting long after shifts ended and careers changed.

As the years passed, the job became less about novelty and more about rhythm. Shifts blended into one another, marked by routine checks, quiet conversations, and the steady presence of coworkers who fully and implicitly relied on each other. Salter remembers those years not as isolated moments but as a shared experience one could only gain at Pantex — one built on trust and camaraderie.

"At my funeral, they can say that some of the best times of my life were in that girls' locker room," she recalled. "I'm telling you, it was a riot; we had so much fun."

Beyond the friendships and the memories, Pantex gave her something just as lasting: stability. It was work that sustained her, helped her support her family, and continued to provide for her for many years to come.

"Pantex saved me financially," she said. "I have benefitted from Pantex for 50-plus years, but what made it good was the guys and gals; we were all friends and still are."

At 85, Salter looks back on her time at Pantex with gratitude rather than declarations. She remembers the sense of purpose that came with it — the feeling of being part of something important and of belonging to a team that relied on one another. She looks back with perspective shaped by time. She didn't set out to make history or redefine a role; she simply said yes to an opportunity. By embracing and excelling in an unfamiliar role, she became one of Pantex's quiet pioneers.

"We knew we were protecting the weapons but honestly never thought about it," Salter noted. "I feel proud — proud because I'm still real close friends with the girls. They were my best friends and still are today. Now that I've gotten older, I have realized what we did for younger women. We helped them; we taught them ... I'm proud."

From the first woman to stand post to today's female division director of Safeguards and Security, and the countless other women who have served to protect Pantex, the organization's history reflects an expanding recognition of women's leadership across every tier or responsibility.

History often focuses on turning points and firsts. Augusta Salter's story doesn't live in flashy headlines but in the routines, the responsibilities, and the relationships that make life meaningful. Her legacy lives in the paths that followed in the women of today's guard force, the steady routines of the jobs, and the dust of the gun range where history quietly took shape.

REFUELING

The Pantex Pantries are making meals easier.

By Candice Copelin

What's better than one Pantex Pantry? Two, of course.

Many Pantexans can now get snacks, drinks, and pre-made meals from two convenient locations close to where work is being done.

A Project Refresh initiative, both self-service pantries are open 24/7 to service employees on all shifts. Forget your lunch? Not a problem. Dehydrated? Thirst no more. Hungry? The Pantex Pantries have all you need and then some. With the second pantry located in the Limited Area, anyone can pop over for a little treat.

"I was excited to work on this project and am so happy about its success," Infrastructure Subcontract Technical Representative Robert Germany said. "The setup and implementation were not simple, but we were able to lean on help from many groups within the Pantex workforce."

The collaboration it took to ensure the pantries opened without a hitch was no small feat but a huge effort that required teamwork from Infrastructure and Modernization, Engineering, and Business Services. After the first pantry came together, the team used lessons learned and set up the second Pantex Pantry in just three months!

"I'm proud to see how Project Refresh and the entire Quality of Life initiative has come together," Executive

Officer for Infrastructure and Modernization Allen Stansbury said. "We've assembled a highly capable team that is equipped to solve all encountered challenges. We are excited to see how we can expand this program in the future."

In addition to the sweet and savory additions at each Pantex Pantry, the electrical load was increased in both locations to make way for new microwaves, refrigerators, and ice machines. This will ensure not only that burritos will stay cold until you are ready for them, but they will also be hot to go!

"We learned many lessons after the first Pantex Pantry, but the biggest one was having the badge scanning option available for use on day one and how to communicate the logistics of its use to ensure success," Integrated Project Lead Brady Pitzer said. "We have also received a large amount of feedback on what folks would like to see, and we are excited to put out more enhanced options based on Pantexan preference."

The convenience of each Pantex Pantry is just one of many ongoing projects being done around the site under the Quality of Life undertaking. This initiative is similar in intended outcome to Clean Sweep, Fix It Now, and the recent HVAC/Chiller replacements and repairs — all done to increase the comfort and satisfaction of employees through improved working conditions.



BEST sellers

- Monster
- Dr. Pepper
- Cheetos
- Uncrustables
- Candy
- Hot Pockets



S.T. "Scott" Nelson

THAT'S GONNA LEAVE A MARK

Sometimes safety requires firsthand experience to understand the reasons for the rules.

By Hali Rowland

Sometimes the best way to learn something is through firsthand experience, like how playing the game of Operation introduces kids to being a surgeon in their own living rooms, trying desperately to save an ailing patient. But not everyone plays the doctor — some, like Scott Nelson, more closely relate to the patient.

Nelson has dedicated his life to helping people through his career path, and having fun through his choice of hobbies. Both choices come with high risks and high rewards. Before working at Pantex as the Program Management self-assessment program manager, Nelson was a firefighter for 20 years, a deputy sheriff for 13 years, an EMT, and a commercial pilot flying air ambulances, airshows, and charter services. In addition, he has had high-intensity hobbies like surfing, snow and water skiing, dirt track and drag-strip car racing, and restoring and flying World War II aircraft. It has all come with a high price to his body, which is why he's so passionate about following safety rules.

Nelson's knack for risk assessment helped him when he started at Pantex 26 years ago as a security police officer, and it continues to help him today. He's worked in several positions since then and now uses his learned knowledge to maintain safety and security policies through self-assessment at Pantex.

"Are we following procedures like we should? Are the procedures working like we wrote them? And, if they're not, let's fix them," Nelson said. "That's our goal in management self-assessment. Everyone look at your own selves and fix problems before they become an

issue. Identify your problems, write them down, and fix them.' We help with that on a daily basis."

Just like the game Operation teaches hand-eye coordination and fine motor skills, life experience taught Nelson that there are going to be dangerous situations, but calculating risk and putting safety first makes all the difference. Instead of just managing assessments, Nelson proactively anticipates and mitigates hazards, ensuring that the legacy of his experiences contributes to a safer future for all.

"Having a good safety mindset helps you make sure you and others get to go home in the same shape you arrived in," Nelson said. "Whether you're arriving at work or going to play somewhere, always watch for anything. Expect everything that could go wrong will go wrong, and try to prevent it. As you get older, all those injuries ache and hurt. Try to take good care of your body when you're young."

Nelson said he never went into a hobby or a career without thinking through the consequences and having a safety plan.

"A lot of things I did would get your adrenaline pumping," Nelson said. "Let's go white water rafting, but let's do it safely. Let's not try to get ourselves drowned. Let's go skydiving, but let's do it educated and let's learn how to fix things to fly aircraft and things like that. Everything I've done, it's been an adrenaline rush, but there's always been a calculated risk — and you calculate it before you actually go."

LASTING EXPERIENCE

Internships can lead to a legacy at Pantex.

By Candice Copelin and Mel Gardner

Experiences in our early lives help to mold us into the individuals (and professionals) we eventually become. One of the greatest lessons we can learn on our way to adulthood is what we want to do with the rest of our lives. A young person might stumble across a bird that is hurt and nurse it back to health, creating a passion for caregiving. Some receive praise for their problem-solving abilities, instilling a need to get to the bottom of an issue. Others might intern at Pantex, developing a sense of purpose in the protection of the nation.

Linell Carter, Pantex's lowest badge number employee currently at the plant, did just that. In the summer of 1965, Carter started an internship in Human Resources typing up security paperwork for new hires, setting up their medical exams, and scheduling their trainings. At the end of September, Human Resources asked her to stay for a full-time position, where she worked until 1973.

"Being an intern at Pantex is a fantastic opportunity for college students to experience new and challenging opportunities that they would probably not experience otherwise," Carter said. "They will also have the chance to work with some of the greatest and smartest people in the world!"

After a 20-year break, Carter returned to Pantex in 1995 and has worked in several positions since, with each new job providing an opportunity for growth. Now a general administrative senior associate in Prime Contracts, she enjoys the benefits that have come with a career at Pantex.

"I love the work that we are able to do and that we are able to creatively problem solve so that our country can protect itself and our allies," Carter said. "I believe what we do is very important and that we work together like a family to help accomplish our goals and care for each other."

Potential interns are often enticed to apply with slogans about "climbing the ladder" and "paying your dues." For Pantex President and General Manager Kelly Beierschmitt, those slogans rang true. In 1982, Beierschmitt began his rise to the top as a Pantex intern working on the railroad crew.

"I wanted to work at Pantex because I was impressed by the mission and had a lot of respect for the people that I had gotten to know there," Beierschmitt said.

Two years later, he was hired full-time to work as a gas

analysis technician and the rest is history. While he left Pantex for some time to work elsewhere in the Nuclear Security Enterprise, Beierschmitt felt like his Pantex internship helped prepare him for a lifetime career, and the work he did throughout the Enterprise prepared him for his full-circle return back home.

"I got my first clearance in 1983, and that had value, but I also established relationships during my internships that helped me find a full-time position," Beierschmitt said. "I learned that no matter what you do, give it your all. I tried to treat each assignment with respect for the role and to respect every other role. Every job matters at Pantex!"

Whether the internship started in the 60s, 80s, or in 2002, when Allison Roberts — manager of Communications Graphics, Web, Printing, and Technical Editing — started, the uniqueness of a Pantex internship remained constant.

Nowhere else in the United States can you support the assembly and disassembly of nuclear weapons through your everyday work.

The year 2002 was a time of heightened security and the need for dedicated people to propel the Pantex mission forward. Roberts' father, Al, who worked in Human Resources, helped her fill out the internship application that led to her selection as a graphic design intern.

"My Pantex internship was an invaluable opportunity to gain hands-on communications experience while

contributing to the Pantex mission," Roberts said. "I've worked in various parts of the plant, and I found my way back to Communications because it's a passion for me to help people be informed and to improve their work with our different communications tools. I've also formed lifelong friendships and professional connections here."

Today, interns continue to play an important role at the site, giving opportunities for passionate and talented students to find their place. The 2025 summer-intern-turned-full-time-employee, Tyler Lafferty, found that the people and the relationships he made with them during his internship guided his desire to work at Pantex.

"I could not have asked for a better internship experience, as I learned so much along the way," said Lafferty, now a core engineer in Process Engineering. "My mentor, Jacob Brown, instilled many insights about process engineering and guided me to success in my project. It's truly the people you meet who make the difference."

No matter what your goals are, an internship at Pantex can provide you with the foundation you need to choose your path in the workforce. Whether you are just getting started, are working to become the head honcho, or plan to make it your lifelong career option, a Pantex internship is a great place to start.



1965



1982



2002



2025

(Left) In 1965, Linell Carter (center, in yellow) was a Human Resources intern typing up security paperwork for new hires. (Right) In 1982, Kelly Beierschmitt (bottom center, in maroon) interned as a railroad worker.

(Left) In 2002, Allison Roberts (bottom left) served as a graphic design intern. (Right) In 2025, Tyler Lafferty presented his research after a process engineer internship.



PLUS TWO

The Pantex Leadership Academy is dedicated to increasing talent.

By Hali Rowland

Plus two. It's not the start of a mathematical equation or the call for more points at a sporting event; instead, plus two is a leadership philosophy focused on identifying the unique strengths of others to achieve success. This leadership style encourages a culture of excellence by elevating others' strengths, motivations, and passions. After a video and lesson showing plus two in action, the catchphrase quickly became the motto for the first class of the newly imagined Pantex Leadership Academy, which launched in 2025 and has continued to be a rallying theme for additional classes participating in the multi-tiered initiative to develop future leaders.

When PanTeXas Deterrence (PXD) was awarded the managing and operating contract for Pantex, discussions began on the need to develop top talent through a leadership program. Pantex is committed to cultivating talent, not just to fill a role, but to empower people and inspire others to create lasting mission success. The Leadership Academy was created to act on senior management's commitment to recruit, retain, and empower the next generation of high performers at Pantex.

"Everyone has a last day at Pantex, including our leaders," Information System Security Manager and Pantex Leadership Academy graduate Tiffany Lafleur said. "Devoting time and resources to high-performing individuals helps the organization build the next generation. It gives aspiring leaders a safe environment to both build experience and learn from the lessons of current leadership. I left the academy with a renewed confidence and desire to grow because PXD took the time to invest resources in my professional development."

The academy is a week-long immersive focus on foundational skills, team dynamics, practical management, and next-level leadership. The Organizational Development and Training team created this course and

works to ensure it benefits Pantexans and the plant by developing emotionally intelligent, critical thinkers while encouraging connection with other future leaders.

Pantex is committing resources and investing in personal development to build the future of Pantex in its people. Just shy of 100 Pantex and Pantex Field Office employees have graduated from the program so far. An intentional benefit of the Leadership Academy is a valuable network of people who care about Pantex's mission and are determined to lead others with integrity, competency, and service.

"The training was insightful and pushed me to consider concepts I had not really thought about before," Lafleur said. "Throughout the week, I built relationships with other aspiring leaders and got opportunities to better understand different roles and jobs at the Pantex Plant. These relationships are probably the best part of the program. I left the academy feeling like I was a part of a cohort of professionals that will hold each other accountable and support each other as we navigate growing as leaders together."

Each training day has a focus – including foundational skills, team dynamics, practical management, next-level leadership, and capstone scenarios. Participants combined learned skills to proficiently work through a variety of situations that are likely to happen in supervisory roles. Participants improve self- and social-awareness, practice conflict resolution, and build genuine connections through networking. The week culminates with opportunities to interact with senior leaders and a formal graduation ceremony.

The Pantex Leadership Academy is held quarterly. If you want to use your talents to further contribute to the Pantex mission through leadership, share your interest with your supervisor. Development opportunities are crucial for sustaining the exceptional workforce Pantex needs to deliver on its national security mission.



BIG AND BRIGHT

The Lone Star Pantexan Social club welcomes employees new and old.

By Dane Glenn

In the Old West, the Texas Panhandle was a cultural melting pot. Natives, farmers, cowpunchers, roughnecks, and others travelled to the namesake yellow landscape to chase individual passions and goals. Much like the American frontier, West Texas and Pantex continue to attract people from near and far. Some employees arrive as strangers to a new land, but they will not remain so for long. Welcome to the Lone Star Pantexan Social club.

A Chilean native, Information Technology Senior Adviser Alex Guglielmetti made his way to the States to learn more about the technology field. A few jobs and college degrees later, he joined Pantex in late 2024. He quickly realized how many people could benefit from an opportunity to connect outside of work, himself included.

“The idea was to create a welcoming space for Pantex employees whether they are transplants, new hires, remote workers, or long-time employees,” Guglielmetti said. “The name combines several concepts like the symbolism of the star on the state flag and the romanticized Texas. We want to make Pantexans feel like they belong.”

In early 2025, Pantexans gathered to dine on local cuisine and dive into conversations and comradery. Four new employees attended the first Lone Star Pantexan Social club, one of whom was Senior Environmental Specialist Paul Giesting.

“Before Pantex, I taught at a small college in Wyoming,” Giesting said. “I also did research and consulting. Although I love students and teaching, I wanted to go back into the field, back to doing things. I applied at Pantex and moved in December 2024 to begin work.”

Starting a new career and moving hundreds or thousands of miles can create a disorientating trail mix; however, we balance the salty with the sweet.

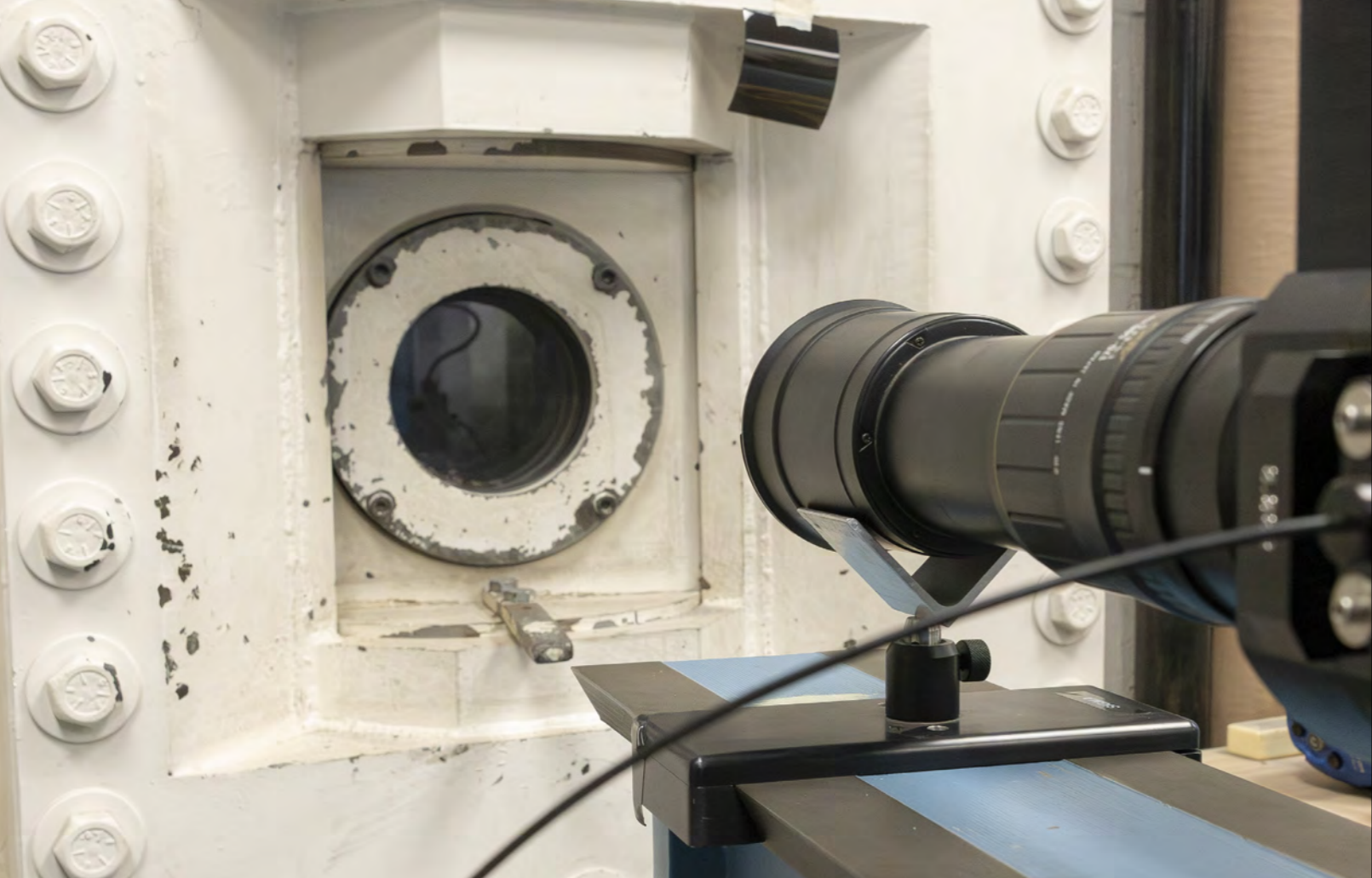
“Moving to a new place and feeling isolated is easy,” Giesting said. “Finding a place to belong can be difficult, but I felt more connected when I attended the Lone Star Pantexan Social club. The other people there made me feel welcome.”

The first meeting consisted of Guglielmetti and Giesting as well as Cyber Operations Manager Kevin Vega and Engineering Technical Assurance Senior Director Manny Sifuentes. Shortly after, Information Technology Administrative Advisor Tracy Morris suggested changing venues for each meeting and extending the invite to all Pantexans so they could benefit. At the second dinner a month later, 20 people showed up. Attendee numbers remain high as do the spirits, morale, and support of fellow Pantexans.

“I’m surprised that employees of 16 years or more attended just to socialize and meet new people,” Guglielmetti said. “No matter where you come from, how long you’ve been at Pantex, we strive to explore and enjoy what this city has to offer together. We still represent a company and must be respectful of who we are, where we work, and what we share, but we will continue to do this for all Pantexans. We hope it is here to stay.”

“As humans, we have that need to know each other a little better, especially those we work with,” Giesting said. “People are not just cogs in a machine. We each have a unique personality, skills, and feelings we bring to a team. Pantex knows this, and the Lone Star Pantexan Social extends that understanding.”

Individuals must pay for their own food and drink, and participation is on their personal time. Those who attend the Lone Star Pantexan Social club will experience a variety of cuisines, atmospheres, and conversations, all delivered with panhandle hospitality.



A CLOSER LOOK

High-speed cameras provide critical data on weapon reliability.

By Bailie Myers

Digital rotating mirror cameras (DRMCs) are vital to ensuring the reliability of the nation's nuclear stockpile, but few people carry the specialized knowledge necessary to operate them. Pantexans Matt Garrow and Bryan Lyles became experts after years of training and research, and the duo relies on these cameras to gather data during high explosives testing at Pantex.

DRMCs do not create pictures in the way the average handheld or commercial camera does; the camera used at Pantex captures a monochromatic sliver of light at an incredible speed, with a rotating mirror that spreads the light across multiple overlapping sensors encased in a single metal box.

"What the camera does is capture an image in time with the explosion," said Lyles, High Explosives engineering tech. "It captures a streak [of light] that allows us to correlate timing for the explosive."

The camera lens is directed at a porthole; on the other side of the window, technicians place explosives inside a metal chamber, moving the setup as needed to bring the camera into focus.

Inside the camera room, the test-fire team prepares the explosive material for detonation. The brief flash of light created by the explosion is captured by the camera as it reflects off the internal rotating mirror and scatters across 11 sensors.

The final image produces a nanosecond-scale snapshot of the detonation flash. Operators are able to zoom in on the image to gather important data used to ensure explosives are performing as expected. Data is then shared with design agency partners as part of the qualification and surveillance process.

The use of DRMCs has become standard across the Nuclear Security Enterprise, and the experts at Pantex share their knowledge with those at other sites.

"We have traveled to other complexes across the DOE and helped them understand how their camera operates," said Lyles.

Although the explosives are contained within a metal chamber, explosives testing results in some shock-related movement felt in the camera room on the other side of the porthole. Because of this, Lyles performs

preventative maintenance, alongside the team at the firing site, to address anything that may have shifted inside the camera over time.

Although Pantex leads the way in DRMC technology, the site partners with Los Alamos and Lawrence Livermore National Laboratories to ensure technology continues to meet the needs of the National Security Enterprise. Lyles and members of the firing site team have also assisted the labs by teaching them how to conduct preventive maintenance.

Garrow refers to Lyles as the "hands-on guy" who knows how to jump into action if there's something wrong with the camera, while he is on the "theory side" — making plans to keep the camera up-to-date with the latest technology.

"That's the yin and yang Bryan and I serve trying to keep this camera in business," said Garrow.

In discussing the technicalities of operating the camera, a clear picture is developed; specialized knowledge is critical to their operation, but why are the cameras such vital assets to Explosives Technology?

Explosives are routinely inspected and tested for reliability: old, new, and refurbished. The team at the firing site is responsible for testing certain components,

and, as Garrow says, "a camera is just, arguably, the most interesting part of it."

The data gathered during these tests sets an important standard; design agency partners use it, in part, to compile reports demonstrating that systems are operating as expected. These reports make it all the way to the White House.

"How does the explosive perform when new? If we know this, we can test in future years and compare," said Garrow.

The DRMC used at Pantex was developed after the prior film camera became obsolete due to discontinued film. In 2010, Pantexans worked closely with Cordin Scientific Imaging, the only U.S. manufacturer of DRMC cameras, to build the first iteration of the camera currently in use on-site. The digital alternative, custom built for Explosives Technology and delivered in 2012, is still being used today — with updated sensors added in 2016.

Garrow said the camera at Pantex will undergo additional updates in the future as sensor technology continues to improve.

"We've learned a lot more about what we need," said Garrow.

THE PANTEX WAY AWARDS



As a way to recognize extraordinary examples of work being done across Pantex, leadership created The Pantex Way Awards, which honor individuals and teams who exemplify the three outcomes of the Pantex Way: Mission Delivery, Operational Excellence, and being a good Pantex Citizen. When Pantexans excel in these three outcomes, it helps ensure we deliver today and optimize for tomorrow, making Pantex the best it can be for our employees, our community, and our nation.

“It is with tremendous gratitude that we are able to honor individuals and teams that have made significant and positive impacts to the site and to our overarching mission,” said President and General Manager Kelly Beierschmitt. “Each Pantexan recognized was nominated by their peers, which says a lot about the respect they have earned and the impact they have made.”

GROUNDBREAKING

On April 22, Pantex hosted a groundbreaking for the 14,000-square-foot Flexible Support Facility II.

It will incorporate new technologies, allow for efficient travel to and from common job-sites, and is designed to house teams that often collaborate on complex projects.

“This new office building will allow us to bring these vital teams together under one roof where they can collaborate using the most up-to-date technologies possible and can efficiently travel to areas of the plant where their expertise is needed,” PanTeXas Deterrence President and General Manager Kelly Beierschmitt said.

The Flexible Support Facility II follows a commercial construction approach to allow for cost savings and accelerated construction, with a projected completion date in mid-2028.



Pantexans submitted over 250 nominations for the first ever Pantex Way Awards, and a cross-organizational deliberation team selected finalists and winners for each category. Winners were recognized at a ceremony at Pantex on January 14. Pantex had excellent performance in Fiscal Year 2025 and there has been incredible work accomplished all across the site. These awards are a way for us to celebrate the daily work of specific teams and individuals modeling The Pantex Way.

- Pantex Citizen of the Year Award: Tamara Packard
- Pantex Citizen Team of the Year Award: Pantexpalooza Team
- Operational Excellence Pantexan of the Year Award: Jesus Diaz
- Operational Excellence Team Award: Catenary Pole Removal Team
- Mission Delivery Pantexan of the Year Award: Ryan Turner
- Mission Delivery Team of the Year Award: Weapons Operations Team
- Deliver Today Team Award: HVAC Strike Team
- Deliver Today Pantexan of the Year Award: Shaun Scott-Jones
- Optimize for Tomorrow Pantexan of the Year Award: Paul Smith
- Optimize for Tomorrow Team Award: Commercial Approach Team

WT AWARD



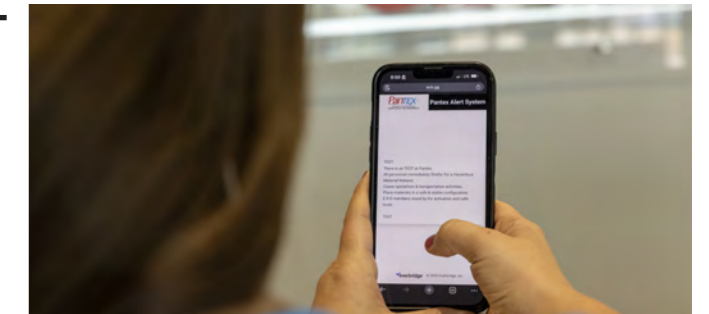
Pantex was awarded the West Texas A&M University First Choice Award by the university’s Natural Sciences Advisory Board. This award demonstrates Pantex’s commitment to support academic and research programs within the natural sciences departments at WTAMU. Pantexans received the award at the recent Natural Sciences Gala held on March 7.

TOGETHER WE CAN FOOD DRIVE

Pantexan efforts to support a partnership with the High Plains Food Bank helped the organization exceed their goals for the 2025 “Together We Can” Holiday Food and Fund drive. Pantexan donations helped support the 1 in 6 neighbors and 1 in 5 children currently facing food insecurity across the region. In addition, Food Bank

Executive Director Zack Wilson and his team also wanted to express their sincere thanks to the Pantex cooking team for their hard work providing great food during the recent drive.

Congratulations to everyone for helping people in need across the entire Texas Panhandle.



ARE YOU SIGNED UP?

Pantex launched a new mass-notification system in February, allowing for a more dynamic public warning tool. P-Alerts are sent to employee contacts, such as cell phones, allowing notifications on events such as weather delays or other emergencies. Ensure that you are signed up for P-Alerts by visiting The Zone, or speak to your supervisor for details on how to get signed up.

C.R.E.A.T.E.



Hundreds of area students had the opportunity to be inspired through a special event called C.R.E.A.T.E. (Cultivating Research, Engineering, Analytics, Technology, and Excellence). Through a joint effort between Engineering and Women in Nuclear, different stations presented information about STEM work done at Pantex.

“It provides a connection between Pantex and students,” Program Management Analyst McKenzi McGill said. “By demonstrating different STEM activities and bringing in college recruiters, our goal is to inspire local students to pursue a STEM-related career, potentially cultivating a future talent pipeline for Pantex.”

SAVE THE DATE



Pantex Night at Hodgetown

Ensure you’ve got your tickets to enjoy a night of baseball as the Amarillo Sod Poodles face-off against the Frisco Roughriders! Tickets will be offered on The Zone.



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Check out this career highlight: Metrology Technician

Qualifications:

- Associates degree in metrology or related engineering field
- Or completed college credit hours:
 - 12 hours of physics or mechanical engineering
 - 6 hours of college math
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- Applicants must pass:
 - Background check
 - Security clearance
 - Physical examination
 - Complete extensive training



Watch this video to
learn more about
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technician at Pantex!



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