

**PRIVILEGED AND CONFIDENTIAL**

*Allyer-Ponder  
Discrimination  
Timeline*

**200-2002 Timeline**

Spring 2001                      President's Staff Meeting  
   "Leadership is a nuclear safety issue" conversation

Monthly meetings 2001-2002\*  
President and Kymn              Areas of concern re. Leadership, engagement, impact on Operators  
   Safety and decision making

January 2002                      Salem Operations Manager not doing his job  
   Leadership and safety concerns

February 2002                      Salem Operations Manager not doing his job  
   Leadership and safety concerns  
   VP and Director of Operations pressuring Operations for production over  
safety decision meeting

March                                  "Rift" between Operators with Licenses and Senior Mgt.  
   Joint meeting worsens the gap--senior leadership not listening  
   Operations Manager still not doing his job

April 2002                              Operations Manager resigns---says Sr. Leadership lack of integrity and  
   decision making is the issue

May 2002                              Meeting with President  
   "We do not have the leadership team that can take us to excellence"  
   Concerns about example-we are setting, impact on safety, site  
   performance

One-on-One meetings with President get cancelled for several months

\* Will obtain specific dates

Information in this record was deleted  
in accordance with the Freedom of Information  
Act, exemptions 7C  
FOIA- 2005-194

*Q-21*

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### 2003 Timeline

Jan 2003

One-on-One meeting with [REDACTED]  
Clearly state concerns about leadership at the Director level  
Two directors not doing their jobs---one in over his head, one disconnected/disengaged; both causing lack of confidence in Site Senior Leadership  
Concerns stated about Salem Operations---Operations Manager Out of touch with his people; morale very low; anger and frustration very high; concern about safe operations of the facility  
Ask to report to [REDACTED] and for INPO responsibility

Feb 26, 2003

One on One meeting with [REDACTED]  
Clearly reiterate concerns stated last month; discuss lack of Progress and increased concern for plant impact. Gave direct feedback on management team and concerns about what I had heard from Union guys at Salem. Danger to themselves (injuries) and others (operations issues, human performance events, etc.)  
Stated burden on [REDACTED] and need for leadership changes--many high level people not being accountable, in over their heads, and we are not set up to win. Ask to report to [REDACTED] and INPO responsibility

"I have some bad news. Your position is being eliminated. This is not about performance. You have worked tirelessly. We have to make drastic change and this about that."

Feb. 26, 2003

Meeting with HR [REDACTED] says still go on your plant visits--continue to do your job.

Feb 27-28, 2003

Emails to [REDACTED] re. plant visit. NO response.

March 5, 2003

Discussion with [REDACTED] re. plant visits

March 7, 2003

"I'm telling you not to go. [REDACTED] doesn't want you to go" [REDACTED]

One-on-One meeting with [REDACTED]  
"I'm not going"

March 13, 2003

Meeting with attorney (taping in NJ is legal)

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### **2003 Timeline continued**

March 20, 2003      One-on-One meeting with (b)(7)(C) (taped)      16  
Discussion of position elimination  
Reported safety vs. production issues and senior leadership  
Concerns about decision-making; "dangerous"  
(b)(7)(C) says "That's a bunch of bullshit"

March 21, 2003      Call from (b)(7)(C)  
Must meet with HR manager Monday  
Subject: Your layoff

March 24, 2003      Meeting with (b)(7)(C) (taped)  
(b)(7)(C) wants to accelerate your departure date"  
I protest. No choice. Must leave site by 3/28.  
Exit interview 4/16 as planned.

Met with (b)(7)(C)  
Unwilling to engage in "how it really is" conversation behind closed door

March 25, 2003      Send letter to Chairman of the Board  
Meet with Employee Concerns

March 26, 2003      Call from HR (b)(7)(C) (taped)  
(b)(7)(C) and (b)(7)(C) want you to do exit interview on 3/28.  
Bring all company property and plan to turn in your badge.

Request via attorney for meeting with safety investigator

Confrontation of (b)(7)(C) (taped)

March 28, 2003      Last day  
Statement read at (b)(7)(C) staff meeting, manager meeting, and  
training center

March 31, 2003      Request email/voicemail in effect until 4/16  
Email/voicemail eliminated same day

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## KEY PLAYERS

Before April 1, 2003

[REDACTED]

April 1, 2003

[REDACTED]

7C