

UNITED STATES OF AMERICA  
NUCLEAR REGULATORY COMMISSION

\* \* \* \* \*

OFFICE OF INVESTIGATIONS

INTERVIEW

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IN THE MATTER OF: :

INTERVIEW OF : Docket No. 1-2003-045

( [REDACTED] ) :  
7L

(CLOSED) :

-----X

Wednesday, June 2, 2004

DNNS Conference Room

NRC Region I Office

475 Allendale Road

King of Prussia, PA

The above-entitled interview was  
conducted at 10:11 a.m.

BEFORE:

Senior Special Agent: Jeffrey Teator

Information in this record was deleted  
in accordance with the Freedom of Information  
Act, exemptions 7C, 7E  
FOIA- 2005-194  
(202) 234-4433

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EXHIBIT 49  
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APPEARANCES:

On Behalf of the Witness, ( [REDACTED] )

Jeffrey Keenan, Esq.

Assistant General Solicitor

PSEG Services Corporation

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10:11 a.m.

SR. SPECIAL AGENT TEATOR: Today's date is June 2<sup>nd</sup>. The year is 2004. My name is Jeffrey Teator. I'm a Senior Special Agent for the United States Nuclear Regulatory Commission, Office of Investigations.

It's approximately 10:11 in the morning. This morning I am interviewing (b)(7)(C) This interview is taking place in the building TB 2, Conference Room 13, at the Salem Hope Creek Nuclear Generation Station located in Hancock's Bridge, New Jersey.

(b)(7)(C) prior to going on the record, did I present you with my credentials?

(b)(7)(C): Yes you did, Mr. Teator.

SR. SPECIAL AGENT TEATOR: And did I explain to you this is a voluntary interview?

(b)(7)(C): You explained it was voluntary.

SR. SPECIAL AGENT TEATOR: Knowing it's voluntary, do you wish to go forward?

(b)(7)(C) I wish to go forward.

SR. SPECIAL AGENT TEATOR: Thank you. Do you have any objection this morning to providing

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1 sworn testimony?

2 [REDACTED] I have no objection to  
3 that.

4 SR. SPECIAL AGENT TEATOR: Raise your  
5 right hand please?

6 Whereupon,

7 [REDACTED]  
8 was called as a witness and, having been first duly  
9 sworn, was examined and testified as follows:

10 EXAMINATION

11 SR. SPECIAL AGENT TEATOR: Thank you.  
12 [REDACTED] you're being interviewed this morning as  
13 part of an investigation I'm conducting into  
14 potential violations of 10 CFR 50.7, that allegedly  
15 were committed against Kim Harvin, because she  
16 raised safety concerns to her management.

17 I'm going to be asking you questions  
18 about that today. Again, you're being interviewed  
19 as a witness. No one's indicated or I haven't seen  
20 any type of information which indicates you've done  
21 anything wrong here.

22 I do need to talk to you. It's  
23 important that the Commission gets complete and  
24 accurate information in its investigations.

25 [REDACTED] Okay, very good.

1 SR. SPECIAL AGENT TEATOR: Okay. I'll  
2 start with some background questions. Could you  
3 give me your date and place of birth?

4 [REDACTED] Sure. I was born [REDACTED]  
5 [REDACTED] and I was born in [REDACTED]

6 SR. SPECIAL AGENT TEATOR: Okay, and  
7 your Social Security number please?

8 [REDACTED]

9 SR. SPECIAL AGENT TEATOR: Your current  
10 home address?

11 [REDACTED] Yes. [REDACTED]

12 [REDACTED]

13 [REDACTED]

14 [REDACTED]

15 [REDACTED]

16 SR. SPECIAL AGENT TEATOR: I bet you  
17 don't like to write out too many bills and stuff on  
18 your envelopes. It's a long address --

19 [REDACTED] I use the sticky labels.

20 SR. SPECIAL AGENT TEATOR: You've got  
21 the stickies?

22 [REDACTED] Yes.

23 SR. SPECIAL AGENT TEATOR: Good. That  
24 will save you a little bit of time.

25 [REDACTED] Yes, it is a long one.

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SR. SPECIAL AGENT TEATOR: Your home  
phone number please?

[REDACTED] Yes. It's [REDACTED]

SR. SPECIAL AGENT TEATOR: Okay. Have  
you ever served in the United States Military?

[REDACTED] No, I have not.

SR. SPECIAL AGENT TEATOR: Okay. Have  
you attended college?

[REDACTED] Yes.

SR. SPECIAL AGENT TEATOR: You graduated  
from college?

[REDACTED] Yes, I did.

SR. SPECIAL AGENT TEATOR: Which school?

[REDACTED]

[REDACTED]

[REDACTED]

SR. SPECIAL AGENT TEATOR: In which?

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

SR. SPECIAL AGENT TEATOR: Okay. Any  
further degrees?

[REDACTED]

[REDACTED]

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1 SR. SPECIAL AGENT TEATOR: Okay. You  
2 still going?

3 [REDACTED] I gave up on it. It's not  
4 worth it. Too much work.

5 SR. SPECIAL AGENT TEATOR: At some point  
6 were you hired to work at PSEG Nuclear?

7 [REDACTED] Yes. I was hired to work  
8 for this company in [REDACTED]

9 SR. SPECIAL AGENT TEATOR: Have you  
10 remained continuously employed here since then?

11 [REDACTED] That is correct.

12 SR. SPECIAL AGENT TEATOR: And your  
13 current job title please?

14 [REDACTED] My current job title is  
15 [REDACTED]

16 SR. SPECIAL AGENT TEATOR: Okay, and how  
17 long have you been in that position?

18 [REDACTED] Since the reorganization in  
19 August of '03.

20 SR. SPECIAL AGENT TEATOR: Okay, and who  
21 do you report to?

22 [REDACTED] I report to [REDACTED]  
23 [REDACTED]

24 SR. SPECIAL AGENT TEATOR: Does [REDACTED]  
25 [REDACTED] know you're being interviewed by me today?

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1 [REDACTED] Yes. I don't know, because  
2 I actually was not there -- you know, I had two  
3 meetings. I actually have two bosses at the moment,  
4 and that is I'm in charge of the [REDACTED]  
5 [REDACTED] for the whole facility, for all  
6 three units.

7 Then there are RPM Chem superintendents  
8 in each plant, that report to the plant managers.

9 SR. SPECIAL AGENT TEATOR: Okay.

10 [REDACTED] One of them quit about  
11 three weeks ago, suddenly, and -- like my boss and  
12 the [REDACTED] at Hope Creek, [REDACTED] asked if  
13 I would stand in and provide day-to-day direction  
14 until we refill that job, and I said I would. So at  
15 the moment I have two bosses.

16 SR. SPECIAL AGENT TEATOR: You've got a  
17 lot of responsibility, too.

18 [REDACTED] Yes, I do. I'm up to it.  
19 It's a little crazy. In fact, I make a joke around  
20 here, Jeff. I tell people that I am a very unusual  
21 guy.

22 I am like way out there, but I've always  
23 been way out there. So [REDACTED]  
24 [REDACTED] knows that if I start getting like  
25 boring, then there's --



1 SR. SPECIAL AGENT TEATOR: They'll put a  
2 cause on you.

3 [REDACTED] If I get boring and slow  
4 down, that's aberrant behavior.

5 SR. SPECIAL AGENT TEATOR: Yes, that's  
6 something. Okay. But before August '03 -- I guess  
7 let me go back to 1999, up to September '03. Can  
8 you go through your jobs, who you worked for and  
9 what your responsibilities were?

10 [REDACTED] Sure. In 1999, I was -- I  
11 was probably the [REDACTED]

12 [REDACTED] I should have brought my resume  
13 with me. Early that year, I was [REDACTED]

14 [REDACTED] I worked directly for [REDACTED]

15 SR. SPECIAL AGENT TEATOR: For how long?

16 [REDACTED] I worked for him since, I  
17 would say -- when did [REDACTED] get here?

18 SR. SPECIAL AGENT TEATOR: He was here  
19 five years when he left, right? Did he leave --

20 [REDACTED] I think it was '98. Did he  
21 start in '98? Or maybe --

22 SR. SPECIAL AGENT TEATOR: If he did his  
23 complete five years, because he left in what, April  
24 1?

25 [REDACTED] April '03.

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1 SR. SPECIAL AGENT TEATOR: April '03,  
2 right.

3 ( [REDACTED] ) April '98. I guess I was  
4 working for him -- honestly, I did start working for  
5 him in, some time in the spring of '98.

6 SR. SPECIAL AGENT TEATOR: Okay, until  
7 how long? Until when?

8 ( [REDACTED] ) I actually then applied for  
9 a job as ( [REDACTED] ) probably in  
10 early 2000, or maybe very late '99. That job also  
11 reported directly to ( [REDACTED] )

12 SR. SPECIAL AGENT TEATOR: Okay. As  
13 ( [REDACTED] ) what would your responsibilities  
14 be?

15 ( [REDACTED] ) I was SLJ, right.

16 SR. SPECIAL AGENT TEATOR: What's that?

17 ( [REDACTED] ) Like shitty little job  
18 officer. You know, like I took care of all the  
19 little jobs that needed to get taken care of by the

20 ( [REDACTED] )  
21 SR. SPECIAL AGENT TEATOR: Okay.

22 ( [REDACTED] ) That would be whatever he  
23 needed, right? Anything from managing the basic,  
24 what we used to call the management review meetings,  
25 which is where we do all of our metrics, you know,

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1 the performance metrics, to organizing meetings and  
2 presentations for [REDACTED] You name it. Just  
3 whatever the president would need that his secretary  
4 couldn't do, I would do.

5 SR. SPECIAL AGENT TEATOR: And then from  
6 early 2000 until when were you the communications --

7 [REDACTED] I was the [REDACTED]  
8 [REDACTED]

9 SR. SPECIAL AGENT TEATOR: Right.

10 [REDACTED] That's like the media  
11 person and the web, and the public media, you know,  
12 all kinds of stuff, internal communications. Now I  
13 did that from late '99, early 2000 until I think May  
14 2002, something like that, close to that.

15 SR. SPECIAL AGENT TEATOR: And in  
16 approximately May '02, what was your next job then?

17 [REDACTED] I worked as the [REDACTED]  
18 [REDACTED] wet back in the station.

19 SR. SPECIAL AGENT TEATOR: For all three  
20 units?

21 [REDACTED] Uh-huh. That's like the  
22 work week, the person who runs the work week. So  
23 like I was alpha channel, worked the management  
24 superintendent, all the alpha channel work, was done  
25 under my auspices.

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1 SR. SPECIAL AGENT TEATOR: And how long  
2 did you remain in that position?

3 [REDACTED] Until the reorg.

4 SR. SPECIAL AGENT TEATOR: Until 8/03.

5 [REDACTED] Right.

6 SR. SPECIAL AGENT TEATOR: [REDACTED]

7 [REDACTED]. Who did you report to in that  
8 position?

9 [REDACTED] I reported to, mostly to a  
10 fellow by the name of [REDACTED] a fellow who's no  
11 longer here, [REDACTED] Who else did I report to?  
12 I reported to -- I guess I reported to [REDACTED]  
13 (ph) and [REDACTED] once [REDACTED] left.

14 SR. SPECIAL AGENT TEATOR: Were you ever  
15 licensed on any of the units down here?

16 [REDACTED] I have [REDACTED]  
17 [REDACTED] (ph). They sent me up there to get a  
18 [REDACTED]

19 SR. SPECIAL AGENT TEATOR: Okay. Was it  
20 in the winter, because it would be cold up there?  
21 [REDACTED] It actually was in the  
22 winter.

23 SR. SPECIAL AGENT TEATOR: Yes. It can  
24 get kind of --

25 [REDACTED] It was seven months of -- I

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1 think it was actually a weak winter. I think there  
2 was like under 80 inches of snow while I was there.  
3 It was a whimpy winter.

4 SR. SPECIAL AGENT TEATOR: Yes. You  
5 were lucky. I don't think this year was. This was  
6 a bad winter up there.

7 [REDACTED] And I was impressed, you  
8 know. But we had a good time and studied a lot.

9 SR. SPECIAL AGENT TEATOR: Right, that's  
10 true. Being snowed in, I guess.

11 [REDACTED] Yes.

12 SR. SPECIAL AGENT TEATOR: So you would  
13 have worked directly for [REDACTED] in two  
14 capacities, and from April '98 until late '99 or  
15 early 2000?

16 [REDACTED] Correct. Well, in the  
17 first capacity, as his [REDACTED]. Then [REDACTED]  
18 [REDACTED] also reported to him.

19 SR. SPECIAL AGENT TEATOR: That's why I  
20 said two capacities.

21 [REDACTED] Two capacities. But then  
22 that would have been all the way through May '02, I  
23 think.

24 SR. SPECIAL AGENT TEATOR: Oh, I'm  
25 sorry. May '02. I got my dates incorrect. So

1 April '98 through May '02, in two different  
2 capacities, you reported to [REDACTED]

3 [REDACTED] Yes.

4 SR. SPECIAL AGENT TEATOR: Well, that's  
5 good. All right. Well, when did you first meet Kim  
6 Harvin?

7 [REDACTED] I first met Kim Harvin, I  
8 think probably right, shortly thereafter, starting  
9 to work for [REDACTED] She actually -- I went to  
10 see a bunch of executives about a bunch of ideas I  
11 had, you know, like transforming the culture around  
12 here.

13 SR. SPECIAL AGENT TEATOR: Right.

14 [REDACTED] Each one leader kept on  
15 pointing me, you've got to go see Kim. Her married  
16 name at the time was Rutigliano.

17 SR. SPECIAL AGENT TEATOR: Right.

18 [REDACTED] So I gave her a call one  
19 day and she came to see me, okay? Then she listened  
20 to what my ideas were and she said "Good, these are  
21 great ideas. I'd like to work with you on, you  
22 know, doing some of these things."

23 SR. SPECIAL AGENT TEATOR: And did that  
24 occur?

25 [REDACTED] Uh-huh, yes.

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1 SR. SPECIAL AGENT TEATOR: Okay. How  
2 long did you work with Kim on --  
3 ~~XXXXXXXXXX~~ I worked with her a lot, in  
4 I would say '99 to 2000 in particular, on I would  
5 call culture things, culture issues. We had an  
6 initiative which started off we'd call it the "Human  
7 Performance Initiative."

8 She and I and ~~XXXXXXXXXX~~ (ph),  
9 another fellow that used to work here, we actually  
10 found out from the execs that they were putting  
11 ~~XXXXXXXXXX~~ (ph), who was a ~~XXXXXXXXXX~~ at the  
12 time, in charge of the Human Performance Initiative,  
13 because they wanted him to have that as a, you know,  
14 as an opportunity.

15 ' So we actually went -- he had no idea  
16 that, you know, they elected him to be the sponsor,  
17 right? He didn't know, he didn't know. So we  
18 walked into his office and said "Hey, you know, we'd  
19 like to help you on this human performance issue.  
20 We have some ideas." We actually walked in with a  
21 proposal.

22 It was a detailed proposal, and he was  
23 intrigued, like a little bit startled, because he  
24 had no clue that, you know, his boss was, you know,  
25 having him go off on this, right? And of course he

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1 called us back a day or so later and said "You're  
2 right. I'm in charge of this."

3 So I worked with her on that project for  
4 several years. It was a pretty exciting and  
5 generally highly fruitful project.

6 SR. SPECIAL AGENT TEATOR: And after --  
7 you said you worked a lot with her in '99 and 2000.

8 [REDACTED] Yes.

9 SR. SPECIAL AGENT TEATOR: How about  
10 2001 going forward?

11 [REDACTED] I worked with her -- I  
12 worked with her for a good amount in 2001 also.

13 SR. SPECIAL AGENT TEATOR: On the same-  
14 type issues?

15 [REDACTED] Same-type issues, sure.

16 SR. SPECIAL AGENT TEATOR: Okay. Well,  
17 tell me about 2002. I guess for half the year, you  
18 still would have been the [REDACTED]

19 [REDACTED]  
20 [REDACTED] For almost half the year,  
21 yes. We worked -- mostly we worked like in the last  
22 year, where I was working directly for [REDACTED] mostly  
23 we worked in the arena where I would do -- like we  
24 worked as like, I would say, we were kind of  
25 partners in this human performance thing.

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1 She was, I would say, the leader, and I  
2 was like the co-leader. I was like, you know, a key  
3 player that she depended on a lot and I depended on  
4 her. But she was really like, she was the driver,  
5 okay, although my passion was heavy.

6 So we worked a lot for that first year  
7 or so to 2002. But the last year I was with [REDACTED]  
8 directly, mostly I used her as a speech writer.  
9 Okay, in other words, I would bounce ideas off of  
10 her.

11 SR. SPECIAL AGENT TEATOR: For [REDACTED]  
12 Speech writer for [REDACTED]  
13 [REDACTED] Yes, and I'd ask her to  
14 help me compose like inspirational-type talks and  
15 stuff. She was very good at that. So what was good  
16 -- my team was good at ideas, like getting like a  
17 context for some big event, you know, like an all-  
18 hands meeting or whatever. She would always provide  
19 the, kind of I would call the explosive  
20 inspirational piece.

21 SR. SPECIAL AGENT TEATOR: Okay, all  
22 right. Now I have an understanding of your work and  
23 interactions with Kim Harvin, and during most of the  
24 time we just talked about, you reported directly to  
25 [REDACTED] also?

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( [REDACTED] ) That's correct.

SR. SPECIAL AGENT TEATOR: Okay, that's good. During the time frame that we've just talked about, I guess up to May '02, did she ever bring to you what she felt were nuclear safety concerns? I'm being real general and broad there today.

( [REDACTED] ) Yes.

SR. SPECIAL AGENT TEATOR: How about concerns with production over safety in the plant, emphasis, overemphasis on production over safety, non-conservative decisionmaking on the way the plant's being operated, things of that nature?

( [REDACTED] ) I'm looking at you with crossed eyes, only because I probably --

SR. SPECIAL AGENT TEATOR: Well, let me ask it this way. Did she ever bring to you concerns which you viewed as nuclear safety concerns? I guess it's fair way to --

( [REDACTED] ) Okay. I don't think she in those days communicated anything to me as a nuclear safety concern. However, she would routinely share issues, you know, or concerns if you will, that I would say were related to what we were up to.

Like for example, like I can think of, she worked a lot heavily -- one of the big things

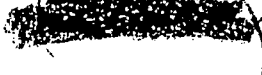
1 out of our human performance initiative was to make  
2 a big impact on outage performance, okay?

3 So she would work a lot heavily right  
4 there up on the outage, and I would some, as I would  
5 now, because of the nature of my job, I couldn't  
6 necessarily be on shift.

7 I was accountable for a lot of other  
8 things. Sometimes I was on shift. Like I made  
9 arrangements for that, right?

10 So while she was on shift, she got in a  
11 lot of interplay with I would call, I would say,  
12 plant operators.

13 SR. SPECIAL AGENT TEATOR: Right.

14  Okay. I remember -- I  
15 forget what outage it was, but there was some outage  
16 where she said to me there's people that aren't  
17 being heard, like they're not being like listened  
18 to, and that she had a worry about that, that the  
19 communication they were presenting wasn't being  
20 heard.

21 She shared with me, like I don't have it  
22 any more, but she shared with me like a mass e-mail  
23 that some operator had written.

24 SR. SPECIAL AGENT TEATOR: To her, or  
25 was she just cc'd on it?

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1                   ( [REDACTED] ) I can't remember. Could  
2 have been cc'd. I think actually she was cc'd on  
3 it, because I think it was one of those -- I think  
4 it was one of those, like when somebody like  
5 reaching out, and kind of blasting management, and  
6 reaching out to everybody in Operations.

7                   SR. SPECIAL AGENT TEATOR: Right.

8                   ( [REDACTED] ) And then because of a  
9 conversation, because she was like getting related  
10 to the operators. She was on it.

11                   That's my recollection. I don't have it  
12 anymore. Like when my computer died in March of  
13 this year, I lost that kind of thing.

14                   But at any rate, she showed me it, she  
15 asked me for some input, what should I do? I told  
16 her she should bring it to the ops manager's  
17 attention and the plant manager's attention as soon  
18 as possible. Just so that they were wired to it and  
19 could take action.

20                   It wasn't anything hard. I wouldn't say  
21 it was like anything specific like I recall, like  
22 component nuclear safety kind of stuff. It was more  
23 like "You don't listen, you never listen" kind of  
24 communication, like nasty, bitter stuff. So that I  
25 remember.

1 SR. SPECIAL AGENT TEATOR: Do you know  
2 if she in fact brought that to the ops manger and  
3 the plant manager?

4 [REDACTED] I'm pretty certain she did.

5 SR. SPECIAL AGENT TEATOR: All right.  
6 Your recollection is --

7 [REDACTED] My recollection is that she  
8 did.

9 SR. SPECIAL AGENT TEATOR: Do you have a  
10 recollection on how those two individuals received  
11 that information, what they did with it? Did they  
12 complain in your presence about Kim bringing that to  
13 their attention?

14 [REDACTED] Not that I'm aware of,  
15 okay? Like I don't -- to be honest with you, at the  
16 moment, I can't remember exactly who the ops manager  
17 was at the moment, because there was a lot of like  
18 changes during that period of time.

19 I think it was like -- my brain is kind  
20 of leaning towards the fellow that was the ops  
21 manager still works for the company, runs one of  
22 the fossil plants. I can't think of his name right  
23 now. [REDACTED] something or other.

24 But at any rate -- [REDACTED]  
25 [REDACTED] I think is who she brought it to.

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1 SR. SPECIAL AGENT TEATOR: Right.

2 (b) I don't remember any upset  
3 on her part. Well, like the way the whole thing  
4 occurred to me was, you know, like I would say in  
5 her world, the way she communicated to me, was "They  
6 don't really want to deal with this kind of thing."

7 SR. SPECIAL AGENT TEATOR: Who is  
8 "they"?

9 (b) Meaning leadership,  
10 management, because it's not like their cup of tea.  
11 It's not hardware and technical. It's soft stuff.  
12 So they were struggling with it, right?

13 SR. SPECIAL AGENT TEATOR: Right.

14 (b) The impression I got wasn't  
15 like they were shooting bullets at her or anything  
16 like that, like verbal bullets.

17 It's more like, you know, I'm not sure  
18 they understand. Like I'm just saying that's what I  
19 got from most of the communications.

20 Like in other words she was sometimes  
21 occasionally frustrated by them hearing the concern,  
22 but not really, in her work world, getting it.

23 SR. SPECIAL AGENT TEATOR: Let me ask  
24 you the question, and we talked about -- you  
25 provided an answer in part, but my question to you

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1 was up to the May 2002 time period, did she ever  
2 bring concerns to your attention or discuss concerns  
3 that you felt were nuclear safety concerns? Not  
4 industrial safety, nuclear safety concerns.

5 [REDACTED] Yes. I remember at Hope  
6 Creek once that she told me that the operators were  
7 bitter and upset about some issues that weren't  
8 getting resolved in the plant. She didn't mention  
9 any like great details, like about -- like what the  
10 technical things were.

11 I mean like this pump or this system or  
12 whatever. But it was also kind of a conversation  
13 about the environment. She was talking mostly about  
14 the environment, you know, like a horrible  
15 environment for operators to get their issues dealt  
16 with.

17 SR. SPECIAL AGENT TEATOR: At Hope  
18 Creek?

19 [REDACTED] At Hope Creek.

20 SR. SPECIAL AGENT TEATOR: Licensed  
21 operators or --

22 [REDACTED] Licensed operators.

23 SR. SPECIAL AGENT TEATOR: Okay.

24 [REDACTED] The early one I talked  
25 about was a Salem concern, Salem managers.

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1 SR. SPECIAL AGENT TEATOR: All right.  
2 (b) This one was a Hope Creek  
3 concern. I don't remember any specifics.  
4 Technically, I do remember that she was working with  
5 a number of operators and working on relationships  
6 and getting their issues heard.

7 I'm aware of only one issue, like I can  
8 recall with any concrete details. It's not that it  
9 isn't buried somewhere in the back of my head.

10 SR. SPECIAL AGENT TEATOR: Is it a  
11 nuclear --

12 (b): It could be a nuclear  
13 concern. It certainly could be construed that way,  
14 I would say, and it had to do with tagging, okay,  
15 safety tagging.

16 I know that's kind of -- that's kind of  
17 like one of the issues like this, right? Like  
18 nuclear safety and industrial safety, right? Like  
19 OSHA and nuclear in this case.

20 It was with an operator that was, I  
21 would say it sounds like, and I knew the guy. He's  
22 a delightful guy. He's a little bit odd in his  
23 communications.

24 SR. SPECIAL AGENT TEATOR: Who?

25 (b): His name was -- bear with

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1 me. Let me just keep talking and it will pop in my  
2 head, all right? You know, it does come in.

3 SR. SPECIAL AGENT TEATOR: I guess more  
4 what I'm interested in, regarding those type of  
5 issues she raised, how did her management react to  
6 her? Again, we're still talking up to May '02 now.  
7 I want to try and keep it chronological if we can.

8 [REDACTED] Sure.

9 SR. SPECIAL AGENT TEATOR: All right.

10 [REDACTED] Absolutely.

11 SR. SPECIAL AGENT TEATOR: All right.

12 Were you hearing any negative feedback from her  
13 manager -- that would be [REDACTED] She worked for

14 [REDACTED]

15 [REDACTED] Yes.

16 SR. SPECIAL AGENT TEATOR: Or other  
17 senior managers regarding her raising of other  
18 people's concerns up to May '02? Those concerns  
19 would be, you know, communications, environment,  
20 this particular issue which you just described about  
21 tagging.

22 Do you recall her getting any heat,  
23 hearing any complaints, catching any heat from  
24 senior management here at the site for her raising  
25 those issues, up to May '02?

1 [REDACTED] I don't remember hearing  
2 like [REDACTED] or any of the executives have any, 7c  
3 raise any concerns verbally, or complain about her  
4 behavior. I mean, she was I would consider way out  
5 there, in like the way I think. She's much further  
6 way out there than I am.

7 So like the way they related it to me  
8 was you can talk, you can talk to her more easily  
9 than I can. You talk her language. A lot of times  
10 they would ask me questions, you know, like about  
11 things. But never those concerns. They'd say like  
12 if she said this, how would you interpret that?

13 But there was no like upset or concern  
14 or complaint, because she communicated in a very  
15 creative and I'd say focus on leadership for her  
16 management-type behavior type thing.

17 SR. SPECIAL AGENT TEATOR: Let me -- I  
18 guess maybe I'll just cut right to this.

19 [REDACTED] Yes.

20 SR. SPECIAL AGENT TEATOR: Do you recall  
21 her having a discussion with you or conversation  
22 with you, I think while she was still working here?  
23 That would be up to March 28, '03, where she  
24 supposedly asked you why these things happened to  
25 her, "these things" meaning her job being eliminated

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1 and her last day here being moved up from April  
2 16<sup>th</sup>. Do you recall her having that conversation  
3 with you?

4 ( [REDACTED] ) She had a conversation with  
5 on or around like the 45-day period, yes.

6 SR. SPECIAL AGENT TEATOR: Okay.

7 ( [REDACTED] ) Yes.

8 SR. SPECIAL AGENT TEATOR: Do you recall  
9 her asking you that question?

10 ( [REDACTED] ) Yes.

11 SR. SPECIAL AGENT TEATOR: Why has this  
12 happened to me?

13 ( [REDACTED] ) I recall a question like  
14 that. I don't remember the exact words, but  
15 certainly she was upset. She was beside herself.

16 SR. SPECIAL AGENT TEATOR: Sure. I mean  
17 that's understandable. But it's my job to determine  
18 whether there was a violation of Federal law  
19 committed here.

20 ( [REDACTED] ) Right, I'm with you.

21 SR. SPECIAL AGENT TEATOR: I'm trying to  
22 get to that.

23 ( [REDACTED] ) I'm with you.

24 SR. SPECIAL AGENT TEATOR: And again,  
25 your name was provided by her as someone who maybe

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1 can corroborate her version of what happened to her.

2 [REDACTED] Sure, absolutely.

3 SR. SPECIAL AGENT TEATOR: Let's go talk  
4 right about that conversation. Do you remember  
5 where it occurred?

6 [REDACTED] I think I found out about  
7 it in the Processing Center. She must have just  
8 heard about it, which is one of the middle buildings  
9 inside the fence.

10 SR. SPECIAL AGENT TEATOR: When you say  
11 "found out about it," her job being eliminated, or  
12 her last day being moved up?

13 [REDACTED] The first conversation I  
14 recall was her finding out that her job was  
15 eliminated.

16 SR. SPECIAL AGENT TEATOR: Okay. Let's  
17 talk about that, then.

18 [REDACTED] Okay, and then I believe  
19 that I didn't know about it until she told me.

20 SR. SPECIAL AGENT TEATOR: All right.

21 [REDACTED]: Actually, I think I heard  
22 about it publicly. It wasn't like it was private,  
23 which is unusual. I heard about it at a morning  
24 meeting, you know. It might have even been at like  
25 at 6:45, early morning meeting, where she announced

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1 that she was no longer -- you know.

2 It could have been a 10:00 meeting. I  
3 don't remember the exact timing, but she announced  
4 that she would be no longer working with the  
5 company.

6 SR. SPECIAL AGENT TEATOR: She announced  
7 it?

8 [REDACTED] She announced it, that her  
9 position had been eliminated.

10 SR. SPECIAL AGENT TEATOR: Okay.

11 [REDACTED] And then afterwards she  
12 talked, and we went for a little walk, and she was  
13 upset and she cried, and she was very, beside  
14 herself. So she was like sad and upset, and you  
15 know, she didn't get it, right? She didn't get it.

16 She started asking for help from me, to  
17 get it resolved, like what the issues were, because  
18 she wasn't clear on what they were.

19 SR. SPECIAL AGENT TEATOR: Right, right.

20 [REDACTED] Right. So I remember her  
21 asking -- first she was like -- mostly the  
22 conversation was her just like letting it all spill  
23 out, right.

24 Then I think either late in that  
25 conversation or a follow-up conversation she asked

1 me for some coaching on what to do.

2 Like she didn't understand why ~~he was~~ 7C  
3 eliminated, given all the issues that he's got to  
4 deal with, you know, with the operators.

5 She had sort of mentioned some of the  
6 older issues, like I would call culture issues, that  
7 given that we have all these issues, I don't get  
8 what some of mine, why he would like opt to do this.

9 I said to her "Have you talked to him?"  
10 She goes "Yes. In that meeting, where he told me I  
11 lost my job," and you can tell from like what she  
12 said, it was a very unsatisfying conversation. It  
13 was very non-direct, not very direct. It was not a  
14 whole lot of dialogue, right.

15 So I said "Well, one of the first things  
16 I would do if I were you I'd get this complete. I'd  
17 go see him again, and get complete with whatever it  
18 is that you have on your mind, and get with him  
19 again," okay?

20 I don't remember all the details. I  
21 remember she tried to. I don't know if she ever had  
22 a formal meeting again with him.

23 Then she asked me for advice on, you  
24 know, given that he was not, he didn't appear to be  
25 open to having a conversation about it, like what

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1 other options? Then I actually said "Okay. So now  
2 we're actually" -- I said "I can play two roles  
3 here. I can be your coach. Like I'd be your friend  
4 and partner and coach, and I also can be like, you  
5 know, give you official answers too.

6 "First I've got to give you all the  
7 official answers. You need to like, you need to go  
8 to his boss, [REDACTED]  
9 (ph)." [REDACTED]

10 SR. SPECIAL AGENT TEATOR: Yes, [REDACTED]

11 [REDACTED]  
12 [REDACTED] Okay, at the time, and if  
13 you don't, can't get it resolved, you know, there  
14 are other pathways include [REDACTED] of [REDACTED]  
15 [REDACTED] and the NRC if you have any nuclear safety  
16 concerns. She said "I think I do." I said "Then  
17 you need to exhaust all of them," okay?

18 SR. SPECIAL AGENT TEATOR: Is that when  
19 you first heard that she felt she had nuclear safety  
20 concerns?

21 [REDACTED]: Yes. That's when like it  
22 was spoken that way.

23 SR. SPECIAL AGENT TEATOR: Okay.

24 [REDACTED]: I would say that like if  
25 you looked at what she like brought up, as nuclear

1 safety concerns, to me, they had a fingerprint in my  
2 mind of cultural issues, where people were not being  
3 listened to.

4 SR. SPECIAL AGENT TEATOR: Right.

5 (b) Does that make sense? Like  
6 it was a series of those. So I hadn't -- because I  
7 wasn't involved in any of the specific technical  
8 issues on the other ones, I was mostly listening to  
9 her, coaching her on how to make a difference on  
10 leadership, in hearing what the issues were and  
11 dealing with them powerfully.

12 It was more like a leadership  
13 conversation as opposed to -- like the context  
14 earlier, like a year earlier or whatever, you know,  
15 was more in the context of leadership, not nuclear  
16 safety concerns. In this conversation, it was  
17 nuclear safety concerns.

18 SR. SPECIAL AGENT TEATOR: Okay.

19 (b) Make sense?

20 SR. SPECIAL AGENT TEATOR: Yes, sure.

21 All right, so did you ever talk to (b) about why  
22 her position was eliminated?

23 (b) I never did.

24 SR. SPECIAL AGENT TEATOR: Okay. Did  
25 you ever talk to any of the senior leadership here

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1 about why her position was eliminated?

2 [REDACTED]: I did not.

3 SR. SPECIAL AGENT TEATOR: Do you know  
4 why her position was eliminated?

5 [REDACTED]: I know what she said, but I  
6 don't know what --

7 SR. SPECIAL AGENT TEATOR: I'm asking  
8 you if you know.

9 [REDACTED]: No. I have no idea.

10 SR. SPECIAL AGENT TEATOR: Okay. Did  
11 you ever -- what did she tell you? Why did she feel  
12 her position was eliminated?

13 [REDACTED]: Well I think what was  
14 spoken, what she said, was spoken, was we were  
15 reexamining positions and trying to position  
16 ourselves to be more competitive in the marketplace,  
17 and that we were looking to eliminate positions that  
18 are -- that we didn't absolutely have to have.  
19 Okay, that was like -- something like that was  
20 reported to her.

21 She began to feel, because of the  
22 shortness of the conversation --

23 SR. SPECIAL AGENT TEATOR: With [REDACTED]  
24 [REDACTED]: With [REDACTED] and that -- you  
25 see, [REDACTED] was actually -- [REDACTED] and her get along

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1 really well, up until almost the very near end.

2 SR. SPECIAL AGENT TEATOR: They did?

3 [REDACTED]: Yes, very well.

4 SR. SPECIAL AGENT TEATOR: All right.

5 [REDACTED]: Okay, it was shocking to

6 her that he would be so terse.

7 SR. SPECIAL AGENT TEATOR: Did you see

8 it also independently, that [REDACTED] and her got along

9 well?

10 [REDACTED]: Oh yes.

11 SR. SPECIAL AGENT TEATOR: Up until the

12 end?

13 [REDACTED]: Uh-huh.

14 SR. SPECIAL AGENT TEATOR: Okay. What's

15 your basis for -- your individual basis for saying

16 that or feeling that way?

17 [REDACTED]: Well, both of us worked

18 with [REDACTED] essentially in the arena of coaching. We

19 actually coached [REDACTED] okay?

20 SR. SPECIAL AGENT TEATOR: Okay.

21 [REDACTED]: Meaning we like would give

22 them coaching on how to look at something, how to

23 approach something, how to communicate it, okay?

24 SR. SPECIAL AGENT TEATOR: Right.

25 [REDACTED]: So I would say when we

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1 first met [REDACTED] to pretty much everyone around,  
2 [REDACTED] was a complete mystery, okay? A very  
3 mysterious guy.

4 SR. SPECIAL AGENT TEATOR: Right.

5 ([REDACTED]): Personally, I'm a very  
6 studious guy. I always get data. Like, you know,  
7 like they used to call me the Federal agent, you  
8 know, when I was in college, because I asked all  
9 these questions, right?

10 But I called up these plants, and I  
11 talked to people who used to work for him and got  
12 his MO, and pretty much they'd say like ([REDACTED]) like  
13 "I know ([REDACTED]) He's one of the more brilliant  
14 executives in the entire industry. Got the  
15 strangest logic pattern of anybody on the planet."

16 Like, you know, if he -- he would never  
17 explain it logically, because logic was very non-  
18 linear. It was odd logic, right?

19 If you were in a conversation with him  
20 today about something, he would confound and  
21 befuddle you with his questions.

22 SR. SPECIAL AGENT TEATOR: Right.

23 ([REDACTED]) And he would draw a  
24 conclusion at the end of the meeting which made no  
25 sense to you, and then he'd leave the room. Then

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1 three months later, you'd realize it was a  
2 brilliant, brilliant conclusion drawn like with  
3 almost no data, right? So he was very hard to  
4 cipher.

5 SR. SPECIAL AGENT TEATOR: Right.

6 [REDACTED]: He was very quiet and  
7 reserved, and didn't take any coaching.

8 SR. SPECIAL AGENT TEATOR: So what made  
9 you believe her and [REDACTED] got along well, up until  
10 the end?

11 [REDACTED]: Well, I've seen them.  
12 Personally I coached -- [REDACTED] opened up a lot.  
13 Okay, after we did this human performance initiative  
14 and we had this like training and stuff here, [REDACTED]  
15 had the three-day training.

16 He started opening up, he started being  
17 receptive and open to coaching, input. Then he  
18 started actually seeking out input. He would call  
19 me in, call Kim in. They met regularly.

20 We had like, if you will, I would call  
21 it multiple sessions where she and I and [REDACTED] would  
22 sit and talk and explore things. They were very  
23 provocative conversations, conversations which are  
24 very unlike I've ever seen in the nuclear power  
25 plant.

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1                   They were the kind of conversations that  
2 we probably should have been having years ago,  
3 right? So they were very powerful conversations,  
4 open conversations, you know, conversations that,  
5 you know, like before [REDACTED] had that training, would  
6 be out-there conversations, in terms of like  
7 listening to people.

8                   Like the kind of things that Kim was  
9 focused on, he got really interested in, okay?

10                  SR. SPECIAL AGENT TEATOR: Okay. Do you  
11 know -- so I guess we've established that up until  
12 the end, your view was that [REDACTED] and Kim Harvin got  
13 along well?

14                  [REDACTED] Yes, and she should know,  
15 right? She always play huge, big. She played her  
16 role in a huge way. She didn't like play small or  
17 minimize her contribution, right? She'd also play  
18 to the boundaries of her, whatever she thought she  
19 had, as far as she could go, right. And at times  
20 she ticked him off.

21                  SR. SPECIAL AGENT TEATOR: Who?

22                  [REDACTED]  
23                  SR. SPECIAL AGENT TEATOR: Okay.

24                  [REDACTED]: And it was mostly, as I  
25 recall, in matters of administrative detail

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1 protocol. Like one time, she convinced [REDACTED] to  
2 take three of the ops leaders, the Hope Creek  
3 operational leaders, SRO types, to some training in  
4 Canada, for like three days.

5 SR. SPECIAL AGENT TEATOR: All right.

6 [REDACTED] She didn't explain to [REDACTED]  
7 all the details about it, and then she went ahead  
8 and put it on her credit card and, you know, like  
9 had her -- had these three operators and their  
10 spouses go to some pretty avant garde training in  
11 Toronto, Canada.

12 It was probably one of the better  
13 training courses that has ever been given, and it  
14 was way out there, you know, in terms of money and  
15 topic.

16 She had a little trouble with the  
17 corporate bean counters, and [REDACTED] got whacked, you  
18 know, for it, and he was upset that she was sloppy.

19 SR. SPECIAL AGENT TEATOR: About that  
20 issue.

21 [REDACTED] That issue. There's things  
22 like that she did on occasion.

23 SR. SPECIAL AGENT TEATOR: Okay.

24 [REDACTED] I don't see any issues like  
25 with the, I would call the meaty stuff of her job,

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1 meaning like the powerful conversations about  
2 leadership --

3 SR. SPECIAL AGENT TEATOR: Did you --  
4 did [REDACTED] ever complain to you about Kim, either Kim  
5 raising her own leadership/management concerns, or  
6 raising such concerns of others, and how those  
7 concerns might affect nuclear safety in the plant?

8 [REDACTED]: No.

9 SR. SPECIAL AGENT TEATOR: Did [REDACTED]  
10 ever make a negative comment to you regarding her  
11 raising such issues?

12 [REDACTED]: No, he didn't, and I was  
13 actually shocked. I was personally shocked when she  
14 told me her job had been eliminated.

15 SR. SPECIAL AGENT TEATOR: Right. But  
16 my job is to find out why it was eliminated.

17 [REDACTED]: Yes, I got it. I'm with  
18 you.

19 SR. SPECIAL AGENT TEATOR: There's two  
20 sides to every story. Usually there's three or four  
21 or five, but I've got to find out what really  
22 happened.

23 [REDACTED]: Yes.

24 SR. SPECIAL AGENT TEATOR: Are you aware  
25 of any information which leads you to believe that

1 -- we'll talk about her position elimination first,  
2 that leads you to believe that her position was  
3 eliminated because she raised the concerns which we  
4 generally discussed this morning?

5 [REDACTED] Well certainly in her --  
6 SR. SPECIAL AGENT TEATOR: I'm asking  
7 you.

8 [REDACTED]: I didn't hear any third  
9 party say anything that would lead me to believe  
10 that, like [REDACTED] any of the execs. It's  
11 from her conversation --

12 SR. SPECIAL AGENT TEATOR: Forget her.

13 [REDACTED] Okay.

14 SR. SPECIAL AGENT TEATOR: Okay. But  
15 for her, her view of what happened to her and why it  
16 happened here.

17 [REDACTED]: And the context of their  
18 conversations. I got that from her, from like the  
19 last conversation, if you will.

20 SR. SPECIAL AGENT TEATOR: We'll talk  
21 about that in a minute.


22 [REDACTED] Yes.


23 SR. SPECIAL AGENT TEATOR: But  
24 independent of what she told, are you aware of any  
25 evidence, any information that her position was



1 eliminated because she was viewed as a threat by  
2 senior management here? This stuff is very  
3 important.

4  Could you repeat that  
5 question again?

6 SR. SPECIAL AGENT TEATOR: Yes. Did you  
7 tell Kim Harvin that you believed her position -- in  
8 response to a question from her, to the effect of  
9  why did this happen to me?" From my  
10 understanding you told her that you felt her  
11 position was eliminated because she was viewed as a  
12 threat by senior management. Do you recall making  
13 such a statement?

14  I don't know if I used the  
15 word "threat," and I don't remember the exact  
16 timing. But at some point, when she said "I have to

17 leave her like now," I mean that kind of thing, when  
18 it became the "now" thing, I remember a conversation  
19 in that time frame, where she was, once again,  
20 beside herself.

21 She was actually pleading, what could be  
22 going on, what could be going on that they would do  
23 this?

24 SR. SPECIAL AGENT TEATOR: That's  
25 understandable. Right, right.



1 [REDACTED] I said "I don't know. I  
2 really don't know." However, usually, I said "My  
3 experience is, if they believe somebody would be  
4 more harmful than beneficial to being around, they  
5 often escort that person off the property. Perhaps  
6 you're seen that way." I don't know if I used the  
7 word -- you know, I could have used the word  
8 "threat."

9 SR. SPECIAL AGENT TEATOR: Pretty close.

10 [REDACTED] Yes. In other words,  
11 here's my experience. My experience in general, is  
12 when somebody gets fired --

13 SR. SPECIAL AGENT TEATOR: Or laid off.

14 [REDACTED] Often, especially in the  
15 past, we would often escort them off the property in  
16 a hurry, because they were often viewed as they're  
17 going to be upset, and they're going to generate  
18 foment more than anything else.

19 SR. SPECIAL AGENT TEATOR: Right.

20 [REDACTED] Right. That's like the  
21 general thinking.

22 SR. SPECIAL AGENT TEATOR: Yes. So was  
23 that where you were coming from when you told her  
24 that?

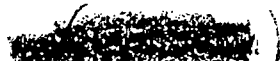
25 [REDACTED] Yes. I think I also felt,

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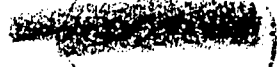
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1 given how vocal she was, you know, that gee whiz,  
2 like, you know, you may be perceived as more trouble  
3 than --

4 SR. SPECIAL AGENT TEATOR: Trouble in  
5 which way though? You mean trouble -- for what  
6 reason? And this is your opinion here.


7  Yes, it's my opinion.

8 SR. SPECIAL AGENT TEATOR: Just from  
9 what you said, her being vocal.

10  Vocal. You see, I found  
11 that -- given that there's almost no notice and  
12 suddenly she gets that 45-day notice, and then all  
13 of the sudden she was being let go early, I mean  
14 that led me to believe that there's been a sudden  
15 shift in how they viewed her, and I don't know what  
16 it is.

17 So I gave her among a series of options  
18 that they, what they could be thinking. But I said  
19 I didn't know, because I wasn't privy to that  
20 conversation. But they're thinking that you're, you  
21 know, you're bringing up stuff they don't want to  
22 hear.

23 SR. SPECIAL AGENT TEATOR: That it could  
24 be that.

25  Yes, yes. It could be

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1 that. But it's not that I knew it, but that could  
2 be it.

3 SR. SPECIAL AGENT TEATOR: Did you have  
4 a sense that that was it, that that was the reason?  
5 I mean you've been down here [REDACTED] You're a  
6 survivor down here. You've been here -- because I  
7 know people --

8 [REDACTED]: I am a little bit -- I told  
9 [REDACTED]

10 SR. SPECIAL AGENT TEATOR: [REDACTED]  
11 [REDACTED] That's your  
12 other interview. You see, I have a jaded opinion  
13 about this, because I've actually seen some very  
14 stupid things done, including to me.

15 SR. SPECIAL AGENT TEATOR: Right.  
16 [REDACTED] Like one day, and this is  
17 on the record -- I want to see the transcript -- one  
18 day I was asked -- there was a person who wasn't  
19 well-liked in an area, and they brought him to work  
20 for me.

21 They said "Try him out. See how he  
22 works out." I said "Fine." The guy worked out  
23 great, right? He was terrific. I really needed a  
24 person with lots of talents, and like two weeks  
25 after this person was transferred to me, I was asked

1 to give him a letter saying his position was  
2 eliminated, right?

3 SR. SPECIAL AGENT TEATOR: Right.

4 ( [REDACTED] ) I said "Well, wait a  
5 minute. This is not true." I said "Wait a minute.  
6 You're having me hire four new people, you know, and  
7 the poor person just got assigned. So you know,  
8 it's not true that the position is being  
9 eliminated."

10 The guy said "I don't like the guy.  
11 He's not worth it. Get rid of him." So I said "I  
12 decline." So I got the letter the next day.

13 SR. SPECIAL AGENT TEATOR: I think I've  
14 heard about this.

15 ( [REDACTED] ) Yes. I got the letter the  
16 next day. So to me, and this was a different set of  
17 executives, but there's some CD people in our  
18 business, you know.

19 SR. SPECIAL AGENT TEATOR: But I'm  
20 looking for direct knowledge.

21 ( [REDACTED] ) No. So I answered her  
22 question in the context of my own bitterness about  
23 how things could go. Does that make sense?

24 SR. SPECIAL AGENT TEATOR: Yes, it does.  
25

1 [REDACTED] I didn't know anything  
2 specific, like [REDACTED] thought she was a no good for  
3 nothing, and he was trying to conceal or, you know,  
4 make sure something wasn't revealed. I don't have  
5 any knowledge like that. All I have is what she  
6 told me.

7 SR. SPECIAL AGENT TEATOR: Right, right.  
8 During this conversation that you had --

9 [REDACTED] I can easily get enrolled  
10 in it, though, you know, by what she's saying,  
11 right? Given how upset she is and what she said she  
12 was talking to him about.

13 I could easily get enrolled in that. I  
14 don't know, you know, what was so, and I wasn't  
15 present for the conversations.

16 SR. SPECIAL AGENT TEATOR: That  
17 information's coming from her?

18 [REDACTED] Uh-huh.

19 SR. SPECIAL AGENT TEATOR: Did you --  
20 from what she told you -- well, what did she tell  
21 you? Let's go into that, and then I'll ask you if  
22 you, in any way, were able to independently  
23 corroborate what she was claiming?

24 [REDACTED] The only thing I could  
25 corroborate -- I wish I could remember the guy's

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1 name, but there was an operator who recently, I  
2 would say, in the past seven months left the  
3 company. I knew him.

4 I actually talked to him on his way out,  
5 like right up to his exit interview. I was stopping  
6 by the NRC Office for another reason, and he was  
7 having a conversation with a couple of the  
8 residents, and I was walking out.

9 I thought he was just walking out for  
10 the day, and he informed me he had just quit. He  
11 worked for [REDACTED] [REDACTED]  
12 [REDACTED] I can't think of his name right now, but  
13 it'll come to me.

14 But he had expressed to her and to me  
15 concerns about being ridiculed at work, about his  
16 concerns about safety issues. That's something that  
17 she had talked to me about, and that he was quitting  
18 because he couldn't stand working here because of  
19 the environment.

20 SR. SPECIAL AGENT TEATOR: Okay. But  
21 that's a different individual. We're talking about  
22 Kim.

23 [REDACTED] Well, that's something --  
24 that's a subject she talked to me about.

25 SR. SPECIAL AGENT TEATOR: That you

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1 corroborated running into this person?

2 [REDACTED] Yes, I actually had several  
3 -- before this final conversation, I had several  
4 conversations with the guy, and I was coaching him,  
5 you know, on the subject, to support him.

6 SR. SPECIAL AGENT TEATOR: I guess my  
7 question was, based on what Kim told you about why  
8 she believed what was happening to her, were you  
9 able to corroborate any of that?

10 [REDACTED] Most of the stuff she  
11 talked about to me, like I said when she was here,  
12 was the operators are scared to talk.

13 SR. SPECIAL AGENT TEATOR: Which, Salem  
14 or Hope Creek?

15 [REDACTED]: Both.

16 SR. SPECIAL AGENT TEATOR: Okay.

17 [REDACTED] Okay. I didn't hear that  
18 from any of the operators directly, but she said  
19 that they have issues, and they don't feel  
20 comfortable bringing them up.

21 That was what she was talking to me  
22 about. I said "Have they gone to [REDACTED] Have they  
23 gone to the NRC? You know, have they gone to the  
24 plant manager?" "Yes." You know, that kind of  
25 stuff.



1 SR. SPECIAL AGENT TEATOR: Okay. What  
2 did -- in talking with Kim, hearing from her why she  
3 believed this stuff was happening to her, why did  
4 she -- what did she tell you about why she believed  
5 her position was eliminated, and why her last day  
6 was moved up? Did she tell you why she believed  
7 that happened to her?

8 (b) I don't remember the exact  
9 details of the conversation, but there's some, one  
10 of the conversations she was having with (b) about  
11 some concern, reached a fulcrum.

12 She was asking for him to take action,  
13 and she must -- in her world, you know, she went  
14 over the line and like it snapped. Like whatever  
15 was allowing her to have the space that she had --

16 SR. SPECIAL AGENT TEATOR: The space  
17 that she had with (b)

18 (b): Yes. The space to go in  
19 and have open conversations, ceased that day, that  
20 she went over the line.

21 SR. SPECIAL AGENT TEATOR: Okay. Did  
22 you see, hear, read anything that would corroborate  
23 that that's what happened between her and (b)

24 (b) No, I didn't read, see or  
25 hear anything. I have no corroborating data.

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1 SR. SPECIAL AGENT TEATOR: Right, okay.  
2 [REDACTED]: Like I said, I could easily  
3 get enrolled in it, because you know --

4 SR. SPECIAL AGENT TEATOR: Well why?

5 [REDACTED]: Because based on what  
6 happened to me.

7 SR. SPECIAL AGENT TEATOR: To you, okay.

8 [REDACTED]: And honestly? At times  
9 I've been very cautious, okay. There's times, you  
10 know, times, depending on what period is going on  
11 here. We've been through a lot of periods, right.

12 SR. SPECIAL AGENT TEATOR: Okay. I'm  
13 going to -- it's a fact that discrimination does  
14 occur in the nuclear power industry.

15 [REDACTED]: Yes.

16 SR. SPECIAL AGENT TEATOR: Because of  
17 people raising safety concerns, engaging in NRC-  
18 protected activities.

19 [REDACTED]: Right. We know that has  
20 happened.

21 SR. SPECIAL AGENT TEATOR: It does  
22 happen.

23 [REDACTED]: Yes.

24 SR. SPECIAL AGENT TEATOR: And in fact,  
25 in a fairly small percentage of the investigations

1 we conduct, we corroborate that.

2 [REDACTED] Yes.

3 SR. SPECIAL AGENT TEATOR: We're able to  
4 corroborate that. I'm thinking about eight percent  
5 of the discrimination cases OI does, we corroborate  
6 that discrimination did occur.

7 [REDACTED]: It does exist.

8 SR. SPECIAL AGENT TEATOR: And we know  
9 it exists.

10 [REDACTED]: Yes.

11 SR. SPECIAL AGENT TEATOR: I mean it  
12 does, in fact, but you've got to be able to prove  
13 it.

14 [REDACTED] Yes, absolutely.

15 SR. SPECIAL AGENT TEATOR: So --

16 [REDACTED]: This is your job, or not,  
17 right?

18 SR. SPECIAL AGENT TEATOR: True, right.  
19 Let the chips fall where they may. If it happened,  
20 fine. I want to get that answer.

21 [REDACTED] Sure. You want to find out  
22 if it's eight or 92, right?

23 SR. SPECIAL AGENT TEATOR: Right. And  
24 if it didn't happen, then that's the answer too.  
25 It's going to be whatever it's going to be. But I

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1 need to talk to people, and you're one of the people  
2 that Kim put forward as someone who can possibly  
3 corroborate her version of why this happened to her.

4 [REDACTED] Yes. I'll tell you what.  
5 What might be helpful if you shared some things. I  
6 mean, I'll be as cooperative as I can be. Like I've  
7 told [REDACTED] before with [REDACTED] I used to  
8 be able to like tell you all sorts of facts. It  
9 seems like over time, age, all these what I call  
10 useless facts in my brain, has occupied my memory  
11 cells if you will.

12 SR. SPECIAL AGENT TEATOR: Right, right.  
13 The one question I already asked you, which is  
14 suppose you told Kim that you thought she was viewed  
15 as a threat, and we've gone through that a little  
16 bit.

17 [REDACTED] Yes. Conversations like  
18 that definitely existed, some time in that last  
19 period of time, from the time she was told no job  
20 and the time she, you know, the time it was said  
21 "Get your things out of here and leave the site."

22 SR. SPECIAL AGENT TEATOR: But you  
23 indicated that was --

24 (Tape change)

25 [REDACTED] ... I didn't know any

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1 facts.

2 SR. SPECIAL AGENT TEATOR: The second  
3 part of this conversation that you had with Kim,  
4 which was related to me, was that as part of the  
5 reason for her job being eliminated or her last day  
6 moved up, that that happened to her, according to  
7 you, was because you didn't give [REDACTED] the  
8 right answers on the Salem NEO issues.

9 Do you recall discussing that with her,  
10 or telling her that might be a possible reason why  
11 they eliminated you and moved you up? Do you recall  
12 telling her that?

13 [REDACTED] I don't remember the  
14 details about the Salem NEO issue. I mean, I don't  
15 remember what the concern was exactly, right?

16 SR. SPECIAL AGENT TEATOR: Right.

17 [REDACTED] But I do know that if she  
18 related to me that she had a conversation that  
19 concerned equipment operators, and that she had,  
20 that was what -- that was a conversation that ended  
21 up having cut short or like, in her world,  
22 influenced the relationship chilling or getting  
23 cold, colder.

24 SR. SPECIAL AGENT TEATOR: With [REDACTED]  
25 [REDACTED]: With [REDACTED] and I think I

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1 said -- more or less, she was actually -- the  
2 conversation was like this. She was like crying her  
3 eyes out. She was so upset, right?

4 Like "What could it be, (b) what could  
5 it be?" And I was saying "Maybe like you gave him  
6 the wrong answer, and that was it." Like that. You  
7 know, I can remember the conversation like that.

8 SR. SPECIAL AGENT TEATOR: And -- but it  
9 was just a maybe?

10 (b) Yes. No, I didn't know  
11 anything specifically about the (b)  
12 issue.

13 SR. SPECIAL AGENT TEATOR: Right, okay,  
14 right. Well --

15 (b): Certainly in my world, it  
16 was definitely plausible, you know.

17 SR. SPECIAL AGENT TEATOR: Right. Well,  
18 a lot of things are plausible. You've got to be  
19 able to explain them, to be able to come to a  
20 conclusion on why something happened.

21 Well, why do you think -- I mean this is  
22 an opinion. Why do you think her position was  
23 eliminated? If you have an opinion, just give me  
24 the basis for it, if you would?

25 (b): Sure.

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1 SR. SPECIAL AGENT TEATOR: Do you want  
2 to think about it for a minute? I could take a  
3 short break off the record.

4 [REDACTED] Sure. Take a short --

5 SR. SPECIAL AGENT TEATOR: It's 10:59.  
6 I'll turn the tape off. We'll take a short break.

7 [REDACTED] Okay.

8 (Off the record.)

9 SR. SPECIAL AGENT TEATOR: It's about  
10 11:08 in the morning and we're back on the record.  
11 We had a short discussion off the record. [REDACTED]  
12 [REDACTED] the last question was why do you think her  
13 position was eliminated, and I understand this is  
14 your opinion.

15 But if you're willing to give it, I'd  
16 like to hear it. If you can then give me a basis  
17 for why, for your answer?

18 [REDACTED]: Okay, my opinion, this is  
19 definitely my opinion, [REDACTED] opinion and not fact.  
20 My opinion is that there became a large focus on  
21 managing the number of resources, meaning number of  
22 people or full-time equivalent personnel.

23 SR. SPECIAL AGENT TEATOR: FTEs.

24 [REDACTED] FTEs here, and it became a  
25 very phenomena conversation, okay? And what was

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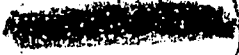
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1 going on at the time is all the non-station  
2 organizations were being asked to evaluate and offer  
3 up what jobs they could eliminate.

4 So the context of the time, in my  
5 opinion, was "Hey, we're not being competitive. You  
6 know, they were rolled in if we didn't alter the  
7 total number of FTEs, that we'd be out of business  
8 shortly. So there was like a hyperdrive in that  
9 regard.

10 I think that they looked at, I would  
11 say, every position that was not traditional running  
12 a plant.

13 SR. SPECIAL AGENT TEATOR: Like staff  
14 positions?

15  Like staff positions, and I  
16 knew that during that period of time, a lot of  
17 positions that we had that weren't directly affected  
18 in running the plant were offered up as jobs no  
19 longer needed.

20 I think that, coupled with the fact that  
21 if you're really well-liked, you know, in any firm,  
22 and they're looking at eliminating positions, what  
23 they normally do is they actually like, they will  
24 like try to take care of you, right?

25 So my opinion is that some part of the

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1 relationship between Kim and her (b)(7)(C)  
2 deteriorated. I don't know exactly how, okay, in a  
3 way that she was no longer, like a person to keep,  
4 okay? So those two factors, in my mind, is what  
5 drove the position to be eliminated.

6 SR. SPECIAL AGENT TEATOR: One being  
7 that they're looking to downsize the number of  
8 people?

9 (b)(7)(C) Correct.

10 SR. SPECIAL AGENT TEATOR: And the  
11 other, something occurred between her relationship  
12 with (b)(7)(C)  
13 (b)(7)(C) Such that he no longer  
14 perceived her as highly valuable, something to be  
15 retained.

16 SR. SPECIAL AGENT TEATOR: Okay. Was  
17 there any talk about -- I mean, because (b)(7)(C) -- Kim  
18 worked for (b)(7)(C)

19 (b)(7)(C) Yes.

20 SR. SPECIAL AGENT TEATOR: Right.  
21 (b)(7)(C) leaving.

22 (b)(7)(C) Yes.

23 SR. SPECIAL AGENT TEATOR: Early, I  
24 think April 1 may have been his last day?

25 (b)(7)(C) Yes, yes.

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1 SR. SPECIAL AGENT TEATOR: Could that  
2 have been a reason? I mean, since he's leaving,  
3 she's working for him in her capacity. Could that  
4 be --

5 (b)(7)(C) Yes. It's a very non-  
6 traditional position. He has a consultant, an  
7 organizational development consultant reporting  
8 directly to him. That's an unusual thing. So that  
9 could have definitely factored in.

10 "Gee whiz. If I have to give up  
11 positions that are not traditional in running a  
12 power plant, do I have any close to me? Yes." That  
13 could definitely have played a factor in it.

14 SR. SPECIAL AGENT TEATOR: Talking about  
15 the relationship between Kim Harvin and (b)(7)(C)  
16 (b)(7)(C) at any point did you see the relationship  
17 sour or turn bad?

18 (b)(7)(C) I did not see it. I heard  
19 it from her, sharing information that she said it  
20 was -- he was getting shorter with her.

21 SR. SPECIAL AGENT TEATOR: Did she share  
22 a view when she first saw that, and why she thought  
23 that was happening?

24 (b)(7)(C) She shared that some time  
25 near the time she got the word that her job was

1 eliminated, that the relationship was cooling,  
2 because she was pressing on a number of concerns she  
3 had about the work environment. That was what she  
4 was sharing with me.

5 It wasn't like -- she didn't really say  
6 "Oh, by the way John Jones" -- I'm making up that  
7 name -- "This operator has a specific concern." It  
8 was just more like there's -- it's not healthy for  
9 these folks not to feel open.

10 SR. SPECIAL AGENT TEATOR: Right, it's  
11 not.

12 ( [REDACTED] ) And I want some action.  
13 And like there's some -- she felt there was some  
14 resistance towards that.

15 SR. SPECIAL AGENT TEATOR: Okay. Did  
16 she begin sharing that with you after you found out  
17 her position was eliminated?

18 ( [REDACTED] ) I would say in detail, yes,  
19 or like in some level of detail, yes, at or about  
20 the time she got the notice, the 45-day notice. She  
21 had mentioned in general that, you know, that things  
22 are cooling, you know.

23 But I was still very shocked when her  
24 position was eliminated. I did not expect it. The  
25 reason why, Jeffrey, is he's very sensitive like I

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1 am.

2 SR. SPECIAL AGENT TEATOR: Right.

3 ~~XXXXXX~~ So it's like if you and I  
4 have a great conversation today, I'll like share  
5 with you I had this great conversation with Jeff,  
6 you know, he was really open.

7 Then next week I have a conversation and  
8 it didn't go so well, I would be upset about that  
9 conversation for two or three days. She would be  
10 much more so, right?

11 So if she had like a less than stellar  
12 conversation with ~~XXXXXX~~ she would dwell on that.  
13 Over time, if you looked at it over time, it was  
14 like cyclical. You know, ~~XXXXXX~~ would get peculiar  
15 and kind of cold at times.

16 So to me, like it didn't look any  
17 different. You know, like right now he's not  
18 listening. Right now he is. Right now he isn't,  
19 like that kind of thing.

20 So I wasn't -- when she told me "I got  
21 the notice," like I was shocked, but at the same  
22 time I could see that that was a position that could  
23 be vulnerable. But then I did like "Wow, that was  
24 sudden."

25 SR. SPECIAL AGENT TEATOR: How about --

1 the second part of what I'm looking at is her last  
2 day on site being moved up. I know we talked about  
3 that a little bit. In your experience, it was not  
4 unusual for that to occur?

5 ~~REDACTED~~ Well, it was unusual and  
6 not unusual. It was not unusual in that oftentimes,  
7 if there was a layoff or a reduction in force, they  
8 oftentimes try to stage, you know, having people  
9 leave in a formal way quickly. That's the part  
10 that's not usual, I mean -- yes, that's not unusual.

11 What was unusual was 45 days, and then  
12 halfway through the 45 days, "Get yourself out of  
13 here tomorrow" kind of deal. That's the part that  
14 was unusual.

15 SR. SPECIAL AGENT TEATOR: Did that  
16 bother Kim, the fact that that occurred?

17 ~~REDACTED~~ Very much so. Yes. Well,  
18 actually it bothered me too, because it was like  
19 "That's stupid." You know, choose, right? It's  
20 like you give them 45 days and give them five days  
21 to move or two days to move, but then if they're  
22 going to stay here for 45 days and look for a job,  
23 and get free rein, then give them that. But don't  
24 like -- don't go both ways.

25 SR. SPECIAL AGENT TEATOR: Right.

1 (b) Right? I thought that was  
2 unusual. It seemed like to me, my interpretation, a  
3 little schizophrenic, you know, in behavior. I'm  
4 not psychologist. I'm just using a dramatic phrase.

5 SR. SPECIAL AGENT TEATOR: Right. Do  
6 you know why that decision was made?

7 (b) No idea.

8 SR. SPECIAL AGENT TEATOR: Okay. Have  
9 you heard from -- I mean, we talked about -- the  
10 issues I've talked to you about today, about the  
11 reasons for her position being eliminated, and the  
12 reasons for her last day being moved up, is there  
13 someone that you think might have more information  
14 on why that occurred, someone who may have made a  
15 comment to you? I'm looking for a little help here.

16 (b) Yes, I'm with you.

17 SR. SPECIAL AGENT TEATOR: Someone who  
18 you think might have substantive information on why  
19 those two things happened?

20 (b) I'm thinking that maybe one  
21 of the leaders in the Salem Operations, you know,  
22 that -- I don't know -- I can only guess.

23 Like I know who she was, let's say,  
24 warming up to and having good conversations with,  
25 were like (b)

1 that's (b) I don't know whether he was here  
2 at that -- he's back again. He left the company --  
3 (b) (ph).

4 She had a lot of open conversations with  
5 (b), but I don't know what the timing is,  
6 right? Who else did she have a lot of great  
7 conversations with?

8 I would say all the OS's, but those are  
9 the ones I remember her saying that she was able to  
10 get really, to have pretty open conversations with.

11 So it's possible one of those three know  
12 more about this equipment operator thing and how it  
13 was handled than I do.

14 SR. SPECIAL AGENT TEATOR: Right, okay.  
15 But what about for the reasons why her job was  
16 eliminated? That's really what I'm looking at. I  
17 mean we've -- frankly, NRC's done -- I mean Eileen  
18 and I probably did 70 interviews about the work  
19 environment. We've explored a lot of that stuff.

20 (b): Yes, I'm with you. Oh by  
21 the way, I remember the name of the (b), with  
22 an (b). His name is (b)

23 SR. SPECIAL AGENT TEATOR: Yes, I saw  
24 you write that.

25 (b) I can't remember his

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1 last name, but I'm getting close.

2 SR. SPECIAL AGENT TEATOR: Okay, all  
3 right, all right.

4 [REDACTED] I'm pretty sure it was  
5 [REDACTED]

6 SR. SPECIAL AGENT TEATOR: Okay.

7 [REDACTED] Yes. [REDACTED] was an unusual  
8 communicator. I would say he probably communicated  
9 to Kim and I more than anyone else on the property.

10 SR. SPECIAL AGENT TEATOR: Right.

11 [REDACTED] Now when I no longer worked  
12 for him, I didn't interchange with him every day any  
13 more.

14 SR. SPECIAL AGENT TEATOR: Even after  
15 then, he still would --

16 [REDACTED] Well, when I saw him we'd  
17 have great conversations.

18 SR. SPECIAL AGENT TEATOR: Okay.

19 [REDACTED] Okay. But I only saw him  
20 like once a month or every six weeks.

21 SR. SPECIAL AGENT TEATOR: Well, during  
22 any of those conversations, after you no longer  
23 worked with him --

24 [REDACTED] No.

25 SR. SPECIAL AGENT TEATOR: Did he talk

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1 about Kim Harvin at all?

2 [REDACTED] Not at all. But I would  
3 say honestly, [REDACTED] and Kim Harvin probably got  
4 the brunt of the conversation with [REDACTED] than  
5 anybody on the property. We had lots of -- I mean,  
6 more conversations even, minutes and what we got  
7 into.

8 So the reason I'm giving you that  
9 context is, if you talk to the other executives, he  
10 didn't talk to them very much. He was very quiet,  
11 and very -- what's the word, obscure.

12 So I honestly -- I'm thinking who he  
13 confided in most back then, like when his contract  
14 was coming to an end and his tenure was coming to an  
15 end. [REDACTED] I'm sure, to some degree. He might  
16 have been conversing with [REDACTED] (ph) perhaps.

17 I don't think so, though. I don't think  
18 -- see, I don't think he talked to them that much,  
19 because they would come to me and say "What the hell  
20 did he mean when he said that?" We were in a  
21 meeting and they would either use me as a  
22 translator.

23 SR. SPECIAL AGENT TEATOR: Even after  
24 you were no longer working for [REDACTED]

25 [REDACTED] Occasionally. He said that

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1 frequently in meetings.

2 SR. SPECIAL AGENT TEATOR: Did any of  
3 the senior management confide in you on their view  
4 of Kim's work --

5 [REDACTED] No.

6 SR. SPECIAL AGENT TEATOR: What she was  
7 doing?

8 [REDACTED] No.

9 SR. SPECIAL AGENT TEATOR: Whether they  
10 viewed it positively, negatively?

11 [REDACTED] Positively. I would get  
12 positive comments about her performance, yes.

13 SR. SPECIAL AGENT TEATOR: From the  
14 senior leadership?

15 [REDACTED]: Uh-huh.

16 SR. SPECIAL AGENT TEATOR: Like who?

17 [REDACTED] Well, [REDACTED] He  
18 thought some of the stuff she had was like terrific.  
19 He would say so. He'd tell her to her face, in  
20 front of other people, including me.

21 SR. SPECIAL AGENT TEATOR: Right.

22 [REDACTED] I would say like [REDACTED]  
23 [REDACTED] (ph) had some laudatory comments about Kim,  
24 what a difference she made.

25 SR. SPECIAL AGENT TEATOR: Right.

1 [REDACTED] I would say [REDACTED] on  
2 occasion did. Not as much as like [REDACTED] or [REDACTED].  
3 [REDACTED] occasionally had some nice things to  
4 say.

5 SR. SPECIAL AGENT TEATOR: He's retired  
6 though, right? Or is he back up at Corporate?

7 [REDACTED]: He's an IT type of guy.

8 SR. SPECIAL AGENT TEATOR: Right.

9 [REDACTED] I would say like [REDACTED]  
10 (ph), when [REDACTED] was here. [REDACTED] thought highly  
11 of Kim, and would acknowledge that in public.

12 SR. SPECIAL AGENT TEATOR: Right.

13 [REDACTED] Well like I remember the  
14 day that [REDACTED] told Kim and I that we made one  
15 of the best days of his career. She and I like  
16 produced part of the happiest day of his life.

17 So he was very appreciative of it openly  
18 in public. He was not a -- what's the word -- an  
19 emotional kind of guy, right? So we definitely had  
20 an impact on him.

21 SR. SPECIAL AGENT TEATOR: Did you ever  
22 -- I mean Kim's working with the Salem NEOs, nuclear  
23 equipment operators, the non-licensed guys.

24 In her work in that area, and I know she  
25 did a lot of work with those guys, all right? Did

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1 you ever hear [REDACTED] or any of the senior management  
2 make any negative comments regarding her work with  
3 the NEOs at Salem? Anything at all?

4 [REDACTED] No. I didn't hear anything  
5 negative from them about that.

6 SR. SPECIAL AGENT TEATOR: Okay. Did  
7 you know she was working with the Salem operators?

8 [REDACTED] She told me she was  
9 working. She'd work on so many things.

10 SR. SPECIAL AGENT TEATOR: Right.

11 [REDACTED] So it was like one of the  
12 many things she was working on. She was working  
13 with these guys and these guys.

14 SR. SPECIAL AGENT TEATOR: Did she tell  
15 you she was getting negative feedback from senior  
16 leadership here about her work in that area? Did  
17 she share with you if she was getting such feedback?

18 [REDACTED] Near the end, before she  
19 told me about being given 45 days' notice, she  
20 indicated that people weren't being as open and  
21 receptive as they had been in other areas. They  
22 were being a little bit less receptive.

23 SR. SPECIAL AGENT TEATOR: People like  
24 who?

25 [REDACTED]: Like [REDACTED]. This is her

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1 speaking.

2 SR. SPECIAL AGENT TEATOR: Right.

3 [REDACTED] I didn't see the  
4 transaction, but that's the impression she got.

5 Also like for example, like a couple of people she  
6 didn't really care for that much. She tried her  
7 best to get in with them. Like the [REDACTED]  
8 [REDACTED] right?

9 SR. SPECIAL AGENT TEATOR: [REDACTED]

10 (ph).

11 [REDACTED] She didn't  
12 care for him at all, because he wasn't very open to  
13 this. So I'm going to guess that she found him to  
14 be a dead end, right? Because why -- like if he was  
15 not a dead end, why was, you know, like then it  
16 would be [REDACTED] and then it would be [REDACTED]

17 So the question is, she has the issues,  
18 and she hung around with operators and outage folks  
19 a lot, like working on all kinds of things, right?  
20 Like I said, any time anything would come up, there  
21 would be an upset like with that group, she would  
22 get right in the middle of it and help deal with it.

23 The impression I got was she was going  
24 to [REDACTED] because she wasn't getting good listening  
25 from [REDACTED] and she had given up on [REDACTED]

1 SR. SPECIAL AGENT TEATOR: Okay. That's  
2 interesting.

3 [REDACTED] Yes.

4 SR. SPECIAL AGENT TEATOR: It's 11:23.  
5 I'm going to take a short break and look over my  
6 notes, and then we'll continue. But I believe we're  
7 getting near completion.

8 [REDACTED] Very good, very good.

9 (Whereupon, a short recess was taken.)

10 SR. SPECIAL AGENT TEATOR: It's 11:40 in  
11 the morning. We're back on the record after, I  
12 guess, somewhat a lengthy break. A couple of  
13 questions to finish up here, [REDACTED]

14 Did you ever hear [REDACTED] or any  
15 other senior Manager here make a statement to the  
16 effect of they viewed Kim Harvin as a detriment to  
17 how they wanted to deal with the union people?  
18 Anything along those lines at all?

19 [REDACTED] I didn't hear anything like  
20 that, no.

21 SR. SPECIAL AGENT TEATOR: We've talked  
22 about a lot here today. Is there something you want  
23 to bring to my attention that we haven't spoken  
24 about, regarding why her position was eliminated,  
25 and why the decision to have her last day moved up

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1 was made? Is there anything that we haven't gotten  
2 to that you think would helpful in this matter?  
3 [REDACTED] The only thing I have is  
4 really her conversations with me. But like any  
5 thoughts I might have had, I didn't hear like any  
6 third parties give me any information or I wasn't  
7 made privy to any information that would suggest  
8 something untowards happening to her, I mean  
9 concrete.

10 SR. SPECIAL AGENT TEATOR: Well what --  
11 I mean, in her conversations with you, what was she  
12 telling you that she was hearing or seeing from  
13 senior management, regarding her position being  
14 eliminated and her last day being moved up, or even  
15 her relationship turning sour with [REDACTED] 7c  
16 What was she telling you about that? Anything that  
17 we haven't talked about?

18 [REDACTED] I think she had inclination  
19 that [REDACTED] days were numbered. She appeared to  
20 know more than I did, but rumor if you will, about  
21 [REDACTED] tenure coming to a close.

22 She had some information in general  
23 about like, you know, like about the executives and  
24 how they were perceived up in Newark. It was stuff  
25 that she shared with me. I didn't hear from any

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1 third party.

2 So I knew that there was things going on  
3 that were influencing people's behavior, like more  
4 stress and you know, things on people's minds, that  
5 she was alluding to.

6 She noticed that -- she's had very, very  
7 rich conversations with [REDACTED] that lasted an hour,  
8 hour and a half. She noticed that they were getting  
9 shorter and shorter, and that sometimes their  
10 routine weekly -- I think at least weekly they used  
11 to meet, as a minimum, had started to drop off on  
12 occasion.

13 So that's the kind of information she  
14 was sharing with me. You know, he didn't show up,  
15 wasn't available, you know, came to my one-on-one.  
16 He wasn't available, he was out of town, you know,  
17 that kind of thing.

18 That was the kind of stuff she shared.  
19 That's the evidence that she presented to me that  
20 suggested that, you know, our relationship isn't  
21 what it used to be, like that.

22 SR. SPECIAL AGENT TEATOR: Do you  
23 remember when she began sharing that with you, or  
24 when she began feeling her relationship with [REDACTED]  
25 had changed?

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1 [REDACTED]: I would say some time in  
2 that winter, early spring time frame.

3 SR. SPECIAL AGENT TEATOR: '03?

4 [REDACTED]: And right after that, she  
5 asked me if I -- after she left the company, like  
6 the day after or week after, something like that,  
7 she asked me if -- some time very quickly like  
8 before they terminated her APLIC (ph) account, she  
9 asked me to go look in her APLIC account and get her  
10 some things out of it.

11 SR. SPECIAL AGENT TEATOR: Right.

12 [REDACTED]: And I did.

13 SR. SPECIAL AGENT TEATOR: Do you  
14 remember what?

15 [REDACTED]: Appointments.

16 SR. SPECIAL AGENT TEATOR: Okay, all  
17 right.

18 [REDACTED]: You know. She asked for  
19 like -- she asked me to look for all -- go do a  
20 search and find all the appointments she had on her  
21 calendar with [REDACTED].

22 SR. SPECIAL AGENT TEATOR: Okay.

23 [REDACTED]: Then she asked me to look  
24 for some files in her personal directory, and things  
25 like that.

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1 SR. SPECIAL AGENT TEATOR: Did she tell  
2 you why she wanted you to give that to her?

3 [REDACTED] Well, inside the context of  
4 that conversation was he must have let me go because  
5 he didn't like what -- where I was bringing the  
6 conversation to him on, this whole subject including  
7 these operators.

8 Like in her world, clearly within -- you  
9 know, like after she left, it was clearly in her  
10 mind that she had been let go because she became  
11 persona non grata about what she was talking about.

12 SR. SPECIAL AGENT TEATOR: Right.

13 [REDACTED] So she told me the context  
14 was I need to get as many facts as I can, because I  
15 don't have access to my facts any more.

16 SR. SPECIAL AGENT TEATOR: Okay, all  
17 right.

18 [REDACTED]: On all of them.

19 SR. SPECIAL AGENT TEATOR: Right.  
20 Anything else that comes to mind?

21 [REDACTED] She asked me once, like  
22 months later, once [REDACTED] was here --

23 SR. SPECIAL AGENT TEATOR: [REDACTED]

24 [REDACTED] Yes. If I would print out  
25 a letter that she sent to my home address, my home

1 e-mail, and if I would give it to [REDACTED] I said I  
2 would feel uncomfortable giving it to [REDACTED] because I  
3 don't know him that well.

4 But I certainly would put it in his  
5 mailbox for you. I dropped it off in his mailbox,  
6 and I did that for her.

7 SR. SPECIAL AGENT TEATOR: What was in  
8 that letter? Do you remember?

9 [REDACTED]: I actually did read it. I  
10 had to look at to make sure it printed out  
11 correctly. It was her recommending to [REDACTED] that  
12 [REDACTED] be the next ops manager or plant manager  
13 at Hope Creek because he had the right stuff. It  
14 was just a recommendation.

15 SR. SPECIAL AGENT TEATOR: I don't have  
16 any further questions today. It's 11:45. If  
17 there's something that you think of, regarding what  
18 I'm looking at, you have my card.

19 Please give me a call at my office, and  
20 we can either do it on the phone or I'll be back  
21 down here. We could do it in person.

22 [REDACTED]: Okay.

23 SR. SPECIAL AGENT TEATOR: Is there  
24 anything you want to add, anything more today?

25 [REDACTED]: I can't think of anything,

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1 Jeffrey. I have your card, like you said. I could  
2 think of something later. I'll probably think of  
3 this guy [REDACTED] last name later.

4 SR. SPECIAL AGENT TEATOR: All right,  
5 okay.

6 [REDACTED] I believe you have it in  
7 another interview, the guy's full name. I just  
8 can't remember it at the moment.

9 SR. SPECIAL AGENT TEATOR: Okay. It's  
10 11:46. This interview is concluded. Thank you.

11 (Whereupon, at 11:46 a.m., the interview  
12 was concluded.)  
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