

REPORT OF INTERVIEW
OF
KYMN HARVIN

On December 22, 2003, Kymn HARVIN was interviewed by the Reporting Agent (RA), NRC, Office of Investigations (OI), Region I. The purpose of the interview was to clarify information contained on tape recorded voice messages provided by HARVIN to OI as relevant to her allegations regarding discrimination and the work environment at Salem/Hope Creek Stations. For the most part, the messages are self-explanatory, but HARVIN provided the following information, in substance:

She believed the messages were left on her voice mail at PSEG between late January 2003 and March 31, 2003. Message #1 (tape #1) dated March 3, 2003, was left by [REDACTED]. HARVIN explained that she called a "Quakerlike clearness committee" in regard to the decision she needed to make for her future employment. [REDACTED] was to be part of the meeting and she explained to him during her last week of employment at PSEG that she had changed the agenda to "nuclear safety". [REDACTED] declined to be part of the meeting and never asked further questions. HARVIN found this to be a surprising response due to his position. [REDACTED] is also the voice on the third message on the second tape describing plans for an INPO visit.

The voice on the message dated March 31, 2003, is [REDACTED]. The undated message following that is with [REDACTED] and HARVIN believes it is in regard to keeping [REDACTED] employees from "losing face" over the termination of a supervisor and two union employees involved with a PR2 valve problem at Salem in late 2002. [REDACTED] did not want [REDACTED] to resign over this issue. The firing was contended by the union with [REDACTED] and [REDACTED] threatened pickets. [REDACTED] decided to reinstate the employees. [REDACTED]'s message is about him taking the action, but not receiving backing. HARVIN claimed that the statement regarding "holding the line" and stepping out front originally meant taking a line against the union, but later came to mean holding the line against corporate management. HARVIN heard from [REDACTED] that the "public story" was one thing in terms of the amount that would be spent for equipment reliability and safety systems, but they did not believe that amount would actually be invested.

The message embedded after [REDACTED] speaks about going for the [REDACTED] position was identified by HARVIN as from [REDACTED].

HARVIN reported that there were off-the-record discussions about the March 2003 reactivity management event with Hope Creek [REDACTED] when he was interviewed by Winston & Strawn in regard to her allegations in April 2003. [REDACTED] reportedly stated that he felt he needed an attorney present because he believed his testimony would incriminate him.

In addition to reviewing the tape recorded voice messages, HARVIN was asked about the e-mails

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among [REDACTED] and HARVIN dated September 28, 2001, October 11, 2001 and October 31, 2001 (copies attached). HARVIN formerly directly reported to [REDACTED] at PSEG corporate before reporting to [REDACTED] in 2002. The e-mails indicate that HARVIN is being moved from the corporate payroll to PSEG Nuclear for calendar year 2002 and her status will be re-assessed to "determine where and how she can make her best contribution to the business" at the end of 2002. [REDACTED] wrote that it was a rotational assignment "with the understanding that there are no guarantees beyond that." 7C

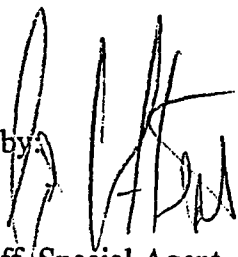
HARVIN stated that [REDACTED] organization went through budget cuts in 2002 that caused HARVIN's position to no longer be considered rotational and there was no further "dotted line" reporting to [REDACTED]. The "rotational" no longer applied because there was no organization to which HARVIN could return. Further, she stopped going to staff meetings related to functions other than Nuclear and was removed from the PSEG corporate distribution list. She recalled thanking [REDACTED] in mid-2002 for transferring her to his organization because there were corporate lay-offs. She believes this change would have been documented with corporate records only and she does not recall seeing any such documentation. 7C

HARVIN pointed out that several factors were unusual in the handling of her termination by PSEG Nuclear. She was initially called to discuss her bonus when she met with [REDACTED] and learned of her termination. She was scheduled to conduct INPO visits related to Duke Energy assessments with others from PSEG in April 2003. She was involved with other management teams at meetings supporting the recognized top 100 PSEG managers (she was not in top 100). In February 2003, she worked with three directors to create 100-day plans that required follow-up. After learning of her termination in February 2003, she was interested in the Training Manager position and a Human Resources position, but learned that [REDACTED] hand were tied in terms of hiring decisions in March 2003. Her forty-five day placement period was shortened by two weeks (from 4/16/03 to 3/28/03). She had also made arrangements with [REDACTED] at PSEG Corporate after notified of her release on February 26, 2003, to work with him at corporate and possibly join his organization. This was to occur during the first two weeks in April. She was paid by PSEG through April 16, 2003.

HARVIN summarized the concerns she presented to [REDACTED] in "one-on-one" meetings after he sent her to the Salem assignment resulting from the [REDACTED] and [REDACTED]. She identified to him union/management concerns; a rift between the "guys with licenses" and senior management regarding operational decision making; [REDACTED] were an ineffective arrangement; and [REDACTED] was disengaged from Operations from the OS level down. She began to note concerns in March 2001, as discussed in her transcribed interview with OI/Region I dated September 9, 2003.

HARVIN also noted that [REDACTED] stated in his message to her on March 24, 2003 (recorded), that her last day was to be March 28 indicating it was [REDACTED] decision. [REDACTED] later informed her in his July 2003 letter that the decision was made by HR.

Reported by


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