

date 10/23/83

Time of Interview

5:50pm

(88)

name

address

city/state zip

JOB TITLE

Home phone

work phone

dob

SS#

Education History

How long have you been employed at -----

Give me some of your employment history

who are your current supervisors

Who did you work for before

How long have they been supervisors

7C  
all

N-54

Issue of Whistleblower bet.  
Candid and in plant w/ NRC when spoken to.  
Nuclear Safety sees no issue  
Industrial Safety - needs some work.

doesn't → see ~~specific~~ issues  
define industry need to be ~~attentive~~ attention  
→ Look at level of safety with violations  
in CAP. 400 backlog on industrial safety  
some small - some huge issues.  
→ Funding for safety is fixed & limited, but  
prioritization of resources is occurring, but

3/2003

term assigned to take apart during night

super fast work but get or you won't have a job.

→ Manager

Major Concern

WHS safety 100% with handle immediately  
Industrial safety prioritize and will do  
better or quick

Excludes all safety systems.

→ Some Industrial Issues are not getting addressed  
↳ OSHA doesn't go in to make place  
they think WHS is watching.

told back when w/ NRC or INPO  
don't think so.  
↳ safety cards better.

- personally or what get addressed by who  
- are enough mechanisms in place where  
things can get observed

7C

Employee writes  
No complaint on writing or not writing CWP  
→ Someone to write.

- No one says they have been told not to talk or bring up issues.

- Equipment safety issues → personal safety goes but to running plant they get done

- Personal safety doesn't get addressed as quickly as equipment issues

Lots of talk of improvement w/ management hasn't seen effect in field yet w/ equipment

→ diesel generator issue.

[redacted] only concerned with what was in  
Tech spec. from NRC, not NIOSH require.

clear that issue was

[redacted] 7C

with diesel engine.  
Insubordination and failing to not  
commit to shop standard and operators.

Activator at Hope Creek

8 months ago  
↳ Big Value  
picked Activator off, value needed to be  
closed, they got pulled out and put on duty

NRC safety Issue

↳ Supr first  
if no good answer  
move up the chain.

if unsuccessful would go to ECP or NRC

- Industrial Safety would go to Supr responsible  
same direction through plant  
and go till get answer.

ECP never gone to prison

- have gone to with the employees
- have been interviewed by them.
- call from head boss.

People

- thorough job → complete
- didn't clarify role out what findings were
- did get back to original employer.
- everybody didn't get answer that satisfied
- nuclear safety would go
- not told one way or other to go.

CAP → Notification

- Standardized
- Screening Committee does nothing
- NRC safety it is stringent
- Not sure they get back to the employer.
- don't track completely
- Notification are written by supervisor
- throw them all in.

COURT REPORTED INTERVIEWS

INTRODUCTORY REMARKS:

TODAY IS October 23, 2023 AND THE TIME IS NOW 5:30 PM FOR THE RECORD,  
THIS IS AN INTERVIEW OF [REDACTED], WHO IS EMPLOYED BY PSEG  
THIS INTERVIEW IS BEING CONDUCTED PURSUANT TO A SUBPOENA RECEIVED BY ON  
THE LOCATION OF THIS INTERVIEW IS a conference room, in the Nuclear Operator Support Facility  
PRESENT AT THIS INTERVIEW ARE MYSELF, MARK A. ANDERSON and ERNEST P. WILSON and SPECIAL AGENTS  
INVESTIGATORS WITH THE OFFICE OF INVESTIGATIONS, NRC, REGION I, KING OF PRUSSIA, PA. ALSO  
PRESENT IS/ARE Mark Fendley, Resident Inspector at Hope Creek  
Charles Hessler, Business Agent  
WHO IS/ARE REPRESENTING HERE TODAY. THIS INTERVIEW IS BEING  
RECORDED/TRANSCRIBED BY A COURT RECORDER/REPORTER. THE SUBJECT MATTER OF THIS INTERVIEW  
CONCERNS

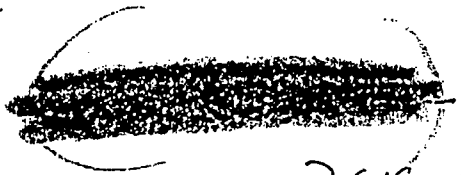
THIS/THESE IS/ARE A POTENTIAL(S) VIOLATION(S) OF 10 CFR

MR/MRS/MS  WOULD YOU PLEASE STAND AND RAISE YOUR RIGHT HAND  
TO BE SWORN IN. "DO YOU SWEAR OR AFFIRM THAT THE TESTIMONY YOU ARE ABOUT TO PROVIDE SHALL BE  
THE TRUTH, THE WHOLE TRUTH AND NOTHING BUT THE TRUTH SO HELP YOU GOD?"  
FOR THE RECORD PLEASE STATE YOUR FULL NAME AND SPELL YOUR LAST.  
(Discuss title 18 USC 1001 - False statements)

CLOSING REMARKS:

MR/MRS/MS. , HAVE I OR ANY OTHER NRC REPRESENTATIVE THREATENED  
YOU IN ANY MANNER OR OFFERED YOU ANY REWARDS IN RETURN FOR THIS INFORMATION?  
HAVE YOU PROVIDED THIS INFORMATION FREELY AND VOLUNTARILY?  
IS THERE ANYTHING ELSE YOU WOULD LIKE TO ADD FOR THE RECORD?  
THE TIME IS NOW . THIS INTERVIEW IS CONCLUDED.

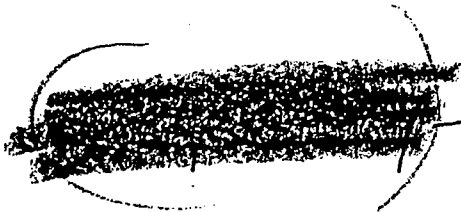
7C



WANTS TO TALK ABOUT

BFI9 INCIDENT & CONSERVATIVE DEC. MAKING

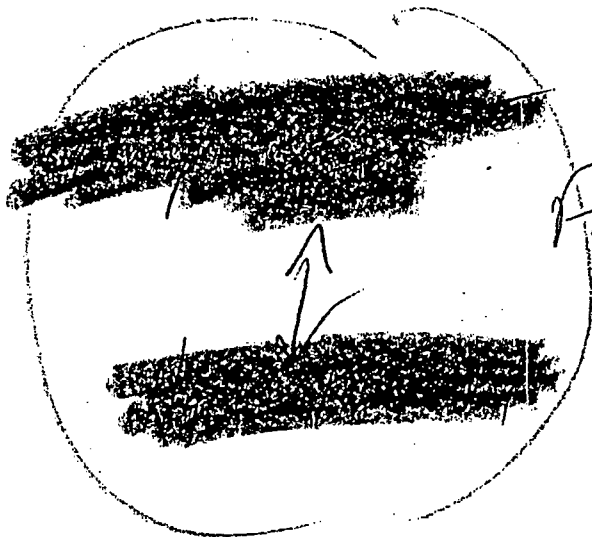
1st TALKED w/ NEW OPS MGR.



CAME TO VITO LAST YEAR

---

① shift



DAYS  
FRI - SAT - SUN

70

date

10/24/03

Time of Interview

1:00p

7C  
all

name

address

city/state zip

JOB TITLE

Home phone

work phone

dob

SS#

Education History

How long have you been employed at -----

Give me some of your employment history

who are your current supervisors

Who did you work for before

How long have they been supervisors



COURT REPORTED INTERVIEWS

INTRODUCTORY REMARKS:

TODAY IS 10/29/85 AND THE TIME IS NOW 1:00 PM FOR THE RECORD,  
THIS IS AN INTERVIEW OF [REDACTED], WHO IS EMPLOYED BY PSEG at Hope Creek

THIS INTERVIEW IS BEING CONDUCTED PURSUANT TO A SUBPOENA RECEIVED BY [REDACTED] ON [REDACTED]

THE LOCATION OF THIS INTERVIEW IS The Resident Inspector's Office at Salem Station

PRESENT AT THIS INTERVIEW ARE MYSELF, MARK A. ANDERSON and and Mark Perdue, Resident

SPECIAL AGENTS INVESTIGATORS WITH THE OFFICE OF INVESTIGATIONS, NRC, REGION I, KING OF PRUSSIA, PA. ALSO

PRESENT IS/ARE Inspector at Hope Creek Station Charles Hissler Business Agent IBEW Local 947

WHO IS/ARE REPRESENTING [REDACTED] HERE TODAY. THIS INTERVIEW IS BEING

RECORDED/TRANSCRIBED BY A COURT Recorder REPORTER. THE SUBJECT MATTER OF THIS INTERVIEW

CONCERNS SCWE 10500 at SALEM & HOPE CREEK

THIS/THESE IS/ARE A POTENTIAL(S) VIOLATION(S) OF 10 CFR

MR/MRS/MS [REDACTED] WOULD YOU PLEASE STAND AND RAISE YOUR RIGHT HAND

TO BE SWORN IN. "DO YOU SWEAR OR AFFIRM THAT THE TESTIMONY YOU ARE ABOUT TO PROVIDE SHALL BE  
THE TRUTH, THE WHOLE TRUTH AND NOTHING BUT THE TRUTH SO HELP YOU GOD?"

FOR THE RECORD PLEASE STATE YOUR FULL NAME AND SPELL YOUR LAST.

(Discuss title 18 USC 1001 - False statements)

CLOSING REMARKS:

MR/MRS/MS. [REDACTED], HAVE I OR ANY OTHER NRC REPRESENTATIVE THREATENED  
YOU IN ANY MANNER OR OFFERED YOU ANY REWARDS IN RETURN FOR THIS INFORMATION?

HAVE YOU PROVIDED THIS INFORMATION FREELY AND VOLUNTARILY?

IS THERE ANYTHING ELSE YOU WOULD LIKE TO ADD FOR THE RECORD?

THE TIME IS NOW [REDACTED]. THIS INTERVIEW IS CONCLUDED.

7C

To Super or Anti Super

Notification generated → Review process

→ anyone could write.

→ correct

→ no negative

→ open environment

→ resolved

→ no negative

→ ECP

↳ most preferred

→ Nuclear Safety or Industrial Safety

7C

date

10/23/03

Time of Interview

4:30p

76  
all

name

address

city/state zip

JOB TITLE

Home phone

work phone

dob

SS#

Education History

How long have you been employed at -----

Give me some of your employment history

who are your current supervisors

Who did you work for before

How long have they been supervisors

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COURT REPORTED INTERVIEWS

INTRODUCTORY REMARKS:

TODAY IS Oct 23, 2003 AND THE TIME IS NOW 4:30 AM/PM. FOR THE RECORD,  
THIS IS AN INTERVIEW OF \_\_\_\_\_, WHO IS EMPLOYED BY \_\_\_\_\_  
THIS INTERVIEW IS BEING CONDUCTED PURSUANT TO A SUBPOENA RECEIVED BY \_\_\_\_\_ ON \_\_\_\_\_  
THE LOCATION OF THIS INTERVIEW IS \_\_\_\_\_  
PRESENT AT THIS INTERVIEW ARE MYSELF, ~~ERNEST P. WILSON~~ <sup>MARK A. ANDERSON</sup> and \_\_\_\_\_,  
~~SPECIAL AGENTS~~  
~~INVESTIGATORS~~ WITH THE OFFICE OF INVESTIGATIONS, NRC, REGION I, KING OF PRUSSIA, PA. ALSO  
PRESENT IS/ARE Mark Ferdon Kopke Creek  
Charles Hassle - Business Agent IBEW Local 978  
WHO IS/ARE REPRESENTING \_\_\_\_\_ HERE TODAY. THIS INTERVIEW IS BEING  
RECORDED/TRANSCRIBED BY A COURT RECORDER/REPORTER. THE SUBJECT MATTER OF THIS INTERVIEW  
CONCERNS \_\_\_\_\_

THIS/THESE IS/ARE A POTENTIAL(S) VIOLATION(S) OF 10 CFR \_\_\_\_\_

MR/MRS/MS \_\_\_\_\_ WOULD YOU PLEASE STAND AND RAISE YOUR RIGHT HAND  
TO BE SWORN IN. "DO YOU SWEAR OR AFFIRM THAT THE TESTIMONY YOU ARE ABOUT TO PROVIDE SHALL BE  
THE TRUTH, THE WHOLE TRUTH AND NOTHING BUT THE TRUTH SO HELP YOU GOD?"  
FOR THE RECORD PLEASE STATE YOUR FULL NAME AND SPELL YOUR LAST.

(Discuss title 18 USC 1001 - False statements)

CLOSING REMARKS:

MR/MRS/MS: \_\_\_\_\_, HAVE I OR ANY OTHER NRC REPRESENTATIVE THREATENED  
YOU IN ANY MANNER OR OFFERED YOU ANY REWARDS IN RETURN FOR THIS INFORMATION?  
HAVE YOU PROVIDED THIS INFORMATION FREELY AND VOLUNTARILY?  
IS THERE ANYTHING ELSE YOU WOULD LIKE TO ADD FOR THE RECORD?  
THE TIME IS NOW \_\_\_\_\_. THIS INTERVIEW IS CONCLUDED.

Change levels of priority of ~~Notification~~  
→ Cultural better than two or three years ago.  
Big ~~the~~ better than 5 or 6 years ago.  
→ Equipment is running better.  
↓ holding up well.

date 10/22/03

time of interview

1:00pm

16 all

name

address

city/state zip

JOB TITLE

Home phone

work phone

dob

SS#

Education History

How long have you been employed at

Give me some of your employment history

who are your current supervisors

Who did you work for before

How long have they been supervisors

COURT REPORTED INTERVIEWS

INTRODUCTORY REMARKS:

TODAY IS Oct 22, 2003 AND THE TIME IS NOW 1:00 PM FOR THE RECORD,  
THIS IS AN INTERVIEW OF [REDACTED], WHO IS EMPLOYED BY ABE at the Salem

~~THIS INTERVIEW IS BEING CONDUCTED PURSUANT TO A SUBPOENA RECEIVED BY \_\_\_\_\_ ON \_\_\_\_\_~~

THE LOCATION OF THIS INTERVIEW IS Senior Resident's Office at Salem Generating Station

PRESENT AT THIS INTERVIEW ARE MYSELF, MARK A. ANDERSON Special Agent and ERNEST P. WILSON Senior Resident Inspector

~~SPECIAL AGENTS~~  
~~INVESTIGATORS WITH THE OFFICE OF INVESTIGATIONS, NRC - REGION I, KING OF PRUSSIA, PA. ALSO~~

~~PRESENT IS/ARE~~ Senior Resident Inspector at Salem Generating Station

~~WHO IS/ARE REPRESENTING~~ [REDACTED] here today. This interview is being

~~RECORDED/TRANSCRIBED BY A COURT RECORDER/REPORTER~~ and a transcript will be provided

CONCERNS the Safety conscious work Environment at Salem Station

~~THIS/THESE IS/ARE A POTENTIAL(S) VIOLATION(S) OF 10 CFR~~

MR/MRS/MS [REDACTED] WOULD YOU PLEASE STAND AND RAISE YOUR RIGHT HAND

TO BE SWORN IN. "DO YOU SWEAR OR AFFIRM THAT THE TESTIMONY YOU ARE ABOUT TO PROVIDE SHALL BE

THE TRUTH, THE WHOLE TRUTH AND NOTHING BUT THE TRUTH SO HELP YOU GOD"?

FOR THE RECORD PLEASE STATE YOUR FULL NAME AND SPELL YOUR LAST.

(Discuss title 18 USC 1001 - False statements)

CLOSING REMARKS:

MR/MRS/MS. \_\_\_\_\_, HAVE I OR ANY OTHER NRC REPRESENTATIVE THREATENED

YOU IN ANY MANNER OR OFFERED YOU ANY REWARDS IN RETURN FOR THIS INFORMATION?

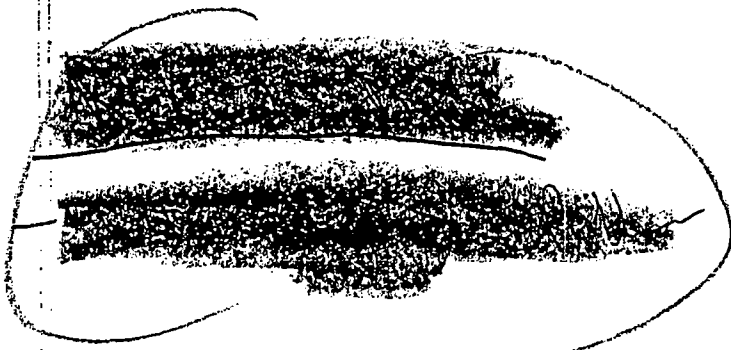
HAVE YOU PROVIDED THIS INFORMATION FREELY AND VOLUNTARILY?

IS THERE ANYTHING ELSE YOU WOULD LIKE TO ADD FOR THE RECORD?

THE TIME IS NOW \_\_\_\_\_. THIS INTERVIEW IS CONCLUDED.

7C

10/22/13



ECP

→ [redacted] 7C  
→ several years.

7C

Industrial Safety

Technology Issues Slow on



Raising Nuclear Safety Concern

↳ Immediate Report to Shift Supervisor  
→ First in Sup → Manager

~~EOP~~  
verbally →

- one of chief shop stands on island
- manager might think it's on island

3 or 4 years since stand down

four five or six tagging issue is first day of

EOP doesn't have any conclusions.

- accurate just don't have any teeth
- give to us nothing done
- don't

CAP → so slow, not effective

→ notifications → as complaint system

- if saw something would notify supervisor they're  
right up.

date

10/24/03

Time of Interview

1C all  
10:30k

name

address

city/state zip

JOB TITLE

Home phone

work phone

dob

SS#

Education History

How long have you been employed at -----

Give me some of your employment history

who are your current supervisors

Who did you work for before

How long have they been supervisors

INTRODUCTORY REMARKS:

TODAY IS Oct 24 2013 AND THE TIME IS NOW 10:30 (AM/PM) FOR THE RECORD,  
THIS IS AN INTERVIEW OF [REDACTED], WHO IS EMPLOYED BY PSE & C

~~THIS INTERVIEW IS BEING CONDUCTED PERSUANT TO A SUBPOENA RECEIVED BY~~ ON

THE LOCATION OF THIS INTERVIEW IS the Resident Inspector's office at Subject's

PRESENT AT THIS INTERVIEW ARE MYSELF, ~~ERNEST P. WILSON~~ <sup>MARK A. ANDERSON</sup> and

~~SPECIAL AGENTS~~  
~~INVESTIGATORS, WITH THE OFFICE OF INVESTIGATIONS, NRC, REGION I, KING OF PRUSSIA, PA. ALSO~~

PRESENT IS/ARE Charles Noyes, Director Robert E. IBER Level 94

WHO IS/ARE REPRESENTING [REDACTED] HERE TODAY. THIS INTERVIEW IS BEING

RECORDED/TRANSCRIBED BY A COURT RECORDER/REPORTER. THE SUBJECT MATTER OF THIS INTERVIEW

CONCERNS S.W.E. Issue

THIS/THESE IS/ARE A POTENTIAL(S) VIOLATION(S) OF 10 CFR

MR/MRS/MS \_\_\_\_\_ WOULD YOU PLEASE STAND AND RAISE YOUR RIGHT HAND

TO BE SWORN IN. "DO YOU SWEAR OR AFFIRM THAT THE TESTIMONY YOU ARE ABOUT TO PROVIDE SHALL BE THE TRUTH, THE WHOLE TRUTH AND NOTHING BUT THE TRUTH SO HELP YOU GOD"?

FOR THE RECORD PLEASE STATE YOUR FULL NAME AND SPELL YOUR LAST.

(Discuss title 18 USC 1001 - False statements)

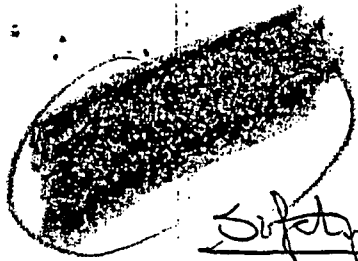
CLOSING REMARKS:

MR/MRS/MS. \_\_\_\_\_, HAVE I OR ANY OTHER NRC REPRESENTATIVE THREATENED  
YOU IN ANY MANNER OR OFFERED YOU ANY REWARDS IN RETURN FOR THIS INFORMATION?

HAVE YOU PROVIDED THIS INFORMATION FREELY AND VOLUNTARILY?

IS THERE ANYTHING ELSE YOU WOULD LIKE TO ADD FOR THE RECORD?

THE TIME IS NOW . THIS INTERVIEW IS CONCLUDED.



10/24

Safety Issue

Modern Safety never seen 1584

↳ never

— Never seen issue.

— Reactor trips

↳ misinterpreted support

→ Control Room Indicators

log, problem

history

→ 5-7

→ notification

↳ screened by licensed SRO  
↳ to person responsible

Industrial Safety.

↳ personal safety more important  
much higher the last few years.

→ De-Regulated environment

→ reactor safety is solid.

Acceptable risk and what isn't  
Pushing line.

Pushing to streamline

↳ 4 licensed control room operators  
operators don't think it's safe.

Restart → is guy who fears on stopping. move  
any from that

# UNITED STATES OF AMERICA

## NUCLEAR REGULATORY COMMISSION OFFICE OF INVESTIGATIONS

MEMORANDUM TO: The File (Case No. 1-2003-051F)

FROM: Special Agent E. Neff  
Office of Investigations

SUBJECT: ECP and Gallup Surveys Conducted by PSEG Nuclear

On October 14, 2003, the writer met with PSEG Nuclear Counsel Jeff KEENAN, Manager, Nuclear Communications [REDACTED] and [REDACTED]. One purpose of the meeting was to obtain information regarding the annual Gallup surveys regarding broad overall workplace issues as well as the surveys conducted by [REDACTED] that tracked opinions on the environment, management, and the Employee Concerns and Corrective Action Programs (ECP/CAP).

[REDACTED] reported that the Gallup survey has been conducted three times beginning in 2000. It was initiated by former [REDACTED] but he is not sure why. He believes it was completed toward the end of 2000 and 2001 and again in March 2003. They skipped 2002 due to finances. The survey was conducted telephonically by individuals using their supervisors' specially assigned identification code. It was conducted anonymously. For a supervisor to be assigned a code, he/she had to have at least ten people in their group. Twelve statements were made and each had responses rating an individual's agreement ranging from 1 to 5, strongly agree to strongly disagree. Copies of the questions and responses to each survey will be provided to the NRC for review. The Gallup results are broken down under the total organization on site to the vice-presidents, managers and supervisors (with more than 10 employees) to track the job satisfaction issues. There were no indications that anyone deliberately gave the wrong information to skew the survey and question its accuracy. As an example, [REDACTED] said they looked at whether too many people replied for one manager, but did not find problems there. In 2003, [REDACTED] made the decision to change the survey instrument they use to make it relate more to the nuclear industry as opposed to the manufacturing industry, the comparison used by Gallup. [REDACTED] believes a new survey proposal is being considered from Systems Solutions and expects it will be a paper survey. [REDACTED] recalled that another survey was conducted prior to 2000, but he could not identify the year. He added that the survey was entirely too long and people hated it.

[REDACTED] reported that his office started surveying on an annual basis in early 1995. Originally, the questions were true/false or yes/no. Since 1999, they use twenty-one statements

and the survey measures four areas: culture/environment, ECP, management team and CAP. The managers forum for ECP helped to develop the survey statements. Under [REDACTED] in the fourth quarter of 2000, the survey was issued quarterly. It is issued to 25% of management, represented employees and Wackenhut, the only contractor involved, approximately 480 people each quarter. The list rotates as numbered alphabetically 1-4 and they average a 35% return on the surveys. The ratings are 1 through 5, strongly disagree to strongly agree. [REDACTED] displayed survey results that indicate the responses in each area of questioning along with various graphs and charts that show the responses in these areas since 1999. The questions have remained primarily unchanged since 1999. His overall chart also tracks the survey results from 1995. SCWE is assessed from five questions, 50% of it is derived from the question "the culture is such that I can raise concerns." One question from each of the categories comprise the balance of the assessment. Comments that are included on the surveys are coded against the category that he can sense the comment is about and go into a database. Any identification of the originator is scrubbed. Everything, all positive and all negative, that is commented on in the returned surveys is included in his survey comments. The management team receives the results. Original survey documents are shredded as he goes and he does not believe he has any complete package available.

He pointed out the downturn in the survey results for the fourth quarter of 2002 and attributed this to union issues during that time period; including the termination of an employee [REDACTED] indicated that he recognized they had work to do. Part of his new initiative to reach people across the board is to select particular individuals in the union and management, who are seen as doing a good job and are not reluctant to speak up, to deliver positive messages to the workforce. He is tying the message to a token gift related to an old study and 2500 stuffed monkey toys were purchased to reinforce the concept. He is enrolling the assistance of the initial selectees to pass it on exponentially.

On October 7, 2003, KEENAN offered to OI the investigation conducted by the law firm of Winston and Strawn in mid-to-late March 2003 regarding Dr. HARVIN's allegations. On the above date, KEENAN provided for review the investigation file and Dr. HARVIN's personnel file; as much as was maintained by [REDACTED] Human Resources, is still researching corporate records and there may be more to provide. Their attempts to have Dr. HARVIN provide additional information were unsuccessful. After review, the writer requested copies of Dr. HARVIN's application material as well as documentation dated in 2000 forward and a copy of the complete investigation. [REDACTED] indicated that three transcripts of interview were still out for review and currently not included in the file. The transcripts pertained to the interviews of [REDACTED] that he wanted to make changes regarding his testimony in that he feels differently now than he did when interviewed by Winston and Strawn

investigators in April 2003. He explained that the transcripts for these individuals were somehow overlooked when the others certifications were completed.