
Ensuring Nuclear Regulations Compliance of Contingent Workforce

Background

US DEPARTMENT OF ENERGY NUCLEAR REGULATIONS ON TALENT

The Nuclear Export Control regulation, coming from the US Department of Energy, prohibits companies from sharing nuclear information outside of the US.

This regulation includes the hiring of employees or contract workers at nuclear plants as well as anyone that might support a nuclear database or software inside the US.

The existing Pontoon MSP program at our client – an American Fortune 100 energy company – hires a large number of contractors in the IT organization and therefore is impacted by this control regulation.

Pontoon needed to build a compliance strategy for the contingent workforce and deploy this across the entire supply chain for our MSP program in order to mitigate any financial or business risks the client might face from non-compliance.

Our Approach

STRATEGY AND PROCESS BUILT TO ENSURE COMPLIANCE

Pontoon worked closely with the client's legal and regulatory teams to build a program-wide strategy and process ensuring compliance with government regulations.

The following enhancements and additions were made within our existing MSP program:

- Updated the VMS, Beeline, to include in the request form coming from a hiring manager – “Export Control” Yes/No?
- Trained our supply chain on Export Control regulations and the new operating procedure we had put in place
- Pontoon works with the client to complete the certification form which grants export control to new workers hired

Once the updates were stood-up the team quickly discovered a gap in the process – workers could be assigned to export controlled tasks after the original request for hire was created.

To ensure complete compliance our team partnered with the client's HR and Legal groups to retool the existing contractor onboarding process and added a field to the client's HR system allowing for the export control status to be quickly checked by HR and/or the hiring manager.

Client Results

100% COMPLIANCE WITH NEW ENERGY REGULATIONS

Working in partnership with the client's legal and HR departments all Department of Energy regulations have been met and the client has been able to report all Export Control criteria quarterly to the US government – ensuring 100% compliance and no business or financial penalties.