

**From:** A. Randolph Blough / *RI*  
**To:** S/HC SCWE Ctrpts  
**Date:** 8/3/04 5:17PM  
**Subject:** Fwd: Latest Bakken Letter - PSEG Communication on NRC Letter

FYI.  
site having all staff meetings re:NRC latest letter on work env.  
randy

*C-244*

**From:** Marc Ferdas, *RI*  
**To:** A. Randolph Blough; Brian Holian; Eugene Cobey; Wayne Lanning  
**Date:** 8/3/04 3:37PM  
**Subject:** Latest Bakken Letter - PSEG Communication on NRC Letter

FYI | Feedback from the NRC - A Letter from Chris Bakken

Please see attached for latest communication that was distributed site wide. Chric Bakken (CNO) discusses the recently issued July 30 NRC letter on the work environment at Salem/HC.

The letter states that the NRC found weaknesses in PSEG's corrective action program and managements efforts to establish a SCWE . The letter further states that the NRC has approved PSEG's Action plan, and it is time for the site to implement the plan and chnage things at Salem/Hope Creek.

Additionally "All-Hands" meeting will be conducted on Aug 6, 9, 10 to discuss the NRC letter and PSEG's plans.

**CC:** Anne Passarelli ; Daniel Collins; Daniel Holody; Daniel Orr; George Malone; Mel Gray; Scott Barber; Theodore Wingfield

*M. Ferland*

**From:** "Ferdas, Marc" <Marc.Ferdas@pseg.com>  
**To:** "msf2@nrc.gov" <msf2@nrc.gov>  
**Date:** 8/3/04 3:12PM  
**Subject:** FW: FYI | Feedback from the NRC - A Letter from Chris Bakken

-----Original Message-----

**From:** Nuclear Communications  
**Sent:** Tuesday, August 03, 2004 2:51 PM  
**To:** ENTNBU  
**Subject:** FYI | Feedback from the NRC - A Letter from Chris Bakken  
**Importance:** High

Feedback from the NRC  
A Letter from Chris Bakken

On Friday, July 30, Jim Ferland received a letter from Hub Miller, the NRC's Regional Administrator marking the completion of their assessment of our work environment. As with their initial letter in January, the NRC found no serious safety violations. None-the-less, they did find numerous indications of weakness in our corrective actions and our management effort to establish an environment where employees are consistently willing to raise concerns.

The NRC went on to comment on our improvement plans, "We have reviewed the PSEG action plan and it appears that it will address the key findings of both the NRC and PSEG assessments... However, much work needs to be done to implement the action plan in a way that will effect sustainable improvements to the work environment at the station. We expect that you will closely monitor implementation of the action plans, frequently evaluate progress towards achieving intended outcomes and adjust your plans and efforts accordingly."

This letter effectively closes out the discovery portion of our assessment process. We developed a plan based on the data we collected from all of our recent assessments, both internal and external, and the NRC accepts that plan. Now it's up to us. We have to meet the commitments we made.

So, now the spotlight is on us. If you remember from our earlier responses to the January letter, and from the public meeting in June, we agreed to track some of our work environment metrics publicly. We also agreed to regular public meetings. The first is planned for later this year, and the next in early 2005. These meetings will continue periodically, until we've made "substantial, sustainable progress in improving the work environment."

The good news is we appear to be on the right track; the NRC did accept our action plan. This gives us the opportunity to shape our own future, instead of someone else doing it for us. That's not to say we don't have our work cut out for us. We do. We must remain focused on our five business

objectives and the plans we've made. It's the time to make our plant the place we want it to be. Henry Ford once said, "Whether you believe you can do a thing or not, you are right".

We have the resources, both in people and dollars, to address our issues. Together, we can make a difference. We'll meet later this week and into early next week to discuss this in more detail.

**All-Hands Meeting Schedule (Town Hall Format)**

**Friday, August 6**

7:30 am - 9:30 am - Engineering and Technical Support

1:00 pm - 3:00 pm - Business Support and Nuclear Assessment

**Monday, August 9**

7:30 am - 9:30 am - Plant Support

1:00 pm - 3:00 pm - Training

**Tuesday, August 10**

7:30 am - 9:30 am - Combined Salem and Hope Creek Plant Manager Organizations

1:00 pm - 3:00 pm - Combined Salem and Hope Creek Plant Manager Organizations

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BEH CC (Brian Holian)		
DJH CC (Daniel Holody)		
DJV CC (David Vito)	Opened	08/03/04 05:34PM
EPW CC (Ernest Wilson)	Opened	08/04/04 07:20AM
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GJM2 CC (George Malone)	Opened	08/04/04 06:50AM
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GSB CC (Scott Barber)	Opened	08/03/04 05:26PM
JDO CC (Daniel Orr)	Opened	08/04/04 07:29AM
MSF2 CC (Marc Ferdas)	Opened	08/04/04 06:21AM
MXG3 CC (Mel Gray)	Opened	08/04/04 10:49AM
RVC CC (Richard Crlenjak)	Opened	08/04/04 06:20AM
	Deleted	08/04/04 06:22AM
TVW CC (Theodore Wingfield)	Opened	08/04/04 06:22AM
WDL CC (Wayne Lanning)	Opened	08/03/04 05:29PM
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ALK CC (Andrea Kock)	Opened	08/04/04 06:25AM
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BAB2 CC (Bruce Boger)	Opened	08/04/04 06:48AM
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CAM CC (Carl Mohrwinkel)	Opened	08/04/04 08:26AM
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CPG CC (Clare Goodman)	Opened	08/04/04 12:05PM

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CFH CC (Cornelius Holden)		
JWC (James Clifford)	Deleted	08/04/04 07:19AM
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LLJ (Lisamarie Jarriel)		
SAR (Stuart Richards)		

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CGM (Chris Miller)	Opened	08/03/04 05:17PM
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JJP2 CC (Julius Persensky)	Opened	08/03/04 05:19PM

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