



Department of Energy  
National Nuclear Security Administration  
Washington, DC 20585



May 15, 2020

MEMORANDUM FOR THE ADMINISTRATOR

FROM: FRANK J. LOWERY  
ASSOCIATE ADMINISTRATOR  
FOR MANAGEMENT AND BUDGET

Frank J.  
Lowery

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J. Lowery  
Date: 2020.05.15  
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SUBJECT: ACTION: Establish an Award in Honor of General John A. Gordon

**ISSUE:** Establish the General John Gordon Award for Excellence and Innovation in the National Interest.

**BACKGROUND:** NNSA Business Operating Procedure (BOP)-322.2, *Employee Recognition Policy*, contains the NNSA policy on awards used to recognize and reward the accomplishments and contributions of individuals and/or teams based on performance, special acts or service, or other noteworthy achievements. The Administrator has the responsibility for establishing NNSA awards. The policy also contains the requirements for the Linton F. Brooks Medal for Dedication to Public Service which is awarded annually to a federal employee with less than five (5) years of service.

As the first Administrator, General Gordon took the helm in 2000 with the task of standing up the newly created semi-autonomous organization responsible for the Nuclear Security Enterprise. General Gordon often likened the job that NNSA does to that of changing the jet engines on an airplane while we are flying it, while keeping it on its mission and all being done with a bit of a short-handed crew. In this spirit, the proposed award would recognize an individual or team for innovation. This innovation can be demonstrated by doing things differently, smarter, more efficiently, and in a cost effective manner. The innovation recognized by this award will be focused on areas that were important to General Gordon - science, technology, management, and leadership. General Gordon also changed the way NNSA accomplished governance between headquarters, the field, and Management and Operating (M&O) partners. His vision was for NNSA to be innovative, resulting in the organization that was more responsive, accountable, and constantly improving the way we do business.

General Gordon's vision continues two decades later as we build on his success. NNSA would like to commemorate General Gordon's dedication to NNSA and service to our country with an award in his honor. Applicants for this award will be judged based on their demonstrated and outstanding innovation in the areas of science, technology, management, or leadership. An Award Selection Committee comprised of a cross-section of Senior Executives among Program, Field, and Functional offices will recommend a recipient to the NNSA Management Council and, subsequently, the Administrator who will make the final selection. The awardee may be



recognized with a monetary award, engraved plaque, and medal bearing the likeness of General Gordon.

**SENSITIVITIES:** None.

**POLICY IMPACT:** NA-MB will pursue an advance change directive to BOP-322.2 to establish this award.

**URGENCY:** None.

**RECOMMENDATION:** Approve an NNSA award titled the General John A. Gordon Award for Excellence and Innovation in the National Interest.

APPROVE: UN DISAPPROVE: \_\_\_\_\_ NEEDS DISCUSSION: \_\_\_\_\_ DATE: 5/20/2020