

1 UNITED STATES OF AMERICA
2 NUCLEAR REGULATORY COMMISSION

3 + + + + +

4 OFFICE OF INVESTIGATIONS

5 INTERVIEW

6 -----X
7 IN THE MATTER OF: :

8 INTERVIEW OF :

9 (REDACTED)) 7C

: Docket No.

: 1-2003-045

10 (CLOSED) :

11 -----X

12
13 Wednesday, June 9, 2004

14 Human Resources Dept

15 Building TB2

16 Salem Hope Creek Nuclear

17 Station

18 Hancock's Bridge, NJ

19
20 The above-entitled interview was conducted

21 at 3:36 p.m.

22
23 BEFORE:

24 Senior Special Agent JEFF TEATOR

25
EXHIBIT 52
PAGE 1 OF 45 PAGE(S)

Information in this record was deleted
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Act, exemptions 2C.
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APPEARANCES:

On Behalf of the Witness and PSEG Nuclear:

JEFFRIE KEENAN, Esquire

Assistant General Solicitor

PSEG

(3:36 p.m.)

SR. SPECIAL AGENT TEATOR: Today's date is June 9th. The year is 2004. My name is Jeffrey Teator. I am a senior special agent with the United States Nuclear Regulatory Commission Office of Investigations. It is approximately 3:36 in the afternoon.

This afternoon I am interviewing Mr. [REDACTED]. The last name is spelled [REDACTED]. This interview is taking place in an office in the Human Resources Department in the building TB2 located at Salem Hope Creek nuclear generating station.

[REDACTED] you are being interviewed today as a fact witness in the investigation conducting into potential violations of 10 CFR 50.7 that were potentially committed against a former employee here named Kim Harvin. Do you know who Kim Harvin is?

[REDACTED] Yes.

SR. SPECIAL AGENT TEATOR: Okay. You're being interviewed as a witness. Prior to going on the record, did I present you with my credentials?

[REDACTED] Yes.

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1 SR. SPECIAL AGENT TEATOR: Did I explain
2 that this is a voluntary interview?

3 ([REDACTED]) Yes, you did.

4 SR. SPECIAL AGENT TEATOR: Knowing it is
5 voluntary, do you wish to go forward?

6 ([REDACTED]) Yes, I do.

7 SR. SPECIAL AGENT TEATOR: Okay. Do you
8 have any objection this afternoon to providing sworn
9 testimony?

10 ([REDACTED]) No, I do not.

11 SR. SPECIAL AGENT TEATOR: Raise your
12 right hand for me, please. ([REDACTED]) do you swear
13 that the information that you are about to provide to
14 me is the truth, the whole truth, and nothing but the
15 truth?

16 ([REDACTED]) Yes, it is.

17 SR. SPECIAL AGENT TEATOR: Thank you.

18 And, ([REDACTED]) you are being
19 represented by counsel today. If counsel could
20 identify themselves for the record, please, and
21 explain your representation?

22 MR. KEENAN: Yes. My name is Jeff Keenan.
23 I am Assistant General Solicitor with PSEG Services.
24 Today I am representing ([REDACTED]) and PSEG Nuclear
25 in a joint capacity. I have reviewed the information

1 relative to Ms. Harvin's concern and I am not aware of
2 a conflict of interest. If a conflict arises, we will
3 figure out how to best handle it.

4 We do appreciate the opportunity to
5 provide this voluntary testimony. We do understand
6 that ([REDACTED]) is a fact witness. And we would like
7 the ability to review the transcript in the presence
8 of the NRC when it becomes available.

9 SR. SPECIAL AGENT TEATOR: Okay. [REDACTED].
10 [REDACTED] a few follow-up questions for you regarding
11 your representation. Okay?

12 ([REDACTED]) Okay.

13 SR. SPECIAL AGENT TEATOR: Does your
14 employer require you to have an attorney represent you
15 when you are interviewed by the Office of
16 Investigations?

17 ([REDACTED]) No.

18 SR. SPECIAL AGENT TEATOR: Were you in any
19 way threatened with any type of adverse action by your
20 employer if you did not request counsel to represent
21 you during this interview?

22 ([REDACTED]) No.

23 SR. SPECIAL AGENT TEATOR: Do you
24 understand that you have a right to a private
25 interview by me if you wanted one?

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(REDACTED) Yes.

SR. SPECIAL AGENT TEATOR: Knowing all of this, do you wish to go forward with counsel present?

(REDACTED) Yes, sir.

SR. SPECIAL AGENT TEATOR: Okay. Thanks.

Could you give me your date and place of birth, please?

(REDACTED) (REDACTED)

SR. SPECIAL AGENT TEATOR: Where were you born?

(REDACTED) (REDACTED)

SR. SPECIAL AGENT TEATOR: It's on the way down.

(REDACTED) Route 540.

SR. SPECIAL AGENT TEATOR: Let me get Social Security number, please?

(REDACTED) (REDACTED)

SR. SPECIAL AGENT TEATOR: Your current home address?

(REDACTED) (REDACTED)
(REDACTED)

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

(REDACTED) (REDACTED)

SR. SPECIAL AGENT TEATOR: And what is the

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1 zip code here in [REDACTED]

2 [REDACTED]

3 SR. SPECIAL AGENT TEATOR: Have you ever
4 served in the United States military?

5 [REDACTED] No, sir.

6 SR. SPECIAL AGENT TEATOR: Have you
7 attended college?

8 [REDACTED] Yes.

9 SR. SPECIAL AGENT TEATOR: Have you
10 graduated from college?

11 [REDACTED] Yes.

12 SR. SPECIAL AGENT TEATOR: Which school?

13 [REDACTED]

14 SR. SPECIAL AGENT TEATOR: What year?

15 [REDACTED]

16 SR. SPECIAL AGENT TEATOR: What was your

17 degree in?

18 [REDACTED]

19 SR. SPECIAL AGENT TEATOR: Any further
20 degrees?

21 [REDACTED] No.

22 SR. SPECIAL AGENT TEATOR: At some point
23 were you hired to work here at the Salem [REDACTED]
24 nuclear generating station?

25 [REDACTED] Yes.

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1 SR. SPECIAL AGENT TEATOR: When was that?
2 () In ()
3 SR. SPECIAL AGENT TEATOR: At some point
4 did you go on -- what kind of () are you on right
5 now?
6 () I'm on ()
7 ()
8 SR. SPECIAL AGENT TEATOR: Okay. At what
9 point did you go on () from the
10 company?
11 () In -- it started in about
12 ()
13 SR. SPECIAL AGENT TEATOR: Why did you go
14 on that ()
15 () I was offered a position
16 within the ()
17 SR. SPECIAL AGENT TEATOR: Which () is
18 that?
19 () ()
20 SR. SPECIAL AGENT TEATOR: Is that up in
21 Brick Township?
22 () () I don't know if
23 you know where that is.
24 SR. SPECIAL AGENT TEATOR: That's further
25 up.

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([REDACTED]) On '95.

SR. SPECIAL AGENT TEATOR: All right.

([REDACTED]) We're in ([REDACTED])

([REDACTED])

SR. SPECIAL AGENT TEATOR: Some of the
guys from Oyster Creek, I guess, are part of that

([REDACTED])

What is your current title in the ([REDACTED])

([REDACTED]) ([REDACTED])

SR. SPECIAL AGENT TEATOR: Nuclear?

([REDACTED]) Yes.

SR. SPECIAL AGENT TEATOR: Have you held
that position since ([REDACTED])

([REDACTED]) Yes.

SR. SPECIAL AGENT TEATOR: When you left
prior to taking this ([REDACTED]) what was your
last job here at the plant?

([REDACTED]) I was a ([REDACTED])

SR. SPECIAL AGENT TEATOR: Which
department?

([REDACTED]) It would be the Maintenance
Department.

SR. SPECIAL AGENT TEATOR: And if at some
point your job with the ([REDACTED]) ends, will you have the
ability to go back to work as an employee?

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1 (b) Contractually I would come
2 back to work. I don't know if it would be my choice
3 or --

4 SR. SPECIAL AGENT TEATOR: Okay. Do you
5 get a term contract to work for the (b)

6 (b) No.

7 SR. SPECIAL AGENT TEATOR: Not in length?
8 No?

9 (b) I was appointed an employee.
10 And when the time comes if I either don't do the job
11 or they want to replace me with someone better, I come
12 back to work.

13 SR. SPECIAL AGENT TEATOR: I wanted to
14 explore that a little bit, little curious.

15 (b) That's all right. If some
16 (b) and they don't like me, then
17 they can bring in the whole -- they can clear house
18 and bring in who they want.

19 SR. SPECIAL AGENT TEATOR: A new group.
20 Okay.

21 (b) That's why we have it so we
22 can come back to work.

23 SR. SPECIAL AGENT TEATOR: All right.
24 Okay. Do you know Kim Harvin? Do you know who she
25 is?

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1 [REDACTED] Yes, I know who she is.

2 SR. SPECIAL AGENT TEATOR: Okay. Can you
3 remember when you first met her?

4 [REDACTED] Well, she came down on the
5 island some year back. In the '98-'99 time frame is
6 when I remember her coming down here.

7 SR. SPECIAL AGENT TEATOR: Yes. And when
8 you became the [REDACTED] 7c
9 did you have interactions with her?

10 [REDACTED] Yes, I did.

11 SR. SPECIAL AGENT TEATOR: Can you
12 describe their frequency?

13 [REDACTED] Well, most of them would be
14 in meeting settings.

15 SR. SPECIAL AGENT TEATOR: What kind of
16 meetings?

17 [REDACTED] The company would have
18 management meetings that I was invited to. They were
19 the -- they started out, they were the -- [REDACTED] had --
20 I forget the name of the meetings. Top management
21 would be in there. And we would be -- I was invited
22 to sit in on the discussions about how we can make the
23 plant better.

24 SR. SPECIAL AGENT TEATOR: Right. And at
25 any point from November '99 up until March 2003 --

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1 that's when Kim Harvin left employment here at the
2 site.

3 (b) Uh-huh.

4 SR. SPECIAL AGENT TEATOR: Did you work
5 with her on any particular assignments --

6 (b) No.

7 SR. SPECIAL AGENT TEATOR: -- or projects
8 or anything like that?

9 (b) No. Never did I have the
10 opportunity to.

11 SR. SPECIAL AGENT TEATOR: Any type of
12 regular interactions or contact over a specific issue
13 or event?

14 (b) No, no.

15 SR. SPECIAL AGENT TEATOR: I'm being
16 really general.

17 (b) Yeah. No. The only time,
18 I'd see her at meetings. I'd see her. You'd have
19 discussions here and there about idle things but no --
20 there was never an assignment where her and I had to
21 go work, go off and work together as a pair.

22 SR. SPECIAL AGENT TEATOR: Right.

23 (b): Well, minus the only thing
24 is she did get involved in some issues involving the
25 nuclear equipment operators.

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1 SR. SPECIAL AGENT TEATOR: They would be
2 your [REDACTED] correct? 7C

3 [REDACTED] Yes.

4 SR. SPECIAL AGENT TEATOR: Go ahead.

5 [REDACTED] Well, you're talking about
6 meetings. There were some meetings where she was in
7 that we were -- I say "we" -- that the [REDACTED] was in.
8 And there were some that I asked her not to be in,
9 specifically not to come to the meetings also, later
10 on in her tenure or whatever you want to call it here.

11 SR. SPECIAL AGENT TEATOR: Why would you
12 do that or why did you do that later on?

13 [REDACTED] Well, I didn't think she was
14 effective in anything she was doing personally.

15 SR. SPECIAL AGENT TEATOR: Stop right
16 there if you would.

17 [REDACTED] Sure.

18 SR. SPECIAL AGENT TEATOR: What was your
19 basis for having that feeling?

20 [REDACTED] Well, when you start to deal
21 with different management and you start working with
22 them, you can feel who is going to get good and who
23 isn't.

24 SR. SPECIAL AGENT TEATOR: Can you
25 elaborate specifically as to her? 7E

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([REDACTED]) To her?

SR. SPECIAL AGENT TEATOR: Yes.

([REDACTED]) Well, it's just things that I see. And I don't have any specifics like that. I'll take an example that we would meet with a group.

SR. SPECIAL AGENT TEATOR: Right.

([REDACTED]) And she would have a lot of malarkey. I'm talking about these are buzz word things that the industry has and stuff. And I would never see results come out of anything that she had done. That's just me.

SR. SPECIAL AGENT TEATOR: Well, but you're the --

([REDACTED]) ([REDACTED])

SR. SPECIAL AGENT TEATOR: Right. And in talking about the ([REDACTED]) again for just a minute --

([REDACTED]) Okay.

SR. SPECIAL AGENT TEATOR: -- in the hierarchy here at the plant in the ([REDACTED]) where would you fit in? Would you --

([REDACTED]) The ([REDACTED])

[REDACTED]

SR. SPECIAL AGENT TEATOR: Who is that?

([REDACTED]) ([REDACTED])

SR. SPECIAL AGENT TEATOR: Okay. So then

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1 I have --

2 ([REDACTED]) My primary concern is I have
3 about ([REDACTED]) underneath me
4 down here in the ([REDACTED])

5 SR. SPECIAL AGENT TEATOR: Right.

6 ([REDACTED]) So primarily it is my place.
7 ([REDACTED]) rarely comes down.

8 SR. SPECIAL AGENT TEATOR: But it sounds
9 like to me your voice means something in the ([REDACTED])

10 ([REDACTED]) I would hope so, yes.

11 SR. SPECIAL AGENT TEATOR: Right. So when
12 you have an opinion on something, I want to explore
13 the basis for that and maybe whether others shared
14 that same opinion. So I just want to let you know
15 that.

16 ([REDACTED]) Okay.

17 SR. SPECIAL AGENT TEATOR: When you say
18 things, I'm going to ask you --

19 ([REDACTED]) About my --

20 SR. SPECIAL AGENT TEATOR: -- what's the
21 basis because, really, I mean, these things aren't
22 easy to work -- we may have to talk about some things
23 you might not want to talk about regarding
24 individuals, but hang out.

25 I need to find out what happened down

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1 there, why she lost her job, and why she was escalated
2 out of here. And if it's good information, bad
3 information, I don't really care. But I need you to
4 tell me what you know about certain things.

5 ([REDACTED]) Okay.

6 SR. SPECIAL AGENT TEATOR: I guess things
7 we're going to get into are [REDACTED] view of her
8 effectiveness, her trustworthiness, things like that.
9 When we get to talking about that, which we are going
10 to very shortly, I want you to tell me what you know,
11 who you heard it from, and the basis for what your
12 testimony is going to be, whatever it is going to be.

13 ([REDACTED]) Okay.

14 SR. SPECIAL AGENT TEATOR: All right. You
15 made a comment, though, that -- and correct me if I am
16 wrong -- at some point, you asked her to not attend

17 certain kinds of meetings or certain meetings?

18 ([REDACTED]) We had -- meetings were
19 going on we were trying to -- now, at this point we
20 were trying to do -- let's back up a little bit.

21 SR. SPECIAL AGENT TEATOR: Yes.

22 ([REDACTED]) Because I want to go back to
23 -- [REDACTED] and I were developing a relationship.

24 SR. SPECIAL AGENT TEATOR: Okay.

25 ([REDACTED]) And one day I was going to

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76

1 meet [REDACTED] over in his office over at the center
2 building. Kim had stopped me outside because she had
3 the office right next door. And she wanted to talk to
4 me.

5 So I sat down with her. And she went on
6 about how happy she was that the relationship between
7 the [REDACTED] and [REDACTED] specifically myself, was getting
8 along so well.

9 And she physically started crying. And I
10 didn't feel comfortable in that position whatsoever.
11 You know, I'm not used to being in an environment
12 where people start crying because they're happy about
13 something, not on a nuclear site.

14 And I was -- as a matter of fact, I was
15 nervous enough that I -- when we left the room, I was
16 nervous that someone might see her with a -- out there

17 crying, walking out of this room with me. It would be
18 like this leaving.

19 SR. SPECIAL AGENT TEATOR: Thinking you
20 did something?

21 [REDACTED] Yeah. And I'm like -- you
22 know, I don't know if you have ever felt that way, but
23 I was like -- so I didn't -- after that point, I tried
24 to do everything I could that I didn't ever get into
25 the situation with just her and I again. I didn't

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1 feel comfortable with that at all.

2 SR. SPECIAL AGENT TEATOR: Okay. When do
3 you think that interaction occurred?

4 ([REDACTED]) I would say probably around,
5 I guess, in the 2000, maybe '1 or 2000, that time
6 frame.

7 SR. SPECIAL AGENT TEATOR: That far back?

8 ([REDACTED]) Oh, yeah.

9 SR. SPECIAL AGENT TEATOR: Okay. All
10 right. At some point, though, did you make it a point
11 to not invite her to certain kinds of --

12 ([REDACTED]) Well, that came later on.
13 I did. That would come later on.

14 SR. SPECIAL AGENT TEATOR: Okay. Is there
15 anything you could tell me about your view, the
16 [REDACTED] view of her effectiveness, her role between

17 the meeting which you just described where she started
18 crying and the point where you made a point to have
19 her not come to certain meetings?

20 ([REDACTED]) Well, as I said, we --

21 SR. SPECIAL AGENT TEATOR: I am primarily
22 being real exploratory here, just pointing it out
23 there.

24 ([REDACTED]) I'm just trying to -- you
25 know, as we go back in time, to remember what things

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1 were. And I had no control over a lot of the meetings
2 I was at that wasn't my invited list.

3 SR. SPECIAL AGENT TEATOR: You had no
4 what?

5 (b) No control as far as the
6 company and myself when we got into certain meetings,
7 such as we had some meetings with (b) and
8 upper management with all the (b) involved
9 in different departments. We were trying to fix
10 things down here. We really wanted to get things
11 right.

12 And I remember one we had up at the
13 cafeteria and at the training center. And she was
14 asked specifically not to come to that meeting. She
15 was there. And we asked that she not come into the
16 room.

17 SR. SPECIAL AGENT TEATOR: Who? Who asked
18 her to not come into the room? Was it you?

19 (b) It was (b). That
20 time he was down. And he asked (b) who was
21 head of (b) not to -- that she was not
22 invited to be in the room with us.

23 SR. SPECIAL AGENT TEATOR: Were you at
24 that meeting?

25 (b) Yes, I was.

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1 SR. SPECIAL AGENT TEATOR: Do you know why
2 [REDACTED] asked her to not be at the meeting?
3 [REDACTED] Because she has no -- there
4 was nothing there for her to do. This was not a
5 matter of what we thought was her realm of
6 responsibility that we -- I don't know what she did,
7 but she didn't show that she was affected by anything
8 else, why would we want her there to try to fix
9 problems.

10 MR. KEENAN: Can we lay a foundation if
11 she was invited? Maybe that would be your question.
12 [REDACTED] I don't know if she was
13 invited or not.

14 SR. SPECIAL AGENT TEATOR: You don't know?
15 [REDACTED] No, I don't know because I'm
16 not in a -- when these meetings are set up and I'm
17 invited to them, I'm on the invited list.

18 SR. SPECIAL AGENT TEATOR: Right.
19 [REDACTED] And I'll just get an e-mail
20 saying, "You're" -- so I don't know that Kim was
21 invited. All I know is that the management person --
22 I imagine that she can go in the calendar and see what
23 meetings there are and show up there.

24 SR. SPECIAL AGENT TEATOR: Right. Whether
25 she was invited or not?

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1 [REDACTED] Yes.

2 SR. SPECIAL AGENT TEATOR: You
3 specifically recall that [REDACTED] asked her --

4 [REDACTED] Asked [REDACTED] --

5 SR. SPECIAL AGENT TEATOR: -- that she not
6 attend the meeting?

7 [REDACTED] Yes, that morning when she
8 was there, not to come in.

9 I had another issue myself personally with
10 [REDACTED] at the training center with a meeting
11 with a class of operators in Salem.

12 SR. SPECIAL AGENT TEATOR: Okay.

13 [REDACTED] And, again, we're -- the
14 rest of the station operators are pissed off about
15 certain things. We're trying to get things smoothed
16 out. And she -- we were walking down the hallway.

17 She was coming.

18 I asked her not to attend. And she wanted
19 to come. She didn't want to -- she didn't take my not
20 inviting her. So [REDACTED] had to tell her that
21 she was not going to be in the meeting with us, this
22 class of operators.

23 SR. SPECIAL AGENT TEATOR: Why didn't you
24 want her at that meeting?

25 [REDACTED] Because she -- when I go in

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1 and sit down as a [REDACTED] and I've got the [REDACTED]
2 [REDACTED] there, I don't need -- that
3 was our job to go in there and talk to this operating
4 class.

5 I didn't need Kim Harvin or [REDACTED] or
6 whoever else. That was our job. We were going to do
7 something that day.

8 SR. SPECIAL AGENT TEATOR: Right.

9 [REDACTED] I didn't want her there
10 because I, frankly, didn't trust her.

11 SR. SPECIAL AGENT TEATOR: Well, okay.

12 [REDACTED] I didn't trust her to go
13 anywhere to do things like that. That wasn't her
14 responsibility to try to work things with the [REDACTED]
15 specifically as far as I knew. There was never an
16 agreement between me and [REDACTED] or anyone else in the

17 site that Kim was going to intercede or be any kind of
18 intervention for the [REDACTED] folks. That's between me
19 and the [REDACTED]

20 SR. SPECIAL AGENT TEATOR: Let's get back
21 to this you didn't trust her. What was the basis for
22 you having that feeling? Did something happen,
23 something occur?

24 [REDACTED] No. Just my gut feeling
25 about her. I mean, I just felt that there was -- she

1 was just [REDACTED] person out there. And she would
2 report back to [REDACTED] at the meetings that we were in.
3 At the meetings where things were done, [REDACTED] would
4 get the response to how she felt people acted, what
5 was said. I don't know. It's just how I felt.

6 SR. SPECIAL AGENT TEATOR: Do you know if
7 that ever happened?

8 [REDACTED] I don't know for sure if it
9 ever happened. No, I do not. You know, you have a
10 gut feeling about people and --

11 SR. SPECIAL AGENT TEATOR: Right.

12 [REDACTED] It was just a feeling in my
13 gut, you know. It was not that I -- my relationship
14 with her just wasn't that well that I trusted her at
15 all.

16 SR. SPECIAL AGENT TEATOR: Did your
17 relationship with her become that way after this
18 one-on-one meeting where she started crying?

19 [REDACTED] Yes.

20 SR. SPECIAL AGENT TEATOR: Now, I think I
21 have asked this three times and I know we are getting
22 to it. Where you said that there became a point where
23 she was not invited to certain meetings, did you just
24 describe two of those meetings?

25 [REDACTED] Those are the two that I can

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1 state specifically.

2 SR. SPECIAL AGENT TEATOR: And do you
3 remember when those occurred?

4 [REDACTED] They would be in like,
5 again, '1 or 2002, maybe in like as late as February
6 2002.

7 SR. SPECIAL AGENT TEATOR: Two thousand.
8 All right.

9 [REDACTED] No. I'm sorry. I'm
10 thinking the Winter of 2002. That would be December,
11 February 2003, that time frame.

12 SR. SPECIAL AGENT TEATOR: I see. You
13 think February '03 time period?

14 [REDACTED] Yeah. I think that was when
15 we started having those meetings then or we were
16 trying to have meetings.

17 SR. SPECIAL AGENT TEATOR: So when do you
18 think you made a point of not inviting her to certain
19 meetings?

20 [REDACTED] Probably in October of 2002.

21 SR. SPECIAL AGENT TEATOR: 10-02?

22 [REDACTED] Yeah, somewhere in that time
23 frame unless I went back and looked at my notes and
24 all that I keep. I could probably draw it out
25 somewhere, but I don't remember the dates

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76

1 specifically. It was in that time frame.

2 SR. SPECIAL AGENT TEATOR: Now, when [REDACTED]
3 [REDACTED] is going to be at this meeting with the
4 operators at Salem that you're at and -- he's the one
5 that actually had to tell Kim that she wasn't invited,
6 right?

7 [REDACTED] Right.

8 SR. SPECIAL AGENT TEATOR: Okay. So you
9 have that one. And you had the other meeting where
10 the head of HR is the one who [REDACTED] says --
11 [REDACTED] No. We don't invite her.

12 SR. SPECIAL AGENT TEATOR: Right. Okay.
13 So you had the [REDACTED] telling certain managers here at
14 the site, "We don't want Kim at this meeting"?

15 [REDACTED] Yes.

16 SR. SPECIAL AGENT TEATOR: Now, did any of
17 those managers ask you why?

18 [REDACTED] No. No.

19 SR. SPECIAL AGENT TEATOR: All right. Did
20 you ever tell them why?

21 [REDACTED] Not that I can remember.

22 With [REDACTED] -- okay. Now, let me back up. With [REDACTED]
23 [REDACTED] that morning, I just told [REDACTED] "This is just
24 between you, me, and the operators. There's no one
25 else that should be here."

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1 SR. SPECIAL AGENT TEATOR: Right.

2 [REDACTED] was the [REDACTED]
3 [REDACTED] at the time.

4 SR. SPECIAL AGENT TEATOR: Okay.

5 [REDACTED] I said, "We're going in to
6 fix something. We don't need anyone else with us."

7 SR. SPECIAL AGENT TEATOR: Did your [REDACTED]
8 [REDACTED] ever inform you that Kim had been helpful in
9 resolving issues they were having with operations
10 management or other line management here at the plant?

11 [REDACTED] No. As a matter of fact,
12 you talk about that, [REDACTED] who is our [REDACTED]
13 [REDACTED], --

14 SR. SPECIAL AGENT TEATOR: Yes.

15 [REDACTED] -- him and I had talked.
16 And he was going to go and talk to the operators and

17 start trying to see what he could do. There was a lot
18 of unrest at the time with the operators at Salem, as
19 you can -- if you can get what I'm saying.

20 SR. SPECIAL AGENT TEATOR: Yes.

21 [REDACTED] So he was trying to do
22 interviews and see what he could do to help fix it.

23 SR. SPECIAL AGENT TEATOR: Right.

24 [REDACTED] I talked to [REDACTED] I said,
25 "Sure. You know, if you want to try it, go ahead. If

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1 the guys want to come to talk to you and have a
2 [REDACTED] present, as long as you don't mind."

3 He said, "No. That's fine." Most of the
4 guys went voluntarily and talked with him that I know
5 of.

6 SR. SPECIAL AGENT TEATOR: Right.

7 [REDACTED] At the same time, she -- Kim
8 had started having interviews with people on shift,
9 the operators. I didn't know that was going on. She
10 had done this herself.

11 SR. SPECIAL AGENT TEATOR: Okay.

12 [REDACTED] When I found out about it,
13 I asked that she not do that anymore or, else, not to
14 respond anymore.

15 SR. SPECIAL AGENT TEATOR: Did you tell
16 her?

17 [REDACTED] I didn't tell her directly,
18 no.

19 SR. SPECIAL AGENT TEATOR: Okay. Who
20 would you have --

21 [REDACTED] I informed the [REDACTED]
22 up there in the operators' department that if she was
23 having any more interviews -- I can't tell our guys
24 not to do anything, but I wasn't going to support any
25 interviews with her not knowing where she was going.

1 She didn't tell me what she was trying to accomplish.

2 SR. SPECIAL AGENT TEATOR: Right. Would
3 that have been on the Salem side or the Hope Creek
4 side?

5 [REDACTED] Salem side.

6 SR. SPECIAL AGENT TEATOR: Nuclear
7 equipment operators?

8 [REDACTED] Yes.

9 SR. SPECIAL AGENT TEATOR: Reactor
10 operators also?

11 [REDACTED] No. The reactor operators
12 didn't have much time because they're in the reactors.
13 Nuclear equipment operators.

14 SR. SPECIAL AGENT TEATOR: But they're
15 [REDACTED] also?

16 [REDACTED] Yes, they are.

17 SR. SPECIAL AGENT TEATOR: They are also?

18 [REDACTED] Yes, they are.

19 SR. SPECIAL AGENT TEATOR: All right.

20 [REDACTED] Most of our discussion up
21 there was with the NEOs.

22 SR. SPECIAL AGENT TEATOR: Now, do you
23 know if the NEOs at Salem complied with your request
24 to not meet --

25 [REDACTED] Yes. Some of them didn't

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1 want to. Some didn't want to to begin with.

2 SR. SPECIAL AGENT TEATOR: How do you know
3 that?

4 [REDACTED] They talked to me.

5 SR. SPECIAL AGENT TEATOR: Why didn't they
6 want to?

7 [REDACTED] They didn't know what she
8 was all about, "Why are we talking with Kim Harvin?"

9 SR. SPECIAL AGENT TEATOR: Okay. At any
10 point, did you question Kim Harvin's role
11 specifically, what she was doing down here at the
12 plant?

13 [REDACTED] No, I didn't. I never asked
14 what her title was.

15 SR. SPECIAL AGENT TEATOR: Did you know
16 what her title was?

17 [REDACTED] My impression was that --
18 she was culture transformation manager is what I
19 thought the title was.

20 SR. SPECIAL AGENT TEATOR: Okay. Well,
21 you're smiling when you're saying that.

22 [REDACTED] I found out there was no
23 such title.

24 SR. SPECIAL AGENT TEATOR: How did you
25 find out? I've seen her called that. I don't know

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1 whether that's --

2 [REDACTED] Yeah. I can't tell you who
3 told me. I don't -- you know, my understanding is she
4 was part of the senior management team.

5 SR. SPECIAL AGENT TEATOR: Right.

6 [REDACTED] But there was no -- she was
7 not a manager.

8 SR. SPECIAL AGENT TEATOR: [REDACTED]

9 [REDACTED] Yes?

10 SR. SPECIAL AGENT TEATOR: Is he still the
11 [REDACTED] here?

12 [REDACTED] Oh, yes.

13 SR. SPECIAL AGENT TEATOR: Did he ever
14 share with you his view of Kim Harvin's usefulness,
15 trustworthiness, things of that nature?

16 [REDACTED] No, never.

17 SR. SPECIAL AGENT TEATOR: How about your
18 [REDACTED] Anybody in particular?

19 [REDACTED] The one mostly that I dealt
20 with [REDACTED] who was my [REDACTED] down
21 here at the time.

22 SR. SPECIAL AGENT TEATOR: Okay. Did he
23 share with you his view or impression of Kim's --

24 [REDACTED] We talked about --

25 SR. SPECIAL AGENT TEATOR: -- usefulness

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1 or effectiveness?

2 [REDACTED] Yeah. We would talk about
3 it.

4 SR. SPECIAL AGENT TEATOR: Okay. And do
5 you recall what he told you regarding that?

6 [REDACTED] We both had the same
7 feeling, that she was ineffective in whatever it was
8 that she was trying to accomplish because we didn't
9 know. She was on our agenda in my opinion. We didn't
10 know what she was trying to do.

11 SR. SPECIAL AGENT TEATOR: Right. I've
12 seen mention that people were fearful of opening up to
13 her, telling her things. Did any of your [REDACTED]
14 [REDACTED] voice that type of concern to you?

15 [REDACTED]: Not that I know of.

16 SR. SPECIAL AGENT TEATOR: Did you have
17 such a concern?

18 [REDACTED]: Did I?

19 SR. SPECIAL AGENT TEATOR: Yes.

20 [REDACTED]: Myself you're talking about?
21 I wouldn't say things because, as I said earlier, I
22 didn't trust her. I didn't know what she was all
23 about.

24 SR. SPECIAL AGENT TEATOR: Right. Now,
25 your feelings regarding Kim Harvin, did you share them

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1 at all with [REDACTED] --

2 [REDACTED] No.

3 SR. SPECIAL AGENT TEATOR: -- at any point
4 during conversations or discussions?

5 [REDACTED]: Well, we have talked here
6 and there. It would be a joking-type matter.

7 SR. SPECIAL AGENT TEATOR: How?

8 [REDACTED]: "Dr. Love" is what the word
9 was for her on the site.

10 SR. SPECIAL AGENT TEATOR: Right.

11 [REDACTED]: "Be careful. Dr. Love might
12 hear us" or, you know, that type of thing.

13 SR. SPECIAL AGENT TEATOR: Would you have
14 general discussions or conversations with [REDACTED]
15 about --

16 [REDACTED] Specifically about that?

17 No.

18 SR. SPECIAL AGENT TEATOR: Well, in
19 general, I mean, like about your view of Kim's role,
20 Kim's function, Kim's job, Kim's usefulness,
21 effectiveness.

22 [REDACTED]: It may have come --

23 SR. SPECIAL AGENT TEATOR: I'm not saying
24 it's wrong if you did. I'm just trying to --

25 [REDACTED]: We had talked about like off

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1 the record, like we're talking here and there, but
2 nothing that we would -- that came as part of my job
3 with (b)(7)(C).

4 SR. SPECIAL AGENT TEATOR: Right. I'm not
5 saying that it's like a formal complaint the (b)(7)(C)
6 brought against Kim, but would you have shared your
7 impressions of Kim Harvin with (b)(7)(C)

8 (b)(7)(C): A little bit maybe, yeah.

9 SR. SPECIAL AGENT TEATOR: Anybody else on
10 the management side of the house?

11 (b)(7)(C) No.

12 SR. SPECIAL AGENT TEATOR: Tell me what
13 the joke was about Dr. Love. Tell me --

14 (b)(7)(C) That's because she's going
15 to be here to fix everything. I still don't know what
16 she was here to fix. She was Dr. Love. You know,
17 spread the joy and everything will be hunky-dory and
18 that's what the culture transformation is supposed to
19 be all about.

20 SR. SPECIAL AGENT TEATOR: Do you know why
21 she was tagged with that, that nickname?

22 (b)(7)(C) No.

23 SR. SPECIAL AGENT TEATOR: Was it common
24 for people to call her that?

25 (b)(7)(C): Oh, yeah.

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1 SR. SPECIAL AGENT TEATOR: Common among
2 the [REDACTED]
3 [REDACTED] Not so much the [REDACTED] but
4 I heard it more from the managers than the [REDACTED]

5 SR. SPECIAL AGENT TEATOR: Okay. It's
6 4:00 o'clock. We're going to take a short break. And
7 we'll go back on in a few minutes.

8 MR. KEENAN: Okay. Let me just clarify
9 something. When I was meeting with [REDACTED] early on,
10 I may have triggered him in terms of Kim's title.

11 SR. SPECIAL AGENT TEATOR: Okay.

12 MR. KEENAN: So maybe that will be helpful
13 for the record. [REDACTED] I didn't want to --

14 [REDACTED] I had heard that before,
15 though, that she wasn't ever a manager. Jeff
16 mentioned it upstairs to me, but I wasn't asked
17 specifically that. Jeff did mention that, but that
18 wasn't where I heard it originally.

19 SR. SPECIAL AGENT TEATOR: You heard it
20 someplace else?

21 [REDACTED] Yeah. I deal with a lot of
22 --

23 SR. SPECIAL AGENT TEATOR: Before today?
24 [REDACTED] Yes. Oh, yes. Back then.
25 I deal with all the management people around here.

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7c

1 SR. SPECIAL AGENT TEATOR: Right.

2 (b) And you hear things from
3 them.

4 SR. SPECIAL AGENT TEATOR: Okay. Let's
5 pick up on that, then. What did you hear from
6 management about their view of Kim's effectiveness or
7 usefulness? Can you recall anything?

8 (b): Now you've put me on the
9 spot for names. The next thing would be, right?

10 SR. SPECIAL AGENT TEATOR: Probably, yes.
11 That's where I usually go.

12 (b): I thought so.

13 SR. SPECIAL AGENT TEATOR: Yes. You can
14 understand that.

15 (b): Well, I can tell you one
16 that is -- I have a (b) who works down
17 here who is in management.

18 SR. SPECIAL AGENT TEATOR: Okay.

19 (b): Right now he's an (b)
20 (b). We have talked about Kim. And he also
21 -- you know, we had the same opinion, that Kim --
22 whatever she was doing here was not working on the --
23 the feeling was that we didn't want her in any
24 meetings because if it reports back to (b) the
25 conduct set forth and what people were doing in

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1 meetings, it was not -- she didn't bring anything to
2 the table to help.

3 SR. SPECIAL AGENT TEATOR: What's your
4 [REDACTED] first name?

5 [REDACTED]
6 SR. SPECIAL AGENT TEATOR: How long has he
7 been in management down there?

8 [REDACTED] Probably 15 years.

9 SR. SPECIAL AGENT TEATOR: Any other
10 managers? Did you hear good or bad about Kim?

11 [REDACTED] Most of them would hold
12 their opinions. They would reserve them.

13 SR. SPECIAL AGENT TEATOR: Do you recall
14 any of the managers here at the site saying positive
15 things about Kim in her job and her work?

16 [REDACTED]: That I've never heard.

17 SR. SPECIAL AGENT TEATOR: Okay. All
18 right. It's 4:02. We'll take a short break. And
19 then we'll come back. I think we're pretty close to
20 being done in a little bit, really. Okay?

21 I want to tell you if there's something
22 that -- do you understand what I'm looking at? Her
23 job was eliminated. Okay?

24 [REDACTED] Uh-huh.

25 SR. SPECIAL AGENT TEATOR: She was -- her

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1 last day here was moved up. The NRC has determined
2 that she has engaged in protected activity. She
3 raised concerns that the commission viewed are nuclear
4 safety concerns. Otherwise I wouldn't be here. I
5 wouldn't be doing this.

6 (REDACTED) I'm just wondering --

7 SR. SPECIAL AGENT TEATOR: During the
8 break, I want you to think about, are you aware of
9 anything that would support that view or go against
10 that and it didn't happen?

11 (REDACTED) Well, if you want to take a
12 break, we can take a break, but I've thought about
13 that already. We can take a break.

14 SR. SPECIAL AGENT TEATOR: Well, then go
15 ahead. Let's hear what you --

16 (REDACTED) I don't have anything that
17 was safety-related, safety-conscious work environment
18 type things. You're alluding to it, I guess.

19 SR. SPECIAL AGENT TEATOR: Well, that's
20 pretty much what her protected activity is raising
21 concerns, in that area. The work environment down
22 there was bad, and it would cause a problem in the
23 plant. It could.

24 (REDACTED) Okay. Morale and a few
25 personal safety items is totally different to me than

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nc

1 nuclear safety.

2 SR. SPECIAL AGENT TEATOR: Okay.

3 [REDACTED]: And never in the [REDACTED] -
4 it will be [REDACTED] this July -- have I ever encountered a
5 person who didn't bring us a nuclear safety item to
6 the forefront. So I don't know.

7 Would she have brought it to upper
8 management? I don't know that. Anything I have ever
9 had to deal with around that we have always stood
10 behind the guys if they felt that they had an issue.

11 SR. SPECIAL AGENT TEATOR: Let me ask you
12 this, are you aware of any information which leads you
13 to believe that her job was eliminated because she
14 raised nuclear safety concerns?

15 [REDACTED]: I would have no -- you know,
16 I would have no clue to that. I'm not in management.

17 SR. SPECIAL AGENT TEATOR: It's a "Yes" or
18 "No" question.

19 [REDACTED]: Oh. No, no.

20 SR. SPECIAL AGENT TEATOR: Are you aware
21 of any information which leads you to believe that her
22 last date here was moved up because she raised such
23 concerns to management?

24 [REDACTED]: Jeff, I didn't even know she
25 was gone.

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11C

1 SR. SPECIAL AGENT TEATOR: Until when?
2 ([REDACTED]): Until after she was gone.
3 Somebody said, "Kim doesn't even work here anymore."

4 SR. SPECIAL AGENT TEATOR: So how would
5 you answer the question I asked you, then?

6 ([REDACTED]) Then no, I wouldn't know of
7 anything because I didn't know she was even -- I know
8 -- okay. No, I don't know of any.

9 SR. SPECIAL AGENT TEATOR: Let's take a
10 short break. And we'll come back on the record. It's
11 4:05.

12 (Whereupon, the foregoing matter went off
13 the record at 4:05 p.m. and went back on
14 the record at 4:15 p.m.)

15 SR. SPECIAL AGENT TEATOR: Okay. It's
16 about 4:15 in the afternoon. Just a few ending
17 questions here. Could you clarify? You mentioned a
18 comment before about your gut feeling regarding Kim
19 Harvin. Maybe you can expound on that and provide the
20 basis for why you had that gut feeling or whatever it
21 was.

22 ([REDACTED]) All right. Well, all right.
23 You know, down here I have about 800 guys under me in
24 the ([REDACTED]) I shouldn't say "under me," but I work for
25 them. You know, I'm their ([REDACTED])

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1 SR. SPECIAL AGENT TEATOR: Okay.

2 ([REDACTED]) So I'd have a lot of
3 interaction with a lot of people. And I try to get
4 the feel for the people and what their concerns are,
5 what everything is. And you fix those problems.

6 I didn't feel that Kim was doing anything
7 effective enough to fix anything that was going on
8 down here at the time. I just didn't get that feeling
9 that she was that concerned with fixing.

10 SR. SPECIAL AGENT TEATOR: Oh, really?

11 ([REDACTED]) I didn't.

12 SR. SPECIAL AGENT TEATOR: All right.

13 ([REDACTED]) You know, there was a lot of
14 people at that time at this plant, too, that were in
15 and out. You feel resume builders, and you feel
16 people who are concerned.

17 SR. SPECIAL AGENT TEATOR: Of those two,
18 what did you feel she was?

19 ([REDACTED]) I felt at times she was just
20 a resume builder.

21 SR. SPECIAL AGENT TEATOR: Did you get a
22 feel from your 800 or so ([REDACTED]) on how they
23 viewed Kim?

24 ([REDACTED]) The ones that had to deal
25 with her, they didn't feel that they could just take

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1 problems to her and get anything out of them. It
2 wasn't her role. It wasn't her responsibility that we
3 knew of.

4 SR. SPECIAL AGENT TEATOR: Right. Did any
5 of the [REDACTED] say to you that they were fearful
6 of talking openly to Kim Harvin about things?

7 [REDACTED]: Yes. They were worried
8 about that. Again, getting back to the point of it
9 all goes back to [REDACTED] 7C

10 SR. SPECIAL AGENT TEATOR: Okay.

11 [REDACTED] It's just there was a
12 report. It wasn't a fixing of anything.

13 SR. SPECIAL AGENT TEATOR: Anybody in
14 particular who voiced that concern to you?

15 [REDACTED] Well, [REDACTED] is an
16 [REDACTED] at Salem, [REDACTED] He was an [REDACTED]

17 Now, as I say, he's [REDACTED]. You want names
18 like that? [REDACTED]

19 These guys, people I had to deal with,
20 weren't -- they didn't feel like they should openly --
21 we wouldn't talk as open in a room with her as they
22 would, me included. I wouldn't talk to a [REDACTED]
23 or a [REDACTED] or to a [REDACTED] with her in the
24 room as freely as I would otherwise.

25 SR. SPECIAL AGENT TEATOR: Really? 7C

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1 [REDACTED] As I said, my gut feeling is
2 I didn't trust her.

3 SR. SPECIAL AGENT TEATOR: Okay. Jeff, is
4 there something you want to clarify with your client?

5 [REDACTED] Nothing further.

6 SR. SPECIAL AGENT TEATOR: [REDACTED]

7 you have my card.

8 [REDACTED] Yes.

9 SR. SPECIAL AGENT TEATOR: You are
10 represented by counsel now, though. If you have
11 something that comes to mind that you think might be
12 helpful, please let Jeff know. And he can pass it on
13 to me. And if I need to, we can all get back together

14 and go over it. All right?

15 [REDACTED] Just so you know, I wouldn't
16 be upset to let Jeff know that I'm coming to see you
17 or talk to you myself directly.

18 SR. SPECIAL AGENT TEATOR: That's between
19 you and Jeff.

20 [REDACTED] Yeah. That's right.

21 SR. SPECIAL AGENT TEATOR: That Jeff.
22 Keenan.

23 [REDACTED] Yes. That's who I mean.

24 SR. SPECIAL AGENT TEATOR: All right.

25 [REDACTED] Jeff Keenan. If I was to

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1 come and talk to you again --

2 MR. KEENAN: I would go, "Oh, you clarify
3 it with him. Give me a call. It's fine with me."

4 SR. SPECIAL AGENT TEATOR: Okay. I don't
5 have any final questions, but, again, I appreciate
6 your time.

7 ([REDACTED]) I just wanted to let you
8 know, too, I don't know anything about hiring or
9 firing her down here. I had nothing to do with that,
10 too. You said about the date being moved up. And
11 it's all a management decision. I had nothing to do
12 with that.

13 And I didn't even know that she was on the
14 chopping block or know that she was moved up or, as I
15 said, I didn't realize she was going or that she was
16 going.

17 SR. SPECIAL AGENT TEATOR: When you
18 learned that she was no longer here, did you learn why
19 --

20 ([REDACTED]) No.

21 SR. SPECIAL AGENT TEATOR: -- the position
22 had been eliminated?

23 ([REDACTED]): No. I have no idea. I
24 didn't even -- I didn't bother asking. At the time we
25 had a lot of people whose positions were eliminated.

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1 And it was a thing we went through down here. And I
2 didn't ask.

3 SR. SPECIAL AGENT TEATOR: Well, let me
4 ask you this, was the ([REDACTED]) generally happy with the
5 news that Kim Harvin was no longer working here at the
6 site?

7 ([REDACTED]) I was. I was. Personally
8 I was.

9 SR. SPECIAL AGENT TEATOR: Why?

10 ([REDACTED]) I don't know about the rest
11 of the ([REDACTED]) Because -- I go back again -- I didn't
12 know what she was here for and her effectiveness was
13 -- she did nothing that I knew of to help the
14 situations that were based down here.

15 SR. SPECIAL AGENT TEATOR: All right.
16 Okay.

17 ([REDACTED]) Okay.

18 SR. SPECIAL AGENT TEATOR: It's about 4:18
19 in the afternoon. Is there something more --

20 ([REDACTED]) No.

21 SR. SPECIAL AGENT TEATOR: -- you
22 gentlemen want to add?

23 MR. KEENAN: No, nothing further.

24 SR. SPECIAL AGENT TEATOR: Okay. This
25 interview is concluded. Thank you.

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1 (Whereupon, at 4:18 p.m., the foregoing
2 matter was adjourned.)
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