

UNITED STATES OF AMERICA
NUCLEAR REGULATORY COMMISSION

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OFFICE OF INVESTIGATIONS

INTERVIEW

-----X
IN THE MATTER OF: :

INTERVIEW OF : Docket No.

(REDACTED) : 1-2003-045

(CLOSED) :
-----X

Wednesday, May 19, 2004

Salem Hope Creek Station

Human Resources Conference Room

TB-2 Building

Hancocks Bridge, New Jersey

The above-entitled interview was conducted
at 1:10 p.m.

BEFORE:

Senior Special Agent JEFFREY TEATOR

Information in this record was deleted
in accordance with the Freedom of Information
Act, exemptions 2C

FOIA-
2005-194

2003-045

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APPEARANCES:

On behalf of ~~XXXXXX~~ and PSEG Services:

MR. JEFFREY KEENAN

Assistant General Solicitor

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1:10 p.m.

SR. SPECIAL AGENT TEATOR: Today's date is May 19th, the year is 2004. My name is Jeffrey Teator, I'm a Senior Special Agent with the NRC's Office of Investigations.

This afternoon I'm interviewing (b)(7)(C) (b)(7)(D) And (b)(7)(C) there's my credentials. It's approximately 1:10 in the afternoon, and this interview is taking place in a Human Resources Conference Room in the TB-2 Building, located at Salem Hope Creek Station in Hancocks Bridge, New Jersey.

Can I call you (b)(7)(C)

(b)(7)(C): Sure.

SR. SPECIAL AGENT TEATOR: (b)(7)(C) this interview is being conducted, will be conducted under oath. Do you have any objection to doing that?

(b)(7)(C): No, sir.

SR. SPECIAL AGENT TEATOR: Okay, raise your right hand for me, please? (b)(7)(C), do you swear that the information that you are about to provide to me is the truth, the whole truth and nothing but the truth?

(b)(7)(C): I do.

SR. SPECIAL AGENT TEATOR: Thank you. You

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1 are being interviewed as a witness today, (b)(7)(C)
2 in an investigation I'm conducting into whether Kim
3 Harbin's(phonetic) job was eliminated here at Salem
4 Hope Creek, in February, 2003 time period, because she
5 raised safety concerns.

6 And also whether her stay here at the site
7 was shortened after receiving notice her job was
8 eliminated, and whether that stay was shortened
9 because she raised such safety concerns.

10 You are being interviewed as a witness.
11 This is a voluntary interview. Knowing it's
12 voluntary, do you wish to go forward?

13 (b)(7)(C) Yes.

14 SR. SPECIAL AGENT TEATOR: Okay. And
15 (b)(7)(C) you are represented by Counsel today. If
16 Counsel could identify himself for the record, please,
17 and explain his representation.

18 MR. KEENAN: Yes, my name is Jeff Keenan,
19 I'm Assistant General Solicitor for PSEG Services.
20 Today I'm representing (b)(7)(C) and PSEG Nuclear in a
21 joint capacity.

22 I have reviewed the information relative
23 to this matter and don't have reason to believe
24 there's a conflict of interest. If a conflict arises,
25 we'll take a break from the record and figure out how

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1 to best handle that. We appreciate the opportunity to
2 voluntarily provide the testimony today, and would
3 also like the ability to review our transcript at a
4 time that's convenient for the NRC, at a later date.

5 SR. SPECIAL AGENT TEATOR: Okay. (b)(7)(C))
6 a few follow-up questions regarding your
7 representation.

8 Does your employer require you to have
9 Counsel represent you if you're interviewed by the
10 Office of Investigations? The key word there is
11 require. Does your company require you to have
12 Counsels represent you, or is it your personal choice?

13 (b)(7)(C)) It's my personal choice.

14 SR. SPECIAL AGENT TEATOR: Okay, it's not
15 a trick question, (b)(7)(C)). All right. Were you in any
16 way threatened with any type of adverse act by your
17 employer if you chose to not have Counsel represent
18 you during this interview?

19 (b)(7)(C)) No, sir.

20 SR. SPECIAL AGENT TEATOR: All right. Do
21 you understand that you have a right to a private
22 interview with me, if you wanted one?

23 (b)(7)(C)): Yes.

24 SR. SPECIAL AGENT TEATOR: Okay, knowing
25 all this do you wish to go forward with Counsel

1 present?

2 () Yes.

3 SR. SPECIAL AGENT TEATOR: All right. Just
4 a little background about you first, () and then
5 we'll go into some questions about why I'm really
6 here. Can you give me your date and place of birth,
7 please?

8 ()
9 ()
10 SR. SPECIAL AGENT TEATOR: Okay, and your
11 Social Security Number?

12 ()
13 SR. SPECIAL AGENT TEATOR: All right, and
14 your home address?

15 ()
16 ()
17 SR. SPECIAL AGENT TEATOR: Your home phone
18 number, please?

19 () Are ()
20 SR. SPECIAL AGENT TEATOR: Have you ever
21 served in the United States Military?

22 ()
23 SR. SPECIAL AGENT TEATOR: Which branch?
24 ()
25 ()

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1 SR. SPECIAL AGENT TEATOR: Did you receive
2 an honorable discharge?

3 [REDACTED]

4 SR. SPECIAL AGENT TEATOR: [REDACTED]

5 [REDACTED]

6 SR. SPECIAL AGENT TEATOR: Okay. Did you
7 do anything in the nuclear field?

8 [REDACTED] No.

9 SR. SPECIAL AGENT TEATOR: No? Okay.

10 [REDACTED] Nothing in nuclear.

11 SR. SPECIAL AGENT TEATOR: Have you
12 attended college?

13 [REDACTED] Yes.

14 SR. SPECIAL AGENT TEATOR: And which
15 school?

16 [REDACTED]

17 SR. SPECIAL AGENT TEATOR: [REDACTED]

18 [REDACTED]

19 SR. SPECIAL AGENT TEATOR: That's right.

20 [REDACTED] And graduated in [REDACTED]

21 SR. SPECIAL AGENT TEATOR: What's your
22 degree in?

23 [REDACTED]

24 SR. SPECIAL AGENT TEATOR: Okay, any
25 further degrees?

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[REDACTED] No.

SR. SPECIAL AGENT TEATOR: All right. At some point were you hired here to work at Salem Hope Creek Nuclear Power Station?

[REDACTED] Yes.

SR. SPECIAL AGENT TEATOR: And when was that?

[REDACTED]

SR. SPECIAL AGENT TEATOR: All right. And have you remained continuously employed here at Salem Hope Creek since then?

[REDACTED] Yes.

SR. SPECIAL AGENT TEATOR: And have you always worked in the Finance Department here, at the site?

[REDACTED] Yes.

SR. SPECIAL AGENT TEATOR: Okay, and your current job title, please?

[REDACTED]

SR. SPECIAL AGENT TEATOR: And what would [REDACTED]
[REDACTED]
[REDACTED]

SR. SPECIAL AGENT TEATOR: What is that

1 organization, though? I mean what groups are we
2 talking about?

3 (b) We're talking about (b)
4 (b)

5 SR. SPECIAL AGENT TEATOR: (b)

6 (b) Right. And two other
7 organizations that you may or may not - Nuclear
8 Assessments, which is (b) (phonetic)
9 organization and Business Support, with (b)
10 (b)
11 (b)
12 (b)

13 SR. SPECIAL AGENT TEATOR: Okay. And in
14 your job as (b), can you tell me what you
15 do regarding the budget for the CNO?

16 (b) Yes. I'm primarily
17 responsible for developing the labor budget, which
18 would include the personnel budget together with any
19 labor, material, contractor and other costs that would
20 be paid for out of the CNO organization.

21 SR. SPECIAL AGENT TEATOR: And how long
22 have you been involved in that budget work for the
23 CNO, how long have you done that?

24 (b) Roughly five years.

25 SR. SPECIAL AGENT TEATOR: All right.

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1 Okay, I met you, I don't know, two or three weeks ago,
2 I was done here doing interviews with other people and
3 Mr. Keenan introduced us.

4 [REDACTED] Right.

5 SR. SPECIAL AGENT TEATOR: I had asked Mr.
6 Keenan to provide documentation regarding whether the,
7 first of all, do you know who Kim Harbin is?

8 [REDACTED] Yes, I do.

9 SR. SPECIAL AGENT TEATOR: Okay, I had
10 asked Jeff to provide documentation, if there was any,
11 regarding Kim Harbin's job being budgeted. Whether it
12 was budgeted for the year 2003, the budget cycle down
13 here for your 2003, which is a calendar cycle, right?

14 [REDACTED] Right.

15 SR. SPECIAL AGENT TEATOR: It begins in
16 January, through December, 31?

17 [REDACTED] Correct.

18 SR. SPECIAL AGENT TEATOR: Whether her job
19 had been budgeted for '03, or the angle of whether it
20 had been not budgeted specifically for calendar 2003.
21 Have you reviewed -

22 [REDACTED] Yes.

23 SR. SPECIAL AGENT TEATOR: - your records
24 to see if such documents exist?

25 [REDACTED] What I found, Jeff, was that

1 2003, the original 2003 budget we put together did not
2 include Kim.

3 Primarily, because she came so late in the
4 year, it was beyond our budget cycle. So when we, we
5 first got her into the budget, was the beginning of
6 2003.

7 Once we got notification from HR that she
8 would be transferring down here, we of course review
9 every month. We do a forecast every month. So as soon
10 as we found out she was coming down here, we included
11 her salary in the CNO Cost Center Budget.

12 SR. SPECIAL AGENT TEATOR: Okay. You made
13 a comment that Kim was not included for the year 2003.
14 Were you mistaken, did you mean 2002? Because she
15 actually transferred to the Nuclear or Business Unit,
16 I believe January 1, 2002? Or very late, 2001.

17 (b) Yeah, that is correct. That
18 is correct.

19 SR. SPECIAL AGENT TEATOR: All right, so go
20 ahead, and maybe you can repeat your answer now so I
21 get it understood.

22 (b) The, she was not included in
23 the 2002 Budget, because we prepared that budget in
24 the summertime, the summer and fall time frame of
25 2001.

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1 SR. SPECIAL AGENT TEATOR: Okay.
2 ([REDACTED]) Since she didn't come until
3 later that year, she was not included in the original
4 budget. As soon as we got notification that she, from
5 HR that she was coming down here, we included her
6 salary in the next forecast update for that year.

7 SR. SPECIAL AGENT TEATOR: All right, so
8 that takes cares of the budget year 2002.

9 ([REDACTED]) Right.

10 SR. SPECIAL AGENT TEATOR: Okay, so then
11 the summer into the fall of 2002, would you be
12 involved in budget planning for [REDACTED]'s direct
13 reports, his group for the year 2003?

14 ([REDACTED]) Yes, I was.

15 SR. SPECIAL AGENT TEATOR: And did your
16 review of records, documentation for whether she was
17 budgeted, her job was budgeted for '03, or not, what
18 did that, what did you find regarding that?

19 ([REDACTED]) That she was, she was included
20 in that budget.

21 SR. SPECIAL AGENT TEATOR: Okay. And when
22 would that budget have been finalized?

23 ([REDACTED]) It would have been finalized
24 in the fall of 2002.

25 SR. SPECIAL AGENT TEATOR: And can you

1 provide any documentation to support that Kim Harbin's
2 position was budgeted for 2003? Is there something
3 you can provide in regard to that?

4 (REDACTED) I should be able to go back to
5 my records and pull something out that indicated that,
6 by name.

7 SR. SPECIAL AGENT TEATOR: Okay, and Jeff,
8 I'd ask that when (REDACTED) comes up with that, that be
9 provided to me, please, as part of this investigation?

10 MR. KEENAN: Absolutely, we stipulate to
11 providing the information consistent with your
12 request.

13 SR. SPECIAL AGENT TEATOR: Okay, now you
14 also made a comment, though, something about a budget
15 forecast is done every month, going forward.

16 (REDACTED) Correct.

17 SR. SPECIAL AGENT TEATOR: Okay. So if the
18 budget for 2003 was finalized, for right now, sometime
19 in the fall of '02?

20 (REDACTED) Correct.

21 SR. SPECIAL AGENT TEATOR: At any point
22 during 2002, did the forecast, did your budget
23 forecast change, in that it would show that Kim
24 Harbin's job would not be budgeted for 2003?

25 (REDACTED) No. 16

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1 SR. SPECIAL AGENT TEATOR: Okay. At any
2 point during 2002, were you informed by anyone that
3 Kim Harbin's job may not be continued in 2003?

4 ([REDACTED]) No.

5 SR. SPECIAL AGENT TEATOR: Okay, and while
6 we're talking about this budget thing, at any point
7 during the year 2003, early 2003, January and
8 February, you wouldn't be doing budget work for '04,
9 yet, correct?

10 ([REDACTED]) No.

11 SR. SPECIAL AGENT TEATOR: But would you
12 still be doing these monthly forecasts?

13 ([REDACTED]) Oh, absolutely.

14 SR. SPECIAL AGENT TEATOR: Okay, any point
15 during January or February, 2004, did your budget
16 forecasts show that her position was going to be
17 eliminated?

18 ([REDACTED]) No, sir.

19 SR. SPECIAL AGENT TEATOR: All right. In
20 fact, that did not happen until after I found out that
21 she was no longer with the company. And, of course,
22 the next month I did not include her salary.

23 Nobody officially came to me and said
24 that, though I knew she had left. So I, the next
25 forecast, I did not include her salary.

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1 SR. SPECIAL AGENT TEATOR: Okay.
2 (b) In the next budget forecast.
3 SR. SPECIAL AGENT TEATOR: All right. In
4 your budget work, would you have also done the budget
5 work for (b) group and his people?
6 (b): Yes, sir.
7 SR. SPECIAL AGENT TEATOR: Including labor
8 budget and for personnel?
9 (b) Right.
10 SR. SPECIAL AGENT TEATOR: Okay. Do you
11 remember if in late 2002, early 2003, time period,
12 there were people in his department, I guess probably
13 your department, Nuclear Business Support -
14 (b) Right.
15 SR. SPECIAL AGENT TEATOR: - who were
16 downsized?
17 (b) Yes, I do.
18 SR. SPECIAL AGENT TEATOR: Now did your
19 budget forecast show those positions being eliminated
20 and not carried forward?
21 (b): Right, right.
22 SR. SPECIAL AGENT TEATOR: And who would
23 you have gotten that information from that those jobs
24 were being eliminated?
25 (b): If not directly from (b) it

1 would have been () Manager or Supervisor who
2 worked directly for ()

3 There was () as ()
4 () and there's also a ()

5 SR. SPECIAL AGENT TEATOR: Who were those
6 two people, the Manager and the Supervisor?

7 (): The Manager at that time would
8 have been () (phonetic).

9 SR. SPECIAL AGENT TEATOR: Is he still
10 here?

11 () Yes, as a, he's over in the
12 work management area.

13 SR. SPECIAL AGENT TEATOR: All right, and
14 who was the other gentleman?

15 () who is my
16 Supervisor, direct Supervisor.

17 SR. SPECIAL AGENT TEATOR: Today?

18 () Today.

19 SR. SPECIAL AGENT TEATOR: Okay, all right.
20 Well, let me ask, I'm asking you this, this is an
21 opinion question. If those positions were eliminated
22 in Business Support and you knew about it, and
23 budgeted accordingly, okay, do you know why you
24 weren't informed of a - let's take a short break, off
25 the record.

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(Whereupon, the foregoing matter
went off the record and went
back on the record at 1:25 p.m.)

SR. SPECIAL AGENT TEATOR: Okay, just for
the record, it's about 1:25. That was plant voices
calling letting us know there's going to be a test of
alarms here at 1:30. We have a couple minutes and
we're going to continue, then we're going to break
before the alarms go off.

Prior to going off the record, [REDACTED] I
asked you a question. And I'm going to get to, and
Mr. Keenan brought up a point off the record.

But if, well let me ask you that now,
then. At some point, were you informed that positions
in Business Support or Services were going to be
downsized?

[REDACTED] Right, I was.

SR. SPECIAL AGENT TEATOR: Can you remember
when you were informed of that, approximately? Would
it have been in 2002?

[REDACTED] Right. Yes, it would have
been, prior to the budget cycle for 2003.

SR. SPECIAL AGENT TEATOR: Okay, are you
positive of that?

[REDACTED] In my recollection is, I would

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1 like to confirm that. But as I recall, it was in the
2 2002 time frame that I was aware that there would be
3 some downsizing in Business Support.

4 SR. SPECIAL AGENT TEATOR: And would you
5 have included that information in your budget
6 preparation for [REDACTED] group for 2003?

7 [REDACTED]: As I recall, I did, Jeff. I
8 will definitely confirm that.

9 SR. SPECIAL AGENT TEATOR: Okay. And if
10 you were told about both positions being eliminated in
11 Business Support, would it have been summer of '02,
12 time period? Early fall '02, time period?

13 [REDACTED]: As I recollect, it was in late
14 in the fall of 2002, that we started talking about
15 head count reductions.

16 SR. SPECIAL AGENT TEATOR: During any of
17 those discussions about head count reductions, was Kim
18 Harbin's name mentioned at all in your presence?

19 [REDACTED]: No, sir.

20 SR. SPECIAL AGENT TEATOR: Well, and my
21 question was before we went off the record, if you
22 were made aware of those position eliminations for
23 Business Support and budgeted accordingly, do you know
24 why you weren't informed of Kim Harbin's position
25 being eliminated so you could budget accordingly

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1 there?

2 (b) No, I don't know why.

3 SR. SPECIAL AGENT TEATOR: All right.

4 (b) I had not heard any
5 indications, though, that there would be any
6 downsizing in that area, in the (b) area.

7 SR. SPECIAL AGENT TEATOR: When you say (b)
8 area, you're really just talking about (b) 7C

9 (b) Three people.

10 SR. SPECIAL AGENT TEATOR: (b)

11 (b) and Kim Harbin?

12 (b) Right.

13 SR. SPECIAL AGENT TEATOR: Okay. You
14 mentioned something earlier that you would be
15 responsible for budgeting for labor, personnel and
16 other costs that were paid for out of the CNO's
17 organization.

18 Were you then involved in the temporary
19 living expenses that were given to Kim Harbin for
20 calendar year 2002?

21 (b) I was, I was, yes, I was.

22 SR. SPECIAL AGENT TEATOR: Well -

23 (b): Only to the extent that I was,
24 I didn't make the decision as to whether she was paid
25 for that. 7C

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SR. SPECIAL AGENT TEATOR: Right.

([REDACTED]) But my involvement included the processing of her living expenses and making sure she was reimbursed for those costs.

SR. SPECIAL AGENT TEATOR: Okay. Would, whether she would be kept on the same type of temporary living expenses for '03, would that be part of your budget cycle looking at 2003?

([REDACTED]) Yes, it would be that.

SR. SPECIAL AGENT TEATOR: And do you recall if you did budget for her getting temporary living expenses for the year 2003?

([REDACTED]) What I budgeted for was miscellaneous business expense in the CNO budget. Which could have included, would have included those and any that ([REDACTED]) or ([REDACTED]) may have incurred. nc

SR. SPECIAL AGENT TEATOR: Well, let me ask you this flat out. Did your budget projection for 2003, include those type of expenses specifically for Kim Harbin?

([REDACTED]) I would like to check on that.

SR. SPECIAL AGENT TEATOR: And I advise you

-

([REDACTED]) My recollection is it did. But I would like to go back to my records and verify

1 that, Jeff.

2 SR. SPECIAL AGENT TEATOR: I'd like you to
3 provide that verification to Mr. Keenan, so I can get
4 a copy of that.

5 ([REDACTED]) Okay, sure.

6 SR. SPECIAL AGENT TEATOR: Now while we're
7 talking about - well, it is 1:30. Before I pick up on
8 that question, we're going to go off the record.

9 ([REDACTED]) Okay.

10 (Whereupon, the foregoing matter
11 went off the record and went
12 back on the record at 1:38 p.m.)

13 SR. SPECIAL AGENT TEATOR: Okay, the siren
14 test is over, it's 1:38. While we were off the
15 record, Jeff, you provided a document (inaudible) and
16 you've already given it to me, but it's titled, excuse
17 me, PSEG Nuclear Reduction in Force for the years
18 2000, 2001, two, three and four.

19 And it has, at the top of the list it has
20 some individuals and the dates they lost their
21 positions, basically. And it has cost centers.

22 Now there's a cost center number of 1288
23 that would be for Technology and Integration. Would
24 that be the cost center that you would budget, you
25 were responsible for budgeting for?

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([REDACTED]): Yes.

SR. SPECIAL AGENT TEATOR: And there's another number 1339, Business Support. Would you budget for that one, also?

([REDACTED]): Yes.

SR. SPECIAL AGENT TEATOR: Okay, then there's 1364, would you have budgeted for that one?

([REDACTED]): Yes.

SR. SPECIAL AGENT TEATOR: Okay, and there's another one up here, 1356, Manager Business Support. Would you budget -

([REDACTED]): Correct.

SR. SPECIAL AGENT TEATOR: How come that's different than the 12, than the 1339? Because it's a manager position, is that why? See the one at the top?

([REDACTED]): Umm hmm.

SR. SPECIAL AGENT TEATOR: I just notice a difference. That one is 1356, and the other Business Support -

([REDACTED]): Well it's a different cost center.

SR. SPECIAL AGENT TEATOR: Okay.

([REDACTED]): This, these are four or three, four, including 1364, distinct different cost centers

NC

1 there.

2 SR. SPECIAL AGENT TEATOR: Okay. Now we
3 talked off the record. Actually you made a comment
4 that when [REDACTED] came on board down here at
5 the site, in his position, which was what? What was
6 his position?

7 [REDACTED] Director of Business Support.

8 SR. SPECIAL AGENT TEATOR: Okay, when he
9 came on board what, what did he pretty much tell
10 everybody?

11 [REDACTED] One of the first things that
12 [REDACTED] indicated to us in his meeting, all hands
13 meeting, is that he, based on what he had seen at
14 other organizations, he thought Business Support was
15 overstaffed.

16 And that one of his first initiatives
17 would be taking a look in that area to reduce head
18 count. Although he didn't give specific areas at that
19 time, there were strong indications that, you know, it
20 would be coming from groups within his organization.

21 You know would be significant head count
22 reductions.

23 SR. SPECIAL AGENT TEATOR: And what groups
24 would have been in his organization?

25 [REDACTED] That would have been the

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1 supply chain organization, finance, technical
2 integration, his cost center 1339.

3 SR. SPECIAL AGENT TEATOR: Business
4 Support.

5 [REDACTED]: Business Support and at that
6 time, Security and Emergency Preparedness reported to
7 [REDACTED]

8 SR. SPECIAL AGENT TEATOR: Okay. During
9 these discussions held by [REDACTED], were you
10 ever present for him making a comment that there would
11 be a reduction in force also in [REDACTED] group, meaning
12 Kim Harbin?

13 [REDACTED]: No. No indications.

14 SR. SPECIAL AGENT TEATOR: All right. You
15 talked a little bit, a few minutes ago, about
16 budgeting for Kim Harbin's temporary living expenses.

17 From what I understand and what I've seen,
18 her temporary living expenses ended on January 5th,
19 2003. Do you know that to be true or not?

20 [REDACTED]: Not to, for sure, but that
21 sounds like the time frame that they would have ended.

22 SR. SPECIAL AGENT TEATOR: Do you know why
23 they would have ended then, in that time frame?

24 [REDACTED]: Wasn't that, that was
25 consistent with her release date, wasn't it? Wasn't

1 she released in -

2 SR. SPECIAL AGENT TEATOR: No. No, her
3 last day, her last day on the payroll would have been
4 April 17th, 2003. That would have included her 45
5 days.

6 ([REDACTED]) No, I don't know why they
7 were, I don't know why they were suspended in January.

8 SR. SPECIAL AGENT TEATOR: Okay. I've seen
9 that. I'm just, thought I'd ask the question about
10 that.

11 ([REDACTED]) No.

12 SR. SPECIAL AGENT TEATOR: All right. At
13 some point did you learn that Kim Harbin's position
14 was eliminated, and if so, can you go into how you
15 became aware of that and when you became aware of it?

16 ([REDACTED]) As I recollect, Jeff, it was
17 after she had been terminated or told her position
18 would be eliminated, that I found out about it.

19 And it was, there wasn't any kind of
20 direct, it wasn't any kind of memo or anything, it was
21 more or less water fountain talk that I had overheard
22 somebody say that she had been released.

23 And at the time there was no indication,
24 no details as to why or anything of that nature.

25 SR. SPECIAL AGENT TEATOR: Have you since

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1 learned why her position was eliminated?

2 (b) I've heard a lot of different
3 reasons, but no, I don't know specifically why.

4 SR. SPECIAL AGENT TEATOR: Well, I asked
5 you have you heard some of those reasons?

6 (b) No. Oh, yes, I have.

7 SR. SPECIAL AGENT TEATOR: Tell me what you
8 heard?

9 (b) I heard that she had had some
10 problems with some of the managers over in the Station
11 and that they had come to, come to some disagreements
12 and misalignments and that she was terminated.

13 SR. SPECIAL AGENT TEATOR: Okay. Did you
14 hear that from any of those particular managers?

15 (b) No, sir.

16 SR. SPECIAL AGENT TEATOR: Okay, and what
17 other reasons did you hear for why she was, her
18 position was eliminated?

19 (b) Well, I heard things such as
20 nobody could really figure out what she was doing over
21 there. Strictly, one of the things that I had heard.
22 Whether was she was effective or not, I never, I don't
23 know.

24 SR. SPECIAL AGENT TEATOR: All right. Any
25 other reasons why you heard her position was

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1 eliminated?

2 ([REDACTED]) Not that I can recall, Jeff.

3 SR. SPECIAL AGENT TEATOR: Okay. Was it
4 ever mentioned in your presence that her position had
5 been eliminated as part of this reduction in force
6 that occurred down here?

7 ([REDACTED]) No.

8 SR. SPECIAL AGENT TEATOR: All right. All
9 right, her, she was informed in late February, 2003,
10 that her position had been eliminated. That's when
11 she was informed, okay.

12 Would you have found out, do you think you
13 found out about that shortly after then, or would you
14 have found after, in fact, her last day was here,
15 which would have been April 17th?

16 ([REDACTED]) As I recall, it was after she
17 had left the site that I found out she was gone.

18 SR. SPECIAL AGENT TEATOR: Her last day
19 here at the site was March 28th.

20 ([REDACTED]) Okay.

21 SR. SPECIAL AGENT TEATOR: Although she was
22 paid through the 17th, her last actual day was the
23 28th.

24 ([REDACTED]) Okay.

25 SR. SPECIAL AGENT TEATOR: Okay, so then in

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1 your monthly budget forecast for [REDACTED] group,
2 would you have included her in that, her employment in
3 that forecast up until you heard that she had actually
4 lost her job?

5 [REDACTED] Correct, yes.

6 SR. SPECIAL AGENT TEATOR: And after you
7 learned that she was no longer working here, did you
8 then adjust the next month's forecast accordingly?

9 [REDACTED] Yes. Like I say in our
10 budget, in our forecasting what we do though is we
11 typically look at who's there.

12 SR. SPECIAL AGENT TEATOR: Right.

13 [REDACTED] Her no longer being there.
14 Including those two people that were left, plus any
15 known people, open positions or people that we knew we
16 were bringing on board.

17 SR. SPECIAL AGENT TEATOR: Okay.

18 [REDACTED] So that's a long way of
19 answering your question, yes, we would have taken her
20 out of future forecasts.

21 SR. SPECIAL AGENT TEATOR: All right. At
22 some point Kim Harbin transferred down here from, I
23 think it was an administrative transfer. She was
24 already working down here, but there was, she was
25 actually taken from corporate down to NBU, working

1 directly for [REDACTED]
2 [REDACTED] Right.

3 SR. SPECIAL AGENT TEATOR: Were you
4 involved in that at all, and if so, what was your
5 involvement?

6 [REDACTED] Yes, I was involved to the
7 extent that we wanted, Kim had asked me to help with
8 the continuity of her expenses. To make sure, you
9 know, that she continued to get her expenses.

10 I also helped her get her SAP access
11 upgraded or changed, so she could get into our nuclear
12 reports. And primarily, just getting, making sure she
13 got set up down here to be able to use SAP and make
14 sure expenses continued to go through.

15 SR. SPECIAL AGENT TEATOR: All right. Let
16 me ask you this question. In your, you were doing
17 budget work down here for 20 years, for the Nuclear
18 Business Unit, correct?

19 [REDACTED]: Right.

20 SR. SPECIAL AGENT TEATOR: All right. Did
21 you find it unusual that even after Kim Harbin was
22 transferred down here to work for [REDACTED] that
23 she was still getting temporary living expenses?

24 [REDACTED]: Yes.

25 SR. SPECIAL AGENT TEATOR: Had you ever

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1 seen that occur before for another individual in her
2 situation?

3 [REDACTED] No.

4 SR. SPECIAL AGENT TEATOR: Can you, do you
5 know why her temporary living expenses were continued
6 after she was transferred down here? Do you know why
7 that happened?

8 [REDACTED]: Only to the extent that the,
9 there was a question from my supervisor, [REDACTED],
10 to [REDACTED] about that specific issue.

11 SR. SPECIAL AGENT TEATOR: Right.

12 [REDACTED]: You know, now that she's
13 transferred down here and she's a nuclear employee,
14 she shouldn't be eligible for that. [REDACTED]
15 agreed.

16 SR. SPECIAL AGENT TEATOR: Okay.

17 [REDACTED] Kim Harbin went to [REDACTED], and
18 that was, that change was reversed, that decision was
19 reversed. And we continued to pay Kim's expenses plus
20 the company car.

21 SR. SPECIAL AGENT TEATOR: Okay. It's
22 1:50, I'm going to take a short break.

23 (Whereupon, the foregoing matter
24 went off the record at 1:50
25 p.m., and went back on the

record at 1:56 p.m.)

SR. SPECIAL AGENT TEATOR: Okay, it's approximately 1:56 in the afternoon, we're back on the record.

([REDACTED]) we talked about her, Kim Harbin's position elimination, the decision to do that. Were you part of any discussions surrounding that before it occurred?

([REDACTED]) No, sir.

SR. SPECIAL AGENT TEATOR: Okay. Do you recall have any discussions at all with ([REDACTED]) surrounding whether Kim Harbin would have a job in the year 2003, or not?

([REDACTED]) No, sir.

SR. SPECIAL AGENT TEATOR: At some point a decision was made where, some people use the term acceleration. Her last day at the site was moved up. She would still be paid for the 45 days or so, but the last day she would have access to the site was moved up to March 28th, 2003, from April, I guess, 16th or 17th.

Were you part of any discussions surrounding why that occurred?

([REDACTED]) No, sir.

SR. SPECIAL AGENT TEATOR: All right. How

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1 well do you know Kim Harbin?

2 [REDACTED] Certainly not from a personal
3 standpoint, but I had probably weekly, maybe bi-weekly
4 contact with her the whole time she was here.

5 Primarily associated with the expenses end
6 of it. Her expenses, her time sheets, you know,
7 instructions on how she should show this and that on
8 her time sheet.

9 I felt like I knew Kim pretty well.

10 SR. SPECIAL AGENT TEATOR: Do you still
11 feel like you do?

12 [REDACTED] I haven't had discussions with
13 Kim since she left here, so I still think I know her
14 as well as I did before.

15 SR. SPECIAL AGENT TEATOR: During any of
16 those discussions with Kim Harbin, did she tell you of
17 any concerns she had raised regarding safety here at
18 the plant?

19 [REDACTED] No, sir.

20 SR. SPECIAL AGENT TEATOR: In general, I'm
21 just going to use the word safety. Did she ever say
22 that she had raised such concerns to you?

23 [REDACTED] No, sir.

24 SR. SPECIAL AGENT TEATOR: Did she ever
25 tell you that she had raised concerns about perception

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1 that production is emphasized over safety?

2 ([REDACTED]) No, sir.

3 SR. SPECIAL AGENT TEATOR: That managers
4 were making non-conservative safety decisions in the
5 plant?

6 ([REDACTED]) No, sir.

7 SR. SPECIAL AGENT TEATOR: Oh, okay.

8 ([REDACTED]) Ours was strictly, you know,
9 budget-related issues. Other than, you know, what did
10 you do over the weekend and, you know, how's your
11 family, this, that and the other.

12 SR. SPECIAL AGENT TEATOR: At any point did
13 she tell you, during one of these discussions you had
14 with her, that her position had been eliminated?

15 ([REDACTED]) No, sir.

16 SR. SPECIAL AGENT TEATOR: Okay. I think
17 I'm pretty much done. I'm just going to look over my
18 notes one more time. It's 1:59, we'll take a short
19 break.

20 (Whereupon, the foregoing matter
21 went off the record at 1:59
22 p.m., and went back on the
23 record at 2:01 p.m.)

24 SR. SPECIAL AGENT TEATOR: Okay, it's about
25 2:01 in the afternoon. I don't have, I do have one

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1 other question, [REDACTED] took
2 over from him after [REDACTED] left the company?
3 [REDACTED] actually went to
4 corporate and took over the IT Department up there.

5 SR. SPECIAL AGENT TEATOR: Okay.

6 [REDACTED] was, [REDACTED] was
7 actually a [REDACTED] down here and went up to
8 Newark as [REDACTED]

9 The job that [REDACTED] filled down here
10 replacing [REDACTED] was a [REDACTED]
11 [REDACTED]

12 SR. SPECIAL AGENT TEATOR: Same job, lower
13 title?

14 [REDACTED] Same, essentially the same job
15 at a lower position.

16 SR. SPECIAL AGENT TEATOR: Did [REDACTED]
17 ever discuss, in your presence, the nature of Kim
18 Harbin's job down here? Whether it was temporary,
19 rotational or permanent?

20 [REDACTED]: No.

21 SR. SPECIAL AGENT TEATOR: Did he ever talk
22 about that in your presence?

23 [REDACTED]: No.

24 SR. SPECIAL AGENT TEATOR: Okay, [REDACTED], I
25 don't have anything else. You're going to look for

1 those records that I asked for.

2 [REDACTED]; Right.

3 SR. SPECIAL AGENT TEATOR: And you're going
4 to get back with Mr. Keenan on that, okay?

5 [REDACTED]; Right.

6 SR. SPECIAL AGENT TEATOR: If there's
7 something that you come across that I haven't asked
8 for, and you figure might be helpful to what I'm
9 looking at, please provide that also to Mr. Keenan so
10 that I get it.

11 [REDACTED] Okay.

12 SR. SPECIAL AGENT TEATOR: Jeff, is there
13 something that you want to go over with your client?

14 MR. KEENAN: No, I don't think anything
15 further.

16 SR. SPECIAL AGENT TEATOR: Okay, it's 2:02,
17 this interview is concluded. Thank you.

18 [REDACTED] Thank you.

19 (Whereupon, the foregoing matter
20 was concluded at 2:02 p.m.)
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25