

~~6/15/04~~ 6/15/04

130 pm

[REDACTED]

7C

Between - Flyer / Lockheed

Company has said - dis
prop - at some point

AA

Command

EXAMPLES
OF LACK OF
INTEGRITY

[REDACTED]

to to "marginally effective"

Naval display award in
2001 - sum of 13,000

[REDACTED]

8/03-

conversations with K/H

goes to read handwriting

All
L-29 7C

UH 6/15/04

②

INTEGRITY ISSUE

3/26/03 call her [REDACTED] 7C

email & schedule it

① [REDACTED] call to her - said he
was 'stunned' and had not been consulted

called
UH on Sunday 3/30/03

① H would FAX note of comments w/ [REDACTED] 7C

WINSTON R. STRAWN INVESTIGATION

[REDACTED] ECP INV.

[REDACTED] - when?? late 8/03

- Rectitude Event -

→ [REDACTED] [REDACTED] [REDACTED]
of [REDACTED]

[REDACTED]
JEFF KEENAN

③

HP

↓ since the kid above the kid are
also

was [redacted]

general linkups these matter

[redacted]

7C

Temporal Proximity

Contradicting

- Temporary Position Issue

[redacted]

go over [redacted] letter and address
it with [redacted]

[redacted]

↓

As [redacted] agree
curb to his
SEC concerns

All
7C

7C [redacted] 1/12 [redacted] 13

Returned
4/10 call [redacted] to
[redacted]
message
✓ supports everything that she said regarding
SCHE

O/A
4/30/07
5/21/07
- she said she goes to meet with [redacted] before I
finish - she has some more done & wants to
put down what are the issues there. I said
please send down a form - as I might need them
to confront people / how to get return - she agreed
to send them early next week.

Returned [redacted] call from meeting she had 5/25/07
[redacted]
7C O/A 10AM

[redacted] letter to KH
(HR made decision - ECF investigation
says
any company/individual reasons for the elimination/
acceleration are investigated

Dispute smoking gun is [redacted] saying they are out to get
[redacted] 7C
- & her going to [redacted] in 3/20 & then her being executed
- asked KH again to fix her new security - she agreed

expenses covered by PP -

YES AS TO
MILWAUKEE
PINEWOOD

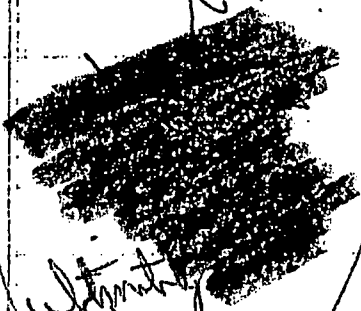
NO DOWN OF PA



on
front in
set up

Agreed commitment
brought in
after GA

John



ultimately
did the
entire
series

3/20 meeting



GAP eliminated
also

7/11/11 Just the half lot is afraid of the current and not.

Heer en
Aanw.
De heer


~~_____~~ continue writing each night.
With soon issues, short writing.
Not 1 episode on trial, few window secrets -
Cyrus - outside spent night in, was getting
good help from cyph. but stopped writing. other
- thinking - unable to complete but 1 in trunk man
with sufficient detail to produce paper & could
define. Can give a good example of cross
writing issue of several days every year

Salvatore
SALEM

Rainy water - power washing worked down some
 of supports. Eng came out said can take night
 for rest of supports. in prep for T&E inspections.
 Enter one over with

7C

(A) 7C



~~Red Jack on~~

OR changes - ~~all~~ ^{keep on} good order since
changes, planning, timing to another w/o

- corrective action problems, coal export.

Monticello

⑤ want might
have called at
home

are friends

He ~~does~~ ^{was} ~~the~~ ^{at} ~~not~~ ^{the}

~~Big picture~~ ~~not pure~~
~~HCT~~ ~~of the~~
~~specific~~ ~~name~~

ask about HRCI - ^{or the}
was good really, done
even who closed on that
to show. He is afraid
of getting blamed for
this to not all time.

ventures
business -
get it in
done

~~_____~~ would show
spotty issues that were repeated
which she couldn't get fixed -
and of INPS

~~all out what I am living on immediately~~

the problem has gotten is that people are afraid
to write criticisms or write them generally
to avoid being penalized as not being another
big issue.

~~not critical~~

- Need to ask things if things are changing
if they are ~~not~~ freer to be able to
bring issues up -

9/28/04 [redacted] 7C

o to you want feedback from "you"?

~~talked with [redacted] who wants to provide info.
regarding repairs. [redacted] did not getting info. attacks on
the support/repair issue - suggest that have discussion
to start & HPCI issue~~

talked to [redacted] said he wants to talk but is
nervous of letting representations of things up HPCI issue

Went to [redacted] how things can say. [redacted] was getting
better why he is being told by employees that they
are afraid to speak the truth, they don't want to
hear of problems/ issues at plant

7C

says may have cheating on the "B" home days &
wants to get ~~the~~ quality exposure to ADP - during full
full outage - & would ~~address~~ fix what is ~~now~~ very not good

time period ^{with} 3/12/03
shortly after

Report #
dated

page 3 of Report 1 - potential consequences
Cave

performed Report 1 - tried it to design hires COCA-
yet now are calling it a budgetary concern
says it is independent creative actions
example

additional #10 p. 21 to group Answer Supp. Report
date 3/12/03 "B" team "Pump"

other #10 is

to help, offering to help to get right look
wants the staff to control him - he can point NRC in
right direction

is going to be a COCA if it says so - due to
mass inhibition and long creative actions are going
to give wake high idea w/o fixing the problem
when all info is better than to change it out

need to
be looked
at by
NRC before
moving
forward

4.5-7.5 mech. paid to get trouble about to change it
collective done for the entire look.

help they need additional oversight or interventions
by NRC

Allegation Receipt Report
(Use also for Staff Suspected Wrongdoing)

Page 1 of ____

29

Date Received: September 27 and 28, 2004

Allegation No. RI- A-
(leave blank)

Received via: ☒ Telephone ☐ In-person ☐ Letter ☐ Facsimile

Employee Receiving Allegation or suspecting wrongdoing (first two initials and last name): JA TEATOR

Source of information (please check one box): ☒ licensee employee ☒ former licensee employee ☐ contractor ☐ former contractor ☐ anonymous ☐ news media ☐ private citizen ☐ federal agency ☐ state agency ☐ NRC staff ☐ licensee identified ☐ special interest group

Alleger Name: [REDACTED] Home Address: *

unhappy
11/03

Home Phone: [REDACTED] City/State/Zip: *

Alleger's Employer: [REDACTED] Alleger's Position/Title: [REDACTED]

* Do not complete these sections for issues of staff suspected wrongdoing.

Facility: SALEM/HOPE CREEK

Docket No. or License No.: 50-272,311,354

Was alleger informed of NRC identity protection policy?

Yes _ No X

If H&I was alleged, was alleger informed of DOL rights?

Yes _ No _ N/A X

If a licensee employee or contractor,

did they raise the issue to their management and/or ECP?

Yes X No _ N/A _

Does the alleger object to referral of issues to the licensee?

Yes _ No _

Provide alleger's direct response to this question verbatim on the line below:

Was confidentiality requested?

Yes _ No X

Was confidentiality initially granted?

Yes _ No _ N/A X

Individual Granting Confidentiality: _____

Criteria for determining whether the issue is an allegation:

Is it a declaration, statement, or assertion of impropriety or inadequacy? Yes / No

Is the impropriety or inadequacy associated with NRC regulated activities? Yes / No

Is the validity of the issue unknown? Yes / No

If No to any of the above questions, the issue is not an allegation and should be handled by other appropriate methods (e.g. as a request for information, public responsiveness matter, or an OSHA referral).

Allegation Summary or staff suspected wrongdoing: (Recipient of the allegation shall summarize each concern here - provide additional detail on reverse side of form, if necessary. If entering allegation electronically, highlight Allegation Summary in bold and use larger font size)

- [1] **ALLEGATION SUMMARY- 1. [REDACTED] DISAGREES WITH THE STAFF'S CONCLUSION THAT [REDACTED] WITH THE HOPE CREEK "B" RECIRC PUMP WERE UNSUBSTANTIATED. [REDACTED] SAID THAT IF THE LICENSEE RUNS THE PUMP AS IS THE VIBRATION WILL CAUSE A LOCA. THE TEMPORARY CORRECTIVE ACTIONS/TROUBLE SHOOTING JUST TO CHANGE OUT THE MECHANICAL SEAL THAT ARE PLANNED TO OCCUR IN THE OCTOBER REFUEL OUTAGE WILL CAUSE A COLLECTIVE DOSE OF 4.5 TO 7R TO THE WORKERS, WILL NOT FIX THE VIBRATION PROBLEM. HE ADDED THAT THE INFORMATION AVAILABLE TO THE LICENSEE [IN THE ROOT CAUSE REPORT INITIATED IN [REDACTED] IS TELLING THEM THAT THE CORRECT COURSE OF ACTION IS TO CHANGE OUT THE PUMP, BUT THE LICENSEE CHOSE A DIFFERENT COURSE OF ACTION BECAUSE OF THE COST OF REPLACING THE PUMP. HE FEELS THAT THE WORK NEEDS ADDITIONAL OVERSIGHT AND/OR INTERVENTION BY THE NRC BEFORE THE OUTAGE BEGINS. HE WOULD LIKE THE STAFF TO CONTACT HIM SO THAT HE CAN PROVIDE ADDITIONAL INFORMATION TO HELP**

AND

TOLL

ALL TC

THE NRC IN ITS REVIEW OF THIS WORK AND THE VIBRATION PROBLEM. [REDACTED]
WOULD LIKE FEEDBACK FROM THE NRC REGARDING THIS ISSUE.

2. [REDACTED] CLAIMS THAT IN CONTRAST TO THE LICENSEE'S STATED POSITION, THE SCWE IS AT SALEM/HOPE CREEK IS NOT GETTING BETTER IN LIGHT OF HIM BEING TOLD BY A NUMBER OF EMPLOYEES AND AT LEAST ONE FIRST LINE SUPERVISOR THAT THEY ARE AFRAID TO RAISE ISSUES, AFRAID TO "ROCK THE BOAT" BECAUSE MANAGEMENT DOES NOT WANT TO HEAR OF PROBLEMS OR ISSUES AT THE PLANTS. [REDACTED] CITED GENERAL CONCERNS/ISSUES WITH THE CORRECTIVE ACTION PROGRAM, WORK ORDER CLOSURES BEING CLOSED TO ANOTHER WORK ORDER WITHOUT THE WORK BEING PERFORMED, AND WORK PLANNING ISSUES. BASED ON DISCUSSIONS HE HAS HAD WITH CURRENT LICENSEE EMPLOYEES, THEY ARE AFRAID TO WRITE NOTIFICATIONS OR THEY ARE WRITTEN GENERALLY TO AVOID BEING PERCEIVED AS THEM BRINGING UP "ANOTHER BIG ISSUE. [REDACTED] CLAIMS THAT INDIVIDUALS INTERVIEWED [TO INCLUDE THOSE LISTED IN THIS ALLEGATION REPORT] DURING THE SCWE REVIEW "HELD BACK" ON PROVIDING ALL OF THE INFORMATION THEY WERE AWARE OF. [REDACTED] INDICATED THAT THE STAFF NEEDS TO ASK LICENSEE EMPLOYEES IF THINGS ARE CHANGING AND IF THEY FEEL FREE TO BE ABLE TO RAISE ISSUES. *Don't raise of things you can't prove*

3. SPECIFICALLY [REDACTED] SAID THAT EMPLOYEE [REDACTED] (PHONETIC) INDICATED THAT WHILE POWER WASHING THE HOPE CREEK SERVICE WATER COMPONENTS IN PREPARATION FOR AN INPO INSPECTION, SOME OF THE SUPPORTS WERE SO CORRODED THAT THEY WERE POWER WASHED AWAY. PER [REDACTED] CLAIMS THAT A CONCERN WAS RAISED ABOUT THE SUPPORT STRUCTURES AND THE ENGINEERING DEPARTMENT ANSWERED IT BY TAKING CREDIT FOR THE REMAINING SUPPORTS TO SUPPORT THE SYSTEM. [REDACTED] SAID THAT [REDACTED] WOULD LIKE TO BE CONTACTED AT HOME [REDACTED] SO THAT HE CAN PROVIDE ADDITIONAL INFORMATION REGARDING THIS ISSUE AND AN ISSUE WITH AN ISSUE WITH THE HPCI SYSTEM [AS DESCRIBED BELOW IN No. 4]. *Don't raise of things you can't prove*

4. [REDACTED] SAID THAT SALEM [REDACTED] SHARED WITH HIM A CONCERN ABOUT THE SALEM HPCI SYSTEM, SPECIFICALLY WHETHER THE WORK WAS ACTUALLY PERFORMED [OR IF IT WAS TIED TO OTHER WORK ORDERS AND CLOSED WITHOUT BEING PERFORMED] AND WHETHER ALL OF THE CORRECT INFORMATION WAS PROVIDED TO ALLOW FOR THE SYSTEM TO BE RETURNED TO SERVICE SHORTLY BEFORE THE 30 DAY LCO DATE. ACCORDING TO [REDACTED] DID NOT INDICATE THAT THIS IS AN IMMEDIATE SAFETY ISSUE, BUT [REDACTED] HAS INDICATED TO HIM THAT HE IS AFRAID TO PURSUE THIS CONCERN FOR FEAR OF BEING SUBJECT TO RETRIBUTION. *there is a concern with the work*

5. [REDACTED] SAID THAT LICENSEE EMPLOYEE [REDACTED] WAS ASSIGNED TO PERFORM A ROOT CAUSE 1 ANALYSIS ON A DIESEL LCO. AN OUTSIDE VENDOR WAS BROUGHT IN TO ASSIST WITH THE ANALYSIS AND WAS PROVIDING VALUABLE ASSISTANCE, BUT THE VENDOR WORK WAS STOPPED DUE TO FUNDING ISSUES AND THE ROOT CAUSE WAS UNABLE TO BE COMPLETED IN A TIMELY FASHION AND WITH THE SUFFICIENT DETAIL TO CONCLUDE THAT THE PROPER AND CORRECT ACTIONS WERE TAKEN. HE OFFERED THIS AS AN EXAMPLE OF THE CORRECTIVE ACTION PROGRAM, WORK MANAGEMENT, AND WORK ENVIRONMENT ISSUES NOT FUNCTIONING PROPERLY. *there is a concern with the work*

*main
presentations
to of all
3 plants*

*she does not
want to be
contacted by
NRC*

*no other
cited*

*ALL
7c*

Functional Area (please check one box):

☐ Academic ☐ Decommissioning Materials ☐ Decommissioning Reactor ☐ Exempt Distribution
☐ General Licensee ☐ Gun Sights ☐ Irradiators ☐ Medical ☐ Nuclear Gauges ☐ Nuclear Laundry
☐ Nuclear Pharmacy ☒ Power Reactor ☐ Radiography ☐ Research and Development (R&D)
☐ Research/Test Reactor ☐ Safeguards ☐ SNM ☐ Teletherapy ☐ Transportation ☐ Vendor
☐ Veterinary Non-human ☐ Waste Disposal ☐ Well Logging ☐ Other: _____

Discipline for each concern (place the concern no(s). (either 1, 2, 3, etc.) in the box provided):

☐ Chemistry ☒ Chilling Effect ☒ Civil/Structural ☐ Construction ☒ Corrective Action
☐ Discrimination ☐ Electrical ☐ Emergency Preparedness ☐ Employee Concerns Program
☒ Engineering ☐ Environmental ☐ Environmental Qualification ☐ Falsification ☐ Fire Protection
☐ Fitness-for-Duty ☐ Health Physics ☐ HVAC ☐ Industrial Safety ☐ Inservice testing
☐ Instrumentation and Control ☐ Maintenance ☐ Mechanical ☐ Misadministration ☐ NDE
☐ Operations ☐ Procurement ☐ Quality Assurance ☐ Radwaste ☐ Safeguards ☐ Security
☐ Source disconnect ☐ Startup testing ☐ Training/qualification ☐ Transportation ☐ Unsupervised
Radiography ☐ Wrongdoing ☐ Other: _____

Detailed Description of Allegation or staff suspected wrongdoing: (Do not state the alleged's name in this section - simply refer to the individual as the alleged) SEE ABOVE

When taking the allegation, ask questions such as

WHAT IS THE ALLEGATION?

WHAT IS THE REQUIREMENT/VIOLATION?

WHERE IS IT LOCATED?

WHEN DID IT OCCUR?

WHO IS INVOLVED/WITNESSED?

HOW/WHY DID IT OCCUR?

WHAT EVIDENCE CAN BE EXAMINED?

WHAT IS THE STATUS OF THE LICENSEE'S ACTIONS?

How did the alleged find out about the concern(s); other individuals NRC should contact for additional information; records NRC should review; whether the alleged raised the concerns with his or her management; alleged's preference for method and time of contact.

see ink
K.H.

VOICE MESSAGES

FOLLOW UP w/ K. HARVIN RE MESSAGES 12/22/03

11:54P
Wed.

7C

1st
message

END A (TAPE 1) [REDACTED] MUMBLED TO HIMSELF "

BEGINS WHOLE ON TAPE 2 -

LEFT LATE WED. 11:54PM -

PERFORMANCE "PATHETIC" - [REDACTED] CALLS HIMSELF "DEVIL" →

HAD TO DRAW LINE + SAY WAY ITS GOING BE -
DON'T CARE WHETHER YOU LIKE IT

2nd
mess.

[REDACTED] RESPONDS TO HER QUESTIONS

DOESN'T HAVE A PLANT MANAGER

7C

[REDACTED] - SCOW ISSUE - [REDACTED] DEALING WITH

UNION RE CONCERNS RELIABILITY TO RAISE ISSUES →

7C

3rd

RE INFO VISIT

[REDACTED] LAST WEEK MARCH - "SQUARE LIKE"
CLEARNESS COMMITTEE CALLED BY K. HARVIN RE DECISION
TO MAKE ON JOB FUTURE. CHANGED AGENDA & TOLD [REDACTED] IT WAS
"NUCLEAR SAFETY" - HE DECLINED TO BE A PART OF MEETING, NEVER
ASKED FURTHER QUESTIONS - FOUND SURPRISING THAT HE DID NOT
IN HIS POSITION

4th

WORKMGT +
MAINT. MGT.

"SHOULD CAUSE ALL OF YOU TO BE ALARMED" -

CRITICIZES MAINT PERF. - NEEDS TO CHANGE TRENDS

WIN TERM

REPEAT MAINT

LEG MAINT.

SCHE AD

DIESEL GEN

CARRY OVER

RE:
MONTH
OF FEB.

MENTIONS CONTROL ROOM INDICATION

5th

WORK MGT / MAINT. -

FORWARDED FROM ENGINEERING CONCERN RE 12 SW 380 VALVE
"HOW COULD THIS POSSIBLY HAPPEN" & AIR LEAKAGE.

ACCOUNTABILITY WITH NO ONE & EVERYONE

LESSONS
TO BE LEARNED

(FORWARDED) AND THE

TAPE 1 -

~~CALL~~ RE

3/3/03 MESSAGE 1 from ~~REDACTED~~ -

3/17/03 8:08A ~~REDACTED~~ forwarded last week message
from ~~REDACTED~~ re ~~REDACTED~~ "thinking" re K. Harvin

TOLD SAME DAY K. HARVIN WAS HEAD COUNT #'S OCCURRING
TEMPORARY JOB - NEEDED

APPROVAL FOR GRANT - RAN
ITS TIME (LAST 8-10 MRS
feedback prompted ~~REDACTED~~
to select area for positionel.
"ineffective - no value add
somewhat destructive"

~~REDACTED~~ said - "Can't justify" -
"give me the results"

TC
zerox ~~REDACTED~~ - to rub off w/KH on others
~~REDACTED~~ - did not see results

ALL
TC

Ucd. ~~REDACTED~~ TC
11:14 AM ~~REDACTED~~ -
3/26 not attending plant visits - "Friday will be last day
(3 ps)
on site"

Friday ~~REDACTED~~ TC
6:49A message regarding thoughts for Friday mgt. meeting for K.H to share
- "mark" that she left,

per K. Harvin

tapes of messages left
between late Jan - 3/31/03

TAPE 1

CONTINUED -

SAT 3/29
~~4/17A~~
9:17A

3/31

VOICE IS:

- left message

NDATED)

FOLLOWING UP w/ [REDACTED]
KEEPING [REDACTED] PEOPLE FROM LOSING FACE

12/22 K. HARVIN BELIEVES ^{CALL} IN REGARD TO 2 UNION GELLYS OVER PR 2 VALVE
(SALEM)

7C
[REDACTED] ONE SUPERVISOR FIRED + 2 UNION - FIRED

ISSUE WENT TO [REDACTED] - [REDACTED] THREATENED PICKETS

[REDACTED] DECIDED TO BRING BACK -

[REDACTED] TOLD PEOPLE HE WOULD QUIT IF [REDACTED] DID NOT BACK

[REDACTED] TOOK THE ACTION BUT DID NOT GET BACKING -

ENVIRONMENT THAT DOES NOT WANT YOU TO STEP FORWARD

HOLDING THE LINE - STEP OUT FRONT -

ORIGINALLY IT WAS THAT TAKING A LINE AGAINST UNION -

LATER IT BECAME HOLDING THE LINE AGAINST COMP. MGT. 7C

[REDACTED] DID NOT WANT [REDACTED] TO QUIT

7C

12/32
per K.H.

7C

[REDACTED] + [REDACTED] told her that the public story was one thing - \$ for equipment reliability, safety, systems "top quartile goals" would not be invested - over time became

7C

STEP 3 GRIEVANCE MEETING - UNION

RE GOING FOR CNO POSITION

7C

[REDACTED] (EMBEDDED MESSAGE)

RE WHAT OSs ARE PAID Summer ENA
7C #44 2002 INFO meeting

ED. 8:50P
MARCH 5

MARCH 1

MEETING AT
CENTER

[REDACTED] - KH should write,
anxiety, & how to use it
how to connect safety/reliability costs -
re. [REDACTED] mantra
7C

7C

WANTS HER TO DOCUMENT HER SUCCESS AT SITE

6:25

D -
MARCH
6/8

[REDACTED] 7C - DESCRIBES HIMSELF AS FRUSTRATED & UNGUIDED
CHANGE IN GUARD (DAY OF [REDACTED] LEAVING ANNOUNCED) -
BELIEVES EVERYTHING WILL BE REPLACED.

FACING OUTAGE "WILL TAKE THE GAS OUT OF US" BEFORE REFUEL

7C

7C [REDACTED] letting T.O. know he spoke [REDACTED] on KH behalf

no date 7C [REDACTED] - Fred says as guy [REDACTED] brought in - suspect
re training mgr & HR jobs

no date

PER KYMN HARVIN

7C

REGARDING [REDACTED] CONVERSATION -

TAPE RECORDING STOPPED WHEN TALKING ABOUT
REACTIVITY MANAGEMENT EVENT ^{7C} W/ WINSTON & STRAWN

7C [REDACTED] WOULD ASK FOR ATTY PRESENT BECAUSE HE BELIEVES
HIS TESTIMONY WOULD INCRIMINATE HIM

3/03 REACTIVITY MGT.

6/03 LCO

Tues
3/11
11P

[redacted] not going to info plant visit

K.H.:
2
covered
outage
Wed-March 03 prior to 3/20/03
K/M/N Haevin - 7C
to [redacted] re compliments of ops -
re outage + saving 1 1/2 mil. 7C

undated [redacted] to Maint. re compliments on handling
outage -

undated [redacted] 7C [redacted] 7C
Directors, Mgrs + key personnel associated w/ planned outage
sees opportunity to be self critical
Who will lead, how to capture
re performance eval by WANO -

11:54P
Wed.
[redacted] performance pathetic
7C
per K.H. - re [redacted] mumbled to himself

end TAFE 1

2/22/03

10/01

re email - email took effect

[redacted] - went through Budget Cuts in 2002
position is no longer rotational - no longer a dotted line
report to [redacted] - (see effect below)

would have been documented within corporate only -
KH does not recall seeing any documentation on
a change -

Re [redacted] - recalls thanking him for transferring
her at mid-year because there were lay-offs -

Development, Quality Organization Effectiveness

- "Rotational" - was removed because there was no
organization for KH to return to / report to -
1) stopped going to staff meetings & ^{PER anything} ^{related} to ^{services}
2) dropped off distribution list.

- Reasons Note Behind ^{her} ^{position} ^{rotation}
- ① CALLED TO DISCUSS BONUS
 - ② INFO VISITS (DUKE ENERGY ASSESSMENTS)
 - ③ TRAINING MGR. / HR POSITION - HANDSTIED RE DECISIONS BY [redacted]

④ 2 WEEK TIME SHORTENED FROM 4/16 TO 3/28

ALSO UNUSUAL - FEB 2003 HUNDRED DAILY PLANS FOR 3 DIRECTORS
MANAGER MEETINGS - TOP 100

w/other MANAGEMENT TEAMS HR got involved to assist them -

Monthly

respruce v/m of 3/21 - to meet

3/24 - [REDACTED] states last day 3/28 per [REDACTED] decision
[REDACTED] says later 7/6:
it was HR

- Arrangement made between [redacted] after 2/26 release
[redacted] - orig. at Comp.

KH spoke w/ him about possibly joining his org.
1st 2 weeks in April —

3/4 [redacted] - says - off-site but keep Dodge

3/25 ECP & ~~_____~~ mycoplasmas

3/26 no long term access to site - no equipment

pd - through 4/16 3/2# she called [REDACTED] he advised that she should go to ECP —

meetings 1 on 1 —

March 2001 Super Concerts —

August 2002 \Rightarrow every month

~~_____~~ Sent her on assignment to Salem 9/02
all on Salem side

her
concerns
w/ [REDACTED]
were

no longer out control
left heterozygous

- Admin not concerned
- group w/ licenses vs server not. no operational decision making
- [redacted] not able to - "ineffective setup"
- [redacted] disengaged from Ops - OS level down

7C

tried to be
S. n. n. l. -

70

2 Qs

INTRO

SWEAR IN

ATTORNEY QUESTIONS

DPOB

SSN

HOME ADDRESS

HOME TEL #

MILITARY

COLLEGE

HIRED AT

JOB TITLE

Tishani

3/15/03 - how
corrosive

3/19 meeting

3/18/03 *best*
w/ [redacted]

Did [REDACTED]
Comments 9

Why Not

If she does
exit anyway,
why not communicate
to her

~~Libby call 6/14
to tell her about
your not - 按~~

7C

3/20/03 minutes
(met [redacted] - was [redacted])

How close - did you
 [redacted] let her
 [redacted] was going to be

$$\frac{3}{2} - \frac{3}{2} \frac{1}{\eta}$$

Did you tell anyone
that 3/2 was the
the last day

⑤



POSITION ELIMINATION

FIRST KNOWLEDGE THAT [REDACTED] MADE A DECISION TO ELIMINATE KH POSITION

DOWNSIZING - NAVIGN STUDY

[REDACTED] SAYS [REDACTED] TOLD HER NO LATER THAN JANUARY 17, 2003 -

WHEN FIRST DISCUSSION SHE HEARD/LEARNED OF THAT KH POSITION BEING ELIMINATED

KNOWLEDGE OF OTHER JOBS BEING OFFERED TO KH AFTER INFORMED HER POSITION BEING ELIMINATED?

- * SEE HR GENERALIST/HR CONSULTANT POSITION DESCRIPTION DATED 3/3/03

YOUR UNDERSTANDING FOR BASIS FOR THAT DECISION

** QUESTIONS ON TERMINATION LETTER/SEPARATION AGREEMENT **

SIGNED BY KH 2/26/03 - IN YOUR PRESENCE? WHY THEN - WHO ELSE THERE?

WHO DRAFTED THEM

BASIS FOR LANGUAGE IN THE SEPARATION AGREEMENT/ STANDARD LANGUAGE?

DRAFT AGREEMENT DATED FEBRUARY 2003 -

WHO DRAFTED IT

WHEN WAS IT DRAFTED? ASK FOR COMPUTER RECORDS SHOWING EXACT DATE IT WAS INITIALLY DRAFTED...

WHY 2 DIFFERENT DATES

ACCELERATION

FIRST LEARNED THAT A DECISION HAD BEEN MADE THAT KH LAST DAY ON SITE WSA NOT GOING TO BE 4/16 - BUT GOING TO BE IN 3/21-3/28 TIMER FRAME??

DID [REDACTED] SHARE WITH YOU DISCUSSION HE HAD WITH [REDACTED] AND [REDACTED] 3/18 OR 3/20 REGARDING KH ???

3/18 MEETING/DISCUSSION BETWEEN [REDACTED] - WHERE THEY TOLD [REDACTED] TO TELL KH SHE NEED TO START FINDING ANOTHER JOB - WHY WAS THAT DIRECTION GIVEN - [REDACTED] SAID [REDACTED] WANTED KH RELIEVED OF ALL HER DUTIES WHY????

HEARD ANY COMPLAINTS OR CONCERNS ABOUT HER EMOTIONAL STATE OR IT EFFECTING/CAUSING CONCERN AMONG PEOPLE AT PLANT?????

- SEE P. 16 [REDACTED] SAYS [REDACTED] WAS INVOLVED IN THE DECISION - SAYS [REDACTED] WAS AT SITE TO MEET WITH [REDACTED] ON 3/20 - - AND [REDACTED] AND [REDACTED] TALKED TO [REDACTED] CONCERN KH CONTINUING TO GET INVOLVED IN MORE HR ISSUES - LIKE WHAT??? 7C

WHY DIDN'T [REDACTED] TELL HER THAT 3/20 WAS HER LAST DAY???? AND NOT UNTIL 3/24 DID [REDACTED] TELL HER

RELATED TO HER CLAIMED BUSINESS EXPENSES

PART OF DISCUSSIONS WHERE THAT DECISION WAS MADE?

DO YOU KNOW WHY HER REMOVAL FROM SITE WAS ACCELERATED?

DO YOU KNOW WHOSE DECISION IT WAS TO DO THAT?

ever link it to her raising concerns in general

ever link it to her raising nuclear safety concerns

WHEN DID YOU FIRST LEARN OF THE HARVIN TO [REDACTED] LETTER

7C

HOW DID YOU LEARN OF IT

WERE YOU INSTRUCTED TO TAKE ANY ACTION TO ADDRESS THE
DISCRIMINATION ALLEGATION IN THE LETTER?

DID YOU TAKE ANY ACTION TO ADDRESS THAT?

BLACKBALLED CONCERN VOICED BY KH??

2KITS

~~Enterprise~~

UH Transit to bring part by

UH TRANSIT to bring part by
402 not know why
and other stuff who were to be moved every year

pin to
exp
penny

02
Enterprise

QA - Berd
FINANCE
TC

From who

late 2002 says 12/02
Couchman was used for

03
WHY

Intends meeting of
that year - enter report them -

UH fed discussed

UNSAT - N. Impe
CONSENSUS

- Had very much negative feedback

did he have that meeting/grading with
KH

INKLINE - FEB 03 from

1. I suppose to info 3
- IT & Bus. support
all done by end of March/April

Q

~~7C~~

Cost to understand why
KH on waiver list

Why then KH being put on 45 day

WHY

Feedback

90% of ^{average} ~~top~~ ~~skilled~~ ~~officers~~ ~~senior~~

destructive

perform better
No results or value

over
Temp

1) ~~Unit~~ KH

2) ~~7C~~

KH understood ~~it was~~ Temp -

GP - not
Continued in
2003 either

#3

Had to Transact
#3 ~~7C~~
#4
#5

NO INFO

ACCESS TO INSTA 4

Doc

NAVIGIN

Right after
PR2 ~~you~~ ~~problem~~
issue

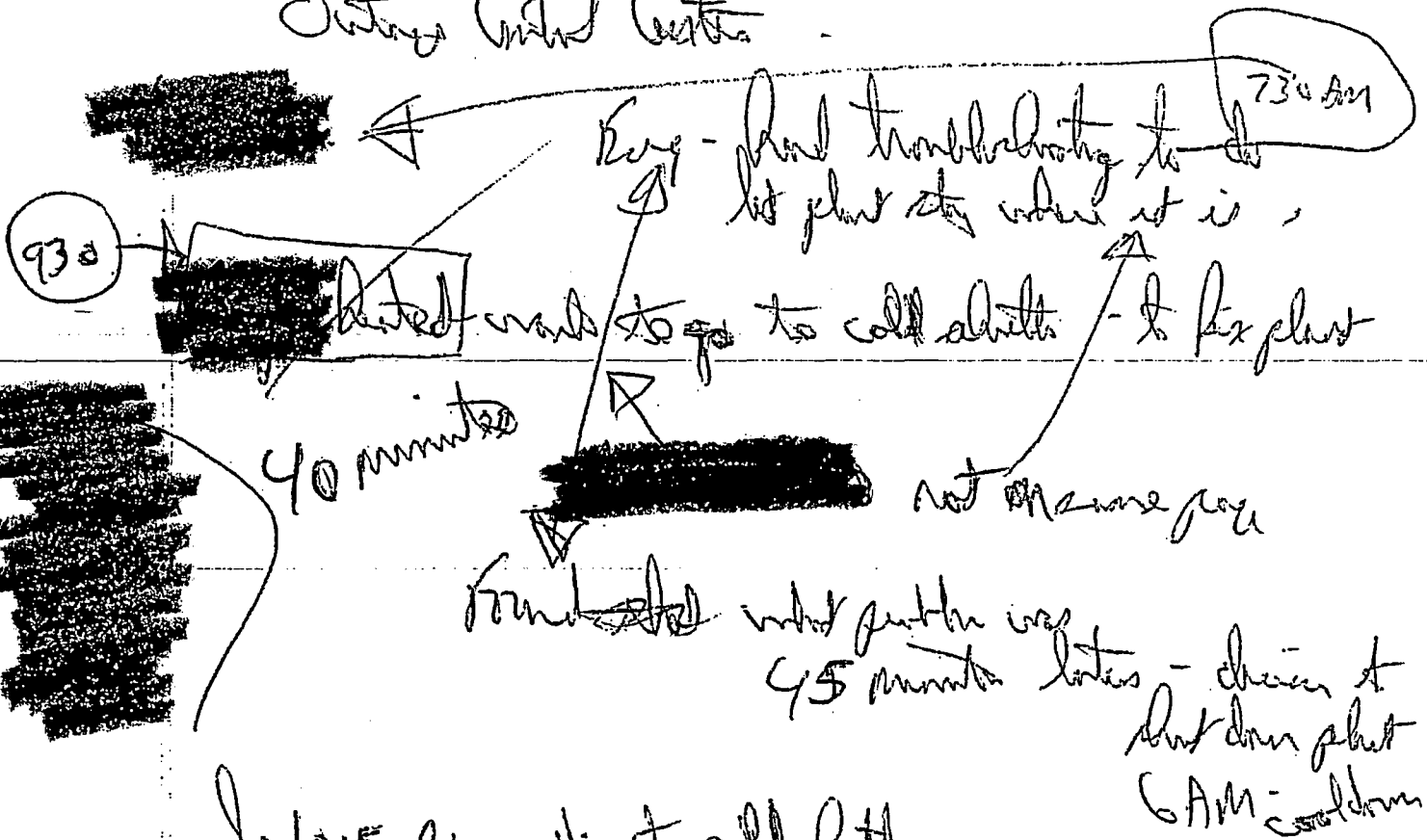
Volvo Had been called
inop - had 72 hrs
LCO

- NO -

- No - I express concern of bus or other regarding
Nuclear Safety

G.E. ~~XXXXXXXXXX~~ BYPASS VALVE stuck 48% open

Outage Control Center



by 1015 proceeding to cold shutdown

Shut down

Shut-up

~~Not happy with~~
~~cool down stopping~~
~~apparent~~
~~but to system~~



730 ~~XXXXXXXXXX~~

Recalling - yes

Blazed

SCWE

question him about a entry on the

Bypass VALVE ISSUE

Free
part of SCWE
diagram - ~~not~~
a ~~diagram~~
~~interview~~

3/25/04

BYPASS VALVE ISSUE

NRB

Did SITE
Root Cause

~~perhaps having trouble~~
~~with~~

~~TIME TO MOVE~~
~~ON 7/7~~

Cottrell
HJB MILLER
NPA

Producing high level
concepts for
the products on which
is being developed

am not sure
function

of
structure
of
people
with
experience
internal

last
questions

~~must~~ must work since 10/03 - many interviews - ^{not} ~~judgments~~
must more focused based on the large amount of
fieldwork CI/staff have conducted on the SCWA

Being being ~~the~~ representative of her in the discussion

- troubled & conflict with CI - no charges - but still
prison disputes
- as subject of make safety to him -

74
this
spends
counsel

They are off the ground
of the me

(PA)
related injury
way to her
river her father
split over to ~~the~~
74

Alam
Circulator

Alam 1

Alam 2

~~SCORE~~
~~10/15~~
~~turning~~

A & I

that up

- Holding the Best Assets

Captain

Pg 5-6

18

19

22

not heard nuclear safety

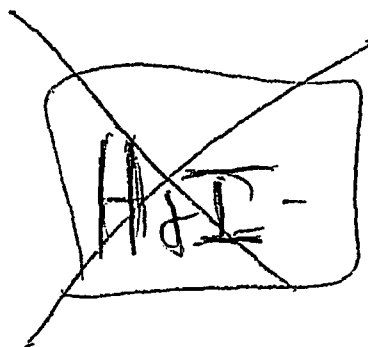
Even - "no"

Even - "no"

product over safety "no"

no specifics

Rebuttal



created

① Exhibit to Transcript

① Docs

- NAVY - Excess Accusations
- OTHERS BEING ESCALATED
IN LATE 02 thru April 03
- ROOT CAUSE 3/14-3/11

7C ② [REDACTED] Experts Council

7C [REDACTED]

DISCERN

1/22/67

ADAM ISLAND

HOPE CREEK QUESTIONS

15 JANUARY 1967

James and

SME

INTRO

partly from
was
now

reply
electronic
control
part of
of shared

[REDACTED] 7C

[REDACTED] 7C

VOLUNTARY

SWEAR IN

SSI - people
rep. for the contact
part for entrance
to exit

SPELL NAME

7C

DPOB

SSN

HOME ADDRESS

HOME TEL #

COLLEGE EDUCATION

MILITARY

WORK HISTORY

CURRENT JOB AND SUPERVISOR

HOW LONG IN POSITION

At some point
was on main
aware of the
frequency
being of

of some kind and AC
steps to that
was an attempt
prolonging in that
kind of behavior and
advised him

1st must guarantee
difficult relying big
looking = mistake
TAPL team

Q. part of TAPL team
D. missed looking
before

1999

11 11 07

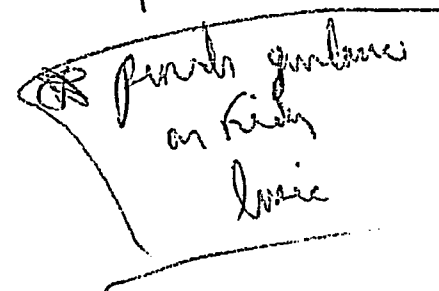
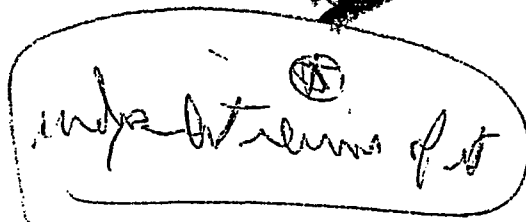
2 pieces

7C



Wen of hyp for Lisa

Abuse



TIMELINE

12/12/02 - 1307 4 EDGS DECLARED INOP

12/13/02 - AT 1120 AM DISCOVERED TS REQ NOT MET ON "A" AND "C" EDG

12/14 - QT 1120 AM TS REQ TESTING NOT COMPLETED NOR WAS ACTION TAKEN TO RESTORE AT LEAST 1 EDG TO OPERABLE STATUS WITHIN 2 HOURS OR TO INITIATE HOT SHUTDOWN WITHIN THE NEXT 12 HOURS TO MEET TS 3.8.1.1.e

PER SCOTT BARBER PLANT SHOULD HAVE SHUTDOWN AT 1120 PM ON 12/14/02

SSDI TEAM STATED THEY BELIEVED THEY BELIEVED THAT PSE&G SHOULD HAVE COMPLETED FULL SCOPE TS TESTING OF ALL THE INPUTS (10) TO 3 EDGs. LOCKOUT RELAYS. THEY ACKNOWLEDGED THE NEED TO DO THE TESTING, BUT IN 3 SEPARATE INSTANCES DID LESS THAN THE TS SURVEILLANCE TESTING MANDATED.

LICENSEE IN BOX ON MONDAY - DIESEL "C" OUT OF SERVICE

2nd Piece

TARP REVIEW - EXPLANATION OF WHAT TARP IS?

INTERNAL INVESTIGATION REPORT - DISCIPLINE AGAINST H.C. EMPLOYEES?

1L

[REDACTED] IMPRESSION THAT DRAVES WAS LEFT TO MAKE DECISION ON TESTING
vs NOT TESTING

WHO WAS AOM IN 12/02

CORRECTIVE ACTION - ORDER # 70028618 AND CORRESPONDING NOTIFICATION #
???

CORRECTIVE ACTION ORDER # 70028630 -

NOTIFICATION 20124539 ??? = FAILURE TO PERFORM DIESEL SURVEILLANCE

ALLEGED BY 40 THAT YOU SUBMITTED FOR
POSITION ON 2/26/03
6/24/04

of
MOVED
UP AREA
WAS FOR
OF WORK
FROM 4/16/01
TO 3/21/01
BECOME
SOME WORK
IN PL

INTRO /SUBJECT OF THE INVESTIGATION /POTENTIAL CRIMINAL SITUATION
VOLUNTARY

SWEAR IN

ATTORNEY QUESTIONS

DPOB

[REDACTED]

5/03

SSN

(2251)

HOME ADDRESS

HOME TEL #

MILITARY

COLLEGE

HIRED AT PSEG HIRED

★ B. [unclear]
is being
for last
not permanent
- temp assignment

[REDACTED]

RELATIONSHIP WITH KIM HARVIN

AREAS TO EXPLORE

HOW DID SHE COME TO WORK ON ASSIGNMENT AT SALEM/HOPE CREEK IN 98/99 TIME PERIOD - AT YOUR REQUEST???

IMPLEMENT SAP

INPUT/WRITE HARVIN PERFORMANCE PARTNERSHIP/JOB PERFORMANCE APPRAISAL FOR THOSE YEARS?

HOW DID SHE COME TO BE TRANSFERRED TO NBU AT SALEM/HOPE CREEK IN LATE 2001 TIME PERIOD

AT YOUR REQUEST

WHY

DID HER WORK RESPONSIBILITIES CHANGE AS RESULT OF THAT

DID SHE NOW REPORT TO YOU IN AN OFFICIAL EMPLOYEE TO SUPERVISOR CAPACITY

Q WERE YOU TO WRITE HER JOB PERFORMANCE APPRAISAL FOR THE CALENDAR YEAR 2002

Q DID YOU INFORM HER OF THAT AND WHAT ELSE THE TRANSFER MEANT

YES

IF [REDACTED] SAYS IT WAS ONLY A TEMP JOB - CONFRONT WITH NO CHANGE IN
EMPLOYEE STATUS CODE - WHICH SAYS PERMANENT EMPLOYEE

①

GO TO EMAILS FROM [REDACTED] TO [REDACTED] AND HAVE THEM EACH
EXPLAINED

②

ROTATIONAL ASSIGNMENT OR PERMANENT NATURE OF THE JOB

DID YOU HAVE A SPECIFIC CONVERSATION WHERE YOU TOLD HER OR WHERE IT
WAS EXPLAINED TO HER THAT HER JOB WAS TEMPORARY AND WOULD COME
TO AN END AT SOME POINT?

EVIDENCE TO OFFER THAT SHE WAS MADE AWARE OF THAT

ASK IF AFTER HARVIN WAS TOLD OF TEMP NATURE OF THE POSITION IN
MID 2002 BY [REDACTED] - DID HARVIN THEN ASK [REDACTED] IF IT WERE
TRUE??

③

BEING PLACED ON TEMPORARY LIVING EXPENSES ISSUE

③

ALL
TK

~~Del~~ IN 2002-4R QAR...

WAS SHE STILL TO BE KEPT ON PER DIEM/TEMPORARY LIVING EXPENSES FOR THE CALENDAR YEAR 2002 - EVEN AFTER TRANSFERRING TO NBU IN 1/02??

BASIS FOR ALLOWING OR DECIDING THAT?

A. ~~Harvin~~ ^{Give money}
B. ~~Harvin~~ ^{story}

CALL from ~~Harvin~~ ^{Extensive}

ANYONE ELSE IN YOUR ORG. GETTING SUCH EXPENSES PAID FOR?

BASIS FOR WHY THAT CEASED ON 1/5/03?

DID ~~Harvin~~ ^{THAT} IN
A CLAIMS ON
LIVING EXPENSES
BEING AUDITED BY
CORPORATE ACCOUNTING
PER ~~Harvin~~

PROTECTED ACTIVITY

"DID HARVIN EVER TELL YOU THAT THE CULTURE AT SALEM/HOPE CREEK WAS NOT CONDUCTIVE TO GOOD LABOR RELATIONS AND GOOD SOUND POWER PLANT FUNDAMENTALS. AND TO THE EXTENT THE CULTURE AND WORKING ENVIRONMENT WOULD MANIFEST ITSELF AS IN ISSUES OR PROBLEMS IN THE POWER PLANT, THAT WAS CERTAINLY SOMETHING THAT ALWAYS WAS UNDERSTOOD ANY TIME WE HAD THESE TYPE CONVERSATIONS. IT WAS NEVER CLEARLY IDENTIFIED AND EARMARKED AS SPECIFICALLY - I HAVE A NUCLEAR SAFETY CONCERN ISSUE. BUT THERE'S NO DOUBT THAT THAT WAS REALLY AT THE HEART OF HER ISSUE." BY ~~Harvin~~ 7C

ADDIT dropped in mid 03
DSC
SO
of
reason
to
position

PSEG LEADERSHIP WEAKNESSES, FAILINGS, INADEQUATE ATTENTION TO EMPLOYEE RAISED CONCERNS, NON- CONSERVATIVE OPERATING DECISIONS, EMPHASIS ON PRODUCTION OVER SAFETY,

~~Harvin~~ STAFF MEETINGS - DID HARVIN ATTEND? FREQUENCY/ ATTENDED BY?

KH present at a ~~Harvin~~ STAFF meeting where she said site management is a nuclear safety issue. In SPRING 2001 time period - CONFRONT ~~Harvin~~ ABOUT THIS - AND DID

76
TELL [REDACTED] TO NOT HAVE HARVIN ATTEND ANY FURTHER MEETINGS AFTER THIS ONE???

- WANO debrief - on those issues being identified - and what company did to address the these issues. - see p. 29 and p. 4

DOWNSIZE/POSITION ELIMINATION

80 - GAP/Navigan study found them to be a large delta in fixed labor costs -

76
** [REDACTED] ** had resp to take the study and shape it into site going forward and give [REDACTED] recommendation on where they should implement it - and then decision was [REDACTED] ** WAS KH POSITION ID BY ** [REDACTED] ** AS A SURPLUS - AND WHEN???? TO SAYS THERE WERE 3 AREAS THEY WANTED TO IMPROVE UNDER [REDACTED] LEADERSHIP 1. TOP QUARTER IN SAFETY 2. RELIABILITY AND 3. COST AND COST WAS ONE THEY HAD MADE NO PROGRESS IN so that is what initiated the NAVIGAN study in late 2002 which resulted in reductions in f2 and 3/03 and June, July and August (under [REDACTED])

IN 2002 DID YOU HAVE ANY STAFF POSITIONS/EMPLOYEES WORKING DIRECTLY FOR YOU?

PURPOSE OF STUDY

WAS YOUR ORGANIZATION REVIEWED IN AN EFFORT TO LOOK FOR POTENTIAL POSITION ELIMINATIONS

ASK HIM TO EXPLAIN HOW HIS NEED/VIEW OF HARVIN VALUE CHANGED
BETWEEN 10/31/01 EMAIL TO [REDACTED] TO LATE 2002 WHERE HE DIDN'T
NEED HER ANYMORE???? IN ONE YEAR TIME - EXPLAIN HOW IT CHANGED???

DID YOU TELL HER THAT SHE WAS NOT DELIVERING RESULTS/CHANGE??

POSITION ELIMINATION

110-100 TELL KIM SHE WAS NOT
DELIVERING?

WHEN DID YOU DECIDE TO ELIMINATE HARVIN'S POSITION??

2nd or 3rd QUARTER of
03

TO [REDACTED]
[REDACTED]

BASIS - \$

4th QUARTER HE MORE PRECISE
2/5/03

[REDACTED] SAID THAT THERE WAS CORPORATE APPROVAL OF [REDACTED] DECISION TO
ELIMINATE HARVIN POSITION - TRUE OR FALSE??

CSAP - [REDACTED] [REDACTED] TC

DISCUSSIONS WITH [REDACTED] IN 12/02 TIME PERIOD?

DISCUSSIONS WITH [REDACTED] IN JANUARY TIME PERIOD?

TELL [REDACTED] [REDACTED]
SUBJECTIVE [REDACTED]
MEETING WITH [REDACTED]
[REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED] [REDACTED]

[REDACTED] "objection the get Kim HARVIN out of the organization" Ask him to comment
on that???

COMPLAINTS OR CONCERNS BY [REDACTED] REGARDING HARVIN'S
CLAIMED EXPENSES??? [REDACTED] HANDING OUT HER BOOKS

OR OTHER COMPLAINTS [REDACTED] HAD WITH HARVIN??? →

\$\$\$ PLAY TAPE - AND QUESTION IF BALL ROLLING IN 12/02 - WHY DID HE WAIT
UNTIL 2/26/03 TO TELL HARVIN OF POSITION ELIMINATION???

→ me
TO
#6

"SHE LIKED TO
INFLATE HERSELF" A

HARVIN 2002 JOB PERFORMANCE APPRAISAL ISSUE/AREA

(5)

ASK ~~██████████~~ TO EXPLAIN HIS COMMENTS

JANUARY 2003 MEETING AT ~~██████████~~ RESIDENCE

PURPOSE

ref of memo

GO
BACK

WHAT GENERALLY DISCUSSED

some felt she was unsat and some felt NI - T or F??

WAS KH JOB PERFORMANCE DISCUSSED - IN WHAT WAY - DID ~~██████████~~ SEEK INPUT OF HIS DIRECT REPORTS ON ALL THEIR DIRECT REPORTS??

A CHECK

He did not
tell them
then

WAS THERE A CONSENSUS OF GROUP THAT HAD KH EFFECTIVENESS SIGNIFICANTLY DIMINISHED - WHAT WAS YOUR VIEW AND DID YOU SHARE IT WITH THE GROUP???

because
he
wasn't

~~██████████~~
of line.

FROM ~~██████████~~ TRAN - 39 - Says ~~██████████~~ had most negative feedback*** ~~██████████~~ had passed on some confidential info to her and she then passed it on to others - ~~██████████~~ upset about integrity issue. There were positives and negatives about all discussed. Says some felt she was unsat and some felt she was NI - almost certain ~~██████████~~ felt she was unsat. ~~██████████~~ was rated unsat, ~~██████████~~ was rated as NI. ~~██████████~~ confirmed that he felt ~~██████████~~ were in bottom grouping

TOTALITY OF
IT
ALL
TC

STILL NAMED TIRA
AS ACCOUNTABLE

WAS THERE AN AGREEMENT AMONG GROUP AS TO HER PERFORMANCE FOR 2002
- WHAT WAS IT?

WHY DID YOU ASK FOR THEIR INPUT IF YOU HAD ALREADY MADE DECISION IN
12/02 TO ELIMINATE HARVIN POSITION???

TIME FOR KH TO MOVE ON???

→ BETWEEN

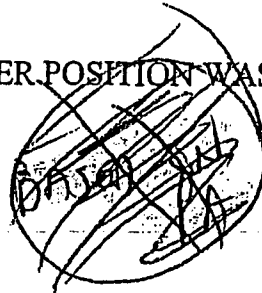
2/26/03 MEETING WITH KIM HARVIN

W/ SALLY MESSING SCHAREN
TO DISCUSS HER BONUS
WAS TELL HER THEN?

WHY MEET

WHY TELL HER AT THIS MEETING THAT HER POSITION WAS ELIMINATED

PLAY TAPE HERE



#6

MARCH 20, 2003 MEETING WITH KIM HARVIN

\$\$\$ PLAY TAPE \$\$\$

- STANDW/ ENTIRE MEETING

MARCH 20, 2003 LATE AFTERNOON MEETING WITH [REDACTED] AND -

← DID YOU TELL [REDACTED] THAT HARVIN HAD RAISED CONCERNS TO YOU THAT
MORNING???

DID [REDACTED] TELL YOU THAT 3/21 WAS GOING TO BE HARVIN'S LAST DAY???

7C

before you start
Don't sweat

12/07/22

MENT IN THAT

E?

ZC

fn

TED? AT 5:00 PM
 (G) 1147 [REDACTED]
 CHANGE TO 100
 100/100

7C
~~SECRET~~ LETTER
KIA albertson

MEETING WITH
JAN 31/20/0
WHERE THEY
TOLD YOU OF
IT?

J YS
 AGREED J
 TON [REDACTED]
 [REDACTED] TON
 32
 [REDACTED] BE
 [REDACTED] LAST
 [REDACTED]
 10V
 F77

SEEMS TO HAVE OCCURRED RIGHT AFTER [REDACTED] LETTER - BASIS FOR WHY
THAT NOT THE CAUSE

COMPLAINTS REGARDING KIM HARVIN PERFORMANCE/INTERACTIONS
WITH PEOPLE AT SITE OR IN HQ

- acting as line manager - overstepping her bounds - confused people as to her role

- spoken to number of times because of it

asking Vps if facilitators were worth \$\$ in making forward progress - on getting improvement in alignment with mgmt.

- view that KH becoming less effective as time went on - seeing less and less effectiveness

"thinks" it was decided based on KH job performance/not getting results/no value and her job being "over" decided that it was in excess in comparison to industry - says they probably both lined up and was basis for decision to eliminate the position.

says he heard had always said KH job was a year by year type of thing - KH probably thought it was for forever. *** Says it was clear in VPs minds it was yearly

and are getting feedback from people that were interfacing with KH that this is not a good situation for us or her - she is extraordinarily emotional and trying to lobby with anyone to see if they can find job for her and because being told she was not qualified, she broke down and cried and people were saying they did not know how to deal with it and that feedback got to and they said "maybe we should move up her leaving date" HE IS PRETTY SURE THAT FEEDBACK CAME FROM

- knows of nothing that would suggest that the decision to eliminate her position was the result of a response to information KH provided on nuclear safety or that caused her to be escalated - but says that KH date moved up was caused from feedback he got from about KH around the site

personal business while at work

ALL
TC

- intimidation

- making people cry at meetings

- threw around power

- treated individuals badly

- HEARD ANY COMPLAINTS OR CONCERNS ABOUT HER EMOTIONAL STATE OR IT EFFECTING CAUSING CONCERN AMONG PEOPLE AT PLANT?????



- Of the second -
some what unstable
could be done to
what point by
since he is not sitting
on ~~the ground~~

7c

INTERVIEW # 3

3/27/03 TELCON

Q Is that your voice
on tape -

3 ~~8~~ today call her
lunch

Δ \textcircled{A} Δ whose direction - of any

pg 4 only not content
and all the
content must on
line 9

~~Q - important notes
only not talk
about what's
happening~~

~~pg 7 - not
stop for other
page looking at
and that~~

~~pg 5 line 11 on
len not ending~~

pg 6 ~~Excluded~~
~~with~~ ~~and~~ ~~and~~
~~here~~

pg 7 - did you see
7c

5. U.K. Encl
may call hand
taken about
agency location
in [redacted]
7K.

P. S. - ~~not~~
 full ~~of~~ was
 [REDACTED] 2

[REDACTED]

5/19/04
5/22/04

[REDACTED] Qs

[REDACTED]

Moving
up
last
day

8/02

INTRO

SWEAR IN

ATTORNEY QUESTIONS

DOB

[REDACTED]

SN

HOME ADDRESS

[REDACTED]

HOME TEL #

MILITARY HR

[REDACTED]

ALL HR
KUNENALD

BOSS WAS

NINE

(A) [REDACTED] [REDACTED] KUNENALD
[REDACTED] of her duties
O/A 3/18/03

- meeting with [REDACTED]
prior to the meeting
with KUNENALD to tell her -
her position was
eliminated
- when [REDACTED] heard -
did she drift 45 day
before separation began
prior to meeting
ASTHER KUNENALD for
the date she does
was proposed
- elimination due to
downsizing, elimination
poor performance -
which one

(A) [REDACTED] job title

- SITE [REDACTED]
[REDACTED] KUNENALD

RELAYED TO

[REDACTED]

- [REDACTED] [REDACTED]
[REDACTED] KUNENALD

- IBCU [REDACTED]

[REDACTED]

02

76

WAS

HR

HR UNIT

- INTERNAL INVESTIGATION

(FORMAL COMPLAINTS)

FIRST MET

see p. 14

UNION

under track

per [redacted] can provide first hand info of complaints re KH at site specifically in areas of:

- personal business while at work

- intimidation

- making people at meetings cry

- threw around power

- treated individuals badly

[redacted]

ALWAYS CRIES AS MEETINGS

JOHN NEEDING TO AS DA LINE

think [redacted] just - remove of KH [redacted] director to [redacted] right in [redacted]

2 [redacted] AND [redacted] [redacted] [redacted]

3 [redacted] [redacted] [redacted]

01
02
03

Ben Grindaker

- objective was to get her out of the organization - why???

1ST AWARE OF ISSUES OR CONCERNS RAISED WITH KH JOB PERFORMANCE, INTERACTIONS WITH PEOPLE, THROWING HER WEIGHT AROUND, EXPENSES?

AND WHO SHARED WITH

EVER SHARED WITH [redacted]

TRANSFER FROM CORPORATE TO NBU

** 10/31/01 email from [redacted] to [redacted]

KH TRANSFER TO SITE/NBU - WHEN AND WHAT DID IT MEAN

WAS IT A TEMP ASSIGNMENT - AND AT END OF 2002 DECISION MADE ON WHETHER TO CONTINUE HER SERVICES

SEE EMAIL ABOUT NEEDING KH FOR ALL OF 2002 - SIMILAR DISCUSSIONS ON THAT FOR '03

what you [redacted]

HER [redacted] [redacted] [redacted]

ACTUALS

What?

SHARE WITH

BUDGET?

Corporate approved

IBEW
GRIKJANNA

IF SO DO YOU RECALL IF KH POSITION WAS BUDGETED FOR 2003???

WHY DONE

DID YOUR ORG LOSE FTE AT SOME POINT AFTER KH TRANSFERRED

last quarter of
2002
from BH

POSITION ELIMINATION

Ask parent
multi logistic the #5

FIRST KNOWLEDGE THAT [REDACTED] MADE A DECISION TO ELIMINATE KH POSITION

~~= MAY HAVE BEEN ELIMINATED (AUG 03) TO SAVE \$\$\$ PACKAGE~~

DOWNSIZING - NAVIGON STUDY

YES I know

[REDACTED] SAYS [REDACTED] TOLD HER NO LATER THAN JANUARY 17, 2003 -

WHEN FIRST DISCUSSION SHE HEARD/LEARNED OF THAT KH POSITION BEING ELIMINATED

KNOWLEDGE OF OTHER JOBS BEING OFFERED TO KH AFTER INFORMED HER POSITION BEING ELIMINATED?

- * SEE HR GENERALIST/HR CONSULTANT POSITION DESCRIPTION DATED 3/3/03

YOUR UNDERSTANDING FOR BASIS FOR THAT DECISION

ALL
7C

after 10:2
on 2/26/03
1/17
lots of documents
missing documents
** QUESTIONS ON TERMS

ATION AGREEMENT **

SIGNED BY KH 2/26/03 - I

WHY THEN - WHO ELSE THERE?

WHO DRAFTED THEM

BASIS FOR LANGUAGE IN THE SEPARATION AGREEMENT/ STANDARD LANGUAGE?

DRAFT AGREEMENT DATED FEBRUARY 2003 -

WHO DRAFTED IT

WHEN WAS IT DRAFTED? ASK FOR COMPUTER RECORDS SHOWING EXACT DATE IT WAS INITIALLY DRAFTED...

WHY 2 DIFFERENT DATES

4/27
2/26/03
ACCELERATION

FIRST LEARNED THAT A DECISION HAD BEEN MADE THAT KH LAST DAY ON SITE WSA NOT GOING TO BE 4/16 - BUT GOING TO BE IN 3/21-3/28 TIME FRAME??

o/a 3/21
phone call for H/H
7C
DID [REDACTED] SHARE WITH YOU DISCUSSION HE HAD WITH [REDACTED] AND [REDACTED] 3/18 OR 3/20 REGARDING KH ???

3/18 MEETING/DISCUSSION BETWEEN [REDACTED] AND [REDACTED] - WHERE THEY TOLD [REDACTED] TO TELL KH SHE NEED TO START FINDING ANOTHER JOB - WHY WAS THAT DIRECTION GIVEN - [REDACTED] SAID SHE WANTED KH RELIEVED OF ALL HER DUTIES WHY????

HEARD ANY COMPLAINTS OR CONCERNS ABOUT HER EMOTIONAL STATE OR IT EFFECTING/CAUSING CONCERN AMONG PEOPLE AT PLANT?????

- SEE P. 16 - [REDACTED] SAYS SHE WAS INVOLVED IN THE DECISION - SAYS SHE WAS AT SITE TO MEET WITH [REDACTED] ON 3/20 - - AND SHE AND [REDACTED] TALKED TO [REDACTED] CONCERN KH CONTINUING TO GET INVOLVED IN MORE HR ISSUES - LIKE WHAT???

WHY DIDN'T [REDACTED] TELL HER THAT 3/20 WAS HER LAST DAY???? AND NOT UNTIL 3/24 DID [REDACTED] TELL HER

RELATED TO HER CLAIMED BUSINESS EXPENSES

PART OF DISCUSSIONS WHERE THAT DECISION WAS MADE?

DO YOU KNOW WHY HER REMOVAL FROM SITE WAS ACCELERATED?

DO YOU KNOW WHOSE DECISION IT WAS TO DO THAT?

ever link it to her raising concerns in general

ever link it to her raising nuclear safety concerns

products over safety concerns in that a safety review / non-consentive decision making

WHEN DID YOU FIRST LEARN OF THE HARVIN TO [REDACTED] LETTER

HOW DID YOU LEARN OF IT

WERE YOU INSTRUCTED TO TAKE ANY ACTION TO ADDRESS THE
DISCRIMINATION ALLEGATION IN THE LETTER?

DID YOU TAKE ANY ACTION TO ADDRESS THAT?

BLACKBALLED CONCERN VOICED BY KH??

WAT

BF-19

QUESTIONS

8/99

calls
middle of
night

4/20/04

PRESENTED
JALM 1/17
d. SUMMER 99
V. 99

INTRO/VOLUNTARY

SCWE INTERVIEW/WITNESS

SWEAR IN

BIO - BUT QUICK

QUESTION AREAS

describe union management relationship?

Experienced retaliation for raising concerns (if yes, give brief summary. Identify for self or others) -

GENERAL AREAS

discontent of unions -

WAS THERE AN APPROPRIATE BALANCE BETWEEN SAFETY AND PLANT OPERATIONS IN DEREGULATED ENVIRONMENT

MEETING - "YOU DON'T GET IT" - DISENFRANCHISED PEOPLE - LED TO TARP PROCESS - DECISION BY COMMITTEE - EVENTUALLY LED TO SM/OPS NOT FEELING EMPOWERED TO MAKE OPERATIONS CALLS - I.E. SHUTTING PLANT DOWN

** THE ECONOMICS TAKING PRECEDENCE OVER DECISION MAKING REGARDING PLANT OPERATIONS AND OPERATIONS DECISIONS. DID NOT MEAN ECONOMIC

PRESSURE TO KEEP PLANT UP. NEVER BEEN IN MEETING THERE WHERE THAT WAS VERBALIZED.

&&& OCCASIONS WHERE THEY HAD TO DEBATE A POTENTIAL SAFETY ISSUE/EQUIPMENT OPERABILITY OR INOPERABILITY ISSUE FOR 4-6 HOURS BEFORE COMING TO A DECISION - COULD BE PERCEIVED THAT THEY WERE NOT BEING FIRM IN DECISION ON HOW THEY WERE OPERATING THE PLANT

(2) &&& PRODUCTION OVER SAFETY - HAVING TO PROVE IT'S INOP, vs PROVE IT'S OPERABLE - PROMPTED Sms TO MEET WITH [REDACTED] TO DISCUSS - UNDER [REDACTED] REGIME. 7c

BELIEF THAT SAFETY IS NUMBER PRIORITY AS LONG AS IT DOESN'T IMPACT SCHEDULE OR GENERATION. IF SOMETHING HAS TO GIVE IT TENDS TO BE SAFETY. THAT IS THE IMPRESSION.

&&& LOSS OF TRUST BETWEEN AOMs Sms AND SR OPS LEADERSHIP DURING [REDACTED] REGIME

&&& GENERAL - DIRECTION THAT OPERABILITY DETERMINATIONS MADE BY TARP - I.E. IT HAS TO BE PROVEN INOPERABLE BEFORE AN ACTION CAN BE TAKEN - vs> WHAT EXPERIENCED AT OTHER PLANTS THAT IF CAN'T PROVE OPERABLE - IT IS INOPERABLE

POTENTIAL SALEM SCWE ISSUE

SPECIFIC ISSUES

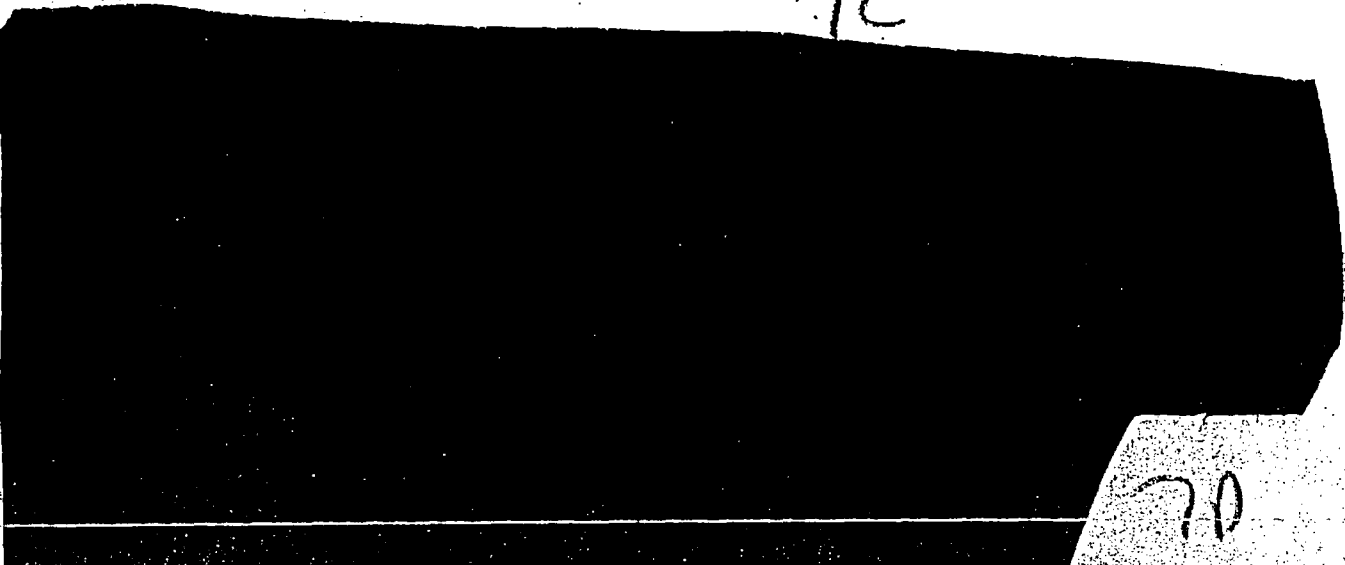
&&& APPROX 2 YEARS AGO - ISSUE WITH SALEM SJ CHECK VALVES 4/5 AND 12/13 LEAKING. SOME Sms AND AOM WANTED LEAK TESTING DONE TO DETERMINE IF IT WAS A PROBLEM - DECISION MADE BY [REDACTED] (AND PROBABLY [REDACTED] TO NOT TEST - BUT TO "ENGINEER IT AWAY"

[REDACTED] and I interviewed [REDACTED] on 2 issues on 1/22/04. During the SCWE portion of the interview, [REDACTED] said that he believes the Salem SJ valves in question were declared operable (after leaking was detected) without a sound technical basis. [REDACTED] does not believe the conservative thing was done and he does not believe that technical specification compliance was met with how they handled the issue. [REDACTED] said that at artificial island, Operations made operability conclusions and pressure/pushback on the SJ valve issue came from [REDACTED]. Specifically, [REDACTED] told [REDACTED] that they were not in tech spec compliance on this issue and [REDACTED] responded that engineering had done an evaluation - and pushed back on [REDACTED] after [REDACTED] told him he believed it was inoperable.

Eileen and I heard a similar concern raised regarding these valves by [REDACTED] during a 12/16/03 interview. We have now heard this from 2 high level sources - with indications that there may have been a violation of tech specs. I will not receive the [REDACTED] transcript for about 10 days - but wanted to get this info to you so that a formal determination can be made thru the allegation process on whether a violation occurred here. If it did, there are clear indications from [REDACTED] testimony that it is potential deliberate misconduct.

On December 16, 2003, and January 22, 2004, the [REDACTED] were interviewed as part of OI Assist to Staff 1-2003-051F regarding the SCWE at the Salem and Hope Creek sites. During the interviews both discussed that in the 2001 time period the Salem Unit 2 SJ 4/5 and 12/13 injection valves were leaking significantly (in violation of technical specification surveillance requirements), but it could not be determined which valve was leaking without doing additional testing. Specifically, [REDACTED] indicated that testing was planned to determine which valve was leaking. Initially, [REDACTED], Salem/Hope Creek Operations Director agreed that the planned testing needed to be done, but ultimately he "pushed back"/disagreed with the plan and made the decision that the testing was not going to be conducted, even after being informed by [REDACTED] that they were not in compliance with technical specifications on the issue. [REDACTED] said that the valves were declared operable without a sound technical basis and due to the leaking they were in noncompliance with technical specification surveillance requirements. [REDACTED] and [REDACTED] indicated the problem was "engineered away." [REDACTED] testimony on this matter is located at pages 52-65 and 117-119 on his transcript of interview. [REDACTED] testimony is located at pages 20-35.

ALL ABOVE IS
7C



70

&&& SWITCHYARD ISSUE 9/03 WITH [REDACTED]

74 - says [REDACTED] involvement in Hurricane Isabel electrical arcing in switchyard issue was not inappropriate - says how this was handled is example of good vs. bad - in how old v.s. new functions. [REDACTED] had earlier said - the unit is going to have a strong likelihood of tripping that night - there were follow up discussions on who was resp for cost of clean-up plant or corporate but that night [REDACTED] makes decision to shut down - **CONFLICT WITH OTHER TESTIMONY OBTAINED BY OI -**

&&& [REDACTED] 7C
WITHOUT AUTHORIZATION FROM THE CONTROL ROOM

&&& SALEM 1, 24 STEAM GENERATOR FEED REG VALVE (FRV) 24BF19 FAILED approximately mid this as a production over safety issue (p. 12-17+).

TO RESPOND - THE NCOs AND AT LEAST 1 SRO ON SHIFT BELIEVED THE VALVE WAS MECHANICALLY BOUND ... MGMT DIDN'T WANT TO DECLARE IT MECHANICALLY BOUND AND THEREFORE INOP BECAUSE THAT WOULD REQUIRE A LCO 3.0.3 SHUTDOWN. MGMT ELECTED TO PURSUE A CONTROLS FAILURE ... SHUTDOWN DELAYED FOR ABOUT 36 HOURS.

AN [REDACTED] USED A METAL BAR TO PRY A CIRCULATING WATER PUMP BREAKER INTO ITS ENERGIZED CUBICLE.

[REDACTED] TALKED OF 4 POTENTIAL SCWE ISSUES

Letter to file

3 SALEM GRASSING ISSUE - EARLY MARCH 2003

WAS IN ON SOME PHONE CALLS AND MEETINGS BUT SINCE SALEM - NOT AS MUCH - MORE EXP WITH HC

KEEPING REACTOR POWER AT PROPER LEVEL WITH SITUATION DETERIORATING

are you going to only [REDACTED]
reliant

*New memt
J.S.*

SUPV BY COMMITTEE

LESS EMOTION THAN TURBINE VALVE ISSUE - RIGHT THING WAS DONE -
WAS IT TIMELY DECISION - "YES" FELT GOOD ABOUT WHERE AND HOW
THEY GOT THERE

BUT FROM A NLO PERSPECTIVE - WAS PROBABLY A SCWE ISSUE - HE
BROUGHT UP FOR THAT REASON

*** SALEM GRASSING ISSUE - EARLY MARCH 2003

SOME Sms WANTED MORE CIRCULATORS (4 INSTEAD OF 3) - [REDACTED]
FELT THOSE INDIVIDUALS WERE "HOLDING THE PLANT HOSTAGE"???

KEEPING REACTOR POWER AT PROPER LEVEL WITH SITUATION
DETERIORATING

SUPV BY COMMITTEE

LESS EMOTION THAN TURBINE VALVE ISSUE - RIGHT THING WAS DONE -
WAS IT TIMELY DECISION - "YES" FELT GOOD ABOUT WHERE AND HOW
THEY GOT THERE

BUT FROM A NLO PERSPECTIVE - WAS PROBABLY A SCWE ISSUE - HE
BROUGHT UP FOR THAT REASON

N/A A START-UP CHECKLIST??

&&& LEAK OF #12 NUCLEAR SERVICE WATER PIPE - UNDERGROUND - JUST AS
PIPE ENTERED BUILDING. . INITIAL OPERABILITY DETERMINATION = OPERABLE
BUT DEGRADED - BY ENGINEERING - WEEKS IN DURATION - BUILT HUT FOR NEOs
TO OBSERVE - DID EXCAVATION - DID SHUT DOWN - BUT TOOK TOO LONG IN

SOME EYES - ABLE TO DO TEMP REPAIR WHILE ON LINE - THEN PERMANENT FIX DURING SHUTDOWN.

&& Says after receiving INPO 3 in 2002, union leadership still positive , but plant mgmt was disappointed - said that after meeting plant focus was not changed to where production over rode safety.

&&& EVER SAW/HEARD NEWARK MGMT DIRECT OR SUPERVISE A DECISION AT PLANT REGARDING SAFETY/START UP/SHUT DOWN?

&&& NO PLANT MGR FOR LAST 3 YEARS - LED TO "WHOSE IN CHARGE" MENTALITY - MANAGEMENT/DECISION BY COMMITTEE LED TO MUCH INPUT BY INDIVIDUALS WHO HAD NO DECISION AUTHORITY OVER ISSUE

&&& REMEMBERS THAT [REDACTED] WAS CHALLENGING EVERYONE. DOES NOT THINK [REDACTED] FELT OPS WAS ASKING ALL THE QUESTIONS AND HAD THOUGHT THINGS THRU -

&&& NO NLOs TOLD HIM THIS EITHER - BUT THEY FEEL FRUSTRATED THAT IN ID SAFETY ISSUES - THEY CAN'T GET IT FIXED TO THEIR SATISFACTION IN A TIMELY MANNER. SEES THINGS THAT SHOULD BE ID BY NLOs BUT ARE NOT - MAYBE THAT THEY HAVE GIVEN UP RAISING ISSUES.

&&& NO PLANT MGR FOR LAST 3 YEARS - LED TO "WHOSE IN CHARGE"
MENTALITY - MANAGEMENT/DECISION BY COMMITTEE LED TO MUCH INPUT BY
INDIVIDUALS WHO HAD NO DECISION AUTHORITY OVER ISSUE

- DEREGULATION -

HOPE CREEK TURBINE BYPASS VALVE ISSUE 3/17/03

MEETING/DISCUSSION WITH [REDACTED]
[REDACTED] LICENSE HOLDER - NO CORPORATE
PARTICIPATION THAT HE HEARD

LENGTH OF DISCUSSION ON WHAT NEEDED TO BE DONE WAS
EXCESSIVE - ATTENDEES THOUGHT BLACK AND WHITE/STRAIGHT
FORWARD THAT NEEDED TO SHUT DOWN TO INSPECT/FIX VALVE

[REDACTED] WAS ONLY ONE WHO KEPT CHALLENGING - DO WE HAVE
ALL INFO - THOUGHT THAT TYPE OF DISCUSSION COULD BE TAKEN
WRONG WAY - BUT DOES NOT THINK IT WENT OVER THE LINE

~~_____~~ 7C
~~_____~~
EBARO

~~_____~~
- OTHERS IN HR

TBZ
CONF ASSM
13

INTRO

SWEAR IN

ATTORNEY QUESTIONS

DPOB

SSN

HOME ADDRESS

HOME TEL #

MILITARY

COLLEGE

HIRED AT PSEG HIRED 4/02

JOB TITLE

4/02 Jyano

Ward of a
Nathan Ave -

4/02
Ward of a
Nathan Ave -

NEO,



ACK

7C

KH RAISING OF SAFETY CONCERNS

PSEG LEADERSHIP WEAKNESSES, FAILINGS, INADEQUATE ATTENTION TO EMPLOYEE RAISED CONCERNS, NON- CONSERVATIVE OPERATING DECISIONS, EMPHASIS ON PRODUCTION OVER SAFETY,

KH being at a meeting where she said site management is a nuclear safety issue. In 2002 time period -

- WANO debrief - on those issues being identified - and what company did to address the these issues. - see p. 29 and p. 4

DOWNSIZE/POSITION ELIMINATION

80 - GAP/Navigan study found them to be a large delta in fixed labor costs -

76
** [REDACTED] ** had resp to take the study and shape it into site going forward and give recommendation on where they should implement it - and then decision was [REDACTED] * asked for NAVIGAN study** LEAD - ** [REDACTED] * id where surpluses were - LEAD - INTERVIEW [REDACTED] - Q - WAS KH POSITION ID BY * [REDACTED] * AS A SURPLUS - AND WHEN???? TO SAYS THERE WERE 3 AREAS THEY WANTED TO IMPROVE UNDER [REDACTED] LEADERSHIP 1. TOP QUARTER IN SAFETY 2. RELIABILITY AND 3. COST - AND COST WAS ONE THEY HAD MADE NO PROGRESS IN so that is what initiated the NAVIGAN study in late 2002 which resulted in reductions in f2 and 3/03 and June, July and August (under [REDACTED])

IN 2002 DID YOU HAVE ANY STAFF POSITIONS/EMPLOYEES WORKING DIRECTLY FOR YOU?

HEARD OF NAVIGN/GOODNIGHT STUDY AT SALEM HOPE CREEK

PURPOSE OF STUDY

IN THE SUMMER AND INTO THE FALL OF 2002 DID YOU PARTICIPATE IN DISCUSSIONS SURROUNDING THE NAVIGN/GOODNIGHT STUDY.

WAS YOUR ORGANIZATION REVIEWED IN AN EFFORT TO LOOK FOR POTENTIAL POSITION ELIMINATIONS

IF NOT - WERE YOU AWARE THAT OTHER ORGANIZATIONS WERE BEING
REVIEWED IN AN EFFORT TO LOOK FOR POSITION ELIMINATIONS?

WAS THERE TALK OF ELIMINATION OF OTHER STAFF POSITIONS AT THE SITE

JANUARY 2003 MEETING AT [REDACTED] RESIDENCE

WHAT GENERALLY DISCUSSED

WAS KH JOB PERFORMANCE DISCUSSED - IN WHAT WAY - DID [REDACTED] SEEK INPUT OF HIS DIRECT REPORTS ON ALL THEIR DIRECT REPORTS??

FROM: [REDACTED] TRAN - 39 - 1/03 Saturday morning review at [REDACTED] house - all direct reports were there ([REDACTED] NOT PRESENT)- KH also discussed. Says [REDACTED] had most negative feedback*** [REDACTED] had passed on some confidential info to her and she then passed it on to others - [REDACTED] upset about integrity issue. There were positives and negatives about all discussed. Says some felt she was unsat and some felt she was [REDACTED] - almost certain [REDACTED] felt she was unsat. [REDACTED] was rated

Re

unsat, [REDACTED] was rated as [REDACTED] confirmed that he felt [REDACTED], and KH were in bottom grouping

PERSONAL EXP WITH THAT -EXPLAIN? ON HER SHARING INFORMATION WHICH WAS NOT TO BE SHARED REGARDING POSITIONS BEING FILLED AND/OR ELIMINATED

WAS THERE AN AGREEMENT AMONG GROUP AS TO HER PERFORMANCE FOR 2002
- WHAT WAS IT?

TIME FOR KH TO MOVE ON???

POSITION ELIMINATION

when first heard discussion of the possibility or learned it was a made decision??

DISCUSSION IN 2002 OF ELIMINATION OF KH POSITION (SAYS NO RECALL OF THAT - SEE P. 12)

ACCELERATION OF HER LEAVING THE SITE? ANY INVOLVEMENT IN THAT DECISION

PART OF DISCUSSIONS WHERE THAT DECISION WAS MADE?

DO YOU KNOW WHY HER REMOVAL FROM SITE WAS ACCELERATED?

DO YOU KNOW WHOSE DECISION IT WAS TO DO THAT?

KEENAN - NEED NAV STUDY, COMPANY CONTRACT NOT EXTENDED IN 2003, OTHERS LET GO EARLY LEAD INTERVIEW *** [REDACTED] *** ABOUT OTHERS BEING MOVED UP*** Says [REDACTED] called him every day looking for help in finding her [REDACTED] says on 3/23 (a Monday) this discussion/knowledge of KH being informed

COMPLAINTS ON HARVIN

- acting as line manager - overstepping her bounds - confused people as to her role
- spoken to number of times because of it
- [REDACTED] asking Vps if facilitators were worth \$\$ in making forward progress - on getting improvement in alignment with mgmt.
- [REDACTED] saying there would be certain jobs which would be reviewed every year to see if they still needed them
- -ever heard [REDACTED] say 'staff' jobs would be reviewed every year
- did he provide written or verbal input into KH performance partnership - FOR WHICH YEARS??

- view that KH becoming less effective as time went on - seeing less and less effectiveness

[REDACTED] "thinks" it was decided based on KH job performance/not getting results/no value and her job being "over" decided that it was in excess in comparison to industry - says they probably both lined up and was basis for decision to eliminate the position.

ALL
7C

- [REDACTED] says he heard [REDACTED] had always said KH job was a year by year type of thing - KH probably thought it was for forever. *** Says it was clear in VPs minds it was yearly

- [REDACTED] and [REDACTED] are getting feedback from people that were interfacing with KH that this is not a good situation for us or her - she is extraordinarily emotional and trying to lobby with anyone to see if they can find job for her and because being told she was not qualified , she broke down and cried and people were saying they did not know how to deal with it and that feedback got to [REDACTED] and [REDACTED] and they said "maybe we should move up her leaving date" HE IS PRETTY SURE THAT FEEDBACK CAME FROM [REDACTED]

- knows of nothing that would suggest that the decision to eliminate her position was the result of a response to information KH provided on nuclear safety or that caused her to be escalated - but says that KH date moved up was caused from feedback he got from [REDACTED] about KH around the site

personal business while at work

- intimidation
- making people at meetings cry
- threw around power
- treated individuals badly
- HEARD ANY COMPLAINTS OR CONCERNS ABOUT HER EMOTIONAL STATE OR IT EFFECTING CAUSING CONCERN AMONG PEOPLE AT PLANT?????

Acc
7c

11/10/05
TELSON W/DR UREMAN ON
REC FOR

~~REDACTED~~
SAYS CANNOT
BE RETRIEVED

PER TO
STEW KIS
RECEIVED/DELETED
EMAILS

~~REDACTED~~ EVEN
AFTER DELETING JK
RETRIEVED (MS EXCHANGE)
2000 SRV YOU
CAN PROVIDE

DELETE
HAVE KIS COMPUTER
BUT HAD NAMES HAVE
BEEN CHANGED E35 -